

RESOLUTION NO. R-26-04

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A TIME AND MATERIALS CONTRACT WITH EMBASSY LANDSCAPE GROUP FOR CITY LANDSCAPING SERVICES IN AN AMOUNT NOT TO EXCEED \$72,100.00.


WHEREAS, staff requested bids from three (3) companies for City landscaping services and Embassy Landscape Group was the only company to respond to the request.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:

THAT, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a time and materials contract with Embassy Landscape Group for City landscaping services in an amount not to exceed \$72,100.00.

FURTHER, THAT, funds are hereby authorized for such purpose from the General Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 26TH DAY OF JANUARY 2026.



Mayor Les Smith

ATTEST:



Kris Keller, City Clerk



Request for Council Action

RES # R-26-04

BILL # City Clerk Only

ORD # City Clerk Only

Date: 1/21/2026

Department: Public Works

Meeting Date Requested: 1/26/2026

Public Hearing: Yes Date: [Click here to enter a date.](#)

Subject: Contract Award, City Landscaping Services

Background: Staff requested bids from three (3) companies that perform landscaping services. One (1) company responded to the request as summarized below:

Embassy Landscape Group	\$72,100.00 (Time and Materials, not to exceed)
Signature Landscaping – No response	
Horizon Landscaping – No response	

Embassy Landscape Group has performed landscaping services for the City in the past.

Budget Discussion: Funds are budgeted in the General Fund. Ongoing costs are estimated to be \$72,100.00

Public/Board/Staff Input: Staff recommends that the City execute a time and materials contract with Embassy Landscape Group for the period of March 1, 2026 to February 28, 2027 with up to four (4) mutually agreeable one-year renewals in an amount not to exceed \$72,100.00.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Timothy A. Nebergall
Department Director/Administrator

CW
City Attorney

BB
City Manager

**CITY OF GLADSTONE
PARKS AND FACILITIES LANDSCAPING**

THIS AGREEMENT, made and entered into this 19th day of February, 2026, (the "Effective Date") by Embassy Landscape Group (hereinafter "Contractor") and the City of Gladstone, Missouri (hereinafter "City").

WHEREAS, the City desires to engage the Contractor to provide the services under the terms and conditions of the contract attached hereto and incorporated herein.

NOW, THEREFORE, in consideration of the compensation to be paid to the Contractor and of the mutual agreement herein contained, the parties to these presents have agreed and hereby agree, the City for itself and its successors, and the Contractor for itself, himself, or themselves, or its, his or their successors and assigns, or its, his or their executors and administrators, as follows:

SECTION 1. Term of Agreement. The initial term of the contract shall be one (1) year with up to four additional mutually agreeable one (1) year renewals.

SECTION 2. Scope of Services. The Contractor shall provide the Project Services described in Exhibit A. The Contractor will hire, train, supervise, direct the work of, and discharge all personnel engaged by them to perform the Project Services. The Contractor is solely responsible for payment of wages, salaries, fringe benefits and other compensation of, or claimed by, the Contractor's personnel in the performance of the Project Services, including, without limitation, contributions to any employee benefit plans and all payroll taxes.

SECTION 3. Payment. The City shall pay the Contractor fee as described in Exhibit A.

SECTION 4. Prevailing Wages. The Contractor shall comply with all laws regarding the payment of prevailing wages to employees of the Contractor or subcontractor, if applicable. Contractor shall indemnify the City for any damage resulting to the City from failure of either the Contractor or any subcontractor to pay prevailing wages pursuant to applicable laws.

SECTION 5. Construction Safety Training.

- ~~A. The Contractor shall provide a ten (10) hour Occupational Safety and Health Administration (OSHA) construction safety program for all employees who will be on-site at the project. The construction safety program shall include a course in construction safety and health that is approved by OSHA or a similar program approved by the Missouri Department of Labor and Industrial Relations that is at least as stringent as an approved OSHA program as required by Section 292.675, RSMo.~~
- ~~B. If any on-site employees have not previously completed a construction safety program, Contractor shall require those on-site employees to complete a construction safety program within sixty (60) days after the date work on the project commences.~~
- ~~C. The Contractor acknowledges and agrees that any of Contractor's employees found on the project site without documentation of the successful completion of a construction safety program shall be required to produce such documentation within twenty (20) days or will be subject to removal from the project.~~
- ~~D. The Contractor shall require all of its subcontractors to comply with the requirements of this Section and Section 292.675, RSMo.~~
- E. The Contractor and subcontractors will have a documented safety program for its employees for the duration of the contract.

