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**TITLE:** Executive Director Evaluation and Compensation    **EFFECTIVE DATE:** February 12, 2026

**BOARD ADOPTION:** February 12, 2026

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**INTRODUCTION:**

Seattle City Employees' Retirement System (SCERS) Board of Administration appoints and annually evaluates the SCERS Executive Director.

The City of Seattle's Discretionary Pay Plan Salary Administration Guide allows for Annual Wage Increases (AWI) to be granted unless an employee's performance was evaluated to be less than satisfactory in the most recent performance evaluation.

**POLICY:**

The Executive Director will be evaluated under the following categories of leadership capacity:

- General Leadership Qualities
  - Trusted Professional
  - Accountability
  - Champions Excellence
  - Effective Communicator
- Effectiveness as a Team Manager and People Developer
  - Team Builder
  - Goal Focused
  - Positive Culture Builder
- Strategic Leader Demonstrating Future-Thinking and Results Focus
  - Future Thinker
  - Communicator of Vision
  - Strategic Leader
  - Public Relations

The SCERS Board of Administration may periodically authorize a salary survey of key SCERS positions. Such a survey may serve as a basis to adjust the Executive Director's compensation to ensure the salary is set at a level that is competitive and appropriate. In the absence of a salary survey, SCERS's Executive Director will receive the City of Seattle's Annual Wage Increase unless the Executive Director's performance was evaluated as less than satisfactory during the most recent evaluation cycle.