

SUMMARY OF REQUEST

DATE: October 27, 2021

FACILITY: Broward Health Physician Group

PROGRAM/PRODUCT LINE: Pediatric Hematology Oncology Service Line

REQUEST: Approval to enter into a two-year employment agreement up to the 84th percentile with Dr. Alejandro Cambara for Pediatric Hematology Oncology services.

PURPOSE: To provide Pediatric Hematology Oncology clinical care 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 10/01/2021 07:42 EDT **DATE:** _____
Shane Strum, President/CEO BH

MEMORANDUM**TO:** Board of Commissioners**FROM:** Shane Strum, President/CEO BH**DATE:** October 27, 2021**SUBJECT:** Approval to enter into a 2-year employment agreement up to the 84th percentile with Dr. Alejandro Cambara for Pediatric Hematology Oncology services.**BACKGROUND**

The Physician Group of North Broward Hospital District d/b/a Broward Health (“Broward Health”), is seeking Approval to enter into a 2-year employment agreement up to the 84th percentile with Dr. Alejandro Cambara for Pediatric Hematology Oncology services. Dr. Alejandro Cambara received his Doctor of Medicine from University of Havana in Havana, Cuba, in 1995. He completed a residency in Pediatrics at the UPR Pediatric Hospital, in San Juan, Puerto Rico, in 2007, a fellowship in Pediatric Hematology-Oncology at the UPR Pediatric Hospital in San Juan, Puerto Rico in 2010, is board certified in Pediatric Hematology Oncology, and has obtained and currently 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. Broward Health has documented and objectively determined that there is a legitimate business purpose for the services of a qualified physician to provide Pediatric Hematology Oncology services within the Broward Health service area.

Dr. Cambara joined Broward Health in 2011 and has been instrumental in the development of Broward Health Medical Center’s Pediatric Hematology Oncology Program. The program has implemented life-saving cancer treatment protocols for Broward Health’s Pediatric Hematology Oncology population. 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 enter into a new two-year employment agreement up to the 84th percentile with Dr. Alejandro Cambara 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 two-year base clinical compensation set at the 70th 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 up to the 84th 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 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 Pediatric Hematology Oncology services at Broward Health Medical Center (BHMC).

As a safety net hospital, the District is obligated to provide services to meet the community needs. 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 Alejandro Cambara has provided over ten years of dedicated patient care to the Pediatric Hematology Oncology services, which has stabilized the program. Dr Cambara is an active member of the Nationally recognized Children's Oncology Group, for the advancement of pediatric cancer treatments. The program is a main member of the Children's Oncology Group, which ensures clinical trials are available for pediatric oncology patients. Dr. Cambara plays an essential role in administering clinical trials.

In addition to his dedication to pediatric oncology he was an intricate supportive founder of the Sickle Cell Patient Support program and is the overseeing physician with the State of Florida for newborn screening for disorders at Broward Health Medical Center. Also, Dr. Cambara has extended the Pediatric Hematology Oncology program to the western part of Broward County located in the Coral Springs region.

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 up to the 84th percentile with Dr. Alejandro Cambara for the provision of Hematology Oncology services at Broward Health.