



Chair Black and Members of the House Health Care Committee
Vermont State House
115 State Street
Montpelier, VT
05633-5301

February 14, 2025

Via Email

Dear Chair Black and Members of the House Health Care Committee:

Thank you again for the opportunity for Sunny Eappen and Jessica Moschella to appear on behalf of University of Vermont Health Network in the House Health Care Committee on February 6. Please see below the information requested during that meeting. Do not hesitate to reach out if we can provide any additional information.

Sincerely,

Linda Townsend

- 1. How much money does UVM Health Network receive from the Blueprint, and how much Per Member Per Month (PMPM) from the ACO for care coordination?**
 - In FY25, UVM Health Network expects to receive a total of \$8.34M in Blueprint funding across all funding streams, including grant administration, quality improvement, and patient-facing initiatives. The Blueprint programs that support primary care-based care management services are CHT & CHT Expansion Pilot (slated to end June 2025). UVM Health Network receives about \$2.47M and \$1.28M from each program, respectively. This covers about 60% of the patient-facing resources required to support all UVM Health Network Vermont Primary Care Practices with an equitable, evidence-based, NCQA Accredited Care Management Program.

- OneCare VT changed its value-based incentive program several years ago and no longer provides care coordination funding in the form of a PMPM. They have moved to the Population Health Model (PHM) that is a pay for performance program that incentivizes providers to perform on a set of quality measures; all Vermont UVM Health Network partners participate in this program.

2. How many vice presidents does UVM Medical Center have?

6

3. How many VPs at UVM Health Network?

26

4. Please send us current total compensation information for all of those positions for the most recent fiscal year, including bonuses.

UVM Health Network purposefully migrated VP positions from the hospital level to the Network level to avoid duplication, increase integration and efficiency, and use one person to oversee work at several partners, rather than just one. These centralization efforts are part of UVM Health Network’s overall strategy to reduce costs.

Please note that the data on VPs was pulled based on the last pay period of FY24, using September 29, 2024, as the effective date, along with the base pay at that time. The Variable Pay Program (VPP) is the FY24 payment, although it did not occur until December 2024.

Partner	# VPs	Total TCC Amount
Network	26	\$8,966,773
UVMCMC	6	\$2,588,291
Grand Total	32	\$11,555,063

5. What was the total compensation for senior vice presidents and above in FY24?

Job Profile	Management Level	FY24 Base Pay Amount	FY24 VPP Payment	FY24 Total Cash Compensation
L915 - Chief Executive Officer	Network CEO	\$1,354,712	\$596,073	\$1,950,785
M098 - Interim EVP Network Ops-Network Chair	EVP	\$693,717	\$174,675	\$868,392
D596 - Executive VP for Finance & CFO	EVP	\$631,353	\$227,287	\$858,640
D597 - EVP Clin Affairs HN/Pres & CEO MG	EVP	\$615,954	\$214,352	\$830,306
D868 - Network Chief Medical Officer	Senior Leader	\$555,832	\$175,087	\$730,919
L981 - SVP/Network General Counsel	Senior Leader	\$494,479	\$155,761	\$650,240
L990 - Network CIO	Senior Leader	\$453,695	\$142,914	\$596,608
B106 - Network Chief People Officer	Senior Leader	\$449,890	\$141,715	\$591,605
D118 - Executive Director UVMHN MG	Senior Leader	\$414,189	\$130,470	\$544,659
D587 - SVP High Value Care, UVMHN	Senior Leader	\$414,000	\$130,410	\$544,410
D913 - Network Chief Nursing Executive	Senior Leader	\$405,000	\$127,575	\$532,575
E397 - SVP – FAC, RE, CST & Support Services	Senior Leader	\$381,871	\$120,289	\$502,160
D895 - SVP & CERO, UVMHN	Senior Leader	\$356,130	\$112,181	\$468,311
C755 - Chief Development Officer	Senior Leader	\$310,500	\$76,073	\$386,573
D863 - Network CDIO	Senior Leader	\$380,000	n/a*	\$380,000

* Due to hire date was not eligible for FY24 VPP

6. What was Dr. Eappen's bonus for FY24?

Dr. Eappen received a bonus of \$596,073 in FY24. He misspoke in committee and gave the net amount, after-taxes of roughly \$400,000 rather than the gross amount closer to \$600,000.