

PERSONAL DATA (cont'd.)

6 years ago	12.3%
7 or more years ago	9.9%

If you have an assistant, has he attended the PGA Schools?

Yes	No
40.3%	59.7%

If so, when did he attend the Schools?

This year	27.0%
1 year ago	29.1%
2 years ago	27.0%
3 years ago	9.0%
4 years ago	3.4%
5 years ago	3.4%
6 or more years ago	1.1%

DUTIES AND RESPONSIBILITIES

Are you responsible for duties other than your regular duties as a pro?

Yes	No
62.3%	37.7%

Are you responsible for maintenance of the course?

Yes	No
36.9%	63.1%

To whom do you report?*

President	18.9%
Owner	15.3%
Board Chairman	32.9%
Manager	13.3%
Executive Committee	11.2%
Mayor of City	2.4%
Superintendent of Parks	3.2%
Secretary-Treasurer	.8%
Greens Committee	1.2%
Board of Directors	2.0%
Golf Committee	.4%

What club meetings do you attend?*

Golf	22.4%
Tournament	14.7%
Rules	1.7%
Handicap	4.3%
Greens	10.3%
Board of Directors	15.5%
ALL	29.3%
NONE	17.7%
Publicity	1.3%
Social and Hospitality	4.3%

*Multiple answers, do not add up to 100.

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Comments on contracts

Contracts present a real enigma to many pros, although most who answered this question stated that they feel a contract is desirable. The answers would seem to indicate that younger pros, who are entering the field under new or changing conditions want contracts, while the older "entrepreneurs" prefer to "let things ride" as they have for years.

Job security was the reason most often cited by those favoring contracts. It was also pointed out that a contract outlines the responsibilities of both pro and club—each knows where he stands at all times. The fact that many clubs elect new officers each year and that they do not feel bound by or have no proof of previous verbal understandings was often cited as back-up argument for contracts. Also, the pro's risk in having to dispose of his merchandise if he were summarially dismissed.

Sample pros and cons on contracts:

"Yes. It gives me a certain amount of security. Am able to purchase merchandise in ample quantities rather than just short two-week supplies."

"Yes. When I came here the club was drowning (no carts, no play, and no course, even). I have built a fine course; have built a pro shop; have carts and a nice bar business, including slot machines. *They are being taken away.*"

"No. If not wanted, why stay; if unhappy, why stay?"

"No. A fellow has to think twice—first to be able to move into a new opening, if offered; then at the same time he must work hard to warrant keeping his job."

"Yes. Because of investment in pro shop merchandise and the seasonal aspects of job openings."

"Yes. Verbal agreements made with snow on the ground tend to look different from both sides involved as the grass starts growing."

"Yes. Because it spells out the obligations and responsibilities of each of the parties concerned, and I believe serves to promote a better understanding between the professional and the Board of Directors. *It would be nice if the*

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COMMENTS ON CONTRACTS

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membership also knew where the responsibilities of the professional ceased."

"No. My situation is a little different. I am a city employee, controlled by politics, but I have been with the city 36 years under three administrations."

"Yes. My club is three years old. I stayed when it was slow, and now that business is excellent I might like a five-year or two-year contract."

"Yes. It's desirable, but, as I see it, they are cutting down on the pro's earnings every year."

"No. They (contracts) are always able to be broken. I want to be free to move if opportunity knocks."

"Yes. Only a poor businessman would risk his professional standing and investment without a contract."

"Yes. Our bosses (in private clubs) change yearly, and there must be an accurate record—impossible verbally—of all concessions, obligations, responsibilities, etc. Directors leave the club by resignation and death, so verbal agreements are not sound."

"Yes. (A contract is desirable) with the option for the coming season and with a raise in salary."

"Yes. A pro should stay at a club for a number of years. It's bad when a pro jumps every year. A contract protects the pro as well as the club."

"Yes. Being owner, I have a five-year contract and draw only a salary of \$12,000 per year with no percentage of shop or rentals, but keep all lesson fees. However, I work seven days a week."

"No. We have had no written contract arrangement all these years (15) and I don't care to alter this policy."

"Yes and No. Actually, in the West a man's word is still his bond, and I mean this—contracts are not worth very much."

"Yes. Being young (31 years old) I am able to gain valuable experience without risk of personal monies, and am free timewise in relation to bookwork, taxes, payroll, etc."

"Yes. Agreements can be changed in the middle of the season when your investment is too high to resign."

"Yes. Protects the professional's posi-

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tion for a specific period of time; defines definite salaries, and the pro's responsibilities are in writing. It should protect the pro from losing his job with a large inventory on hand without being able to dispose of the inventory."

"No. If club and professional cannot trust each other, why work with or for each other?"

"Yes. Our club has changed ownership and new conditions have meant new obligations and controls."

"Yes. The business is becoming too large to be casual about such things."

"Yes and No. The only fault in this respect is—what can you do if they decide to let you go—the court costs would kill you."

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