



# West Coast Buccaneers



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## CREW TURNOVER AND PERSONNEL RELATIONS

Crew turnover and personnel relations are synonymous with business. To be successful and to maintain future projected goals your employees have to be content in their jobs. They should be proud of what they accomplish and they should share a vision of the future with their employer.

I have found that the primary pre-requisite is adequate monetary remuneration. No matter how much a person enjoys his or her job, at some point if they are not able to make ends meet, they will be off looking for another job. Adequate pay in our industry varies with the location. A general outside laborer in north Florida for instance may not make as much as someone doing the same job on the east coast. The cost of living does vary in our state. For example the lower paid employee, doing the same work in north Florida will be able to maintain the same standard of living as the worker on the east coast who possibly makes several dollars more an hour. In other words we have no set standard to go by so the available local workforce and the economic conditions of an area determine pay scales.

When you reach the point where your employees feel that they are being adequately paid for the job they perform, then it becomes your duty as a supervisor to have your employees work in harmony, not only with each other, but with you and the supervisory staff, all being funneled toward the goals set by your particular club.

The employee who gets a "job well done" from his boss

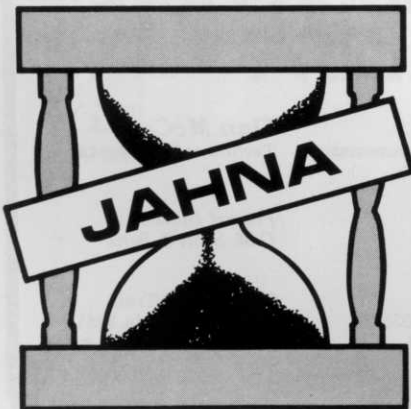
and from the club members, is the employee who will probably be with you a long time.

Ideal working conditions are almost impossible to attain because what one person likes, another dislikes. All we can do as managers is try to meet a happy medium and "go with the flow."

I think we all appreciate the employee who, with a minimum of supervision carries out his or her job to the best of their ability and then comes to you and says, "I'm finished, what else do you have for me to do?"

One thing we must realize is that each individual has different capabilities and we as managers must be able to co-ordinate these abilities in the most efficient manner. The most valuable employee is the one who works to the best of his/her ability and one who has an ever growing sense of responsibility. The primary responsibility being that they show up for work on time and be ready and willing to go right to work. The second is the efficient use of their time all during the day.

I prefer to have my employees work with me, not for me. I'm fortunate that I do have several employees who fit into this category. On the other hand, there are those who you just have to give a list of things to do, and then you must check on them periodically to be sure that they're doing what they're supposed to be doing. This takes the fun out of life but that's also what we are being paid for. ■



## Your Sand Man

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