

SUMMARY OF REQUEST

DATE: September 27, 2023

FACILITY: Broward Health Physician Group

PROGRAM/PRODUCT LINE: Pediatric Hematology-Oncology

REQUEST: Approval to renew an employment agreement with compensation above the 90th percentile with Dr. Angelica Garzon to provide pediatric hematology-oncology services at Broward Health Medical Center and Broward Health Coral Springs.

PURPOSE: To continue to provide pediatric hematology-oncology services in support of community need in the Broward Health Medical Center and Broward Health Coral Springs regions.

CAPITAL REQUIRED: None

FINAL FMV REPORT RECEIVED¹: Date of Final FMV Report: August 23, 2023

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

Name: Dane Ficco, CEO, Ambulatory Division

Dane P. Ficco


Signature: [Dane P. Ficco \(Aug 23, 2023 16:25 EDT\)](#)

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 CV²: 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
09/15/2023 16:21 EDT DATE: _____
Shane Strum, President/CEO

¹ This applies to physician/physician group contracts

² This applies to physician contracts

MEMORANDUM

TO: Board of Commissioners

FROM: Shane Strum, President/Chief Executive Officer

DATE: September 27, 2023

SUBJECT: Approval to renew an employment agreement with compensation above the 90th percentile with Dr. Angelica Garzon to provide pediatric hematology-oncology services at Broward Health Medical Center and Broward Health Coral Springs.

BACKGROUND

The North Broward Hospital District, d/b/a Broward Health is seeking to renew an employment agreement with total maximum compensation above the 90th percentile with Dr. Angelica Garzon. Dr. Garzon has completed a residency in Pediatrics at SUNY Downstate Children's Hospital, in Brooklyn, NY, in 2012 and a fellowship in Pediatric Hematology/Oncology at the Memorial Sloan-Kettering Cancer Center/The New York Presbyterian Hospital-Weill Medical Center in New York, NY in 2016. Dr. Garzon is board certified in Pediatrics and Pediatric Hematology/Oncology. She has obtained and currently maintains an unrestricted license to practice medicine in the State of Florida.

PRACTITIONER C.V.³

Attached.

ACTION/PROJECT DESCRIPTION

We are requesting the Board of Commissioners approve renewing an employment agreement with Dr. Angelica Garzon with compensation above the 90th percentile.

Broward Health is requesting that the Board of Commissioners authorize the District to renew an employment agreement with Dr. Angelica Garzon, for a two-year term. An independent third-party appraisal report determined that the proposed agreement is commercially reasonable, and the compensation is within fair market value (FMV).

It is critical for the community and healthcare system to employ Pediatric Hematology-Oncology specialists to meet the current and future growing demands. As a safety net hospital, the District is obligated to provide services to meet the community needs.

³ This applies to physician contracts

FINAL FMV REPORT⁴

Date of Final FMV Report: August 23, 2023

FINANCIAL/BUDGETARY IMPACT

The proposed salary is budgeted for FY 24.

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 Hematology Oncology at Broward Health.

The community needs assessment identifies this specialty as a critical priority with a shortage of (11.8) hematology oncologists needed by 2025 in the Broward Health Medical Center region and (11.3) in the Broward Health Coral Springs region. Recommendations from the Community Needs Assessment suggest that access to care is a priority and specifically a need to enhance access to specialists throughout the service area.

Dr. Garzon will continue to provide pediatric hematology oncology services to meet community and healthcare system needs.

STAFF RECOMMENDATION

Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to renew an employment agreement with compensation above the 90th percentile with Dr. Angelica Garzon to provide pediatric hematology-oncology services at Broward Health Medical Center and Broward Health Coral Springs.

⁴ This applies to physician/physician group contracts