GMCB Budget Order Condition 8
Benchmark information on salaries and benefits

OneCare provides leadership salaries as part of the annual budget submission process. See Appendix 6.7 ACO Management Compensation in the ACO Budget Workbook. The following information was also provided November, 2020 in response to follow up questions:

> OneCare's leadership structure is in accordance with the requirements in Section 5.203-5.210 of Rule 5 and payer contract requirements. All OneCare personnel are employed through UVMMC. Compensation for UVMMC employees, including OneCare dedicated employees, is determined using current market research. A third party consultant is used for benchmarking executive positions. When setting base pay for executives, we target the market median (50th percentile) rate. When setting total direct compensation (base pay plus variable pay) for executives, we target the market 65th percentile. A third party consultant is occasionally used to benchmark director level roles, but the rest are benchmarked in-house using over 18 market surveys and utilizing software which aggregates all the survey data. For non-executive pay, we target the market median (50th percentile).

In addition, during January, 2021 OneCare met with the GMCB's Legal Counsel, Michael Barber to provide additional details regarding variable compensation in support of proposed Rule 5 changes.

If there are other salary benchmark questions, OneCare will continue to work with the GMCB to meet those needs.