

Average Salaries

Number	Position	Low \$/Hour	Average \$/Hour	High \$/Hour	Hire Rate
42	Supt./Manager	\$21.91	\$27.89	\$30.59	\$21.87
90	Supervisor/Chief	\$17.24	\$20.93	\$23.49	\$17.30
125	Foreman	\$13.05	\$15.44	\$18.27	\$13.37
124	Equip. Operator	\$11.85	\$14.08	\$15.90	\$11.74
46	Mechanic	\$13.36	\$15.73	\$17.70	\$13.71
562	Perm. Labor	\$10.27	\$11.75	\$14.07	\$9.96
287	Temp. Labor	\$8.06	\$8.93	\$10.00	\$7.85
241	P.T. Labor	\$7.39	\$7.97	\$10.15	\$7.43

Notes

Superintendent/Manager – 42 reported. Ranges: Low \$/Hour = \$13.47 to \$34.87; Average \$/Hour = \$17.00 to \$41.72; High \$/Hour = \$15.89 to \$48.00; and Hire Rate = \$13.85 to \$40.00. Benefits, the following number of employees were reported to receive bonus=15; Life Ins.=40; Health Ins.=40; Retirement/401(k)=39; Other (*Dental/Vision/Tuition*) = 9.

Supervisor/Chief – 90 reported. Ranges: Low \$/Hour \$10.00 to \$28.71; Average \$/Hour \$113.50 to \$36.00; High \$/Hour \$16.00 to \$43.27; Hire Rate \$12.27 to \$30.00. In terms of benefits, the following number of employees were reported to receive bonus=38; Life Ins.=78; Health Ins.=82; Retirement/401(k)=79; Other =18.

Foreman – 125 reported. Ranges: Low \$/Hour = \$8.00 to \$22.56; Average \$/Hour = \$10.00 to \$25.00; High \$/Hour = \$12.00 to \$30.00; and Hire Rate = \$8.00 to \$22.56. In terms of benefits, the following number of employees were reported to receive bonus=43; Life Ins.=116; Health Ins.=116; Retirement/401(k)=114; Other = 19.

Equipment Operator – 124 reported. Ranges: Low \$/Hour \$8.60 to \$16.54; Average \$/Hour \$9.22 to \$22.00; High \$/Hour \$9.52 to \$25.60; Hire Rate \$7.70 to \$19.00. In terms of benefits, the following number of employees were reported to receive bonus=24; Life Ins.=93; Health Ins.=100; Retirement/401(k)=92; Other = 40.

Mechanic – 46 reported. Ranges: Low \$/Hour \$7.00 to \$22.00; Average \$/Hour \$10.45 to \$25.00; High \$/Hour \$13.00 to \$28.00; Hire Rate \$9.50 to \$20.25. In terms of benefits, the following number of employees were reported to receive bonus=7; Life Ins.=36; Health Ins.=38; Retirement/401(K)=36; Other = 9.

Permanent Labor – 562 reported. Ranges: Low \$/Hour \$7.00 to \$16.54; Average \$/Hour \$8.00 to \$19.00; High \$/Hour \$8.48 to \$24.81; Hire Rate \$7.00 to \$16.54. In terms of benefits, the following number of employees were reported to receive bonus=149; Life Ins.=497; Health Ins.=509; Retirement/401(k)=495; Other = 100.

Temporary Labor – 287 reported. Ranges: Low \$/Hour \$6.25 to \$11.01; Average \$/Hour \$7.00 to \$17.00; High \$/Hour \$7.50 to \$17.00 Hire Rate \$5.50 to \$11.01. In terms of benefits, the following number of employees were reported to receive bonus=0; Life Ins.=32; Health Ins.=32; Retirement/401(k)=32; Other = 0.

Part Time Labor – 241 reported. Ranges: Low \$/Hour \$5.25 to \$10.00; Average \$/Hour \$5.50 to \$13.24; High \$/Hour \$6.00 to \$16.49; Hire Rate \$5.25 to \$10.50. In terms of benefits, the following number of employees were reported to receive bonus=0; Life Ins.=0; Health Ins.=0; Retirement=0; Other = 0.

2004 PGMS Salary Survey

Following are the results of the recent polling of PGMS members as to salary and provisions.

	#	%	
Position Title	Supt/Mgr/Dir.	39	48.8
	Supr/Asst	13	16.2
	Dir. Hort/Land	12	15.0
	Pres./Owner	4	5.0
	Chief/Foreman	8	10.0
	Golf Course Sup	4	5.0
		Total Number	1-4 18 22.5
		Of Workers	5-8 20 25.0
		<i>(Ave. 14.25)</i>	9-12 13 16.2
			13-20 14 17.5
			21-30 5 6.3
			31-50 6 7.5
			50+ 4 5.0
Age	20-30	3	3.7
<i>(Ave. 46.70)</i>	31-40	19	23.8
<i>(Range 28-69)</i>	41-50	35	43.8
	51-60	15	18.7
	60+	8	10.0
Yrs In Profession	1-5	7	8.7
<i>(Ave. 23.27)</i>	6-10	4	5.0
<i>(Range 2-51)</i>	11-20	21	27.5
	21-30	30	37.5
	30+	18	22.5
Yrs In Present Position	1-5	36	45.0
<i>(Ave. 9.99)</i>	6-10	18	16.2
<i>(Range 1-35)</i>	11-20	22	27.5
	21-30	7	8.8
	30+	2	2.5
Highest Level Education	H.S.	6	7.5
	A.A.	17	21.2
	B.A./B.S.	46	57.5
	B.S.+	11	13.8
Educational Background	Hort./Agr.	53	66.3
	Resource Mgt.	2	2.5
	Business	18	22.5
	Other	7	8.7
Type or Grounds Managed	Hosp./Hlth Care	8	10.0
	Schl/College	34	42.5
	Parks/Pub. Fac.	10	12.5
	Commercial	7	8.8
	Golf/C.C.	7	8.7
	Cemetery	5	6.2
	Resident/Estate	9	11.3
Total Acres	0-100	17	21.3
<i>(Ave. 478.92)</i>	101-200	13	16.3
		1	1.3
		6	7.7
		2	2.6
<i>(Ran. 8-2,660)</i>	201-400	22	27.7
		7	8.7
		5	6.3
	400+	28	35.0
		Total Budget/	1-99,000 7 8.6
		Average Number Perm./Full Time of Positions	14.25/ea
		Temp./Seasonal Part Time	8.55/ea 5.52/ea
		Gross Receipts	100,000-249,999 18 22.5
		250,000-499,999 19 18.7	
		500,000-999,999 19 23.8	
		1-5 million 20 25.0	
		5 million + 1 1.3	
		Unionized	Yes 15 18.8
		No 65 81.2	
		Annual Base Salary	Average \$57,145.13
		High \$110,000.00	
		Low \$29,000.00	
		Bonus/Profit Share	Under \$5,000 14 17.5
		Other 5 6.3	
		N.A. 61 76.2	
		Fringe Benefits (% pd by comp)	Life Insurance 74 92.51%
		Health Insurance 74 77.11%	
		Retirement 76	
		Education 51 Ave. \$2,306	
		Vehicle 30	
		Housing 5	
		Uniforms 45	
		Expense Remb. 76	
		Other 14 <i>(Dent., Vision)</i>	
		Annual Leave	Vacation 19.41 average <i>(Range 10-31.5)</i>
		Holidays 8.97 average <i>(Range 1-16)</i>	
		Sick 10.41 average <i>(Range 0-30)</i>	
		Personal Days 15 reported an average of 3 each	