



Interoffice Memorandum

AGENDA ITEM

APPROVED
BY ORANGE COUNTY BOARD
OF COUNTY COMMISSIONERS

June 6, 2014

JUN 24 2014 KH/CAS

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: Christopher Hunter, M.D., Ph.D.
Acting Director, Health Services Department
Associate Medical Director, Orange County EMS System

SUBJECT: Physician Employment Agreement with Neal Mangalat, M.D.
Consent Agenda – June 24, 2014

In order to fulfill the clinical activities of the EMS Office of the Medical Director, I am requesting approval of an employment contract with Neal Mangalat, M.D. He is the preferred candidate to fill the vacant Health Services Physician Fellow position and in this role he will significantly contribute to the day-to-day oversight of the Orange County EMS System. The representative duties of the Health Services Physician Fellow are bulleted below:

- Develop educational programs for EMS providers within the EMS system to help meet recertification requirements.
- Develop educational programs for EMS providers and community partners on disaster health-related issues.
- Respond to scenes when requested by the Medical Director or another agency.
- Attends confidential case reviews and maintains confidential records as part of the quality improvement program.
- Interacts with physicians rotating within the Orange County EMS system for training.

Dr. Mangalat is a graduate of the University of Missouri School Of Medicine. After medical school, he completed a residency in Emergency Medicine at Orlando Regional Medical Center.

I believe Dr. Mangalat is an exceptional candidate for the position and is well deserving of the annual salary of \$61,172.80. In addition, he will receive an initial payment equal to the amount necessary to provide for the first 60 days of individual health insurance coverage.

ACTION REQUESTED: Approval of Orange County Health Services Department Physician Employment Agreement between Orange County and Neal Mangalat, M.D. for the position of Health Services Physician Fellow for the period of July 6, 2014 through July 5, 2015. **(Health Services Department)**

Attachment

Cc: George A. Ralls, M.D., Acting Deputy County Administrator

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ORANGE COUNTY HEALTH SERVICES DEPARTMENT
PHYSICIAN EMPLOYMENT AGREEMENT

This Agreement (the "Agreement") is made and entered into by and between Orange County, a charter county and political subdivision of the State of Florida, hereinafter referred to as "County," and Neal Mangalat, M.D., hereinafter referred to as "Employee."

Recitals

WHEREAS, Employee has demonstrated, and agrees that he shall continue to demonstrate throughout the term of this Agreement, through his professional education, experience and job performance, the level of professional and administrative competency desired by Orange County Health Services Department ("OCHSD") for the position of Health Services Physician Fellow, Job Code 4102, Pay Grade 019 (Physician Fellow); and

WHEREAS, Employee further agrees to comply with all State of Florida licensure requirements and any other qualification criteria established by the County during the term of this Agreement; and

WHEREAS, OCHSD is desirous of employing the Employee as its Physician Fellow; and

WHEREAS, Employee has indicated his desire to accept the responsibilities required of a Physician Fellow and to render specific performance to OCHSD of those responsibilities as a Physician Fellow; and

WHEREAS, both County and Employee believe it would be mutually beneficial to have a contract of employment between County and Employee, setting forth the agreements and understandings between them.

NOW, THEREFORE, in consideration of the following mutual covenants and promises, and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, County and Employee agree as follows:

1. The above Recitals are true and correct and are incorporated herein by reference.
2. **Employment.** County hereby employs Employee as a Physician Fellow. Employee hereby accepts such employment upon the terms and conditions set forth in this Agreement.
3. **Term.** The term of the Agreement shall begin July 06, 2014, and shall continue until July 05, 2015, unless terminated earlier in accordance with Section 7 of this Agreement.
4. **Duties.** Employee shall perform all duties imposed by the OCHSD for a Physician Fellow, including, but not limited to, those duties required of a

Physician Fellow by applicable laws, ordinances, regulations and policies, as well as other legally permissible and proper duties Employee is directed to perform by OCHSD or the County. Employee also shall comply with the County's policies and procedures, as well as any policy and procedures of Orange County Health Services Department.

5. **Compensation and Evaluation.** County shall compensate Employee on an annual salary basis, with a starting salary equal to \$29.41 per hour. Employee is exempt from the overtime provisions of the Fair Labor Standards Act, and shall not be eligible for overtime compensation for time worked in excess of forty (40) hours each week. Compensation shall be paid in the same form and fashion as salary payment is made to regular employees. County shall be responsible for payment of its FICA obligations. Employee shall be entitled to salary increases, if authorized, in accordance with the guidelines established for County's regular employees.

The Employee will be paid an initial payment up to \$2,800 upon employment as a Physician Fellow in order to cover health insurance costs (medical, dental, and vision) for the first 60 days. The employee must provide proof of insurance in order to be eligible for this subsidy.

The Health Services/EMS Director shall evaluate the performance of Employee annually, in the same manner as other County employees.

6. **Benefits.** Employee shall receive paid County holidays and leave days in the same form and fashion as regular employees in County service. Employee shall be eligible to participate in all insurance and benefits related programs as those extended to regular County employees. Contributions shall be made on Employee's behalf to the Florida State Retirement System in the same form and fashion as regular County employees.

The County agrees to pay dues for Employee's membership in appropriate organizations approved by the Health Services/EMS Director when such memberships would be beneficial to the County.

