

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. Alejandro Cambara 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: 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. FiccoSignature: Dane P. Ficco (Aug 23, 2023 15:47 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 contracts² 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 renew an employment agreement with compensation above the 90th percentile with Dr. Alejandro Cambara 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. Alejandro Cambara. Alejandro Cambara, MD received his Doctor of Medicine degree from the University of Havana, Havana, Cuba in 1995. He completed a Pediatric Residency at the University of Puerto Rico Pediatric Hospital in San Juan, Puerto Rico in 2007 and then went on to complete a Pediatric Hematology Oncology Fellowship at the same university hospital in 2010. Dr. Cambara is Board certified in Pediatric Hematology Oncology. He is an experienced, Florida Licensed physician who has been employed by Broward Health since 2011.

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.

PRACTITIONER C.V.³

Attached.

ACTION/PROJECT DESCRIPTION

We are requesting the Board of Commissioners approve renewing an employment agreement with Dr. Alejandro Cambara 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. Alejandro Cambara, 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).

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. Cambara 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. Alejandro Cambara to provide pediatric hematology-oncology services at Broward Health Medical Center and Broward Health Coral Springs.

⁴ This applies to physician/physician group contracts