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The Associated Students of The University of Montana
Resolution Updating Personnel Policy
September 3, 2008
Senate Bill Number SB1-08/09
Authored by: Trevor Hunter, ASUM President

Whereas, ASUM Personnel Policy is outdated in many sections;

Therefore, Let It Be Resolved that the pay structure is updated in compliance with current ASUM, Montana Kaimin, KBGA, and ASUM Transportation policy and structure as follows:

DEPARTMENT	POSITION DESCRIPTION	RATE	BASE HOURS
ASUM	ASUM President	Minimum Wage + \$.85	85.00
	ASUM Vice President	Minimum Wage + \$.85	80.00
	ASUM Business Manager	Minimum Wage + \$.85	80.00
	ASUM Student Political Action Director	Minimum Wage + \$.75	80.00 (Legislative year) (60.00 non-legislative year, with up to 80.00 with approval of the ASUM President.) 60.00-80.00
	ASUM Resolution Officer	Minimum Wage + \$.60-\$.85	50.00 (The ASUM Resolution Officer may be paid for a maximum of 70 hours/time period with prior approval of the ASUM President. 50.00-70.00
ASUM Sustainability Center	Sustainability Coordinator	\$13	80.00/ 9 months
ASUM Legal Services	ASUM Legal Services Receptionists	Minimum Wage + \$.35-\$.75	Variable 76.00

UM Productions	Program Director	Minimum Wage + 80.00 \$.85
	Pop Concert Coordinator	Minimum Wage + 80.00 \$.65
	Performing Arts/Special Events Coordinator	Minimum Wage + 80.00 \$.65
	Graphic Arts <i>Design</i> Coordinator	Minimum Variable Wage + 80.00 \$.65
	Advertising Marketing Coordinator	Minimum Wage + 80.00 \$.65
	Security Event Staff Manager	Minimum Variable* Wage + (\$8.00 on show day) \$.85
	Assistant Security Event Staff Manager	Minimum Variable* Wage + (\$7.80 on show day) \$.35 \$.65
	Stage Manager	Minimum Variable* Wage + (\$9.00 on show day) \$.85
	Assistant Stage Manager	Minimum Variable* Wage + (\$8.80 on show day) \$.35 \$.65
	Assistant Concert Coordinator	Minimum Wage + 80.00 \$.65
Office Manager	Minimum Wage + 80.00 \$.65	
Women's Center	Outreach Coordinator	Minimum Wage + 80.00 \$.60
	Volunteer Coordinator	Minimum 80.00 Wage +

			\$.60	
			Minimum	
	Office Coordinator		Wage +	80.00
			\$.60	
14				
15				
16	ASUM Child Care	Teachers' Assistants	Minimum	
17			Wage +	variable
18			\$.35 \$.85	40.00-60.00
19			\$.30	
20				
21	Students Tutoring	Tutors	Minimum	
22	Students		Wage +	variable
23			\$.35 \$.85	
24				
25	Graduate Student	Program Coordinator	Minimum	
26	Association		Wage +	80.00
27			\$.60	
28				
29	ADSUM	Program Coordinator	Minimum	
30			Wage +	60.00
31			\$.60	

32 **FUNDED BY FEE OTHER THAN ASUM ACTIVITY FEE**

DEPARTMENT	POSITION DESCRIPTION	RATE	BASE HOURS
Kaimin	Kaimin Business Manager	Minimum Wage + \$.10	80.00
	Kaimin Editor	Minimum Wage + \$.10	80.00
	Editorial Staff	Minimum Wage + \$.10	variable*
	News/Features Staff	Minimum Wage + \$.10	variable*
	Editorial Page Contributors	Minimum Wage + \$.10	variable*
	Business/Office Staff	Minimum Wage + \$.10	variable*
	Production Staff	Minimum Wage + \$.10	variable*

33	<i>Kaimin</i>	<i>Editor</i>	<i>Minimum</i>	
34	<i>(News)</i>		<i>Wage +</i>	<i>90.00</i>
35			<i>\$2.00</i>	

