

Subcontractor Needs and Notes: (revised 2-2-2017)

Our Plan: Our master game plan is to have 2 core subs that handle most of the work (mowing / landscape maintenance) and our 1-3 current subs that handle either over flow or more specialized jobs. For instance I have someone I've worked with for years and known since high school who chips brush for me almost at a moment's notice, same day. I NEVER lug my own brush anymore. I also have someone who owns the biggest landscape company in town who lends me his #1 skid steer loader driver and dump truck - he's so fast and efficient we can do 18-30 yards of loaming and seeding in 4-5 hours. Depending on your abilities, ambition and equipment line up, you could also take some of these jobs on.

We are looking for 2-3 neat, professional looking and acting subcontractors to do various landscape related tasks as well as take over our nearly 50 lawn mowing route. Must have own vehicle in decent, presentable condition, own tools, proof of liability insurance and, (only if you have employees) worker's comp insurance. OUR PREFERENCE is that you live here in the Northwest Arkansas area. That doesn't mean you have to, but we've found it's MUCH easier, because we DO sometimes have small, last minute items that are very time sensitive. If you live more than 15-20 minutes away, you'll lose money if you have to come back into town for an hour on Tuesday when you weren't planning on coming back until Wednesday. This will quickly put you at a serious disadvantage, from my perspective. If you live out of town, I'd like to hear some feedback on how you'll overcome this challenge.

Over the past two years, our family has ran other businesses. If you have any moving, carpentry, plumbing, painting or similar skills, this will help keep you busy in the cold months.

Here's a basic rundown of what our schedule / seasonal needs look like:

Spring: Starting in April we need help with spring cleanups as well as edging and mulching and any "winter kill" pruning. We're VERY busy during this time and have to hit the ground running. We do have a few smaller cleanups if a sub has no Z mounted vacuum. We would give him jobs where either raking or blowing into the woods is possible, while subs with Z mounted or other vacuum attend to the larger area jobs.

Later in spring: (May – June) Mowing begins! Things get crazy right here because the first week or two tends to be disorganized as we get a routine going. We are now feeling the "pressure" of getting the mulching jobs finished up. Toward the end of June we start weeding and begin hedge trimming. For mowing, you would need commercial equipment such as commercial walk behind, zero turn, etc. Lawn tractors are ok as long as they are professional quality (i.e. Deere, Toro, not Sears or Homelite!) Our mowing standards are fairly high. We ask that lawns be mowed same day each week (outside of exceptions due to weather, equipment breakdowns, etc.). We like our drives and beds VERTICALLY EDGED and NOT "scalped" like most do. We ask for a back and forth pattern, alternating each week. We look for a nice, neat job, with emphasis on the entry and all edges. We especially like to make sure that clippings are blown from the foundations and the edges where driveway meets grass. (A notorious place for grass to collect)

July-August: Mowing continues, may slow down a bit, but we prefer to mow weekly unless there's a REAL compelling reason not to. (drought, etc.) Pretty much weeding and hedge trimming plus any install jobs we pickup. Sometimes I do installs myself: I have subs do the "rough" ground work on installs; tearing out undesired shrubs, spreading compost loam, etc. then I come in and do the "creative" stuff. HOWEVER, if you have design skills, we can certainly turn some creativity over to you!

From there, we die down, but have a variety of items that we get calls for. Mostly shrub trimming "touch ups", etc.

November: 1st two weeks we do fall cleanup, then call it a season! We then ready our one-truck plow route. We are open to subbing some plowing, but reliability is paramount—you must have a new--or nearly new--truck. We value "no surprises" above all.

Requirements Summary:

- Attractive, up-to-date vehicle (a little rust is ok, but no junk please)
- Either your own company shirt or at LEAST a manner of dress that befits a professional (no stains, rips, etc.)
- Adherence to our standards list
 - (avail. At www.resurrectionlawncare.com/sub-contractors.shtml)
- Your own equipment – hedge trimmers, chain saw, ladders
- You should also have – 10-12 foot step ladder and split shaft hedge trimmer (long handled) – this is not 100% requirement, but you will be unable to work on 80% of our hedge trimming without these two items, ESPECIALLY a 12 foot step ladder
- Liability insurance
- Worker's comp IF YOU HAVE employee(s) – wbc261 determination document filled out if not. You must NEVER UNDER ANY CIRCUMSTANCES have another person working with you, even temporarily, unless they are covered by worker's compensation insurance.

So what's this Gig Pay? (I couldn't resist. 15 years ago, someone answered a general help wanted ad and that was his FIRST question to me. I've never forgotten it!)

So what DOES this gig pay?? What we've done in the past, which has worked pretty well, is a 2 pronged approach. First, we ask you to bid on all the jobs that are definite. Come back to us with your figures and if they're good, we'll stick with them. If we can't afford your numbers, we'll tell you and also tell you what the MAX is we can pay. You can choose to say no, OR take the job on a trial basis. You will probably discover our max. is enough. Knowing your target hourly rate would be helpful for us as well. If your rate is higher than average, but we feel good about you, we can concentrate you on high dollar-per-man-hour work.