SECTION 6. Notice of Penalty Provisions

- ~~A. Pursuant to Section 292.675, RSMo, Contractor shall forfeit to City as a penalty two thousand five hundred dollars (\$2,500), plus one hundred dollars (\$100) for each on-site employee employed by Contractor or its subcontractor, for each calendar day, or portion thereof, such on-site employee is employed without the construction safety training required in Section 5 above.~~
- ~~B. The penalty described in Subsection A of this Section shall not begin to accrue until the time periods described in Sections 5B and 5C above have elapsed.~~
- ~~C. Violations of Section 5 above and imposition of the penalty described in this Section shall be investigated and determined by the Missouri Department of Labor and Industrial Relations.~~

SECTION 7. Unauthorized Aliens. Pursuant to 285.530(1), RSMo., by its sworn affidavit in substantially the form attached hereto as Exhibit B and incorporated herein, Contractor hereby affirms its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. Furthermore, Contractor affirms that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

SECTION 8. Insurance Requirements.

- A. General Provisions. Contractor shall file (by the Effective Date) with the City evidence of liability insurance that is consistent with the amounts set forth below, and shall maintain such insurance until this contract is terminated.
- B. Limits and Coverage.
1. Professional Liability Insurance: Professional Liability insurance in an amount not less than \$2,000,000 Combined Single Limit, if applicable.
 2. Commercial General Liability Insurance: \$2,000,000 CSL for bodily injury and property damage per occurrence or sovereign immunity limits.
 - a. The following endorsements shall attach to the policy:
 - (i) The policy shall cover personal injury as well as bodily injury.
 - (ii) The policy shall cover blanket contractual liability subject to the standard universal exclusions of contractual liability included in the carrier's standard endorsement as to bodily injuries, personal injuries and property damage.
 - (iii) Broad form property damage liability shall be afforded.
 - (iv) The City shall be listed as an additional insured.
- C. Workers' Compensation Insurance: The Contractor shall obtain and maintain Workers' Compensation Insurance for a limit of \$500,000 for all of their respective employees, and in case any work is sublet, the Contractor shall require any subcontractors to provide Workers' Compensation insurance for all subcontractors' employees, in compliance with Missouri law. The Contractor hereby indemnifies the City for any damage resulting to it from failure of either the Contractor or any contractor or subcontractor to obtain and maintain such insurance.
- D. Commercial Automobile Liability Insurance: Contractor shall obtain and keep in force commercial automobile liability insurance with a \$2,000,000 CSL covering scheduled automobiles. The insurance will be written on a Commercial Business Auto form, or an acceptable equivalent, and will protect against claims arising out of the operation of motor vehicles, as to acts done in connection with this Agreement, by the Contractor or subcontractor. The minimum limits for commercial automobile liability insurance may be satisfied by maintaining excess/umbrella liability coverage in an amount sufficient to meet the minimum limits.

SECTION 9. Labor and Materials Payment Bond

- ~~A. Labor and Materials Payment Bond. Prior to commencement of field work, Contractor shall furnish a labor and materials payment bond in a form acceptable to the City Attorney, in an amount equal to 100% of the total cost of completing the field work, as determined by the City, conditioned upon the payment for all labor and materials suppliers. Copies of certifications of such bond shall be delivered to the City prior to the commencement of construction.~~

