



Interim Executive Director
Compensation Comparison & Recommendation

July 29, 2020

Special Board Meeting

Compensation Comparison:

The interim position is proposed as a time-limited contracted service agreement to be billed to Connie (HIA, Inc.) at a flat hourly rate and then directly invoiced to the Office of Health Strategy with no additional administrative mark-up by Connie. As a contracted service, the service agreement does not include any additional benefits or compensations.

Below are two similarly situated organizations that bill hourly for services rendered by functionally comparable positions to the Office of Health Strategy. Also included is the proposed hourly bill rate for the recommended Interim Executive Director service agreement.

Position Title	Proposed FY20-21 Hourly Rate	CedarBridge FFY20 Rate	Velatura FFY20 Rate
Senior Management Consultants	\$250.00	\$275-285.00	\$249-318.00

Rate Justification:

- Recommended candidate is highly qualified to perform the duties of the position based on prior CEO experience leading HIE's.
- Recommended candidate is deeply familiar with the Connecticut health IT landscape and work, has established relationships with key stakeholders and, due to his prior work in Connecticut, is able to engage immediately and knowledgeably with no learning curve.
- The proposed hourly rate is in alignment with billing rates established through current contracts between the Office of Health Strategy and other vendors also contracted to perform services necessary to stand up the statewide HIE. It is noted that the recommended candidate was previously contracted through CedarBridge Group to the Office of Health Strategy to perform senior management consulting services at a bill rate of \$275.

Recommendation:

That the Board accept the Interim Executive Director Compensation Comparison & Recommendation as presented and further appoint Michael Matthews as Interim Executive Director effective August 1, 2020 through December 31, 2020 for up to 20 hours per week pending approved funding and a fully executed service agreement.