



**REGULAR MEETING OF THE GOVERNING BOARD
OF THE
INLAND EMPIRE HEALTH PLAN**

Tuesday, October 14, 2025 - 9:00 AM

Board Report #365

**Dr. Bradley P. Gilbert Center for Learning and Innovation
9500 Cleveland Avenue - Board Room
Rancho Cucamonga, CA 91730**

If disability-related accommodations are needed to participate in this meeting, please contact BoardServices@IEHP.org during regular business hours of IEHP (M - F 8:00 a.m. – 5:00 p.m.)

PUBLIC COMMENT AT INLAND EMPIRE HEALTH PLAN GOVERNING BOARD MEETINGS:

The meeting of the Inland Empire Health Plan Governing Board is open to the public. A member of the public may address the Board on any item on the agenda and on any matter that is within the Board's jurisdiction at the time of the meeting when the item listed on the agenda is called. In order to keep track of speakers and to be able to notify the Board of any speakers on a particular agenda item, a speaker slip is requested to be completed and provided to the Board Secretary by the commencement of the public meeting and no later than the time the agenda item has been called so that you may be recognized by the Board to speak. The Board may limit the public input on any item, based on the number of people requesting to speak and the business of the Board.

All public record documents for matters on the open session of this agenda can be viewed at the meeting location listed above or by contacting the Secretary to the Governing Board by phone at (909) 736-6891 or by email at BoardServices@iehp.org.

Any member of the public may observe the scheduled proceedings by using the information listed below

<https://youtube.com/live/gDHfDPPvqaE?feature=share>

AGENDA

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Changes to the Agenda
- V. Public Comments on Matters on the Agenda

AGENDA

VI. Conflict of Interest Disclosure:

Please note that Board members who also serve as a member of a legislative body of another public entity, such as San Bernardino County or the County of Riverside, does not by itself constitute a disqualifying conflict of interest that would prevent such members from participating on matters appearing on the agenda for the Inland Empire Health Plan despite their affiliation with both public entities.

VII. Adopt and Approve of the Meeting Minutes from the September 8, 2025, Regular Meeting of the Governing Board of the Inland Empire Health Plan

VIII. CONSENT AGENDA

ADMINISTRATION (Jarrod McNaughton)

1. Ratify and Approve Amendment 04 to Local Initiative Secondary Contract (23-30257) with the California Department of Health Care Services
2. Ratify and Approve Calendar Year 2026 Dual Eligible Special Needs Plan Contracts
3. Approve the Third Revision to the Inland Empire Health Plan Covered Agent Agreement Template, Delegation of Authority to Execute Agreements or Amendments with Agents and Agencies in Furtherance of the Covered California Line of Business
4. Approve the Funding for the Annual Membership Dues with Local Health Plans of California for 2025-2026
5. Ratify and Approve the Sixth Amendment to the Professional Services Agreement with Integrity Advantage Solutions, LLC.
6. Approve the Inland Empire Health Plan Pay Schedules for Quarter Three of 2025

FINANCE DEPARTMENT (Jarrod McNaughton)

7. Approve the Public Works Contract with West Coast Arborists, Inc.
8. Ratify and Approve the Sixth Amendment to the Lease Agreement with JKS-Marshall, L.P.

HEALTH SERVICES DEPARTMENT (Edward Juhn, M.D.)

9. Approve the Funding Agreement with Riverside County
10. Approve the Third Amendment to the Memorandum of Understanding with Bendito Medical Corporation
11. Approve the Seventh Amendment to the Service Agreement with Medimpact Healthcare Systems, Inc.

AGENDA

OPERATIONS DEPARTMENT (Susie White)

12. Approve the Second Amendment to the Professional Services Agreement with A3 Growth Partners, LLC.

PROVIDER CONTRACTING DEPARTMENT (Susie White)

13. Ratify and Approve the Participating Provider Agreement (Excluding Medicare) – with Public Health Foundation Enterprises, Inc. dba Heluna Health - Industry

IX. POLICY AGENDA AND STATUS REPORT ON AGENCY OPERATIONS

ADMINISTRATION (Jarrod McNaughton)

14. Chief Executive Officer Report
15. Board Education - Contact Center Automation and Voice of the Member

FINANCE DEPARTMENT (Jarrod McNaughton)

16. Monthly Financial Review

OPERATIONS DEPARTMENT (Susie White)

17. 2024 Independent Physician Association Performance Evaluation Tool Review

QUALITY DEPARTMENT (Genia Fick)

18. Overview of the 2025 Medi-Cal and Medicare Consumer Assessment of Healthcare Providers and Systems Member Satisfaction Survey Results
19. Final Results for Medi-Cal, D-SNP, and Covered California Healthcare Effectiveness Data And Information Set For Measurement Year 2024

X. Comments from the Public on Matters not on the Agenda

XI. Board Member Comments

AGENDA

XII. Closed Session

With respect to every item of business to be discussed in closed session pursuant to Government Code Section 54956.9:

1. Conference with Legal Counsel-Existing Litigation pursuant to subdivision (d)(1) of Government Code Section 54956.9:

- a. United States of America v. Local Initiative Health Authority for Inland Empire Health Plan d/b/a Inland Empire Health Plan; U.S. District Court, Central District of California, Case No. 5:25-cv-02444

XIII. Adjournment

The next meeting of the IEHP Governing Board will be held on **THURSDAY**, November 13, 2025, at the Dr. Bradley P. Gilbert Center for Learning and Innovation in Rancho Cucamonga.

Department: ADMINISTRATION

**1. Title: RATIFY AND APPROVE AMENDMENT 04 TO LOCAL INITIATIVE
SECONDARY CONTRACT (23-30257) WITH THE CALIFORNIA DEPARTMENT OF
HEALTH CARE SERVICES**

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

As a Local Initiative Medi-Cal Managed Care Health Plan, Inland Empire Health Plan (IEHP) contracts with the California Department of Health Care Services (DHCS) to provide health care services to the Medi-Cal population in Riverside and San Bernardino counties.

In December 2023, IEHP received the 2024 Secondary Contract with DHCS for Medi-Cal Health Plan Services, aligning with the new 2024 Primary Contract. IEHP and DHCS agreed to comply with the terms and conditions covering specific Medi-Cal State-Supported Services to IEHP members enrolled under the Primary Contract. State-Supported Services include Private Services and Covered Services, as identified in the Primary Contract, for members with Unsatisfactory Immigration Status (UIS), except for pregnancy-related services for UIS members and emergency services as described in the Primary Contract.

IEHP received the finalized fourth amendment from DHCS on June 25, 2025. Effective January 1, 2024, this amendment incorporates updates to the Unsatisfactory Immigration Status (UIS) member definition and retires the change order process. All other items and conditions of the Agreement remain in full force and effect

The previous amendment incorporated updates to the Calendar Year 2025 Capitation Payment rates, effective January 1, 2025.

Procurement Solicitation Type: N/A

Recommendation(s):

That the Governing Board of the IEHP Ratify and Approve Amendment 04 to Local Initiative Secondary Contract (23-30257) with DHCS effective January 1, 2024, through December 31, 2025.

Financial Impact: N/A	Not to Exceed Amount: N/A	Term: January 1, 2024, through December 31, 2025
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
None	J. Haines 7/29/2025	N/A	A. Mejia 7/8/2025	L. Nery 7/31/2025	S. White 8/7/2025

Department: ADMINISTRATION

2. Title: RATIFY AND APPROVE CALENDAR YEAR 2026 DUAL ELIGIBLE SPECIAL NEEDS PLAN CONTRACTS

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

On August 25, 2025, the Centers for Medicare & Medicaid Services (CMS) released the calendar year (CY) 2026 Dual Eligible Special Needs Plan (D-SNP) contract templates for signature for Inland Empire Health Plan's (IEHP) DualChoice product. IEHP DualChoice is an integrated Medicare coordinated care plan that provides health care coverage for individuals eligible for Medicare and Medi-Cal who live in San Bernardino and Riverside counties.

Annually, the CMS releases the D-SNP contract templates in the Health Plan Management System (HPMS) for electronic signature. The CMS contract templates provide the standard terms and conditions all D-SNPs are required to comply with to continue to operate a Medicare product. For CY 2026 IEHP is required to execute the following contract documents:

- **2026 Coordinated Care Plan (CCP) Contract Addendum:** Renewal of the Medicare Advantage contract which outlines the contractual and regulatory requirements related to Medicare Part C benefits.
- **2026 Medicare Advantage and Prescription Drug Plan (MA-PD) Contract Addendum:** Renewal of the MA-PD addendum which outlines the contractual and regulatory requirements related to Medicare Part D benefits.

Procurement Solicitation Type: N/A

Recommendation(s):

That the Governing Board of IEHP Ratify and Approve the CY 2026 D-SNP contracts with CMS through December 31, 2026, to continue to operate the IEHP DualChoice product.

Financial Impact: N/A	Not to Exceed Amount: N/A	Term: 01/01/2026 – 12/31/2026
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
None	C. Aguirre 8/27/2025	C. Goss 8/27/2025	A. Mejia 8/27/25	L. Nery 8/28/2025	S. White 9/10/2025

Department: ADMINISTRATION

3. Title: APPROVE THE THIRD REVISION TO THE IEHP COVERED AGENT AGREEMENT TEMPLATE, DELEGATION OF AUTHORITY TO EXECUTE AGREEMENTS OR AMENDMENTS WITH AGENTS AND AGENCIES IN FURTHERANCE OF THE COVERED CALIFORNIA LINE OF BUSINESS

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

Covered California is one of the key strategic initiatives IEHP implemented in 2023 for plan year 2024. IEHP is required to have a Covered California Exchange agent network to enroll qualified individuals in one of IEHP’s Qualified Health Plans offered through the Covered California Health Benefits Exchange. IEHP is required to contract with agents and agencies to develop this network of agents and has developed and received regulatory approval from the Department of Managed Health Care (DMHC) to use a template Covered California Exchange Agency Agreement to contract with these agents and agencies.

Since 2023, the IEHP Broker Services Team has successfully appointed over 569 agents who have collectively enrolled over 22,000 new members, representing approximately 41% of all newly enrolled members.

Procurement Solicitation Type: N/A

Recommendation(s):

That the Governing Board of the IEHP:

1. Approve the third revision to the IEHP Covered Agent Agreement Template; and
2. Authorize the Chief Executive Officer (CEO) or his designee to, after legal review and approval, execute agreements and amendments that substantially conform to the template with selected agents and agencies in furtherance of the Covered California line of business.

There are no costs associated with this request.

IEHP has revised the existing template to incorporate additional, regulatory requirements concerning the storage and transfer of data through electronic media and means. Thus, enhancing protections for both Inland Empire Health Plan (IEHP Covered) and its external agents strengthening data security, protecting member information, and ensuring compliance with evolving regulatory standards. The changes are expected to have minimal financial impact, and IEHP will provide guidance and resources to help agents meet the new requirements.

Financial Impact: \$0	Not to Exceed Amount: \$0	Term: 1 Year
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Select Impact	NA	NA	M. DeNobrega 9/15/25	W. Guzman	J. McNaughton 9/19/25

Department: ADMINISTRATION

4. Title: APPROVE FUNDING FOR THE ANNUAL MEMBERSHIP DUES WITH LOCAL HEALTH PLANS OF CALIFORNIA FOR 2025-2026

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

Local Health Plans of California (LHPC) has served as the voice for California's not-for-profit, community-based health plans for over 25 years. The organization represents 17 local health plans that cover over 70% of the State's Medi-Cal managed care enrollees across 51 of California's 58 counties, serving over 9.5 million Medi-Cal beneficiaries statewide.

As a longstanding LHPC member, IEHP benefits from state and federal advocacy efforts that ensure policymakers understand the value and mission of local health plans. Membership dues have historically been under \$190,000, but LHPC's dues structure, which utilizing a tiered base assessment and per member assessment based upon the number of covered lives in each health plan, was modified in 2024 to align with current advocacy needs, resulting in an increase in 2025-2026 membership dues for all participating health plans. Accordingly, IEHP's 2025-2026 membership dues are increasing to \$300,000.

These dues fund legislative lobbying, regulatory advocacy, media representation, and policy analysis that directly protect IEHP's interests and Medi-Cal members. This year, LHPC has demonstrated significant value by pivoting to address federal threats to Medicaid, defending the Medi-Cal program at the federal level with sound policy rationale and data. The organization has strengthened relationships with California's Congressional delegation and developed connections with the Centers for Medicare & Medicaid Services (CMS), which will be crucial for future advocacy efforts. At the state level, LHPC remained highly engaged on critical issues, working closely with the Administration on policy matters and the Legislature throughout the budget process. Notable achievements include successful advocacy to reject the Administration's proposal to increase the Medi-Cal Medical Loss Ratio (MLR) amidst a challenging budget climate.

Procurement process: N/A

Membership dues are exempt from the competitive procurement process per IEHP Procurement Manual.

Recommendation(s):

That the Governing Board of IEHP Approve funding in the amount of \$300,000 for IEHP's annual membership dues with Local Health Plans of California for the 2025-2026 membership year through June 30, 2026.

LHPC will continue to provide essential advocacy services, including legislative activities, regulatory interface, media representation, educational conferences, research information, legal analysis, and general operational resources that directly benefit IEHP's mission and operations.

CONSENT AGENDA

Financial Impact: \$300,000	Not to Exceed Amount: \$300,000	Term: 1 Year
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2025 Budget	J. Haines 9/12/25	J. Phay 9/10/2025	M. DeNobrega 9/15/25	V. Ostermann 9/11/2025	J. McNaughton 9/12/2025

Department: ADMINISTRATION

5. Title: RATIFY AND APPROVE THE SIXTH AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH INTEGRITY ADVANTAGE SOLUTIONS, LLC.

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

Integrity Advantage Solutions, LLC (Integrity Advantage), is a professional services firm specializing in healthcare compliance, fraud, waste and abuse (FWA) prevention, detection and investigation.

In March 2023, Inland Empire Health Plan (IEHP) entered into an agreement with Integrity Advantage to perform a comprehensive assessment of the Compliance Special Investigations Unit (SIU) program, training and mentorship, and ad-hoc support. The Governing Board has approved multiple contract extensions and additional funding through subsequent Minute Orders to further develop and support the FWA program. The latest was in June 2025 through Minute Order 25-111, the Governing Board approved the Fifth Amendment for additional funding to continue to support the further development of the FWA program, including investigative case work.

Procurement Solicitation Type: Single Source

Integrity Advantage has become familiar with the Compliance SIU Program and will continue to support the Compliance SIU through conducting and supporting investigations, including high risk investigations.

Recommendation(s):

That the Governing Board of IEHP Ratify & Approve the Sixth Amendment to the Professional Services Agreement (Agreement) with Integrity Advantage for the continued provision of FWA program investigative support for an additional amount not to exceed \$1,281,280.00 effective September 1, 2025, through June 30, 2027. The total amount payable under this Agreement shall not exceed \$3,017,283.92 through June 30, 2027.

The additional funds are needed to provide support to the Compliance SIU to conduct investigative work related to high-risk Compliance SIU referrals of suspected or potential FWA and cases.. Integrity Advantage's investigators will support the full spectrum of Compliance SIU functions, including:

By leveraging Integrity Advantage as a resource, IEHP will strengthen its fraud prevention efforts, safeguard public funds, and reinforce its reputation as a responsible steward of Medi-Cal, Medicare, and Covered California program resources.

Financial Impact: \$1,281,280.00	Not to Exceed Amount: \$3,017,283.92	Term: 6/30/27
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
New Expenditure	C. Aguirre 9/5/25	C. Goss 9/5/25	N/A	M. Hayes 9/11/25	S. White 9/19/25

Department: ADMINISTRATION

6. Title: APPROVE THE INLAND EMPIRE HEALTH PLAN PAY SCHEDULES FOR QUARTER THREE OF 2025

Chief: Supriya Sood, Chief People Officer

Background & Discussion:

As indicated in the CalPERS audit conclusions in July 2020, Government Code sections 20636 and 7522.34 and CCR section 570.5 and 571.1 state that payrates must be reported pursuant to a publicly available pay schedule that identifies the position title for every employee. In addition, pay schedules must indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually. CalPERS requires that the pay schedules be approved by the Board at least once each year and then submitted to CalPERS.

Procurement Solicitation Type: N/A

Recommendation(s):

That the Governing Board of the Inland Empire Health Plan (IEHP) Approve the IEHP pay schedules for Quarter Three of 2025 to align with the reporting requirements for CalPERS.

IEHP is presenting the current pay schedule for Quarter Three of 2025 to align with the CalPERS requirements. The recommendation is for approval of the attached pay schedule that indicates each IEHP position grouped into the respective salary grade and the salary range minimum, midpoint, and maximum of the year or quarter.

Financial Impact: NA	Not to Exceed Amount: NA	Term: NA
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Select Impact	NA	NA	Make Selection [enter date]	D. Del Toro 9/12/25	S. Sood 9/12/25