SECTION 10. General Conditions

- A. Compliance with Laws and Safety Regulations. Contractor shall comply with all federal, state, and local laws, ordinances, and regulations applicable to the Project Services. Contractor shall secure all licenses, permits, etc. from public and private sources necessary for the fulfillment of its obligations under this Agreement. In the performance of the Project Services, Contractor shall comply with the applicable provisions of the Federal Occupational Safety and Health Act, as well as any other pertinent federal, state and/or local safety or environmental laws or regulations.
- Contractor shall obtain and maintain an occupational or business license with the City, if required by city code and any required state or federal license. The cost for this occupational license shall be borne by the Contractor.
- B. Contractor's responsibility for subcontractors. The Contractor shall be as fully responsible to the City for the acts and omissions of its subcontractors, and of persons either directly or indirectly employed by them, as Contractor is for the acts and omissions of persons it directly employs. Contractor shall cause appropriate provisions to be inserted in all subcontracts relating to this work, to bind all subcontractors to Contractor by all the terms herein set forth, and insofar as applicable to the work of subcontractors and to give Contractor the same power regarding termination of any subcontract as the City may exercise over Contractor under any provisions of this contract. Nothing contained in this contract shall create any contractual relation between the subcontractor and the City or between any subcontractors.
- C. General Independent Contractor Clause. This agreement does not create an employee/employer relationship between the parties. It is the parties' intention that the Contractor will be an independent contractor and not the City's employee for all purposes, including, but not limited to, the application of the Fair Labor Standards Act minimum wage and overtime payments, Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, Missouri Revenue and Taxation laws, Missouri Workers' Compensation and Unemployment Insurance laws.
- D. Liquidated Damages. N.A.
- E. Termination. The City shall have the right at anytime by written notice to Contractor to terminate and cancel this contract, without cause, for the convenience of the City, and Contractor shall immediately stop work. In such event City shall not be liable to Contractor except for payment for actual work performed prior to such notice in an amount proportionate to the completed contract price and for the actual costs of preparations made by Contractor for the performance of the cancelled portions of the contract, including a reasonable allowance of profit applicable to the actual work performed and such preparations. Anticipatory profits and consequential damages shall not be recoverable by Contractor.

The City reserves the right to terminate this contract by giving at least five (5) days prior written notice to the Contractor, without prejudice to any other rights or remedies of the City should the Contractor be adjudged a bankrupt, or if Contractor should make a general assignment for the benefit of its creditors, or if a receiver should be appointed for Contractor or for any of its property, or if Contractor should persistently or repeatedly refuse or fail to supply enough properly skilled workmen or proper material, or if Contractor should refuse or fail to make prompt payment to any person supplying labor or materials for the work under

the contract, or persistently disregard instructions of the City or fail to observe or perform any provisions of the contract.

F. City's Right to Proceed. In the event this contract is terminated pursuant to Paragraph E above, then the City may take over the work and prosecute the same to completion, by contract or otherwise, and Contractor and its sureties shall be liable to the City for any costs over the amount of this contract thereby occasioned by the City. In any such case, the City may take possession of, and utilize in completing the work, such materials, appliances and structures as may be on the work site and are necessary for completion of the work. The foregoing provisions are in addition to, and not in limitation of, the rights of the City under any other provisions of the contract, city ordinances, and state and federal laws.

G. Liability.

1. In no event shall the City be liable to the Contractor for special, indirect, or consequential damages, except those caused by the City's gross negligence or willful or wanton misconduct arising out of or in any way connected with a breach of this contract. The maximum liability of the City shall be limited to the amount of money to be paid or received by the Contractor under this contract.
2. The Contractor shall defend, indemnify and save harmless the City, its elected or appointed officials, agents and employees from and against any and all liability, suits, damages, costs (including attorney fees), losses, outlays and expenses from claims in any manner caused by, or allegedly caused by, or arising out of, or connected with, this contract, or the work or any subcontract thereunder (the Contractor hereby assuming full responsibility for relations with subcontractors), including, but not limited to, claims for personal injuries, death, property damage, or for damages from the award of this contract to Contractor, notwithstanding any possible negligence, whether sole or concurrent, on the part of the City, its officials, agents and employees.
3. The Contractor shall indemnify and hold the City harmless from all wages or overtime compensation due any employees in rendering services pursuant to this agreement or any subcontract, including payment of reasonable attorneys' fees and costs in the defense of any claim made under the Fair Labor Standards Act, the Missouri Prevailing Wage Law or any other federal or state law.
4. The indemnification obligations of Contractor hereunder shall not be limited by any limitations as to the amount or type of damages, compensation or benefits payable by or for the Contractor, under any federal or state law, to any person asserting the claim against City, its elected or appointed officials, agents and employees, for which indemnification is sought.
5. The indemnification obligations herein shall not negate, abridge or reduce in any way any additional indemnification rights of the City, its elected or appointed officials, agents and employees, which are otherwise available under statute, or in law or equity.
6. Contractor affirms that it has had the opportunity to recover the costs of the liability insurance required in this agreement in its contract price. Contractor's obligation under this agreement to defend, indemnify, and hold harmless any person from that person's own negligence or wrongdoing is limited to the coverage and limits of the applicable insurance required of the Contractor under this agreement.

