

**SUMMARY OF REQUEST**

**DATE:** June 30, 2021

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Interventional Cardiology Service Line

**REQUEST:** Approval to enter into a new two-year employment agreement up to the 81<sup>st</sup> percentile with Dr. Violeta A. McCormack for interventional cardiology clinical services, medical directorship of BHMC's cardiac catheterization lab and associate program directorship of the Cardiology Fellowship.

**PURPOSE:** To provide interventional cardiology clinical services, medical directorship and associate program directorship to serve the community and lead Broward Health's cardiology training program.

**CAPITAL REQUIRED:** None

**FISCAL IMPACT:** An independent third-party appraiser has determined: (1) the arrangement to be commercially reasonable, and (2) the total maximum compensation is within Fair Market Value (FMV).

**BUDGET STATUS:** Budgeted

**LEGAL REVIEW:** The contract is subject to General Counsel's review and approval as to legal form and conditioned on no material changes in the approved business terms.

**APPROVED:**  
Shane Strum, President/CEO BH

DATE: \_\_\_\_\_

## MEMORANDUM

**TO:** Board of Commissioners

**FROM:** Shane Strum, President/CEO BH

**DATE:** June 30, 2021

**SUBJECT:** Approval to enter into a new two-year employment agreement up to the 81<sup>st</sup> percentile with Dr. Violeta A. McCormack for interventional cardiology clinical services, medical directorship of BHMC's cardiac catheterization lab and associate program directorship of the Cardiology Fellowship.

### BACKGROUND

The Physician Group of North Broward Hospital District d/b/a Broward Health ("Broward Health"), is seeking to enter into a new employment agreement with Dr. Violeta McCormack. Dr. McCormack has completed an internship in Internal Medicine at Southern Nevada Memorial Hospital, University Medical Center, Las Vegas, Nevada in June, 1984, a residency in Internal Medicine at Southern Nevada Memorial Hospital, University Medical Center, Las Vegas, Nevada in December, 1985, a fellowship in Cardiology at University Medical Center, Las Vegas, Nevada in June, 1988, a third year fellowship in Cardiology at University of Miami, Jackson Memorial Medical Center, Miami, Florida in June, 1989, is board certified in Internal Medicine and Cardiovascular Disease, provides medical services to patients in the medical specialty of Interventional Cardiology, and has obtained and currently maintains an unrestricted license to practice medicine in the State of Florida.

As a safety-net system Broward Health is obligated to provide services to meet the community needs. Broward Health has documented and objectively determined that there is a legitimate business purpose for the services of a qualified physician to provide interventional cardiology clinical services, medical directorship of BHMC's cardiac catheterization lab, and associate program directorship of Broward Health's Cardiology Fellowship. Dr. McCormack joined Broward Health in 2005 and has been instrumental in the development of Broward Health Medical Center's Cardiac catheterization lab and interventional cardiology program. The associate program directorship services with Dr. McCormack are required to ensure Broward Health is compliant with the Cardiovascular Disease Fellowship Accreditation Council for Graduate Medical Education (ACGME) Specialty Specific Program Requirements, which requires an associate program director for educational accreditation.

A community needs assessment has shown an insufficient number of Interventional Cardiologists to meet the current and future needs of Broward Health's service area. Dr. McCormack will continue to serve the growing needs of our community.

### **ACTION/PROJECT DESCRIPTION**

Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to enter into a new contractual agreement with Dr. Violeta McCormack for a two-year term with maximum compensation at the 81<sup>st</sup> percentile. An independent third-party appraisal report determined that the proposed arrangement is commercially reasonable, and the compensation is within fair market value. Specifically, the proposed salary is a two-year guaranteed base salary set at the 43<sup>rd</sup> percentile with ten percent (10%) of the base salary at risk for satisfaction of quality and compliance metrics and ten percent (10%) of the base salary productivity opportunity with maximum clinical compensation set at the 54<sup>th</sup> percentile. With additional medical directorship and associate program directorship services, maximum compensation will be up to the 81<sup>st</sup> percentile.

The physician's productivity, quality and compliance metrics will be monitored by BHPG administrative team and monthly scorecards will be provided to the physician which includes compensation for her medical directorship.

### **FINANCIAL/BUDGETARY IMPACT**

The proposed salary is budgeted for FY 22.

### **JUSTIFICATION**

Broward Health has documented and objectively determined that there is a legitimate business purpose to provide interventional cardiology services, medical directorship services and associate program directorship services at Broward Health Medical Center (BHMC). This associate program directorship with Dr. McCormack is required to ensure Broward Health is compliant with the Cardiovascular Disease Fellowship Accreditation Council for Graduate Medical Education (ACGME) Specialty Specific Program Requirements, which requires an associate program director for educational accreditation. The associate program director supervises cardiology fellows and manages the cardiovascular fellowship program faculty within the current Broward Health training program.

This physician is essential to the educational accreditation of the cardiology fellowship training program. Furthermore, the program is essential to the statutory teaching hospital status of Broward Health.

Recommendations from the Community Needs Assessment suggest that a critical priority is providing better access to care by enhancing access to specialists throughout the service area.

## STAFF RECOMMENDATION

**Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to enter into a new two-year employment agreement with a medical directorship and GME associate program directorship up to the 81<sup>st</sup> percentile with Dr. Violeta McCormack for the provision of interventional cardiology services at Broward Health.**