

George reported that plans for the Baltimore conference are coming along well. Several speakers have been contacted and confirmed both from the superintendent level as well as from the college level. Ideas and suggestions will be welcomed by George.

Other committees either had no report or nothing of importance to be published.

A nominating committee was set up with the purpose of drawing up a list of nominees for the December elections. Bob Milligan is the chairman and the other members include Bob Shields, George Cleaver and Tom Doerer.

NEWS FROM THE VIRGINIA AREA

Fort Belvoir Golf Club - Tom Doerer, Superintendent. Tom has had some greens trouble with grass going out on walk off areas. The Poa was really the only thing that gave him trouble and it is all recovered now. He said there has been more play there this past year than he can remember. There are over 600 on the waiting list for membership! You guys think you have traffic!

Army-Navy C.C. - Del Hammeresly, Superintendent. Del has had a pulled nerve in his leg. He hurt it about 3 months ago and has given him a lot of discomfort. On the golf course, the Shirley Highway complex is giving him a lot of discomfort too. The widening project will cause 4 or 5 greens to be relocated at the in-town course. Al Pulley will be doing the design work and hopefully construction will begin this fall.

Washington Golf and C.C. - Lee Dieter, Superintendent. Lee reports he will be starting this fall on an arsenic program on his new tees. The reason he can't use Balan is because the grass is Penncross. Crabgrass has been a problem there as well as everywhere else this summer. He is more than pleased with the results of his new tees and plans are to build three more like them latter this fall.

Springfield Golf and C.C. - Denny McCammon, Superintendent. Algae has been a real problem this summer. The silt from all the new construction around the course has almost stopped, allowing the lakes to clear up considerably more than they have ever been able to before. With the water being clearer, the sun penetrated deeper and really brought on the algae. It grew so much that it plugged up the pump intakes to the water system and burned up both main bearing assemblies. Quite an expense as well as an experience in water ecology!

C.C. of Fairfax - Sam Kessel, Superintendent. The new greens are in excellent shape, but Sam is nursing the 2 fairways in hopes of getting them filled in.

Overseeding the old fairways is one of his fall projects. The seed mix consists of Merion, Pelo, Fylking, and Sodco. Like to see it when it comes up.

Twin Lakes Golf Course - Buck Whetsell, Superintendent. Lots of lime has gone on the fairways at Twin Lakes this fall. Fairways there are being overseed with 40% each of Merion and Fylking and 20% Pennlawn. Buck is more than pleased with his first year with Balan. He noticed some breakdown around the sprinkler heads, but some of this is to be expected.

NEW JOBS

Dick Fisher, Sam's assistant at C.C. of Fairfax, started as the super at Goose Creek C.C. as of September 1. Dick graduated from the four year course in turf management at V.P.I. in June. His work is cut out for him but he shouldn't have any trouble since he is a pretty capable lad. Just got married, too, so his jobs are really going to keep him busy, especially the latter one.

Ed Dembnicki from Indian Spring C.C. is leaving the area as of November 1. He has accepted the job as superintendent at the C.C. of North Carolina near Southern Pines. This is a 27 hole operation and he will have a crew of 16 full time men including an assistant and two 2-year turf students.

The tees and fairways are 419 Bermuda and the greens are Penncross. The original 18 has automatic greens and tees and the new 9 has fully automatic everything including a double row around the greens to give wider coverage around them.

We will hate to see Ed leave the area but we all wish him the very best of luck at the new job.

SURVEY REPORT

The survey results are shown below. There are two columns as you can see, one from the first survey that the late Frank Haske ran in 1967 and the results from the one this year. The purpose of this survey was to familiarize each member superintendent with wages, budgets, benefits and the like in our area.

In figuring the salary portion, each questionnaire was checked and base salary plus housing, transportation, conference expenses, monthly meetings and hospitalization insurance were added to the base dollar figure if the super was receiving one or more of them. The entire total was then taken as salary since these items could be considered as cash. This is the way this was done in 1967 and in order to keep the results figured similarly, this is the way it was done again this year. The amounts were as follows; if the super had

housing, \$3,000 was added; transportation with gas and oil added \$1,500; conference expenses added \$550; monthly meetings were figured at \$100 and hospitalization insurance, if it was paid, was figured at \$200. In 1967, 76 forms were sent out and 51 were

were returned for an average of 67%. This year we sent out 63 and got back 45 for a 71% average. Why there were more forms sent out the first time is a good question. Perhaps someone was overlooked, but if he was, he never said so.

RESULTS OF THE 1970 MID-ATLANTIC GCSA EMPLOYMENT QUESTIONNAIRE

	1970	1967
Are you a member of the National?	100%	99%
Are you a member of the Mid-Atlantic?	100%	100%
Are you a superintendent?	100%	100%
What classification?	33A	34A
	9B	11B
	1D	2D
		2E
	F (1 retired)	
Age?	39	39
What is your educational background?		
Grade school	2%	10%
High school	33%	48%
Some college	48%	10%
College degree	15%	32%
What is your base salary?*		
9 hole	\$12,000	\$ 8,500
18 Hole	14,100	12,500
27 Hole	16,500	12,600
36 Hole	17,500	12,800
Do you have a house furnished?	22%	25%
Do you have transportation furnished?	64%	65%
Do you receive a Christmas bonus?	66%	70%
Do you have hospitalization?	80%	70%
Does the club furnish life insurance?	37%	25%
If so, how much?	range 2-30m	range 1-10m
	(10,500 av)	
Does the club have disability or sick benefits?	62%	50%
Does the club have a retirement plan	40%	35%
How much vacation do you get?	3.7 weeks av.	2 - 4 weeks
Is it paid?	91%	80%
Do you have sick leave?	77%	80%
Does the club pay National dues?	97%	75%
Does the club pay Mid-Atlantic dues?	90%	75%
Does the club pay National expenses?	77%	75%
Does the club pay for books & publications?	77%	75%
How many holes on your course?	9 - 4	9 - 6
	18 - 31	18 - 31
	27 - 6	27 - 8
	36 - 7	36 - 6

