



**The State of New Hampshire  
Insurance Department**

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Roger A. Seigny  
Commissioner

Alexander K. Feldvebel  
Deputy Commissioner

March 27, 2018

His Excellency, Governor Christopher T. Sununu  
And the Honorable Council  
State House  
Concord, New Hampshire 03301

**REQUESTED ACTION**

The Insurance Department respectfully requests, pursuant to RSA 94:6, that the Governor and Executive Council authorize the Department to hire Christine Alibrandi into the position of General Counsel, position #9U429 (an unclassified position at labor grade FF) at Step 6 with an annual salary of \$92,649.44, effective April 13, 2018.

The source of funds is 100% agency income.

**EXPLANATION**

RSA 94:6 states that

In case of a new appointment to fill any vacancy the entrance salary shall be at the minimum of the established range unless, upon recommendation of the appointing authority, the governor and council shall establish, after due and proper investigation as to qualifications, a different entrance salary within the established range.

This position is responsible for managing, supervising, planning and implementing the activities, operations and goals of the Legal Unit. The General Counsel coordinates the work of the Legal Unit with other units within the Department, and provides legal counsel and support to the Commissioner in consultation with the Department of Justice as required on a range of complex and consequential insurance regulatory matters.

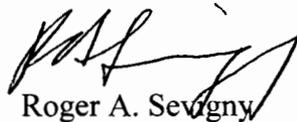
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Attorney Alibrandi earned her JD from Northeastern University School of Law and has since held a number of highly responsible positions that make her an ideal fit for what the Insurance Department needs in a General Counsel. She is an expert in administrative law; she has considerable experience managing a law office; and she has a good working knowledge of insurance law owing to her time serving as Director of Health Policy at Northeast Delta Dental. In her most recent employment, she earned a base salary of \$115,000, as well as an Annual Team Bonus of \$14,765. By starting Ms. Alibrandi at Step 6, we were able to limit her reduction in pay as compared to her most recent employment to 29% and thereby secure her acceptance of our contingent offer of employment.

For all the above reasons, it is appropriate and prudent to set Ms. Alibrandi's entrance salary at the step requested above.

Respectfully submitted,



Roger A. Sevigny

## **Christine Alibrandi**

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### **LAWYER WITH MANAGEMENT AND INSURANCE EXPERIENCE**

Energetic, proven attorney with insurance law experience. Served as in-house counsel at dental insurance company for five years during early implementation of the Affordable Care Act. Self-starter with track record of jumping into and mastering complex areas of law to provide strategic legal advice or recommendations. Management experience in law firm, corporate, and non-profit organization settings.

### **DEMONSTRATED COMPETENCIES**

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- **Program Management:** Managed a law office of 11 attorneys and staff. Led comprehensive HIPAA compliance and training program as insurance company's HIPAA Privacy Officer with no breaches of Protected Health Information. Directed non-profit organizations.
- **Quick Study** Hired by Northeast Delta Dental with no insurance or health law experience and quickly became Senior Management's trusted resource for legal analysis and recommendations on Affordable Care Act and related state legislative developments; similarly effective when promoted to run a tax controversies legal clinic without prior tax law experience
- **Strategic Thinking** Twelve years of litigation experience in administrative and judicial proceedings, including trials; developed insurance company's legislative/regulatory strategy during Affordable Care Act early implementation

### **SELECTED PROFESSIONAL EXPERIENCE** *(not in chronological order)*

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#### **DIRECTOR OF HEALTH POLICY, HIPAA PRIVACY OFFICER**

NORTHEAST DELTA DENTAL, Concord, New Hampshire

2011 to 2016

Reported to General Counsel. Initially hired as Healthcare Reform Project Coordinator, focusing exclusively on the Affordable Care Act, promoted to Director of Health Policy and HIPAA Privacy Officer and served on Senior Management Team.

- Provided legal analysis and counsel to Senior Management on the Affordable Care Act, its implementing regulations, and related state laws and regulations to guide compliance efforts and business decisions.
- Advised actuary, sales and legal staff on ACA requirements throughout development, submission, and insurance department approval of ACA-compliant plans.
- Developed corporate legislative and regulatory strategy and served as company lobbyist relative to federal and state (New Hampshire, Maine, and Vermont) activities.
- Worked with NHID staff and other stakeholders to draft state-based health exchange legislation.
- Drafted and provided presentations on the ACA to Board, Senior Management, employees, and external audiences, including Navigators, brokers, consumers and business owners.
- Supported General Counsel on insurance and corporate matters.
- Served on the NH Health Exchange Advisory Board, appointed by NH Insurance Commissioner, and equivalent Maine committee, 2012 to 2016.
- Advised and worked closely with department leadership on ACA and HIPAA compliance matters.

- Chaired multidisciplinary HIPAA Committee. Led review and investigation of unauthorized disclosures of PHI and coordinated responses. Worked with managers on related personnel issues.
- Reviewed, updated, and streamlined HIPAA unauthorized disclosure reporting, tracking, and investigatory processes to realize greater accuracy, efficacy, and efficiencies.
- Rewrote HIPAA training materials; personally trained 200+ employees on HIPAA compliance.
- Reorganized and led overhaul of company Privacy and Security Manual.

