

**State Insurance Exchange Information****Quick Facts:****California**

Exchange Type: State-based

Type of State Based Exchange: Independent State Agency

Number of Employees: 847

Executive Director Salary: \$257,496 + benefits

**Colorado**

Exchange Type: State-based

Type of State Based Exchange: Non-Profit

Number of Employees: 29

Executive Director Salary: \$190,500

**Connecticut**

Exchange Type: State-based

Type of State Based Exchange: Quasi-Public Agency

Number of Employees: 54

Executive Director Salary: Unknown

**Hawaii**

Exchange Type: State-based

Type of State Based Exchange: Non-Profit

Number of Employees: Unknown

Executive Director Salary: Unknown

**Idaho**

Exchange Type: State-based

Type of State Based Exchange: Quasi-Public Agency

Number of Employees: 9

Executive Director Salary: \$175,000

**Kentucky**

Exchange Type: State-based

Type of State Based Exchange: State Agency

Number of Employees: Unknown

Executive Director Salary: Unknown

**Maryland**

Exchange Type: State-based

Type of State Based Exchange: Independent State Agency

Number of Employees: 15

Executive Director Salary: \$180,000

**Massachusetts**

Exchange Type: State-based

Type of State Based Exchange: Independent State Agency

Number of Employees: Unknown

Executive Director Salary: Unknown

**Minnesota**

Exchange Type: State-based

Type of State Based Exchange: State Agency

Number of Employees: 93

Executive Director Salary: State declined to report

**Nevada**

Exchange Type: State-based

Type of State Based Exchange: Independent State Agency

Number of Employees: 13

Executive Director Salary: \$117,030

**New Mexico**

Exchange Type: State SHOP (small business health options program) and federally facilitated individual

Type of State Based Exchange: Quasi-Governmental Organization, Non-Profit

Number of Employees: Unknown

Executive Director Salary: Unknown

**Oregon**

Exchange Type: State-based

Type of State Based Exchange: Independent Corporation of the State

Number of Employees: 41

Executive Director Salary: \$185,000

**Rhode Island**

Exchange Type: State-based

Type of State Based Exchange: State Agency

Number of Employees: 15

Executive Director Salary: \$182,619

**Utah**

Exchange Type: State SHOP (small business health options program) and federally facilitated individual

Type of State Based Exchange: State agency

Number of Employees: 5

Executive Director Salary: \$100,000 + benefits

**Vermont**

Exchange Type: State-based

Type of State Based Exchange: Existing State Agency

Number of Employees: Unknown

Executive Director Salary: Unknown

**Washington**

Exchange Type: State-based

Type of State Based Exchange: Public/private partnership separate from the state

Number of Employees: 9

Executive Director Salary: Unknown

## Colorado

- Staffing projects are reported as still being fluid, but the included chart represents the current state vision for an exchange.
- Currently, Colorado has 29 exchange staff members. They have reported salaries for 9 of these 29 staff members. The exchange staff is tentatively anticipated to grow up to 54 members.
- Contact: Cammie Blais  
CBlais@connectforhealthco.com

### Key Staff and Salaries

Role	Salary
CEO/ED	\$190,500
COO	\$160,000
CFO	\$160,000
CTO (when hired)	\$160,000
Director of Communications & Outreach	\$95,000
Controller	\$80,000
SHOP Manager	\$122,000
Assistance Network Manager	\$70,000

## Idaho

- The temporary staff that were employed include: an administrative assistant, a grant manager (still temporary), a bookkeeper, and an HR manager (contractor)
- Contact: Amy Dowd  
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### Key Staff and Salaries

Role	Salary
Executive Director	\$175,000
Director of Finance	\$110,000
Director of Communications and Marketing	\$90,000
IT Project Manger	Contractor, \$175/hour
Operations Project Manager	\$82,500
Policy Analyst	\$50-55,000
Administrative Assistant	\$30-35,000
Director of IT	UNFILLED
Policy Analyst (2)	UNFILLED

**Nevada**

- Contact: CJ Bowden  
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**Key Staff and Salaries**

Role	Salary
Executive Director	\$117,030
Operations Manager	\$105,216
Grants and Projects Analyst	\$55,894
IT Analyst	\$66,366
Communications Officer	\$74,075
Executive Assistant	\$56,265
Finance and Research Officer	\$81,142
Administrative Assistant	\$47,060
Information Systems Manager	\$93,178
Benefits Manager	\$60,713
Quality Assurance Officer	\$83,221
Training Specialist	\$63,046

