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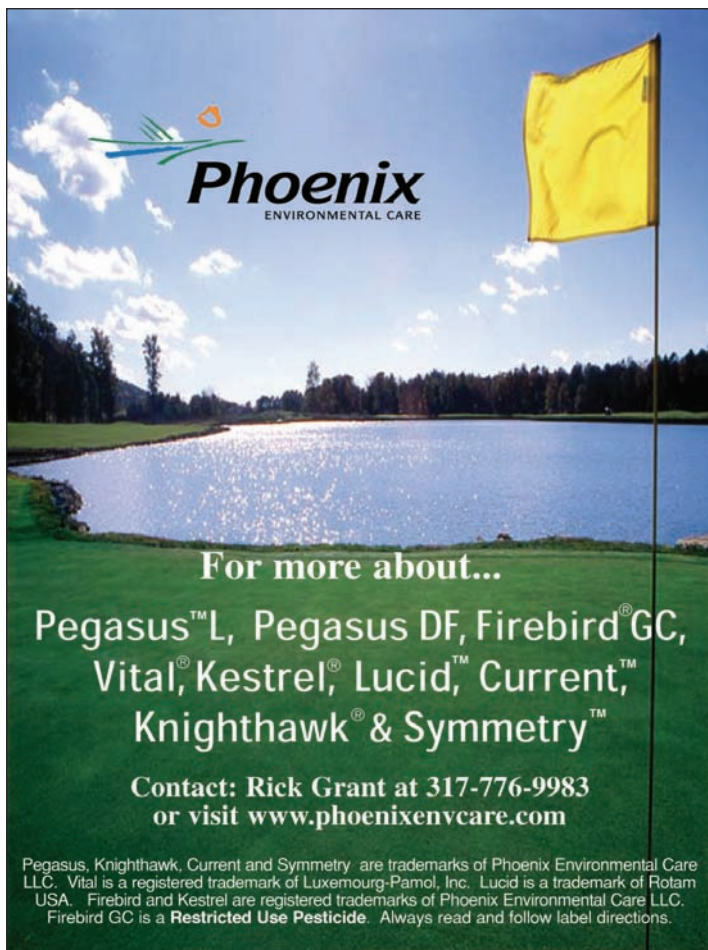
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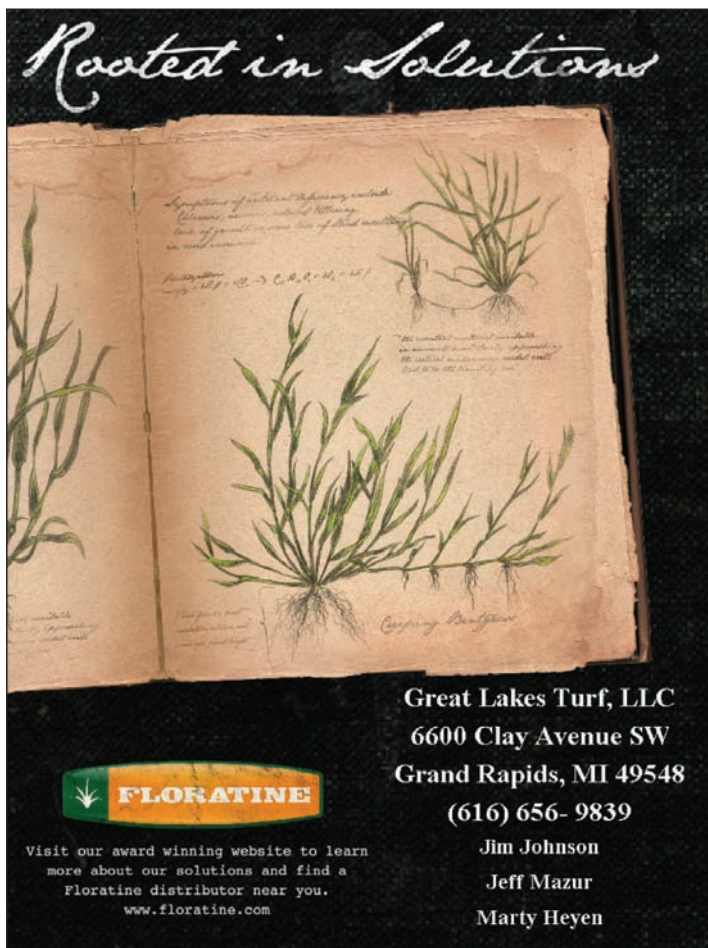
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## 2009 GCSAA compensation and benefits survey . . .

## The Results are In

*I recently sat in on a webcast for Chapter Executives led by Eric Neuteboom and Lyne Tumlinson, staffers at the GCSAA. Together they covered the results of the 2009 GCSAA Compensation and Benefits Survey. The most impressive part of the survey was the actual response rate which hit an all time high this year at 51.7%. The last time the survey was compiled was 2007 and the response rate was approximately 39%:*

A few interesting facts that were shared:

- Average age of all golf course superintendents: 44
- Average experience of all golf course superintendents: 13.5 years
- Average tenure at present course/club: 8.5 years (10.8 for CGCS)
- Average #employees supervised: 24 (up from 21 in 2007)
- Average salary trend for a golf course superintendent has increased by 6.9% since 2007

There are a few new items you will see in the 2009 report. Salaries are now presented not only by average and median but also by 10th, 25th, 50th, 75th and 90th percentile rank. For example, if the salary was \$56,000 at the 25th percentile, and there were 100 respondents, 25 of them would be below the salary of \$56,000 and the 75 would be above the salary of \$56,000. This statistic really helps you see how many people fall into a certain salary range.