#### **DIRECTOR**

NH CHILDREN'S BEHAVIORAL HEALTH COLLABORATIVE, Concord, New Hampshire 2016 to 2017

Directed organization, a collaborative of over 60 organizations and hundreds of individual/family members, the mission of which is to advocate for and support an integrated, comprehensive system of care for the delivery of behavioral health services to children and youth in New Hampshire.

- Led implementation of strategic plan to transform children's behavioral health system in New Hampshire, advancing all organizational goals.
- Coordinated successful advocacy effort for CBHC's bill, SB 235, to expand the Medicaid to Schools program; collaborated with allied organizations, testified, prepared witnesses, met one-on-one with legislators, solicited letters of support.
- Served as strategic planner and conduit of information between and among the five CBHC Workgroups, identifying and facilitating new collaborative projects as part of a mutually reinforcing plan of action.
- Led the drafting of strategic plan for State Youth (substance misuse) Treatment Planning grant with representatives of State agencies and parent/youth groups.

#### **STAFF ATTORNEY; COORDINATOR OF LOW-INCOME TAXPAYER CLINIC**

GREATER BOSTON LEGAL SERVICES, Boston, Massachusetts 2006-2009

Promoted internally to run IRS-funded Low-Income Taxpayer Clinic, increasing the number of cases handled and funding received during two-year tenure. Represented low-income, immigrant clients in federal tax controversies. Most representation was provided in Spanish.

- Coached junior and volunteer attorneys and monitored case work.
- Collaborated with family law, immigration, and employment law colleagues to address tax implications on their cases.
- Produced and presented community education events on taxpayer rights and responsibilities.

First year of employment was as a staff attorney in the Housing Unit, representing tenants in eviction cases.

#### **ATTORNEY CONSULTANT / LECTURER ON ADMINISTRATIVE LAW**

MASSACHUSETTS LAW REFORM INSTITUTE, LEGAL AID UNIVERSITY, Boston, Massachusetts 2006

Short-term contract. Coordinated conferences for attorneys and case handlers on administrative law for statewide legal services training program. Lectured on Administrative Law and Introduction of Evidence. Evaluated performance of mock trial participants.

#### **MANAGING ATTORNEY**

ATLANTA LEGAL AID SOCIETY, Atlanta, Georgia 2001-2005

Managed high-volume branch office of five attorneys, six staff, and volunteer attorneys while maintaining a litigation caseload for legal services firm, a non-profit organization that provides free legal representation to low-income clients and families.

- Hired and supervised attorneys, visiting fellows, paralegals and law student interns.
- Designed, coordinated, and presented skills/substantive law trainings for attorneys and paralegals.

*Christine Alibrandi*

- Developed and maintained positive working relationships with court personnel, private firms' *pro bono* project coordinators, legal advocacy groups, and community organizations.
- Litigated caseload of public benefits, housing, unemployment, and domestic violence cases.

**STAFF ATTORNEY, PROGRAM COORDINATOR**

1997 to 2001

With other AmeriCorps attorney, changed the culture of Fulton County (Atlanta) Housing Court by developing housing conditions counterclaim practice and "jurisprudence" that has since saved hundreds of clients from eviction and homelessness. Also served as Coordinator of *The Home Project*, a joint project with a large law firm that provided *pro bono* representation to tenants in eviction/housing conditions cases.

**EXECUTIVE DIRECTOR**

NATIONAL LAWYERS GUILD- MASSACHUSETTS CHAPTER, Boston, Massachusetts

1989 to 1991

Directed advocacy organization. Worked with membership to develop programs and advocacy campaigns and supported implementation. Responsible for developing and working within budget, fundraising, payroll and tax reporting, and membership recruitment. Increased annual dinner attendance and revenue by 20%. Co-founder of Boston's Street Law Clinic, a community based program to teach youth their rights and responsibilities when stopped and frisked by law enforcement personnel.

**EDUCATION, CERTIFICATIONS, AND PROFESSIONAL DEVELOPMENT** \_\_\_\_\_

Juris Doctorate, Northeastern University School of Law, Boston, MA

B.B.A. in Marketing and B.A. in Sociology, University of Massachusetts, Amherst, MA

"Beyond the Affordable Care Act" Certificate, Harvard T.H. Chan School of Public Health, Executive and Continuing Professional Education, Boston, MA, 2014

**Leadership New Hampshire, Concord, New Hampshire**

2016 Graduate; Steering Committee Chair for inaugural LNH Alumni Conference held in October 2017, which achieved a 94% satisfaction rating from participants for this all-volunteer effort.

**RECENT VOLUNTEER WORK** \_\_\_\_\_

Substitute Social Studies Teacher, Dover High School, Dover NH, 2017 - present

We The People: The Citizen & The Constitution, Concord NH, judge for district and statewide mock Congressional hearings, 2013 - present

School Vegetable Garden, Home Street Elementary School, Dover NH, member of gardeners who started school's vegetable garden to be used for educational and nutritional purposes, 2011 - 2013

SENH Habitat for Humanity, Portsmouth, NH, Board member, 2009 - 2011

**BAR ADMISSIONS** \_\_\_\_\_

Massachusetts; Georgia; New Hampshire; U.S. District Court, Northern District of Georgia; U.S. Tax Court.

**PROFICIENT IN SPANISH** \_\_\_\_\_

*Christine Alibrandi*