

## Title

– Proposal: Reconsideration of the Gaming Catalyst Program OPEX

## Constitutional / Non-Constitutional

- Non-Constitutional

## Abstract

- This proposal seeks to reverse the recent approval of the 225M ARB allocation for the Gaming Catalyst Program, focusing on reviewing operational expenditures, implementing performance-based milestones, and establishing a transparent hiring process.

## Motivation

- The Arbitrum community should implement stricter financial oversight to ensure that salaries and expenditures are in line with industry standards, promoting efficiency and transparency.

## Rationale

- Aligning operational costs with industry standards and ensuring performance-based incentives will support the sustainable growth of the Arbitrum ecosystem.

## Key Terms

(optional) - ARB: Arbitrum Tokens; GCP: Gaming Catalyst Program

## Specifications

- The proposal suggests a detailed review of the GCP budget, focusing on salaries, performance milestones, and hiring guidelines to ensure transparency and efficiency. Additionally, the hiring process and committee should be set up before the GCP is reapproved.

## Steps to Implement

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1. Salary Review
2. Conduct a comprehensive review of salaries to align with industry standards.
3. Performance Milestones
4. Implement stricter, performance-based milestones for salaries and bonuses.
5. Hiring Process
6. Establish transparent hiring guidelines and processes.
7. Approval
8. Present the revised operational framework for community approval.
9. Implementation
10. Enforce the new guidelines and monitor compliance.

## Timeline

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1. 1-2 months to re-review the GCP and the OPEX / Salaries budget, and set up the hiring process and hiring committee.

## Overall Cost

- To be determined based on the revised budget allocation.

This proposal aims to ensure that operational expenditures are justified and transparent, supporting the long-term health of the Arbitrum ecosystem.