Boca Regional/Baptist Health Integration FAQs

JULY 16, 2019



BENEFITS

1. When will my Boca Regional health benefits change?

Boca Regional employees will not transition to Baptist Health's benefit plan for at least one year, as the Boca Regional health plan year has just begun. We are currently developing a timeline for the integration of benefits, which we hope to share later in the integration process.

2. Will health benefits change for BocaCare employees?

For now, BocaCare employee health benefits will not change. However, since BocaCare health benefits are on a calendar year, they may transition to Baptist Health's benefits earlier than the rest of the Boca Regional population. As we finalize our timeframe for the integration of benefits, we will communicate it.

3. What will happen to my pension?

Some Boca Regional employees participated in the employee pension plan which was in place prior to the establishment of the Hospital's 403(b) plan. The pension plan was frozen in 2013. Any benefit earned under this plan is protected under the Pension Benefit Guaranty Corporation. Participating employees in this plan will continue to have their benefit available to them upon retirement.

4. Will there still be a match for my 403(b)?

Baptist Health does offer a 403(b) match. However, there are no immediate plans to convert Boca Regional employees to Baptist Health's 403(b) plan. Under the current Boca Regional 403(b) plan, the plan design and match are as follows: Immediate enrollment in available 403(b) Plan, with 50% match on the first 4% of your salary deferral, subject to all plan service and vesting requirements and Internal Revenue Service regulations and limits. Total deferrals in any taxable year may not exceed a dollar limit that is set by law. The limit in 2019 is \$19,000 (\$25,000 for employees over age 50). Boca Regional's matching formula is enhanced with years of service, as follows:

- 5 to 10 yrs of service / 50% match up to 5% of salary deferral
- 10+ to 15 yrs of service / 50% match up to 6% of salary deferral
- 15+ yrs of service / 50% match up to 7% of salary deferral.

The 403(b) match is computed on a bi-weekly basis.

5. What will happen to BocaCare's 401(k) match?

There is no plan to make immediate changes to BocaCare's 401(k) plan. Currently, BocaCare's 401(k) matches 100% of the amount deferred (pretax and/or Roth) up to 4% of compensation on a per pay period basis, subject to all plan service and vesting requirements and Internal Revenue Service regulations and limits. Total deferrals in any taxable year may not exceed a dollar limit that is set by law. The limit in 2019 is \$19,000 (\$25,000 for employees over age 50).

COMPENSATION

6. Will my pay or seasonal rates change?

There are no immediate changes to compensation planning. As a part of the integration process, Baptist Health will be analyzing the differences between Boca Regional and Baptist Health compensation policies and pay practices. After the analysis is complete, Baptist Health will make a determination of any future changes. A timeline for this analysis has not been determined, but we will share any additional updates with employees as decisions are made.

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COMPLIANCE/POLICIES

7. Are we required to get the flu shot?

Yes, as a part of Baptist Health, all employees are required to get a flu shot. Baptist Health's policy is similar to Boca Regional's. It is the policy of Boca Regional that all employees and individuals defined within the policy must be vaccinated annually against influenza in advance of each flu season unless they are eligible for and have an approved medical contraindication or an approved religious restriction.

ONBOARDING

8. When are we going to get new badges?

We expect that changes to badges will take place over the next few months. We will share additional updates as decisions are made. We know that there have been some issues with the badge pullies/clips. We are in the process of ordering new ones and will communicate more details once they arrive.

9. Do we have to reapply for our jobs?

Boca Regional employees will not have to reapply for their jobs. Titles will not change immediately, and we do not anticipate any near-term changes to employees' day-to-day roles and responsibilities. Baptist Health and Boca Regional will work together over time to understand current title structures and to make changes as needed.

UNITEDHEALTHCARE NEGOTIATIONS

10. What's going on with the negotiations with UnitedHealthcare?

As of July 1, 2019, Boca Raton Regional Hospital and Boca Raton Regional Hospital Diagnostic Imaging Centers are out of network with UnitedHealthcare. BocaCare doctors and Boca Raton Regional Hospital Urgent Care Centers remain in-network for UnitedHealthcare plans, and Boca Raton Regional Hospital still accepts UnitedHealthcare Medicare supplements to traditional Medicare policies. Boca Raton Regional Hospital has a longstanding relationship with UnitedHealthcare and is committed to working collaboratively to reach a new agreement, however, the timing of the resolution is unknown at this time.

MISCELLANEOUS

11. What is Baptist Health's fiscal year?

Baptist Health South Florida's fiscal year is October 1-September 30. As of October of 2019, we will move to the same fiscal year.