

## Some serious thoughts on job security



BRUCE WILLIAMS,  
CGCS  
Los Angeles CC

**B**ruce Williams, CGCS, superintendent at the Los Angeles Country Club, realizes that job security is one of the foremost concerns of most golf course superintendents.

He shared some of his observations on the subject on GCSAA's busy website this past spring, and because of the importance of the topic we asked him for additional comments. The following are some of them, edited for space.

Becoming a superintendent is the goal of many young people. Working conditions are attractive. It can pay well too, even for individuals

possessing associate degrees or completing 12-short courses. A salary of \$50,000-plus isn't unusual for a capable superintendent.

But there is competition for these jobs. And more is coming.

There may be as many as 2,000 students in turf programs in the United States. The law of supply and demand dictates that the more superintendents there are, the lesser the likelihood that greater demand and higher salaries will be out there. Many superintendents already feel the market is flooded.

Is it time to rethink the reason for giving out numerous scholarships each year to attract more people to become golf course superintendents?

Another issue is compensation.

A superintendent with a lot of experience at a club can make a pretty good salary. In fact, a superintendent could eventually command the largest salary at a club. While clearly a good thing, this could cause a problem. What seemed like a reasonable salary to one board may seem unreasonable to the next one. Boards and general managers, like superintendents, come and go.

Also, the further the superintendent gets away from the "honeymoon" phase with the club and

its board, the greater the negative response can be to suggestions for improvements that, even though they're temporary, would close or tear up the course, or even restrict carts or play.

None of this is likely to change much soon. Most superintendents can't count on job security. That's why it's valuable for all of us superintendents to understand as much as we can about the life and career cycles of this demanding profession.

### [SUPERS ON COURSE]

GCSAA members will decide three officer posts and elect three directors from a field of 10 candidates for the 1999 board of directors during the annual meeting, Feb. 13, 1999, during GCSAA's 70th International Golf Course Conference and Show in Orlando.

For President: **David W. Fearis**, CGCS, Blue Hills Country Club, Kansas City, MO.

For Vice President: **R. Scott Woodhead**, CGCS, Valley View Golf Club, Bozeman, MT.

For Secretary/Treasurer: **Michael Wallace**, CGCS, Hop Meadow Country Club, Simsbury, CT; and **Tommy D. Witt**, CGCS, StillWaters, Dadeville, AL.

For Directors: **David S. Downing II**, CGCS, Wild Wing Plantation, Conway, SC; **Joseph H. Emanuel**, CGCS, Hurstbourne Country Club, Louisville, KY; **James J. Nicol**, CGCS, Hazeltine National Golf Club, Chaska, MN; **Timothy T. O'Neill**, CGCS, Country Club in Darien, Darien, CT; **Samuel R. Snyder VII**, CGCS, Hercules Country Club, Wilmington, DE; and **Mark Woodward**, CGCS, Dobson Ranch and Riverview Golf Courses, Mesa, AZ.