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5NE566	IEHP Intern	100	Nonexempt	\$ 31,865.60	\$ 38,937.60	\$ 45,427.20
8NE004	Environmental Services Technician I	102	Nonexempt	\$ 43,680.00	\$ 54,516.80	\$ 65,416.00
8NE003	Environmental Services Technician II	102	Nonexempt	\$ 43,680.00	\$ 54,516.80	\$ 65,416.00
5NE180	Mailroom Processor - Supply Chain	102	Nonexempt	\$ 43,680.00	\$ 54,516.80	\$ 65,416.00
5NE150	Receptionist I	102	Nonexempt	\$ 43,680.00	\$ 54,516.80	\$ 65,416.00
5NE148	Administrative Assistant I	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE551	Administrative Assistant I - Claims	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE205	Administrative Assistant I - Compliance	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE230	Administrative Assistant I - Facilities	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE212	Administrative Assistant I - FR & A	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE248	Administrative Assistant I - Grievance & Appeals	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE539	Administrative Assistant I - Health Services	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE277	Administrative Assistant I - Process Improvement	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE223	Administrative Assistant I - Quality & Training	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE292	Administrative Assistant I - Quality Systems	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE533	Administrative Assistant I - Talent Acquisition	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE554	Administrative Assistant I - UM	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE159	Claims Processor I	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE573	Claims Processor I - Provider Claims	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
8NE002	Environmental Services Lead	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE595	Member Services Representative - Covered California	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE182	Member Services Representative - Medi-Cal	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE184	Member Services Representative - Medicare	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE186	Provider Call Center Representative	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE572	Receptionist II	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE189	Senior Mailroom Processor - Supply Chain	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE217	Transportation Services Representative	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE193	Warehouse Processor - Supply Chain	104	Nonexempt	\$ 46,176.00	\$ 58,884.80	\$ 71,572.80
5NE146	Accounting Specialist I	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE149	Administrative Assistant II	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE552	Administrative Assistant II - Claims	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE570	Administrative Assistant II - Facilities	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE568	Administrative Assistant II - FR&A	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE250	Administrative Assistant II - Health Services	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE224	Administrative Assistant II - Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE152	Board Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE560	Care Extender - ECM	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE160	Claims Processor II	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
2NE544	Coordination of Benefits Specialist (COB)	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE167	Coordinator	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE198	Coordinator - Behavioral Health	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE194	Coordinator - Care Management	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE545	Coordinator - Claims Audit and Recovery	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE535	Coordinator - Community Supports	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5NE293	Coordinator - Community Wellness Center	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE534	Coordinator - Community Wellness Center Logistics	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE591	Coordinator - ECM Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE594	Coordinator - ECM Transitional Care	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE559	Coordinator - Eligibility	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE283	Coordinator - Enhanced Care Management	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE219	Coordinator - Facilities	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE602	Coordinator - Facilities Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE529	Coordinator - Facilities Safety & Security	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE208	Coordinator - Grievance and Appeals	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE603	Coordinator - Health Education	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE585	Coordinator - Health Equity Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE555	Coordinator - Health Services Physician Support	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE537	Coordinator - Human Resources, Total Rewards	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE581	Coordinator - Integrated Transitional Care	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE221	Coordinator - LTC	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE263	Coordinator - Member Services, HRA	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE579	Coordinator - Policy & Regulatory Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE204	Coordinator - Quality Systems	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE246	Coordinator - Transplant Services	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE598	Coordinator - UM Inpatient & Specialty - CCA	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE542	Coordinator - UM Letter Review	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE597	Coordinator - UM Letter Review - CCA	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE561	Coordinator - UM Member Call Center	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE296	Coordinator - UM Outpatient Call Center	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE235	Coordinator - Utilization Management Inpatient	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE210	Coordinator - Utilization Management Outpatient	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE599	Coordinator - Utilization Management Outpatient - CCA	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
2NE557	Eligibility Continuity Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
2NE560	Enrollment Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE199	Health Navigator Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
2NE495	Mail Fulfillment Specialist - Supply Chain	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE588	Marketing Specialist I	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE593	Member Services Operations Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE183	Member Services Representative - All Channels	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
2NE503	Project Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE596	Sales & Outreach Support Specialist	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE192	Senior Provider Call Center Representative	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE601	Senior Warehouse Processor - Supply Chain	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE600	Transportation Services Representative - Operations	106	Nonexempt	\$ 49,878.40	\$ 63,585.60	\$ 77,313.60
5NE147	Accounting Specialist II	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE577	Accounting Specialist II - Financial Compliance	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE151	Behavioral Health Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE238	BH Specialist - Call Center	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5NE253	BH Specialist - Specialty Kids Interventions	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE155	Call Center Quality Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE161	Claims Processor III	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE574	Claims Specialist I - Provider Claims	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE547	Claims Specialist Quality Assurance I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE576	Community Health Worker	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE578	Community Health Worker - CBH	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE268	Community Health Worker - ECM	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE532	Community Health Worker - ECM Transitional Care	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE575	Community Health Worker - Health Education	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE579	Community Health Worker - SCS	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE604	Community Supports Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE567	Community Wellness Center Fitness Coach	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE538	Community Wellness Center Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE521	Compliance & Privacy Program Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE267	Contracts Administration Specialist I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE543	Credentialing Specialist I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE300	Data Retrieval Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE553	Delegation Oversight Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE590	Eligibility & Outreach Advisor I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE171	Eligibility Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE590	Facilities Project Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE566	Financial Services Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE492	Human Resources Specialist - Benefits	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE541	Human Resources Specialist - Operations	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE301	Integrated Transitional Care Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
8NE001	Landscape Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE179	Legal Secretary	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE494	Legal Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE589	Marketing Specialist II	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE587	Network Development Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE499	Payroll Specialist I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2EX432	Pharmacy PDE & DIR Specialist	108	Exempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2EX1013	Physical Accessibility Review Survey Specialist	108	Exempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE556	Pre-Employment Specialist I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE574	Production Assistant	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE547	Provider Network Specialist I	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE562	Provider Payment Resolution Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE561	Provider Quality Incentives Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE506	Provider Services Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE571	Quality Engagement Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE558	Regulatory Oversight Community Support Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE188	Senior Coordinator	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE290	Senior Coordinator - Care Management	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5NE582	Senior Coordinator - Community Behavioral Health	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE558	Senior Coordinator - Community Partnerships	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE252	Senior Coordinator - Facilities	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE583	Senior Coordinator - Health Equity Operations	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE592	Senior Coordinator - Health Services Physician Support	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE190	Senior Medicare Member Services Representative	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE191	Senior Member Services Representative	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE580	Senior Transportation Services Representative	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE586	Social & Community Services Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
5NE569	Team Lead - Utilization Management	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2NE518	Workforce Management Intraday Specialist	108	Nonexempt	\$ 53,872.00	\$ 68,681.60	\$ 83,491.20
2EX841	Accounting Specialist III	110	Exempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE512	Behavioral Health Specialist - Team Lead	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE575	Claims Specialist II - Provider Claims	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE548	Claims Specialist Quality Assurance II	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE581	Community Wellness Center Nutrition Coach	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE555	Compensation Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2EX1066	Consumer Researcher	110	Exempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE166	Contracts Administration Specialist II	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE584	Credentialing Specialist II	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE586	Cultural & Linguistic Services Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE583	Digital Content Designer	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE573	Facilities CAD Operator	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE489	Health Navigator	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE569	Hospital Services Representative - Hospital Relations	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE491	Human Resources Generalist I	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE565	IT Vendor Management Specialist I	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE572	Junior Graphic Designer	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE178	Lead Claims Processor	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE563	Medicare Enrollment Reconciliation Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE591	Payment Recovery Specialist I	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE500	Payroll Specialist II	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE552	Pharmacy Medication Management Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE553	Pharmacy Technician - UM	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE568	Pre-Employment Specialist Lead	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE588	Provider Contracting Liaison	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE549	Provider Network Specialist II	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE570	Provider Relations Quality Assurance Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE522	Quality Assurance Specialist - Strategy	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE567	Quality Assurance Specialist BH & CM - Non-Clinical	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE527	Quality Assurance Specialist Non-Clinical G&A	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE543	Quality Assurance Specialist Non-Clinical UM Inpatient	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE509	Quality Assurance Support Specialist - Contracting	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2EX950	Quality Assurance Support Specialist - TSCC	110	Exempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX853	Quality Assurance Support Specialist - UM	110	Exempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
5NE247	Senior Call Center Quality Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE546	Senior Eligibility Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2NE592	Special Investigations Unit Specialist	110	Nonexempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2EX827	Trainer I	110	Exempt	\$ 57,054.40	\$ 74,172.80	\$ 91,291.20
2EX348	Analyst I	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX674	Analyst I - Behavioral Health & Care Management	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX492	Analyst I - Call Center Systems	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX764	Analyst I - Community Health	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1098	Analyst I - Eligibility & Payment Services	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX967	Analyst I - Enhanced Care Management	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX942	Analyst I - Facilities	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX583	Analyst I - Finance	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX974	Analyst I - Fraud Mitigation	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX725	Analyst I - Grievance & Appeals	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1057	Analyst I - Health Equity	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1104	Analyst I - Health Equity Operations	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1061	Analyst I - Health Services Special Initiatives	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX402	Analyst I - Human Resources	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX828	Analyst I - Learning & Development	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX775	Analyst I - Member Services	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX800	Analyst I - Member Services Quality Assurance	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX551	Analyst I - Pharmacy	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX730	Analyst I - Pharmacy Utilization	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX835	Analyst I - Process Improvement	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX675	Analyst I - Procurement - Supply Chain	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1138	Analyst I - Product & Regulatory Operations	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1089	Analyst I - Provider Claims	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX635	Analyst I - Provider Contracting	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX644	Analyst I - Provider Contracting Contract Man	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX661	Analyst I - Provider Services	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX668	Analyst I - Provider Services Administration	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX606	Analyst I - Quality Management	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX756	Analyst I - Regulatory Affairs (Policy & Communications)	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1011	Analyst I - Regulatory Oversight	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1082	Analyst I - Risk Coding & Analytics	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1063	Analyst I - Strategic Provider Partnerships	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX923	Analyst I - Talent Acquisition	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX807	Analyst I - Utilization Management	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1073	Analyst I - Utilization Management - CCA	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX747	Analyst I - Utilization Management - Delegation Oversight	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1106	Analyst I - Warehouse & Mailroom - Supply Chain	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX902	Auditor - Credit Balance Recovery	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX900	Auditor - Provider Recovery	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX901	Auditor I - Internal Controls	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX521	Business Analyst I	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX522	Care Manager, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX936	Career Development Advisor	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX523	CCS Care Manager, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX532	Claims Review Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE545	Clinical Pharmacy Education Specialist	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1044	Community Based Organization Services Representative	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1072	Community Health Worker Trainer	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX968	Community Partnership Representative	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX785	Configuration Analyst I - Core Business Systems	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX375	Contracts Manager	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX377	Credentialing Auditor	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX573	Delegation Oversight Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX385	Digital Production Specialist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1144	Eligibility & Outreach Advisor II	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX535	Eligibility Pharmacy Analyst	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1145	Eligibility Reconciliation Analyst	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1012	Event Administrator	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
5NE175	Executive Assistant	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
F2EX102	Foundation Administrative & Events Specialist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX539	Grievance & Appeals Nurse	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX959	Growth & Development Advisor	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1103	Health Equity Programs Liaison	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX761	HEDIS Clinical Review Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX713	Instructional Designer I	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1031	Integrated Transitional Care Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX872	Internal Communications Administrator	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE493	IT Specialist I	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE554	IT Specialist I - Data Governance	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
5NE576	Lead Claims - Provider Claims	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
5NE298	Lead Claims Quality Assurance	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE585	Lead Health Navigator	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX805	Learning & Development Generalist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX963	Learning Management System Administrator	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX836	Outreach & Enrollment Advisor	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX427	Paralegal	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1139	Payment Recovery Specialist II	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1043	Payroll Specialist III	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX430	Pharmacy Content & Training Specialist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE502	Pharmacy Quality Assurance Specialist I	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX749	Privacy Investigator I	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE559	Provider Workflow Support Specialist	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX608	Resident Pharmacist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX954	Safety & Security Administrator	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE550	Senior Pharmacy Medication Management Specialist	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2NE551	Senior Pharmacy Technician - UM	112	Nonexempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX958	Social Media Video Content Creator	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX928	Staffing Support Specialist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
5EX241	Supervisor, Environmental Services	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX877	Talent Advisor	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX922	Talent Engagement Specialist	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX855	Trainer II	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX944	UM BH Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX524	UM Nurse, LVN	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1074	UM Nurse, LVN - CCA	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX488	Workforce Management Administrator I	112	Exempt	\$ 63,897.60	\$ 83,075.20	\$ 102,232.00
2EX1101	Accountant I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX591	Analyst I - Compliance Program	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX500	Analyst I - Identity & Access Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX866	Analyst I - Member Data Configuration	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX666	Analyst I - Network Development	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX910	Analyst I - Policy & Regulatory Operations	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX774	Analyst I - Product System Configuration	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX773	Analyst I - Provider Data Configuration	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX578	Analyst I - Provider Network	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX882	Analyst I - Quality Auditing	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX728	Analyst I - Test Governance & Coordination	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX349	Analyst II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX842	Analyst II - Behavioral Health & Care Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX909	Analyst II - Business Continuity	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX656	Analyst II - Claims	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX834	Analyst II - Community Health	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1001	Analyst II - Enhanced Care Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX564	Analyst II - Enrollment	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX700	Analyst II - Finance	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1137	Analyst II - Grievance & Appeals	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1107	Analyst II - Health Access	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1105	Analyst II - Health Equity Operations	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX763	Analyst II - Learning & Development	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX629	Analyst II - Member Services	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX798	Analyst II - Member Services Quality Assurance	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1124	Analyst II - Population Health	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX794	Analyst II - Procurement - Supply Chain	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1127	Analyst II - Provider Contracting	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX729	Analyst II - Provider Services Administration	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX737	Analyst II - Quality Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX757	Analyst II - Regulatory Affairs	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX892	Analyst II - Regulatory Reporting	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1133	Analyst II - Transportation Services	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX688	Analyst II - Utilization Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1078	Analyst II - Utilization Management - CCA	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX748	Analyst II - Utilization Management - Delegation Oversight	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1035	Audio Visual Systems Engineer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX812	Auditor II - Internal Controls	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX359	Business Systems Technical Analyst	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX360	Call Center Systems Administrator I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX895	Claims Compliance Auditor	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX445	Claims Oversight Auditor - Delegated Network	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX871	Coding Specialist - Product System Configuration	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1010	Coding Specialist - Risk Adjustment	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX370	Communications Writer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX939	Communications Writer - Certified Bilingual	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX952	Compliance Auditor I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX786	Configuration Analyst II - Core Business Systems	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1114	Delegate Relations Representative	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX777	Digital Communications Strategist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX537	Financial Analyst I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1117	Financial Analyst I - Commercial Finance	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1015	Financial Analyst I - Financial Compliance	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1047	Financial Compliance Auditor	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX394	Graphic Designer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX890	Grievance & Appeals Regulatory Nurse	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX396	HCC Coding Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX398	Health Educator I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX404	Human Resources Generalist II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX406	Informaticist I - Quality Systems	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX803	Instructional Designer II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1070	Interaction Designer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX414	IT Specialist II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX960	Lead Growth & Development Advisor	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX717	Lead LVN, CM Regulatory Nurse	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX988	Lead Talent Engagement Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX830	Lead Trainer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX792	Lead UM Regulatory Nurse, LVN	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX417	Leave of Absence Administrator	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX369	Media & Public Relations Strategist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX422	Medicare Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1140	Payment Recovery Specialist III	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX925	Pharmacy Quality Assurance Specialist II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX750	Privacy Investigator II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX433	Process Improvement Facilitator I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX447	Provider Relations Manager	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX990	Provider Services Representative - Hospital Relations	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1062	Provider Workflow Representative	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1023	Quality Assurance Clinician, LVN	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX762	Quality Assurance Nurse, LVN	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX793	Quality Assurance/Continuous Improvement Nurse	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1040	Quality Coding Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX992	Quality Specialist Representative	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX953	Regulatory Production Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX462	Secretary to the Governing Board	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX819	Senior Clinical Pharmacy Education Specialist	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1014	Senior Learning Management System Administrator	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX852	Senior Paralegal	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX876	Senior Talent Advisor	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX744	Special Investigations Unit Investigator I	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1099	Special Investigations Unit Medical Reviewer	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX111	Supervisor, Care Management Coordinators	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX159	Supervisor, Claims Processing - Medi-Cal	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX125	Supervisor, Claims Processing - Medicare	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX158	Supervisor, Claims Quality Assurance	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX228	Supervisor, Community Behavioral Health	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX233	Supervisor, Community Health Worker Health Education	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX237	Supervisor, Eligibility & Outreach	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX152	Supervisor, Grievance & Appeals Support	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX238	Supervisor, Mailroom - Supply Chain	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX127	Supervisor, Medicare Member Services	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX183	Supervisor, Medicare Operations	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX202	Supervisor, Medication Management Pharmacy Operations	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX129	Supervisor, Member Services	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX168	Supervisor, Member Services - HRA	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX203	Supervisor, Pharmacy Utilization Management	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX135	Supervisor, Provider Call Center	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX240	Supervisor, Provider Payment Resolution	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
5EX207	Supervisor, Transportation Services	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1108	Team Lead - Care Manager, LVN - BH & CM	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX869	Team Lead - Integrated Transitional Care, LVN	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX868	Team Lead - Utilization Management, LVN Outpatient	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1054	Technical Analyst - Medicare Reporting	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX962	Technical Writer - Learning & Development	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX844	Trainer, MSW	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX770	Workforce Management Administrator II	114	Exempt	\$ 71,572.80	\$ 93,038.40	\$ 114,504.00
2EX1039	Accountant II - Accounting Services	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX896	Accountant II - Financial Compliance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX344	Accountant II - Financial Reporting	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX706	Analyst I - Actuarial Services	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX783	Analyst II - Compliance Program	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1049	Analyst II - Member Data Configuration	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX913	Analyst II - Policy & Regulatory Operations	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX880	Analyst II - Product System Configuration	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX912	Analyst II - Provider Communication	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX874	Analyst II - Provider Data Configuration	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX904	Analyst II - Provider Network	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX946	Analyst II - Quality Assurance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX494	Analyst II - Test Governance & Coordination	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX350	Analyst III	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX726	Analyst III - Claims	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX905	Analyst III - Financial Compliance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX940	Analyst III - Health Services Special Initiatives	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX680	Analyst III - Member Services	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1126	Analyst III - Member Services Quality Assurance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX758	Analyst III - Regulatory Affairs	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX893	Analyst III - Regulatory Reporting	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX351	Application Support Specialist	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX815	Auditor III - Internal Controls	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX719	Behavioral Health Care Manager, MSW/MFT - ECM	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1134	Behavioral Health Care Manager, Unlicensed	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX867	Call Center Systems Administrator II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX372	Compensation Analyst	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX710	Compliance Auditor II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1110	Compliance Technical Analyst I	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX787	Configuration Analyst III - Core Business Systems	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX565	County Programs Liaison	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1027	Executive Communications - Digital Content Designer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX935	Executive Communications Writer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1118	Financial Analyst II - Commercial Finance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX615	Financial Analyst II - Finance Analytics	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX915	Financial Analyst II - Financial Compliance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX883	Financial Analyst II - Financial Reporting	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX392	Financial Analyst II - FP&A	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX780	Government Affairs Analyst	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX949	Health Education Information Analyst	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX823	Health Educator II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX856	Healthcare Data Analyst I - Data Quality & Reporting	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX824	Healthcare Data Analyst I - Finance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX650	Healthcare Data Analyst I - Pharmacy	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX622	Healthcare Data Analyst I - Quality Systems	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX993	Hospital Systems Analyst I - Hospital Relations	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1069	Human Resources Program Manager	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX407	Informaticist II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX410	Instructional Designer III	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX501	IT Business Systems Analyst I	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX659	IT Specialist II - Application Support	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX552	IT Specialist II - EDI	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1029	Learning & Development Program Liaison	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1058	Learning Systems Administrator	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX672	Marketing Program Manager	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX434	Process Improvement Facilitator II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX437	Procurement Contract Specialist I - Supply Chain	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1102	Program Manager - Community Advisory Committee	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX588	Quality Improvement Facilitator I	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX459	Quality Systems Analyst I	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX847	Senior Claims Oversight Auditor - Delegated Network	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX970	Senior Communications Writer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1038	Senior Graphic Designer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1003	Senior Provider Relations Manager	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1100	Senior Special Investigations Unit Medical Reviewer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX957	Senior Video Writer-Producer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX745	Special Investigations Unit Investigator II	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX813	Special Programs Manager - Community Health	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX948	Special Programs Manager - Health Services Special Initiatives	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX978	Special Programs Manager - Mission Team	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX848	Special Programs Manager - Process Improvement	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1084	Special Programs Manager - Product Governance	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX463	Special Programs Manager I	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX986	Special Programs Manager I - Commercial Products	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1115	Special Programs Manager I - Community Behavioral Health	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX820	Special Programs Manager I - Health Services	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX669	Special Programs Manager I - Quality Systems	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX510	Strategy Technical Specialist	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX165	Supervisor, Behavioral Health Call Center	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX198	Supervisor, Call Center Systems	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX115	Supervisor, Community Wellness Center	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX230	Supervisor, Contracts Administration	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX243	Supervisor, Data Retrieval	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX239	Supervisor, Eligibility & Payment Services	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX116	Supervisor, Eligibility Systems	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX194	Supervisor, Health Equity Operations	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX119	Supervisor, Health Navigator	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX192	Supervisor, Internal Claims Oversight	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX130	Supervisor, Member Services Quality Review	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX190	Supervisor, Provider Claims Resolution & Recovery - Claims	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX193	Supervisor, Provider Claims Resolution & Recovery - Recovery	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5EX225	Supervisor, Provider Network	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX218	Supervisor, Talent Acquisition	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
5EX236	Supervisor, Talent Engagement & Onboarding	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX865	Technical Analyst I - Data Quality & Reporting	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX660	Trainer, RN	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX1131	Tribal Liaison	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX921	UI/UX Web Designer	116	Exempt	\$ 80,059.20	\$ 106,059.20	\$ 132,080.00
2EX465	Accountant III - Financial Reporting	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX657	Analyst II - Actuarial Services	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX724	Analyst III - Compliance Program	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1083	Analyst III - Member Data Configuration	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX911	Analyst III - Policy & Regulatory Operations	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1021	Analyst III - Provider Network	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX885	Application Architect I - Product System Configuration	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1136	Behavioral Health Care Manager, BCBA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX850	Behavioral Health Care Manager, LCSW/LMFT - ECM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1135	Behavioral Health Care Manager, Licensed	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX878	Care Manager - Maternal Health, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX362	Care Manager, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX718	Care Manager, RN - ECM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1004	Clinical Compliance Specialist, RN - Regulatory Oversight	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1059	Clinical Nurse Educator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1088	Clinical Nutrition Educator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1028	Clinical Practice Coach & Oversight, ECM, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX908	Clinical Reporting Auditor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1085	Clinical Social Work Educator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX907	Coding Compliance Auditor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
F2EX103	Community Engagement Specialist - Foundation	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX493	Compliance Lead - Privacy Program	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1111	Compliance Technical Analyst II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1090	Content Strategist	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX818	Data Engineer I	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX379	Database Specialist I	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX567	Delegation Oversight Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX381	Developer I - Application Development	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX592	Developer I - BI & Analytics	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX630	Developer I - EDI	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX840	Developer I - Enterprise Application Support	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1048	ECM Operations, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1055	ECM Transitional Care Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1020	Emergency Planning & Communications Administrator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1026	Facilities Project Manager	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX538	Financial Analyst III	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1119	Financial Analyst III - Commercial Finance	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX696	Financial Analyst III - Financial Compliance	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX625	Financial Analyst III - Financial Reporting	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX687	Financial Analyst III - FP&A	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX975	Government Affairs Administrator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1142	Grievance & Appeals Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX623	Healthcare Data Analyst II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX825	Healthcare Data Analyst II - Finance	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX651	Healthcare Data Analyst II - Pharmacy	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1005	Healthcare Data Analyst II - Provider Configuration & Claims Ops	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX733	HEDIS Improvement Nurse	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX945	Hospital Systems Analyst II - Hospital Relations	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1086	Human Resources Business Associate	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX632	Human Resources Generalist III	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX408	Informaticist III	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1030	Integrated Transitional Care Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1076	Integrated Transitional Care Nurse, RN - CCA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX503	IT Business Systems Analyst II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX498	IT Service Desk Shift Lead	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1091	IT Specialist III - Application Support	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX553	IT Specialist III - EDI	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX926	Lead Clinical Care Manager - BH & CM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX711	Lead Compliance Auditor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX854	Lead Regulatory Oversight Clinician	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX961	Leadership Program Advisor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1109	Legal Program Manager	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX976	Mission Coach I	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX425	Nurse Educator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX584	Practice Coach - ECM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX470	Procurement Contract Specialist II - Supply Chain	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX685	Product Health System Manager	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX507	Project Portfolio Analyst	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX455	Provider Quality Review Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1019	Quality Assurance Clinical Auditor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX636	Quality Assurance Clinician, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX453	Quality Assurance Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX903	Quality Assurance Nurse, RN - BH	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX641	Quality Assurance Nurse, RN - QM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX595	Quality Assurance Nurse, RN - UM - Inpatient	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1143	Quality Assurance/Continuous Improvement Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX795	Quality Improvement Facilitator II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX458	Quality Program Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX568	Quality Systems Analyst II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX943	Regulatory Affairs Liaison	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1025	Report Developer II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX366	Retrospective Clinical Claims Review Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1079	Retrospective Clinical Claims Review Nurse, RN - CCA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1056	Sales & Outreach Manager	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1092	Security Operations Engineer I - IAM	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX466	Senior Application Support Specialist	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX428	Senior Payroll Administrator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX862	Solution Developer I - Automation & Innovation Management	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX985	Special Programs Manager II	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1128	Special Programs Manager II - Compliance	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX821	Special Programs Manager II - Health Services	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX784	Special Programs Manager II - Quality Systems	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX932	Special Programs Manager II - Transformation	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX955	Special Projects Editor	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1147	Strategic Provider Partnerships Program Administrator	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX972	Strategy Analyst	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
5EX222	Supervisor, Grievance & Appeals Regulatory Management	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
5EX209	Supervisor, Health Services Special Initiatives	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
5EX177	Supervisor, Trainers	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1130	Systems Analyst - Business Systems Ops Support	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX941	Systems Analyst - Call Center Systems	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX765	Systems Analyst - Finance	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX646	Systems Analyst - FP&A	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1116	Systems Analyst - Payroll	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX572	Systems Analyst - Pharmacy	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX938	Systems Analyst - Provider Data Configuration & Claims Ops Support	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX873	Team Lead - Integrated Transitional Care, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX817	Team Lead - Provider Contracting	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX881	Team Lead - UM Regulatory & Compliance, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX870	Team Lead - Utilization Management, Care Transitions Social Worker	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX833	Technical Analyst II - Data Quality & Reporting	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX947	UM BH Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1077	UM BH Nurse, RN - CCA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX486	UM Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1075	UM Nurse, RN - CCA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX633	UM Specialty Nurse, RN	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX1080	UM Specialty Nurse, RN - CCA	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX496	Vendor Contracts Administrator - IT VMO	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX495	Vendor Performance Administrator - IT VMO	118	Exempt	\$ 91,249.60	\$ 120,910.40	\$ 150,571.20
2EX667	Analyst II - Security Operations	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX598	Analyst III - Actuarial Services	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX884	Application Architect II - Product System Configuration	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX994	Care Continuum Systems Analyst III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX473	Cloud Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1112	Compliance Technical Analyst III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX637	Data Engineer II	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX886	Data Scientist I	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX380	Database Specialist II	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX382	Developer II - Application Development	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX593	Developer II - BI & Analytics	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX631	Developer II - EDI	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX771	Emergency Management Program Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1120	Engineer - Cybersecurity GRC Specialist	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1113	Engineer II - Change & Release Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX708	Engineer II - EDI	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX517	Engineer II - Integrated Operations	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX983	Engineer II - Interoperability	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX529	Engineer II - Middleware	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX555	Engineer II - QA	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX518	Engineer II - Test Environment Management	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1007	Finance Program Administrator - Operational Finance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX393	Financial Applications Developer	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
F2EX100	Foundation Grants & Strategy Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1096	Government Affairs Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX806	Health Services Program Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX585	Health Services Special Initiatives Program Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX857	Healthcare Data Analyst II - Data Quality & Reporting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX624	Healthcare Data Analyst III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX858	Healthcare Data Analyst III - Data Quality & Reporting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX826	Healthcare Data Analyst III - Finance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1016	Hospice Program Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX920	HRIS Operations Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1129	Human Resources Program Manager III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX497	IT Business Systems Analyst III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX502	IT Technical Project Manager II	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1034	Junior Innovation Principal	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX614	Lead Investigator - Special Investigations Unit	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1017	Leadership Development Advisor	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX254	Manager, Call Center	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX473	Manager, Care Transformation	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX478	Manager, Claims Processing - Covered California	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX260	Manager, Claims Processing - Medi-Cal	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX259	Manager, Claims Processing - Medicare	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX265	Manager, Communications	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX267	Manager, Community Wellness Center	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX273	Manager, Credentialing	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX277	Manager, Delegation Oversight	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX484	Manager, Eligibility & Outreach	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX401	Manager, Enrollment Assistance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
1EX418	Manager, Executive Support	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX282	Manager, Facilities	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX447	Manager, Facilities - Projects	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX480	Manager, Facilities Maintenance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX288	Manager, Health Education	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX466	Manager, Health Equity	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX297	Manager, Health Services Special Initiatives	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX369	Manager, Marketing	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX302	Manager, Medicare	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX398	Manager, Medicare Administration	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX303	Manager, Medicare Call Center	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX408	Manager, Member Services Quality Assurance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX492	Manager, Pharmacy Compliance & FWA	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX317	Manager, Provider Call Center	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX318	Manager, Provider Contracting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX323	Manager, Quality and Training	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX477	Manager, Safety & Security	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX416	Manager, Transportation Services	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
1EX300	Manager, Warehouse & Mailroom - Supply Chain	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX977	Mission Coach II	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX435	Process Improvement Facilitator III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX796	Quality Improvement Facilitator III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX587	Quality Improvement Program Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1041	Quality Systems Analyst III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1081	Quality Systems Program Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1093	Security Operations Engineer II - IAM	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX845	Senior Auditor - Risk Adjustment & Coding	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX653	Senior Financial Database Specialist	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX671	Senior Strategy Analyst	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX863	Solution Developer II - Automation & Innovation Management	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX984	Special Programs Manager III	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX822	Special Programs Manager III - Health Services	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1046	Special Programs Manager III - Integrated Transitional Care	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX964	Special Programs Manager III - Operations	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX743	Special Programs Manager III - Pharmaceutical Services	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX846	Special Programs Manager III - Provider Relations	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX924	Special Programs Manager III - Quality Systems	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1053	Special Programs Manager III - Utilization Management	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX989	Strategy Program Administrator	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX101	Supervisor, Accounting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX231	Supervisor, Behavioral Health & Care Management	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX204	Supervisor, Clinical Quality Reviews	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX208	Supervisor, Compliance Audit	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX154	Supervisor, Financial Planning & Analysis	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5EX182	Supervisor, Financial Regulatory Reporting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX185	Supervisor, Financial Reporting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX118	Supervisor, Grievance & Appeals	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX221	Supervisor, Grievance & Appeals Quality Assurance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX242	Supervisor, Health Access Enhanced Care Management, LCSW/LMFT	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX223	Supervisor, Health Access Enhanced Care Management, RN	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX244	Supervisor, Health Navigator Licensed	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX227	Supervisor, Integrated Transitional Care	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX189	Supervisor, Internal Controls	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX137	Supervisor, Procurement - Supply Chain	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX187	Supervisor, Product System Configuration	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX170	Supervisor, Provider Data Configuration	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX220	Supervisor, Quality Clinical Systems	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX191	Supervisor, Reconciliation & Reporting	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX234	Supervisor, Social & Community Service	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX232	Supervisor, Specialty Kids Intervention Team	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX235	Supervisor, UM Inpatient & Specialty - CCA	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
5EX229	Supervisor, UM Regulatory & Compliance	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
2EX1146	Transformation Data Visualization Program Manager	120	Exempt	\$ 104,041.60	\$ 137,841.60	\$ 171,641.60
F2EX104	Accounting Manager - Foundation	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX998	Adult Preventive Care Strategist	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX899	Associate Actuary	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1000	Chronic Care Strategist	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX579	Data Engineer III	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX887	Data Scientist II	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX383	Developer III	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX808	Developer III - Application Development	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX594	Developer III - Bi & Analytics	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX699	Developer III - EDI	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1042	Engineer - Cloud Security	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX527	Engineer III - Change and Release Manager	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX536	Engineer III - Citrix & Enterprise Monitoring	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1097	Engineer III - Collaboration & Messaging	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX930	Engineer III - Data Integration	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX768	Engineer III - EDI	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX682	Engineer III - Interoperability	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX570	Engineer III - Linux & Cloud	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX528	Engineer III - Major Incident & Event Manager	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX581	Engineer III - Middleware	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX616	Engineer III - Network	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX556	Engineer III - QA	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX526	Engineer III - Test Data Management	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX525	Engineer III - Test Environment Management	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX531	Engineer III - Unified Communications	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX530	Engineer III - VMware and Windows	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
F2EX101	Foundation Communications & Public Affairs Manager	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX577	Health Services Evaluator - Quality Systems	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1006	Innovation Principal	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1024	IT Architect - Business	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX413	IT Architect II - EDI	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX506	IT Technical Program Manager III	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX504	IT Technical Project Manager III	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX245	Manager, Accounting Services	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX430	Manager, Integrated Care Management	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX248	Manager, Claims Oversight	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX468	Manager, Clinical Health Education	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX425	Manager, Clinical Programs - Hospital Relations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX456	Manager, Community Behavioral Health	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX396	Manager, Community Engagement	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX393	Manager, Community Support Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX351	Manager, Compliance Audit & Oversight	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX486	Manager, Compliance Systems & Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX271	Manager, Contracts Administration	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX459	Manager, Diversity, Equity, & Inclusion	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX464	Manager, ECM Operations & Oversight	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX280	Manager, Eligibility Data	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX384	Manager, Enhanced Care Management - LCSW/LMFT	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX382	Manager, Enhanced Care Management, RN	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX465	Manager, Financial Compliance	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX493	Manager, Graphic Design	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX387	Manager, Grievance & Appeals Clinical	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX455	Manager, Grievance & Appeals Quality Assurance	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX481	Manager, Health Access Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX294	Manager, Health Equity Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX434	Manager, Health Navigator	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX454	Manager, Health Plan Accreditation	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX472	Manager, HR Strategic Initiatives & Programs	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX364	Manager, Human Resources	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX462	Manager, Integrated Transitional Care	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX463	Manager, Integrated Transitional Care, Specialty, RN	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX482	Manager, ITC Quality & Training	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX457	Manager, Medical Management & Clinical Initiatives	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX491	Manager, Mission Integration	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX483	Manager, Network Development	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX461	Manager, Paralegal	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX404	Manager, Payroll	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX412	Manager, Policy & Regulatory Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX420	Manager, Practice Coach - ECM	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
1EX348	Manager, Privacy & Ethics	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX471	Manager, Process Improvement	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX322	Manager, Procurement - Supply Chain	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX261	Manager, Provider Claims Resolution & Recovery	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX319	Manager, Provider Experience	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX355	Manager, Provider Network	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX424	Manager, Provider Quality Incentives	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX423	Manager, Provider Quality Oversight	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX433	Manager, Providers Payments Resolution	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX307	Manager, Quality Improvement	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX327	Manager, Quality Management Nurses	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX326	Manager, Quality Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX488	Manager, Regional Quality Improvement	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX400	Manager, Regulatory Affairs - Medi-Cal	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX383	Manager, Regulatory Affairs - Medicare	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX386	Manager, Regulatory Management	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX451	Manager, Regulatory Oversight, CalAIM	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX452	Manager, Regulatory Oversight, DO	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX374	Manager, Regulatory Oversight, QAPI	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX429	Manager, Social & Community Service, LCSW	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX332	Manager, Special Investigations Unit	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX268	Manager, Specialty Kids Intervention Team	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX476	Manager, Talent Acquisition Health Services	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX336	Manager, Talent Acquisition Operations	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX479	Manager, Trainers	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX475	Manager, UM Inpatient & Specialty - CCA	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX467	Manager, UM Regulatory & Compliance	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
1EX474	Manager, UM Regulatory & Compliance - CCA	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX999	Mental Health Strategist	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX839	Operations Program Administrator	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX997	Pediatric Preventive Care Strategist	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1052	Product System Expansion Administrator	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1051	Product System Implementation Administrator	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1094	Security Operations Engineer III - IAM	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX468	Senior Database Administrator	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX469	Senior Database Specialist	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX864	Solution Developer III - Automation & Innovation Management	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
5EX120	Supervisor, Provider Informatics	122	Exempt	\$ 118,601.60	\$ 157,144.00	\$ 195,686.40
2EX1045	Business Relationship Manager	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX1067	Data Integration Business Architect	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX888	Data Scientist III	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX979	Engineer III - Cybersecurity Risk Analyst	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX982	Engineer III - Security Analyst	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX1068	Human Resources Business Partner	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
2EX512	IT Architect - Cybersecurity	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX741	IT Architect III - Data Systems	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX613	IT Architect III - Data Warehouse	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX513	IT Architect III - Messaging & Collaboration	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX514	IT Architect III - Network SME	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX515	IT Architect III - Site Reliability Engineer	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX272	Manager, Business Systems Operations Support	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX256	Manager, Call Center Systems	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX262	Manager, Clinical Informatics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX395	Manager, Compensation	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX411	Manager, Data Quality	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX276	Manager, Finance Analytics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX489	Manager, Finance Commercial Operations	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX283	Manager, Financial Analysis	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX284	Manager, Financial Planning and Analysis	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX285	Manager, Financial Reporting	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX409	Manager, Health Services Evaluation	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX365	Manager, Healthcare Analytics - Quality Systems	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX453	Manager, Innovation Portfolio Management	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX428	Manager, Instructional Design & Learning Technology	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX362	Manager, Internal Controls	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX487	Manager, Learning & Organizational Development	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX310	Manager, Pharmacy Informatics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX253	Manager, Product System Configuration	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX385	Manager, Provider Data Configuration And Claims Operations Support	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX449	Manager, Quality Improvement Strategy	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX410	Manager, Quality Informatics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX426	Manager, Quality Performance Informatics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX290	Manager, Quality Program Informatics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX490	Manager, Revenue Cycle	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX329	Manager, Risk Adjustment	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX458	Manager, Risk Coding	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
1EX446	Manager, Strategy Analytics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX1148	Pharmaceutical Data Strategist	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX104	Supervisor, Application Development Innovat	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX105	Supervisor, Application Environment	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX508	Supervisor, Application Production Support	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX186	Supervisor, Automation & Innovation Management	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX210	Supervisor, Bi & Analytics	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX226	Supervisor, Business Systems Analysis	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX224	Supervisor, Encounter & EDI Operations	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX211	Supervisor, Integrated Operations	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX215	Supervisor, IT Service Desk	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX213	Supervisor, Network & Unified Communications	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
5EX212	Supervisor, Quality Engineering	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
5EX216	Supervisor, Site Support & End Point Administration	124	Exempt	\$ 135,200.00	\$ 179,129.60	\$ 223,080.00
2EX353	Associate Counsel, Manager	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
2EX1123	Clinical Pharmacist - ITC	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
2EX368	Clinical Pharmacist - Pharmaceutical Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
2EX1087	Clinical Pharmacy Educator	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX638	Director, Brand Design & Experience	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX564	Director, Business Continuity	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX590	Director, Center Operations & Facilities	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX245	Director, Claims	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX677	Director, Communications	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX566	Director, Community Behavioral Health	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX570	Director, Community Partnerships & Engagement	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX678	Director, Community Supports	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX683	Director, Community Wellness Centers	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX660	Director, Complex Children & Family Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX616	Director, Creative Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX546	Director, Delegation Oversight	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX558	Director, Enhanced Care Management	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX595	Director, Enrollment	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX688	Director, Equity & Disparities Reduction Programs	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX579	Director, Executive Communication	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX205	Director, Facilities	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX209	Director, Grievance & Appeals	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX211	Director, Health Education, Promotion & Prevention	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX682	Director, Health Equity Operations	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX617	Director, Health Services Special Initiatives	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX589	Director, Integrated Care Management	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX652	Director, Integrated Transitional Care	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX588	Director, Marketing	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX555	Director, Medicare Care Management	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX634	Director, Member Eligibility	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX217	Director, Member Services, Call Management	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX607	Director, Process Improvement Sensei	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX567	Director, Procurement - Supply Chain	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX223	Director, Provider Contracting	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX224	Director, Provider Experience	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX633	Director, Provider Network	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX538	Director, Provider Operations	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX605	Director, Provider Resolution & Recovery	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX637	Director, Regulatory Oversight, Health Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX655	Director, Sales & Outreach	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX669	Director, Strategic Provider Partnerships	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX642	Director, Transportation Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
0EX228	Director, UM Operations	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX363	Manager, Actuarial Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX405	Manager, Business Systems Analysis & UAT	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX436	Manager, Compute & Collaboration Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX357	Manager, Data Engineering	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX360	Manager, Data Integration & Interoperability	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX437	Manager, Domain Data Services	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX399	Manager, EDI Technical	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX377	Manager, Enterprise Data Solutions	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX361	Manager, Information Security Operations	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX438	Manager, IT Quality Assurance - Test Delivery	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX439	Manager, IT Service Management	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX445	Manager, IT Vendor Management Office	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX485	Manager, Medical Economics	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX440	Manager, Next Generation Application Development	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX441	Manager, Production Engineering, IT Applications	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX421	Manager, Strategic Decision Support, Actuarial	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX442	Manager, Systems Design & Architecture	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX443	Manager, Technical Test Data & Environment	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
1EX469	Manager, UI Development	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
2EX549	Solutions Architect	126	Exempt	\$ 154,128.00	\$ 204,214.40	\$ 254,300.80
0EX644	Director, Accounting Services	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX647	Director, Accreditation Programs	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX692	Director, Ancillary Relations	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX659	Director, Business Systems & Transformation	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX199	Director, Call Center Systems, Quality & Training	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX613	Director, Compliance & Risk Management	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX693	Director, Finance Analytics	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX604	Director, Financial Compliance	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX537	Director, Financial Planning & Analysis	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX594	Director, Financial Reporting & Analysis	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX592	Director, Hospital Relations	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX685	Director, HR Systems & Data Management	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX600	Director, Human Resources Operations	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX599	Director, Human Resources Total Rewards	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX650	Director, Innovation & Acceleration	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX586	Director, Learning and Development	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX684	Director, Operations Administration	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX215	Director, Product Implementation - Medicare & Commercial	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX662	Director, Program Performance	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX610	Director, Quality Improvement	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX225	Director, Quality Informatics	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX226	Director, Quality Management	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX212	Director, Quality Program Informatics	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
0EX612	Director, Regulatory Affairs	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX643	Director, Strategy	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX621	Director, Talent Acquisition	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
1EX460	Manager, Integrated Transitional Care Medication Management	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
2EX1132	Product Development Director	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
2EX1125	Senior Clinical Pharmacist	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
2EX916	Senior Clinical Pharmacist - Formulary	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
2EX919	Senior Clinical Pharmacist - Utilization Management	128	Exempt	\$ 169,312.00	\$ 232,793.60	\$ 296,296.00
0EX663	Director, Product & Provider System Configuration	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX195	Director, Actuarial Services	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX639	Director, Automation, Innovation & Data Engineering	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX627	Director, Technology - Digital Transformation	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX214	Director, Technology - Production Support	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX630	Director, Technology - Risk & Compliance	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX641	Director, Technology - Solutions Delivery	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX198	Director, Technology - Strategic Programs	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX624	Director, Technology - Workplace Services	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
1EX311	Manager, Clinical Pharmacist	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
1EX380	Manager, Clinical Pharmacy Programs & Pharmacy Benefits	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
1EX402	Manager, Formulary & Pharmacy Compliance	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
1EX448	Manager, Pharmacy Disease Management	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
2EX1095	Senior Counsel, Director	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX551	Senior Director, Community Health	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX581	Senior Director, Facilities	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX238	Senior Director, Member Services	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX582	Senior Director, Provider Services	130	Exempt	\$ 193,003.20	\$ 265,387.20	\$ 337,771.20
0EX573	Director, Clinical Pharmacy & Product Strategy	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX220	Director, Pharmacy Operations	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
F0EX100	Foundation CEO	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
2EX1141	Physician Reviewer	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
2NE580	Physician Reviewer	132	Nonexempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX676	Senior Director, Actuarial Services - Provider Economics	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX668	Senior Director, Business Advisory & Analytics	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX670	Senior Director, Care Continuum Transformation	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX236	Senior Director, Claims	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX667	Senior Director, Data & Analytics	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX666	Senior Director, Head of Digital Experience	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX679	Senior Director, Health Access	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX626	Senior Director, Healthcare Informatics	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX675	Senior Director, HR Business Partners & Employee Relations	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX687	Senior Director, Integrated Care Management	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX648	Senior Director, Integrated Transitional Care	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX689	Senior Director, Learning & Development	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX237	Senior Director, Marketing	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
0EX673	Senior Director, Population Health	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX636	Senior Director, Products	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX242	Senior Director, Quality Systems	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX632	Senior Director, Quality Transformation	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX658	Senior Director, Utilization Management Operations	132	Exempt	\$ 220,043.20	\$ 302,536.00	\$ 385,049.60
0EX231	Medical Director	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX232	Medical Director - Behavioral Health	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX556	Medical Director - Care Management	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX671	Medical Director - Hospital & Ancillary Relations	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX553	Medical Director - Inpatient	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX615	Medical Director - Quality	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX619	Medical Director - Quality Transformation	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX239	Senior Director, Pharmaceutical Services	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX664	Vice President, Actuarial Services	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX609	Vice President, Business Relationship Management	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX674	Vice President, Chief of Staff	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX690	Vice President, Clinic Operations Care Division	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX202	Vice President, Compliance	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX611	Vice President, Contracting	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX572	Vice President, Finance	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX563	Vice President, General Counsel	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX694	Vice President, Government Affairs	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX651	Vice President, Health Equity	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX672	Vice President, HR Strategic Initiatives & Business Partners	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX665	Vice President, Infrastructure & Security Operations	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX657	Vice President, Member Experience	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX635	Vice President, Mission	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX620	Vice President, Property Management & Development	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX645	Vice President, Provider Experience	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX587	Vice President, Strategy	134	Exempt	\$ 246,355.20	\$ 344,905.60	\$ 443,435.20
0EX686	Vice President, Pharmacy & Medicare Stars	135	Exempt	\$ 280,841.60	\$ 393,182.40	\$ 505,523.20
0EX574	Senior Medical Director - Health Services	135	Exempt	\$ 280,841.60	\$ 393,182.40	\$ 505,523.20
0EX625	Vice President, Health Services Clinical Integration & Operations	135	Exempt	\$ 280,841.60	\$ 393,182.40	\$ 505,523.20
0EX629	Vice President, Health Services	136	Exempt	\$ 320,174.40	\$ 448,219.20	\$ 576,284.80
0EX661	Vice President, Medical Informatics	136	Exempt	\$ 320,174.40	\$ 448,219.20	\$ 576,284.80
0EX583	Vice President, Population Health & CalAIM	136	Exempt	\$ 320,174.40	\$ 448,219.20	\$ 576,284.80
0EX623	Vice President, Technology Officer	136	Exempt	\$ 320,174.40	\$ 448,219.20	\$ 576,284.80
0EX575	Chief Communications & Marketing Officer	I	Exempt	\$ 270,233.60	\$ 378,310.40	\$ 486,387.20
0EX656	Chief People Officer	H	Exempt	\$ 296,940.80	\$ 415,708.80	\$ 534,476.80
0EX696	Chief Transformation Officer	G	Exempt	\$ 313,788.80	\$ 439,316.80	\$ 564,824.00
0EX602	Chief Quality Officer	F	Exempt	\$ 313,788.80	\$ 439,316.80	\$ 564,824.00
0EX526	Chief Digital and Information Officer	E	Exempt	\$ 313,788.80	\$ 439,316.80	\$ 564,824.00
0EX528	Chief Medical Officer	D	Exempt	\$ 350,376.00	\$ 490,505.60	\$ 630,656.00
0EX543	Chief Operating Officer	C	Exempt	\$ 402,438.40	\$ 563,409.60	\$ 724,380.80

Job Code	Job Title	Pay Grade	FLSA Status	Minimum Pay	Mid Point	Maximum Pay
0EX525	Chief Financial Officer	B	Exempt	\$ 431,017.60	\$ 603,408.00	\$ 775,819.20
0EX524	Chief Executive Officer	A	Exempt	\$ 579,217.60	\$ 810,908.80	\$ 1,042,600.00

Department: FINANCE

7. Title: APPROVE THE PUBLIC WORKS CONTRACT WITH WEST COAST ARBORISTS, INC.

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

The Inland Empire Health Plan (IEHP) Atrium and Dr. Bradley P. Gilbert Center for Learning and Innovation (Learning Center) campus spans over 60 acres and contains over 1,000 trees. Due to the size and maturity of these trees, IEHP requires specialty tree care and maintenance services to manage pruning of the urban forest. After reviewing the campus landscape, IEHP has identified that over 500 trees should be trimmed to promote tree health and reduce potential safety hazards or property damage. This scope of work will require staffing expertise and specialty equipment to complete. To facilitate expert care for the trees, IEHP requires that all tree trimming shall be performed using proper horticulture practices and in accordance with the International Society of Arboriculture (ISA) pruning standards. IEHP will also need to remove and replace 36 trees in the parking lot and lunch seating area south of the Learning Center. These trees have declined in quality and pose a potential safety hazard or could cause damage to property if not removed and replaced.

West Coast Arborists, Inc. (West Coast Arborists) is a professional tree maintenance and management company. The company specializes in comprehensive urban forestry services, including tree pruning, removal, planting, pest management, and GIS-based tree inventory solutions. West Coast Arborists is known for its commitment to safety, environmental stewardship, and the use of certified arborists and state-of-the-art equipment. West Coast Arborists is a highly experienced, reputable, and certified tree care provider with a strong history of serving public agencies across California. Their selection by IEHP is consistent with their role as a trusted partner for organizations seeking comprehensive, compliant, and high-quality tree maintenance services.

Procurement Solicitation Type: Cooperative Agreement

IEHP has contracted with West Coast Arborists for tree care and maintenance services since April 15, 2024. IEHP procured these services through the County of Orange Cooperative Agreement Contract MA- 012-22010006. The current agreement contains a cooperative purchase provision that may be extended for use by other parties, municipalities, school districts, and government agencies with the approval of the contractor. West Coast Arborists commits to providing uniform unit prices, terms, and conditions in accordance with the specifications laid out in the County of Orange's awarded contract.

Recommendation(s):

That the Governing Board of IEHP Approve the Public Works Contract with West Coast Arborists for tree care and maintenance services for an amount not to exceed \$326,745.75 through August 31, 2026.

West Coast Arborists, Inc. has the equipment and expertise to handle a campus of this size and adhere to IEHP pruning requirements. IEHP engaged with West Coast Arborists to provide proposals for tree trimming, removal, and replacement. IEHP will include a contingency to cover

CONSENT AGENDA

any additional pruning or replacement identified during this contract. The breakdown of the services are as follows:

West Coast Arborist Proposal	Cost
Tree Trimming	\$249,849.00
Removal and Replacement of 36 trees	\$46,896.75
Contingency	\$30,000.00
Total	\$326,745.75

Financial Impact: \$326,745.75	Not to Exceed Amount: \$326,745.75	Term: 1 year
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2025 Budget	S. McCalley 9/8/2025	C. Goss 9/8/25	N/A	J. Mansour 09/5/25	J. McNaughton 09/12/25

Department: FINANCE**8. Title: RATIFY AND APPROVE THE SIXTH AMENDMENT TO THE LEASE AGREEMENT WITH JKS-MARSHALL, L.P.****Chief:** Jarrod McNaughton, Chief Executive Officer**Background & Discussion:**

Inland Empire Health Plan (IEHP) utilizes a 6,552 square foot space located at 805 West Second Street, Suite C, in the city of San Bernardino to operate a Community Wellness Center (CWC), as a long-term investment in the community to provide local resources for health, wellness education, and health care enrollment efforts in the San Bernardino area. IEHP is currently leasing this location on a month-to-month basis with JKS-Marshall, L.P. (JKS-Marshall) through February 28, 2026.

