



**Curtis Stokes'**  
**Recommended Best Buy**  
**Newsletter**  
**Issue #8**

**Presented by Curtis Stokes**  
**Yacht Sales Broker**

Welcome to my latest yacht market Best Buy update. In each newsletter, I will present what I feel are the best buys and charters on the yachting market. I base this belief on a combination of price, condition, amenities, and possible charter potential for brokerage yachts, along with special rates, events, location and amenities for charter opportunities. If you see another yacht that you feel is a great buy or charter, or just have a question about the yacht, please contact me and I will research the yacht in a similar manner to my choices below.

Also welcome to 2006! I hope for everyone's sake that 2006 is as successful in yacht sales and charters as 2005! Overall, the yacht industry expanded dramatically last year, and there is no sign of retreat for the year ahead. Despite the hurricane season, we enjoyed a very active and successful fall boat show season, and we anticipate the spring season to be even stronger.

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This also marks my second anniversary in yacht sales with The Sacks Group Yachting Professionals. People still ask me if I miss the sea, but how could I when I work with such a great team here! Thanks to everyone at The Sacks Group who has put up with and supported me the past 2 years! A special thanks to my mentor, Bruce Schattenburg, a man with incredible patience for all my questions and frustrations! And another special thanks to Jennifer Saia for going along with some of my crazy and expensive ideas, like displaying in the Monaco Yacht Show and NBAA Convention. Thank you both for your support and patience!

Have a great 2006 and I wish you fair skies, calm seas and a lifetime of enjoyable yachting!

*Curtis Stokes*

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**1. Montigne (\$13,900,000):**



Montigne is a 152' classic Feadship that has completed several circumnavigations and has been an extremely popular charter yacht. She has 5 staterooms, CAT main engines and is MCA compliant. She just

completed a new paint job and is in turn-key condition. The best thing is she is **very seriously for sale** and just had a **major price reduction to \$13,900,000!**

**2. Lady Sheridan (\$14,500,000):**



Lady Sheridan is another classic Feadship very seriously for sale. The owner is building a new yacht, so he dramatically reduced his asking price for Lady Sheridan. She is 148' with 5 staterooms and completed major refits in 2000 and 2004, including **New paint, rebuilt main engines and generators, Zero Speed stabilizers and underwater**

**lights.** She is MCA compliant and ready to cruise. She is truly the Best Buy today!

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3. Ocean Liberty (\$4,500,000):

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She started life in 1966 as a classic 127' Camper-Nicholson yacht and was completely stripped and rebuilt to Lloyds class from the frames up in 2004. She now has 4 staterooms, new CAT main engines and a beautiful cherry interior. A **major price**

**reduction** now makes her a Best Classic Buy.

4. C'est La Vie (\$1,890,000):



This 1992 4 stateroom 100' Broward was **just reduced to \$1,890,000**. She is in very good condition and has a light & airy interior décor. Here is a great charter opportunity for sale at a great price!

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**5. S/Y Persistence (2,190,000 Euros):**



This Sparkman & Stephens designed ketch was originally built in 1993 and completed a major refit in 2004. She has 4 staterooms, an uncluttered deck arrangement, a hydraulic swimplatform lift and a CAT auxiliary. She would make a

great charter yacht and was **recently reduced to 2,190,000 Euros!**

**6. Fine Romance (\$1,850,000):**



***New Listing!*** With the efficiency and safety of a trawler, yet the interior of a megayacht, this 2000 61' Royal Passagemaker is a must see. With a 4,500 nm range, she can cruise anywhere, yet she's stylish enough to cruise into any harbor. Owners have completed their

yachting, so they want her sold! **See her at the Miami International Boat Show in February! (Slip 629).**

**7. Janice Lynn (\$439,500):**



This is the only 3 stateroom 46' Azimut for sale in the US! She has been immaculately maintained by a professional Captain, is a fully rigged flybridge motoryacht, and ready to cruise! Her asking price has been **reduced to \$439,500**. She's located in Fort Lauderdale and the seller wants her sold!