H. Conflict of Interest. In accepting this contract, Contractor certifies that no member or officer of its firm or corporation is an officer or employee of the City of Gladstone, Missouri, or any of its boards or agencies, and further that no officer or employee of the City has any financial interest, direct or indirect, in this contract. All applicable federal regulations and provisions of Section 105.450 et seq., RSMo., shall not be violated.

I. Assignment. The Contractor shall not assign any interest in this contract, and shall not transfer any interest in the same (whether by assignment or novation), without prior written consent of the City thereto, provided, however, that claims for money due or to become due to the Contractor from the City under this Contract

may be assigned to a bank, trust company, or other financial institution without such approval. Notice of such assignment or transfer shall be furnished in writing promptly to the City and the bond surety. Any such assignment is expressly subject to all rights and remedies of the City under this agreement, including the right to change or delete activities from the Contract or to terminate the same as provided herein, and no such assignment shall require the City to give any notice to any such assignee of any actions which the City may take under this agreement.

- J. Nondiscrimination. The Contractor agrees in the performance of this contract not to discriminate on the grounds or because of race, creed, color, national origin or ancestry, sex, religion, handicap, age, or political opinion or affiliation, against any employee of Contractor or applicant for employment and shall include a similar provision in all subcontracts let or awarded hereunder. Furthermore, by its sworn affidavit in substantially the form attached hereto as Exhibit C and incorporated herein, Contractor hereby affirms for the duration of this agreement to not engage in the boycott or discrimination of Israel as defined in Section 34.600, RSMo.
- K. Nonresident/Foreign Contractors. The Contractor shall procure and maintain during the life of this contract:
 - 1. If the Contractor is a foreign corporation, a certificate of authority to transact business in the State of Missouri from the Secretary of State, unless exempt pursuant to the provisions of Section 351.570, RSMo.
 - 2. A certificate from the Missouri Director of Revenue evidencing compliance with the transient employer financial assurance law, unless exempt pursuant to the provisions of Section 285.230, RSMo.
- L. Notices. Any notice, approval or other communication between the City and the Contractor pursuant to this Agreement shall be made in writing and shall be deemed to be effective upon receipt or refusal of service and may be given by personal delivery, courier, reliable overnight delivery or deposit in the United States mail, postage prepaid, registered or certified, return receipt requested, to the address specified below or to such other address as may later be designated by written notice of the other party:

The City: City of Gladstone, Missouri
 Attn: Jennifer Stafford – Facilities Coordinator
 4000 NE 76th Street
 Gladstone, MO 64119

Contractor: Embassy Landscape Group
 ATTN: Tony Fredericks
 6105 NW River Park Drive
 Riverside, MO 64150

Nothing contained in this section shall be construed to restrict the transmission of routine communications between representatives of the City and the Contractor.

- M. Entire Agreement. This agreement contains the entire agreement of the parties. No modification, amendment, or waiver of any of the provisions of this agreement shall be effective unless in writing specifically referring hereto, and signed by both parties.
- N. Jurisdiction. This agreement and every question arising hereunder shall be construed or determined according to the laws of the State of Missouri. Should any part of this agreement be adjudicated, venue shall be proper only in the Circuit Court of Clay County, Missouri.

IN WITNESS WHEREOF, the Contractor and the City have executed this Agreement as of the Effective Date.

By: Embassy Landscape Group
Name: Jay Fudels
Title: Account Manager

CITY OF GLADSTONE, MISSOURI:

