

2025 NCHS Total Rewards Summary



Choices to Meet Your Needs At



Nicklaus Children's
Health System

Nicklaus Children's Health System "NCHS" strives to provide the most comprehensive and competitive Total Rewards Package to our dedicated and caring employees. We value our employees and are proud that we can offer a generous benefits package.

NCHS offers its Employee's:

Health and Wellness

- All health benefits effective the first of the month following hire date.
- Medical (HRA/HMO/POS), Fertility Benefit, Dental (DHMO/PPO/Enhanced), and Vision Insurance Plans.
- Employee Wellbeing Services – On-site convenient care clinic & a wellness center includes an on-site gymnasium featuring upscale exercise equipment and personal training classes.
- Healthy Lifestyles Incentive Program – complimentary annual biometric screening evaluation. Participants will receive a health insurance premium discount. Interactive wellness platform offered through Personify Health available for all employees.

Financial

- 403(b) Voluntary Pre-tax and/or Roth Post-tax Employee Contribution. IRS limits also apply.
- 403(b) Employer Match up to 3%. Vesting and eligibility rules apply.
- 457(b) Plan available – Voluntary pre-tax contribution per year. (IRS limits apply)
- SuccessSharing – an annual incentive (bonus) designed to reward employees for meeting organizational performance metrics.
- Retirement Plan – Annual Discretionary Employer Contribution up to 3% of eligible annual earnings. Vesting and eligibility rules apply
- Flexible Spending Accounts (Health Care & Dependent Care) IRS limits apply.
- Special milestone service bonuses for 5+ years of service, and recognition programs.
- SoFi financial services platform



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Income Protection

- Employer Paid Group Life: Employer paid up to 2X's Basic Life Insurance up to \$100,000 in coverage
- Employer Paid Short (12 weeks) & Long-Term Disability Insurance: LTD- the basic coverage is 60%. Additional options of 10% and 20% coverage available.
- Parental Paid Leave of Absence up to 2 weeks.
- Voluntary Supplemental Life & AD&D and Spouse/Dependent Life coverage available.
- Voluntary Illness and Disability Benefits (Accident & Critical Illness Insurance and Hospital Confinement Indemnity).



Work/Life

- Paid Time Off – Accrual per pay period based on years of service.
- Paid Community Day of Service.
- Employee Work/Life Services (EAP, Back-up Care, and Life Coaching)
- Complimentary Financial Planning services available
- Tuition reimbursement for undergraduate degree, graduate degree & job-related certifications.
- Financial assistance for legal adoption Other Voluntary Products: Legal Plan, Identity Theft Protection, Pet Discount plan, and other voluntary products.
- Florida Pre-Paid College - Payroll deduction.



Other Perks

- Weekly Farmers' Market on main campus.
- Partnership with Dade County Federal Credit Union Services.
- Complimentary parking.
- Employee discount & payroll deduction in the Hospital Café and Gift Shop.
- In-house Pharmacy.
- One-stop shop for exclusive discounts for travel, theme parks, home improvements, daycare, etc. through Care.com.
- Various employee recognition events throughout the year.



For more detailed information, please contact

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