On June 26, 2025, IEHP provided JKS-Marshall with a six-month written notice of its intent to terminate the Lease Agreement.

Procurement Solicitation Type: N/A**Recommendation(s):**

That the Governing Board of IEHP Ratify and Approve the Sixth Amendment to the Lease Agreement with JKS-Marshall, to memorialize a negotiated base rate reduction, and confirm the lease termination date of December 31, 2025.

As part of the CEO Contract Value Reduction initiative, IEHP's Procurement team negotiated a 20% discount, decreasing the base rent from \$11,819.00 to \$9,455.20 to be effective from May 1, 2025, through December 31, 2025, resulting in savings of \$18,910.40.

Financial Impact: N/A	Not to Exceed Amount: N/A	Term: 12/31/25
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2025 Budget	S. McCalley 9/24/2025	C. Goss 9/24/25	M. Popka 9/23/25	J. Mansour 9/24/25	J. McNaughton 09/29/25

Department: HEALTH SERVICES

9. Title: APPROVE THE FUNDING AGREEMENT RIVERSIDE COUNTY

Chief: Edward Juhn, M.D., Chief Medical Officer

Background & Discussion:

Since 2013, Public Health entities have been required to complete a Community Health Assessment (CHA) and Community Health Improvement Plan (CHIP), every three years, when seeking to maintain voluntary Public Health Accreditation Board (PHAB) accreditation. The CHA serves as the foundation for informing the development of the CHIP, by allowing the community to prioritize high priority areas and needed resources. Riverside County conducts its CHAs, to learn and understand the key issues that impact health and quality of life in Riverside County, with a goal of engaging residents, analyzing health data and trends, and providing an opportunity for the community to prioritize key issues for action. Riverside County's latest CHA in 2024, identified that the following top health priorities for improvement: housing, mental and behavioral health, and access to equitable and just care and resources.

Procurement process: N/A

Recommendation(s):

That the Governing Board of the Inland Empire Health Plan (IEHP) approve the following Funding Agreement with Riverside County on behalf of Riverside University Health System –Public Health to support implementation of the Community Health Improvement Plan Interventions (CHIP) in an amount not to exceed \$300,000 for a one-year term.

Per All Plan Letter (APL) 23-021, which was effective January 1, 2023, Department of Healthcare Services (DHCS) requires Managed Care Plans (MCPs) to meaningfully participate in the CHA/CHIP by participating in steering committees, data sharing, and contribute resources in the form of funding and/or in-kind staffing.

The funding provided through IEHP is pulled from the CalAIM Incentive Payment Program (IPP) dollars and will support the implementation of the CHIP. Housing, Mental and behavioral health, and Access to equitable and just care were identified as the top health priorities for improvement. Funding will support mobilization of CHIP efforts such as immunizations and data infrastructure initiatives. Success measures under this Agreement include the following:

1. The Riverside County Health Coalition (RCHC) will hold quarterly meetings to engage in discussions around mobilizing CHA/CHIP efforts. Quarterly meetings and workgroup sessions will facilitate knowledge sharing, priority setting, and mobilization of partners across the County.
2. By end of Q3 from the effective date of this Agreement, identification of participating members from each Managed Care Plan (MCP) will be formulated for the Data JOM (Joint Operations Meeting) and will complete the finalization of their charter ensuring that all foundational elements are defined and aligned with DHCS guidelines.

CONSENT AGENDA

3. By end of Q4 from the effective date of this Agreement, a budget and Scope of Work (SOW) will be finalized for the Data Infrastructure Initiatives.

Financial Impact: \$300,000	Not to Exceed Amount: \$300,000	Term: One-year
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Fiscal Impact	Financial Review	Procurement Review	Reviewed By Counsel	Director Approval	Chief Approval
None	M. Martinez 06/03/25	N/A	M. Popka 09/19/25	T. Wada 06/03/25	E. Juhn 07/11/25

Department: HEALTH SERVICES**10. Title: APPROVE THE THIRD AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING WITH BENDITO MEDICAL CORPORATION****Chief:**

Edward Juhn, M.D., Chief Medical Officer

Background & Discussion:

In April 2024, the Department of Health Care Services (DHCS) launched the Equity and Practice Transformation (EPT) program, a one-time \$700 million program focused on transforming primary care practices to advance health equity and reduce COVID-19-driven care disparities over a three-year period beginning in January 2024. The funds available through this program pay for delivery system transformation payments to primary care practices (pediatrics, family practice, adult medicine primary care, primary care OB/GYN and behavioral health providers in primary care settings) focused on advancing DHCS' equity goals

Before the EPT launched, Inland Empire Health Plan (IEHP) participated in the Initial Planning Incentive Payments Program which allowed Managed Care Plans (MCPs) to identify and work with small to medium sized independent practices using a standardized assessment tool (Population Health Management Capabilities Assessment Tools (PhmCAT)) to support those practices as they develop EPT Provider Directed Payment Program plans and applications. Payments were paid to MCPs based on the achievement of predetermined milestones and activities by DHCS. Based on IEHP's efforts and performance, DHCS awarded IEHP \$4.7 million.

Among the 111 IEHP providers who applied to the EPT program, 92 were recommended by IEHP, with 12 providers being selected. Bendito Medical Corporation was among those selected for the program.

IEHP entered into an Agreement with Bendito Medical Corporation on April 1, 2024, with the latest Board-approved Amendment dated November 12, 2024, under MO 24-236.

In an effort to support EPT providers, DHCS launched EPT Coaching, which is tailored coaching to strengthen the implementation of EPT curriculum and leverage EPT resources to create consistent, high-quality coaching across practices. Coaching enables the practice to maximize and align resources to deliver customized practice coaching in support of meeting EPT milestones. Bendito Medical Corporation has chosen Elevation Health to provide medium intensity coaching (not to exceed 10 hours per month), which includes resources, tools, and information related to the EPT curriculum and deliverables.

Procurement process: N/A**Recommendation(s):**

That the Governing Board of the IEHP approve the Third Amendment to the Agreement with Bendito Medical Corporation, to allocate \$126,000 of the \$4.7 million funding earned through the

CONSENT AGENDA

Initial Planning Incentive Payment Program, to financially support three years (April 1, 2024-December 31, 2026) of EPT coaching services.

IEHP will issue a payment directly to Bendito Medical Corporation for all coaching services rendered by Elevation Health, upon receipt of a properly presented invoice.

This funding is a pass-through from DHCS to the EPT provider, Bendito Medical Corporation, and does not impact IEHP's operational budget. There are no costs incurred by IEHP under this Amendment.

Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2025 Budget	M. Martinez 9/10/2025	N/A	M. Popka [enter date]	M. Wray 9/3/2025 T. Wada 9/10/25	E. Juhn 09/11/2025

Department: HEALTH SERVICES DEPARTMENT

11. Title: APPROVE THE SEVENTH AMENDMENT TO THE SERVICE AGREEMENT WITH MEDIMPACT HEALTHCARE SYSTEMS, INC.

Chief: Edward Juhn, M.D., Chief Medical Officer

Background & Discussion:

MedImpact Healthcare Systems, Inc. (MedImpact), is currently serving as IEHP's contracted Pharmacy Benefits Manager (PBM), processing and paying prescription drug claims adjudication services for Medicare and Covered California (CCA) membership.

IEHP has contracted with MedImpact since January 2022, under Minute Order 22-001, with the most recent Amendment executed in July 2025.

Procurement process: RFP

In July 2021, IEHP released a Request for Proposal (RFP) for Pharmacy Benefit Management (PBM). Eligible PBMs were required to demonstrate their strength in delivery or pharmacy benefit services, flexibility and scalability in technology, transparency, service level, performance guarantee, and pricing proposal. MedImpact ranked highest in both their financial and technical areas for both Custom and PBM Formulary and was awarded. MedImpact began providing services in January 2022.

Recommendation(s):

That the Governing Board of the Inland Empire Health Plan (IEHP) approve the Seventh Amendment to the Service Agreement with MedImpact for PBM Services for an additional amount not to exceed \$5.876 Million for 2026 administrative costs and extend the term for an additional two (2) years, through December 31, 2027.

Key enhancements in this Amendment include, but are not limited to:

- Improved Drug discounts
- Reduction in Administrative Fees
- Improved rebate guarantees and reporting
- Improved Performance Guarantee amount at risk
- Expand Pharmacy Management Fund allowance
- Waiver of Medicare Prescription Payment Plan implementation fee
- Audit deliverable timeliness guarantees

As negotiated, these enhancements are projected to generate approximately \$86 million in savings for IEHP over the next three years (2026-2028), by lowering both drug and administrative costs.

The 2026 administrative costs of \$5.876 million, are inclusive of both Medicare and CCA lines of business. This investment is justified by the comprehensive, valuable PBM services, financial guarantees, member-focused programs, and operational safeguards provided by MedImpact to

CONSENT AGENDA

support IEHP’s mission to deliver cost-effective, compliant, and high-quality pharmacy benefits to its members.

The total aggregated administrative costs under this Agreement is \$20,727,000.

Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2026 Budget	C. Aguirre 09/08/2025	H. Clear	S. Paul	S. Jhawar 09/08/2025	E. Juhn 09/12/25

Department: OPERATIONS

12. Title: APPROVE THE SECOND AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH A3 GROWTH PARTNERS, LLC.

Chief: Susie White, Chief Operating Officer

Background & Discussion:

Since March 2025, Inland Empire Health Plan (IEHP) has contracted with A3 Growth Partners, LLC. (Growth Partners) provide consulting services to advance IEHP's transportation programs, specifically Non-Emergency Medical Transportation (NEMT) and Non-Medical Transportation (NMT). Growth Partners' consultancy work has focused on reducing fraud, waste, and abuse (FWA) in IEHP's transportation services, improving the contract with IEHP's transportation broker, enhancing the technology used for managing and dispatching transportation, and suggesting changes to IEHP's business model to improve cost-effectiveness and service quality.

Recently, Growth Partners has provided IEHP with a series of recommendations and a final report summarizing their findings, including ways to strengthen fraud controls, improve broker contract terms, enhance technology platforms, and transform the overall transportation program for better efficiency and service delivery. As a result, IEHP has determined that continued support from Growth Partners is needed to complete technology platform selection and implementation, enhance FWA controls, ensure credentialing compliance, and improve vendor oversight and member experience during the transition.

Procurement Solicitation Type: Single Source

Growth Partners was selected over other potential suppliers due to their extensive experience in NEMT industry. Their industry expertise will support IEHP by evaluating current operations, benchmarking them against industry's best practices, and developing data-driven recommendations aimed at improving efficiency, cost-effectiveness, and the overall member experience.

Recommendation(s):

That the Governing Board of IEHP Approve the Second Amendment to the Professional Services Agreement with Growth Partners for continued consultation of the IEHP's transportation program for an additional amount not to exceed \$294,000 through March 31, 2026. The total contract value shall not exceed \$492,000.

Growth Partners will assist IEHP by developing and recommending clear business rules and policies to support the setup and management of the new Transportation Technology Platform, as well as strengthening oversight of transportation vendors. They will continue to provide Transportation marketplace knowledge for the current Transportation RFP. In addition, they will provide expert guidance during contract negotiations with the transportation vendor, ensuring that contract terms and service level agreements (SLAs) are well-defined and meet IEHP's needs. Throughout the implementation of the new platform, the contractor will act as a liaison and advisor, offering recommendations and directions to facilitate a smooth and effective rollout by the vendor.

CONSENT AGENDA

Growth Partners will provide a comprehensive suite of deliverables focused on supporting contract negotiations, implementation oversight and training for transportation oversight functions. Specifically, Growth Partners will deliver recommendations and guidance on contract terms, including service level agreements, liquidated damages, and definitions of work and success related to network management. Growth Partners will also address training requirements and establish criteria for platform security, interconnection, and implementation. Finally, Growth Partners will develop and recommend processes, procedures, and training programs for IEHP’s Network Management, Logistics, and Credentialing and Compliance teams, ensuring robust support for transportation oversight and ongoing vendor compliance.

Financial Impact: \$294,000		Not to Exceed Amount: \$492,000		Term: Through March 31, 2026	
Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
New Expenditure	J. Haines 9/22/25]	S. Cox 9/19/25	M. Popka 9/22/25]	M. Grant 9/19/25	S. White 9/22/25

Department: PROVIDER CONTRACTING DEPARTMENT

13. Title: RATIFY AND APPROVE THE PARTICIPATING PROVIDER AGREEMENT (EXCLUDING MEDICARE) WITH PUBLIC HEALTH FOUNDATION ENTERPRISES, INC. DBA HELUNA HEALTH - INDUSTRY

Chief: Susie White, Chief Operating Officer

Background & Discussion:

Public Health Foundation Enterprises, Inc., dba Heluna Health (Heluna Health), would like to participate as a contracted Community Health Worker (CHW) in the Inland Empire Health Plan (IEHP) Network with Medi-Cal line of business only. The new Agreement was tailored to reflect the Community Health Worker services offered by Heluna Health. The agreement requires Heluna Health to ensure CHWs are adequately supervised and trained, and that all services are provided in compliance with state and federal laws, Medi-Cal requirements, and IEHP's policies and procedures. The overall goal is to improve health outcomes for IEHP members by addressing social determinants of health and providing culturally competent, community-based support and education.

Recommendation(s):

That the Governing Board of IEHP ratify and approve the Participating Provider Agreement for Community Health Worker Services Agreement with Heluna Health, effective October 1, 2025.

This agreement has undergone substantive changes during the red line process, displaying either language replacement where needed or removal of language if not applicable to the group. The contract's purpose is to formalize the relationship with Heluna Health to provide CHW services to IEHP members, with the redline changes ensuring the agreement is tailored to the specific, non-clinical nature of those services and removing or clarifying any provisions that would otherwise apply to primary care or hospital-based providers.

Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
Included in CY2025 Budget	NA	NA	Yes	M. Bryant	S. White

Department: ADMINISTRATION

14. Title: CHIEF EXECUTIVE OFFICER UPDATE

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

Chief Executive Officer update for the October 14, 2025, Governing Board Meeting.

Recommendation(s):

Review and File



Governing Board Meeting

CEO BOARD REPORT | *Oct. 14, 2025*

MISSION MOMENT: 2025 MISSION WEEK

- IEHP's second annual Mission Week was held Sept. 22 through Sept. 26.
- The theme was "A Center for the Human Spirit" which encouraged team members to consider what calls them to care and work from their hearts every day.
- Huge thanks to our Mission team, led by VP of Mission Sandy Wyman, for an inspiring week!



IEHP MONTHLY MEMBERSHIP REPORT

MONTH	FORECAST MEMBERSHIP	ACTUAL MEMBERSHIP	+ OR – FORECAST	+ OR – LAST MONTH
August 2025	1,529,599	1,531,619	2,020	(8,168)
September 2025	1,526,248	1,525,200	(1,048)	(6,419)
October 2025	1,522,880	1,520,336	(2,544)	(4,864)



AUTO ASSIGNMENT UPDATE AND GOOD NEWS

- Earlier this year, IEHP worked with Local Health Plans of California (LHPC) to submit a proposal to include an aggregate performance comparison element in the auto assignment incentive program methodology.
- DHCS decided to adopt this LHPC methodology and will now incorporate an aggregate performance comparison element as an additional scorable factor.
- This is a win for all Local Initiative (LI) Plans, and a win for IEHP, as the modeling of 2023 data showed that LI plans tend to outperform commercial plans when looking at overall measure performance.



TOP PERFORMING PROVIDER VISITS

- We recently visited two of our top performing practices in the Coachella Valley.
- Dr. Maria Gopez and her team consistently rank in the top decile of performance for quality while Dr. Jasmine Ramos and her team are in the Top 10 of all providers for quality.
- We are grateful for their commitment to our IEHP members, the community and delivering best practice care to their patients!



PROVIDER DINNER SERIES

- The Sept. 16 dinner was held in Riverside.
- It was attended by area providers and their guests, along with IEHP leaders.
- We shared updates on the H.R. 1 bill, Network Expansion Fund and our Pay For Performance (P4P) programs.



CAHP CONFERENCE RECAP

- Health plans from across the state came together for the California Association of Health Plans' (CAHP) annual conference held Sept. 29 to Oct. 1 in Palm Desert.
- Discussions centered on new and impending implications of H.R. 1, state legislation, and state and federal regulations with state regulators and health plan experts.



2025 FUTURE OF HEALTH SUMMIT RECAP

- More than 80 health care industry leaders attended the fourth annual Future of Health Summit on Oct. 3.
- Featured speakers were:
 - California's Health and Human Services Agency Secretary Kim Johnson
 - California Medical Association CEO Dustin Corcoran
 - Press Ganey Senior VP/Partner Adam Higman
- Discussion topics included H.R. 1 bill impacts, CalAIM and Community Supports and member healthcare experience trends (CAHPS).



IEHP GOES TO WASHINGTON

- CEO Jarrod McNaughton attended the Association for Community Affiliated Plans annual CEO Summit held Oct. 9-10 in Washington D.C.
- VP of Government Affairs Victoria Ostermann joined Jarrod for legislative briefings with numerous legislators.



ACAP
Association for Community
Affiliated Plans
Mission driven. People focused.

**CEO SUMMIT
2025** Celebrating 25 Years of Representing
not-for-profit Safety Net Health Plans
OCTOBER 9 - 10, 2025
Fairmont Washington D.C. Georgetown Hotel
Washington, D.C.




Priorities for Protecting Health Care Access
IEHP
Inland Empire Health Plan

PRIORITY CONCERNS	WHY IT MATTERS
1 Extend Enhanced Premium Tax Credits Extension of the Enhanced Advanced Premium Tax Credits, set to expire Dec. 31, 2025, will prevent premium spikes and maintain affordable health care coverage for working families and small businesses. IEHP Covered is IEHP's Marketplace Insurance Plan for those who earn too much to qualify for Medicaid in Riverside and San Bernardino counties. IEHP Covered provides quality insurance to keep families healthy and working families productive.	Without an extension ... IEHP Covered will be unaffordable for 40% of membership in 2026. Nearly 2 million in California will either lose coverage if unable to pay 97% higher premiums. This will impact public health, employee productivity and strain the vulnerable Medicaid provider network with uncompensated emergency room care costs. An increase in uncompensated care costs will place further financial strain on hospitals, particularly in rural communities.
2 Allow Three-Year Transition For Provider Taxes Allowing states a three-year glide path to implement H.R. 1 Provider Tax modifications will provide a measure of stability for the health care economy. Medicaid financing is extremely complex, and provider taxes are important and historical components to the financial viability of hospitals and Medicaid providers. Provider taxes are lawful taxes that have allowed states to fund Medicaid services for low-income, disabled, pregnant and other under-resourced communities. Gradual change provides a smoother transition.	Without a guaranteed, three-year transition period ... The current Managed Care Organization (MCO) provider tax – approved by state legislators, voters and CMS – generates \$5 billion per year for California Medicaid providers. Early disallowance of prior approvals will result in litigation and further uncertainty. Additional provider taxes that support Medicaid members in California will see their revenue decrease an additional \$15 billion annually. Hospitals in California will lose \$66 billion to \$128 billion over 10 years, without a runway to mitigate impacts. Without guaranteed Medicaid funding, states' credit ratings will fall, and investors will lose confidence in the health care sector, pulling back investments and needed infrastructure for entire communities, not just the Medicaid subset.

Year 1 Year 2 Year 3




No runway to mitigate impacts Three-year glide path

(866) 800-4436 | Email: ostermann-v@iehp.org

DEPARTMENT: ADMINISTRATION

15. Title: BOARD EDUCATION – CONTACT CENTER AUTOMATION AND VOICE OF THE MEMBER

Chief: Jarrod McNaughton, Chief Executive Officer

Background & Discussion:

Mike Grant, Vice President – Member Experience, will provide an overview of the Contact Center Automation and Voice of the Member.

Recommendation(s):

Review and File

Contact Center Automation and Voice of the Member

Governing Board Education

October 14, 2025

Presenter: Mike Grant, Vice President – Member Experience

Cycle 2 | 2025 Annual Strategic Plan

GOAL 1 | Preventive Care (Quality)

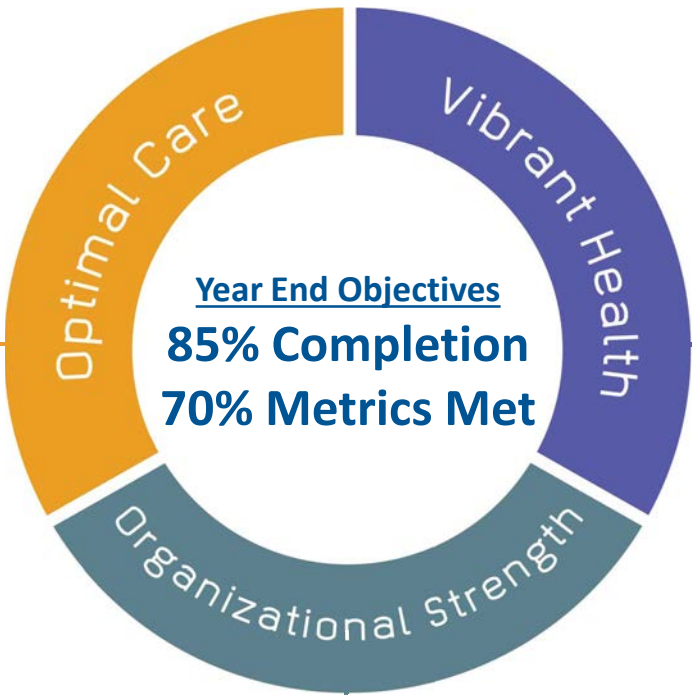
- Member Quality
- Provider Quality
- Policy Impact
- Internal Operations

GOAL 2 | Integrated & Equitable Care Services

- Integrated Health Service
- Population Health Management/Basic-PHM
- Health Equity

GOAL 3 | Hospital & Ancillary Care

- Quality Ancillary Network
- Clinical Variation Reduction
- Member Experiences in Hospital/Ancillary
- Optimize Data Analytics Reporting: In-Network
- Hospital & Ancillary Quality Workforce



GOAL 1 | Vibrant Health Model (In Partnership with IEHP Foundation)

- Direct Investments & Community Health
- Facilities & Infrastructure
- VH Prioritized Interventions

GOAL 1 | Brand Strength

- Quality & Marketing Campaigns
- Storytelling
- Marketing Business Strategy

GOAL 2 | Systems

- IT Infrastructure
- Cybersecurity Programs
- EPR Delivery & Technology Transformation

GOAL 3 | Quality Driven Contracts

- Hospital & Ancillary Sites of Care
- Primary & Specialty Care

GOAL 4 | Membership & Product Performance

- Medicare DSNP Quality & Risk Adjustment Improvement
- Medi-Cal
- Covered CA Stabilization & Growth

GOAL 5 | Operation Critical

- Operational Performance
- Regulatory / Compliance
- Member Experience
- Provider Experience
- Performance Dashboard
- Beta Health

GOAL 6 | Data Strategy

- Data Acquisition
- Data Normalization
- Data Usability

GOAL 7 | Future Network

- Care Division

GOAL 8 | Share Vision Partners

- RUHS
- ARMC

GOAL 9 | Workforce of the Future

- Talent Management & Organizational Optimization
- Workforce Analytics & Strategies
- Workforce Engagement & DEI

GOAL 10 | Mission Integration

- Internal Mission Focus
- External Mission

GOAL 11 | Stewardship of Public Resources

- Revenue Alignment
- Alignment of Utilization
- Business Efficiency

OS5.3 Member Experience Strategy

Goal / Strategy Owners:

Susie White / Mike Grant

Strategy Objective: Improve the Member Experience by focusing on Member feedback and satisfaction (& dissatisfaction) with how they interact w/ IEHP (and Providers) during their healthcare journey

Strategic Initiatives

1.0 Improve Quality **CAHPS** Scores (and Stars) in 2025 & beyond

2.0 Complete **Member Journeys** & Address Pain Points

3.0 Improve **Provider Performance** related to Member's experience

4.0 Implement **VOM approach** and improve NPS

5.0 Leverage **technology** to improve Member Experience in Contact Centers, Member Portal, and app



AI in Healthcare: The Payor Perspective



What Is AI?

Artificial Intelligence (AI) refers to computer systems that simulate human intelligence to perform tasks such as learning, reasoning, and decision-making. In healthcare, AI leverages data to automate processes, predict outcomes, and optimize operations.

Example Use Cases	Impact on Payors
Member Facing Self-service Tools	(ie. 24/7 access to Chatbots, IVA) with clear escalation path to humans.
Cost Containment	AI reduces administrative overhead and unnecessary utilization (fraud detection).
Improved Outcomes	Early detection and personalized care based on behavioral and clinical data leading to healthier outcomes.
Operational Efficiency	Faster, smarter workflows across claims automation, eligibility validation, utilization/prior authorization review.
Regulatory Compliance	AI helps monitor compliance with CMS, HIPAA, DMHC, DHCS, CCA, and other standards.



AI Journey in Member Experience - Today

GOAL

Leverage 24/7 self-service technology to improve member experience and operational efficiencies



EXPECTED OUTCOME

Improve member experience and enable timely access to needed care.

Overall reduction in call volume and average handle time.

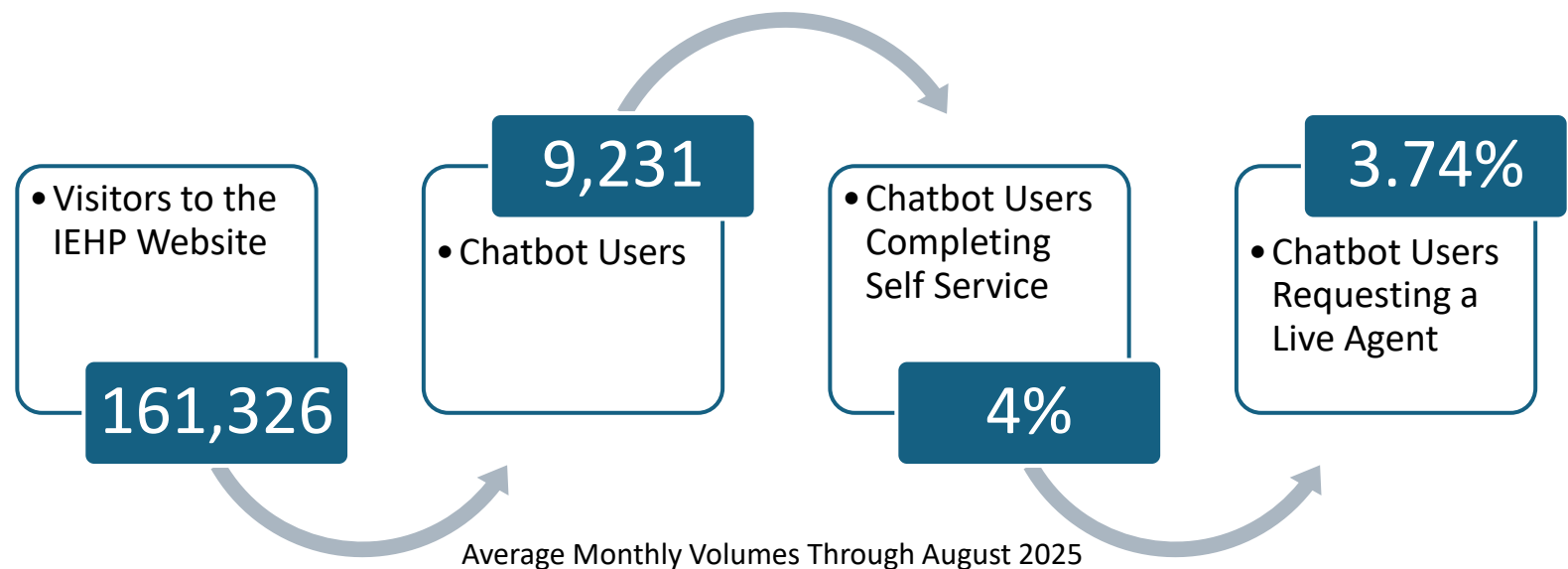


INITIATIVES

- **Chatbot:** Member inquiries and call deflection to AI chatbot on IEHP website
- **Live Agent Chat:** Escalation from Chatbot to a human agent
- **IVR & IVA:** Call deflection/resolution through personalized AI-powered self-service
- **Member Portal:** 24/7 self-service of common member functions
- **Portal Inbox:** Member portal email interaction between members and MSRs
- **Voice of the Member (VOM):** holistic listening platform to understand the Member's experience thru various interactions with IEHP



Chat Usability and Next Steps

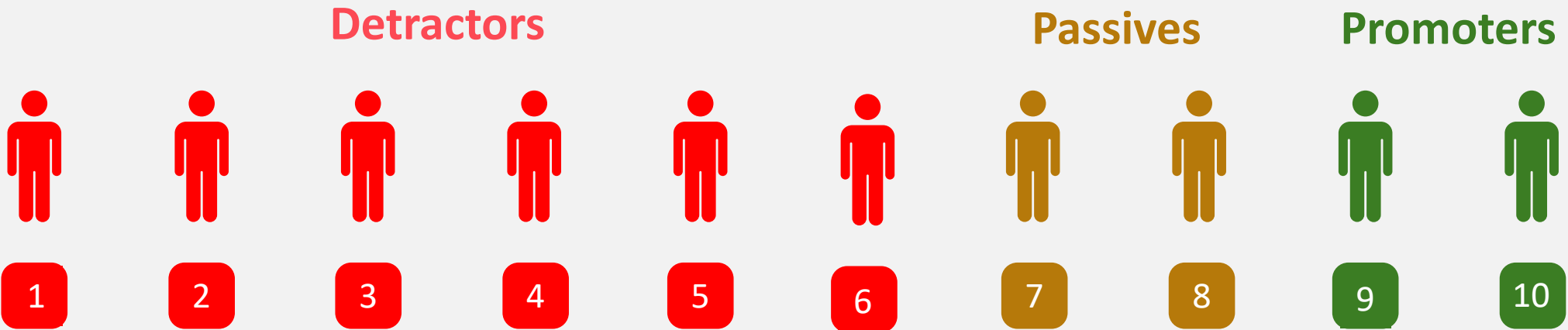


Self Service Options Available Through Chatbot	
<ul style="list-style-type: none">• PCP Change• Member ID Card• Changing Address• Updating Contact Information	<ul style="list-style-type: none">• Eligibility Status• Referral Status• Interpreter Referral Status• Requesting Live Agent

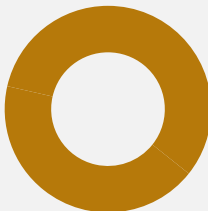
Chat Next Steps
<ul style="list-style-type: none">• Promote Chat via Strategic Marketing• Introduce Chat in Other Languages• Open Live Chat to CCA• Continue to “Train” the Bot



Voice of the Member - Net Promoter Scoring



Detractors
They are unhappy with IEHP and may discourage others from doing business with IEHP.



Passives
Member are satisfied but not overly enthusiastic about IEHP.



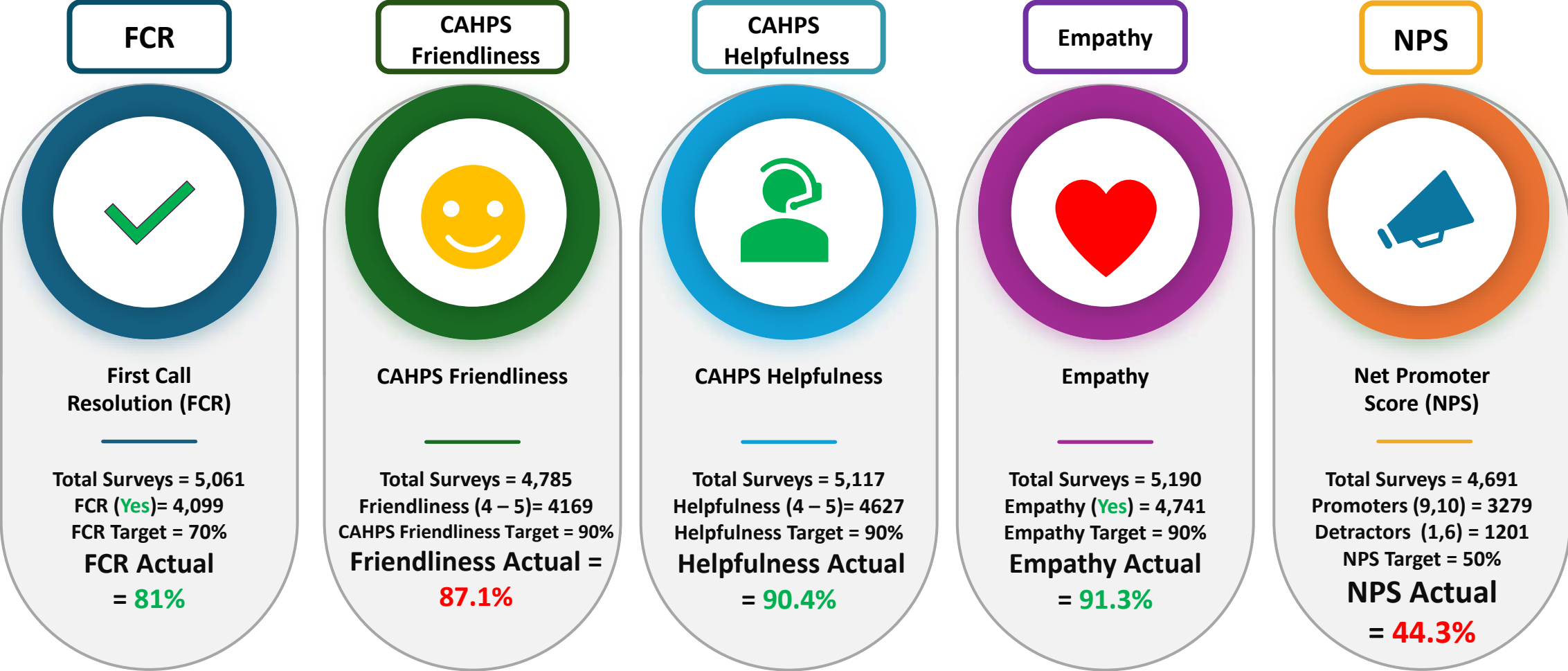
Promoters
Members are satisfied and promote IEHP as an organization.

Calculate NPS

NPS Score = (%Promoters) - (%Detractors)



Voice of the Member Goes Live!

