

## Memorandum

**To:** 2024 Council

**From:** Sonja Montgomery, CAE  
Governance Operations Director

**Date:** September 20, 2024

**Subj:** Compensation Committee Report

The Compensation Committee has developed the attached recommendations for Board member and officer stipends for FY 2024-25. The committee's recommendations will be discussed by the Board at their meeting on September 26, 2024.

The Council will be informed if the Board does not adopt the Compensation Committee's recommendations.

### HEADQUARTERS

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Post Office Box 619911  
Dallas, Texas 75261-9911

4950 W Royal Ln  
Irving, TX 75063-2524

972-550-0911  
800-798-1822  
www.acep.org

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Sandra M. Schneider, MD, FACEP

## Memorandum

**To:** Board of Directors  
Council Officers

**From:** Gary Katz, MD, FACEP  
Chair Compensation Committee

**Date:** September 11, 2024

**Subj:** Board Member and Officer Stipends 2024-2025

### Recommendation

That the Global Stipend Pool increase from \$545,487 to \$548,487 for the Board member and officer positions effective November 1, 2024, through September 30, 2025.

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### Background

The Compensation Committee's primary objective is to establish stipends for Board members, Board officers, and the Council officers. The stipends were last increased by 6% in October 2022 based on the increase in the Consumer Price Index (CPI). Stipends were not increased in the last fiscal year.

The Compensation Committee met on August 7, 2024, and September 4, 2024, to discuss the FY 2024-25 stipends. Although the CPI increased by 3% from July 2023 through July 2024, the committee remains conscientious of the ongoing fiscal constraints of the College. The committee also discussed the adjustments made in the prior year to allocations made under guardrails specified by the Council, as well as reconciling the work balance to stipend ratio of the Council officers. Based on these prior actions and discussions, the committee recommends holding to a modest increase in stipends for the positions of Secretary-Treasurer, Immediate Past-President, and Speaker. Only those positions are recommended for an increase because those positions took the largest decrease last year in the reallocation or were deemed out of balance with delineated duties. The committee determined that the stipends should be adjusted as follows:

	<u>2024-25</u>	
President	\$148,143	
President-Elect	\$107,791	
Chair	\$35,930	
Vice President	\$30,403	
Vice President	\$30,403	
Secretary-Treasurer	\$30,021	(increased \$1,000)
Immediate Past President	\$28,639	(increased \$1,000)
Speaker	\$35,272	(increased \$1,000)
Vice Speaker	\$20,729	
Non-Officer Board Members	\$11,055 (8)	

The committee recognizes the expenses associated with representing peers on behalf of the College and recommends that taxi fares between the airport and meeting hotels for non-Dallas headquarters travel be reimbursed in addition to the current per diem levels. This

recommendation will need to be discussed by the Finance Committee and, if approved, included in the “Compendium of Financial Policies and Procedures.”

The committee also reviewed the current per diem rates for travel and compared rates to peer groups, historic ranges, and [U.S. General Services Administration](#) publications. Based on the College’s current financial position, the committee believes leaving the per diem rates as is remains appropriate.

Should the Board disagree with the committee’s recommendations, the committee will consider such feedback with the understanding that the global budget for stipends will remain constant. If the committee agrees with modifications suggested by the Board, the approval will be communicated to the Board no later than the January 2025, Board meeting. However, consistent with the Bylaws, the committee reserves the right to disregard the Board’s recommendation for revision. The Board would then have the right to not accept the committee recommendation and appeal directly to the Council as described in the Bylaws.

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.

### **Fiscal Impact**

The current FY 2024-25 budget includes funds for stipends at the recommended amount.

### **Prior Board Action**

October 2023, accepted the committee’s recommendation to not increase the Global Stipend Pool and reallocate the stipends to accommodate the new Vice President position for all Board member and officer positions effective November 1, 2023, through October 31, 2024.

September 2022, accepted the committee's recommendation to maintain the Global Stipend Pool at the current level for all Board member and officer positions effective November 1, 2022, through October 31, 2023.

October 2021, accepted the committee's recommendations to increase the Global Stipend Pool by 6% for all Board member and officer positions effective November 1, 2021, through October 31, 2022

October 2020, accepted the committee's recommendations to maintain the Global Stipend Pool at the current level for all Board member and officer positions effective November 1, 2020, through October 31, 2021.

October 2019, accepted the committee's recommendations to maintain the Global Stipend Pool at the current level for the Board/officer term of 2019-20.

October 2018, accepted the committee's recommendations to: 1) maintain the Global Stipend Pool at the current level for the Board/ officer term of 2018-19; 2) continue the current 2017-18 stipends for the 2018-19 year; 3) Board address the remaining recommendations from the Governance Task Force.