7. **Termination of Employment.** This Agreement may be terminated early as follows:

- (a) **By the Director of the Health Services Department without Cause.** The Health Services/EMS Director may declare this Agreement terminated at any time, upon thirty (30) days written notice, with that notice being delivered no fewer than thirty (30) days before the date of termination. The Health Services/EMS Director, in his sole discretion, may determine whether Employee shall continue working during the thirty (30) day notice period, or may issue thirty (30) days' pay in lieu of notice

- (b) **By Employee.** Employee may terminate this Agreement at any time, but only after providing written notice to the Corrections Health Services/EMS Director of his intent to terminate, with that notice being delivered no fewer than thirty (30) days before the date of termination.

Employee understands and acknowledges that each scheduled workday that he fails to work during the thirty (30) day notice period shall be charged against his accumulated personal or term leave balance or unpaid leave as appropriate.

- (c) **By the Health Services/EMS Director Department for Cause.** The Health Services/EMS Director may terminate this Agreement, without notice, for cause. The following shall constitute cause: (i) loss or suspension of Employee's medical license, or other administrative or legal action affecting Employee's ability to practice medicine in Florida; (ii) commission of a felony or other crime involving moral turpitude by Employee; (iii) Employee engaging in conduct damaging the reputation of the County; (iv) Employee failing to follow the express instruction of the Health Services/EMS Director or his designees or otherwise being insubordinate; and (v) breach of this Agreement by Employee as defined in subsection (e) below.
- (d) **Termination Due to Death or Disability.** Employee's employment shall terminate automatically upon his death or disability. If Employee's employment is terminated due to death, the obligation of the County to pay compensation under paragraph 5 for any period after the date of such termination shall cease and Employee's estate, or his beneficiaries, shall only be entitled to any benefits payable in respect of death under the terms of the County's health, welfare, pension or other benefit and fringe benefit plans then in effect. The County will not have any other obligations beyond the date of this termination date. The term disability shall mean a condition that precludes Employee from performing under this Agreement the job duties as described in the Employee's Job Description, with or without accommodation.
- (e) **Breach of Agreement.** Upon breach of this Agreement, the aggrieved party may, by written notice of breach to the breaching party, immediately terminate this Agreement. Waiver by either party of the breach of any provisions of this Agreement shall not be deemed to be a waiver of any other or subsequent breach and shall not be construed to be a modification of the terms of this Agreement.

- (i) The County shall consider the following to be a breach of this Agreement:

- a. The failure of Employee to perform his duties as called for by this Agreement and the Job Description of the Physician Fellow; or
- b. The failure of Employee to perform any of the other provisions of this Agreement.

(ii) It is further agreed that in the event general funds to finance all or part of this Agreement do not become available, the obligations of each party hereunder may be terminated upon no fewer than twenty-four (24) hours notice in writing to the other party. Said notice shall be delivered by certified mail, facsimile or in person. The County shall be the final authority as to the availability of funds and as to how any available funds shall be allocated among its various service providers.

8. **Outside Employment.** Employee recognizes and understands that the position of Physician Fellow for Orange County requires his full time and attention. Accordingly, Employee agrees to devote all the time necessary to fully discharge his duties. He recognizes that County employment must be considered his primary employment and that he must submit written notification of any outside employment to the Health Services/EMS Director or designee for approval. No such outside employment may be commenced until written approval is obtained.

Employee shall refrain from accepting any engagement that would interfere in any way with the faithful performance of his services to the County. However, nothing contained in this Agreement shall be construed so as to prevent Employee from accepting honoraria or consulting fees from educational institutions, units of local government or state or Federal agencies for lectures, articles, instructional material or consultation in the area of local government, which shall not be in conflict with Employee's responsibilities to the County.

9. **Notices.** All notices, consents, approvals, waivers and deletions which any party shall be required or shall desire to make or give under this Agreement shall be in writing and shall be sufficient (and considered properly delivered) only when mailed by certified mail, first class postage affixed, addressed as follows, unless otherwise allowed under this Agreement:

County: Health Services/EMS Director
 Health Services Department
 2002-A East Michigan St.
 Orlando FL 32806

Employee: Employee address on file with County Human Resources

- 10. **Severability.** All agreements and covenants herein are severable, and in the event that any of them shall be held invalid by a competent court, this Agreement shall be interpreted as if such invalid agreements or covenants were not contained herein.
- 11. **Assignment.** This Agreement is for Employee's professional services and he may not assign his duties, or this Agreement, to any other party. The County may assign this Agreement to any private or public entity authorized to provide medical services to the County.
- 12. **Governing Law and Venue.** This Agreement shall be governed by the laws of the State of Florida. For any disputes arising out of this Agreement, venue is proper in a competent court located in Orange County, Florida.
- 13. **Complete Agreement in Written Document; Rescission of Previous Agreements.** This written Agreement embodies the entire agreement between the parties and there are no inducements, promises, terms, conditions or obligations made or entered into by either the County or Employee other than those contained herein. Any other previous agreements between County and Employee are hereby rescinded in their entirety. This Agreement may be modified only through a written instrument duly executed by all parties to this Agreement.

IN WITNESS WHEREOF, the parties have made and executed this Agreement on the respective dates under each signature.



ORANGE COUNTY, FLORIDA

By: *[Signature]*

Date: 6.24.14

EMPLOYEE

By: *[Signature]*
Neal Mangalat, M.D.

Date: 6/6/14