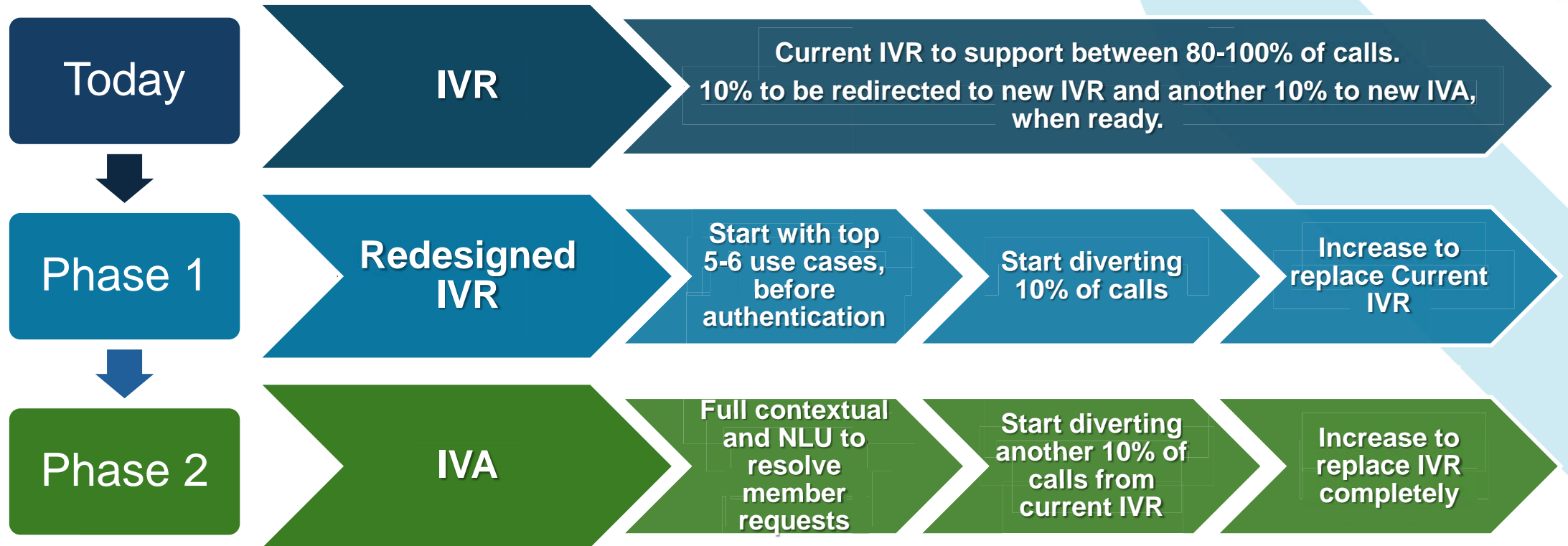


Data collected from 08/02/25 thru 08/31/25

Next Steps: IVA & VOM



IVA



VOM

Enable Text Survey Option

- Offers Members an alternative to the IVR survey increasing response rates

Introduce Open Comments for Real-Time Feedback

- Capture Member feedback that may not fit predefined questions

Diversify Questions for Existing Business Objectives

- Avoids survey fatigue and uncovers deeper insights
- Analyze Member feedback for continuous operational improvements





Questions?

Department: FINANCE

16. Title: MONTHLY FINANCIAL REVIEW

Chief:

Background & Discussion:

Monthly Financials for Period Ending August 31, 2025

Recommendation(s):

Review and File

FINANCE DIVISION

August 2025

MONTHLY FINANCIALS

Presented
October 14, 2025



August 2025 Actual vs Budget: Consolidated

	August Month-to-Date			August Year-to-Date		
	Actual	Budget	Variance	Actual	Budget	Variance
Total Revenue	\$ 714,146,631	\$ 700,703,827	\$ 13,442,804	\$ 5,671,515,446	\$ 5,644,937,275	\$ 26,578,171
Total Medical Costs	\$ 669,236,974	\$ 664,319,553	\$ (4,917,421)	\$ 5,398,611,559	\$ 5,334,700,200	\$ (63,911,359)
Total Operating Expenses	\$ 45,167,528	\$ 45,796,676	\$ 629,148	\$ 331,981,535	\$ 348,496,128	\$ 16,514,593
Total Non Operating Income (Expense)	\$ 9,326,841	\$ 7,093,147	\$ 2,233,694	\$ 80,748,055	\$ 69,896,153	\$ 10,851,902
Non-Medical Expenses	\$ -	\$ -	\$ -	\$ (1,249,300)	\$ (859,937)	\$ 389,363
Net Surplus (Deficit)**	\$ 9,068,969	\$ (2,319,256)	\$ 11,388,225	\$ 22,919,708	\$ 32,497,037	\$ (9,577,329)
Medical Cost Ratio**	93.7%	94.8%	(1.1%)	95.2%	94.5%	0.7%
Administrative Cost Ratio**	6.3%	6.5%	(0.2%)	5.9%	6.2%	(0.3%)

Highlights for the Month:

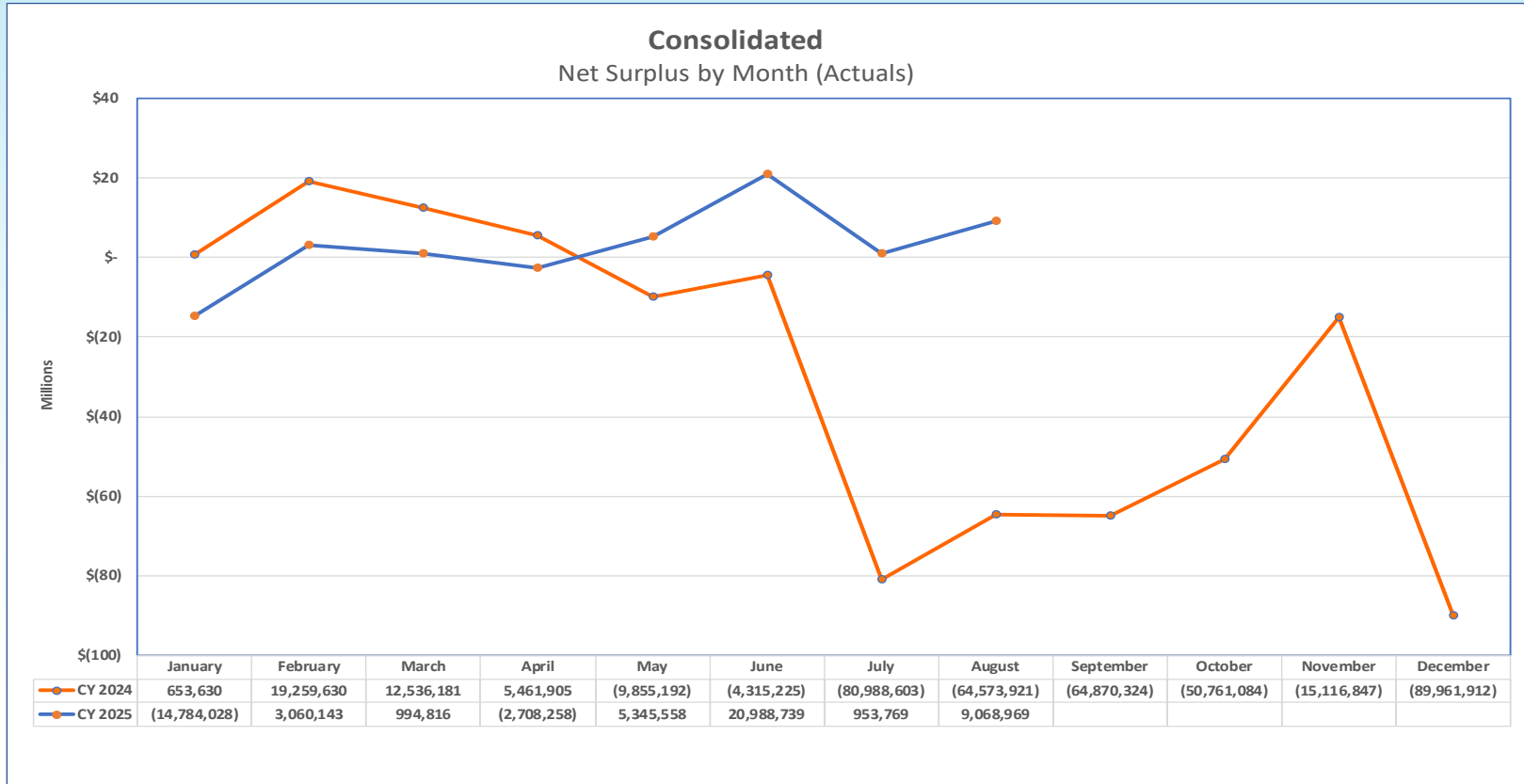
- The favorable revenue variance compared to budget is primarily due to CY 2025 CCA risk adjustment transfer adjusted based on more recent emerging experience, higher-than-expected SPD Non-Dual, MCE Non-Dual, and SPD Full-Dual member months and unbudgeted quality withhold earned back.
- The unfavorable medical costs variance compared to budget is primarily due to additional Community Supports reserve, and higher-than-expected claims partially offset by favorable CY 2024 P4P Hospital Quality Program adjustment and TRI expense.
- The favorable non-operating income (expense) variance compared to budget is primarily due to unrealized gains on California Employers' Pension Prefunding Trust fund and investment income.

*There is Other Income/Expenses that are not attributed to a specific line of business, but included on a consolidated basis (i.e.: Interest Income, Investment Income (Expense), Leased Asset Revenue, Non-Medical Expenses, etc.)

**Differences are due to rounding



Net Surplus Year-Over-Year - Consolidated



Actual vs Budget: Medi-Cal

	August Month-to-Date			August Year-to-Date		
	Actual	Budget	Variance	Actual	Budget	Variance
Total Revenue	\$ 599,080,743	\$ 592,212,182	\$ 6,868,561	\$ 4,856,856,495	\$ 4,828,492,588	\$ 28,363,907
Total Medical Costs	\$ 565,090,794	\$ 561,408,424	\$ (3,682,370)	\$ 4,637,400,412	\$ 4,582,292,783	\$ (55,107,629)
Total Operating Expenses	\$ 31,524,860	\$ 33,729,772	\$ 2,204,912	\$ 255,493,491	\$ 275,495,086	\$ 20,001,595
Total Non Operating Income (Expense)	\$ 3,504,810	\$ 3,472,149	\$ 32,661	\$ 28,559,882	\$ 28,506,375	\$ 53,507
Net Surplus (Deficit)**	\$ 5,969,899	\$ 546,135	\$ 5,423,764	\$ (7,477,525)	\$ (788,906)	\$ (6,688,619)
Medical Cost Ratio**	94.3%	94.8%	(0.5%)	95.5%	94.9%	0.6%
Administrative Cost Ratio**	5.3%	5.7%	(0.4%)	5.3%	5.7%	(0.4%)

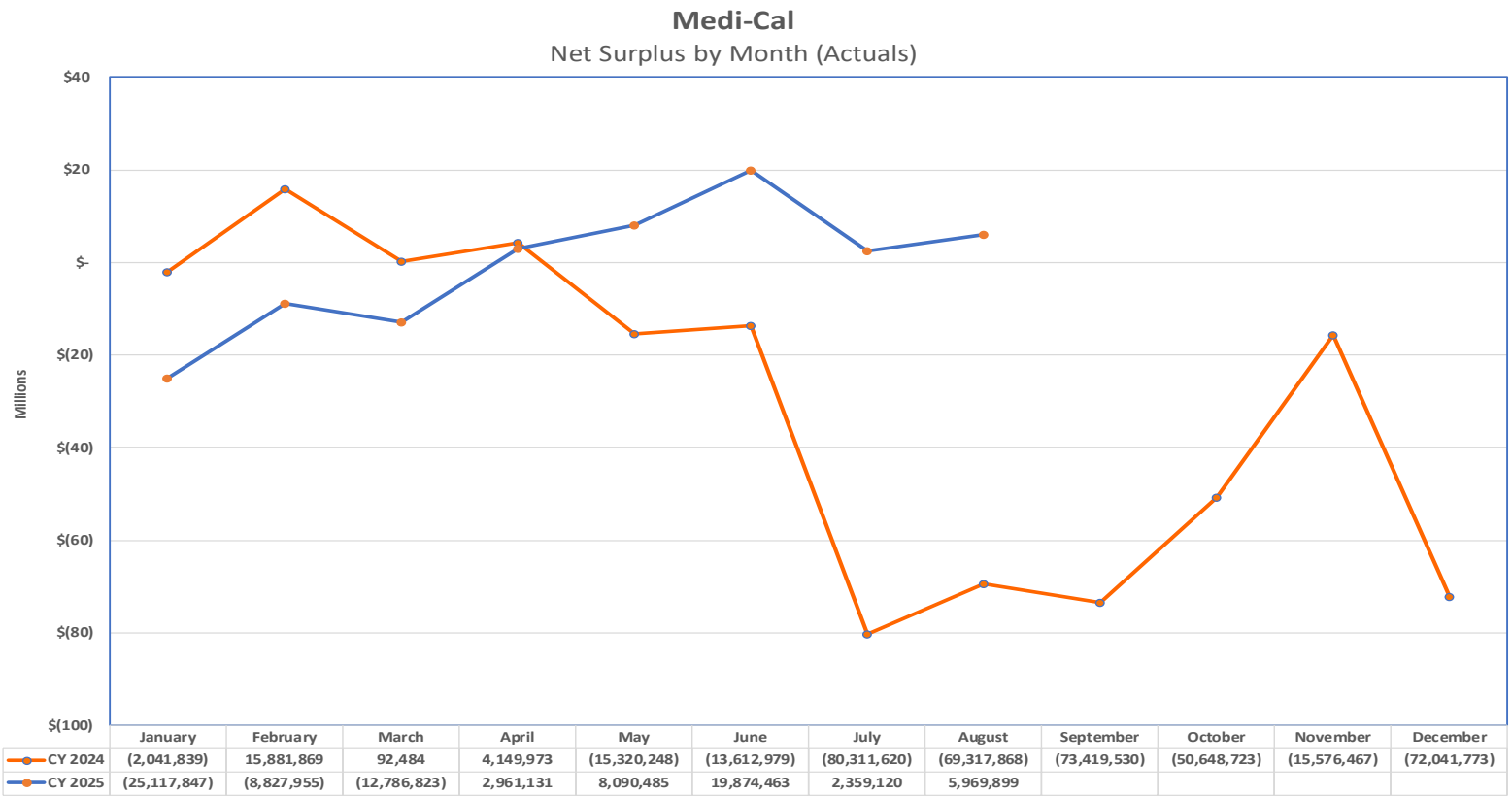
Highlights for the Month:

- The favorable revenue variance compared to budget is primarily due to higher-than-expected SPD Non-Dual, MCE Non-Dual, and SPD Full-Dual member months and unbudgeted quality withhold earned back.
- The unfavorable medical costs variance compared to budget is primarily due to additional Community Supports reserve and higher-than-expected claims partially offset by favorable CY 2024 P4P Hospital Quality Program adjustment and TRI expense.
- The favorable operating expense variance compared to budget is primarily due to decrease in the number of FTEs and operational spending.

**Differences are due to rounding



Net Surplus Year-Over-Year: Medi-Cal



Actual vs Budget: D-SNP

	August Month-to-Date			August Year-to-Date		
	Actual	Budget	Variance	Actual	Budget	Variance
Total Revenue	\$ 82,553,134	\$ 83,288,040	\$ (734,906)	\$ 655,042,598	\$ 658,160,517	\$ (3,117,919)
Total Medical Costs	\$ 80,762,997	\$ 80,009,919	\$ (753,078)	\$ 604,636,777	\$ 595,678,714	\$ (8,958,063)
Total Operating Expenses	\$ 6,953,663	\$ 7,042,860	\$ 89,197	\$ 40,375,268	\$ 40,502,020	\$ 126,752
Total Non Operating Income (Expense)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Surplus (Deficit)**	\$ (5,163,526)	\$ (3,764,739)	\$ (1,398,787)	\$ 10,030,553	\$ 21,979,783	\$ (11,949,230)
Medical Cost Ratio**	97.8%	96.1%	1.8%	92.3%	90.5%	1.8%
Administrative Cost Ratio**	8.4%	8.5%	(0.0%)	6.2%	6.2%	0.0%

Highlights for the Month:

- No material items to report.

**Differences are due to rounding



Net Surplus Year-Over-Year: D-SNP

D-SNP

Net Surplus by Month (Actuals)



Actual vs Budget: IEHP Covered (CCA)

	August Month-to-Date			August Year-to-Date		
	Actual	Budget	Variance	Actual	Budget	Variance
Total Revenue	\$ 32,512,754	\$ 25,203,605	\$ 7,309,149	\$ 159,623,355	\$ 158,289,329	\$ 1,334,026
Total Medical Costs	\$ 23,420,974	\$ 22,901,210	\$ (519,764)	\$ 156,474,871	\$ 156,586,467	\$ 111,596
Total Operating Expenses	\$ 6,688,671	\$ 5,024,045	\$ (1,664,626)	\$ 36,112,829	\$ 32,487,028	\$ (3,625,801)
Total Non Operating Income (Expense)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Surplus (Deficit)**	\$ 2,403,108	\$ (2,721,650)	\$ 5,124,758	\$ (32,964,345)	\$ (30,784,166)	\$ (2,180,179)
Medical Cost Ratio**	72.0%	90.9%	(18.8%)	98.0%	98.9%	(0.9%)
Administrative Cost Ratio**	20.6%	19.9%	0.6%	22.6%	20.5%	2.1%

Highlights for the Month:

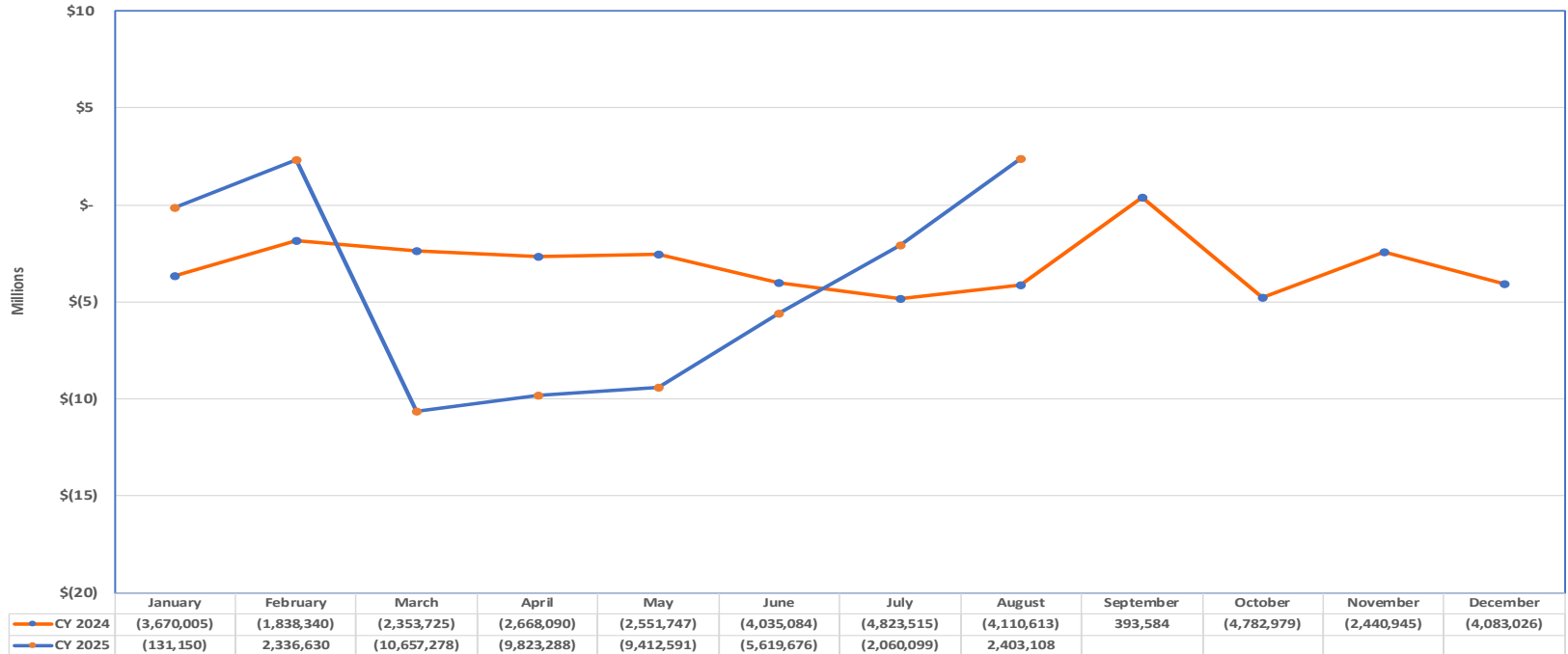
- The favorable revenue variance compared to budget is primarily due to CY 2025 CCA risk adjustment transfer adjusted based on more recent emerging experience.
- The unfavorable operating expense variance compared to budget is primarily due to unbudgeted Covered California risk adjustment fees.

**Differences are due to rounding



Net Surplus Year-Over-Year: IEHP Covered (CCA)

IEHP Covered (CCA)
Net Surplus by Month (Actuals)



Balance Sheet: Current Month vs Prior Month

	Aug-25	Jul-25	Variance
<u>Assets and Deferred Outflows</u>			
Current Assets	\$ 2,224,222,599	\$ 2,046,062,201	\$ 178,160,398
Long Term Receivables	\$ -	\$ -	\$ -
Other Non Current Assets	\$ 69,113,743	\$ 67,473,517	\$ 1,640,226
Capital Assets	\$ 302,506,187	\$ 303,387,119	\$ (880,932)
Deferred Outflows of Resources	\$ 82,101,849	\$ 83,782,096	\$ (1,680,246)
Net Other Assets	\$ -	\$ -	\$ -
Total Assets and Deferred Outflows**	\$ 2,677,944,379	\$ 2,500,704,932	\$ 177,239,447
<u>Liabilities, Deferred Inflows, and Net Position</u>			
Current Liabilities	\$ 1,528,454,247	\$ 1,361,747,110	\$ 166,707,137
Long-Term Liabilities	\$ 34,396,941	\$ 32,914,206	\$ 1,482,735
Deferred Inflows	\$ 287,933	\$ 307,327	\$ (19,394)
Net Position	\$ 1,114,805,259	\$ 1,105,736,290	\$ 9,068,969
Total Liabilities, Deferred Inflows, and Net Position**	\$ 2,677,944,379	\$ 2,500,704,932	\$ 177,239,447

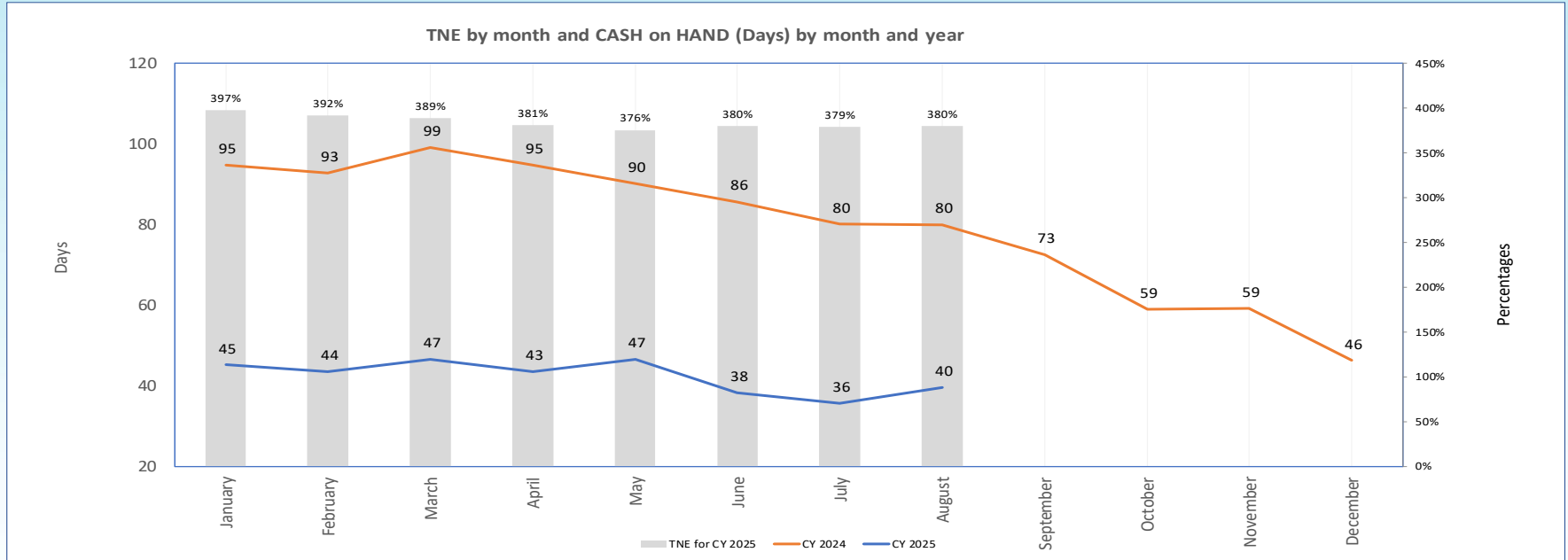
Highlights for the Month:

- Increase in Current Assets is primarily due to increase in Cash due to \$89.4M September D-SNP capitation payment received in August and \$65.9M CY 2025 MCO tax payment.
- Increase in Current Liabilities is primarily due to increase in Unearned Revenue due to \$89.4M September D-SNP capitation payment received in August and \$65.9M CY 2025 MCO tax accrual, partially offset by \$33.5M decrease in CCA risk adjustment transfer.

**Differences are due to rounding



TNE and Cash On Hand



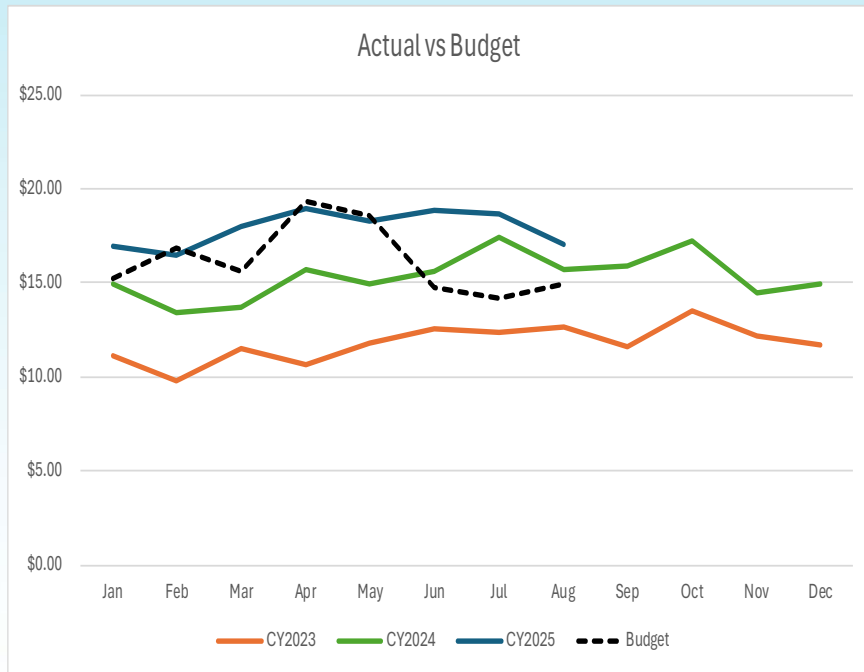
Highlights for the Month:

- Increase in days cash on hand is primarily due to \$89.4M September D-SNP payment received in August.

Note: Days Cash on Hand calculation excludes pass-thru receipts and payments effective January 2023 and MCO tax effective January 2024.



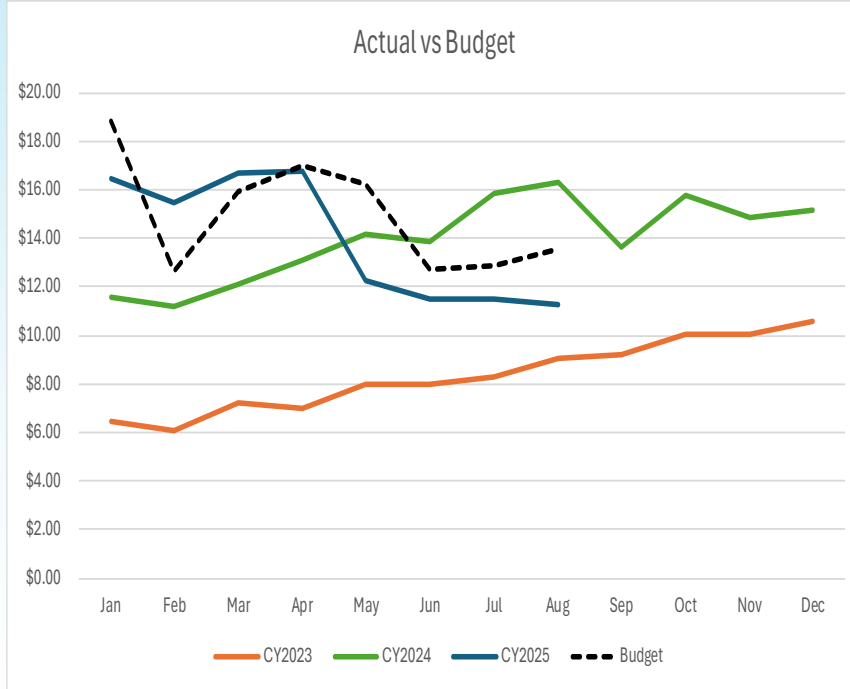
Behavioral Health Therapy – Autism



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$11.17	\$14.95	\$16.92	\$15.19	33.8%	13.2%	11.4%
Feb	\$9.83	\$13.39	\$16.48	\$16.85	36.2%	23.1%	-2.2%
Mar	\$11.55	\$13.70	\$18.04	\$15.60	18.6%	31.7%	15.6%
Apr	\$10.62	\$15.73	\$18.92	\$19.33	48.1%	20.3%	-2.1%
May	\$11.77	\$14.94	\$18.31	\$18.61	26.9%	22.5%	-1.7%
Jun	\$12.56	\$15.63	\$18.85	\$14.71	24.4%	20.6%	28.2%
Jul	\$12.36	\$17.47	\$18.71	\$14.15	41.3%	7.1%	32.2%
Aug	\$12.68	\$15.74	\$17.07	\$14.94	24.1%	8.5%	14.3%
Sep	\$11.57	\$15.92			37.5%		
Oct	\$13.47	\$17.21			27.7%		
Nov	\$12.13	\$14.45			19.1%		
Dec	\$11.73	\$14.98			27.7%		



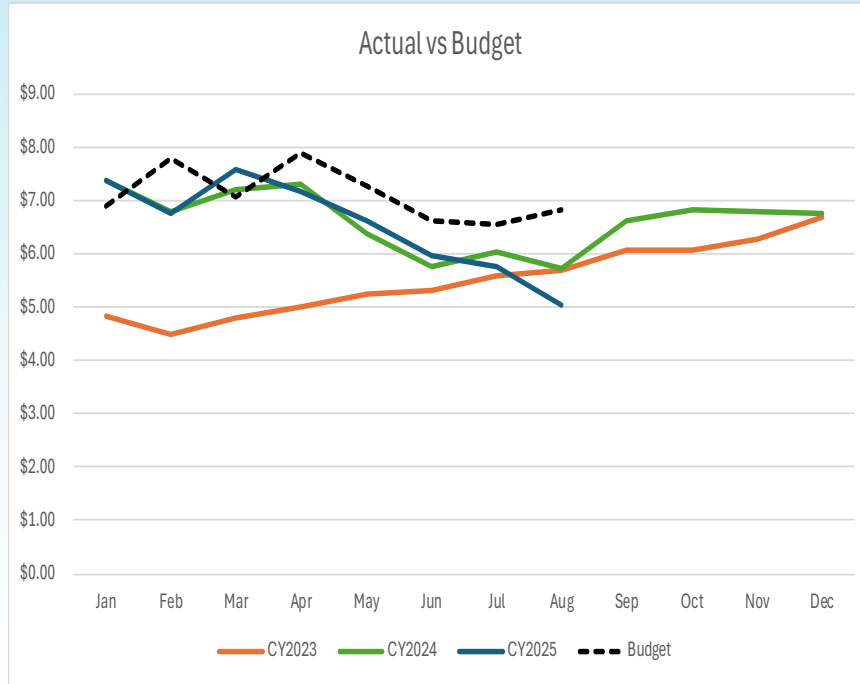
Transportation



	Incurred PMPM				Trends		Variance to
Service	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$6.48	\$11.55	\$16.45	\$18.82	78.3%	42.4%	-12.6%
Feb	\$6.09	\$11.18	\$15.43	\$12.66	83.7%	38.1%	22.0%
Mar	\$7.23	\$12.13	\$16.68	\$15.93	67.7%	37.6%	4.8%
Apr	\$6.99	\$13.09	\$16.74	\$16.99	87.1%	27.9%	-1.5%
May	\$8.02	\$14.13	\$12.23	\$16.26	76.3%	-13.4%	-24.7%
Jun	\$8.01	\$13.90	\$11.47	\$12.74	73.5%	-17.5%	-9.9%
Jul	\$8.26	\$15.86	\$11.49	\$12.88	92.0%	-27.5%	-10.8%
Aug	\$9.04	\$16.30	\$11.23	\$13.59	80.4%	-31.1%	-17.3%
Sep	\$9.24	\$13.67			47.9%		
Oct	\$10.05	\$15.74			56.7%		
Nov	\$10.01	\$14.88			48.6%		
Dec	\$10.61	\$15.18			43.1%		



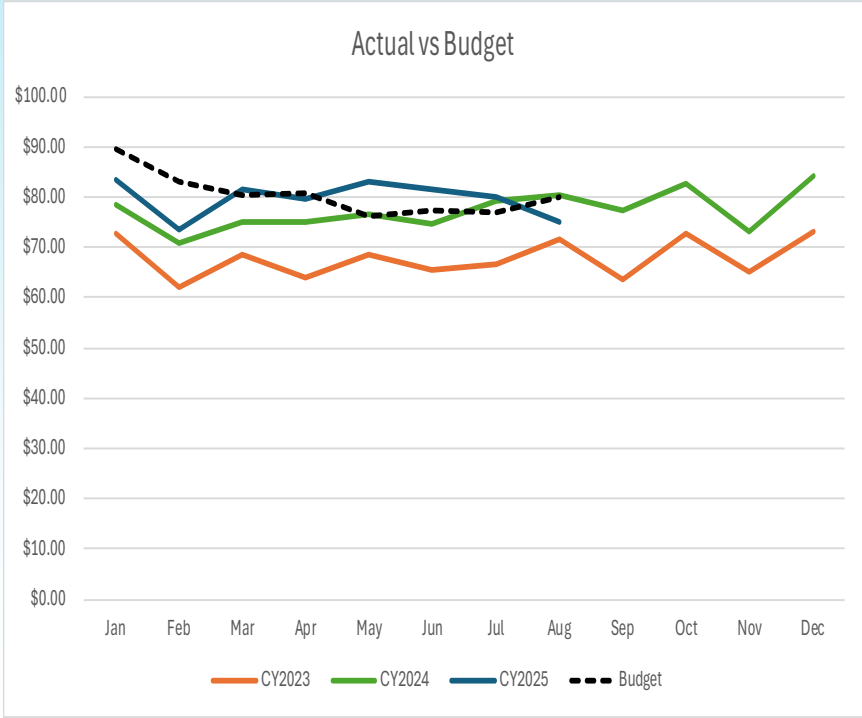
Home Health



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$4.84	\$7.36	\$7.38	\$6.90	52.1%	0.3%	6.9%
Feb	\$4.50	\$6.78	\$6.75	\$7.80	50.7%	-0.5%	-13.5%
Mar	\$4.80	\$7.22	\$7.56	\$7.06	50.5%	4.8%	7.1%
Apr	\$4.99	\$7.29	\$7.15	\$7.90	46.2%	-1.9%	-9.5%
May	\$5.23	\$6.37	\$6.63	\$7.27	21.8%	4.2%	-8.8%
Jun	\$5.31	\$5.76	\$5.96	\$6.62	8.4%	3.5%	-10.0%
Jul	\$5.58	\$6.02	\$5.77	\$6.55	7.9%	-4.3%	-12.0%
Aug	\$5.67	\$5.74	\$5.04	\$6.83	1.1%	-12.2%	-26.2%
Sep	\$6.08	\$6.63			9.1%		
Oct	\$6.05	\$6.84			13.0%		
Nov	\$6.26	\$6.80			8.6%		
Dec	\$6.69	\$6.74			0.8%		



