

# Compensation Review Framework

- Neutral, Structured Approach
- Not advocating a specific outcome+
- This is not a proposal— just a framework.



# Community Context

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- Small population (~4,000)
- Millions of visitors annually
- Functions like larger city





## Framework Overview

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Scope

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Time Commitment

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Economic Demands

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Market Context

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Access to Service



# Scope and Complexity

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- \$30M operations / \$50M total scope
- Oversight of safety, infrastructure, policy





# Time Commitment

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- Beyond meetings
- Continuous accountability
- Emergency responsiveness





# Economic Demands



- Residents + millions of visitors
- High service demand
- Operational complexity



# Market Context

- Use as reference only
- Not determinative
- Inform, not dictate





# Access to Service

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- Impacts who can serve
  - Affects diversity and participation



# Closing

- Framework for discussion
- Supports transparent decisions
- Not a recommendation

