

Labor Description for

The Fixer

Selection

Chosen: A co-op member chosen by the nomination and election process used for officers

Term: 6 months. Running in consecutive terms is allowed.

Accountability: This position can be officer reviewed.

Expectation and Compensation

While co-op officer positions do not receive compensation, The Fixer will receive a monthly rent credit equal to the current rent rate of a single room plus the cost of participation in the food program. Note that The Fixer is still required to give labor for participation in the food program.

Background

The Fixer is a labor position created out of the hard-won realization that for the foreseeable future, our co-op will need a more focused labor effort on maintenance than the traditional group of volunteers can provide. We need someone to give more time than we ask from the maintenance crew, and we need that from someone on a consistent basis, and we need to make it not put undue stress on the remainder of their lives.

Details

The Fixer can be thought of as the hired gun to take the heaviest day-to-day burden for maintenance. The Fixer is NOT the Maintenance Coordinator, but can be thought of more as the Commander Riker to the Maintenance Coordinator's Captain Picard. The Fixer does not generally need to focus on evaluating priorities, worrying about budgets, or managing the rest of the crew - that's the Maintenance Coordinator's job; The Fixer is expected to focus on solving maintenance problems pointed out by the coordinator.

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Expectations and Accountability

For The Fixer

The Fixer is expected to perform an average of 10 hours per week of maintenance. This number may fluctuate but the time spent is expected to average out.

- The Fixer is responsible for communicating with the Maintenance Coordinator about:
 - Schedule of availability
 - Labor time spent and labor time remaining each week
 - Materials required to perform the tasks assigned
 - Roadblocks in the way of completing projects.
- The Fixer is first accountable to the Maintenance Coordinator for his/her work and hours, and then to the house at large.
- The Fixer can be officer reviewed
 - The house must take into consideration that a negative outcome in such an officer review is very serious in that it affects the income stream of The Fixer.

For The Maintenance Coordinator

The Maintenance Coordinator is requested to work with The Fixer even more closely than with the rest of the volunteer maintenance crew, since The Fixer has higher expectations and is receiving rent credit.

- The Maintenance Coordinator must have a clear task list for The Fixer, and be in contact with The Fixer every week to monitor the progress of projects.
- The Maintenance Coordinator must make sure The Fixer does not spend too little time on maintenance, or too much time on maintenance.
- The Maintenance Coordinator may choose to require public accountability such as a public timesheet for The Fixer in the name of transparency.
- The Maintenance Coordinator should keep the house informed of The Fixers work during weekly Officer Reports.