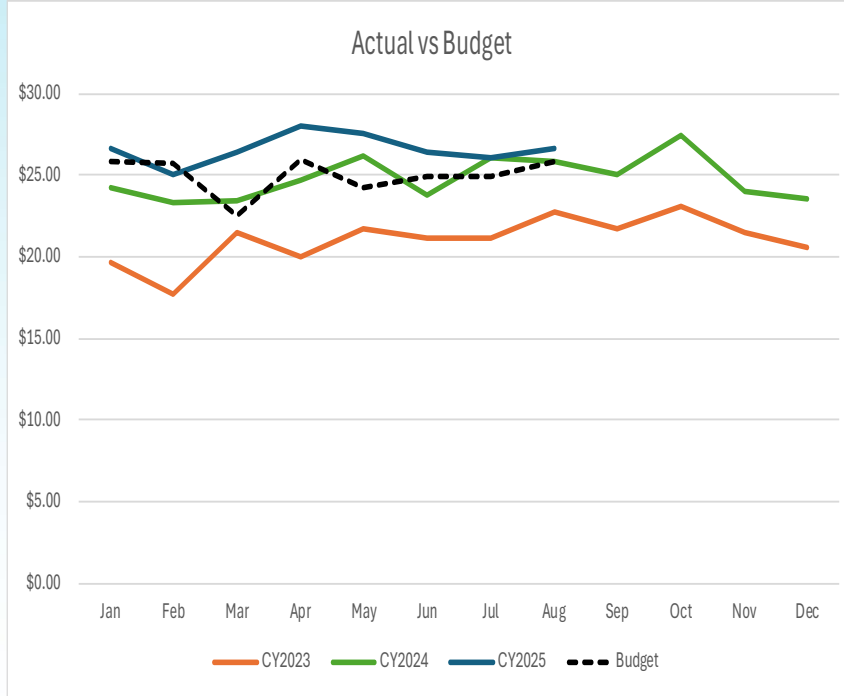
Inpatient



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$72.81	\$78.64	\$83.30	\$89.54	8.0%	5.9%	-7.0%
Feb	\$61.91	\$71.01	\$73.46	\$83.20	14.7%	3.4%	-11.7%
Mar	\$68.39	\$75.09	\$81.57	\$80.37	9.8%	8.6%	1.5%
Apr	\$64.14	\$75.11	\$79.67	\$80.70	17.1%	6.1%	-1.3%
May	\$68.61	\$76.62	\$83.09	\$76.34	11.7%	8.4%	8.8%
Jun	\$65.52	\$74.51	\$81.73	\$77.23	13.7%	9.7%	5.8%
Jul	\$66.78	\$79.38	\$80.19	\$76.82	18.9%	1.0%	4.4%
Aug	\$71.66	\$80.49	\$74.93	\$79.84	12.3%	-6.9%	-6.1%
Sep	\$63.46	\$77.31			21.8%		
Oct	\$72.84	\$82.77			13.6%		
Nov	\$65.09	\$73.17			12.4%		
Dec	\$73.11	\$84.09			15.0%		



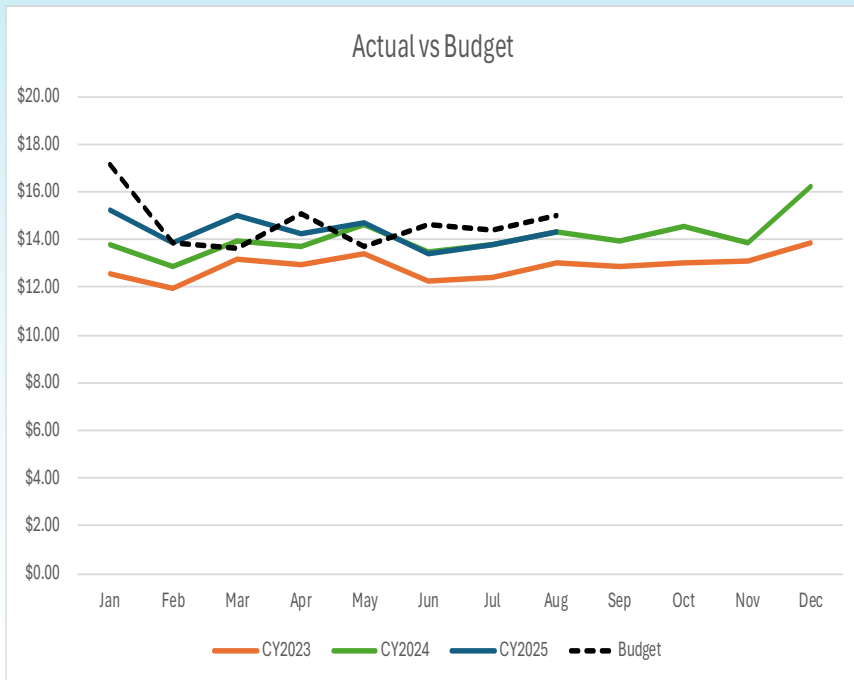
Outpatient



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$19.64	\$24.28	\$26.67	\$25.85	23.6%	9.8%	3.2%
Feb	\$17.72	\$23.33	\$25.08	\$25.69	31.6%	7.5%	-2.4%
Mar	\$21.50	\$23.45	\$26.41	\$22.53	9.1%	12.6%	17.2%
Apr	\$20.00	\$24.68	\$27.96	\$25.99	23.4%	13.3%	7.6%
May	\$21.74	\$26.23	\$27.53	\$24.26	20.6%	4.9%	13.5%
Jun	\$21.14	\$23.83	\$26.39	\$24.96	12.7%	10.7%	5.7%
Jul	\$21.18	\$26.12	\$26.06	\$24.87	23.3%	-0.2%	4.8%
Aug	\$22.76	\$25.82	\$26.61	\$25.90	13.5%	3.1%	2.8%
Sep	\$21.66	\$25.00			15.4%		
Oct	\$23.14	\$27.42			18.5%		
Nov	\$21.47	\$24.00			11.8%		
Dec	\$20.56	\$23.51			14.3%		



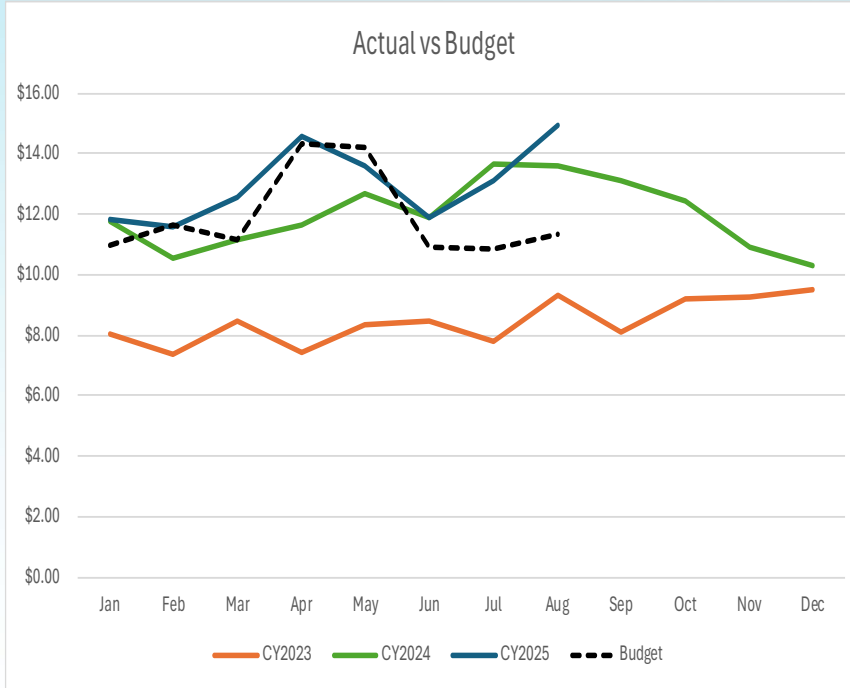
Emergency Room



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$12.53	\$13.78	\$15.23	\$17.17	10.0%	10.5%	-11.3%
Feb	\$11.95	\$12.88	\$13.90	\$13.89	7.8%	7.9%	0.1%
Mar	\$13.18	\$13.95	\$14.99	\$13.60	5.9%	7.5%	10.2%
Apr	\$12.93	\$13.73	\$14.26	\$15.11	6.2%	3.8%	-5.6%
May	\$13.39	\$14.61	\$14.73	\$13.68	9.1%	0.8%	7.7%
Jun	\$12.28	\$13.48	\$13.43	\$14.65	9.8%	-0.4%	-8.3%
Jul	\$12.42	\$13.81	\$13.80	\$14.40	11.1%	0.0%	-4.1%
Aug	\$13.05	\$14.30	\$14.33	\$15.04	9.6%	0.3%	-4.7%
Sep	\$12.84	\$13.93			8.5%		
Oct	\$13.05	\$14.55			11.5%		
Nov	\$13.09	\$13.86			5.8%		
Dec	\$13.90	\$16.21			16.6%		



Other Professional

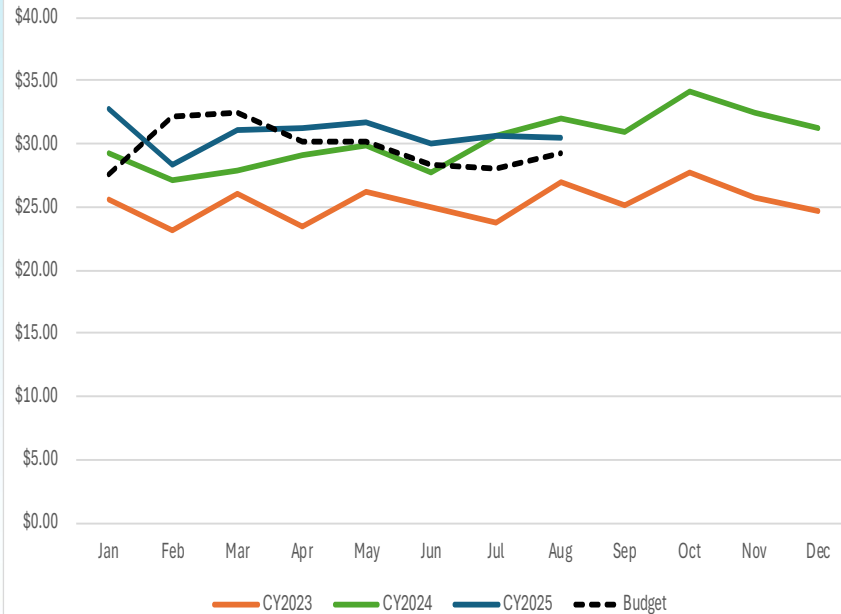


Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$8.06	\$11.77	\$11.84	\$10.99	46.1%	0.6%	7.8%
Feb	\$7.39	\$10.53	\$11.58	\$11.64	42.4%	10.0%	-0.5%
Mar	\$8.45	\$11.15	\$12.59	\$11.13	31.9%	12.9%	13.1%
Apr	\$7.44	\$11.66	\$14.59	\$14.32	56.6%	25.2%	1.9%
May	\$8.36	\$12.65	\$13.59	\$14.22	51.4%	7.4%	-4.4%
Jun	\$8.48	\$11.87	\$11.91	\$10.93	40.0%	0.3%	8.9%
Jul	\$7.81	\$13.64	\$13.13	\$10.83	74.6%	-3.7%	21.2%
Aug	\$9.33	\$13.59	\$14.97	\$11.35	45.7%	10.1%	31.8%
Sep	\$8.10	\$13.11			61.9%		
Oct	\$9.20	\$12.43			35.1%		
Nov	\$9.24	\$10.89			17.8%		
Dec	\$9.53	\$10.32			8.3%		



Physician Specialty

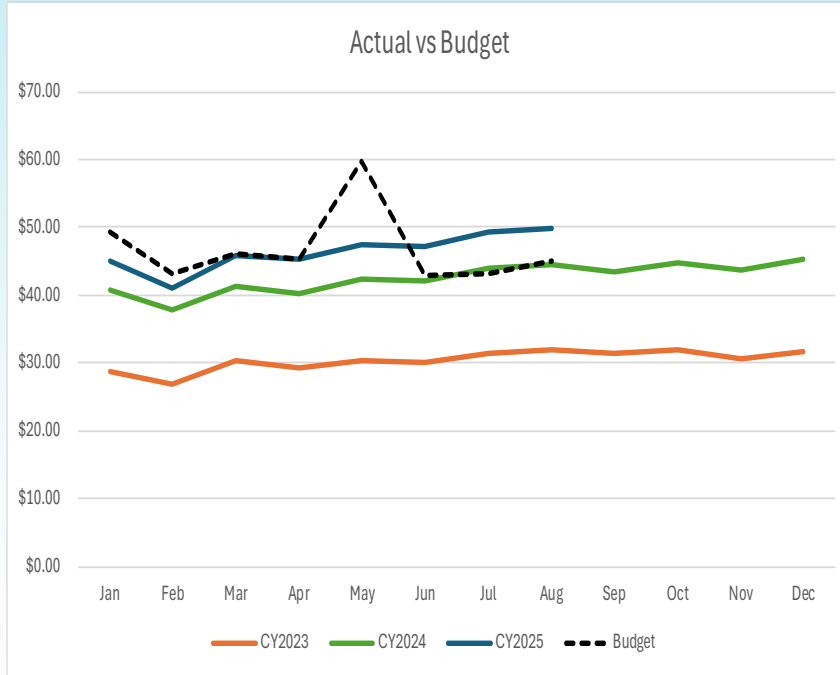
Actual vs Budget



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$25.57	\$29.29	\$32.73	\$27.57	14.5%	11.8%	18.7%
Feb	\$23.22	\$27.10	\$28.35	\$32.16	16.7%	4.6%	-11.8%
Mar	\$26.09	\$27.90	\$31.06	\$32.54	6.9%	11.3%	-4.5%
Apr	\$23.42	\$29.09	\$31.22	\$30.19	24.2%	7.3%	3.4%
May	\$26.18	\$29.83	\$31.68	\$30.19	13.9%	6.2%	4.9%
Jun	\$25.03	\$27.72	\$29.99	\$28.35	10.7%	8.2%	5.8%
Jul	\$23.76	\$30.66	\$30.58	\$28.11	29.0%	-0.3%	8.8%
Aug	\$27.02	\$31.98	\$30.43	\$29.20	18.4%	-4.8%	4.2%
Sep	\$25.08	\$30.88			23.1%		
Oct	\$27.79	\$34.13			22.8%		
Nov	\$25.82	\$32.47			25.8%		
Dec	\$24.72	\$31.17			26.1%		



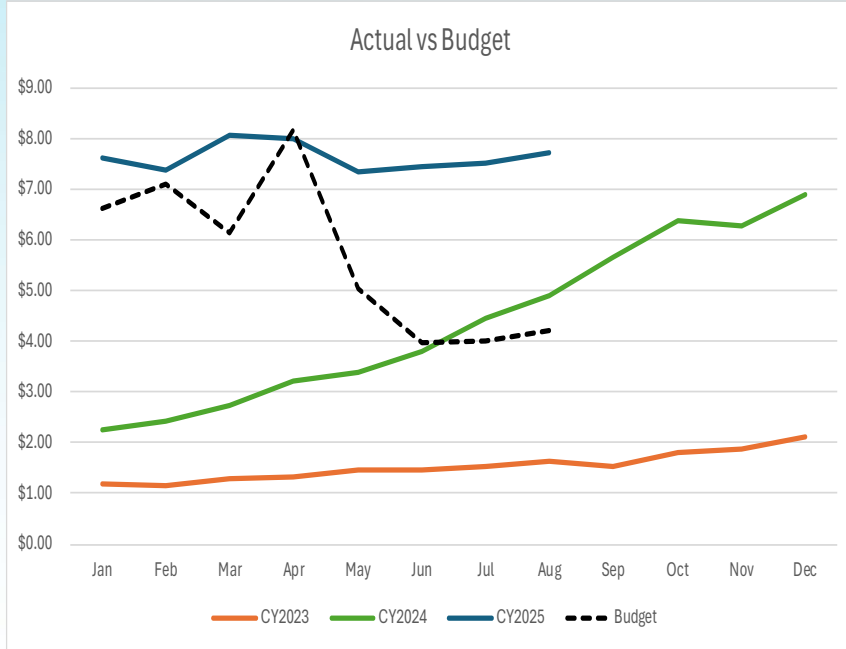
Long Term Care



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$28.62	\$40.82	\$45.14	\$49.32	42.6%	10.6%	-8.5%
Feb	\$27.00	\$37.71	\$41.05	\$43.21	39.6%	8.9%	-5.0%
Mar	\$30.28	\$41.38	\$45.75	\$46.10	36.7%	10.6%	-0.8%
Apr	\$29.34	\$40.29	\$45.32	\$45.29	37.3%	12.5%	0.1%
May	\$30.31	\$42.27	\$47.49	\$59.71	39.4%	12.4%	-20.5%
Jun	\$30.02	\$41.98	\$47.31	\$43.04	39.8%	12.7%	9.9%
Jul	\$31.50	\$43.90	\$49.29	\$43.20	39.4%	12.3%	14.1%
Aug	\$31.89	\$44.59	\$49.78	\$45.14	39.8%	11.6%	10.3%
Sep	\$31.36	\$43.38			38.3%		
Oct	\$31.98	\$44.81			40.1%		
Nov	\$30.51	\$43.82			43.6%		
Dec	\$31.56	\$45.36			43.7%		



Community Supports



Service	Incurred PMPM				Trends		Variance to
	CY2023	CY2024	CY2025	Budget	CY2024	CY2025	Budget
Jan	\$1.18	\$2.25	\$7.62	\$6.62	91.5%	237.9%	15.1%
Feb	\$1.14	\$2.41	\$7.38	\$7.10	111.9%	205.5%	3.8%
Mar	\$1.29	\$2.72	\$8.06	\$6.12	110.7%	196.2%	31.7%
Apr	\$1.32	\$3.22	\$7.98	\$8.16	144.3%	147.7%	-2.2%
May	\$1.46	\$3.37	\$7.34	\$5.04	130.5%	117.9%	45.8%
Jun	\$1.46	\$3.78	\$7.45	\$3.96	159.8%	97.0%	88.1%
Jul	\$1.54	\$4.45	\$7.52	\$4.00	187.8%	69.2%	87.9%
Aug	\$1.65	\$4.90	\$7.71	\$4.21	197.1%	57.4%	83.0%
Sep	\$1.53	\$5.67			269.6%		
Oct	\$1.80	\$6.38			254.2%		
Nov	\$1.88	\$6.27			233.0%		
Dec	\$2.12	\$6.91			225.7%		



Acronyms & Definitions

CCA – Covered California
CMS – Centers for Medicare & Medicaid Services
CY– Calendar Year
DHCS – Department of Health Care Services
D-SNP – Dual Eligible Special Needs Plan (Medicare and Medi-Cal)
ECM – Enhanced Care Management
EPP – Enhanced Payment Program
FFS – Fee for Service
G&A – General & Administrative
HQAf - Hospital Quality Assurance Fee
IBNP – Incurred But Not Paid
IT – Information Technology
LTC – Long Term Care
MCO – Managed Care Organization
MDP – Manufacturing Discount Program
MEP – Medical Expenditure Percentages
MOT – Major Organ Transplant
PHDP – Private Hospital Directed Payment
QIP – Quality Incentive Pool
SIS – Satisfactory Immigration Status
SNF – Skilled Nursing Facility
UIS – Unsatisfactory Immigration Status
TNE – Tangible Net Equity
TRI – Targeted Rate Increases



Department: OPERATIONS

17. Title: 2024 INDEPENDENT PHYSICIAN ASSOCIATION PERFORMANCE EVALUATION TOOL REVIEW

Chief: Susie White, Chief Operating Officer

Background & Discussion:

Inland Empire Health Plan (IEHP) developed the Performance Evaluation Tool (PET) to assess the Plan's contracted Medi-Cal Independent Physician Association (IPA) in multiple operational areas. IEHP uses the PET to determine the level of compliance by each IPA in meeting:

- 1) Contractual responsibilities,
- 2) IEHP standards including regulatory compliance, and
- 3) Administering delegated duties.

On an annual basis, IEHP evaluates each Medi-Cal IPA's performance and compliance with IEHP's policies and procedures and contractual requirements using the IPA Performance Evaluation Tool (PET).

Performance is reviewed and scored in seven (7) functional areas that are monitored by IEHP through audits, monthly reporting requirements, contractual performance compliance, and other activities the IPA participates in throughout the contract year in the following functional areas:

- 1) Claims
- 2) Communication
- 3) Encounter Data
- 4) Finance
- 5) Grievance & Appeals
- 6) Delegation Oversight Audit Results
- 7) Delegate Reporting & Member Access Audit

The PET results are used to help determine if IEHP should continue its contractual relationship with the IPA and the term of the renewal contract to be offered.

Based on PET scores, IEHP extends the IPA contract term as follows:

<u>Score</u>	<u>Contract Term</u>
95% or above	3 years
85% to 94.99%	2 years
80% to 84.99%	1 year
Less than 80%	Non-renewal

CONSENT AGENDA

The following includes a comparison of IPA scores from 2022 to 2024.

IPA	2022	2023	2024
Alpha Care Medical Group (ACMG)	69%	78%	77%
Optum Care Network Inland Faculty Medical Group (IFMG)	87%	82%	89%
La Salle Medical Associates (LSMA)	75%	77%	92%
Physicians Health Network (PHN)	88%	90%	87%

One (1) IPA fell below the 80% minimum threshold for 2024.

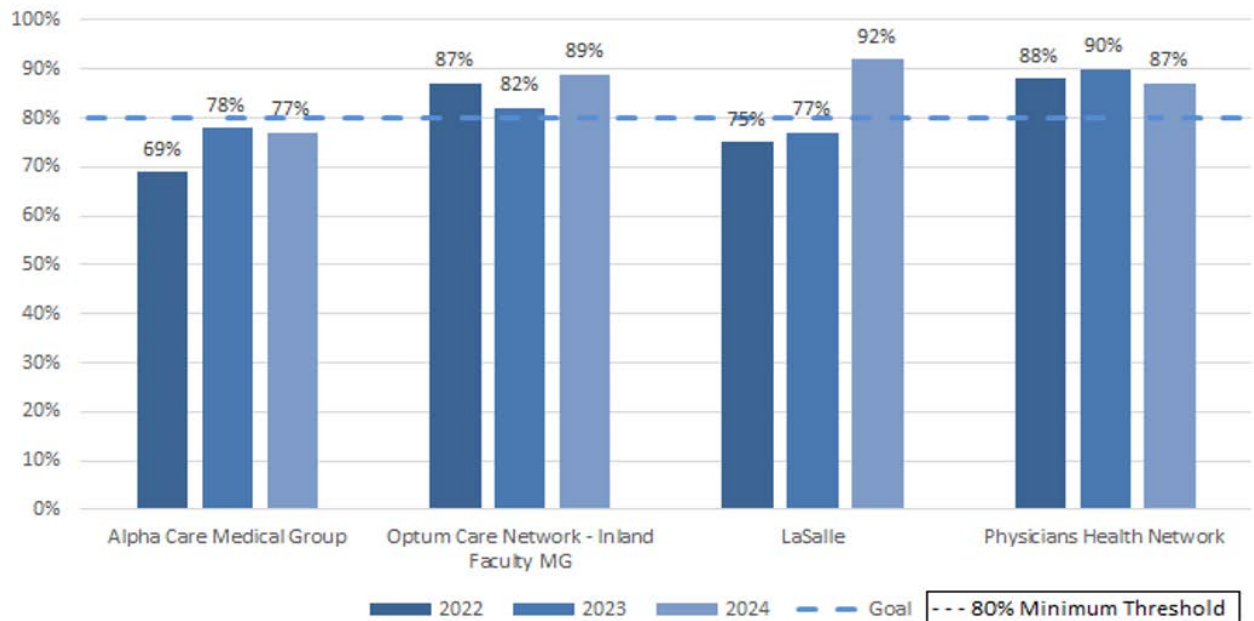
- Alpha Care Medical Group (ACMG) continues to struggle with Claims, scoring 3 out of 18 points, showing a decline in Grievance & Appeals, scoring 3 out of 6 points.

Two (2) IPAs IFMG and LSMA demonstrated significant improvement in the 2024 PET scores compared to the 2023 PET score.

IEHP is taking the following action to address the repeated deficiencies from Alpha Care Medical Group:

- Alpha Care Medical Group was issued a Corrective Action Plan for not meeting the 80% threshold.

The graph below represents the final scores from 2022 - 2024 PET



Procurement Solicitation Type: N/A

Recommendation(s):
That the Governing Board of the Inland Empire Health Plan (IEHP) review & file through October 31, 2026.

Financial Impact: N/A	Not to Exceed Amount: N/A	Term: N/A
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Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
None	N/A	N/A	Make Selection N/A	J. Ortega 9/10/25	S. White 9/12/2025

2024 Performance Evaluation Tool (PET)

October 14, 2025

Presented By: Juan Ortega, Director of Delegation Oversight

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Background

Performance Evaluation Tool (PET) determines the level of compliance by each Medi-Cal Independent Physician Association (IPA) in meeting:

1. Contractual Responsibilities,
2. IEHP Standards, including Regulatory Compliance, and
3. Administering Delegated Duties



Discussion



Medi-Cal IPAs performance is reviewed and scored in 7 functional areas:

1. Claims,
2. Communication,
3. Encounter Data,
4. Finance,
5. Grievance & Appeals,
6. Delegation Oversight Audit Results, and
7. Delegate Reporting and Member Access Audit Results



PET results are used to determine if IEHP should continue its contractual relationship with the IPA and the length of the contract



2024 RESULTS & FINDINGS

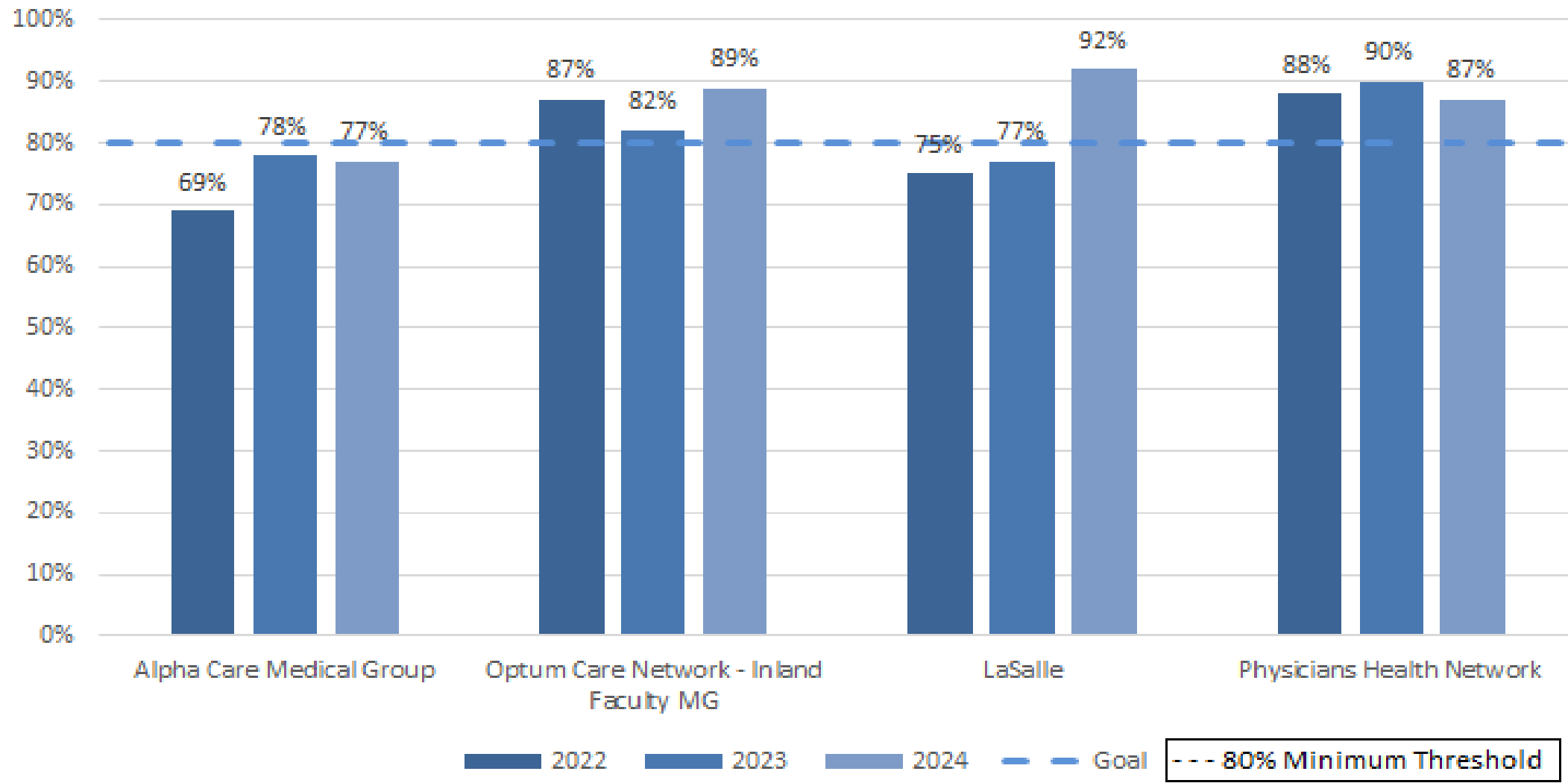


2022 - 2024 PET Overall Score by IPA

IPA	2022	2023	2024
Alpha Care Medical Group (ACMG)	69%	78%	77%
Optum Care Network Inland Faculty Medical Group (IFMG)	87%	82%	89%
La Salle Medical Associates (LSMA)	75%	77%	92%
Physicians Health Network (PHN)	88%	90%	87%



2022 - 2024 PET Overall Score by IPA



Results & Findings

- IFMG & LSMA demonstrated significant improvement in 2024 PET Scores.
- ACMG continues to struggle with Claims and showed a decline in Grievances & Appeals. This is the 3rd Year of not meeting minimal scoring requirement of 80%.

Action

- ACMG was issued a Corrective Action Plan (CAP) for not meeting the 80% threshold. IEHP is actively meeting with ACMG to address the performance issues.



QUESTIONS



Department: QUALITY**18. Title: OVERVIEW OF 2025 MEDI-CAL AND MEDICARE CONSUMER ASSESSMENT OF HEALTHCARE PROVIDERS & SYSTEMS MEMBER SATISFACTION SURVEY RESULTS****Chief:** Genia Fick, Chief Quality Officer**Background & Discussion:**

The Consumer Assessment of Healthcare Providers & Systems (CAHPS) adult Member surveys are standardized healthcare satisfaction assessments required by the National Committee for Quality Assurance (NCQA) and the Centers for Medicare & Medicaid Services (CMS). The surveys identify potential opportunities to improve Members' experiences.

The 2025 Medi-Cal and Medicare CAHPS surveys included a systematic random sample of IEHP Members, age 18 years or older as of December 31, 2024, who were continuously enrolled in IEHP for at least five of the last six months of 2024. The survey was collected using a mixed methodology approach of mailed survey with internet option and telephone. The telephone surveys were conducted with Members who did not respond to the mailed survey. The surveys were available in both English and Spanish versions. The surveys were fielded February 2025 through May 2025.

- For the **Medi-Cal** adult survey, a total of 198 completed surveys were received to yield a 10.9% response rate.
- For the **Medicare** adult survey, a total of 475 completed surveys were received to yield a 32.0% response rate.

NCQA Health Plan Ratings methodology is used to assess both health plan ratings and accreditation scores. The following CAHPS measures are used by NCQA in their Health Plan Ratings and Accreditation score for IEHP's Medi-Cal and Medicare lines of business. This methodology uses benchmark cut points and assigns health plan rating scores to each measure. The Plan rating scores range from a low of 1 to a high of 5. Below is a summary of the benchmark cut points and the associated plan rating levels used in the NCQA Health Plan Ratings Methodology for the CAHPS measures.

