

Memorandum

To: 2026 Council

From: Sonja Montgomery
Governance Operations Director

Date: September 1, 2026

Subj: Compensation Committee Report

The Compensation Committee's primary objective is to establish stipends for Board members, Board officers, and Council officers. The basis for the Compensation Committee resides in the ACEP Bylaws, Article XI – Committees, Section 7 – Compensation Committee:

“College officers and members of the Board of Directors may be compensated, the amount and manner of which shall be determined annually by the Compensation Committee. This committee shall be composed of the chair of the Finance Committee plus four members of the College who are currently neither officers nor members of the Board of Directors. The Compensation Committee chair, the Finance Committee chair, plus one other member shall be presidential appointments and two members shall be appointed by the speaker. Members of this committee shall be appointed to staggered terms of not less than two years.

The recommendations of this committee shall be submitted annually for review by the Board of Directors and, if accepted, shall be reported to the Council at the next annual meeting. The recommendations may be rejected by a three-quarters vote of the entire Board of Directors, in which event the Board must determine the compensation or request that the committee reconsider. In the event the Board of Directors chooses to reject the recommendations of the Compensation Committee and determine the compensation, the proposed change shall not take effect unless ratified by a majority of councillors voting at the next annual meeting. If the Council does not ratify the Board's proposed compensation, the Compensation Committee's recommendation will then take effect.”

The committee recommended a 1% increase for Board member and officer terms effective November 1, 2026, through October 30, 2027, and removing the \$10,000 supplemental compensation pool that was approved last year for Board members or officers undertaking additional work beyond their typical responsibilities. The Board discussed the challenges of developing and administering a process to assign and track additional tasks and requested the committee to reconsider the supplemental stipend pool. The Board approved the Compensation Committee's recommendations on June 11, 2026. The global stipend pool decreased from \$565,771 to \$561,329. The stipends approved for the Board member and officer terms effective November 1, 2026, through October 30, 2027, are:

President	\$149,624
President-Elect	\$108,869
Chair	\$36,289
Vice President (2)	\$30,707
Secretary-Treasurer	\$30,321
Immediate Past President	\$28,925
Speaker	\$35,625
Vice Speaker	\$20,936
Non-Officer Board Members (8)	\$11,166

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