



To: Sara Kinsler, Marisa Melamed, Russ McCracken, Michelle Sawyer, Jennifer DaPolito, Health Care Advocate Policy Staff  
From: Sara Barry  
CC: Vicki Loner, Tom Borys, Joan Zipko, Amy Bodette, Rachel Pilcher  
Date: March 31, 2023  
Subject: Response to Certification Follow-up: Executive Compensation

---

Dear Green Mountain Care Board and Health Care Advocate Policy Teams:

This memo is in response to GMCB's memo entitled "Executive Compensation" received on February 28, 2023. The memo specifically requests the following:

- Descriptions of the final FY 2023 corporate goals upon which executive variable pay is based, as approved by the OneCare Board of Managers.
  - See Attachment A
- All metrics, both numerical and narrative, for each of these goals.
  - See Attachment A
- A detailed description including any numerical scoring used to determine how the achievement or partial achievement of the goals are scored to correlate with the amount of variable pay awarded.
  - See Attachment B
- Variable pay ranges as percentages of base pay for eligible executive positions for FY2023 (enter into FY23 Revised Budget Workbook, tab 6.7)
  - Provided in the Revised Budget Workbook, tab 6.7
- All UVM Health Network policies related to executive compensation and variable compensation.
  - See Attachments C, D, and E

Please confirm receipt and let us know if you have any questions.

Attachments (5)