

SUMMARY OF REQUEST

DATE: August 25, 2021

FACILITY: Broward Health Physician Group

PROGRAM/PRODUCT LINE: Pediatric Hematology Oncology Service Line

REQUEST: Approval to renew a two-year employment agreement up to the 92nd percentile with Dr. Hector Rodriguez-Cortes for clinical services and medical directorship duties for pediatric hematology oncology services.


PURPOSE: To continue to provide clinical services and medical directorship duties for pediatric hematology oncology services to the community.

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 08/04/2021 16:02 EDT~~
Shane Strum, President/CEO BH

DATE: _____

MEMORANDUM

TO: Board of Commissioners

FROM: Shane Strum, President/CEO BH

DATE: August 25, 2021

SUBJECT: Approval to renew a two-year employment agreement up to the 92nd percentile with Dr. Hector Rodriguez-Cortes for clinical services and medical directorship duties for pediatric hematology oncology services.

BACKGROUND

The Physician Group of North Broward Hospital District d/b/a Broward Health (“Broward Health”), is seeking to renew a two-year employment agreement up to the 92nd percentile with Dr. Hector Rodriguez-Cortes for clinical services and medical directorship duties for pediatric hematology oncology services.

Dr. Hector Rodriguez-Cortes is a Doctor of Medicine, having received a medical degree from the University of Puerto Rico School of Medicine in San Juan, Puerto Rico in 1991. He completed a residency in General Pediatrics at Pediatric University Hospital, University of Puerto Rico School of Medicine, San Juan, Puerto Rico in June, 1994, a post-doctoral clinical and research fellowship in Pediatric Hematology Oncology at the University of Texas Southwestern Medical Center and Children’s Medical Center of Dallas, Dallas, Texas in June, 1997. Dr. Rodriguez-Cortes is board certified in Pediatric Hematology Oncology and has obtained and currently maintains an unrestricted license to practice medicine in the State of Florida.

Dr. Rodriguez-Cortes joined Broward Health in 2005 and has been instrumental in the development of Broward Health Medical Center’s Pediatric Hematology Oncology Program. The program has implemented live-saving cancer treatment protocols for Broward Health’s Pediatric Hematology Oncology population and is a main member of the Children’s Oncology Group.

A community needs assessment has shown an insufficient number of pediatric hematology oncologists to meet the current and future needs of Broward Health’s service area.

ACTION/PROJECT DESCRIPTION

Therefore, it is requested that the Board of Commissioners of the North Broward Hospital District authorize the District to renew a two-year employment agreement up to the 92nd percentile with Dr. Hector Rodriguez-Cortes for clinical services and medical directorship duties for pediatric hematology oncology services.

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 base salary set at the 64th percentile with ten percent plus (10%) of the base salary at risk for satisfaction of quality and compliance metrics and a productivity opportunity with maximum clinical compensation up to the 85th percentile. With additional medical directorship duties, maximum overall compensation will be up to the 92nd percentile.

The physician's productivity, quality and compliance metrics will be monitored by the BHPG administrative team and monthly scorecards will be provided to the physician which includes compensation for his 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 Pediatric Hematology Oncology services as well as medical directorship duties at Broward Health Medical Center (BHMC). Dr. Rodriguez-Cortes will oversee the Hematology Oncology Department of the Salah Foundation Children's Hospital at Broward Health Medical Center (BHMC) with Children's Medical Services and for the Florida Newborn Screening Program according to memorandum MOQ50. Dr. Rodriguez-Cortes will also coordinate the on-call schedule for inpatient and outpatient hospital care for the pediatric oncology program. He will also be responsible for serving as the principal investigator for the pediatric cancer children's oncology group, in which he is responsible for coordinating participation and collaboration within studies, assists in development of research policies and procedures, participates in audit studies, promotes awareness of clinical trials within the Broward community, and monitors quality assurance and improvement for cancer research. Dr. Rodriguez-Cortes will also be an active member of the pediatric cancer committee, the pediatric bioethics committee, the pediatric executive committee, and the transfusion committee. It is budgeted and the justification is to continue to provide clinical and Medical Director pediatric hematology oncology services at Salah Foundation Children's Hospital.

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 renew a two-year employment agreement with a medical directorship up to the 92nd percentile with Dr. Hector Rodriguez-Cortes for the provision of pediatric hematology oncology services at Broward Health .