

Hi dYdX community!

This is Joanna, one of the Trustees at the [@dYdX_Ops_subDAO](#)

I am writing this post to inform you of a request I made to my team members in the Ops subDAO for retroactive compensation for the additional duties I took on this year from June to August. While this request has been approved by my fellow trustees [@chris @chaoslabs](#) and our Enforcer [@Immutablelawyer](#), I wanted to additionally notify the community for transparency purposes in case there were any questions, concerns or feedback.

One of the four primary responsibilities of [the Ops subDAO's v2 mandate](#) was "recruiting an Operations Lead, a Technical Project Lead, and a Site Reliability Engineer to scale the Ops subDAO and to provide technical support to prepare the dYdX DAO for the future." I was directly responsible for this hiring work, and my efforts included promoting the job openings, designing the multi-stage interview process for each role, selecting candidates and conducting and coordinating their interviews with myself and other trustees, contributors and stakeholders, procuring an external recruiting firm, developing assessment criteria and internal documentation, as well as onboarding our amazing contributors [@valentin @dimitar](#) and Piotr! (See also our [September update](#)).

Because this active recruiting work falls outside the scope of typical Trustee duties of providing oversight on Ops subDAO decision making, participating in legal workstreams and providing occasional operational support, for which I am ordinarily compensated at 2000 USDC per month, I have requested a one-time retroactive compensation for this work across June-August of 6000 USDC

total.

As mentioned, while this request has been approved internally, I would like to invite feedback, comments and questions from the community before we proceed. If there are no objections, this retroactive compensation would be paid out this time next week, on December 6

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Many thanks in advance for your consideration!