## Oregon

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### Key Staff and Salaries

Role	Salary Pay Grade Range
<b>Executive</b>	
Executive Director	\$182,619 \$185,000 \$235,000
Chief Operations Officer	\$110,000 \$150,000 \$180,000
Chief Information Officer	
Chief Communications Officer	\$100,000 \$135,000 \$160,000
Chief Policy Officer	
<b>Professional</b>	
Business Development Manager	\$90,000 \$120,000 \$145,000
Chief Security and Information Officer	
Controller	
Deputy CIO	
Enterprise Project Manager	
Operations Liaison	
Senior Marketing Manager	
Special Projects Manager	\$75,000 \$95,000 \$120,000
Business Administration Manager	
Communications Manager	
Operations Manager	\$65,000 \$85,000 \$105,000
Account Manager	
Agent Relations Manager	
Appeals Manager	
Billing and Reconciliation Manager	
Business Readiness Expert	
Carrier Account Executive	
Community Affairs and Outreach Manager	
Government Relations Manager	
Service Center Manager	\$55,000 \$75,000 \$90,000
Accountant	
Appeals Specialist	
Business Readiness Analyst	
Evaluation and Research Analyst	
Learning and Development Strategist (Lead Trainer)	



Human Resources Generalist	
Outreach and Enrollment Strategist	
Plan Management Analyst	
Policy Analyst	
Recruiter	
Regulatory Policy Analyst	
Research and Evaluation Data Analyst	
Senior Communications Specialist	
Senior Public Relations Specialist	
Service Center Assistant Manager	
Tribal Community Program Analyst	
Business Marketing Specialist	\$45,000 \$65,000 \$80,000
Business to Business Outreach Specialist	
Content Specialist/Technical Writer	
Contracts and Grants Analyst	
Contracts and Grants Specialist	
Executive Assistant	
Learning and Development Strategist (Web Trainer)	
Learning and Development Strategist (Trainer)	
Marketing Coordinator	
Office Manager	
Publications Specialist	
Service Center Supervisor	
Service Center Trainer	
Special Projects and Board Coordinator	
Staff Accountant	
Stakeholder Engagement Coordinator	
Workforce Manager	
Web Editor	
Writer/Editor	
Accountant Associate	\$35,000 \$47,500 \$60,000
Administrative Assistant	
Agent Relations Analyst	
Billing and Reconciliation Manager 3	
Customer Service Representative 3	
Design Specialist	
Digital Design Specialist	
Mailroom Manager	

Payroll Specialist	
Social Media Specialist	
Billing and Reconciliation Representative 2	\$25,000 \$30,000 \$40,000
Customer Service Representative 2	
Billing and Reconciliation Representative 1	
Customer Service Representative 1	\$20,000 \$30,000 \$40,000
Receptionist	
Scanning Clerk	
Special Projects Board Assistant	
Information Technology	
IT Business Liaison	
IT Project Manager	
Functional Lead	
Senior Project Manager	\$80,000 \$95,000 \$120,000
Business Systems Analyst	
Data Steward	
Interface Analyst	
Senior Systems Analyst	\$70,000 \$85,000 \$105,000
Project Planner	\$60,000 \$75,000 \$95,000
	\$50,000 \$65,000 \$85,000
IT Desktop Support Specialist	\$40,000 \$55,000 \$75,000

## Rhode Island

- The Rhode Island Exchange was established in September of 2011 by executive order. In order to begin the process of setting up the health exchange, staff was borrowed from both the Office of the Health Insurance Commissioner and the Office of the Lieutenant Governor. Upon establishing this temporary staff, the exchange contracted with a local consultant firm in order to begin the development and implementation for the health exchange as quickly as possible. The state worked in tandem with the consultants to get a physical entity established and to hire state full-time employees.
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### Key Staff and Salaries

Role	Salary
Executive Director	\$182,619
Deputy Director	\$151,525
Executive Counsel	\$88,177
Senior Policy Analyst	\$62,688
Administrative Assistant	\$46,394
Assistant Director	\$97,162
Chief Strategic Planning (3)	\$113,640
Assistant Financial Administrator	\$65,092
Assistant Director, Special Projects (2)	\$92,446
Business Management Officer	\$47,745
Communications Liason (2)	\$67,568
Implementation Aide	\$40,637
Programming Services Officer	\$65,477
Senior Legal Counsel	67,477

## Utah

- The key staff comprises: Director, Project Manger, 2 Benefits Analysts, Marketing and Communication Coordinator, and an intern.
- The Director earns \$100,000, the Project Manger earns \$77,000, and the Marketing and Benefits Analysts earn \$40. **None of these salaries include benefits.**
- The Utah exchange employed no temporary staff.
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