

Shaping Success: Building a Stronger Future with new Governance Working Group Pay

Category

: Process

Author:

[@Moonlyght](#)

ABSTRACT:

This AIP proposes the re-evaluation of the Governance Working Group pay outlined in [AIP-239](#) and [AIP-240](#) with a salary adjustment for Governance members (Stewards, Secretary and Facilitators), by providing a number of possible payment options for the community to choose from.

This modification will be applicable to forthcoming terms, as delineated in [AIP-239](#), [AIP-240](#), [AIP-137](#) and [AIP-138](#). It will exclusively impact Governance members (Stewards, Secretary and Facilitators) elected in the future or those renewing their contracts after the implementation of this proposal, including current members opting for contract renewal.

MOTIVATION:

When the Governance Working Group was established in April 2023, the criteria for determining salaries were initially derived from the Special Council. On November 2nd, the compensation structure for the Special Council was changed to align with the community vision, resulting in a 50% reduction. In light of these recent adjustments, it seems only right to give the community a chance to share their thoughts on the current Governance Working Group salaries by providing a number of possible payment options to choose from.

These payment options could include payment paid partially in \$APE, with the \$APE amounts being calculated based on the price of \$APE on the first day of the Governance member's term, and vesting on the 1-year anniversary of such term if any.

SPECIFICATIONS:

Proposed Option 3 (Current Salary Structure)

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Working Groups Salary Structure

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Proposed Option 1

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Working Groups Salary Structure (4)

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Proposed Option 2

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Working Groups Salary Structure (6)

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](<https://global.discourse-cdn.com/apecoin/original/2X/7/75cb536e40342447c14c93de30ad9d2e7ca7a758.png>)

BENEFIT TO APECOIN ECOSYSTEM:

This proposal directly benefits the ApeCoin ecosystem by building a stronger future with focused alignment between the expectations of community members and the payment of ApeCoin Governance Working Group members.

STEPS TO IMPLEMENT & TIMELINE:

Proposed new Governance Working Group member annual pay options:

Option 1:

348k USD: Stewards 54k USD, Facilitators 48k USD, Secretary 42k USD (considering we have 3x Stewards, 3x Facilitators and 1x Secretary).

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Working Groups Salary Structure (4)

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Option 2:

348k USD + 57,6k USD in \$APE: *Stewards 54k USD + 21,6k USD in \$APE*, Facilitators 48k USD + 19,2k USD in \$APE, *Secretary 42k USD + 16,8k USD in \$APE* (considering we have 3x Stewards, 3x Facilitators and 1x Secretary).

*(calculated using \$APE price on first day of Governance term and vesting on the annual anniversary of such term if any)

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Working Groups Salary Structure (6)

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Option 3:

None of the above (leave Governance Working Group pay as is)

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All base pay is paid monthly over the one-year term if any.

The new Governance Working Group payment structure will apply to any Governance member elected in the future or those renewing their contracts after the implementation of this proposal, including current members opting for contract renewal.

OVERALL COST:

Varies by option chosen.