

BOJO TURF SUPPLY CO.

ALL MAJOR TURF SUPPLIES

BoJo

TURF
SUPPLY CO.

- PAR-EX
- Vertagreen
- Du Pont
- Diamond Shamrock
- Sand Blasters
- Cyclones
- Fore Par

R R 1, Box 52
Peotone, Ill.
312-258-3485

COMPENSATION? FIGURE THE VALUE OF YOUR JOB

The Golf Course business has changed significantly since the early 1960's. Television exposure, the charisma of professional golfers like Arnold Palmer, Jack Nicklaus, and Lee Trevino, and the continued affluence of the American people have, in my opinion, contributed significantly to the growth and popularity of golf.

Equally significant has been the role played by golf superintendents throughout the country. The conditioning and expert grooming of golf courses has helped lower scores by the golf professionals and duffer alike. Extensive travel by the American golfer has led to better playing conditions, since John Doe wants his home course to be Oakmont, Medinah, or Merion.

The increased pressure to groom the course has led to more recognition for the golf superintendent and the placement of additional responsibilities on him. Have the increased recognition and responsibilities provided more compensation for the golf superintendent? Probably not when weighed against inflation. I have found that many superintendents are reluctant to release salary and fringe benefit information, and I feel this reluctance has been detrimental in determining compensation levels, particularly on a local or regional basis.

Rather than explore the reasons for this timidity on the part of golf superintendents relating to compensation, I am presenting for your examination a list of possible fringe benefits, and where necessary, a brief explanation of each. From this list, a superintendent can figure the value of his job. The surveys provided by the GCSAA have provided an insight into the salaries of golf course superintendents and have helped the superintendents. However, salary is too often the sole factor considered. An honest appraisal of job value can be achieved by recognizing the costs of your employment borne by your employer. I recommend a superintendent ask himself the following question before figuring the value of his job: How much would it cost me to provide the same level of benefits I now have if I were self-employed? Each job may have its own benefits, which are not included in the list I have compiled. The cost to an employer and the value of the job do not necessarily balance, since

some benefits, such as housing and expense accounts, have an intrinsic benefit to the employer, and may not be considered a large cost factor.

The golf business has been extremely negligent in providing fringe benefit packages to employees. On the other hand, most golf courses and golf clubs which do provide good benefits have done a poor job of disseminating information to their employees about the benefit package and its attendant costs. If properly utilized, fringe benefits and information regarding the benefit package can be a sound method of communication, as well as employee retention.

BENEFIT DESCRIPTION:

Salary

Value to Employee	\$17,500
Cost to Employer	\$17,500

Hospitalization Insurance, Life Insurance, Disability Income Ins. (Includes Depend. Coverage)

Value to Employee	\$960
Cost to Employer	\$960

Workman's Compensation (\$1.50 per \$100 Income)

Value to Employee	\$240
Cost to Employer	\$240

Housing Provided - Without Utilities

Value to Employee	\$5,400
Cost to Employer	Indirect cost
With Utilities - add \$1,200.00	

Housing value is figured by using Chicago area market for a three-bedroom home. Monthly payments of \$375 per month are now common.
Does not include benefits to employer

Vehicle Allowance

All expenses included 12,000 miles at .13/mile	
Value to Employee	\$1,560
Cost to Employer	\$1,560
Without expenses - .07/mile	

Pension

Includes Illinois Municipal Retirement Fund & Social Security; 12.5% of salary borne by employer	
Value to Employee	\$2,200
Cost to Employer	\$2,200
Employee also has 10.3% of salary deducted to fund the program	

Each individual should weigh the values of a pension program funded in full or partially by the employer.
Paid Vacation; Sick Days; Emergency Leave; Paid Holidays; Expense Account

Value to Employee	Salaried Personnel Indirect Cost to Employer
Cost to Employer	\$600

Golf Privileges

Value to Employee	Indirect Benefit Cost
Cost to Employer	

Meals Provided

Value to Employee	\$100
Cost to Employer	\$100

Continuing Education

Value to Employee	\$50
Cost to Employer	\$50

*Medical Reimbursement

Value to Employee	NA
Cost to Employer	NA

*Deferred Compensation	
Value to Employee	NA
Cost to Employer	NA

Outside Income	
Value to Employee	\$1,500
Cost to Employer	--

***Medical Reimbursement** is a program which entitles a participant to have out-of-pocket medical expenses (that are not paid for by hospitalization insurance) reimbursed by the employers. Guidelines issued by the Internal Revenue Code must be followed.

***Deferred Compensation** is a method by which an employee can have his employer set aside additional funds to be used as a retirement fund. For example, instead of a raise in pay, an employee may desire to have a deferred compensation program established and funded by the employer in the amount of \$2,000.00 per year. The employee would not be taxed on the \$2,000.00 until the program matures, which could be any length of time, as stipulated in the agreement. This program differs from the Individual Retirement Account and other pension programs.

Summary - It was recently reported in a national business periodical that fringe benefits are representing an additional 40% of employer cost above the employee's salary. Superintendents might do well to bring to the employer's attention that he understands fringe benefit costs, and work toward achieving better packages through communication and understanding.

Tim J. Miles

ARTHUR CLESEN INC.

Cleary Turf Chemicals

Country Club & Vertagreen
Fertilizers
Turfgrass Seed

Soil Conditioners — Bark — Mulches

"Easy Markers" & Paints

611 So. Wolf Road
Wheeling, Illinois (312) 537-2177



2 N 255 County Farm Rd.

West Chicago, Ill. 60185

Phone 668-5537



The Editor Wishes All of You Health, Happiness and
Good Luck During 1978