

**SUMMARY OF REQUEST**

**DATE:** July 28, 2021

**FACILITY:** Broward Health Physician Group

**PROGRAM/PRODUCT LINE:** Interventional Neurology Service Line

**REQUEST:** Approval to enter into a new two-year employment agreement up to the 87<sup>th</sup> percentile with Dr. Ridwan Lin for interventional neurology clinical services and medical directorship of BHN and BHCS stroke programs.

**PURPOSE:** To provide interventional neurology clinical services and medical directorship services to serve the community with stroke care.

**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:** \_\_\_\_\_ **DATE:** \_\_\_\_\_  
Shane Strum, President/CEO BH

**MEMORANDUM****TO:** Board of Commissioners**FROM:** Shane Strum, President/CEO BH**DATE:** July 28, 2021**SUBJECT:**

Approval to enter into a new two-year employment agreement up to the 87th percentile with Dr. Ridwan Lin for interventional neurology clinical services and medical directorship of BHN and BHCS stroke programs.

**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. Ridwan Lin. Dr. Lin is a Doctor of Medicine, having received a medical degree from the Pennsylvania State University College of Medicine in Hershey, Pennsylvania, in 2003. He completed a residency in Neurology at the Cleveland Clinic, in Cleveland, Ohio, in 2007, a fellowship in Vascular Neurology at the University of Pittsburgh Medical Center in Pittsburgh, Pennsylvania in 2008, a fellowship in Neurointerventional Surgery at the University of Pittsburgh Medical Center in Pittsburgh, Pennsylvania in 2010. Dr. Lin is board certified in Neurology, and currently maintains an unrestricted license to practice medicine in the State of Florida.

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 Neurology to Broward Health patients in the Service Area. As a safety net hospital, the district is obligated to provide services to meet the community needs. Broward Health North and Broward Health Medical Centers are both certified and accredited Comprehensive Stroke Centers. This certification is highest achievable for stroke center designation. To remain in compliance with the standards required by our accreditive bodies both facilities must have 24/7 Neuroendovascular/ Interventional Neurology coverage. Only Drs. Agner and Lin provide full time Interventional Neurology privileges at Broward Health System. In addition, it is a requirement that Comprehensive Stroke Center identifies and designates a stroke program medical director with extensive experience in neurology and cerebrovascular disease. Dr Lin has been the Medical Director for stroke program at both Broward Health North and Broward Health Coral Springs for the past 3 years. He has been an integral part of the growth and quality outcomes of our stroke programs.

Broward Health North is in a primary care health professional shortage area, which is also designated as low income. Additionally, the community surrounding Broward is considered a medically underserved area. According to data published by the Florida Legislature Office of Economic and Demographic Research, In 2010, 17.3 percent of Florida's population was aged 65 and older. Between 2010 and 2030, this segment of the population will account for most of Florida's population growth, representing 47.9 percent of the gains. This age group is forecast to represent 24.3 percent of Florida's population in 2030. According recent data from the Florida Department of Health, stroke represented the 3<sup>rd</sup> leading cause of death in Broward county. Stroke is a disease of aging—most strokes occur in people >65 years. Aged patients have higher mortality and poorer quality of life after stroke compared with younger patients. The increasing population of older individuals creates greater demand for services provided by the Stroke Center.

A community needs assessment has shown an insufficient number of Interventional Neurologists to meet the current and future needs of Broward Health's service area. Dr. Lin will continue to serve the growing needs of our community.

### **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. Ridwan Lin for a two-year term with maximum compensation up to the 87<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 44<sup>th</sup> percentile with ten percent (10%) of the base salary at risk for satisfaction of quality and compliance metrics and a productivity opportunity with maximum clinical compensation set at the 62<sup>nd</sup> percentile. With additional medical directorship, maximum compensation will be up to the 87<sup>th</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 which includes compensation for her 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 interventional neurology services and medical directorship services at Broward Health North (BHMC) and Broward Health Coral Springs (BHCS) . As a safety net hospital the District is obligated to provide services to meet the community needs. As such, both facilities must have 24/7 Interventional Neurology coverage. In addition, it is a requirement that Comprehensive Stroke Center identifies and designates a stroke program medical director with extensive experience in neurology and cerebrovascular disease. Dr Lin has been the Medical Director for stroke program at both Broward Health North and Broward Health Coral Springs for the past 3 years. He has been a integral part of the growth and quality outcomes of our stroke programs. Only Drs.Agner and Lin have full time Interventional Neurology privileges at Broward Health System.

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 enter into a new two-year employment agreement with a medical directorship up to the 87th percentile with Dr. Ridwan Lin for the provision of interventional neurology services at Broward Health .**