



Mailboxes

Wildwood is not responsible for the keys to the individual mailboxes. Each owner is responsible for providing a mailbox key for their tenant. The Association has absolutely NOTHING TO DO WITH CHANGING THE LOCKS ON YOUR MAILBOXES!

If you need a lock changed on your mailbox please check with the post office or a locksmith on the correct procedure.

The Board may look into other possibilities for mail delivery to the residents of Wildwood such placing individual mailboxes on each unit or allowing owners to install mail slots in their front doors.

Come out for the NEXT MEETING

FEB 15, 2007

@ 6:00 PM

Your Garbage cans

Will be removed from Wildwoods streets by Tuesday morning. if you are a tenant...your owner will be responsible for replacing the can.

You will want to get your can in by Monday night or make arrangements for someone to roll it in for you.

The number to call to order replacement garbage cans is 916-808-4800.

The city is scheduled to install security gates to control car and foot traffic into Wildwood and Brookfield. Ensure your tenants are screened to the current requirements.

The unscreened tenants living in the community will not be granted a key card to enter the gates and you may face other penalties for failure to follow the screening procedure.



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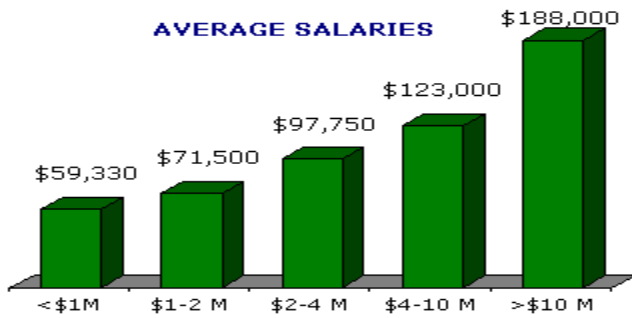
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Managers Salaries



2005 SALARY SURVEY OF ONSITE MANAGERS

Forty-eight onsite managers in Los Angeles participated in our biannual survey. Their salaries ranged from a low of \$38,000 to a high of \$198,000. Salaries consisted of the manager's

base salary and bonus. For those managers who lived onsite (only 5 of the 48), their units were assigned a value of \$27,000 and included as part of their salary.

BUDGET CORRELATION

As with previous surveys, there is a strong correlation between the association's budget and the manager's salary. Associations with larger budgets generally have larger staffs and more facilities for their managers to oversee. As a result, boards are willing to hire more qualified managers and pay them for their expertise. The above chart shows the average salaries for different budget ranges for associations.

EMPLOYMENT CONTRACTS

One-third of the managers surveyed have written employment contracts. Recently, there has been a trend toward longer contracts. The length of contracts now varies from 1 year to 5 years. Of those with contracts, 56% had a 1-year contract, 25% a 2-year contract, 13% a 3-year, none had a 4-year contract and 6% had a 5-year contract.

1-Year	56%
2-Year	25%
3-Year	13%
4-Year	-0-
5-Year	6%

YEAR-END BONUS

Year-end bonuses ranged from \$0 to \$30,000 with 88% of all managers receiving a bonus. For some managers the bonus was a negotiated part of their compensation package. For others, it was discretionary or linked to their performance. Some included incentive bonuses. The average bonus was \$4,700

Health Insurance	85%
Dental Insurance	58%
Seminars	81%
Car	21%
Cell Phone	65%
Retirement Plan	31%
1 week vacation	2%
2 week vacation	42%
3 week vacation	40%
4 week vacation	15%
5 week vacation	1%

BENEFITS

Benefits are an important part of compensation packages with paid health benefits at the top of the list. Cell phones supplied by associations have climbed to 65%. They allow the association to maintain contact with managers whenever managers are off the property. The number of associations offering IRAs and 401(k) plans continues to grow with 31% now offering the benefit.

Healthy Thinking 2007

I have been guilty of many of the negative thought processes described below. After reading this article, I was inspired to make a change for the better in 2007.

Here are 8 questions to ask yourself when you challenge your automatic negative thoughts. Each time you discover a pessimistic thought, rethink it to reflect a more positive, optimistic story.

1. Have I really identified what's bothering me?

When you are feeling badly, it's sometimes difficult to put your finger on the real cause. Review your activities for the past day or two:

- What have you been doing recently?
- With whom have you been talking?