**8. Sir Reel (\$99,900):**



What an awesome fishing machine in immaculate condition! Very low hours on her Yamaha outboards and a one-of-a-kind leaning post add to her condition. This 2000 31' Ocean Master has just been **reduced again for a quick sale!**

**Guest Best Buy in Aviation:** Since so many yacht owners also own jets, I have asked several jet brokers to submit their best buy recommendations in aviation. This newsletter includes an entry by Dave Davis, of Atlanta Jet's Boca Raton office (561 995 8005):



This 1992 Cessna Citation VII (Serial #3) was once owned by Arnold Palmer and is now very seriously for sale at a **reduced asking price of \$5,600,000**. There are a total of 3307 hours. In 2004, there was a new paint job along with a new 9 passenger interior. The aircraft is fresh

from Phase I-V inspections in January 2004 and is on the Cessna Proparts and CESCO. It is equipped with TAWSB and RVSM and priced with enhanced GPWS.

**Best Yacht Charter Opportunities:**

- 1. Big Eagle:** This well known 172' charter yacht still has a few weeks available in the Caribbean this winter. Her famous captain, Ed Featherstone, offers room for 12 guests to enjoy the finest charter treatment around. Her rate is \$125,000 per week, plus expenses.
- 2. Harmony:** Congratulations to Captain Jack and his crew for winning the prestigious award for "Best In Show" at the recent St. Maarten Charter Yacht Show. Also a special congratulations to Chef Cameron Feldman for his 1<sup>st</sup> place award in the Concours de Chef competition. If you are lucky enough to reserve a week on this busy 116' 4 stateroom charter yacht, you will see why they win awards! Ask about their all-inclusive rate!
- 3. Touch:** Congratulations to Chef Toni Leann Butler for her 2<sup>nd</sup> place award in the same Concours de Chef competition. With Toni cooking, Captain Dave driving and the rest of the crew providing first class service, Touch has gone from just a few charters to one of the busiest charter yachts in the fleet. This 4 stateroom 120' masterpiece still has a few weeks left next summer, but you'd better hurry!
- 4. Janie:** This brand new 157' 5 stateroom Trinity has a few weeks available, so they are offering a special 8 days for 7 package at their normal rate of \$157,000, plus expenses. They will even reduce their delivery rates, so act quickly on this one.
- 5. Starship:** This 143' 5 stateroom charter yacht includes a helicopter and has a new crew that is eager to fill in any remaining weeks available. Her rate is only \$115,000 per week, plus expenses!



## Recent Best Buy Yachts Sold:

1. **Lioness** (60,000,000 Euros): A 200' Feadship still under construction that just sold for a rumored 57,250,000 Euros!
2. **Carolinian** (\$6,900,000): This classic 126' Feadship recently sold for a rumored \$5,500,000!
3. **Lady Evangeline** (\$5,295,000): This well-known 1999 108' Westship just sold for a rumored \$4,650,000!
4. **Pocono** (\$5,900,000): Here's a 2001 102' Italian-styled Maiora that just sold for a rumored \$4,400,000!
5. **Barbara Deanne** (\$3,295,000): A classic 1997 90' Hatteras sportfish recently sold for a rumored \$2,500,000!
6. **Lone Star Lady** (\$1,159,000): A classic 1987 78' Hatteras motoryacht that just sold for a rumored \$627,500!
7. **Fantasea** (\$995,000): A 1995 65' Forbes-Cooper just sold for a rumored \$500,000!
8. **Morgan Too** (\$129,500): We just sold this 1999 34' Ocean Master for \$85,000!



Crew Corner:

Industry news:

- Congratulations to Captain Mark Diekmann, who is now in command of Azure Leisure, a 1997 142' Palmer-Johnson. It's good to see Mark back at work instead of enjoying time off!
- Congratulations to Captain John Campbell, who just took command of Laymar II, a 115' Codecasa. Enjoy Italy John!
- Congratulations to Rudy Greef, who is now Mate on Le Montrachet. Rudy helped us during the Fort Lauderdale Show, and all the girls miss him dearly!
- Congratulations to Paul Stengel, who is now captain of Martha Ann. Welcome to The Sacks Group charter fleet!
- Congratulations to Scot Rosburg, who is now captain of Starship. Another welcome to the fleet to Scot!
- Congratulations to Wayne Nolander, who is now captain of Katina. Wayne previously ran Kenkayla's Kastle. Both yachts are in our charter fleet, so it's good to keep Wayne onboard!
- Congratulations to Ian Benjamin, who is now captain of Golden Boy, also in our fleet. Ian moved up from Mate, so Good on Ya!
- Congratulations to Chef Cameron Feldman on M/Y Harmony for winning 1<sup>st</sup> place in the recent Concours de Chef competition in St. Maarten!
- Congratulations to Chef Toni Leann Butler on M/Y Touch for winning 2<sup>nd</sup> place in the recent Concours de Chef competition in St. Maarten!
- Finally, Congratulations to Captain Jack and his crew on M/Y Harmony for winning Best in Show at the St. Maarten Charter Yacht Show!

