

**SUMMARY OF REQUEST**

**DATE:** July 26, 2023

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Infectious Disease

**REQUEST:** Approval to amend and extend an employment agreement with Dr. Naaz Fatteh for compensation up to the 87<sup>th</sup> percentile to provide Infectious Disease Clinical and GME Program Directorship Services at Broward Health Medical Center.

**PURPOSE:** To continue to provide Infectious Disease Clinical Services and to begin providing GME Program Directorship Services in support of community need in the Broward Health Medical Center region.

**CAPITAL REQUIRED:** None

**FINAL FMV REPORT RECEIVED<sup>1</sup>:** Date of Final FMV Report: June 14, 2023

Name of the person attesting that the Final FMV Report has been received and that Final FMV Report percentile is identical to FMV percentile stated in this report.

Name: Dane P. Ficco, Chief Executive Officer, Ambulatory

**Dane P. Ficco**


Signature: [Dane P. Ficco \(Jun 15, 2023 12:38 EDT\)](#)

**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.

**PRACTITIONER CV<sup>2</sup>:** See attached.

**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  
07/24/2023 05:53 EDT

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

Shane Strum, President/CEO

<sup>1</sup> This applies to physician/physician group contracts

<sup>2</sup> This applies to physician contracts

**MEMORANDUM**

**TO:** Board of Commissioners

**FROM:** Shane Strum, President/Chief Executive Officer

**DATE:** July 26, 2023

**SUBJECT:** Approval to amend and extend an employment agreement with Dr. Naaz Fatteh for compensation up to the 87<sup>th</sup> percentile to provide Infectious Disease Clinical and GME Program Directorship Services at Broward Health Medical Center.

**BACKGROUND**

The North Broward Hospital District, d/b/a Broward Health is seeking to amend and extend an employment agreement to include total maximum compensation up to the 87<sup>th</sup> percentile with Dr. Naaz Fatteh. Dr. Fatteh has completed a residency in Internal Medicine at the University of Miami/Jackson Memorial Hospital, in Miami, Florida, in 1995, a fellowship in Infectious Diseases at the Medical College of Virginia in Richmond, Virginia in 1997. Dr Fatteh is board certified in Internal Medicine and Infectious Disease and has obtained and currently maintains an unrestricted license to practice medicine in the State of Florida.

**PRACTITIONER C.V.<sup>3</sup>**

Attached.

**ACTION/PROJECT DESCRIPTION**

We are requesting the Board of Commissioners to approve amending the contract with Dr. Naaz Fatteh with compensation up to the 87<sup>th</sup> percentile.

Broward Health is requesting that the Board of Commissioners authorize the District to amend and extend the agreement with Dr. Naaz Fatteh. An independent third-party appraisal report determined that the proposed agreement is commercially reasonable, and the compensation is within fair market value (FMV).

**FINAL FMV REPORT<sup>4</sup>**

**Date of Final FMV Report:** June 14, 2023

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<sup>3</sup> This applies to physician contracts

<sup>4</sup> This applies to physician/physician group contracts

### FINANCIAL/BUDGETARY IMPACT

The proposed salary is budgeted for FY 23.

### JUSTIFICATION

Broward Health has documented and objectively determined there is a legitimate business purpose for the services of a qualified physician to provide clinical services in the medical specialty of Infectious Disease at Broward Health.

There is an ongoing need for infectious disease services in Broward County. According to the Community Needs Assessment there is a projected Infectious Disease Physician attrition factor of 34% in the Broward Health Medical Center service area. There are also projected deficits of 1.2 physicians in the Broward Health North service area and 0.5 physicians in the Broward Health Coral Springs service area by 2025. This Arrangement will ensure that patients of this practice can continue to be treated and the medical needs of the most vulnerable in the community can continue to be met. It is critical to retain Dr. Fatteh at this location to meet the community and healthcare system needs to provide adequate access.

In addition, Broward Health Medical Center has an identifiable and demonstrable need for the services of a qualified physician to serve as the GME Infectious Disease Program Director and to continue to provide clinical services to patients in the service area.

### STAFF RECOMMENDATION

**Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to amend and extend an employment agreement with Dr. Naaz Fatteh for compensation up to the 87th percentile to provide Infectious Disease Clinical and GME Program Directorship Services at Broward Health Medical Center.**