

## **RrSG Response to [ICANN FY26–30 Operating & Financial Plan](#), [ICANN/IANA FY26 Op Plans & Budgets](#)**

14 February 2025

The RrSG appreciate the opportunity to comment on the ICANN FY26–30 Operating & Financial Plan, and the ICANN/IANA FY26 Op Plans & Budgets. We note that some of the areas we have comments on are also being considered in the “How We Meet” process underway at this time.

The RrSG notes that in the Financial overview on pages 9 and 10 the ICANN Operations Travel budget FY26 is \$15 million, and it details on page 10 that is for 3 Public meetings. In the *‘Draft Internet Corporation for Assigned Names and Numbers FY26 Budget’* document, page 25 gives the split between the 3 meetings in 2026. The costs of approximately \$5m per meeting are significant. Are there any plans to reduce these costs? Has ICANN looked at sponsorship or charging delegates a nominal fee to attend?

Regarding Constituent Travel by Community Groups to the 3 Public meetings: On page 24 of *‘Draft Internet Corporation for Assigned Names and Numbers FY26 Budget’* the amount paid by ICANN to bring different groups to the public meetings is over \$3m in total or approx. \$1m per meeting. Again, is there a focus on cost saving? Can/should the number of travellers be reduced?

The Highlights report on page 11 provides details of Average FTEs over the years. Even with a staff cut in May 2024, staff levels grew in 2024 to 461. There is a planned reduction in FY25 and FY26 but not by much. The RrSG is concerned that ICANN does not provide sufficient transparency regarding staff salaries to consider these reductions adequately. ICANN only provides two data points regarding staff compensation:

1. Required disclosure of the highest compensated and key staff in IRS Form 990. This only detailed the 17 highest compensated staff in the [FY 2023 form](#).
2. According to [ICANN Organization Remuneration Practices](#), staff salaries are generally the “50th and 75th percentile of the distribution of salaries paid, using a blend of not-for-profit, for-profit general industry, and high technology organizations”.

The information in Form 990 is only approximately 4% of ICANN staff, and the information provided in the Remuneration Practices does not contain any data and is nebulous at best. The RrSG requests that ICANN provide additional guidance and information to better understand the distribution of ICANN staff salaries. The RrSG is not requesting detailed data, however additional clarity regarding salaries by location, department, and staff level can better guide the community in considering ICANN compensation practices.

Considering the total cost in the FY26 budget is \$100m for an estimated 439 staff, there may need to be further cost reduction, however without this additional clarity from ICANN the RrSG cannot provide additional feedback as the reduction of the highest paid staff will reduce overall personnel costs more than reducing lower level staff.

Thank you,

Owen Smigelski  
Registrar Stakeholder Group Chair