The following crew positions are available through [Just4engineers.com](http://Just4engineers.com). For details, please contact Joe Hodgson directly at [joe@wizzwazz.com](mailto:joe@wizzwazz.com).

1. Chief Engineer, Y1 or Y2, new build 50 metre motor yacht scheduled to launch in mid-February 2007 in Northern Europe. Position is available immediately.
2. Chief Engineer, Class 1 commercial, very large motor yacht. \$10,000/month and 6 weeks leave a year. Position is available immediately.
3. 2<sup>nd</sup> Engineer, Y4, 50 metre motor yacht cruising the Far East. \$5,000/month.
4. Chief Engineer, 73, 40 metre Feadship cruising the South Pacific.
5. Chief Engineer, Y3, 50 metre motor sailer currently cruising in the Caribbean. \$7,500/month. Position available immediately.

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Captain Kaj Christensen asked me to include the following eulogy to our friend Chris Moorhouse, who passed away August 29<sup>th</sup>. Kaj's eulogy will also appear in a new book being published about Chris and his work. Thanks Kaj.

#### CHRIS MOORHOUSE "THE PHOTOGRAPHIC LEGEND"

On August 29<sup>th</sup> the photographic and yachting world lost an unsung legend when 'kiwi' Chris Moorhouse sadly and unexpectedly passed away from a sudden heart attack, aged 64 years young, in his favourite chair in front of the television alongside his favourite lady.

Chris was known as the Superyacht photographer who took the photos for the world's rich and famous, their play grounds, favourite holiday spots and the toys of the water world. Chris took shots of these great white monoliths we call Superyachts that ended up as charter brochures, sales brochures or just brochures to show off to their friends and yet most of the time, no one really knew that it was Chris behind the lens. Although outspoken and a 'tetchy old bugger' in his every day life, he really was a humble photographer who worked away, happily snapping everything from pretty girls on the Mallorcan beaches, to car and yacht accidents for local press, storm damage, hotel and promotion shots to the odd wedding in New Zealand (mine) and so much more.

Chris was always responsible for the total layout of his brochures and despite being dyslexic wrote the text for it too. The funny thing was that he never admitted to being famous nor did he think he had an eye for photography at all and was often very critical of his own work, sometimes too critical which may have restricted his work. Yet, he became one of the most well known photographers in yachting.

On the day of his funeral in his home town of Akaroa, NZ, Chris was remembered in the Club de Mar bar in Mallorca by dozens of people showing their respects. Over the years, he used the bar as his 'office' where he would talk to Captains, drum up business and keep up with yachting gossip. Love him or hate him, he knew all the stories and was involved in more than a few himself!!

Chris started boating life back in 1957 when he joined the Royal NZ Navy but a lung operation gave him a permanent disability and he had to leave. He then became a cameraman for television NZ which was to be his start in the film industry, moving onto Fiji where he started taking photos. By choice or chance, his career took off when he was hastily evicted from the island and spared a jail sentence for taking a rather too close up shot of Prince Charles with a female companion on the beach. The obvious move from here was Fleet Street where he carried on what we now know as paparazzi photography and entered the high life of the London dailies.

Chris later had a stint as Captain for a Greek sail charter company before moving to Mallorca where he set up Publicite Superyacht photography spending the next 20 years behind his lens with his well known colourful shirts, grey beard, that cheeky grin and as he called it 'his sun kissed hair'

Three years ago Chris gave up his fulltime photography and returned home to NZ where he opened the café 'Le Jardin' in Akaroa.

With the many thousands of shots he took, be assured we have not seen the last of Chris Moorhouse. A book is already on the drawing board which will remind us forever of his amazing talent and eye for beauty. He is sadly missed by all of us.