Try to identify a specific event, situation, or encounter that might have triggered the negative thoughts that led to feeling bad.

2. Am I exaggerating the situation?

Automatic thoughts often exaggerate the importance of situations and events. Put an exaggerated response into a healthier perspective. Ask yourself, "What difference will this make next week, in a year, or in 10 years?" Will anyone remember (let alone care) that you made a stupid remark or had dandruff on your sweater a few years from now? Our mistakes are rarely fixed permanently in others' minds.

Or imagine yourself in a hot-air balloon looking back down at Earth. How important do your worries appear from that perspective?

3. Am I over-generalizing?

- A common mistake is to assume that because something happened once, it will happen again. The truth is, "I'm always late."
- "I'll never find another job."
- "I'll never find the right person for me."

Watch out for "all-or-nothing" or "either-or" thinking. Other common mistakes are:

- Thinking in black or white; most situations are shades of gray
- Trapping yourself between two unrealistic viewpoints ("I didn't exercise yesterday, and I've blown my regimen completely"; "I'm pretty stupid and everyone else is brilliant").

The tip-off for this type of over-generalization is words like "all," "completely," "nothing," "totally," and "always." And be aware of the labeling trap: "I'm a loser." "He's a jerk." Labels don't accurately reflect the true complexity of real people.

4. Am I over-worrying?

We all worry. For example, we think things like:

- I won't get the report done on time.
- David will catch cold in that rain.
- My stomachache means I have cancer.

Healthy Thinking 2007

- Turbulence is very common; it rarely brings a plane down.
- I'm still here, so I obviously can stand this; I just need a better way of coping.
- Worse things have happened to me.

Everyone makes mistakes; my overall work is actually quite good.

5. Am I making an unrealistic or unfair comparison?

Remember, we face the reality our mind makes up, not reality itself. And our minds judge by comparison: experience vs. expectation, this year vs. last, them vs. me, and so on. Our feelings about events are shaped by how much better or worse it was compared to what we expected. Once we understand how our mind works by using comparisons, we can begin to evaluate them with greater insight. Make a list of your worries and check it periodically. Notice how the vast majority of your anticipated calamities never occur.

6. Am I assuming the worst?

If something does go wrong, would it be a catastrophe? When you consider the worst thing that could happen, would it truly be a disaster? Are you underestimating your ability to cope with the situation? Do you think such thoughts as:

- This turbulence means the plane will probably crash.
- I can't stand this anymore.
- This is the worst thing that ever happened to me.
- I'll lose my job if I make a mistake.

With catastrophic thinking, small events become disasters. Even big problems or crises become exaggerated. Counter your thoughts of calamity with facts and a more reasonable perspective:

7. Am I taking it too personally?

"It's all my fault." "I'm responsible that everyone didn't have a good time at the party." "If only I would have treated her better, she wouldn't have left me." Are you blaming yourself for something that is not entirely under your control?

Accepting personal responsibility makes sense only when you're dealing with something you can really influence. To blame yourself because it rained on the date you chose for the party doesn't make sense. Weather, the financial markets, and the actions of others are things that you can't realistically expect to control.

8. Am I discounting the positive?

Are you focusing only on the negative aspects of the situation, and ignoring the positive? Do you think things like, "She only said those nice things about me to make me feel better," or "I was just lucky"? When you filter out the positive, that leaves only the negative to determine your mood.

10. Am I expecting perfection?

Do you really think that people should never make mistakes? If you do, you're going to be disappointed frequently. Give everyone (including yourself) a break. Making mistakes is part of being human. Why hold yourself to an impossible standard? Put your energy to better advantage rather than feeling bad. Mistakes can be opportunities to learn and grow if you don't paralyze yourself with self-blame. Most worries are just automatic thoughts with little basis in fact. We often worry about things that are very unlikely to happen. If you worry, make sure you've got a good reason. If you do, then do what you can to fix the situation. Learn how to

Source: Adapted with permission from the [Healthy Mind, Healthy Body Handbook](#) (also published under the title *Mind & Body Health Handbook*), [David Sobel, MD](#), and Robert Ornstein, PhD, 1996

Reviewed by: David Sobel, MD, June 2006