

**REPORT OF THE HOUSE OF DELEGATES COMMITTEE
ON THE COMPENSATION OF THE OFFICERS**

The following reports were presented by Jessica Krant, MD, Chair:

**1. REPORT OF THE HOUSE OF DELEGATES COMMITTEE ON THE COMPENSATION OF THE
OFFICERS**

Reference committee hearing: see report of Reference Committee F.

**HOUSE ACTION: RECOMMENDATIONS ADOPTED
REMAINDER OF REPORT FILED**
See Policy D-605.990

This report by the committee at the November 2025 Interim Meeting documents the compensation paid to Officers for the period July 1, 2024, through June 30, 2025, including 2024 calendar year IRS reported taxable value of benefits, perquisites, and services for all Officers.

BACKGROUND

At the 1998 Interim Meeting, the House of Delegates (HOD) established a House Committee on Trustee Compensation, currently named the Committee on Compensation of the Officers, (the "Committee"). The Officers are defined in the American Medical Association's (AMA) Constitution and Bylaws. (Note: under changes to the Constitution previously approved by the HOD, Article V refers simply to "Officer," which includes all 21 members of the Board among whom are President, President-Elect, Immediate Past President, Secretary, Speaker and Vice Speaker of the HOD, collectively referred to in this report as Officers.) The composition, appointment, tenure, vacancy process and reporting requirements for the Committee are covered under the AMA Bylaws. Bylaws 2.13.4.5 provides:

The Committee shall present an annual report to the House of Delegates recommending the level of total compensation for the Officers for the following year. The recommendations of the report may be adopted, not adopted, or referred back to the Committee, and may be amended for clarification only with the concurrence of the Committee.

At A-00, the Committee and the Board jointly adopted the American Compensation Association's definition of total compensation which was added to the Glossary of the AMA Constitution and Bylaws. Total compensation is defined as the complete reward/recognition package awarded to an individual for work performance, including: (a) all forms of money or cash compensation; (b) benefits; (c) perquisites; (d) services; and (e) in-kind payments.

Since the inception of this Committee, its reports document the process the Committee follows to ensure that current or recommended Officer compensation is based on sound, fair, cost-effective compensation practices derived from research and use of independent external consultants, expert in Board compensation. Reports beginning in December 2002 documented the principles the Committee followed in creating its recommendations for Officer compensation.

CASH COMPENSATION SUMMARY

The cash compensation of the Officers shown in the following table will not be the same as compensation reported annually on the AMA's IRS Form 990s because Form 990s are based on a calendar year. The total cash compensation in the summary is compensation for the days these officers spent away from home on AMA business approved by the Board Chair. The total cash compensation in the summary includes work as defined by the Governance Honorarium, Per Diem for Representation and Telephonic Per Diem for External Representation.

The summary covers July 1, 2024, to June 30, 2025.

AMA Officers	Position	Total Compensation	Total Days
David H Aizuss, MD	Chair-Elect	\$211,630	73
Toluwalase A. Ajayi, MD	Secretary	\$92,200	72
John H. Armstrong, MD	Vice Speaker, House of Delegates	\$74,700	68
Geralyn R. Breig	Officer	\$67,000	34.5
Madelyn E. Butler, MD	Officer	\$76,800	53.5
Alex Ding, MD, MS, MBA	Officer	\$76,100	59.5
Lisa Bohman Egbert, MD	Speaker, House of Delegates	\$133,500	102.5
Jesse M. Ehrenfeld, MD, MPH	Immediate Past President	\$290,659	111.5
Scott Ferguson, MD	Officer	\$75,400	45.5
Sandra Adamson Fryhofer, MD	Officer	\$98,500	72.5
Melissa J. Garretson, MD	Officer	\$72,600	47.5
Marilyn Heine, MD	Officer	\$92,200	66.5
Pauline P. Huynh, MD	Officer	-	3
Lynn Jeffers, MD, MBA	Officer	\$71,900	55.5
Pratistha Koirala, MD, PhD	Officer	\$67,000	36.5
Ilse R. Levin, DO, MPH & TM	Officer	\$83,100	56
Justin W. Magrath, PhD	Officer	-	2
Bobby Mukkamala, MD	President-Elect	\$290,659	118
Sheila Rege, MD	Officer	-	3.5
Bruce A. Scott, MD	President	\$298,865	146
Aliya Siddiqui, MS	Officer	\$83,800	63.5
Michael Suk, MD, JD, MPH, MBA	Chair	\$285,886	122.5
Willie Underwood, III, MD, MSc, MPH	Immediate Past Chair	\$113,200	100.5
Marta J. Van Beek, MD	Officer	-	2
David Welsh, MD, MBA	Officer	\$82,400	52

President, President-Elect, Immediate Past President, and Chair

In 2024-2025, each of these positions received an annual Governance Honorarium which was paid in monthly increments. These four positions spent a total of 498 days on approved Assignment and Travel, or on average, 124.5 days each.

