

**SUMMARY OF REQUEST**

**DATE:** May 26, 2021

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Hospice and Palliative Medicine

**REQUEST:** Approval to enter into a new two-year agreement at the 78th percentile with Dr. Maria Farrell for Hospice and Palliative Care services.

**PURPOSE:** To provide Hospice and Palliative Care services within 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 05/14/2021 07:12 EDT **DATE:** \_\_\_\_\_  
Shane Strum, President/CEO BH

## MEMORANDUM

**TO:** Board of Commissioners

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

**DATE:** May 26, 2021

**SUBJECT:** Approval to enter into a new 2-year Agreement at the 78th percentile with Dr. Maria Farrell for Hospice and Palliative Care services.

### 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. Maria Farrell. Dr. Farrell obtained her Doctor of Osteopathic Medicine from Nova Southeastern University College of Medicine, Ft. Lauderdale, FL in 2011. She completed a Family Medicine Internship and Residency at Broward Health Medical Center, Ft. Lauderdale, FL in 2014 and Fellowship in Palliative Care in 2015. Dr. Farrell is an experienced, Board Certified Family Medicine Physician with Sub Certification in Hospice and Palliative Medicine. She maintains an unrestricted license to practice medicine in the State of Florida. As a safety-net hospital Broward Health is obligated to provide services to meet the community needs. To that end, 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 Hospice and Palliative Care to Broward Health patients in 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 enter into a new contractual agreement with Dr. Maria Farrell for a 2-year term with maximum compensation at the 78<sup>th</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 27th 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 53<sup>nd</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.

### **FINANCIAL/BUDGETARY IMPACT**

The proposed salary is budgeted for FY22.

### **JUSTIFICATION**

Broward Health has documented and objectively determined that there is a legitimate business purpose to provide Hospice and Palliative Medicine Services at Broward Health Medical Center (BHMC).

Broward Health currently employs Dr. Farrell and only one other Palliative Care physician to service all four hospital regions for patients who need this critical service. As a licensed Medicare and Medicaid certified home hospice care service accredited by the Community Health Accreditation Program (CHAP), Broward Health is dedicated to supporting its mission to care for patients and families of those facing life threatening illness, death and bereavement. It is critical to employ Dr. Maria Farrell to support the community need for Hospice and Palliative care services in the Broward Health Medical Center Region, Broward Health North Region, and to ensure access to patient care and availability of the appropriately trained physicians.

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.

Dr. Farrell is currently producing at the 69<sup>th</sup> percentile. Broward Health Physician Group (BHPG) is projecting significant growth in the Palliative Medicine Program for FY22 as we expand and integrate Palliative Medicine Services across the District. Therefore, BHPG is requesting to benchmark Dr. Farrell's maximum total compensation at the 78<sup>th</sup> percentile.

### **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 2-year employment agreement at the 78<sup>th</sup> percentile with Dr. Maria Farrell for the provision of Hospice and Palliative Care services at Broward Health Medical Center.**