

ICANN BOARD PAPER NO. 2023.07.27.C2a

TITLE: OMBUDSMAN FY23 AT-RISK COMPENSATION

PROPOSED ACTION: For Board Consideration and Approval

EXECUTIVE SUMMARY:

In accordance with its charter, the Compensation Committee is responsible for evaluating and recommending payment of the Ombudsman's annual at-risk compensation component to the Board for approval. The Compensation Committee has discussed with the Ombudsman his progress on his FY23 goals (see Reference Materials), and after separate discussion without the Ombudsman present, has agreed to recommend payment to the Ombudsman for his FY23 at-risk component. The Board is now being asked to approve the Compensation Committee's recommendation.

Confidential Employment Matter

Whereas, the Compensation Committee recommended that the Board approve payment to the Ombudsman of his FY23 at-risk compensation.

Resolved (2023.07.27.xx), the Board hereby approves a payment to the Ombudsman of his FY23 at-risk compensation component.

Resolved (2023.07.27.xx), this action by the Board shall remain confidential as an “action relating to personnel or employment matters”, pursuant to Article 3, section 3.5b of the ICANN Bylaws.

PROPOSED RATIONALE:

Annually the Ombudsman has an opportunity to earn a portion of his compensation based on specific performance goals set by the Board, through the Compensation Committee. This not only provides incentive for the Ombudsman to perform above and beyond his regular duties, but also leads to regular touch points between the Ombudsman and Board members during the year to help ensure that the Ombudsman is achieving his goals and serving the needs of the ICANN community.

Evaluation of the Ombudsman’s objectives results from both the Ombudsman self-assessment as well as review by the Compensation Committee, leading to a recommendation to the Board with which the Board agrees.

Evaluating the Ombudsman’s annual performance objectives is in furtherance of the goals and mission of ICANN and helps increase the Ombudsman’s service to the ICANN community, which is in the public interest.

While there is a fiscal impact from the results of the scoring, that impact was already accounted for in the FY22 budget. This action will have no impact on the security, stability or resiliency of the domain name system.

This is an Organizational Administrative Function that does not require public comment.

Submitted By: Amy A. Stathos, Deputy General Counsel
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