

**Member Advisory Committee  
Nominating Committee  
Recommendation for WECC Board  
Compensation 2026**

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**Duncan Brown**

*Class 3, Member Advisory Committee*



# 2026 Director Compensation

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- **The 2024/25 NC adopted the approach used by prior NCs, targeting a range that is**
  - near the high end of compensation for other Regional Entity (RE) independent directors; and
  - less than NERC's Board of Trustees members.
- **NC did not engage an independent executive compensation firm.**
  - NERC information available from meeting materials
  - RE information difficult to locate (Form 990s from 2023)
- **WECC director compensation has typically been an average of 73% of NERC's BoT and below the compensation of Reliability First and SERC independent directors.**
- **NC's analysis indicated that WECC's director compensation is falling behind the market.**



# 2026 Director Compensation Discussion

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- **The NC's unanimous recommendation to increase WECC director compensation by 7.3% to \$115,373:**
  - Consistent with the approach of previous NCs
  - Approximately 72% of NERC's BoT compensation
  - Expected to be below that of Reliability First and SERC
  - No adjustments are being recommended to chair premia for 2026 as Premia were increased in 2024 and 2025



# 2026 Director Compensation History

	2022	2023	2024	2025	2026*
Annual Retainer	94,000	98,000	102,655	107,500	115,373
% increase from prior year	3.3%	4.3%	4.75%	4.72%	7.32%
BOD Chair Premium	20,000	20,000	25,000	25,000	25,000
BOD Vice Chair Premium	7,500	7,500	7,500	10,000	10,000
BOD Committee Chair Premium	7,500	7,500	7,500	10,000	10,000
Total Compensation Budget	911,000	947,000	993,895	1,052,500	1,123,357
% Increase from previous year	3.1%	4%	5%	5.9%	6.7%



# 2024 – 2025 Nominating Committee

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- **Ian McKay, Director – Chair**
- **David Morton, Director**
- **Felicia Marcus, Director**
- **Matt Weber, MAC Class 1 – Liaison**
- **Tim Kelley, MAC Class 2**
- **Duncan Brown, MAC Class 3**
- **Fred Heutte, MAC Class 4**
- **Grace Anderson, MAC Class 5**
- **Yan Song Leng, MAC International – Liaison**
- **Brittany Huggins – Staff Liaison**



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***Resolved, that the Member Advisory Committee (MAC), acting on the recommendation of the Nominating Committee (NC), at the meeting of the MAC on May 14, 2025, approves 2026 Director compensation, effective January 1, 2026, as follows:***

- Annual Director retainer be increased by 7.3% from \$107,500 to \$115,373;
- Annual WECC Board Chair premium to remain at \$25,000; and
- Annual premia for WECC Board Vice-Chair and WECC Board Committee Chairs to remain at \$10,000.





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