

# Item 10

(Action Item)

## Consideration of Proposed Policy for Requesting Increases to Executive Director's Salary

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**SUMMARY:**

This item provides a proposed policy for the California Student Aid Commission's (Commission) consideration governing requests for increases to the Executive Director's salary.

**RECOMMENDATION:**

Adopt the proposed policy regarding requesting increases to the Executive Director's salary.

**BACKGROUND:**

At its September 2022 meeting, the Commission discussed a draft proposed policy to increasing transparency and consistency for exercising its discretion to request an increase to the Executive Director's salary. The proposed policy has been drafted in consideration of that discussion.

**ANALYSIS:**

This policy outlines the process and criteria to be followed by the Commission when exercising its discretion to request an increase to the Executive Director's salary. The criteria include completing a performance evaluation of the Executive Director for the previous year and a determination that the Executive Director has met or exceeded expectations. Components of the proposed policy includes limiting salary increases to five (5) percent of existing salary and requires, prior to Commission approval, public disclosure of whether the policy criteria have been satisfied and the proposed percentage salary increase.

**RESPONSIBLE PERSON(S):**

Commissioner Guillermo Mayer  
California Student Aid Commission

Commissioner Patrick Day  
California Student Aid Commission

**ATTACHMENT(S):**

Draft Policy on Requesting Increases to Executive Director's Salary presented on December 1, 2022