Kaj Christensen  
 Captain 'Moon Goddess'  
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Upcoming Events:

January:

- 26<sup>th</sup> – 28<sup>th</sup>: Passagemaker Magazine Trawler Fest – Stuart, FL
- 27<sup>th</sup>: International Game Fish Association Dinner/Auction – Palm Beach

February:

- 16<sup>th</sup> – 20<sup>th</sup>: Miami International Boat Show

March:

- 23<sup>rd</sup> – 26<sup>th</sup>: Palm Beach International Boat Show
- 31<sup>st</sup> – 2<sup>nd</sup>: Honda Grand Prix of St. Petersburg

Recent interesting articles:

The following article is reprinted with permission from The Triton. Lisa Knapp is the author. Check out The Triton at [www.the-triton.com](http://www.the-triton.com). Contact marine journalist Lisa H. Knapp at [LisaKnappWrites@aol.com](mailto:LisaKnappWrites@aol.com).

***Winds of Change*** – Proposed legislation may protect Florida marinas, boat owners in '06

*Florida State Rep. Mitch Needelman has lived on the water all his life. He understands the predicaments that boaters and marinas face when a hurricane is coming. His 30-year career as a marine patrol officer makes him uniquely qualified to study the issue of moored vessels in the path of a storm, as his life's work was dedicated to making South Florida's waterways safe.*

*Now a congressman in Tallahassee, Needelman is spearheading new legislation to reverse the laws passed after Hurricane Andrew a decade ago that restrict marina owners when it comes to protecting their property and moving boats in threatened areas to safe harbor.*

*The intent of this bill is not to throw boaters into the wild, he said, but to make boat owners responsible for their vessels in marinas. If they fail to do so, the bill would allow marina owners the opportunity to protect the boat and their marina property too.*

*"I think we have to look at the logistics to protect the property owner and move forward with it," Needelman said.*

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*It's one hurricane season too late for Kadey-Krogen Yacht's marina in Stuart, Fla. Nine boats sank in that marina in hurricanes Frances and Jeanne in 2004. The docks were destroyed. Tom Button, vice president of operations, and his partner endured 12-hour depositions with insurance adjusters, exorbitant attorney's fees, and \$300,000 in damage.*

*When the 2005 hurricane season came around, the marina sent boat owners plans for hurricanes, urging them to join hurricane clubs and to move their boats because they would be responsible for damage to the docks.*

*Kadey-Krogen rebuilt their uninsured docks, but could not reconfigure them because they could not get Department of Environmental Protection permits in time, Button said.*

*"The marinas in Stuart – Kadey-Krogen, Stuart Cay, Stuart Harbor and Allied Richard Bertram Marine Group – are so exposed to fetch from the west that it is actually stupid to leave a boat here," Button said. Boats in those marinas likely would not survive a Category 1 hurricane, he said.*

*When Wilma blew through in late October, Button knew what would happen and urged the boats in his marina to leave. All but six did. Five of them sank, taking half of the marina's docks with them, this time for \$75,000 in uninsured damages. "We might have only lost a few planks had the boats moved," Button said. "We're in season and we would be booked out now."*

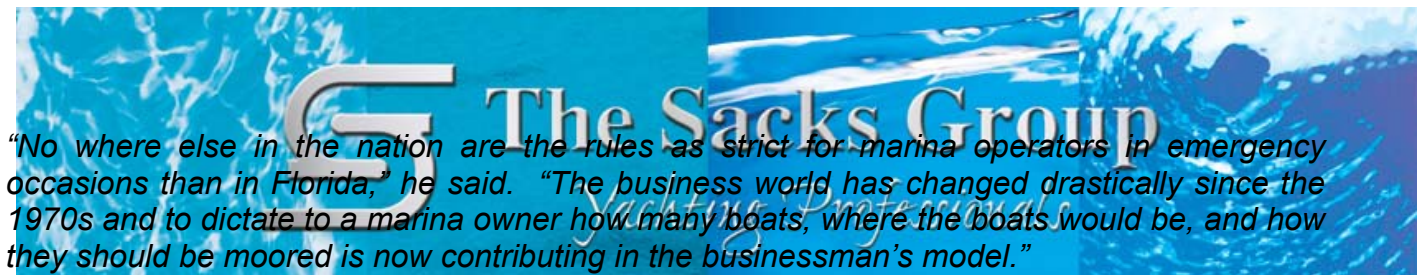
*"It's time to look at the bigger picture," Button said. "The state of Florida needs to be behind us and realize what the marine industry brings to this state. I'm all for kicking people out of this marina because I can't get paid."*

