

SUMMARY OF REQUEST

DATE:	October 27, 2021
FACILITY:	Broward Health Physician Group
PROGRAM/PRODUCT LINE:	Cardiology Service Line
REQUEST:	Approval to enter into a new two-year employment agreement up to the 87 th percentile with Dr. Lucia Blanchard for cardiology clinical services and medical directorship of the Broward Health Coral Springs congestive heart failure program.
PURPOSE:	To provide cardiology clinical services and medical directorship services to serve 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

M E M O R A N D U M

TO: Board of Commissioners

FROM: Shane Strum, President/CEO BH

DATE: October 27, 2021

SUBJECT: Approval to enter into a new two-year employment agreement up to the 87th percentile with Dr. Lucia Blanchard for cardiology clinical services and medical directorship of the Broward Health Coral Springs congestive heart failure program.

BACKGROUND

The Physician Group of North Broward Hospital District d/b/a Broward Health ("Broward Health"), is seeking approval to enter into a new two-year employment agreement up to the 87th percentile with Dr. Lucia Blanchard for cardiology clinical services and medical directorship of the Broward Health Coral Springs (BHCS) congestive heart failure program. Dr. Blanchard is a Doctor of Osteopathic Medicine, having received her medical degree from Nova Southeastern University in Fort Lauderdale, Florida, in 2013. Dr. Blanchard completed a residency in Internal Medicine at Broward Health Medical Center in 2016, followed by a fellowship in Cardiology at Broward Health Medical Center in 2019. Dr. Blanchard is board certified in Internal Medicine and Cardiology, and currently maintains an unrestricted license to practice medicine in the State of Florida.

BHCS has an identifiable and demonstrable need for the clinical services of a qualified physician to provide cardiology clinical services. BHCS also has a need for a qualified physician to serve as the medical director of the congestive heart failure program. As a safety net hospital, the district is obligated to provide services to meet the community needs. As an experienced cardiologist, Dr. Blanchard will provide clinical inpatient and outpatient heart failure services, physician and patient education, assistance with the implementation of a heart failure teaching rotation as needed, and development of protocols to reduce the risk of hospital readmissions. This specialty includes care and treatment of patients with complex diagnoses and management of difficult, advanced and chronic heart failure, high risk cardiac, surgical and percutaneous interventions, cardiac transplantation and end of life care and management.

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

The Board, at its August board meeting, approved entering into a contract with Dr. Blanchard up to the 85th percentile. However, the final fair market valuation report indicated a slight difference in the overall maximum compensation benchmark that was not anticipated; thus, changing the overall maximum compensation up to the 87th percentile. As such, this request is being brought back to the Board to request approval to enter into a contract with Dr. Blanchard up to the 87th percentile.

ACTION/PROJECT DESCRIPTION

We are requesting that the Board of Commissioners approve the entering into a contract with Dr. Blanchard up to the 87th percentile.

As mentioned above, the Board previously approved this arrangement up to the 85th percentile but the final fair market valuation report indicated that the total compensation fell at the 87th 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 base salary set at the 66th 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 76th percentile. With additional medical directorship duties, maximum compensation will be up to the 87th 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 FY22.

JUSTIFICATION

In August 2021, the Board of Commissioners of the North Broward Hospital District authorized the North Broward Hospital District to enter into a new two-year employment agreement up to the 85th percentile with Dr. Lucia Blanchard for cardiology clinical services and medical directorship of the BHCS congestive heart failure program. After that Board meeting, the final FMV report outlined a slight difference in the overall maximum compensation benchmark that was not anticipated, changing the overall maximum compensation up to the 87th percentile.

Broward Health has documented and objectively determined that there is a legitimate business purpose to provide cardiology clinical services. BHCS also has a need for a qualified physician to serve as the medical director of the congestive heart failure program. This medical director role is critical to improve the quality of care for those patients with complex diagnoses and management of difficult, advanced and chronic heart failure, high risk cardiac surgical and percutaneous interventions, cardiac transplantation and end of life care and management. Dr. Blanchard will implement collaborative heart failure program initiatives for BHCS. Dr. Blanchard will develop a monthly scorecard for tracking heart failure initiatives which will be reviewed for primary care, emergency department physicians, population health, and cardiologists to demonstrate adherence to evidence based guidelines for heart failure care. She will assist in leadership of the system wide steering committee for heart failure care which incorporates interdisciplinary team review of patient care. Dr. Blanchard will assist in development of system wide evidence based protocols as well as implementation of heart failure patient rounds at BHCS. She will be responsible for development and revision of policies, procedures, and guidelines for inpatient and outpatient treatment on at least an annual basis. Dr. Blanchard will also assist in the recruitment of research protocols, development of heart failure screening protocols, maintenance of heart failure registry with the quality management department, and community education regarding heart failure. This specialty includes care and treatment of patients with complex diagnoses and management of difficult, advanced and chronic heart failure, high risk cardiac, surgical and percutaneous interventions, cardiac transplantation and end of life care and management.

As a safety net hospital, the District is obligated to provide services to meet the community needs.



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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 two-year employment agreement with a medical directorship with Dr. Lucia Blanchard up to the 87th percentile for the provision of cardiology services at Broward Health.