By: [Signature]
Name: Robert M. Baer
Title: City Manager

EXHIBIT A



GENERAL CONTRACTUAL GARDENING SPECIFICATIONS

1. Contractor agrees to do all work from 7:00 AM to 7:00 PM.
2. Gardening tasks should include all activities such as; weeding, planting, pruning, mulching, applying chemicals to control weeds and fertilize, as necessary to keep city garden areas neat, weed-free and attractive.
3. Gardening supplies, such as: chemicals; mulch; tools; and safety equipment, including gloves will be provided by the contractor. Plant materials will be provided by the City.
4. Contractor agrees to remove litter prior to gardening at each site.
5. Pruning of shrubs shall be executed in such a manner as to retain their form and proportionate size to each other. Shrubs should be pruned to: (1) maintain size and shape; (2) control traffic or allow pedestrian clearance; or (3) thinned in order to promote plant health and longevity, encourage flowering and improve shape and structure.
6. Renovation shall be performed as an exception. Pruning shall be performed as often as necessary to have the shrubs appear neat and orderly at all times.
7. Pruning of hedges shall occur as regularly as demanded by the growth rate of the plant. Typically, juniper, yew, arborvitae and boxwood hedges should be sheared once per year in late winter. Privet hedges shall be sheared three (3) times per year. Formal yew hedges, especially lineal form hedges, should also be sheared in July to remove new elongated growth only. Hedges shall always be sheared such that the base of the hedge is proportionately wider than the top.
8. Ornamental grasses shall be cut off just above the crown early in the spring prior to new growth.
9. Shredded hardwood mulch shall be used to control weeds in open beds.
10. Pre-emergent herbicides and slow release fertilizer, if utilized, shall be applied to plantings. Hand weeding of flower beds shall be done a minimum of every two (2) weeks or as appropriate thereafter.
11. Design of planting beds will be a collaborative effort between the City and the contractor.
12. The City will maintain all existing irrigation equipment in good working order and provide watering services for all beds without irrigation. Contractor will work closely with City personnel to ensure newly planted beds are well watered.
13. Bed edging to be maintained to retain size and shape with clean and clear edges.



14. Each fall, all beds are to be cleaned out and ornamental grasses, perennials and shrubs cut back as necessary for the health of the plants; mulch applied as needed.
15. All beds need to be inspected weekly by the contractor to ensure beds are well maintained. If plantings are damaged or not successful, additional plant material will be planted.
16. Contractor agrees to pay for any damage to property, including damage to plant materials. The specified gardening sites will be inspected by the appropriate Superintendent or designated representative after the gardening cycle has been completed to check for damage.
17. The Contractor agrees to immediately notify the appropriate Superintendent or Facilities Coordinator representative of any accident or incidents which occur as a result of the Contractor's work.
18. The Contractor agrees to be courteous and tactful when in contact with the public. Contractor will have each employee in approved dress, with a company logo visible so as to make known to patrons their affiliation.
19. The Contractor agrees to take the necessary safety precautions to protect the general public, Contractor's employees, and facilities from injury or damage. Contractor will abide by all manufacturers' recommended safety guidelines for the proper operation of equipment utilized in fulfillment of this agreement and provide all necessary safety equipment for its employees.
20. The Contractor agrees to comply with all federal, state and local regulations related to the performance of the contract.
21. In the event that a site is missed by the Contractor or is not gardened as specified, the Contractor agrees to return to the designated site within 24 hours of notification by the appropriate Superintendent or designated representative.
22. If, for any reason the Contractor cannot fulfill the terms of the contract, the Contractor shall immediately notify the Parks and Facilities Superintendent or Facilities Coordinator.
23. If the appropriate Superintendent or Facilities Coordinator determines that the Contractor has not met the specifications of the contract, it may be terminated for non-compliance.
24. The Contractor will be required to obtain a City of Gladstone Occupational License during the term of the contract.
25. The successful bidder is considered to be an independent contractor and is not an employee of the City of Gladstone.



26. Prior to beginning work as specified in the contract documents, the Contractor will meet with designated City representatives to review areas to be gardened.
27. Any refuse from gardening services can be disposed of at the Gladstone Public Works facility free of charge. Refuse must be only for Gladstone garden beds and must be delivered to Public Works by the contractor.



BID SUMMARY

City of Gladstone

City of Gladstone

2026 Grounds Maintenance - Beds

January 12, 2026

Contract No. - 60474

Embassy Sales Rep:

Tony Fredericks

Account Manager

Embassy Landscape Group hereby proposes to provide the materials, equipment, and supervision for completion of the following items:

2026 Bed Maintenance.

This is a T&M contract.

Embassy will pull and spray the weeds in the beds as we have done in the years past.

Mulching, Pruning, etc. may be done with prior approval. All material will be added to the T&M tickets.

INTENT OF AGREEMENT

It is our Intent that the property's landscape has the best possible appearance. We have set as our standard of comparison to all the top maintained properties in the Kansas City area.

The physical health of the landscape is to be maintained at the highest standards. It is understood that time is required to achieve the this. A reasonable time should be allotted to reach the standard. It is absolutely essential that all aspects of our lawn management program be completed in order to achieve the highest level of excellence requested by the property owners.