*Button's predicament of no longer having insurance for his docks is not unusual since rates are derived from the type of dock construction.*

*Frank Atlass of Atlass Insurance Group in Fort Lauderdale acknowledged that about half of all docks are uninsured for storm damage.*

*"Insurance companies don't want to engage in that high risk," Needelman said. "We need to offer something in return for them to be in that marketplace."*

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*"No where else in the nation are the rules as strict for marina operators in emergency occasions than in Florida," he said. "The business world has changed drastically since the 1970s and to dictate to a marina owner how many boats, where the boats would be, and how they should be moored is now contributing in the businessman's model."*

*Similar legislation failed last year when BoatUS urged its members to block it. "We do not want a boater forced out of the harbor into the storm," said Margaret Podlich, vice president of government affairs for BoatUS.*

*Modern weather technology allows people to act early, if they want to, said Captain Jay Clark, the owner of CYS Yacht Management in Ft. Pierce, which offers hurricane vessel services. Absentee owners who cannot watch the local weather usually depend on a "buddy" to move their boat, which seldom occurs, he said. "This non-caring, non-reactive group doesn't act fast enough and they cause a lot of problems," Clark said.*

*One of the biggest violators are sailboats. Too often, sailboat owners leave furling jibs on, which blow into other boats as they rip anchors up at mooring. "The jibs are dangerous if the owner doesn't remove them," Clark said.*

*There are no easy answers, Frank Herhold, executive director of the Marine Industries Association of South Florida, said he hopes the recommendations of Needelman's report will be the basis of new, sensible legislation for the boater and marine operator. "In hurricane country, we have to think outside the box," Herhold said. "The real question is: where do these boats go if a marina is not safe refuge?"*

*All 67 counties in Florida are needed to support the proposed legislation, or at least not fight it, Needelman said. "I can't think of a single county that doesn't have a lake in it somewhere with people boating on it," he said. "If I have to be the facilitator to get that thing started, I'm willing to do it. We will be prepared for the 2006 hurricane season."*

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***How to know when a 'ton' is really a ton, and when it's not:***

*In the immortal words of Tennessee Ernie Ford, "You load sixteen tons and what do you get? Another day older and deeper in debt."*

*Ford's ton is 2,000 pounds of coal. This is the actual weight of the coal. The volume of the coal car that it fills is an entirely different matter. The volume is the measurement of how much it would take of anything to fill the car, usually measured in a cubic measure.*

*Tonnage is one of the least understood nautical terms. Tonnage in the nautical world is a measure of the theoretical cargo-carrying capacity of a vessel. Important things like taxes, licenses, and construction, repair and safety requirements depend on the Gross Register Tonnage (GRT) of a vessel. These tons are in actuality units of 100 cubic feet.*

*The displacement of a vessel, also expressed in tons, is the measurement of the weight of that vessel and is usually calculated in long tons (2,240 pounds). This measurement in tonnage would be used in deciding what equipment might be used in hauling a boat for repairs or inspections.*

*The only time anyone needs to know what a vessel weighs is when it's time to haul it out of the water. It is very important that the lifting equipment be up to the task of lifting the vessel.*

*Another area of confusion lies in differentiating between Gross Register Tonnage and Net Tonnage. Net Tonnage is used to measure the volume of a vessel after deductions for machinery spaces, living spaces, and other things. The GRT is a total measure including the Net Tonnage. The rating for a captain's licens is based on GRT, not the actual weight of a vessel.*

*So, the next time someone asks you what your boat weighs, you will go to your documents. When you see GRT, remember, that is not what your boat weighs. Hopefully, you will remember when a ton is a ton, and when it isn't.*

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## **Half the Work: Double the Fun – The increasingly popular trend of job sharing is boosting job satisfaction throughout the industry.**