Plan Rating	National Percentile Range
1	≤10 th percentile
2	>10 th and ≤33 rd percentile
3	>33 rd and ≤66 th percentile
4	>66 th and ≤90 th percentile
5	>90 th percentile

Procurement Solicitation Type: N/A

Recommendation(s):

Review and File

The following discussion details the measure set results:

Medi-Cal 2024 CAHPS Results

1. Included in this report are the CAHPS measures used to determine IEHP's NCQA Health Plan Ratings (HPR) score:
 - a. CAHPS Single Question Ratings:
 - i. Health Plan
 - ii. All Health Care
 - iii. Personal Doctor
 - b. CAHPS Composite Question Ratings:
 - i. Getting Needed Care (2 questions)
 - ii. Getting Care Quickly (2 questions)

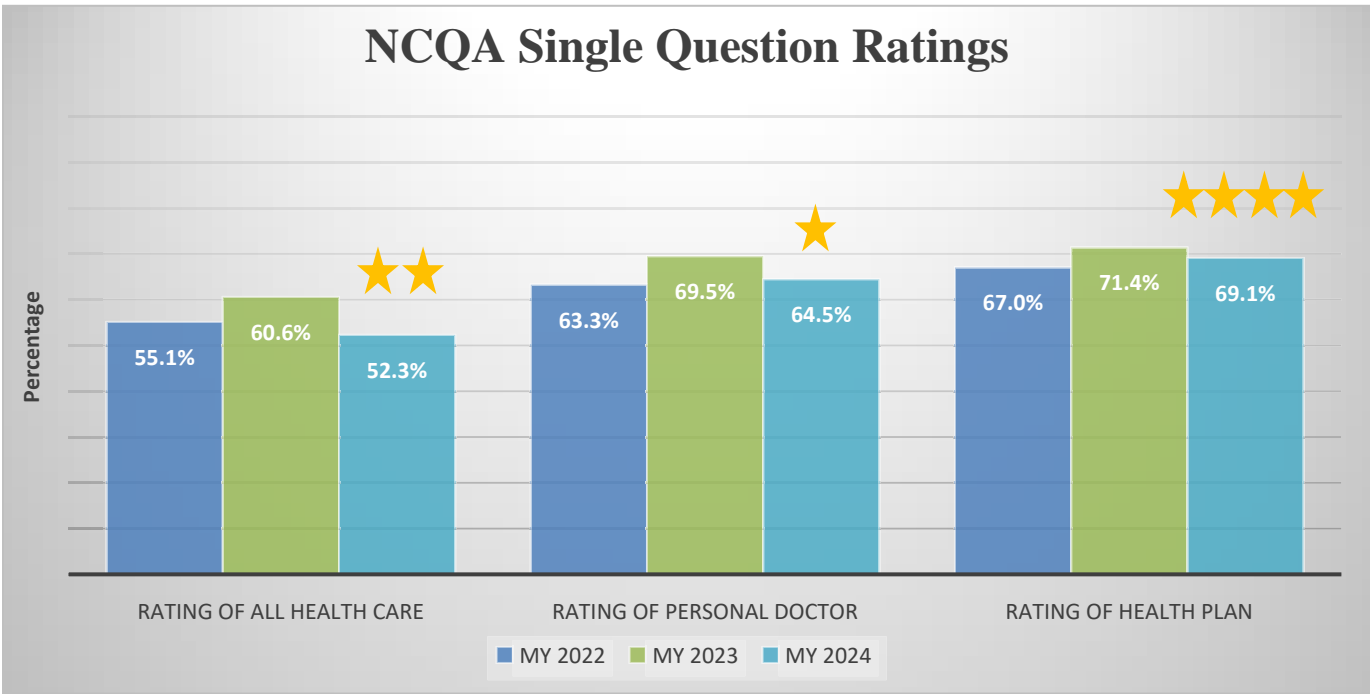
NCQA Health Plan Ratings CAHPS Results Overview

The following table summarizes the results of IEHP's Medi-Cal Adult CAHPS survey for measurement years (MY) 2021 through 2024. In MY 2024, one out of the five possible measures was not scorable (N/A) due to low survey response rates (defined as less than 100 responses).

CAHPS Question	MY 2021	MY 2022	MY 2023	MY 2024
Single Question Ratings				
Rating of Health Plan	66.67%	67.04%	71.4%	69.11%
Rating of Health Care	57.04%	55.14%	60.6%	52.31%
Rating of Personal Doctor	60.71%	63.28%	69.5%	64.47%
Composite Question Ratings				
Getting Needed Care	78.29%	N/A	81.7%	78.51%
Getting Care Quickly	N/A	N/A	75.2%	N/A

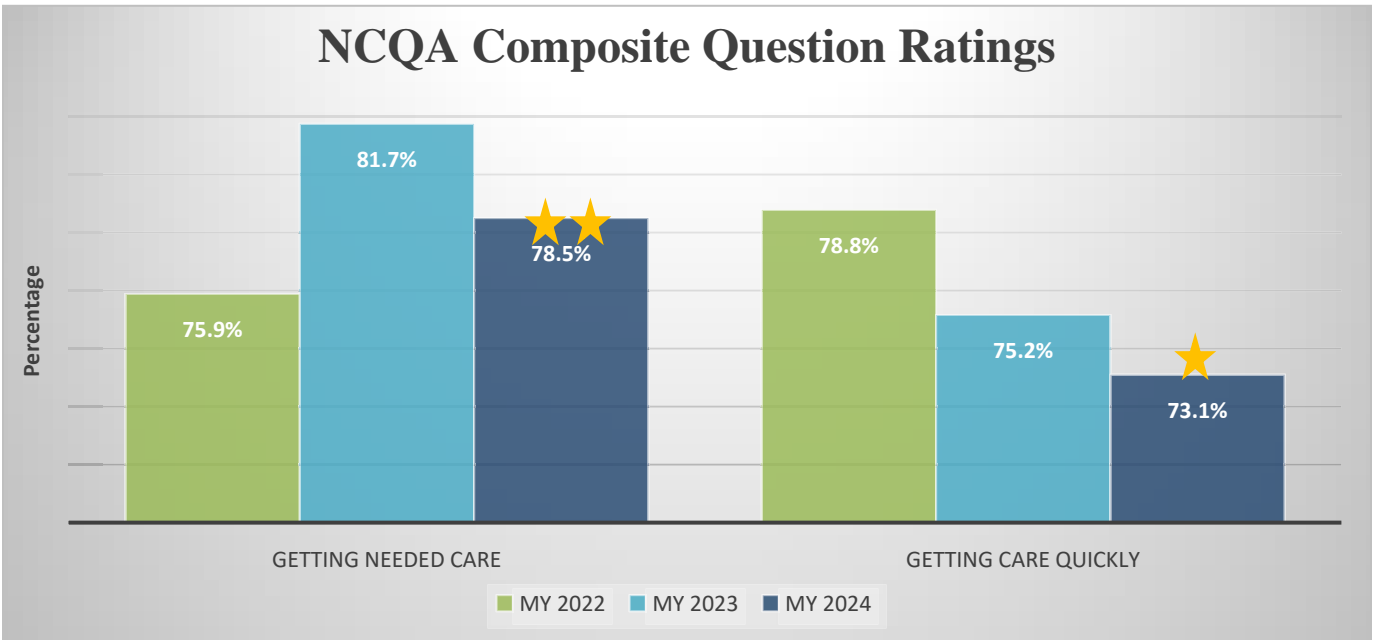
N/A: Question did not meet the minimum required response needed (n>100) to calculate a rate.

2. CAHPS Single Question Ratings: The CAHPS Survey uses a 0-10 rating (0 worst, 10 best) to assess Members' overall ratings in key areas. The proportion of Members who selected a 9 or 10 response is depicted in the chart below, including prior year performance comparisons.



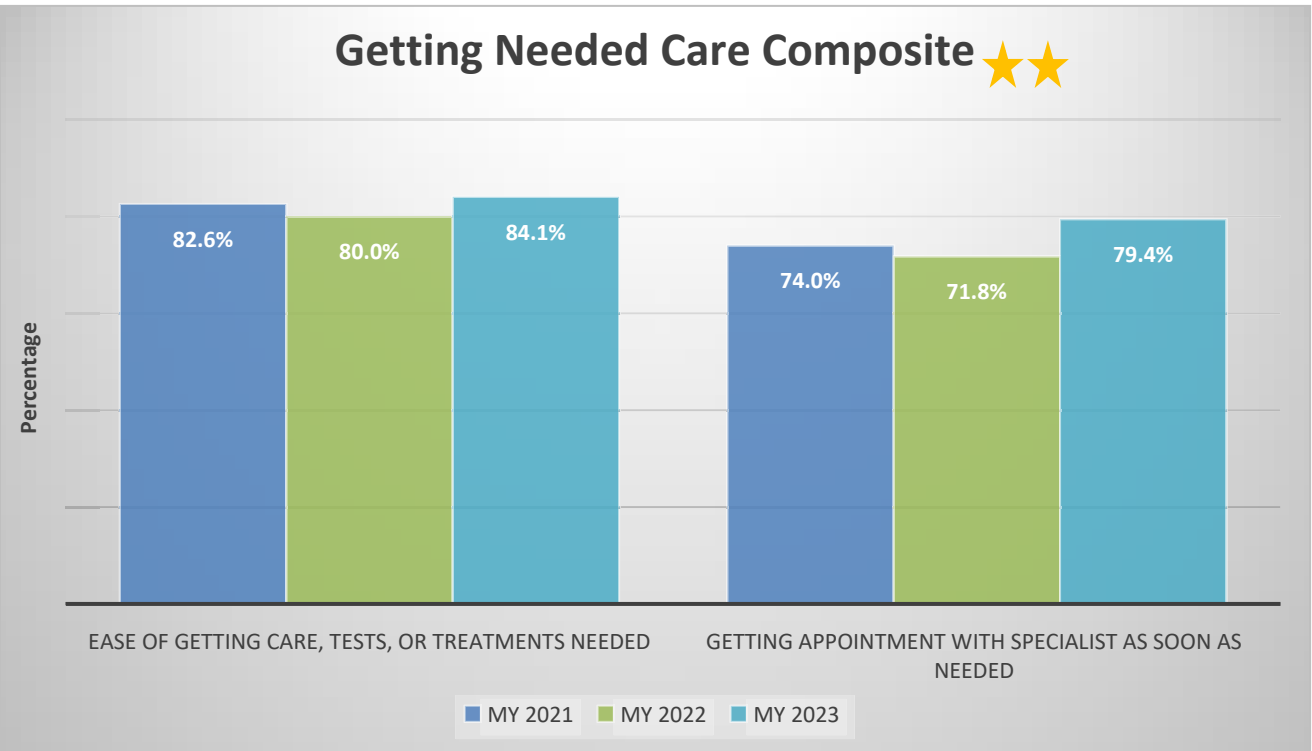
Note: Health Plan Rating (HPR) are based on 2024 Health Plan Ratings Benchmarks released in August 2025.

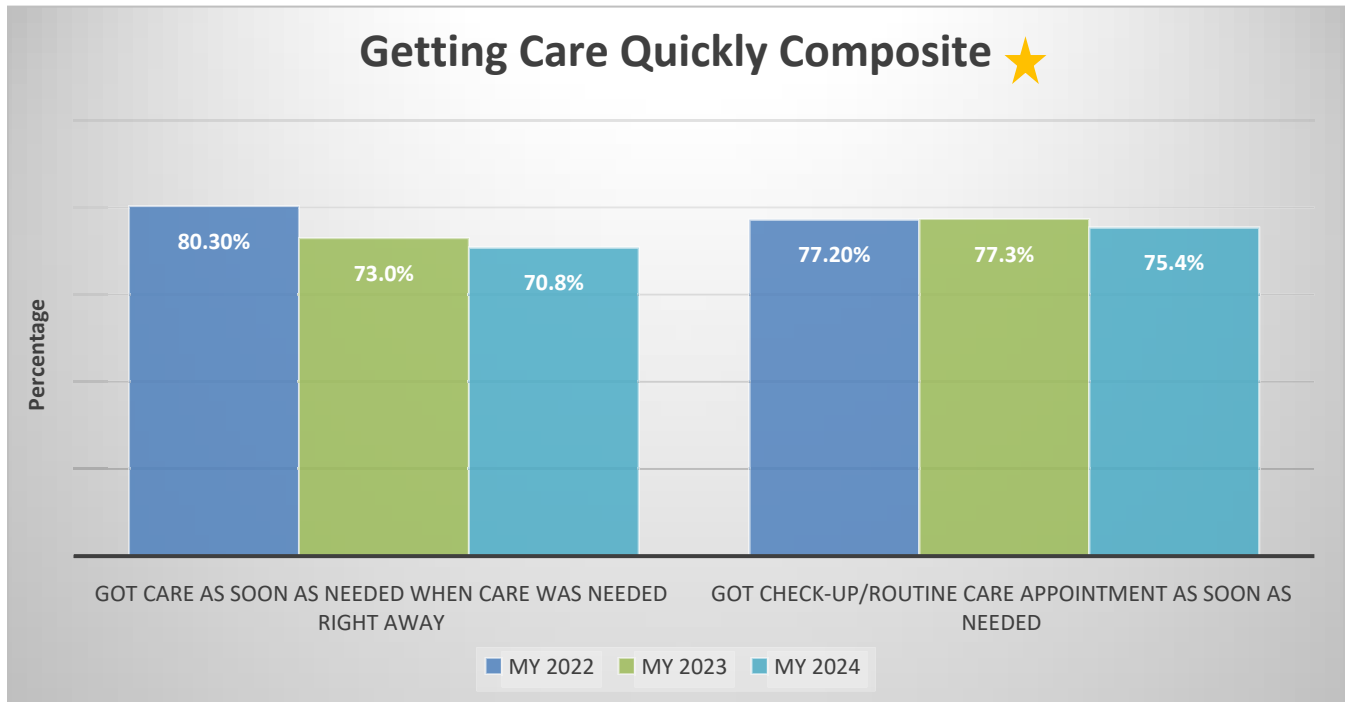
- Rating of Health Plan decreased from 90th percentile to the 66.67th percentile, moving IEHP from an HPR of 5 stars to a HPR of 4 stars.
 - Rating of All Health Care decreased from 66.67th percentile to the 10th percentile, moving IEHP from an HPR of 4 stars to a HPR of 2 stars.
 - Rating of Personal Doctor decreased from 33.33rd percentile to the <10th percentile, moving IEHP from a HPR of 3 stars to a HPR of 1 star.
3. CAHPS Composite Question Ratings: The CAHPS Survey uses an “Always”, “Usually”, “Sometimes” or “Never” scale for composite responses. The “Usually” or “Always” rate percentage is graphed below. The table provides a year-to-year comparison of ranking for three (3) composite measures.



Note: Health Plan Rating (HPR) are based on 2024 Health Plan Ratings Benchmarks released in August 2025.

- Getting Needed Care rated in the 10th percentile, placing I EHP at an HPR of 2 stars.
- Getting Care Quickly rated in the <10th percentile. This composite was not scorable in MY 2024 due to low response rates.





Medicare 2024 CAHPS Results

1. Included in this report are the results for the following measures:
 - a. CAHPS Single Question Ratings:
 - i. Rating of Health Plan
 - ii. Rating of Health Care Quality
 - iii. Rating of Drug Plan
 - b. CAHPS Composite Question Ratings:
 - i. Getting Needed Care (2 questions)
 - ii. Getting Appointments and Care Quickly (3 questions)
 - iii. Customer Service (3 questions)
 - iv. Getting Needed Prescription Drugs (2 questions)
 - v. Care Coordination (5 questions)

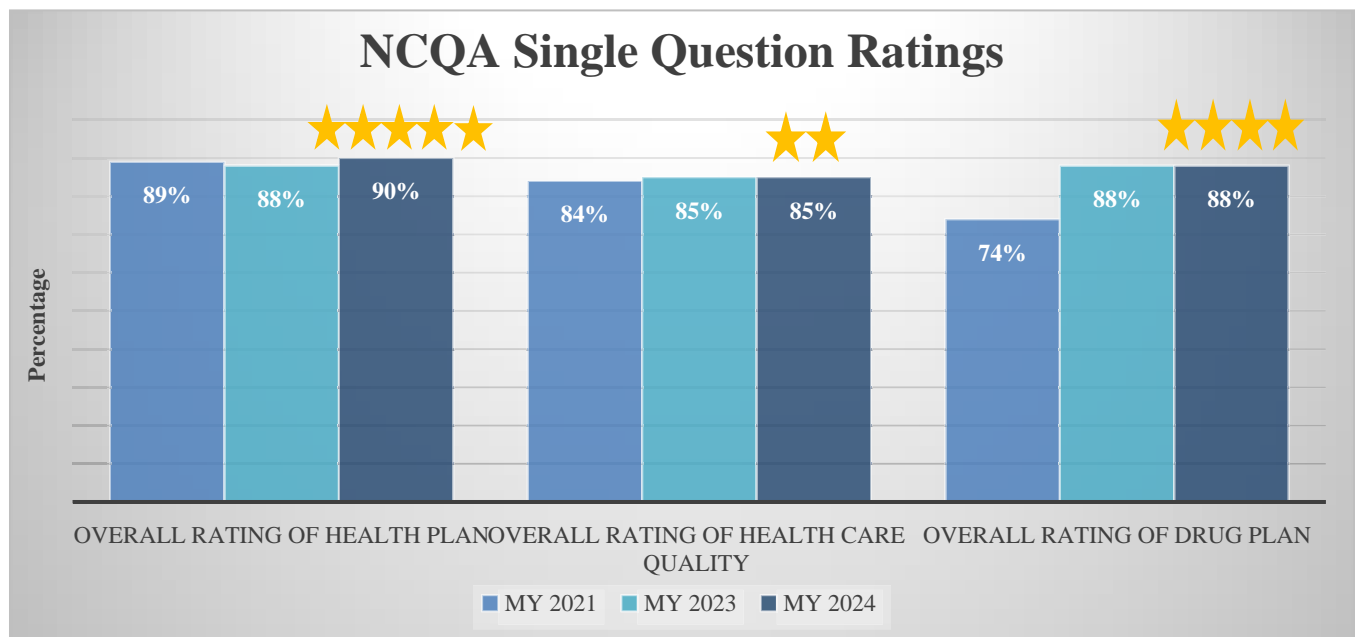
Medicare CAHPS Results Overview

The following table summarizes the results of IEHP's Medicare CAHPS survey for measurement years 2021, 2023 and 2024. The Medicare CAHPS Survey was not fielded in MY2022 due to IEHP's transition to D-SNP. Therefore, the following analysis does not contain performance comparisons for MY2022.

CAHPS Question	MY 2021	MY 2022	MY 2023	MY2024
Single Question Ratings				
Rating of Health Plan	89%	Not Fielded	88%	90%
Rating of Health Care Quality	84%		85%	85%
Rating of Drug Plan	74%		88%	88%

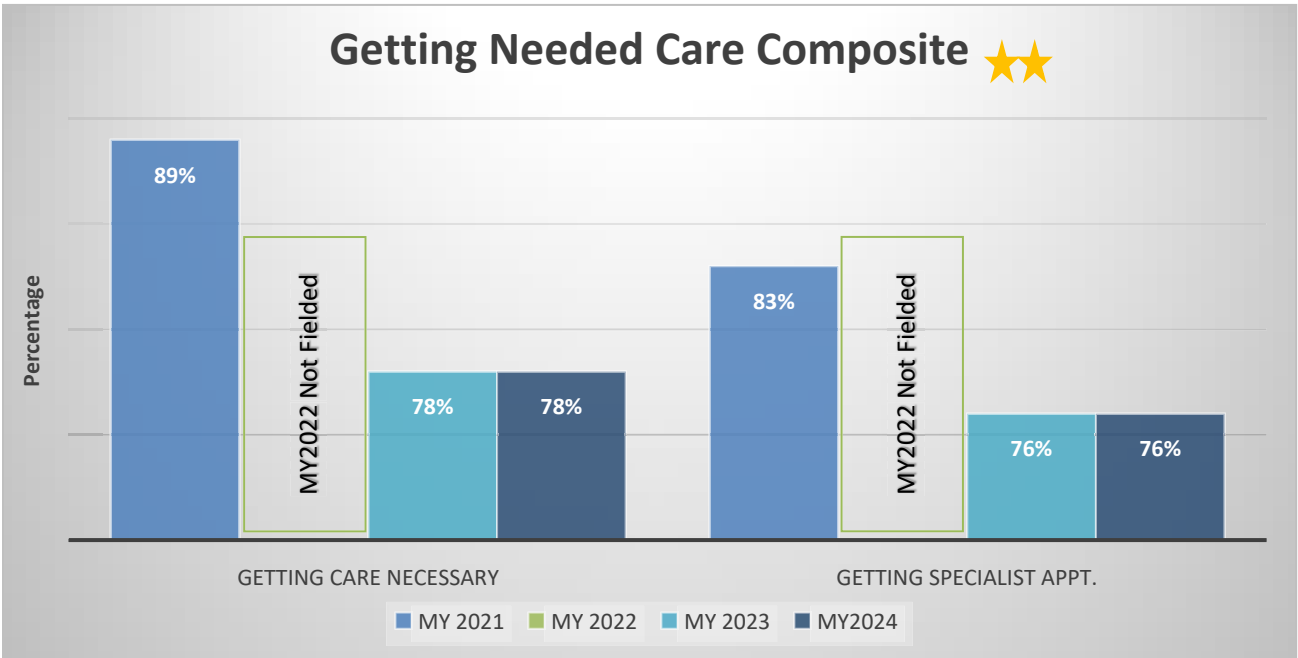
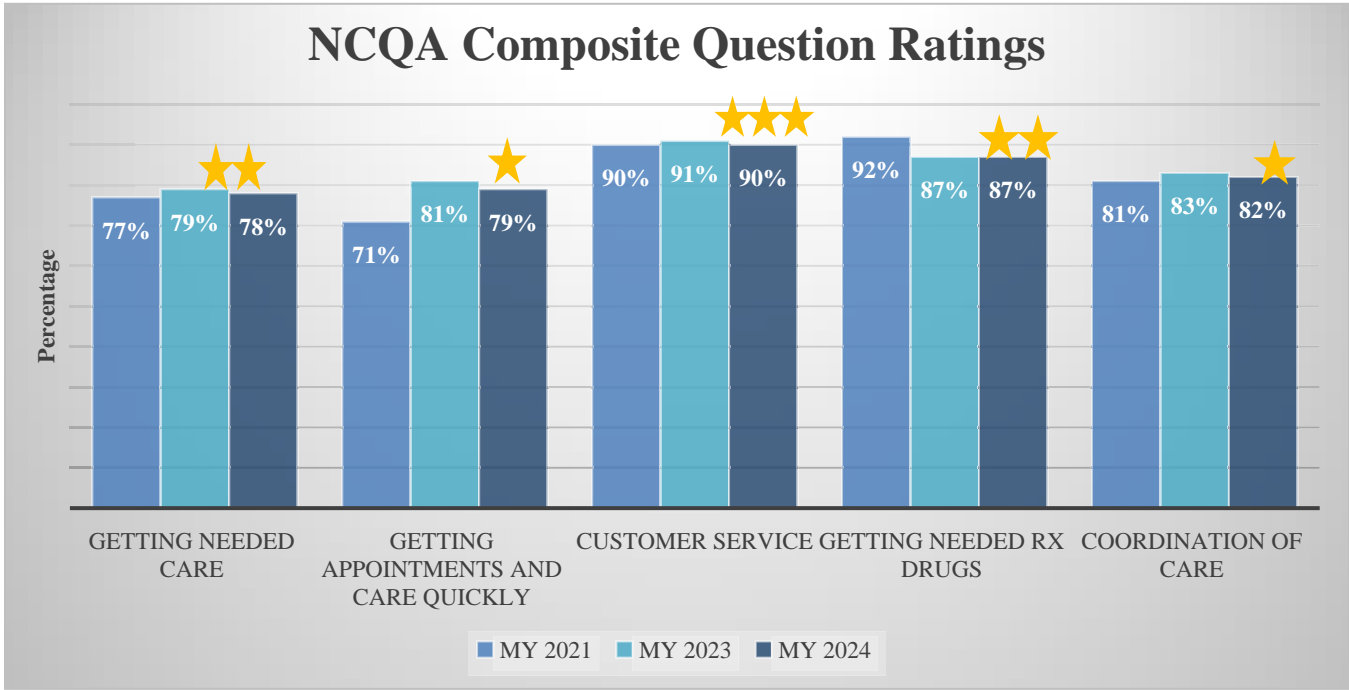
CAHPS Question	MY 2021	MY 2022	MY 2023	MY2024
Composite Question Ratings				
Getting Needed Care	77%	Not Fielded	79%	78%
Getting Appointments and Care Quickly	71%		81%	79%
Customer Service	90%		91%	90%
Getting Needed Prescription Drugs	92%		87%	87%
Coordination of Care	81%		83%	82%

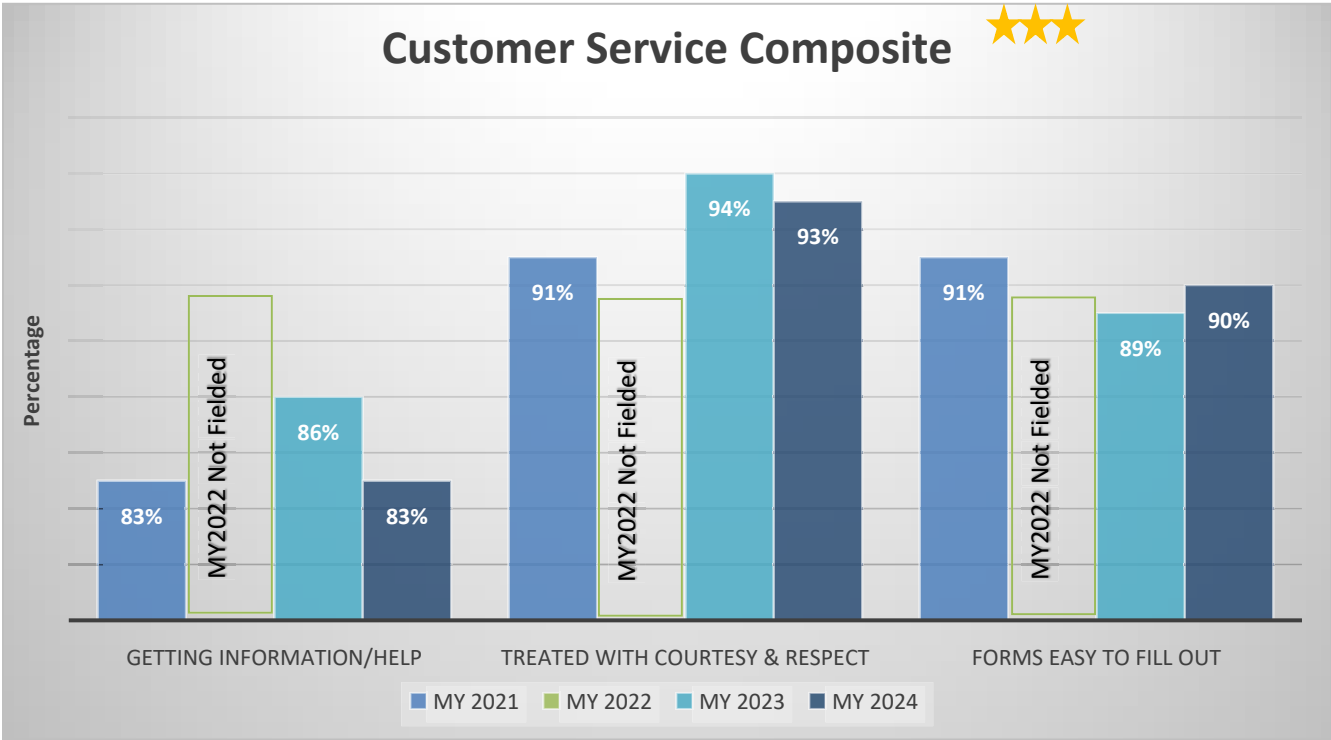
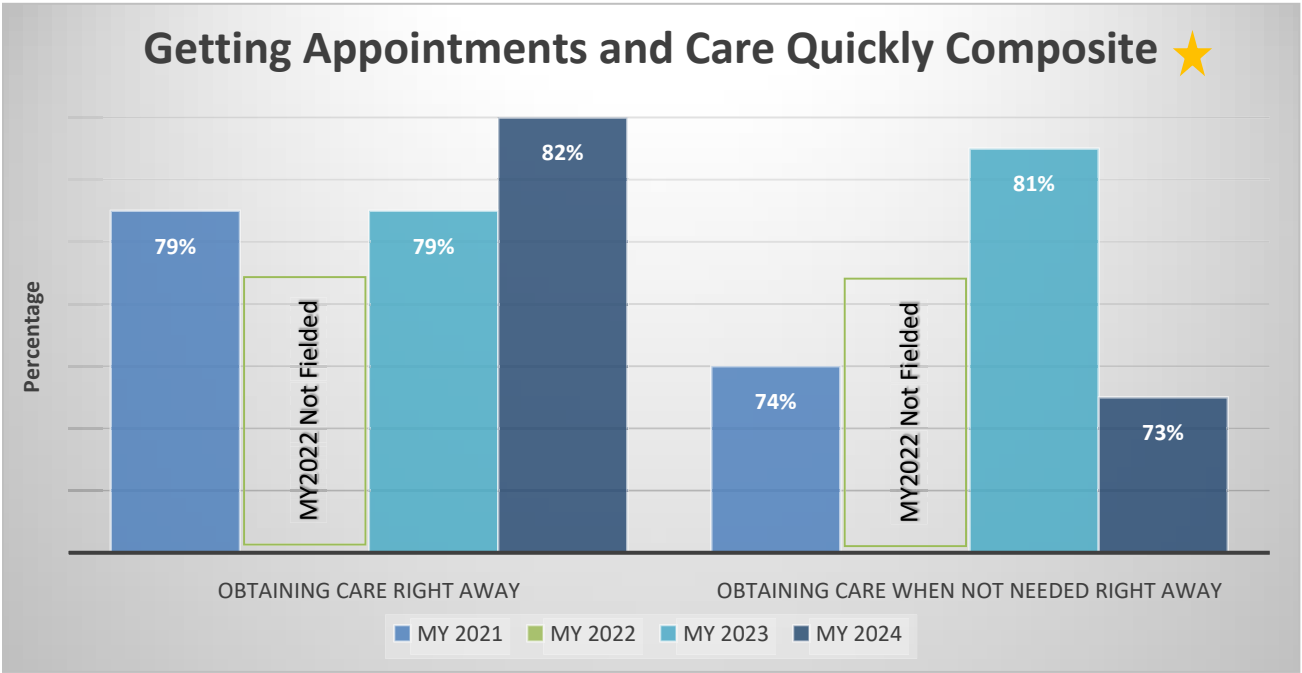
2. Medicare CAHPS Single Question Ratings: The Medicare CAHPS Survey uses a 0-10 rating (0 worst, 10 best) to assess Member's Overall Ratings in key areas. The proportion of Members who selected a 9 or 10 response is depicted in the chart below, including prior year performance comparisons.



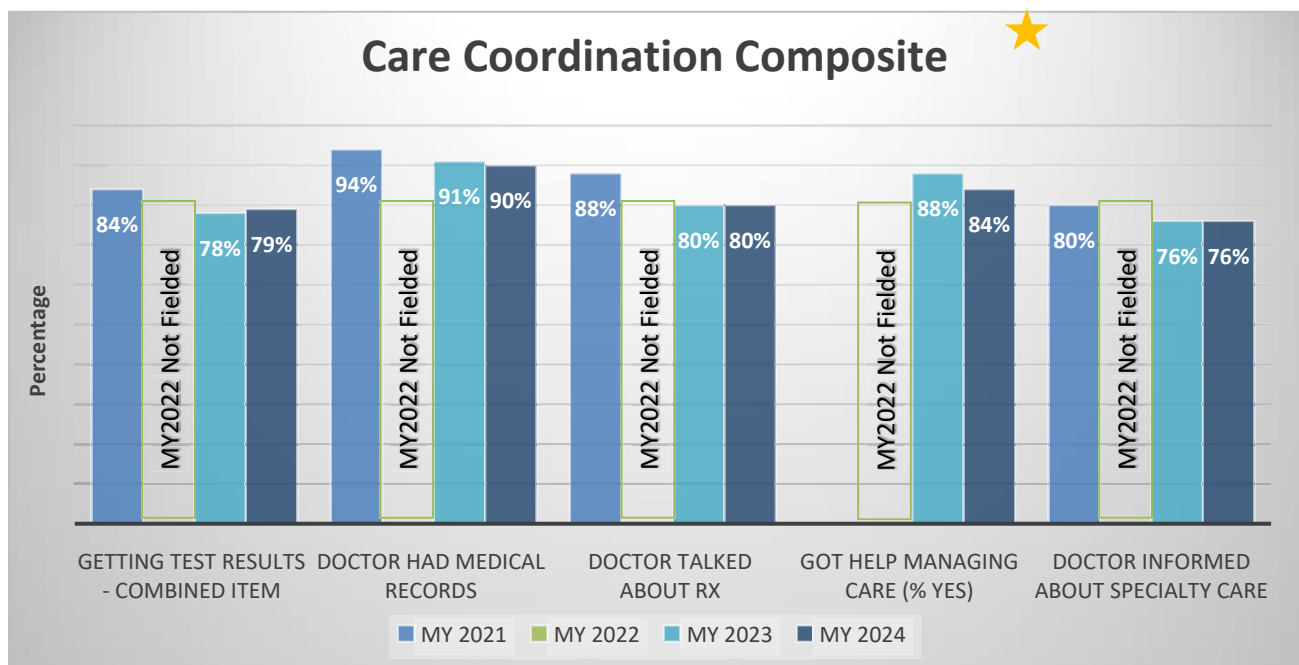
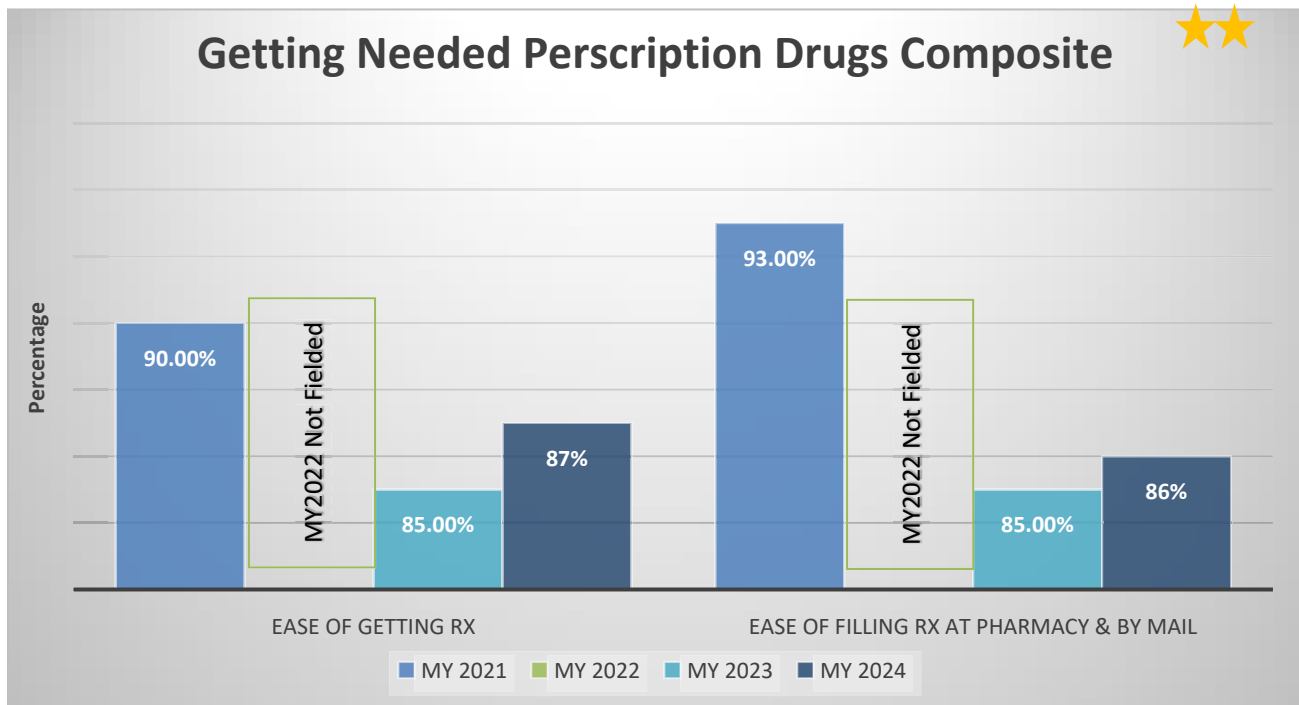
Note: Medicare CAHPS not fielded for MY2022 due to IEHP transition to D-SNP. Benchmarks based on MY 2024 CMS Star Rating cut points.