36		<i>Sports Editors</i>	<i>Minimum</i>	
37			<i>Wage +</i>	80.00-85.00
38			<i>\$.10</i>	
39		<i>News Editors</i>	<i>Minimum</i>	
40			<i>Wage +</i>	80.00
41			<i>\$.10</i>	
42		<i>Design Editor</i>	<i>Minimum</i>	
43			<i>Wage +</i>	80.00
44			<i>\$.10</i>	
45		<i>Photo Editor</i>	<i>Minimum</i>	
46			<i>Wage +</i>	80.00
47			<i>\$.10</i>	
48		<i>Web Editor</i>	<i>Minimum</i>	
49			<i>Wage +</i>	60.00
50			<i>\$.10</i>	
51		<i>Arts Editor</i>	<i>Minimum</i>	
52			<i>Wage +</i>	60.00
53			<i>\$.10</i>	
54		<i>Reporters</i>	<i>Minimum</i>	
55			<i>Wage +</i>	20.00-40.00
56			<i>\$.10</i>	
57		<i>Copy Editors</i>	<i>Minimum</i>	
58			<i>Wage +</i>	20.00-30.00
59			<i>\$.10</i>	
60		<i>Photographers</i>	<i>Minumum</i>	
61			<i>Wage +</i>	20.00-30.00
62			<i>\$.10</i>	
63		<i>Designers</i>	<i>Minimum</i>	
64			<i>Wage +</i>	20.00-30.00
65			<i>\$.10</i>	
66		<i>Columnists</i>	<i>Minimum</i>	
67			<i>Wage +</i>	10.00
68			<i>\$.10</i>	
69				
70	<i>Kaimin</i>			
71	<i>(Business)</i>	<i>Business Manager</i>	<i>Minimum</i>	
72			<i>Wage +</i>	90.00
73			<i>\$1.50</i>	
74		<i>Ad Reps</i>	<i>Minimum</i>	
75			<i>Wage +</i>	40.00-50.00
76			<i>\$.10-\$.35</i>	
77		<i>Office Assistants</i>	<i>Minimum</i>	
78			<i>Wage +</i>	40.00-50.00
79			<i>\$.10-\$.35</i>	
80		<i>Designer</i>	<i>Minimum</i>	
81			<i>Wage +</i>	35.00-45.00
82			<i>\$.10-\$.35</i>	
83		<i>Production Assistant</i>	<i>Minumim</i>	
84			<i>Wage +</i>	20.00-30.00
85			<i>\$.10-\$.35</i>	
86				
87				

Radio	General Manager	Minimum Wage + \$8.00	80.00
	Programming Director	Minimum Wage \$7.50	variable* 80.00
	Music Director	Minimum Wage \$7.50	variable* 80.00
	Business Manager	Minimum Wage \$7.50	variable* 80.00
	News Director	Minimum Wage \$7.50	variable* 40.00- 80.00
	Promotions Director	Minimum Wage \$7.50	variable* 80.00
	Sports Director	Minimum Wage \$7.50	variable* 80.00
	<i>Office Assistants</i>	\$7.50	65.00
	News Staff	Minimum Wage	variable**
	Underwriting Development Staff	Minimum Wage	variable** *
ASUM Office of Trans.	Office Assistant	Variable \$7.50 - \$8.50	40.00- 80.00
	Cruiser Co-op Coordinator	Variable \$7.50 - \$8.50	variable
	Outreach Coordinator	\$7.50 - \$8.50	Variable 40.00- 60.00
	Park and Ride Bus Drivers	Variable \$8.50 - \$11.00**	Variable

~~**\$12.00 40.00-80.00~~

88 *Bike Ambassadors* \$8.00 40.00-
89 60.00

91 **hours as needed, event driven.*

92 ~~*not to exceed 80 hours monthly~~

93 ~~**30-60 hours monthly~~

94 ~~***30 hours per month plus 15% -25% commission~~

95 ~~****Training wage for drivers shall be \$8.50. Upon completion of training, wage shall be \$9.50.~~

96 ~~Returning drivers will receive \$.25/hour raise after each semester of work. UDASH drivers will receive~~

97 ~~an additional half hour of pay while working the late shift on weekends (10:30 p.m. to 3:00 a.m.).~~

98 ~~Student Lead Driver will receive a \$.50/hour raise when promoted to Lead Driver.~~

99 **3.1** During the non-academic year, ~~approximately May 15—August 25~~, ASUM Executive Officers ~~must~~
100 ~~may~~ be compensated on an hourly basis according to University Student Employment Policies. ~~Only one~~
101 ~~executive, or~~ The combination of executives ~~must share the ASUM Presidents academic year sharing the~~
102 hourly base compensation, ~~shall be paid during the non-academic year.~~

103 **3.2** *The ASUM Student Political Action Director will be paid at 60 hours per month during a non-*
104 *legislative year, and at 80 hours per month during a legislative year. The ASUM President may assign*
105 *summer work, with compensation, as needed not to exceed 60 hours per month.*

106 **3.3** *The ASUM Student Resolution Officer will be paid at 50 hours per month with the possibility of 70*
107 *hours per month upon prior approval from the ASUM President.*

108 **3.4** *The ASUM Sustainability Coordinator will be paid only during the academic year.*

109 **3.5** *Training wage for ASUM Transportation drivers shall be \$8.50. Upon completion of training, wage*
110 *shall be \$9.50. Returning drivers will receive \$.25/hour raise after each semester of work. UDASH*
111 *drivers will receive an additional half hour of pay while working the late shift on weekends (10:30 p.m.*
112 *to 3:00 a.m.). Student Lead Driver will receive a \$1.00/hour raise when promoted to Lead Driver.*

113 ~~**3.2 3.6** Personnel Policy shall~~ may be amended by the ASUM Senate, ~~with any approved action that~~
114 ~~changes a position's pay, base hours, or position title. This action can be taken during final budgeting by~~
115 ~~simply budgeting a greater or lesser amount for increased base hours or hourly rate,~~

116

Passed by Committee: September 2, 2008

Passed by Senate: _____, 2008

Relations and Affairs Chair
Andrew Dusek

Chair of the Senate
Siri Smillie