



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

March 27, 2025

Resolution - #04-30-13 (1)

Roads and Commons Personnel

Revision 9, March 27, 2025 – 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 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 Supervisor 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 **General Laborer** is established by the Board of Directors as a working position directly responsible to the Road Supervisor or Commons Manager.



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

BE IT FURTHER RESOLVED THAT Effective January 1, 2025, 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                | \$18.00 per hour |

---

Whitney Smith, Treasurer

---

Date

---

Jeremy Martineau, Chairman

---

Date

---

Mary Hackett, Secretary

---

Date

---

Vincent Lorrain, Director

---

Date

---

Kent Dollarhyde, Director

---

Date