



Ponderosa Pines Property Owners Association
53275 Ponderosa Way
La Pine, OR 97739

November 17, 2022

Resolution - #04-30-13 (1)
Roads and Commons Personnel
Revision 8, November 17, 2022 – Employee Pay Scale

WHEREAS, the 2008 Restated Declarations, Restrictions, Protective Covenants and Conditions for the Ponderosa Pines Property Owners' Association; and the 2008 Restated Bylaws of The Ponderosa Pines Property Owners' Association, ARTICLE VII, POWERS AND DUTIES OF THE BOARD OF DIRECTORS, Section 7.3 Other Powers states, The Board shall have the power to employ and direct employees, prescribe their duties and fix their compensation,

NOW BE IT FURTHER RESOLVED THAT the Board shall retain the right to initiate and terminate the employment of positions within the Road and Commons Area Departments, and

BE IT FURTHER RESOLVED THAT the position of **Road Manager** is established by the Board of Directors as a supervisory/working position directly responsible to the Board of Directors for the efficient and effective operation and management of the Ponderosa Pines Property Owners Association (PPPOA) Roads Department, and

BE IT FURTHER RESOLVED THAT the position of **Commons Manager** is established by the Board of Directors as a supervisory/working position directly responsible to the Board of Directors for the efficient and effective operation and management of the Ponderosa Pines Property Owners Association (PPPOA) Commons Area Department, and

BE IT FURTHER RESOLVED THAT the position of **Vehicle/Equipment Operator** is established by the Board of Directors as a working position directly responsible to the Road Manager for the efficient and effective operation of the vehicles and equipment in a safe and effective manner, and

BE IT FURTHER RESOLVED THAT the position of **Certified Employee** is established by the Board of Directors as a working position where the employee has received a certificate and training to perform their duties. These positions will report directly to the Road Manager or Commons Manager to ensure the roadways and common areas are accessible and safe, and

BE IT FURTHER RESOLVED THAT the position of **General Laborer** is established by the Board of Directors as a working position directly responsible to the Road Manager or Commons Manager.



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BE IT FURTHER RESOLVED THAT Effective January 1, 2023, the Road and Commons Area Department employee positions and pay scales are as follows:

- Roads Manager \$27.50 per hour
- Commons Manager \$27.50 per hour
- Vehicle / Equipment Operator \$22.00 per hour
- General Labor \$16.50 per hour

Cheryl Riddle 12/08/2022
 Cheryl Riddle, Treasurer Date

[Signature] 12/10/2022
 Jeremy Martineau, Director Date

[Signature] 12/11/2022
 Tina Kemp, Director Date

[Signature] 12/7/2022
 David Trachsel, Secretary Date

[Signature] 12/7/2022
 Tim Pile, Vice Chair Date

[Signature] 12-10-2022
 Kent Dollarhyde, Director Date

[Signature] 12/8/2022
 Steve Maurer, Chairman Date