

MEMORANDUM

TO: OneCare Vermont Accountable Care Organization, LLC (OneCare)

FROM: Sarah Kinsler, Director of Health System Policy, Michelle Sawyer, Health Policy Project Director, Jennifer DaPolito, Senior Health Policy Analyst, Russ McCracken, Staff Attorney (GMCB)

RE: Executive Compensation

DATE: May 9, 2023

As part of the duty of verifying OneCare Vermont's ongoing certification eligibility and as part of the Green Mountain Care Board's process for developing FY24 Budget Guidance, the GMCB is requesting additional information regarding OneCare's executive compensation. Please provide the following information:

- All metrics, both numerical and narrative, for each of OneCare's FY 2022 corporate goals.
- 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 for FY 2022.
- Any materials or reports related to OneCare's Board of Managers review and approval of the FY 2022 corporate goals.
- Any materials or reports related to OneCare's Board of Managers' and the Executive Committee of the Board's review, evaluation, any recommendations, and approval of the variable pay awarded for FY 2022 as referenced in OneCare's FY 2023 Certification Form submission¹
- The GMCB seeks to understand how base pay and variable awarded to eligible executive positions compares to that of non-executive positions. Please submit:
 - The actual amount of base pay and variable pay available to all OneCare eligible executive positions by position type (e.g., for CEO, VPs and Director-level positions) and non-executive positions for all years that OneCare has been certified (FY 2018 – FY 2022), and the percent of variable pay awarded out of the maximum amount of variable pay possible for these positions.
 - The salary and compensation benchmarks used by OneCare for all OneCare non-executive positions for FY 2022.

¹See 2023 Certification Eligibility Verification Form for OneCare Vermont Accountable Care Organization, LLC (June 27, 2022), available at [FY23_ACO_Eligibility_Verification_Form_FINAL_1.pdf \(vermont.gov\)](https://www.vermont.gov/files/2023/06/FY23_ACO_Eligibility_Verification_Form_FINAL_1.pdf)



- Please explain the basis for the salary and compensation benchmarks used by OneCare for eligible executive positions by position type (e.g., for CEO, VPs, and Director-level positions) and non-executive positions, and why those benchmarks are appropriate for OneCare.
- Any data OneCare relies on to determine the salary and compensation benchmarks used by OneCare for eligible executive positions by position type (e.g., for CEO, VPs and Director-level positions) and non-executive positions.
- The projected base pay and variable pay for FY 2023 for all non-executive positions.

Please submit the requested materials and information by May 19, 2023. Responses are to be submitted to GMCB staff at the following email address: GMCB.ACO@vermont.gov

