

BENEFITS OF A SUPERINTENDENT

My topic, the benefits of a Superintendent covers a broad area. So, I'll try to elaborate on what I feel are some new items and discuss some overlooked, but important privileges of our jobs.

I tried to get an overview for my talk by discussing benefits with Superintendents in different areas. I came up with such a wide variety of benefits and such incomplete knowledge of them that I was quite disturbed!

Now gentlemen, taking into consideration our responsibility, that of a piece of property worth millions and relate it to salaries of other professions and tradesman with a lesser monetary responsibility. We are grossly underpaid!

Upon extensive research I found that the benefits just don't compensate the difference between professions or tradesmen of a lesser responsibility.

Example: A caterpillar tractor operator is responsible for only one phase of a multi-million dollar project, where we accept the total responsibility of the project.

Now I'd like to point out some of the benefits I never realized until I took this mini-survey!

First of all I'm sure you are all aware of our biggest privilege, that of being able to work with mother nature every day. Although, sometimes she's not a good mother, but a whatever you want to call her!!

Just about everyone has food benefits to some degree. Some can eat off the menu, as many times a day as they wish—as well as bringing guests. Some, however, eat in the kitchen!

One particular club has a unique way of handling the Superintendent's food privilege in that they charge his budget the annual sum of \$2500.00/year, to be used for individual dining as well as guests. This is an excellent way of handling the situation. The manager can better regulate food stocks as well as anticipate volume employees will use.

This is also an excellent way to guide the Superintendent in defining this privilege to its full extent without abuse.

Regarding Retirement plans, the federal government has now enabled us to start our own programs. Such as Individual Retirement. However, there were a couple of interesting programs I ran into while conducting my survey.

I found that some clubs buy annuities for their key personnel. This has a good point in that it is something the Superintendent can take with him.

Another good plan I came across was that of the General Retirement Fund. The clubs are in a difficult position in the area of retirement because of so much transient labor.

So, with a General Retirement Fund they can hand pick in the areas of Seniority Responsibility and merit as they see fit. I found this program usually associated with clubs run under a general ledger type budget system.

One particular club retired a man after thirty years of dedicated service with a check totalling two weeks pay! Obviously some work in this area should be pursued.

The expense account as you all know is a key benefit to some of us. In that it helps us to better ourselves in our profession and association. I found one club with an interesting feature in that the Superintendent had a floating account. Depending on where the National Turf Grass Conference was held, for example; if it were held close to the area it was naturally smaller than if it was held in say Portland, Oregon, where it was then increased by five-hundred dollars.

Don't you think that if a Superintendent can come back with one idea that would save the club two-thousand dollars, the trip was worth it?

I'd like to make mention of something just recently passed in our local association. From the efforts of our survey committee, an interview committee has now been formed. The job of the Interview Committee is to assist clubs in the direction of hiring the best qualified man for their particular needs.

Golf privileges are very important to us. I personally feel and many agree, you can't have a complete understanding of how the course plays through the members eyes without actually playing it once a week.

Grass isn't everything on the course, but things like how well the course is marked off, height of cut in different areas, how to make the greens hold properly and areas that need attention in a priority manner!

I think if you stop and take into account, that if your an avid golfer yourself you'd realize the money saved by not having to pay for these privileges.

To relate my experience in this area, I made an approximate count of eighteen hole rounds I played this year at my club. I counted twenty rounds at ten dollars a round, plus another ten dollars for cart use, a total of four-hundred dollars—and that doesn't include playing other courses as a guest, or having guests at my club. I came up with a figure of close to one-thousand dollars. This is what it would cost me if I wasn't in this profession.

Could you play golf on a Saturday afternoon and are your members aware that their prime time might also be your prime time? Your scheduling might not allow you to play on Monday night!

Elastic benefits—

These are benefits that you don't really take count of and maybe don't want to bring to anyone's attention.

Example: I ran across one particular Superintendent who is famous for what I call the "hat benefit". This entails the members usually seeing you in a cart wearing one of your favorite hats. Then you give your favorite hat to your best worker and the members say, "look at Jimmy work! Wow! He deserves a raise!" While you split to indulge in one of your favorite bad habits.

I often wondered why some Superintendents have beds in their offices. I never could quite figure that out! Until I uncovered "the bed benefit".

I realized that this was utilized when you feel you need some strange companionship.

Example: Your wife gets that anonymous phone call around ten p.m., saying that the night waterman needs help.

It turns out it wasn't a night waterman after all, but a night waterwoman.

Enough, for the elastic benefits, and by the way, I really don't know anyone who uses these antics.

Being serious! I just wanted to point out a few of the inconsistencies from one club to another. Some Superintendents have really nothing as far as benefits, some don't take advantage of what they have. We need continuity.

The ranges are so extreme that efforts by our association should be made to achieve a minimal contract in this regard!!

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