Also new in 2009:

- Results are listed by region for areas of the country that don't have many respondents
- Results for golf course superintendents that oversee multiple facilities
- Data collected on health insurance benefits
- All respondents will have electronic access through the GCSAA website to the report for free, hard copies of the results are available for all respondents for \$15
- Non participating members may have access to the results online for \$125 or \$140 for a hard copy
- Non members may purchase the results for \$500

GCSAA feels it is important to continue this survey, even during our current economic times. Much work has gone into making certain the survey is accurate and reflects the current trends. One way this is accomplished is to use a statistical practice called a matched sample. GCSAA follows those who fill out the survey for consecutive years (2,546 golf course superintendents filled out the survey in 2007 and again in 2009) to "match" respondents for

trends to be identified. I filled out a survey when I completed my undergraduate degree in 1992. Since then, the US Department of Education (USDE) has sent me the same survey every four years to see where I am compared to the previous survey. This is the practice of using a matched sample to find trends over the course of time.

### Using the Results

GCSAA Members will use the results of the survey as another tool to:

- Justify their budgets
- Justify their salary
- Seek increases for themselves or for their staff
- Negotiate a starting salary, either for themselves or for their staff
- To see where they are within the market
- To see how their benefits compare to others

GCSAA uses the results of the survey to:

- Provide personalized salary reports for members
- Help determine whether jobs posted on the job board are viable
- Offer career counseling to those interested in a career in golf course management (high schools and other secondary education)
- Help reinforce the professional status of golf course superintendents

### One thing I didn't know...

GCSAA can create a personal report for you based on aggregate data from your specific region and position. It may help, when you need to justify your salary, to look at other methods of compensation (benefits, vacation, vehicle allowance, etc.). All data is kept in the strictest of confidence and anonymity is protected as stated within the survey results. For more information or a personalized report, you may contact Eric Neuteboom, Employer Programs Manager or Lyne Tumlinson, Director of Career Services at GCSAA. **-OC**



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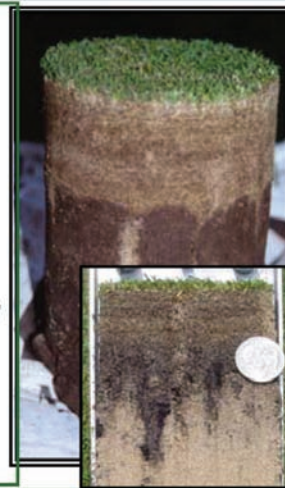


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## EDUCATION REVIEW

Charles Anfield, CGCS, *Heritage Bluffs Golf Course*



The June Meeting was hosted by Matt Kregel and held at The Club at Strawberry Creek, north of the border, in Kenosha Wisconsin. Peter Olson, Assistant Director at the Northern Illinois Art Museum, made a presentation on the Birds of Northern Illinois. Peter is an avid bird watcher and a talented artist. He spent the morning educational session sharing his love of birding and interpreting birds, through various mediums of art work. He presented a colorful slide show that featured many of the common birds we see every day. He had some great photos to share. I think we all recognized some of the birds and probably learned a few new ones. His art work was very creative. Some of it was realism, such as his photos and sketches. His other works such as his relief wood prints and collages were interpretive. A relief print is made by first carving the design into a sheet of wood. Ink is placed on the carving and paper is pressed to the wood and a print is made. Peter's presentation was a nice change of pace to the typical technical turf related topics we usually see. His enthusiasm was contagious and helped enhance our appreciation of the diversity and beauty of the birds in our region. We were fortunate to have Peter share his love of birds displayed through detailed photos and related art. It was a great start to a great day. More of Peter Olson's work can viewed at [peterolsonbirds.com](http://peterolsonbirds.com).

### DVD's of MAGCS Education, Luke Cella

Did you miss the education but really wanted to see it? Maybe you were present and wanted to share it with a staff member, committee member or supervisor? Now you can. MAGCS has begun to record our education events and now they are available to our members for a small fee (covers the cost of duplication and shipping).

Peter Olson's presentation was recorded and can be purchased for \$10. The fee structure is simple and is based upon the length of the education seminar. The charge is \$10 for the first hour and \$5 for each additional hour thereafter (e.g. a three hour presentation is \$20). Other educational DVD's can be purchased from the MAGCS as well. At present we have prepared:

- MAGCS 2008 August Meeting – Herb Stevens "Global Warming" 1 hour
- 2008 Turf Clinic – (2 Disc Set) Kay McKeen "Water and Energy Conservation" 1 hour, Jim Moore, USGA "Evolution of Golf Course Management" 1.5 hours & John Walton "New Alternative Fuels" 1 hour
- MAGCS 2009 January Meeting – Aaron Johnsen "Measurement Technology" 1.5 hours
- MAGCS 2009 March Meeting – (2 Disc Set) Dr. Megan Kennelly "Moss Development" & Dr. Derek Settle "Evaluation of Cytokinin-Plant Extract, Iron, and Nitrogen Product for their Effects on Bentgrass Greens" 1.5 hours. Keith Rincker "Fungicide Programming for Fairways", Dr. Megan Kennelly "Nozzle Selection and Fungicide Evaluation" & Ty McClellan "USGA TruFirm Device / Methyl Bromide Update" 1.5 hours

GCSAA Education points are available for these recordings and can be applied to your point history up to one year after the date of the original presentation, just by watching the video. If you would like to order a video, please call the MAGCS office 630-243-7900 or visit the MAGCS website in the member's only area. **-OC**



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