



# OneCare Vermont

June 12, 2020

Kevin Mullin  
Chair  
Green Mountain Care Board  
144 State Street  
Montpelier, Vermont 05602

Dear Chair Mullin,

OneCare Vermont is committed to transparency in our service to Vermont in support of the All Payer ACO Model. As we have discussed as part of our continued transparency efforts, I am submitting 2019 compensation information for officers, key employees, and the five highest compensated employees in the organization in the agreed upon format of a document similar to an IRS 990 form.

Compensation for OneCare 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 (50<sup>th</sup> percentile) rate. When setting total direct compensation (base pay plus variable pay) for executives, we target the market 65<sup>th</sup> 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 (50<sup>th</sup> percentile).

## OneCare Vermont

2019 Employee Income Disclosure Form

Name	Title	Individual Trustee or Director	Institutional Trustee	Officer	Key Employee	Highest Compensated Employee	Former	2019 Total Reportable W-2 Compensation *
Bennett, Dan	Board Member	X						\$0
Berry Bowen, Jill	Board Member	X						\$0
Brumsted, John MD	Board Chair	X		X				\$0
Calderara, Allison	Board Member	X						\$0
Costa, Michael	Board Member	X						\$0
Davis, Betsy RNMPH	Board Member	X						\$0
Dee, Tom	Board Member	X						\$0
Gordon, Steve	Board Member	X						\$0
Haddock, Joe MD	Board Member	X						\$0
Jankowski, Tomasz	Board Member	X						\$0
Keating, Todd	Board Member	X						\$0

Kohaut, Coleen	Board Member	X							\$0
Kraft, Sally MD	Board Member	X							\$0
LeBlanc, Steve	Board Member	X							\$0
Leffler, Steve MD	Board Member	X							\$0
Lowell, Sierra	Board Member	X							\$0
Morton, Judy	Board Member	X							\$0
Moulton, Mary	Board Member	X							\$0
Parsons, Pamela	Board Member	X							\$0
Perras, Joseph MD	Board Member	X							\$0
Peterson, Judy	Board Member	X							\$0
Sadkin, Toby MD	Board Member	X							\$0
Sayles, John	Board Member	X							\$0
Stone, Kevin	Board Chair	X	X						\$0
Whitmer, Grant	Board Member	X							\$0
Loner, Victoria	COO (thru 7/19) CEO (as of 8/19)			X					\$408,774
Moore, Todd	CEO (thru 01/19)			X					\$64,810
Ward, Norman	CMO				X				\$382,367
Barry, Sara	Sr. Dir Value Base Care (thru 9/19) COO (as of 10/19)				X				\$253,056
Daniels, Gregory	CCO **			X					\$160,079
Lee, Karen	VP Finance & Strategy (thru 3/19) ***				X				\$41,211
Borys, Thomas	Dir Fin & Analysis (thru 8/19) Sr. Dir Finance and Payment Reform (as of 9/19)				X				\$162,614
Giard, Martita	Dir Strategy & Planning **					X			\$178,945
Zipko, Joan	Dir Operations					X			\$183,003
Shane, Susan	Medical Director					X			\$141,287
Gauthier, Tyler	Asst. Dir Value Based Care (thru 10/19) Dir Value Based Care (as of (11/19)					X			\$144,283
Parisi, Marissa	Exec Dir RiseVT					X			\$142,714

\* Sourced from the University of Vermont Medical Center Form W-2 Wage and Tax Statements, Box 5

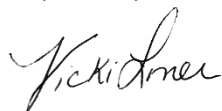
\*\* Position includes material contracted effort outside of OneCare Vermont

\*\*\*Compensation will not align with Box 5 on the employees W-2, as OneCare needed to isolate the contributions by our organization to her compensation. The total represents a 50% contracted effort during the first quarter of 2019.

This document shows compensation earned by OneCare employees in a manner similar to that required by a 501(c)(3) organization. This is not to be considered an official tax document, is not intended to meet all 990 reporting requirements and is prepared for the sole purpose of the GMCB's regulatory oversight of ACOs in Vermont.

Please contact me if you have questions regarding this submission. We will look to provide this level of salary information in 2021 in a similar manner, if we are still awaiting approval from the IRS on our 501(c)(3) tax status, to reflect the 2020 total compensation packet. Please understand that the compensation information reflective in this report will look different with our next submission since our entire leadership team took material reductions in salary and benefits for the 2020 calendar year.

Respectfully,



Vicki Loner, RN.C, MHCDS  
Chief Executive Officer