

**SUMMARY OF REQUEST**

**DATE:** September 27, 2023

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Interventional Cardiology

**REQUEST:** Approval to enter an employment agreement with compensation above the 90<sup>th</sup> percentile with Dr. Violeta McCormack to provide Interventional Cardiology Clinical and Medical Directorship services at Broward Health Medical Center, Broward Health Imperial Point, and Broward Health North.

**PURPOSE:** To continue to provide interventional cardiology services in support of community need in the Broward Health Medical Center, Broward Health Imperial Point, and Broward Health North regions.

**CAPITAL REQUIRED:** None


**FINAL FMV REPORT RECEIVED<sup>1</sup>:** Date of Final FMV Report: September 25, 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  
Signature: Dane P. Ficco  
Dane P. Ficco (Sep 17, 2023 13:53 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  
09/27/2023 06:35 EDT DATE: \_\_\_\_\_  
Shane Strum, President/CEO

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

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

**M E M O R A N D U M**

**TO:** Board of Commissioners

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

**DATE:** September 27, 2023

**SUBJECT:** Approval to enter an employment agreement with compensation above the 90<sup>th</sup> percentile with Dr. Violeta McCormack to provide Interventional Cardiology Clinical and Medical Directorship services at Broward Health Medical Center, Broward Health Imperial Point, and Broward Health North.

**BACKGROUND**

The North Broward Hospital District, d/b/a Broward Health is seeking to renew an employment agreement with total maximum compensation above the 90<sup>th</sup> percentile with Dr. Violeta McCormack. Dr. Violeta McCormack 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, and a third year fellowship in Cardiology at University of Miami, Jackson Memorial Medical Center, Miami, Florida in June, 1989. She is board certified in Internal Medicine and Cardiovascular Disease and provides medical services to patients in the medical specialty of Interventional Cardiology, as well as oversees the Cardiac Catheterization Lab and Interventional Cardiology program at BHMC. Dr. McCormack has obtained and currently maintains an unrestricted license to practice medicine in the State of Florida.

It is critical for the community and healthcare system to employ Interventional Cardiology 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.

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

Attached.

**ACTION/PROJECT DESCRIPTION**

We are requesting the Board of Commissioners approve entering an employment agreement with Dr. Violeta McCormack with compensation above the 90<sup>th</sup> percentile.

Broward Health is requesting that the Board of Commissioners authorize the District to enter an employment agreement with Dr. Violeta McCormack, for a two-year term. An independent third-

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

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:** September 25, 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 Interventional Cardiology at Broward Health.

The community needs assessment identifies this specialty as a critical priority with a shortage of (12.5) cardiologists needed by 2025 in the Broward Health Medical Center region, (22.2) in the Broward Health North region, and (13.9) in the Broward Health Imperial Point region. Recommendations from the Community Needs Assessment suggest that access to specialty care is a priority throughout Broward Health service areas.

Dr. Violeta McCormack will continue to provide Interventional Cardiology 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 enter an employment agreement with compensation above the 90<sup>th</sup> percentile with Dr. Violeta McCormack to provide Interventional Cardiology Clinical and Medical Directorship services at Broward Health Medical Center, Broward Health Imperial Point, and Broward Health North.**

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