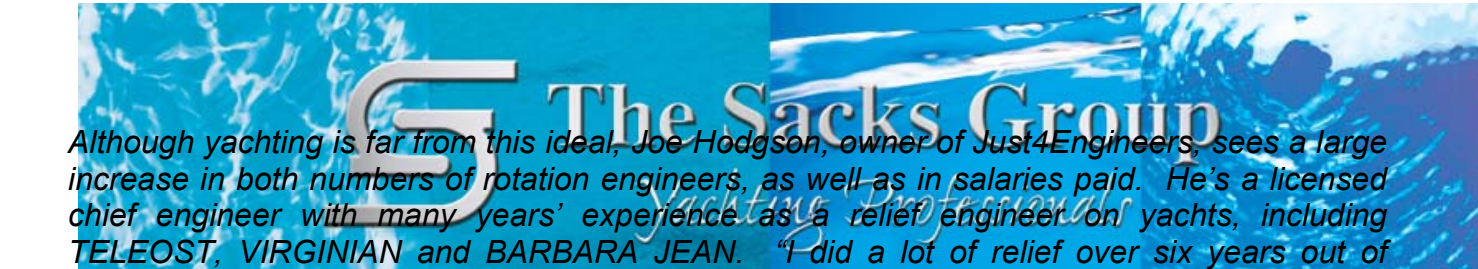
*Benefits of working in the yachting industry are many: excellent salaries with expenses paid, travel, a luxurious environment and opportunities to meet interesting, powerful people. Yet the downside, particularly for highly experienced senior crew, is stark: restrictive schedules, cramped quarters, long periods away from home and increasingly stringent licensing requirements that are time-consuming and expensive.*

*Employment standards in yachting are largely voluntary and vary widely, depending on vessel operation, size, flag and owner and crewmember nationality. Manning requirements mandates – although still largely ignored – specify the amount of hours and days crew spend on duty. At the same time, as the volume and value of yachts continue to grow, owners and managers are concerned about maintaining stable crew who know the yacht's technical ins-and-outs, understand the owner's requirements and, if chartering, keep up the yacht's reputation with brokers and guests.*

*The critical worldwide shortage of qualified yacht crew and persistent problems with current crew job-hopping often come down to the lack of time off, and the difficulty of balancing a personal life, training requirements and an onboard career. Increasingly, owners, managers, crew agents and captains are turning to job sharing or rotation as a method to attract and keep valuable senior crew and stay within flag manning regulations, while maintaining vessel integrity and the all-important "owner comfort zone."*

*"Back-to-backing" is very feasible, and started in the yacht industry about five years ago, beginning with chief engineers, according to Terry Wilson, director of yacht placement for Viking Recruitment. His vast experience began in commercial shipping, where "captains and chief engineers very often have eight or twelve weeks on/off. In some of the cruise industry it extends through the ranks."*

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Although yachting is far from this ideal, Joe Hodgson, owner of Just4Engineers, sees a large increase in both numbers of rotation engineers, as well as in salaries paid. He's a licensed chief engineer with many years' experience as a relief engineer on yachts, including TELEOST, VIRGINIAN and BARBARA JEAN. "I did a lot of relief over six years out of necessity so I could have a married family life," says Joe. "At Just4Engineers, I am definitely seeing a lot more job sharing and have filled at least ten yachts this year with job share positions – very good salaries as well. Some guys are getting one hundred and twenty thousand a year for six months work, two-on, two-off. Even sailing boats are upping the ante, offering two-on two-off for six thousand euros every month each. The demand is ever increasing."

While job sharing has evolved into a commonly accepted concept for yacht engineers, it's less common for other positions. Laurence Reymann of YPI Crew Placement see changes coming, though. "With regards to chief engineers, rotation has been in place for a while on yachts over fifty-five meters. As usual, each yacht operates in a different manner with a different set of rules and some chiefs get paid each month whether they are on or off and some chiefs only get paid for the months on, with the majority seeking a compromise that will guarantee quality of life and financial stability. I have noted that over the last few months, more and more captains want to approach their principal about the matter of rotation and I feel that 2006 will see a lot of changes on many yachts."

For many years, savvy captains have solved the burnout dilemma by hiring strong, well-qualified mates to handle the yacht in their absence, at least for crossings. Captain David Morrison of yacht SUNRISE was an early pioneer in giving himself a break from the yacht and giving his mates needed sea time by allowing them to handle deliveries. Perhaps this accounts for his remarkable job stability and sunny attitude. And the top captains who have followed in his happy footsteps include Paul Knox and Lenny Beck. Many larger yachts have successfully integrated captain rotation as part of their programs, such as CORAL ISLAND, MEDUSE, CHAMAR and REVERIE.

