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SB12-16/17: Resolution Creating the KBGA Assistant Program Director Position and Amending KBGA Personnel Policy

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1 **The Associated Students of the University of Montana**
2 **Resolution Creating the KBGA Assistant Program Director Position and Amending KBGA**
3 **Personnel Policy**

4 **August 4th, 2016**

5 **SB12-16/17**

6 **Authored by: Chase Greenfield, ASUM Business Manager; Brenna Love, ASUM Senator;**
7 **Christian Mu, KBGA General Manager;**

8 **Sponsored by:**
9

10 Whereas, The Associated Students of the University of Montana (ASUM) is bound by its
11 Personnel Policy;

12
13 Whereas, KBGA, the student-run radio station, is an ASUM Agency and therefore bound to
14 ASUM's Personnel Policy;

15
16 Whereas, ASUM Personnel Policy lists the KBGA Program Director as the KBGA
17 "Programming Director";

18
19 Whereas, the KBGA Program Director is currently compensated for 80 hours of work per month
20 (20 hours per week) according to ASUM Personnel Policy;

21
22 Whereas the KBGA Program Director is responsible for creating, coordinating, and managing
23 ALL programing content for the entire KBGA radio station;

24
25 Whereas, the KBGA Program Director trains over 200 individual volunteer disc jockeys and
26 maintains responsibility for the organization when volunteers do not fulfill their obligations;

27
28 Whereas, the KBGA Program Director is frequently working excessive overtime hours, without
29 compensation from KBGA, to maintain the quality of KBGA's program throughout the year;

30
31 Whereas, the current KBGA Program Director pay is financially insufficient to maintain an
32 employee, as the Programming Director needs to be able to work extra odd-hours throughout the
33 week- currently without pay;

34
35 Whereas, the KBGA Program Director is on call 24 hours a day, seven days a week and has a
36 KBGA issued cell phone to respond to urgent calls or community complaints at any time during
37 the day;

38
39 Whereas, the KBGA Program Director monitors all broadcasts throughout the day to ensure
40 Federal Communications Commission (FCC) compliance and is accountable for FCC violations;

41
42 Whereas, in the last ASUM Election, KBGA successfully passed a student fee increase, raising
43 the radio fee to \$7.00 from \$6.00;

44
45 Whereas, this fee increase will account for approximately \$20,000 in increased revenue for the
46 2017 Fiscal Year;

47
48 Whereas ASUM Personnel Policy is out of date and contains KBGA positions that no longer
49 exist, and omits many new positions and renames as well;
50
51 Whereas, the following KBGA positions currently exist, and have already been budgeted for, but
52 are not listed under ASUM Personnel Policy: KBGA Office Manager, KBGA Productions
53 Engineer, KBGA Volunteer Coordinator, KBGA Underwriting Coordinator, KBGA Media
54 Director;
55
56 Whereas, the KBGA Business Manager and the KBGA Underwriting Coordinator are currently
57 being paid commission at a rate that varies between 10-20%, but this commission rate is not
58 listed in the most recent version of ASUM Personnel Policy;
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60 Therefore, Let It Be Resolved, the KBGA Programming Director be renamed to the KBGA
61 Program Director in ASUM Fiscal Policy;
62
63 Therefore, Let It Further Be Resolved, that. a new position be added under KBGA in Personnel
64 Policy with the title of Assistant Program Director with a 40 base monthly hours;
65
66 Therefore, Let It Further Be Resolved, that section 4.612.1 be added to Personnel Policy with the
67 following language:
68 *4.612.1 Assistant Program Director: The Assistant Program Director (APD) shall be*
69 *responsible for all secondary needs of the Program Director (PD) including filling*
70 *shows, working with the Volunteer Coordinator on DJ related projects, and monitoring*
71 *the overall status of programming. The Assistant Program Director shall report to the*
72 *Program Director, and shall take on other delegated responsibilities as requested by the*
73 *PD.*
74
75 Therefore, Let It Further Be Resolved, that the Sports Director position be removed from ASUM
76 Personnel Policy, as this position no longer exists;
77
78 Therefore, Let It Further Be Resolved, that the “Office Manager” position be added to ASUM
79 Personnel Policy with 80.00 set monthly hours;
80
81 Therefore, Let It Further Be Resolved, that the “Productions Engineer” position be added to
82 ASUM Personnel Policy with 80.00 set monthly hours;
83
84 Therefore, Let It Further Be Resolved, that the “Volunteer Coordinator” position be added to
85 ASUM Personnel Policy with 80.00 set monthly hours;
86
87 Therefore, Let It Further Be Resolved, that the “Underwriting Coordinator” position be added to
88 ASUM Personnel Policy with 40.00 set monthly hours and a commission rate at 15% of sales
89 collection;
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91 Therefore, Let It Further Be Resolved, that the “News Director” position in ASUM Personnel
92 Policy be renamed to “Media Director”;

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Therefore, Let It Further Be Resolved, that the KBGA “Business Manager” position include a commission rate at 15% of sales collection;

Passed by Committee: _____, 2016
Passed by ASUM Senate: _____, 2016

Kaitlin Hopingardner
Chair of Relations & Affairs

Elizabeth Engebretson,
Chair of the Senate