

EDITORIAL COMMENTS ON THE SURVEY

Where a 2 - 5% difference showed up it was not regarded as significant. It shouldn't be taken as anything too earthshattering because it could vary that much among supers from year to year.

1. It is still interesting to note the average age is still only 39. We are a very young group, both in years as well as ideas. With our membership in this age area, this should explain in part why we are willing and able to be one of the best associations in the country.

2. The salaries look great. Increases in all benefit areas showed up well and this should be able to be used as a tool for increases in wages for the coming year.

3. Hospitalization insurance shows up as being one of the benefits which increased quite well. This is a good one and more fellows should try to get it at their clubs.

4. Life insurance showed a big gain too. The average policy is for over \$10,000 which is a tidy benefit to chalk up.

5. It seems that more vacation is paid now than it was three years ago. Clubs are finding out that it is to their advantage for their super to take a vacation and come back ready to start fresh again and it makes a bigger difference if that time off is paid for.

6. More clubs are paying National dues than before. Obviously this helps everyone concerned.

7. Mid-Atlantic dues are being paid by some 15% more clubs now. This is good and it shows that there is a definite advantage to be derived by the super belonging to both associations.

8. There is probably some overlapping as to what some supers reported as an assistant superintendent and as a foreman. Some courses have both and that was easily figured. But some have an Assistant who acts as a mechanic and/or foreman, but whatever, the assistant salary figure is just ridiculous! How a man who is second in charge can be expected to have the responsibility that he has and the jobs to do that he is expected to perform for \$130 a week is just plain stupid!!! Unless he is nothing more than a tractor operator, he is really in a bad situation, particularly when it can be seen he has

made no financial gain in the past three years. This is partly the fault of the clubs, but more the fault of the super. Either a lot of supers are budgeting their assistants raises for themselves, or they feel they have a pretty poor man under them. At any rate, whatever the reason, this should be looked at very closely when making out the budgets. One significant thing did show up, however, and that was the increase in the % of foremen on courses. Could be the trend is to hire men to take the responsibility and not give them a title and then they don't have to be paid as much money. One other thing that is sad is that even the mechanics show almost as much money as the assistants! 'Nuff said.

9. Here's proof of the overlapping — 38% more superintendents have foremen than they did three years ago. Maybe this shows a swing in this direction. If this is the case, then this means that just a few supers will be doing all the job training of the young boys who are interested in this work.

10. Naturally more clubs are paying time and a half for overtime and holidays. Federal law requires that. Seems funny, though, that not 100% are paying it!

11. Here's something interesting! The average work is down 3 hours! Maybe this is a trend and in three more years — who knows — a 40 hour week????

12. Operating budgets - guess there's not a whole lot to say here. Draw your own conclusions. One thing for sure though — there's a hell of a lot of money spent each year right here in our own area when you add up all the clubs. It would be really interesting to know just how much it really is when they are all totaled.

In summing up our survey, on a personal note, I want to thank all those who sent in your survey form and to those of you who didn't, — well, ----- I think this is a good complete set of data and it definitely shows some good ideas and attitudes on the part of our members. There are areas which should be worked on, but all in all, I think we are on the right track. We are in the same dollar area as several other superintendent associations around the country and ahead of many. We definitely have something going for us here in the M-A and with the knowledge, willingness and co-operation of the membership, we will be the best in the business!