Captain David Rutherford of 120-foot TOUCH is going one step further than relief delivery work and training his first mate, Mathew Mackay, to take over as captain, ultimately striving for one season-on, one-off alteration. TOUCH is a heavily chartered yacht, with nine charters booked so far for just the Caribbean season. The engineer position is already rotated; the off-duty crew receives a small retainer during his off months. "Back-to-back chartering for six months takes its toll. We're trying to stop burnout and keep things interesting."

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Job sharing is ideal for guys who have been in the business for a long time and don't want to leave," says the 11-year veteran captain, who is missing watching his nieces grow up in Australia.

Captain Gordon Percy, who recently completed construction of Feadship TWIZZLE, instituted a rotation system for his senior crew years ago, resulting in an impressively stable crew roster, including first officers Jim and Val who have each been aboard six years. TWIZZLE is now headed on a chartering circumnavigation. Learning from his positive experiences, Capt. Percy has hired veteran captain Paul Jackson to captain the yacht for charters, while he is on board with the owner. Yet Gordon cautions that it takes effort. "The captain's rotation is possibly the most difficult one to get right. My main concern is the crew, and not rocking the boat with differing styles of working. So Paul and I are going to have to work on this one to ensure we are not sending out conflicting messages."

Vessels that travel extensively, especially circumnavigating vessels, often must use creative solutions to keep their crew. Take, for instance, the 34-meter Alloy IMAGINE, which has completed several back-to-back world cruises. Rather than lose his loyal crew to burnout, long-term skipper Richard Lowe approached the owner to suggest a rotation scheme, resulting in a double team of two captains, engineers, stews and chefs. Kiwi chef Peter Quarrie, who has just joined the yacht, admits it's a bit of a compromise financially but he is enthused about his new job. "It's ideal. The new crew are always less edgy, feeling fresh and interested," he says. "It's a lifestyle rather than a financial choice, and we all feel very fortunate to be here. Cuba next!"

Interior crew, in general, experience less job rotation, perhaps because their jobs are less technical, or perhaps because it's harder to get by on a half an interior crew's salary. Yet this trend is increasing too, as exemplified by 54-meter sailing yacht TIARA, which rotates two chief stewardesses to accommodate a very busy schedule for charter and owner use. Froggy Gourmet's Bruno Lepicier is particularly concerned about how to handle the lack of qualified interior crew, and suggests that job sharing might be part of the solution. "Chefs and stews that are burnt out and leave at thirty-five to forty years old is a waste; they are not at the apogee of their career, but they need a private life too," he says. "It would be ideal for these people concerned to work maybe just six months a year, allowing them to stay in the industry until the age of fifty-five or older. The industry will benefit from this and most importantly, the owners and charter guests will not have any problems throughout their cruise... this is the main objective...keep them happy!"

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## The Sacks Group

*While job sharing/rotation is obviously a direct benefit for crewmembers, what's the incentive for owners and managers to institute it? Diane Franklin of Yacht Help Group says, "As yachting becomes more professional there becomes a shortage of good, qualified crew, so the terms and conditions offered have to be more flexible to attract and retain them. Larger yachts mean the use of more modern management techniques in relation to human resource management. This includes recruitment and retention techniques: appraisal, motivation, continuous development, down time, etc." TOUCH captain David Rutherford, who is working on sharing his position with his first mate, points out that his yacht's owner, like many, does not like change and does not want to see new crew. "This way he'll know he'll see either one of us."*

*Rupert Connor of Luxury Yacht Group in Fort Lauderdale emphasizes that yachts have a choice from a regulatory perspective. "Senior crew have suitable handover procedures written into the ISM Safety Management Manual. Yachts operating with a Safe Manning Certificate must maintain the appropriately licensed crew onboard, but there is no requirement for longevity, so rotation is fine."*

*Karina Befeld of Elite Crew International perhaps best puts the benefits of job rotation into perspective, concluding, "Ultimately, yacht owners are seeking an efficiently run, professional vessel where they can fully utilize their investment. Ideally, the goal is to have a content owner. Where the crew are happy and perform their jobs well, then the captain is better able to do his job, thus creating a well organized overall program and a satisfied owner."*

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