

Public Comment: **After Reading OneCare's Response to the GMCB 7/7/23**

From: Sharon Gutwin PT and Business Owner

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- **Mission of OneCare – “improve health outcomes and reduce health care spending.”**
- “After expending more than \$80 million on administrative overhead since its inception six years ago, OneCare has not improved the quality of care, broadened access to essential services, or lowered costs for Vermonters.” *Times Argus Jan 13, 2023.*
- OneCare claims all goals were met for Q3 2022. Either the goals are not in alignment with the mission and need to be reset or the mission must be reset.  
My personal belief... a goal will always be met if an unspoken component is for executives to justify their compensation. I challenge an alternative explanation for such a poor national ranking of this ACO with yet a history of higher than 50% market rate compensation.
- “*Corporate goals*” for a non-profit organization should be for the people, not the *corporation* itself. If a non-profit serves itself (and those who run it) with more concern than the mission, it is not serving the people.
- “AC” in ACO stands for “**Accountable Care**”. Transparency is key to assessing accountability. OneCare should be deliberately operating in transparency and not require a subpoena. Resistance to providing information is NEVER a good sign. One never seeks to hide what they are proud of.
- I don't see a compensation “benchmark reference” requested by the GMCB.
- Variable pay decision makers have set elaborate guidelines, yet when I read the methodology, I see a fluidity that likely guarantees bonuses regardless of performance. Again, evidence lies in the fact that the performance of the ACO has been poor yet bonuses exemplary.
- When operations refer to the “letter of a law” MORE than intent a law, the intent of the operation goes off the rails. The value of an organization/corporation/entity rests in meeting the intent of all laws, not expend energy and resources to defend the “letter”.

Past regulation has gotten us to this point. Absent of prudent regulatory strength, there is little expectation of regulatory success. There is strong evidence to support the GMCB placing guardrails on executive compensation. Variable compensation is a motivator of excellence only if not served as an entitlement.

Respectfully Submitted,