3. Medicare CAHPS Composite Question Ratings: The Medicare CAHPS Survey uses an “Always”, “Usually”, “Sometimes” or “Never” scale for Composite responses. The “Usually” or “Always” rate percentage is graphed below.



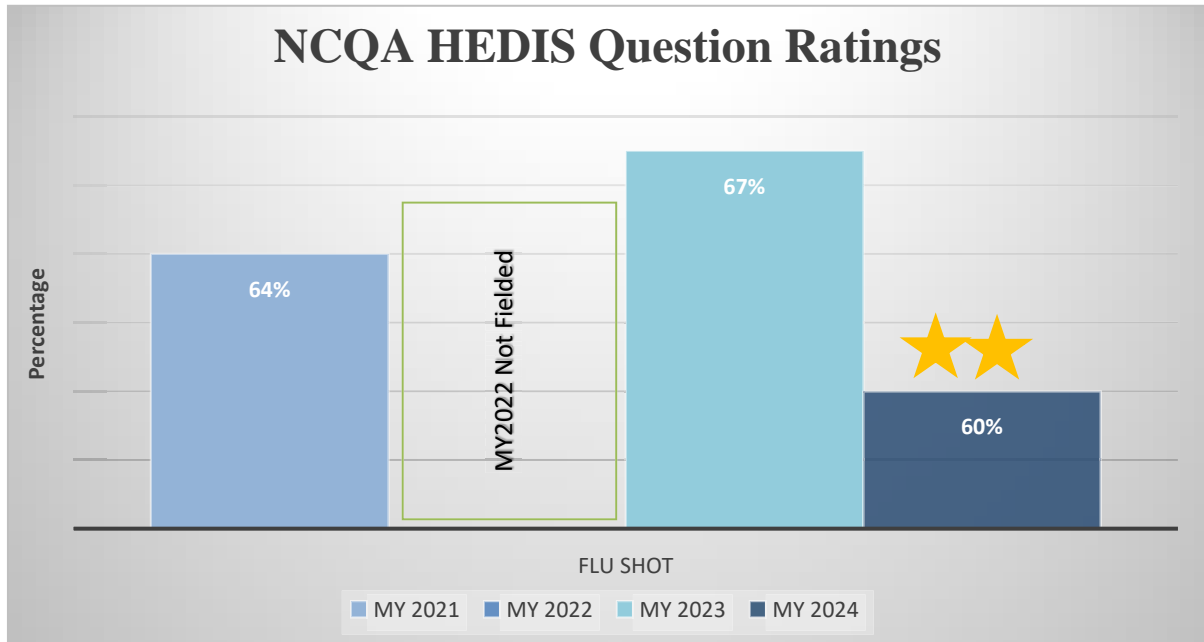


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Note: Note: Medicare CAHPS not fielded for MY2022 due to IEHP transition to D-SNP. Benchmarks based on MY 2023 CMS Star Rating cut points.

4. **HEDIS Medicare CAHPS Measure:** The Medicare CAHPS Survey uses a “Yes” or “No” scale for the ‘Flu Vaccinations for Adults’ responses. The results for the following Medicare CAHPS survey question are used in Health Plan Ratings scoring and are also considered HEDIS measures. Trend results for ‘Flu Vaccinations for Adults’ is depicted below.



Note: Note: Medicare CAHPS not fielded for MY2022 due to IEHP transition to D-SNP. Benchmarks based on MY 2023 CMS Star Rating cut points.

5. **Improvement Efforts:** Below is a list of activities in 2024 and 2025 that supported IEHP’s CAHPS performance:

Performance Transparency with Providers and Provider Incentives

- PCP and IPA incentive program to reward Providers who improve Member satisfaction scores (Global Quality P4P).
- PCP assignment quality attribute methodology-priority assignment of Members to providers with extended hours and/or urgent care affiliations.
- Increased primary care network health information exchange (HIE) connections.
- Share Member Satisfaction survey results at the IPA and PCP level.
- Conduct Provider trainings on IEHP Provider access standards.
- Provider Newsletters to keep Providers informed of programs, incentive opportunities, quality updates, and more.

Member Support Services

- Gathering voice of the Member inputs to help inform and shape IEHP’s Member Experience strategies.
- Video/Digital/Social Media Campaigns: Health topic education and call to action to obtain needed care.
- Enhanced Member outreach campaigns:
 - Help with appointment scheduling

- b. Coordination of transportation, as needed
 - c. Incorporate texting methodology to improve Member engagement and assistance in scheduling
- iv. Mail Order Pharmacy Services: Members can receive prescription medications by mail delivered directly to their home.
- v. Member Newsletters: Health tips such as adult/child preventive health, flu vaccine, immunizations, and management of chronic conditions, updates on programs, and important reminders for health.
- vi. IEHP.org communications: Provides information on Member benefits, access to care, managing chronic conditions, healthy living, senior health, pregnancy and postpartum, weight management, kids/teen health, mental health and wellness, and links to community resources.
- vii. Transportation and Interpreter Services: Improve scheduling process and transportation/interpreter access for Members to attend office visits.

Improving Access to Care

- i. Network Expansion Fund to continue to expand IEHP Network to enhance network adequacy.
- ii. Support eConsult solution to Providers to support specialty care services within primary care.
- iii. Enhance transparency of telehealth services offered by network Providers.

Improving Rating of Health Plan and All Health Care

- i. Leverage a predictive modeling system framework to identify focus populations for CAHPS-related improvement initiatives.
- ii. Promote adoption of Pharmacy prescription mail order program.
- iii. Provide Complex Clinical Care Support to high-risk Members: IEHP's Enhanced Care Management (ECM).

Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
None	N/A	N/A	N/A	J. Diekmann 9/12/2025	G. Fick 9/12/2025

Department: QUALITY

19. Title: FINAL RESULTS FOR MEDI-CAL, D-SNP, AND COVERED CALIFORNIA HEALTHCARE EFFECTIVENESS DATA AND INFORMATION SET FOR MEASUREMENT YEAR 2024

Chief: Genia Fick, Chief Quality Officer

Background & Discussion:

The Healthcare Effectiveness Data and Information Set (HEDIS) was developed and is maintained by the National Committee for Quality Assurance (NCQA). HEDIS is healthcare's most widely used health plan quality measurement systems. HEDIS includes measures that assess quality across six health plan domains:

- Effectiveness of Care
- Access and Availability of Care
- Experience of Care
- Utilization
- Descriptive Plan information
- Clinical Data Systems

HEDIS results are important because they are:

- Required for NCQA Health Plan Accreditation
- Used by the Department of Health Care Services (DHCS) for quality monitoring, enforcements and penalties
- Required by the Centers for Medicare and Medicaid Services (CMS) for quality monitoring
- Used by IEHP for quality oversight of the healthcare that IEHP Members receive
- Used by IEHP to compare quality performance against national benchmarks
- Used by the public to view quality performance of health plans

HEDIS results are used by IEHP's regulatory agencies in key programs, including:

- 11 measures used by DHCS for Medi-Cal Default Member Assignment.
- 9 measures used by DHCS for Medi-Cal Quality Withhold and Incentive Program.
- 14 measures used by CMS for overall Medicare Part C and D Star Ratings.
- 41 Medi-Cal measures used by NCQA for Health Plan Ratings (HPR).
- 33 out of 41 measures used by DHCS for Managed Care Accountability Set (MCAS) performance are HEDIS measures.
 - 18 MCAS measures have an established minimum performance level (MPL) with associated possible sanctions for failure to meet MPL.
- 5 measures used by Covered California in the Quality Transformation Initiative (QTI).

Procurement Solicitation Type: N/A

Recommendation(s):

Review and File

The following details the measure set results:

Health Plan Rating Results

IEHP reported 41 HEDIS measures that are a part of the NCQA Health Plan Ratings (HPR) for Medicaid measure set. All required measures were submitted timely, passing all independent audit validation requirements, to DHCS and NCQA for Medi-Cal performance in HEDIS Measurement Year (MY) 2024. All information shared in this report uses the current available national benchmarks (i.e., 2025 NCQA Health Plan Ratings Percentiles and the 2024 NCQA Quality Compass National Benchmarks for Medicaid released in September 2025). IEHP's NCQA Health Plan Rating for MY 2024 is 3.5 Stars.

Overall, IEHP's HPR performance is as follows:

- 5 Rating: 5 measures demonstrated a percentile ranking $\geq 90^{\text{th}}$ percentile
- 4 Rating: 11 measures demonstrated a percentile ranking of $\geq 66^{\text{th}}$ and $< 90^{\text{th}}$ percentile
- 3 Rating: 18 measures demonstrated a percentile ranking of $\geq 33^{\text{rd}}$ and $< 66^{\text{th}}$ percentile
- 2 Rating: 6 measures demonstrated a percentile ranking of $\geq 10^{\text{th}}$ and $< 33^{\text{rd}}$ percentile
- 1 Rating: 1 measure demonstrated a percentile ranking $< 10^{\text{th}}$

The following table displays IEHP's Medi-Cal performance for HEDIS Measurement Years 2022-2024 and percentile rankings for all HEDIS measures in the HPR measure set.

HEDIS Measures Medi-Cal	HEDIS MY 2022	HEDIS MY 2023	HEDIS MY 2024	HEDIS MY 2024 Percentile (Plan Rating)
Adherence to Antipsychotic Medications for Individuals with Schizophrenia (SAA)	72.61%	72.69%	51.71%	10th (2) ↓↓↓
Antidepressant Medication Management (AMM) <i>Effective Continuation Phase Treatment</i>	63.39%	56.74%	49.38%	33.33 rd (3) ↓
Appropriate Testing for Pharyngitis (CWP)	18.34%	23.50%	22.90%	< 10 th (1) ↔
Asthma Medication Ratio (AMR)	65.87%	64.98%	62.57%	33.33 rd (3) ↔
Avoidance of Antibiotic Treatment in Adults with Acute Bronchitis (AAB)*	42.26%	41.93%	60.80%	66.67 th (4) ↑↑
Blood Pressure Control (<140/90) for Patients With Diabetes (BPD)	66.42%	70.02%	71.05%	33.33 rd (3) ↓
Adult Immunization Status (AIS-E)				
<i>Adult Immunization Status—Influenza (Total)</i>	14.45%	19.13%	14.73%	33.33 rd (3) ↓
<i>Adult Immunization Status—Td/Tdap (Total)</i>	40.92%	46.26%	45.64%	33.33 rd (3) ↔
<i>Adult Immunization Status—Zoster (Total)</i>	12.12%	17.37%	22.16%	66.67 th (4) ↔
<i>Adult Immunization Status Pneumococcal (Age 66+)</i>	43.71%	60.54%	63.54%	66.67 th (4) ↔

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HEDIS Measures Medi-Cal	HEDIS MY 2022	HEDIS MY 2023	HEDIS MY 2024	HEDIS MY 2024 Percentile (Plan Rating)
Breast Cancer Screening (BCS-E)	58.48%	62.39%	63.83%	66.67 th (4) ↔
Cervical Cancer Screening (CCS)	56.97%	65.93%	57.45%	33.33 rd (3) ↓
Childhood Immunization Status (CIS) Combination 10	28.95%	22.99%	28.47%	33.33 rd (3) ↑
Chlamydia Screening in Women (CHL)	64.88%	67.93%	70.49%	66.67 th (4) ↔
Controlling High Blood Pressure (CBP)	65.32%	67.55%	71.86%	66.67 th (4) ↔
Diabetes Screening for People with Schizophrenia or Bipolar Disorder who are Using Antipsychotic Medication (SSD)	76.27%	78.21%	79.21%	10 th (2) ↔
Eye Exam for Patients With Diabetes (EED)	55.23%	61.92%	65.69%	66.67 th (4) ↔
Follow-Up Care for Children Prescribed ADHD Medication (ADD-E) <i>Continuation & Maintenance Phase</i>	55.20%	50.11%	75.38%	90 th (5) ↑↑
Follow-Up after Emergency Department Visit for Mental Illness (FUM) <i>Total - 7- Day Follow-Up</i>	41.72%	48.37%	42.94%	33.33 rd (3) ↓
Glycemic Status Assessment for Patients With Diabetes (GSD) <i>Glycemic Status (<8%)</i>	56.20%	57.25%	59.61%	33.33 rd (3) ↔
Immunizations for Adolescents (IMA) <i>Combination 2</i>	34.55%	37.96%	38.88%	33.33 rd (3) ↔
Kidney Health Evaluation for Patients with Diabetes (KED)	45.47%	48.27%	57.98%	90 th (5) ↑
Metabolic Monitoring for Children and Adolescents on Antipsychotics (APM-E) <i>Blood Glucose and Cholesterol Testing</i>	36.03%	37.12%	38.29%	33.33 rd (3) ↔
Pharmacotherapy for Opioid Use Disorder (POD)	17.44%	20.30%	15.85%	10 th (2) ↔
Pharmacotherapy Management of COPD Exacerbation (PCE)				
<i>Systemic Corticosteroid</i>	77.35%	79.58%	60.77%	10 th (2) ↓↓
<i>Bronchodilator</i>	89.43%	90.99%	82.80%	33.33 rd (3) ↓↓
Prenatal and Postpartum Care (PPC)				
<i>Timeliness of Prenatal Care</i>	88.15%	86.74%	88.85%	66.67 th (4) ↑
<i>Timely Postpartum Care</i>	79.63%	81.72%	81.92%	33.33 rd (3) ↔
Plan All-Cause Readmissions (PCR) <i>Observed-to-Expected Ratio^ - 18-64 Years</i>	0.8783	.8729	0.9844	90 th (5) ↔
Prenatal Immunization Status (PRS-E) <i>Combination</i>	14.48%	16.90%	14.45%	10 th (2) ↓
Statin Therapy for Patients with Cardiovascular Disease (SPC)				
<i>Received Statin Therapy</i>	80.74%	82.59%	82.84%	33.33 rd (3) ↔
<i>Adherence 80%</i>	80.70%	78.58%	72.50%	33.33 rd (3) ↓

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HEDIS Measures Medi-Cal	HEDIS MY 2022	HEDIS MY 2023	HEDIS MY 2024	HEDIS MY 2024 Percentile (Plan Rating)
Statin Therapy for Patients with Diabetes (SPD)				
<i>Received Statin Therapy</i>	70.11%	70.95%	72.65%	66.67 th (4) ↔
<i>Adherence 80%</i>	76.84%	75.92%	69.22%	33.33 rd (3) ↓
Use of First-Line Psychosocial Care for Children and Adolescents on Antipsychotics (APP)	47.96%	47.94%	64.22%	33.33 rd (3) ↑
Use of Imaging Studies for Low Back Pain* (LBP)	75.90%	73.12%	72.27%	33.33 rd (3) ↔
Weight Assessment, Counseling for Nutrition and Physical Activity for Children (WCC) – BMI	82.22%	89.61%	90.40%	66.67 th (4) ↔
Initiation and Engagement of Substance Use Disorder Treatment—Engagement of SUD Treatment (IET) – Total #	2.78%	6.46%	7.83%	10 th (2) ↑
Colorectal Cancer Screening (COL-E) <i>Total</i>			50.11%	66.67 th (4)
Race/Ethnicity Diversity of Membership (RDM)				
<i>Race Direct Total</i>	Met	Met	Met	90 th (5)
<i>Ethnicity Direct Total</i>				
Language Diversity of Membership (LDM)			Met	90 th (5)

^ Lower Rate is Better

*Reflects an inverted rate

Performance Key:

↓	Indicates a decrease in the percentile ranking as compared to the previous measurement year. Each arrow down reflects a level of change in the percentile ranking. (e.g. a measure that went from the 75th percentile to the 50th percentile will display one down arrow)
↑	Indicates an increase in the percentile ranking as compared to the previous measurement year. Each arrow up reflects a level of change in the percentile ranking. (e.g. a measure that went from the 25th percentile to the 75th percentile will display two up arrows)
↔	Indicates no change in the percentile ranking as compared to the previous measurement year.
n/a	No previous percentile

Plan Rating	National Percentile Range
1	<10 th percentile
2	>10 th and <33 rd percentile
3	>33 rd and <66 th percentile
4	>66 th and <90 th percentile
5	>90 th percentile

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Medicare Star Ratings Results

For the D-SNP product line, IEHP's measurement year 2024 performance was assessed against the CMS Star measure methodology and benchmarks. CMS Star measures include 14 HEDIS, non-CAHPS measures. Information shared in this report uses the final benchmarks released by CMS in September 2025. IEHP's final CMS Star Rating for MY 2024 is 3 Stars.

Overall, IEHP's projected CMS Health Plan Star Rating performance for the 14 HEDIS measures, using current benchmarks, fell in the following categories:

- 0 measures received a star rating of 5
- 3 measures received a star rating of 4
- 7 measures received a star rating of 3
- 4 measures received a star rating of 2
- 0 measures received a star rating of 1

It is important to note that IEHP's D-SNP population is a program for Members with both Medicaid and Medicare eligibility. The CMS Star ratings benchmarks are based on the Medicare Advantage population, that include Plans who do not have the same Medicaid population demographics.

The following table displays the IEHP CMS Star Rating HEDIS measures over the past 3 reporting periods.

CMS® Star Rating Measures	MY 2022	MY 2023	MY 20224	Final MY 2024 CMS Star Rating	5 Star Goal	Weighting Value
Breast Cancer Screening	67%	71%	75%	3	84%	1
Colorectal Cancer Screening	66%	70%	70%	4	78%	1
Care for Older Adults - Medication Review	89%	89%	90%	3	98%	1
Care for Older Adults - Pain Assessment	88%	90%	91%	3	99%	1
Osteoporosis Management in Women who had a Fracture	26%	29%	46%	3	68%	1
Diabetes Care - Eye Exam	73%	77%	78%	3	86%	1
Diabetes Care - Blood Sugar Controlled	79%	75%	80%	3	91%	3
Controlling Blood Pressure	73%	69%	70%	2	86%	3
Medication Reconciliation Post-Discharge	65%	72%	78%	4	87%	1
Plan All Cause Readmissions*		12%	11%	2	6%	3
Statin Therapy for Patients with Cardiovascular Disease	79%	83%	86%	3	91%	1
Transitions of Care		35%	46%	2	79%	1
Follow Up after ED Visit with Multiple Chronic Conditions		50%	52%	2	78%	1
Kidney Health Evaluation for Patients with Diabetes			69%	4	75%	1

*lower rate is better

Covered California Quality Transformation Initiative Projected Results

For the Covered California (Covered CA) product line, IEHP's measurement year 2024 performance was assessed against the CMS Quality Rating System (QRS) 66th percentile benchmark. QTI measures include 6 HEDIS measures. Measurement year 2024 is the first year IEHP has reported these measures for the Covered CA product line and serves as the baseline performance. The information shared in this report uses the most currently available QRS benchmarks (i.e., benchmarks released in 2024 for measurement year 2023).

Quality Transformation Initiative Measures	MY 2024	Measure Benchmark	Met
Controlling High Blood Pressure	69.83%	77.5%	No
Childhood Immunization Status - Combo 10	33.33%	60.9%	No
Colorectal Cancer Screening	0%	71.5%	No
Depression Screening and Follow-Up for Adolescents and Adults - Screening	19%	Benchmark Not Available	
Hemoglobin A1c (HbA1c) Control for Patient with Diabetes: HbA1c Control (<8.0%)	63.99%	19.4%	No
Pharmacotherapy for Opioid Use Disorder	73%	Benchmark Not Available	

Key Actions Planned to Improve Measure Performance

The following activities are planned and/or were in place for 2024-2025 to improve HEDIS® performance. Activities fall into one of five main categories: Incentives, Engagement, Member Supports, and Data Improvements.

Category	Description
Incentives	Programs that include incentives for Members, Providers and Hospitals
Engagement	Engagement & educational programs that are Member, Provider and Team Member focused
Member Supports	Member-facing programs aimed to support specific Member needs
Data Improvements	Programs designed to improve data completeness

1) Incentives

a) Provider Incentive Programs:

- i. **PCP and IPA Global Quality P4P Programs:** For the 2025 program year, the budget will be \$124 million total incentive dollars available to PCPs and \$37.5 million available to IPAs. The Global Quality P4P Programs focus on the Medi-Cal population. Quality Bonus Services were added to the program that are linked to key quality measures that are low performing and were previously covered under the DHCS Proposition 56 Value Based Payments Program.
- ii. **IEHP Direct Stars Medicare P4P Program:** This program aims to improve the quality of care for IEHP Direct Dual Choice DSNP Members. Measures included in

this program are comprised of the following: Blood Pressure Control, Breast Cancer Screening, Colorectal Cancer Screening, Flu Vaccine, Diabetes Hemoglobin A1c Control, Diabetes Eye Exam, and Care for Older Adults. Enhancements were made to this program in mid-2025 including the addition of pay-per-event incentives and new pharmacy-based process measures with the goal of impacting Stars' performance.

- iii. **Hospital P4P Program:** This program is for IEHP Medi-Cal contracted hospitals servicing Riverside and San Bernardino counties. The 2025 Hospital P4P Program is structured as an incentive program with quarterly performance measurement and payment. The goal of the program is to provide financial rewards to hospitals that meet quality performance targets and demonstrate high-quality care to IEHP Members. Key HEDIS measures are included in this program where hospitals are uniquely positioned to help improve performance.
- i. **OB/GYN P4P Program:** The OB/GYN Quality P4P Program includes performance-based incentives for the provision of specific prenatal and postpartum services. This program provides an opportunity for Medi-Cal OB/GYN Providers to earn financial rewards for improving the quality of maternity care for IEHP's pregnant and postpartum Members.

b) **Member Incentive Programs**

- i. Medi-Cal Members are incentivized to complete specific healthcare screenings or immunizations. Members who complete the needed preventive care service by the indicated timeframe will receive a gift card. Gift card values are dependent on the number of Provider visits needed to complete the indicated care need. Once Member completes the needed preventative care service by the end of the year, they can choose a gift card from several different options (retail, on-line shopping, gas, grocery, eatery, or pharmacy). The 2025 incentive measures for Medi-Cal include child and adolescent immunizations. The 2025 Medicare incentive measures include annual wellness visits and medication therapy management comprehensive medication review.

2) **Engagement**

a) **Provider Engagement & Support Programs**

- i. **Standing Orders Program:** Standing orders facilitate PCP orders and follow-up of routine labs and screenings for breast cancer screening (mammograms), diabetic lab tests, and colorectal cancer screening (home test kits).
- ii. **Pharmacy Academic Detailing:** The IEHP Pharmacy Academic Detailing team is an educational and evidence-based outreach program for our Providers and pharmacies. The team forms phone and one-on-one outreaches with physicians, nurse practitioners, physician assistants, and pharmacy staff. The goal is to transform the prescriber and pharmacy practice and enhance the Provider, pharmacist, and Member experience.
- iii. **Vision Provider Member Outreach Program:** IEHP matches Diabetic Members needing an eye exam with Vision Providers in their neighborhoods. The office staff at the Vision Provider offices outreach to Members schedule timely eye exam appointments.

- iv. **Radiology Center Member Outreach Program:** IEHP matches women needing a mammogram with a contracted radiology center that is geographically close to the Member's home. The Radiology Center staff conducts outreach calls to schedule timely mammograms by the end of the year. Results are sent to Member's assigned PCP.
 - v. **IEHP's Secure Provider Portal** tools include PCP Roster Lists with the PCP's assigned Members and indicates who needs key preventive services. Member Gap in Care Alerts are seen on Member Health History Page include key preventive care services that are past due. Providers can view all Member care gaps in one view.
 - vi. **Quality-Focused Trainings** for PCPs and IPAs. Topics include measure education, review of best practices, and coding/medical record documentation standards to help improve quality measure performance.
 - vii. **ECM program** coordinates Member care from a whole person care perspective, including physical, behavioral, and social determinants of health for the highest-need members and provides intensive coordination of health and health-related services. The ECM program also aims to meet key quality goals aligning to select HEDIS measures including controlling high blood pressure, HbA1c control, depression screening and follow up.
- b) **Member Support Programs**
- i. **Outbound call campaigns** to Members with gaps in care to educate Members on preventive care services that are due and facilitate setting up PCP appointments.
 - ii. **Member texting campaigns** for reminders to complete preventive care services.
 - iii. **The IEHP Community Wellness Centers (CWC)** host various education classes and onsite care delivery events which are available to Members free of cost. Care delivery services include vaccines, well child visits and mammography services.
 - iv. Member-specific **Gap in Care Alerts** available in IEHP's call center systems indicating what preventive care services are due at the member level. IEHP's call center staff are trained in how to educate members who are 'due' for key preventive care services, as noted in the gap in care alerts system.
- 3) **Data Improvement Programs**
- a) Strengthening root cause analytics methodologies for lower performing high priority measures. Root cause analytics findings to drive quality improvement strategies and help prioritize quality improvement resources.
 - b) Improve data sharing between IEHP and Primary Care Provider locations through new Manifest MedEx connections.
 - c) Improve data sharing by enhancing Provider Rosters and direct integration feeds that focus on 'call to action' activities that drive quality measure results.
 - d) Improve lab results data quality and completeness processes. Many HEDIS measures rely on complete lab results data. Establishing sound quality assurance processes to monitor data quality and completeness of laboratory results can improve HEDIS results.
 - e) Collect supplemental data feeds with IPAs and medical groups where gaps in data are

identified and are available in alternative data formats.

- f) Improve data collection from state of California immunization registry (CAIR2) to support child and adolescent immunization measures by improving IEHP’s Member inquiry/request algorithm.

Financial Impact: \$0	Not to Exceed Amount: NA	Term: NA
------------------------------	---------------------------------	-----------------

Fiscal Impact	Financial Review	Procurement Review	Reviewed by Counsel	Director Approval	Chief Approval
None	NA	NA	Make Selection [enter date]	J. Diekmann 9/12/2025	G. Fick 9/12/25



Measurement Year 2024 Quality Updates

Genia Fick, Chief Quality Officer
Sharon Jhawar, VP Pharmacy & Medicare Stars



Updates

Medi-Cal

- DHCS MCAS Sanctions
- NCQA Health Plan Ratings

Medicare

- CMS Part C & D Star Ratings



Medi-Cal Program Updates



**Managed Care Accountability
Set Sanctions**



Health Plan Ratings



Managed Care Accountability Set Sanctions



MY 2024 Performance Requirements

18 measures had Minimum Performance Level (MPL) requirements from the California Department of Health Care Services (DHCS) as part of the Managed Care Accountability Set (MCAS).



MY 2024 IEHP Performance

IEHP's overall Plan performance improved. 16 of 18 measures met the MPL, avoiding potential sanctions when assessed at the plan level.



Update

MY 2024 DHCS Sanction Methodology Update

DHCS shared its final methodology update to assess MCAS sanctions for MY 2024. DHCS will assess MCAS performance at the county level for the first time starting with MY 2024.



DHCS revised its MCAS measure sanction methodology from plan to county level for the first time effective in Measurement Year (MY) 2024. This final methodology was released September 2025.

Takeaway:

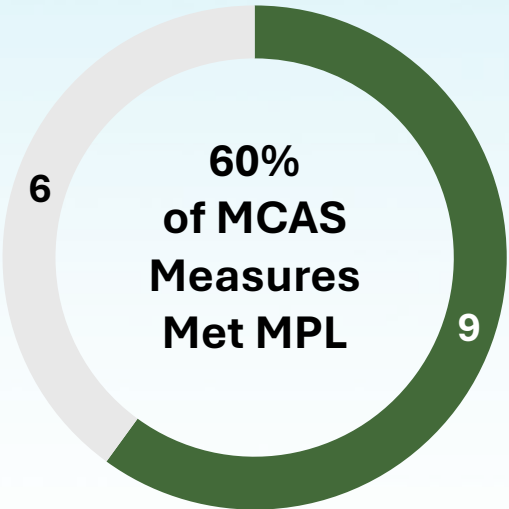
IEHP is well positioned to navigate this shift as it has developed targeted strategies that drive measurable improvement within its communities.

DHCS MCAS MPL Measures – Plan Performance

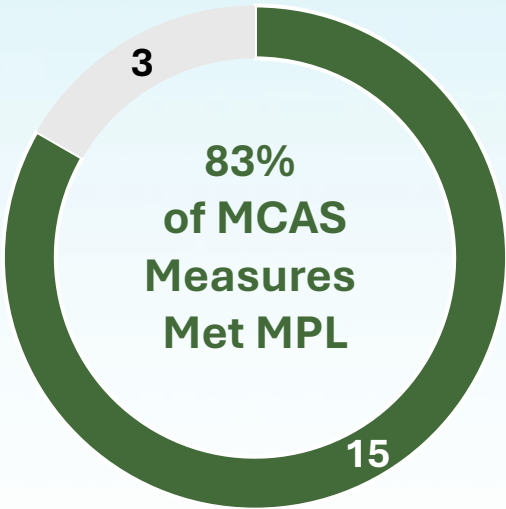
IEHP MCAS Performance Comparing MY 2022 through MY 2024

 MPL Not Met  MPL Met

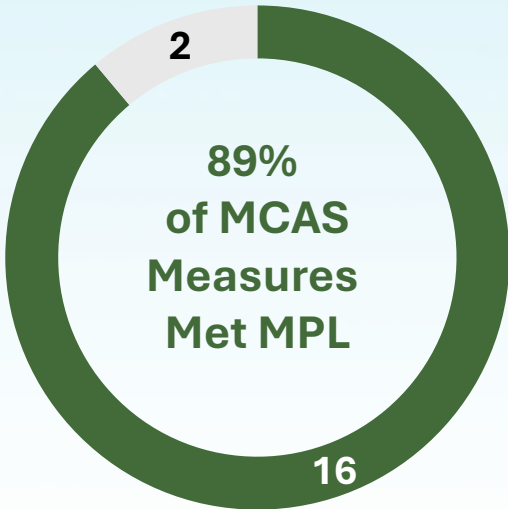
MY 2022



MY 2023





MY 2024



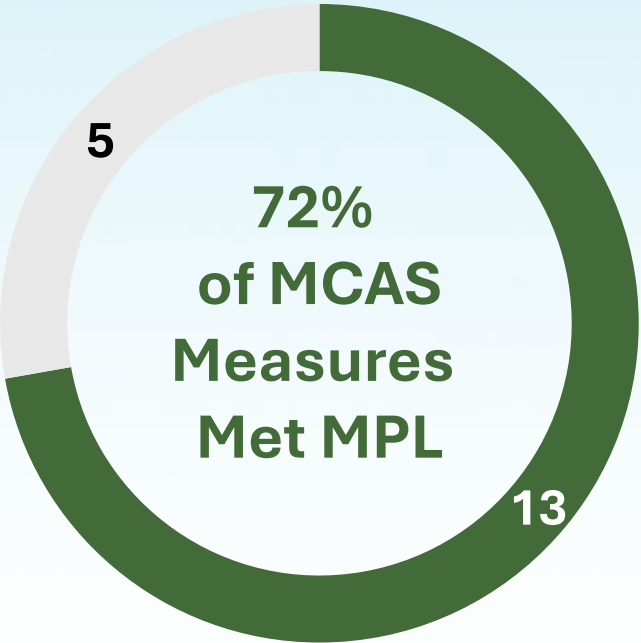
IEHP Achieved Sustained Year-Over-Year gains in DHCS MCAS Measure Performance, Reflecting its Ongoing Commitment to Quality and Outcomes

DHCS MCAS MPL Measures – County Performance

IEHP MCAS Performance by County – MY 2024 Overview

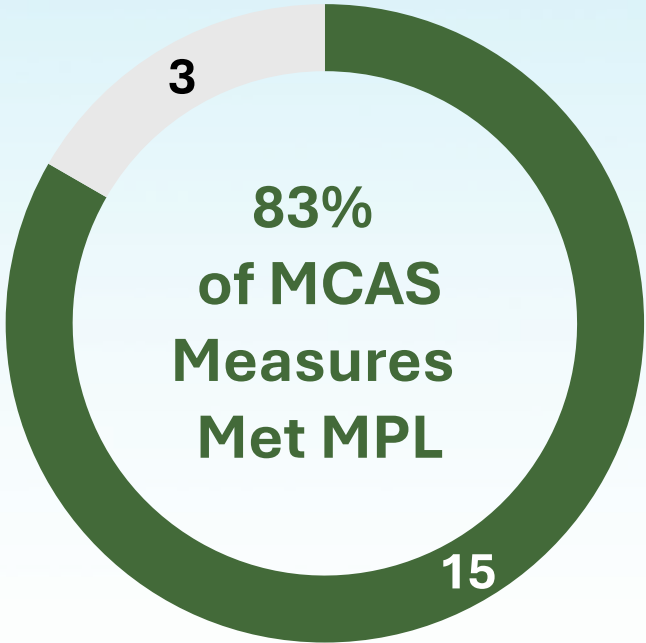
 MPL Not Met  MPL Met

Riverside County



Anticipated Sanction Amount:
\$115,000

San Bernardino County



Anticipated Sanction Amount:
\$0

DHCS MCAS MPL Measure Comparison

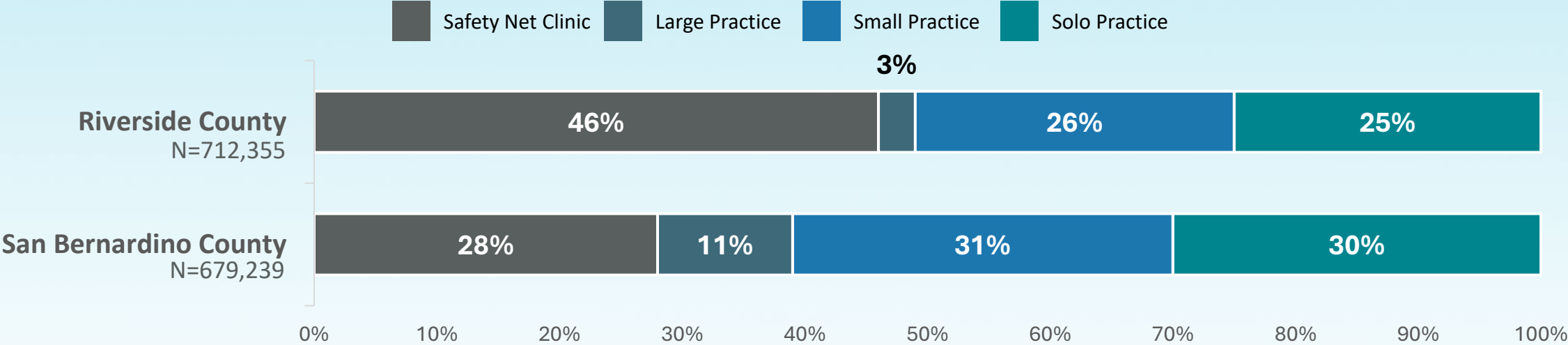
IEHP and County Level MCAS Performance on Measures Below MPL – MY 2024