Standards • Maintain contact with Management Company or Owner to receive comments, feedback, and supervision. Be available for discussion and suggestions on landscaper's performance. • Provide technical and professional advice to the property on any existing or potential landscaping problems. • Perform all its services in such a manner to provide minimum inconvenience to staff and customers on property. • Observe working hours that will not begin before 7:00am or end after 7:00pm. • Provide adequate supervision of landscaper's employees while on property to insure complete and satisfactory performance.

Landscaper will provide liability insurance certificate upon request.

Property Owner shall pay the Landscaper promptly for prior month's work not to exceed 30 days from the date of invoice. Either Party may elect to terminate or alter this contract with (30) days written notice, for any reason. Upon termination the Property owner is responsible for payment of all services rendered prior to the termination date. If a monthly payment plan is in place, the landscaper shall provide an accounting of services and materials provided and will refund any sums that were paid in advance for services not performed. Should any legal action be necessary the prevailing party shall be entitled to recover all legal and court costs.


With the effects of the rising costs of fuel and petroleum related materials there is a potential of increase in the cost of fuel. We are making every attempt to absorb these increases, but are reserving the right for a petroleum cost adjustment should it be deemed necessary. The cost adjustment would increase or decrease quarterly based on the national average price for regular gasoline as determined by The Energy Information Administration's official energy statistics from the U.S. Government. As always, we appreciate your understanding and consideration of this potential cost adjustment.

Guest Worker Clause - Embassy operates in compliance with the Federally mandated labor rates for its Guest worker program. Embassy reserves the right to pass on any rate increases should the government increase them during the terms of this contract.

Severability - Should any part of this contract be illegal or unenforceable, the rest of the contract shall remain in force.

ACCEPTANCE OF AGREEMENT:

The prices, specifications, and conditions are satisfactory and are hereby accepted; Embassy Landscape Group, Inc. is authorized to do the above maintenance work as specified in the Attachment A. Payment will be made according to terms outlined above.

Sign		Sign	
	Account Manager		
Print Name	Tony Fredericks	Print Name	
Date	1/12/2026	Date	
	Embassy Landscape Group, Inc.		City of Gladstone
			City of Gladstone

Below is a breakdown of estimated hours and tasks planned for April – October, along with an overall budget overview.

April

- Weeding, bed pre-emergent application, and perennial cutbacks
- Spring shrub pruning
- Removal of dead shrubs in North Oak beds
- **Estimated Hours: 225 hrs (45 hrs/week x 5 weeks) @ \$53.00/hr = \$11,925.00** (*All hours may not be used*)

May

- Weeding, mulching, and installation of annual flowers (flowers provided by you)
- **Estimated Hours: 180 hrs (45 hrs/week x 4 weeks) @ \$53.00/hr = \$9,540.00**
- **Mulch Estimate: 136 yds @ \$37.00/yd = \$5,320.00** (*Mulching hours will be allocated from the weeding budget*)

June

- Completion of mulch installation
- Weeding & other necessary projects
- **Estimated Hours: 180 hrs (45 hrs/week x 4 weeks) @ \$53.00/hr = \$9,540.00**

July

- Weed & spray all landscape beds
- **Estimated Hours: 225 hrs (45 hrs/week x 5 weeks) @ \$53.00/hr = \$11,925.00** (*All hours may not be used*)

August

- Weed & spray all landscape beds
- **Estimated Hours: 180 hrs (45 hrs/week x 4 weeks) @ \$53.00/hr = \$9,540.00** (*All hours may not be used*)

September

- Weed & spray all beds
- Begin Fall shrub pruning
- **Estimated Hours: 180 hrs (45 hrs/week x 4 weeks) @ \$53.00/hr = \$9,540.00** (*All hours may not be used*)

October

- **Weed & spray all beds**
- **Cut back ornamental grasses**
- **Estimated Hours: 90 hrs (45 hrs/week x 2 weeks) @ \$53.00/hr = \$4,770.00**

Overall Budget Estimate

Total Estimated Cost: **\$72,100.00 per year** *(if all work is completed as planned)*

- **Mulch and pre-emergent** will be billed at cost but are included in this estimate, Any additional materials used will be billed separately.
- This is a **flexible budget** and may be subject to change due to weather conditions or project adjustments.
- **Historically, we have never exceeded the budget.** However, there are additional projects we may want to consider addressing.

Let me know your thoughts or if any adjustments are needed.

Best regards,