	1970	1967
How many men on your crew?	9 - 4	9 - 4
	18 - 9	18 - 8
	27 - 12	27 - 12
	36 - 20	36 - 16
Do you have an assistant?	47%	50%
What is his salary?	\$6,800	\$6,800
Do you have a foreman?	68%	30%
What is his salary?	\$6,760	\$6,500
Do you have a mechanic?	65%	65%
What is his salary?	\$6,450	\$6,500
What is the pay scale for the crew?	\$1.60 - \$4.60	\$1.60 - \$2.50
	(\$2.17 av.)	
Do you pay time and ½ for over 40 hours, Sundays & holidays?	84%	65%
How many hours per week does your crew work?	45%	48%
Do you have a contract?	27%	
What is your operating budget?		
9 Hole	\$ 26,600	\$ 20,000
18 Hole	82,300	66,500
27 Hole	108,000	88,600
36 Holes and up	145,000	116,650

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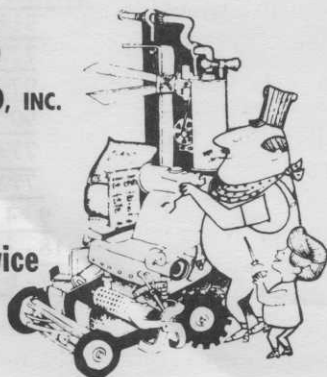
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EDITORIAL COMMENTS ON THE SURVEY

Where a 2 - 5% difference showed up it was not regarded as significant. It shouldn't be taken as anything too earthshattering because it could vary that much among supers from year to year.

1. It is still interesting to note the average age is still only 39. We are a very young group, both in years as well as ideas. With our membership in this age area, this should explain in part why we are willing and able to be one of the best associations in the country.

2. The salaries look great. Increases in all benefit areas showed up well and this should be able to be used as a tool for increases in wages for the coming year.

3. Hospitalization insurance shows up as being one of the benefits which increased quite well. This is a good one and more fellows should try to get it at their clubs.

4. Life insurance showed a big gain too. The average policy is for over \$10,000 which is a tidy benefit to chalk up.

5. It seems that more vacation is paid now than it was three years ago. Clubs are finding out that it is to their advantage for their super to take a vacation and come back ready to start fresh again and it makes a bigger difference if that time off is paid for.

6. More clubs are paying National dues than before. Obviously this helps everyone concerned.

7. Mid-Atlantic dues are being paid by some 15% more clubs now. This is good and it shows that there is a definite advantage to be derived by the super belonging to both associations.

8. There is probably some overlapping as to what some supers reported as an assistant superintendent and as a foreman. Some courses have both and that was easily figured. But some have an Assistant who acts as a mechanic and/or foreman, but whatever, the assistant salary figure is just ridiculous! How a man who is second in charge can be expected to have the responsibility that he has and the jobs to do that he is expected to perform for \$130 a week is just plain stupid!!! Unless he is nothing more than a tractor operator, he is really in a bad situation, particularly when it can be seen he has

made no financial gain in the past three years. This is partly the fault of the clubs, but more the fault of the super. Either a lot of supers are budgeting their assistants raises for themselves, or they feel they have a pretty poor man under them. At any rate, whatever the reason, this should be looked at very closely when making out the budgets. One significant thing did show up, however, and that was the increase in the % of foremen on courses. Could be the trend is to hire men to take the responsibility and not give them a title and then they don't have to be paid as much money. One other thing that is sad is that even the mechanics show almost as much money as the assistants! 'Nuff said.

9. Here's proof of the overlapping — 38% more superintendents have foremen than they did three years ago. Maybe this shows a swing in this direction. If this is the case, then this means that just a few supers will be doing all the job training of the young boys who are interested in this work.

10. Naturally more clubs are paying time and a half for overtime and holidays. Federal law requires that. Seems funny, though, that not 100% are paying it!

11. Here's something interesting! The average work is down 3 hours! Maybe this is a trend and in three more years — who knows — a 40 hour week????

12. Operating budgets - guess there's not a whole lot to say here. Draw your own conclusions. One thing for sure though — there's a hell of a lot of money spent each year right here in our own area when you add up all the clubs. It would be really interesting to know just how much it really is when they are all totaled.

In summing up our survey, on a personal note, I want to thank all those who sent in your survey form and to those of you who didn't, — well, ----- I think this is a good complete set of data and it definitely shows some good ideas and attitudes on the part of our members. There are areas which should be worked on, but all in all, I think we are on the right track. We are in the same dollar area as several other superintendent associations around the country and ahead of many. We definitely have something going for us here in the M-A and with the knowledge, willingness and co-operation of the membership, we will be the best in the business!