

TRA Salary Survey - Director of Frontside Security & Director of Backstretch Security - PRELIMINARY RESULTS  
October 2016

Track	A	A	A	A	A	B	B	B	B	B	B	B	B
Dir. Of Frontside Security	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes
Hours/week	40	40	40		35	45	40	40		40		40	40
Pay Rate (dollars)	\$154,100	\$61,500	\$70,000		\$118,863	\$85,000	\$66,000	\$2,077		\$82,000		\$3,230	\$100,000
Per	Year	Year	Year		Year	Year	Year	Biweekly		Year		Biweekly	Year
Union	No	No	No		No	No	No	No		No		No	No
Health Insurance	Yes	Yes	Yes		Yes	Yes	Yes	Yes		Yes		Yes	Yes
401K	Yes	Yes	Yes		Yes	Yes	Yes	Yes		Yes		Yes	Yes
Other										Bonus eligible			
Dir. Of Backstretch Security	Yes	No	No	No	No	No	Yes	No	No	No	No	No	Yes
Hours/week	35						40						40
Pay Rate (dollars)	\$31						\$66,000						\$100,000
Per	Hour						Year						Year
Union	No						No						No
Health	Yes						Yes						Yes
401K	Yes						Yes						Yes
Other							See #1						See #2

**Notes:**

Note #1: One security manager for our whole operation

Note #2: Same person does both frontside and backstretch security

**Track Classification Legend:**

A	\$20-100 million total annual purses
B	\$5 to \$20 million annual purses
C	under \$5 million annual purses

**Prepared by Thoroughbred Racing Associations of North America**

Track	B	B	B	A	A	B	B	B	A	B	A
<b>Cash Operations Manager</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Hours per week	40	40		40	35	40	40	40	40		
Pay Rate (dollars)	\$48,000	\$45,000		\$80,500	\$63,222	\$36,400	\$59,500	\$55,000	\$75,000		
Per	Year	Year		Year	Year	Year	Year	Year	Year		
Union	No	No		No	No	No	No	No	No		
Health Insurance	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes		
401K	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes		
Other Compensation (describe)											
<b>Director of Frontside Security</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hours per week	40	40		40	35	40	40	40	40	45	40
Pay Rate (dollars)	\$100,000	\$82,000		\$154,100	\$118,863	\$2,076.92	\$3,230.26	\$66,000	\$70,000	\$85,000	\$61,500
Per	Year	Year		Year	Year	Biweekly	Biweekly	Year	Year	Year	Year
Union	No	No		No	No	No	No	No	No	No	No
Health Insurance	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
401K	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Other Compensation (describe)		See #1									
<b>Facility Supervisor</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Hours per week	40	40		40	35	40	40	40	40	45	
Pay Rate (dollars)	\$95,700	\$120,000		\$119,400	\$52,000	\$97,500	\$90,000	\$65,000	\$75,000	\$50,000	
Per	Year	Year		Year	Year	Year	Year	Year	Year	Year	
Union	No	No		No	No	No	No	No	No	No	
Health Insurance	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	
401K	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Other Compensation (describe)		See #1									
<b>Grandstand Manager</b>	No	No	No	Yes	No	Yes	No	No	Yes	No	No
Hours per week				40		40			40		
Pay Rate (dollars)				\$128,000		\$93,000			\$55,000		
Per				Year		Year			Year		
Union				No		No			No		
Health Insurance				Yes		Yes			Yes		
401K				Yes		Yes			Yes		
Other Compensation (describe)											