Domain	Measure	MPL	IEHP Rate	Riv County Rate	SB County Rate
Chronic Disease	Asthma Medication Ratio	66.2%	62.6% (-3.6%)	65.3% (-0.9%)	60.0% (-6.2%)
Chronic Disease	HbA1c Poor Control*	33.3%	32.7% (+0.6%)	35.1% (-1.8%)	29.7% (+3.6%)
Cancer Prevention	Cervical Cancer Screening	57.2%	57.4% (+0.2%)	54.9% (-2.3%)	60.5% (+3.3%)
Reproductive Health	Postpartum Care	80.2%	81.5% (+1.3%)	83.9% (+3.7%)	78.0% (-2.2%)
Children's Health	Lead Screening in Children	63.8%	58.1% (-5.7%)	61.4% (-2.4%)	54.4% (-9.4%)
Children's Health	Well-Child Visits in the First 30 Months of Life: 0-15 Months	60.4%	60.8% (+0.4%)	59.0% (-1.4%)	61.9% (+1.5%)

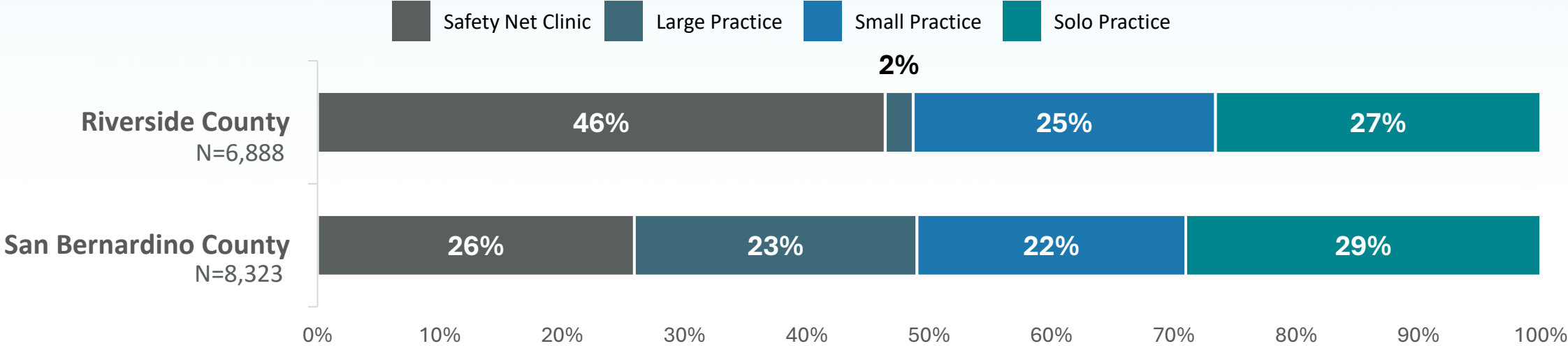
*Lower rate indicates better performance

County Insights

Member Distribution by Practice Setting

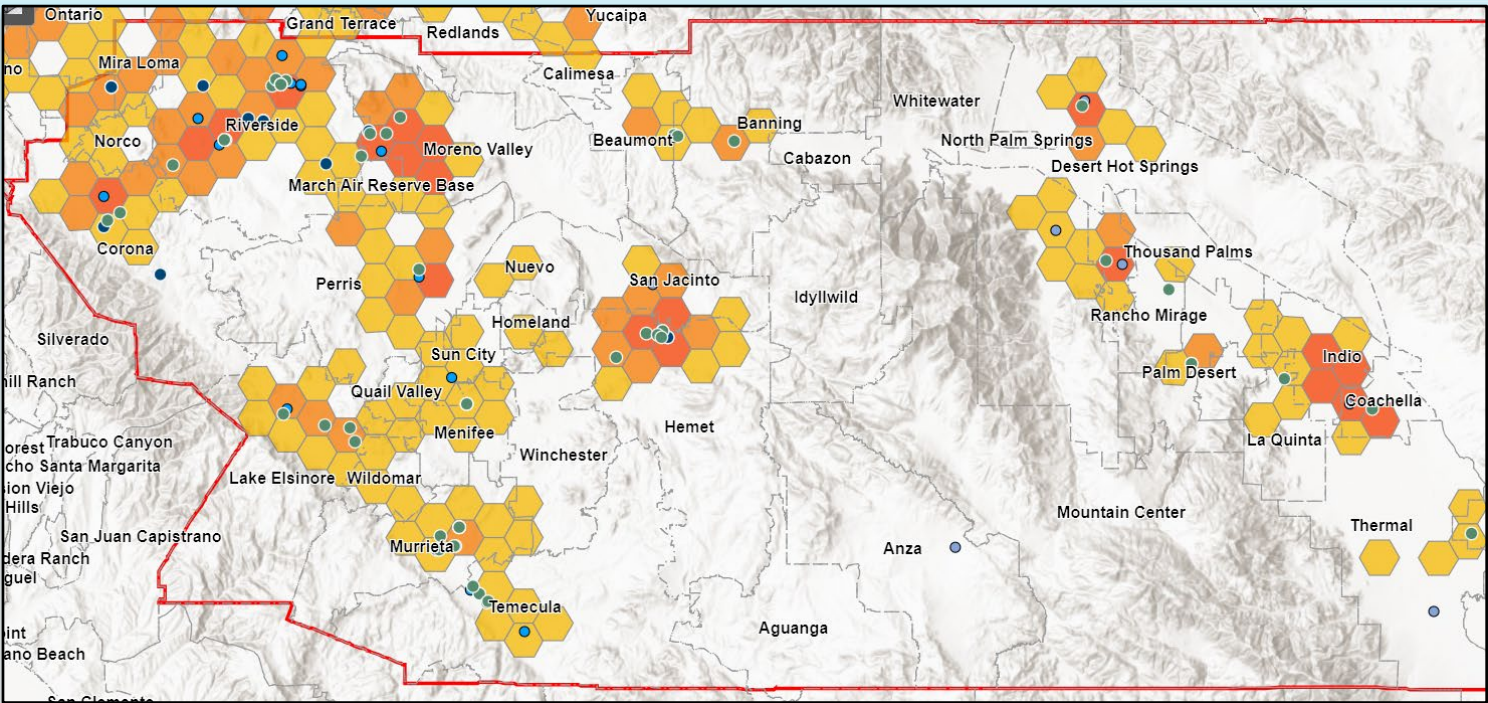


Total Care Gaps to MPL by Practice Setting



Low Performance Hotspots: Riverside County

MY2024 - Riverside Co. Care Gaps and IEHP Interventions via QOM + RQM



Measures of Focus

MPL Met?

Asthma Medication Ratio

No

Cervical Cancer Screening

No

Lead Screening in Children

No

Well-Child Visits in the First 30 Months of Life: 0-15 Months

No

HbA1c Poor Control

No

IEHP Regional Quality Model

IEHP's Regional Quality Model (RQM) deploys Team Members to primary care practices helping Providers co-create tailored solutions that drive measurable quality improvements.

IEFMC Quality Improvement Program

IEHP and the Inland Empire Foundation for Medical Care (IEFMC) have partnered to support additional primary care practices in improving their workflows to enhance quality performance.

Quality Improvement FQHC Engagements

IEHP is driving quality improvement across its safety net clinics by enabling high-impact improvements linked to quality performance requirements.



NCQA Health Plan Ratings

Medi-Cal



NCQA Health Plan Ratings – Aggregate Medi-Cal Score



Update

MY 2022 Final Results	MY 2023 Final Results	MY 2024 Final Results
3.65 (3.5 Stars)	3.806 (4.0 Stars)	3.635 (3.5 Stars)

NCQA Health Plan Ratings – MY2024

Inland Empire Health Plan

California



Accredited

Health Plan Ratingⁱ

★★★★★ 3.5 of 5

INSURANCE TYPE ⁱ

Medicaid

PRODUCT TYPE

HMO

NEXT REVIEW DATE

10/07/2025

MEMBERS ENROLLED

1,310,077

EVALUATION PRODUCT

Renewal Survey

WEBSITE

<http://www.iehnp.org>



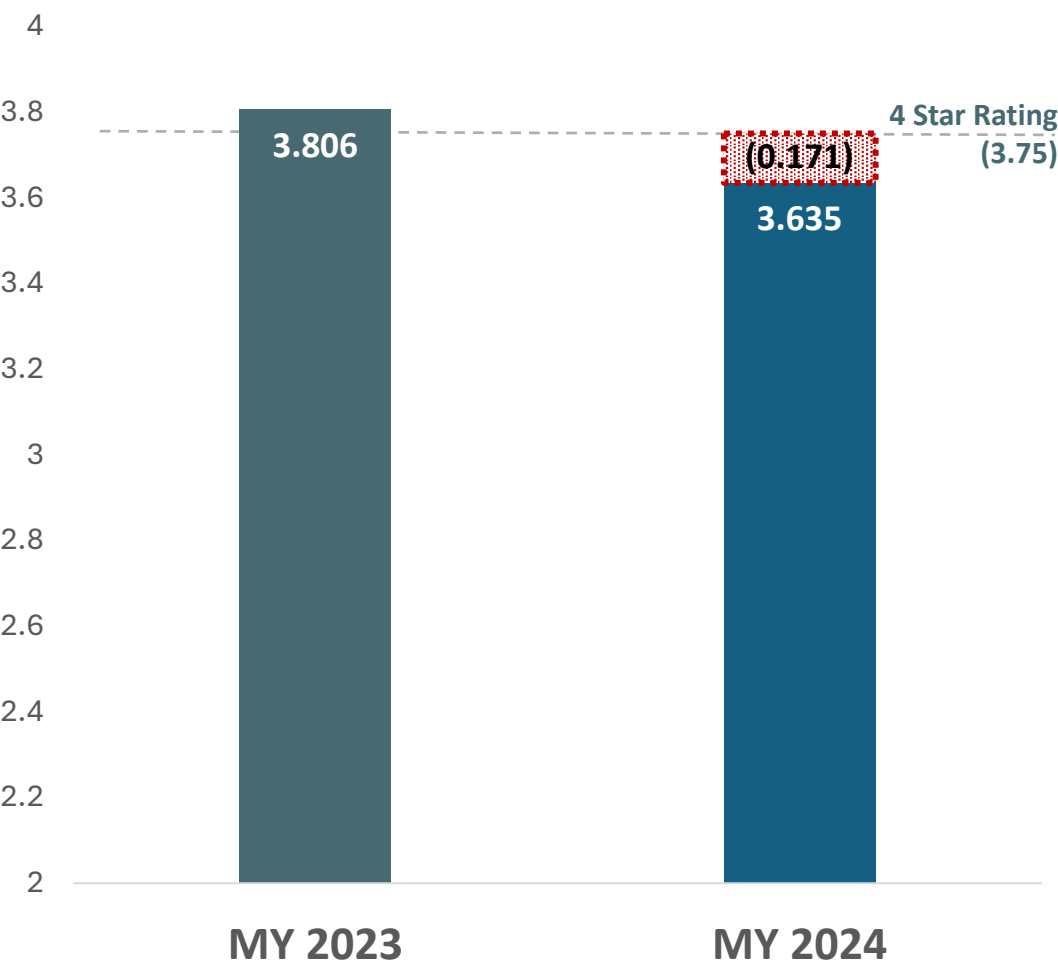
CAHPS Impact on NCQA Health Plan Rating

Key Insights



- The decline in CAHPS performance pushed IEHP below the 4-Star threshold for MY 2024. IEHP would have achieved 3.763 points and 4-Stars with stable CAHPS scores.
- IEHP has demonstrated consistent clinical quality across the last two measurement years.

IEHP Health Plan Ratings Performance MY 2023 + 2024 Comparison



CAHPS - Adult Survey Measures	MY 2023	MY 2024
Rating of Health Plan	5	4 ↓
Getting Needed Care	3	2 ↓
Rating of Health Care	4	2 ↓
Getting Care Quickly*	2	1 ↓
Rating of Personal Doctor	3	1 ↓



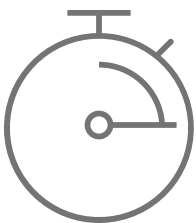
CAHPS Priority Measures

Getting Needed Care



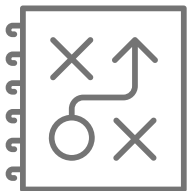
How **Easy** it is for Members to get Appointments, Care, Tests and Treatments Promptly, including Care from Specialists

Getting Care Quickly



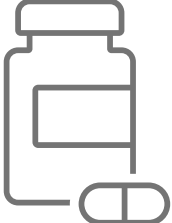
How **Quickly** do Members get Appointments and Care

Care Coordination



How **Effectively** do PCPs Manage and Coordinate Members' Care

Getting Needed Rx Drugs



How **Easy** it is for Members to get the Prescription Drugs they Need

CAHPS Improvement Strategy



Provider Supports

Support IEHP's Providers to Improve Member Experience

- Training and Best Practices
- Incentive Programs
- Performance Transparency

IMPROVING COORDINATION OF CARE



EFFECTIVE VISITS



ENHANCING COMMUNICATION



REDEFINING ACCESS TO CARE



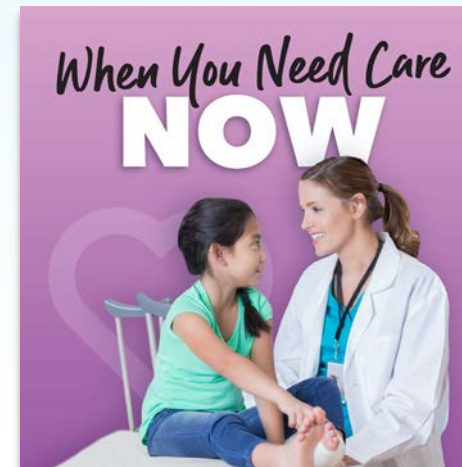
CAHPS Improvement Strategy



Member Supports

Efforts to Directly Work with Members to Improve Experience

- Outreach Campaigns
- Education
- Service Recovery



CAHPS Improvement Strategy



Access to Care


Improve IEHP’s Systems to Make Access to Care Easier

- Enhance Access to Telehealth
- Improve Navigation to Specialist with Availability
- Expand Contracting in High Demand Specialties

IEHP.org Draft Webpage Mockup – Telehealth Access

Benefits that matter


Discover our comprehensive health care plan designed to prioritize your well-being. From personalized care options to extensive coverage, we're committed to keeping you healthy and supported every step of the way.



Vision Coverage

Learn how our health plan covers comprehensive vision care, from routine exams to specialized treatments, ensuring your eyesight remains clear and healthy.


[Learn More](#)



24-hour nurse advice line

Get free medical information and advice 24 hours a day, 365 days a year.


[Learn More](#)



Telehealth

Access convenient virtual consultations with healthcare professionals from the comfort of your home when you need it.


[Learn More](#)



Urgent care centers

We've got over 90 urgent care centers with extended hours. This way, you have access to in-person care from anywhere in the IE.


[Learn More](#)



Transportation services

We provide round-trip transportation for members. It's easier that way.

[Learn More](#)



Care Coordination

Our member services team can help you coordinate appointments, treatments, medication and communications.

[Learn More](#)





Medicare Star Rating Overview

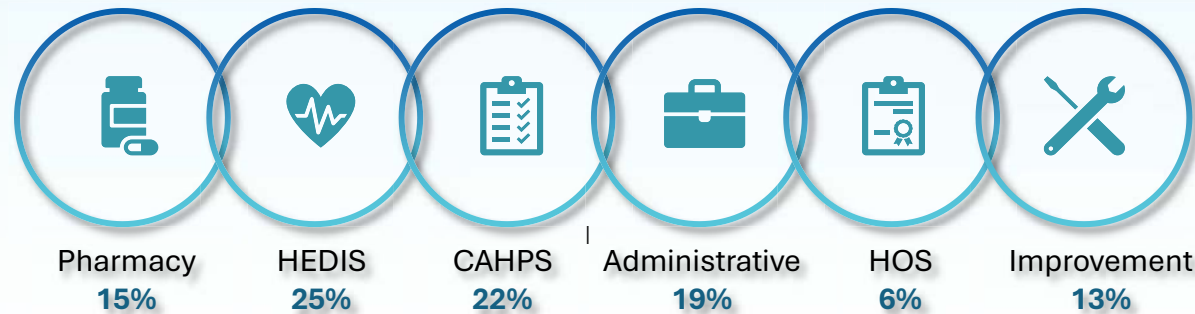
Dual Special Needs Plan (D-SNP)



About Stars Rating

The Medicare Stars system, developed by CMS, rates Medicare Advantage (Part C) and Prescription Drug (Part D) plans on a scale from 1 to 5 stars.

There are ~45 measures that determine the health plan rating that span six domains with current weighting shown below.



IEHP Medicare Stars Performance



Measurement Year	Performance Score
2014	75%
2015	25%
2016	89%
2017	60%
2018	63%
2019	50%
2020	80%
2021	70%
2022	60%
2023	2.93
2024	3.02
2025	Goal: 3.25 (rounds to 3.5 Stars)

Cal MediConnect Plan

“Pass” or “Fail” score on **no more than 10 measures**

D-SNP Plan

Star rating on **40-50 measures with variable weighting**



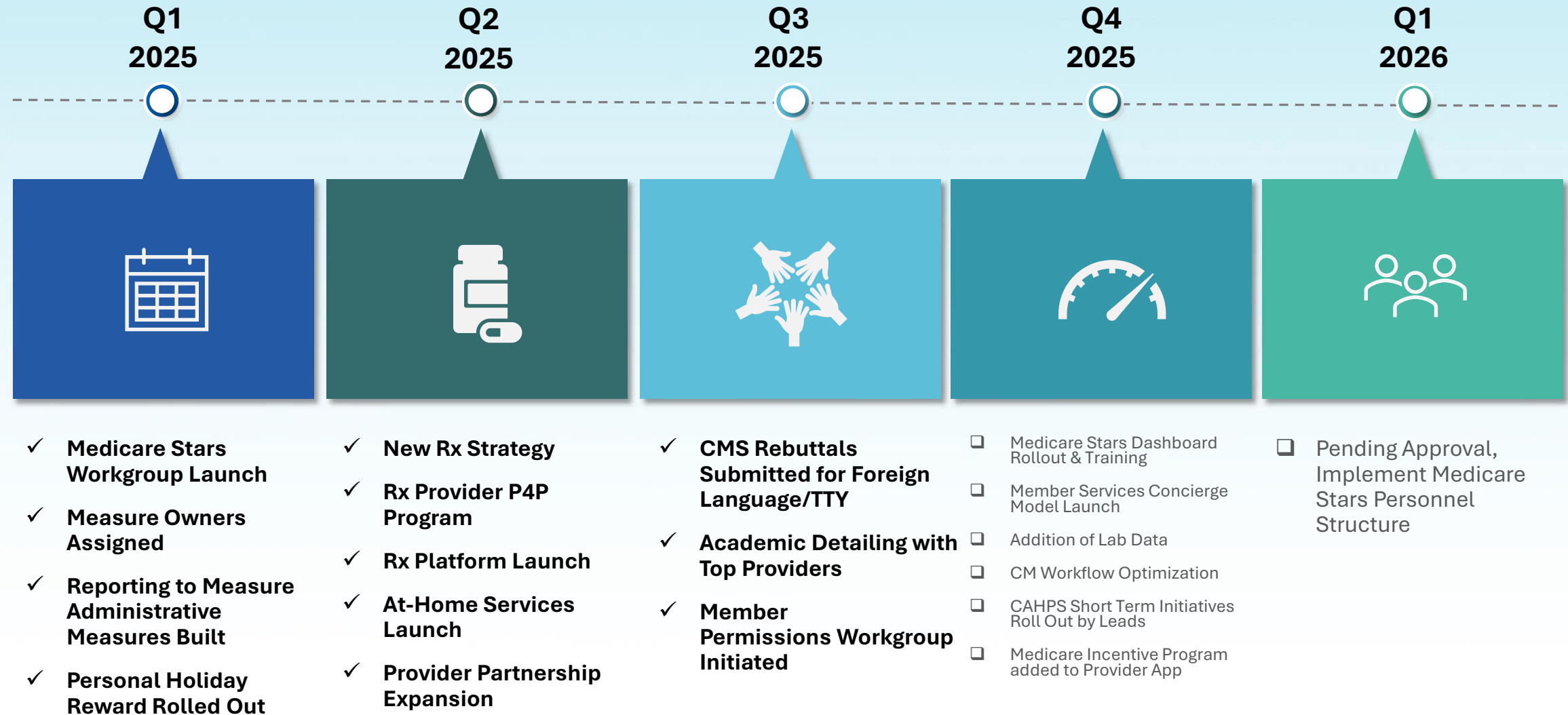
IEHP Medicare Stars Performance



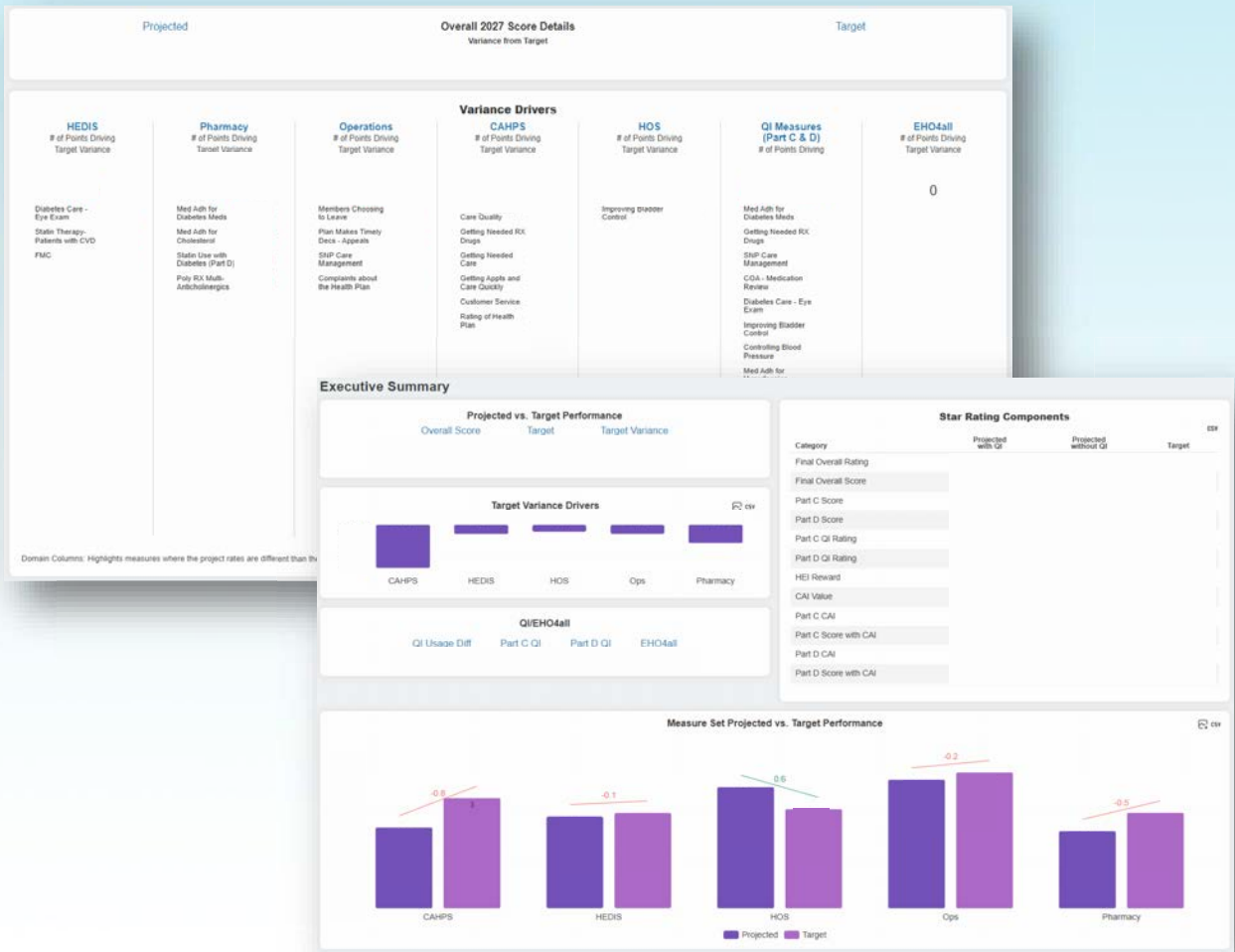
MY 2023 Final Results	MY 2024 Final Results	MY 2025 Goal
2.93 (3 Stars)	3.02 (3.0 Stars)	3.25 (3.5 Stars)



IEHP Medicare Stars Timeline



IEHP Medicare Stars Dashboard



IEHP has adopted a Medicare Stars Dashboard solution, leveraging real-time tracking to enhance visibility, accountability, and precision in driving progress toward Stars goals.





Our goal is to grow our proficiency in Medicare Stars such that by the end of 2026, we are a **3.5-star and on an improvement path to 4 star**



THANK
YOU

Genia Fick, Chief Quality Officer
Sharon Jhawar, VP Pharmacy & Medicare Stars



**THE GOVERNING BOARD
OF THE
INLAND EMPIRE HEALTH PLAN**

Inland Empire Health Plan
Dr. Bradley P Gilbert Center for
Learning and Innovation – Board Room
9500 Cleveland Avenue
Rancho Cucamonga, CA 91730

DRAFT - MINUTES OF THE SEPTEMBER 8, 2025, REGULAR MEETING

Governing Board Members Present:

Supervisor Yxstian Gutierrez
Supervisor Curt Hagman
Supervisor Karen Spiegel
Supervisor Jesse Armendarez

Eileen Zorn
Drew Williams
Dr. Dan Anderson

Governing Board Members Absent: None

Governing Board Member Vacancy: None

Inland Empire Health Plan Employees and Legal Counsel Present:

Jarrold McNaughton, Chief Executive Officer
Vinil Devabhaktuni, Chief Digital and
Information Officer
Genia Fick, Chief Quality Officer
Edward Juhn, Chief Medical Officer
Sylvia Lozano, Chief Transformation Officer
Michelle Rai, Chief Communications &
Marketing Officer
Tim Rielly, Consultant Chief Financial Officer
Supriya Sood, Chief People Officer
Susie White, Chief Operations Officer

Anna Wang, Esq., Vice President, General Counsel
Raymond Mistica, Esq. Deputy County Counsel
Victoria Ostermann, Vice President, Government
Affairs
Leona Liu, Vice President, Finance
Nikole DeVries, Senior Director, Care Continuum
Transformation
Annette Taylor, Secretary to the Governing Board

IEHP Staff Absent:

Guest(s): None

-
- I. Call to Order:
Chair Gutierrez called the September 8, 2025, regular meeting of the Inland Empire Health Plan Governing Board to order at 9:01 a.m.
- II. Pledge of Allegiance:
- III. Roll Call:
- IV. Agenda Changes: *Item 1 was pulled from the agenda, and no action was taken on this item.*

V. Public Comment: None

VI. Conflict of Interest Disclosure: Vice Chair Hagman announced:
“For the record, please note that as members of the San Bernardino County Board of Supervisors, I, nor my Supervisor Armendarez have any financial interests in Consent Item 15 that would constitute a disqualifying conflict of interest. Our vote on this item is in our capacity as IEHP Governing Board members”.

VII. Adopt and Approve the Meeting Minutes from August 11, 2025, Meeting of the Governing Board of the Inland Empire Health Plan.

Action: On motion of Member Spiegel and seconded by Member Hagman, the Meeting Minutes from the August 11, 2025, Regular Meetings of the Governing Board of the Inland Empire Health Plan were approved as presented. (Spiegel/Hagman)

VIII. Consent Agenda:

Action: On motion of Member Spiegel and seconded by Member Hagman, Items 2 – 25 on the Consent Agenda were approved as presented. (Spiegel/Hagman).

IX. Policy Agenda and Status Report on Agency Operations (Board Report #364)

ADMINISTRATION (Jarrod McNaughton):

Mr. McNaughton presented the following Administration section of the Status Report:

Item 26: Chief Executive Officer Update:

Mr. McNaughton presented the CEO update for September 2025.

**Member Anderson commented on presentation.*

Item 27: Board Education – CMS Hospital Quality Star Rating :

Susie White, Chief Operating Officer, introduced Sylvia Lozano, Chief Transformation Officer, and Nikole DeVries, Senior Director, Care Continuum Transformation, who jointly presented an overview of the CMS Hospital Quality Star Rating.

**Members Zorn, Spiegel, Hagman, and Anderson commented on the presentation.*

All Status Report items for the Administration Department were reviewed and accepted by the Governing Board

FINANCE DEPARTMENT (Tim Rielly):

Mr. Rielly presented the following Finance section of the Status Report:

Item 28: Monthly Financial Review:

Mr. Rielly and Leona Liu, Vice President, Finance, presented the financials for PE073125.

All Status Report items for the Finance Department were reviewed and accepted by the Governing Board

MEETING MINUTES - DRAFT

X. Comments from the Public on Matters Not on The Agenda: None

XI. Board Comments: *None*

XII. Closed Session: *No Business*

XIII. Adjournment

Chair Gutierrez adjourned the September 8, 2025, IEHP Governing Board meeting at 9:59 a.m.

The Approved Governing Board Minutes for September 8, 2025, will have a copy of the IEHP Board Report #364 attached

These Meeting Minutes were duly adopted and approved on October 14, 2025.

Annette Taylor
Secretary to the IEHP Governing Board



INLAND EMPIRE HEALTH PLAN

Procurement Report

Professional Services Agreements, Contracts, and Amendments

**Items on this summary report are being
processed in conjunction with the
October 14, 2025
Governing Board Meeting**



***Procurement Report
as of October 14 2025***

Vendor		Purpose	Contract Amount	Budget	Effective Date	Department
1	Audacity Health, LLC First Amendment	A Professional Services Agreement (PSA) for Agency of Record Services	\$0	Included in CY2025	01/01/26	Marketing
2	Automatic Data Processing, Inc. dba ADP, LLC First Amendment	Annualized Client Proposed Pricing for Payroll Processing and Workforce Management Services	-\$81,220	NA	10/02/25	Information Technology
3	Avantpage, Inc. First Amendment	A Professional Services Agreement (PSA) for Member Materials Translation Services	\$0	Included in CY2025	01/01/26	Marketing
4	Cal Marketing & Promotion Group, Inc. First Amendment	A Professional Services Agreement (PSA) for Agency of Record Services	\$0	Included in CY2025	01/01/26	Marketing
5	Care Directives, LLC dba CPR Polst Registry Accessibility Fifth Amendment	A Professional Services Agreement (PSA) for Facilitation of Connection for IEHP Provider and Hospitals to Polst Registry	\$24,168	Included in CY2025	10/01/25	Health Services
6	Conduent Business Services, LLC Second Amendment	A Software Maintenance and Assurance Agreement	\$7,980,546	Included in CY2025	10/08/25	Information Technology
7	Costas Healthcare First Amendment	A Professional Services Agreement (PSA) for Lab Result Consulting Services	\$28,080	Included in CY2025	10/01/25	Quality
8	Council of Autism Service Providers, Inc. (CASP) Second Amendment	A License Agreement for a Supplemental Order Form for Additional Training Enrollees	\$8,000	Included in CY2025	09/15/25	Health Services
9	Deerfield Solutions LLC	An End User License Agreement for the Level of Care Utilization System (LOCUS) for Psychiatric and Addiction Services software application and the Child and Adolescent Level of Care Utilization System (CALOCUS) software application	\$15,000	Included in CY2025	09/09/25	Health Services
10	GP Strategies Corporation	A Professional Services Agreement (PSA) for Support and Maintenance for SAP SuccessFactors	\$122,000	Included in CY2025	10/02/25	Information Technology
11	Hanna Interpreting Services, LLC First Amendment	A Professional Services Agreement (PSA) for Member Materials Translation Services	\$0	Included in CY2026	01/01/26	Marketing
12	Ignite Design & Advertising, Inc. First Amendment	A Professional Services Agreement (PSA) for Agency of Record Services	\$0	Included in CY2025	01/01/26	Marketing
13	Imagenet LLC Fourth Amendment	A Professional Services Agreement (PSA) for Claim Scanning, Data Capture, and Validation Services	\$0	Included in CY2025	09/23/25	Information Technology



***Procurement Report
as of October 14 2025***

	Vendor	Purpose	Contract Amount	Budget	Effective Date	Department
14	Interex Group Inc. Fourth Amendment	A Statement of Work (SOW) for Professional IT Services	\$0	None	09/12/25	Information Technology
15	Interex Group Inc. Fifth Amendment	A Statement of Work (SOW) for Professional IT Services	\$81,000	Included in CY2025	09/11/25	Information Technology
16	Meehan Business Advisers, Ltd. Second Amendment	A Professional Services Agreement (PSA) for Media Advisory Services	\$99,000	Included in CY2025	01/01/26	Marketing
17	Melissa Newton Smith dba Newton Smith Group	A Professional Services Agreement (PSA) for Optimizing the Impact of Care Management on Star Ratings	\$95,000	Included in CY2025	09/22/25	Quality
18	Milliman Solutions LLC First Amendment	A Service Agreement for MedInsight Software	\$153,734	Included in CY2025	08/01/25	Information Technology
19	Nancy Perez First Amendment	A Professional Services Agreement (PSA) for IEHP Superhero "Mighty Fitnessa"	\$0	Included in CY2025	09/06/25	Marketing
20	Ohaidon International (U.S.), Inc. dba Selby Jennings	A Contingency Recruitment Service and Fee Agreement	\$0	Included in CY2025	09/18/25	Administration
21	Planview Inc.	A Subscription Services Agreement	\$549,161	New	09/30/25	Information Technology
22	SAP America, Inc.	A new Sales Order for SAP SuccessFactors Cloud Services Licensing and essential HR software solutions	\$2,451,238	Included in CY2025	09/11/25	Information Technology
23	TK Elevator	A Public Works Contract for Elevator Modernization	\$107,357	Included in CY2025	08/11/25	Finance