

## **Policy Type: Board-General Manager Relationship (B-GM)**

### **Policy Title: B-GM1 - Hiring the General Manager**

**Adopted:** March 13, 2024

- B-GM 1. **Hiring the General Manager.** When hiring a new General Manager, we use a structured process supported by a Board committee.
- 1.1. **Process.** We formally adopt a comprehensive search and hiring process, with a projected timeline and sufficient resources to assure success.
  - 1.2. **Initial Compensation.** We formally adopt a salary range and structure based on industry standards and qualifications.
  - 1.3. **Job description.** We formally adopt a job description and hiring/first year contract.
  - 1.4. **Interviewing.** We formally adopt a consistent approach to Board interviews with all candidates.
  - 1.5. **Selection.** We allow sufficient time to hear and understand the perspectives of all Directors, strive for consensus, and finalize our decision with a Board vote.
  - 1.6. **Confidentiality.** We conduct all deliberations in closed session.