



2025


strategic systems




CMA designs, develops, and maintains modern, customized architectures and applications that seamlessly integrate across various environments, from on-premises data centers to cloud and mobile platforms.

*Our solution development and integration approach
drives transformational outcomes
for our health and human services clients.*


Solutions

 Integrated Client-Centric Software Development to Advance Your Business Objectives


Talent

 Aligning Your Business Structure and Mission with Highly Experienced Talent

Products

 Project Oriented Expertise to Rationalize and Modernize Your Data Infrastructures

Partnerships

 Strategic Partnering Featuring Best-In-Class Data and Analytic Software Tools



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WORKFORCE BONUS & RETENTION

Accelerate the deployment of bonus and retention strategies as a means of bolstering and sustaining the capacity of critical workforces and advancing health equity.

The recent Public Health Emergency highlighted the impact that service gaps can have on at risk populations. In response, federal and state officials are focused on a number of strategies, including initiatives to stabilize, build and sustain the capacity of frontline health and social care workers, through among other things, the introduction of incentives payments. States have the ability to leverage American Rescue Plan funds (available through 2024) for bonuses that incent the training and retention of healthcare workers in historically underserved and under-resources communities. Appreciating this growing trend, CMA met with a number of states and gathered requirements for a solution that automates the end-to-end processes of such initiatives and retention strategies:

CMA's Workforce Bonus and Retention Solution is comprised of configurable modules that were designed and developed to accelerate the unique bonus and retention strategies of each state.

Deployable in a matter of weeks; solution features:

- **Public Portal:** Facilitates the creation of employer specific Profiles and Login Credentials; End User authentication; Bonus data submission (manual or file based) and Validation automated validation; and Real-time Submission Status Dashboards.
- **Cloud Based Infrastructure:** Leveraging the Google Cloud Platform (GCP), a highly secure and scalable environment, CMA stores and manages sensitive employee data for processing and post-payment audits.
- **Configurable Rules Engine:** Governs the automated processing parameters (i.e., employee vesting periods, aggregate income threshold limitations)
- **Automated Workflows:** Seamlessly integrates submission, validation, processing, and bonus payment file generation related processes.
- **Administrative Dashboards:** Standard Dashboard Package (10) including drill down capabilities available for employers, administrators, and auditors. Additional Dashboards can be developed upon request.
- **Comprehensive Audit Function:** Leverages CMA's Mosaic Insights platform on GCP to provide self-service access to all data within virtual labs deployed in the Cloud.

CMA's Workforce Bonus and Retention Solution offsets the complexities and risks associated with adjudicating the end-to-end requirements of highly complex, statewide-incentive payment programs.

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