



## CAPTIVA EROSION PREVENTION DISTRICT

Office of the District  
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June 8, 2026

**Subject:** Request for Compensation Package Review

Dear Chair Walter and Members of the Board,

Over the past year, the scope, complexity, and volume of work performed by the General Manager position has expanded substantially. In practice, I am responsible for a broad range of administrative, financial, operational, technical, public communication, project management, compliance, and intergovernmental functions that are essential to the District's continued operation and long-term success.

During this time, I have managed or substantially contributed to nearly every major function of CEPD, including the 2025 beach renourishment project, coordination with Lee County under the Interlocal Agreement, Board meeting preparation, agenda and packet development, meeting minutes, website postings, public communications, budget development, TRIM compliance, grant implementation, parking system improvements, Beach Ambassador training, MOTE reporting compliance, estoppel letter processing, vendor coordination, post-construction dune issues, community outreach, and regular coordination with Lee County, FDEP, SCCF, FGCU, FWC, Regions Bank, Fifth Third Bank, APTIM, GLDD, and other District partners.

I also understand the importance of presenting this request in terms of measurable value to the District. While some of the value provided is operational, compliance-related, or risk-reduction in nature, several major financial items can be summarized in direct dollar terms:

- The District's prior staffing structure included an Executive Director total compensation package of approximately \$178,250 and an assistant total compensation package of approximately \$96,588, for a combined annual total of approximately \$274,838.
- The current General Manager total compensation package is approximately \$150,000, though all responsibilities previously handled through multiple positions are all now being handled by a single individual.
- The compensation package requested below would total approximately \$192,000 for base salary, housing, and transportation, which remains approximately \$82,838 less per year than the prior two-position compensation structure.
- The requested package would increase my current total compensation by approximately \$42,000.
- Additional value has been provided through work that reduces outside consultant and vendor reliance, protects or creates revenue, and supports reimbursement, grant, parking, estoppel, public communication, and compliance functions. These items vary by year, but they represent meaningful cost avoidance and revenue protection for the District.

In addition, Lisa remains extremely busy supporting the District's accounting, administrative, and financial processes. At least 90% of the work she spends her time performing was previously handled by an entire team of



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outside accountants. This reflects a meaningful shift in how the District operates: more work is being handled internally, with fewer personnel and less outside support, while the District's workload and complexity have continued to increase.

I fully understand and respect the Board's responsibility to be careful stewards of public funds. For that reason, I believe this request should be evaluated not only as a matter of compensation, but also as a matter of value to the District. The current structure has allowed CEPD to operate with a very lean staff while still managing major projects, financial obligations, public communications, compliance requirements, grant programs, consultant coordination, and Board administration. However, the compensation for the General Manager position should reasonably reflect the actual responsibilities being performed, the level of technical and administrative complexity involved, and the measurable value being provided to the District.

Based on the current scope of the position, the responsibilities I have assumed, the amount of work now being performed internally, the prior compensation structure of the District, and the value provided to CEPD over the past year, I respectfully request that the Board consider approving the following total compensation package structure:

Compensation Component	Requested Structure
Base Salary	20% increase from \$130,000 to \$156,000
Housing Stipend	\$2,000 per month / \$24,000 annually, if residing on the islands; guaranteed, with no receipts required
Transportation / Vehicle Allowance	\$1,000 per month / \$12,000 annually; guaranteed, with no receipts required

This structure would result in a total of approximately \$192,000 for these three compensation areas, with all other benefits remaining as currently provided and with all payments administered in accordance with applicable payroll, tax, and District requirements.

I am proud of the work that has been accomplished over the past year and remain committed to serving the District professionally, responsibly, and effectively. I appreciate the Board's consideration of this request and would welcome the opportunity to discuss it further at the Board's convenience.

Respectfully,

Brighton Heard  
General Manager  
Captive Erosion Prevention District