Chair-Elect

This position received a Governance Honorarium of approximately 74% of the Governance Honorarium provided to the Chair.

All Other Officers

All other Officers received cash compensation, which included a Governance Honorarium of \$67,000 paid in monthly installments and per diems for approved assignment days.

Assignment and Travel Days

As defined, these are Assignment and Travel Days that are approved by the Board Chair to externally represent the AMA and for Internal Representation above 11 days. These days were compensated at a per diem rate of \$1,400. The total Assignment and Travel Days for all Officers (excluding the President, President-Elect, Immediate Past President, and Chair) were 1,069.5.

EXPENSES

Total expenses paid for period, July 1, 2024 – June 30, 2025, was \$1,061,975.

BENEFITS, PERQUISITES AND SERVICES

Officers are able to request benefits, perquisites and services, as defined in the “AMA Board of Trustees Standing Rules on Travel Expenses.” These non-taxable business expenses are provided to assist the Officers in performing their duties.

- AMA Standard laptop computer or iPad
- American Express card (for AMA business use)
- Combination fax/printer/scanner (reimbursable up to \$250)
- An annual membership to the airline club of choice offered each year during the Board member’s tenure
- Personalized AMA stationery, business cards, and biographical data for official use
- Airline upgrade allowances of up to \$5,000 per term for Presidents and \$2,500 per term for all other Officers.

Additionally, all Officers are eligible for \$305,000 term life insurance and are covered under the AMA’s \$500,000 travel accident policy and \$10,000 individual policy for medical costs arising out of any accident while traveling on official business for the AMA. Life insurance premiums paid by the AMA are reported as taxable income. Also, travel assistance is available to all Officers when traveling more than 100 miles from home or internationally.

Secretarial support, other than that provided by the AMA’s Board office, is available up to defined annual limits as follows: President, during the Presidential year, \$15,000, and \$5,000 each for the President-Elect, Chair, Chair-Elect, and Immediate Past President per year. Secretarial expenses incurred by other Officers in conjunction with their official duties are paid up to \$750 per year per Officer. This is reported as taxable income to the recipient. Calendar year taxable life insurance and taxable secretarial fees included in the 2024 compensation reported to the IRS for the above individuals totaled \$15,732 and \$26,875 respectively. An additional \$16,500 was paid to third parties for secretarial services during 2024.

Officers are also eligible to participate in a service provided to AMA employees by Care@Work through Care.com. This service offers referral services at no cost and back-up care for children and adults up to 10 days a calendar year at a subsidized rate. If a Board member uses back-up care, it will be reported to the IRS as taxable income.

METHODOLOGY

In June 2024, the Committee commissioned Ms. Becky Glantz Huddleston, a consultant expert in board compensation with WTW, to update the 2019 research on compensation of non-leadership Officers. The purpose of the review was to ensure non-leadership roles are compensated appropriately for their work performed on behalf of the AMA. As a result of this analysis, the Committee recommended increases to the maximum secretarial support reimbursement for non-leadership Board Officers. The HOD approved an increase to the maximum secretarial support reimbursement from \$750 to \$1,125, effective January 1, 2025.

In November 2024, the Committee further recommended an increase to the honorariums and per diems for non-leadership Board Officers. The following recommendations were approved by the HOD effective July 1, 2025: the Governance Honorarium for non-leadership Board Officers increased by \$1,500 to \$68,500, the Per Diem for Representation increased by \$150 to \$1,550 and the Telephonic Per Diem increased by \$75 to \$775.

In June 2025, the Committee commissioned Ms. Becky Glantz Huddleston to review the compensation of the Speaker and Vice Speaker of the HOD. As a result of this analysis, the Committee recommended increases to the Governance Honorariums for the Speaker and Vice Speaker and the elimination of Per Diems for Internal Representation for all Officers. The following recommendations were approved by the HOD effective July 1, 2025: the Governance Honorariums for the Speaker and Vice Speaker increased to \$125,000 and \$115,000 respectively and Per Diems were eliminated in their entirety for those two positions. Additionally, Internal Per Diems were eliminated for non-leadership Officers.

FINDINGS

The Committee notes that Officers continue to make significant time commitments in supporting the AMA in governance and representation functions. Given the amount of time required by Board members, it is important that individuals seeking a position on the Board be aware of the scope of the commitment and the related compensation.

Based on the Committee's review of Officer compensation and recent changes to Officer compensation approved effective January 1, 2025, and July 1, 2025, the Committee recommends no additional changes to Officer compensation at this time.

The Committee thanks our Officers for their representation of the AMA.

RECOMMENDATION

1. That there be no additional changes to the Officers' compensation for the period beginning July 1, 2025, through June 30, 2026.
2. That the remainder of the report be filed.

Fiscal Note: \$0

APPENDIX

Board Leadership Honoraria during the Period of July 1, 2024, to June 30, 2025

POSITION	GOVERNANCE HONORARIUM
President	\$298,865
Immediate Past President	\$290,659
President-Elect	\$290,659
Chair	\$285,886
Chair-Elect	\$211,630

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