

From: McCracken, Russ <Russ.McCracken@vermont.gov>

Sent: Tuesday, July 11, 2023 11:32 AM

To: Zipko, Joan <Joan.Zipko@onecarevt.org>; Berman, Abe <Abe.Berman@onecarevt.org>; Perry, Aaron <Aaron.Perry@onecarevt.org>; Barry, Sara <Sara.Barry@onecarevt.org>; Borys, Thomas J. <Thomas.Borys@OneCareVT.org>; Bodette, Amy <Amy.Bodette@onecarevt.org>; Pilcher, Rachel <Rachel.Pilcher@OneCareVT.org>; Zipko, Joan <Joan.Zipko@onecarevt.org>

Cc: Foster, Owen <Owen.Foster@vermont.gov>; GMCB - ACO <GMCB.ACO@vermont.gov>; Barber, Michael <Michael.Barber@vermont.gov>; HCA Policy Team <HCAPolicyTeam@vtlegalaid.org>

Subject: RE: Letter to GMCB - Subpoena Response to Executive Compensation Documentation Request

Dear OneCare team,

Following up on our call, responsive documents to the GMCB subpoena of June 29, 2023, must include the following:

1. Source documents and communications that show exactly what the benchmark is on which the 50th and 65th percentile numbers are based.
2. Source documents and communications about the selection of the benchmark, the methodology used to develop the benchmark, and the determination of the appropriateness of the benchmark.
3. Source documents explaining the content of the rolled-up chart (Attachment A response), which should include at least (a) by individual position for OneCare executives: the base compensation, variable compensation, 50th and 65th percentile of the benchmark, and actual percentile of individual compensation on benchmark, and (b) documentation sufficient to understand why the rolled-up chart (Attachment A response) doesn't align with the base salary and variable compensation that OneCare provided as part of its revised budget:
 - a. Subpoena response provides VP base pay and potential variable pay at \$1,242,636 and \$248,527. Budget submission VP (CCO, COO, Finance, CMO, CLO) base pay and potential variable pay is \$1,103,953 and \$179,048.
 - b. Subpoena response provides Director base pay and potential variable pay at \$1,173,890 and \$117,389. Budget submission Director base pay and potential variable pay is \$1,021,491 and \$98,600.
4. Documents and communications related to the discussion of awarding FY22 variable compensation to OneCare executives and the decision to award FY22 variable compensation at 100%.

Please provide these documents Wednesday (7/11) before noon given the Board meeting schedule for tomorrow to vote on the OneCare FY23 budget guidance.

Best regards,
Russ

Russ McCracken
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Green Mountain Care Board
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