**Legend:**

NOTE: #1: Bonus eligible

Track	B	B	B	A	A	B	B	B	A	B	A
<b>Mutuel Clerk</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hours per week	25	30	25	40	40	25	24	25 avg	40	30	20
Pay Rate (dollars)	\$10.00	\$11.00	\$11.00	\$1,035.50	\$23.00	\$8.75	\$9.00	\$20.79	\$21.00	\$111.00	\$80.00
Per	Hour	Hour	Hour	Week	Hour	Hour	Hour	Hour	Hour	Day	5 hour shift
Union	No	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes
Health Insurance	No	No	No	Yes	Yes	No	No	Yes	Yes	No	Yes
401K	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
Other Compensation (describe)											
<b>Mutuels Supervisor</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hours per week	40	40	40	40	40	40	40	40	40	45	40
Pay Rate (dollars)	\$39,500	\$13.00	\$55,000	\$41,200	\$22.17	\$12.51	\$12.50	\$55,000	\$60,000	\$55,000	\$91,243
Per	Year	Hour	Year	Year	Hour	Hour	Hour	Year	Year	Year	Year
Union	No	No	No	No	No	No	No	No	No	No	No
Health Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
401K	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Other Compensation (describe)								See #2			
<b>Simulcast Director</b>	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Hours per week	40			40	35	40	40	40	40	45	
Pay Rate (dollars)	\$39,000			\$2,353.84	\$100,000	\$60,000	\$72,600	\$72,000	\$40,000	\$75,000	
Per	Year			Week	Year	Year	Year	Year	Year	Year	
Union	No			No	No	No	No	No	No	No	
Health Insurance	Yes			Yes	Yes	Yes	Yes	Yes	Yes	Yes	
401K	Yes			Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Other Compensation (describe)								See #3			
<b>Vault Supervisor</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No
Hours per week	40	40		40	35	40	40	25	40		
Pay Rate (dollars)	\$14.80	\$35,000		\$60,000	\$63,222	\$12.00	\$1,730.76	\$20.79	\$50,000		
Per	Hour	Year		Year	Year	Hour	Biweekly	Hour	Year		
Union	No	No		No	No	No	No	Yes	Yes		
Health Insurance	Yes	Yes		Yes	Yes	Yes	Yes	No	Yes		
401K	Yes	Yes		Yes	Yes	Yes	Yes	No	Yes		
Other Compensation (describe)											

**Legend:**

NOTE: #2: We have assistant manager of pari-mutuel operations instead of supervisors

NOTE: #3: Announcer is also Simulcast Director

Track	B	B	B	A	A	B	B	B	A	B	A
<b>Plumber</b>	No	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes	No
Hours per week		40		40		40	40		40	48	
Pay Rate (dollars)		\$50,000		\$40.95		\$19.23	\$16.00		\$45.00	\$16.60	
Per		Year		Hour		Hour	Hour		Hour	Hour	
Union		No		Yes		No	No		Yes	Yes	
Health Insurance		Yes		Yes		Yes	Yes		No	No	
401K		Yes		Yes		Yes	Yes		No	No	
Other Compensation (describe)									See #4		
<b>Carpenter</b>	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
Hours per week	40	40	40	40	40			24	40	48	
Pay Rate (dollars)	\$16.50	\$45,000	\$20.00	\$32.44	\$24.51			\$24.15	\$44.00	\$16.50	
Per	Hour	Year	Hour	Hour	Hour			Hour	Hour	Hour	
Union	No	No	No	Yes	Yes			Yes	Yes	Yes	
Health Insurance	Yes	Yes	No	Yes	Yes			No	No	No	
401K	Yes	Yes	No	Yes	Yes			No	No	No	
Other Compensation (describe)									See #4		
<b>Electrician</b>	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes	No
Hours per week	40	40		40		40	40		40	40	
Pay Rate (dollars)	\$48,000	\$55,000		\$43.87		\$24.00	\$19.51		\$48.00	\$58,000	
Per	Year	Year		Hour		Hour	Hour		Hour	Year	
Union	No	No		Yes		No	No		Yes	No	
Health Insurance	Yes	Yes		Yes		Yes	Yes		No	Yes	
401K	Yes	Yes		Yes		Yes	Yes			Yes	
Other Compensation (describe)									See #4		
<b>Steamfitter</b>	No	No	No	Yes	No	No	No	No	Yes	No	No
Hours per week				40					40		
Pay Rate (dollars)				\$40.29					\$45.00		
Per				Hour					Hour		
Union				Yes					Yes		
Health Insurance				Yes							
401K				Yes					No		
Other Compensation (describe)									See #4		
<b>Comments:</b>	See #5	See #6			See #7						

**Legend:**

- #4: Union provides benefits
- #5: Director of Frontside security is also Director of Backside Security; Facility Supervisor is also Dirt Track and Turf Track Superintendent
- #6: Many of these positions have ranges depending on length of service or job performance. Listed is the top end of each range.
- #7: 401K in our company is a pension plan

**Track Classification Legend:**

- A \$20 to \$100 million total annual purses
- B \$5 to \$20 million total annual purses
- C under \$5 million total annual purses