

PROPOSAL FOR HIRED LAND MAINTENANCE PERSON

Our land is a priority. Each homeowner has a responsibility to provide for the maintenance of their share of the common land. The health of the land reflects the health of the community.

Maintenance tasks to be done:

- Mowing all areas
- Noxious weed control
- Peripheral area maintenance (Common House, recreation area, gathering areas)
- Watering (Common House, Triangle area, Circle)
- Maintain land equipment
- Tree Maintenance

Currently these tasks are being done by one or two people. Community members have not rallied around these maintenance tasks. The tasks need to be done at very specific times that do not always coincide with workdays or convenience.

Estimated hours needed:

<u>Total Hours</u> min-max	<u>Task</u>	<u>Frequency</u>
40-80	mowing with tractor	15-20 hours/3-4 times per season
25-70	other mowing	5-10 hours/5-7 times per season
24-70	weed control	1-2 hours per week
24-48	general landscape maintenance	½ hour per week
12-36	watering	1-3 hours per week

142-330 hours per season total

This is beyond the current community energy, especially in the summer when people are on vacation. Therefore in order to fulfill our responsibility to the land we propose to have a hired maintenance person as follows:

PROPOSAL

A Land Maintenance Person (LMP) would be hired by the community on a trial basis for 1 year.

The LMP would be under the direction of the Land Coordinating Council (LCC) based on but not limited to the tasks listed above.

The LMP would not do maintenance around individually owned dwellings.

The LMP would be paid up to \$20 per hour as a contractor (not an employee) of the community. At an average of 250 hours per season that would result in a cost of \$5000 per year. Depending on circumstances as determined by the LCC the job would run for 8

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months from March through October for about 8 hours per week or for 6 months from April through September for about 10 hours per week.

The community will continue to have workdays for large special projects and capital improvements. It is expected and agreed that each community member would participate in at least 1 of these workdays per year.

The LMP would be paid from funds that would come from a \$10 per month assessment per Homeowner Unit. (This is a trial for the 1st year and can be adjusted for fairness after we have had a chance to evaluate the process.)

Household members who wish to work would do so under the direction and supervision of the LMP who would assign tasks based on priorities. A bulletin board of current projects would be posted in the common house and individuals would be required to contact the LMP for assignment to a specific task as directed by the LMP. After working 1 hour the household member would then receive a voucher from the LMP worth \$10. When paying dues, each homeowner unit could then turn in a voucher with their check and pay \$10 less that month for each voucher turned in. No more than 12 vouchers could be turned in per year. (This is a trial for the 1st year and can be adjusted for fairness after we have had a chance to evaluate the process.)

For quality assurance purposes, each task would also have a time value applied to it based on expert experience. Thus if a task is assigned a 1 hour time value that would be the amount of time it would be expected an average worker would take to complete the task. Even if it takes 2 hours for some people to complete the task, it would only count for 1 hour. And if it only took 45 minutes to complete the task it would still be worth 1 hour.

Vouchers would be issued in triplicate. The original to the homeowner, a copy to the LCC and a copy remaining in the master book kept by the LMP.

The following SG's would be disbanded as a result of their primary maintenance responsibilities being taken over by the LMP. We would do this through a process whereby the LCC would work with them to continue any projects they are currently involved in or any vision they may have and assist members in becoming involved in other areas of interest. The SG's to be dissolved are:

- #1 – Near North field and playing area.
- #2 – South/Central Meadows
- #4 – Entry/Far North Field
- #5 – East Meadow

A new Tree SG would be formed that would involve the care and maintenance of our trees.

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How this helps build community.

This would eliminate some land maintenance drudgery, which would free energy for other community activities and projects. The voucher work could be performed by groups of people. It would not have to be done alone. In addition, we would still have community workdays.

We are stewards of this land. One of our guiding principles is to honor and respect the land we live on. We took responsibility for it when we moved here. It has become clear that we cannot honor that commitment with our time. This solution allows us to honor that commitment at a minimal cost within a system that maintains community values.