

## PMJA Board Call 4/22/21

All members present

Recruitment firm review: Christine reviewed the two proposals and the levels of service from the firms. Brent suggested the middle proposal from Livingston fits within our budget and has what we need. Gabrielle agrees. Reggie noted that he is not familiar with the two firms. Brent moved to approve the standard level of search from Livingston Associates. Seconded by Gabrielle. Motion carries.

Salary Range Discussion:

Gabrielle doesn't feel we're in a good position to raise the salary much. We might want to consider increasing the health benefit as part of the package. She also suggests we include language in the job announcement to indicate that there is a stipend toward health care, but we don't provide full health coverage. Brent suggested that a range of \$75K to \$85K or a range of \$80K to \$85K would make sense. Brent moved we advertise the salary range as \$80K to \$85K. Seconded by Vinnee. Motion carries.

Search Committee Discussion:

It would be good to have board members and non-board members. We can approach people individually and also send out an e-blast giving people the opportunity to volunteer for the committee. Brent suggested that a committee of 5 to 7 people would be reasonable. Johnathan volunteered to chair the committee. LaToya would also like to serve on the search committee.

Editor of the Year:

All EOY votes are in and Brian Laron from KUNC will be the 2021 Editor of the Year. Johnathan and Christine will determine who reaches out.

Board Elections:

The board approved the plan set out by Christine for an elections timeline. Johnathan volunteered to participate in the "So You Want to be a PMJA Board Member" webinar.