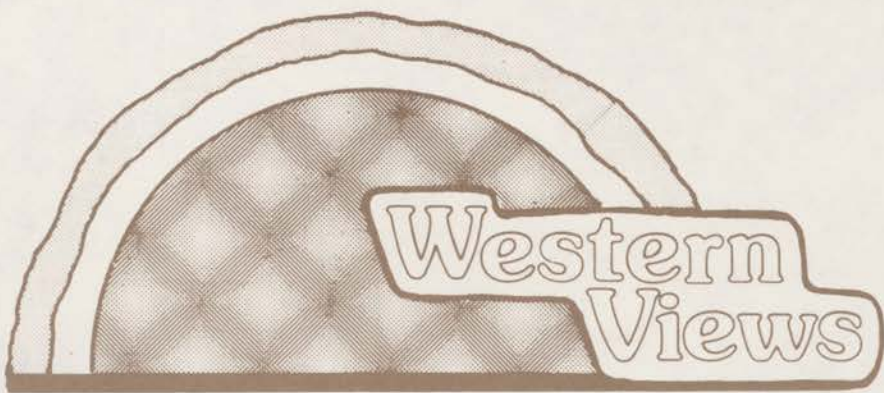


*James B. Beard* (in)



Official Publication of the  
W.M.G.C.S.A.



**JANUARY/FEBRUARY 1985**

**PRESIDENT'S MESSAGE**  
**Keith E. Paterson, C.G.C.S.**

Now that most of the conferences are over, I am sure everyone is eagerly awaiting the opening of the '85 season. I am sure everyone that attended the MSU conference and National Conference were pleased with how each conference was handled. Particular thanks should be extended to Kurt Thuemmel, C.G.C.S., for his input as Conference Chairman for the MSU Turf Conference.

We do not anticipate any major changes in association affairs this year. Our meeting schedule is unusual this year in the sense that there are not many meetings that will facilitate guest speakers. As a result, we will have well known speakers at the September and October meetings. Hopefully, the annual meeting will be a gala event with a well known speaker, an association tournament, elections, presentation of the financial statement, and a drawing for a VCR.

Every time a member attends a regular meeting during the year, his or her name will be placed in the drum for the drawing. The more meetings you attend, the better your chance of winning the video cassette recorder. The drawing will be held at the annual meeting. So, I would encourage everyone to get out to as many meetings as possible, not only to find out what you can learn from fellow members, but also to increase your chances in the drawing.

I hope everyone has an enjoyable year in '85 and may Mother Nature be kind to us all.



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## MEETING DATES

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June  
CC of Jackson  
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July  
Riverside CC  
August 26  
Walnut Hills CC &  
CC of Lansing  
Golf Day  
September 17  
Alpine GC  
October 7  
Blythefield CC  
Annual Meeting  
November  
Fall Party

## RULES SEMINAR

March 30, 1985; 8:30 Continental Breakfast; Seminar 9:15-12:00; Lunch after; Total Cost \$12.00; Topics "Course Set Up", "Tournament Management", "Current Rule Changes"; At Green Ridge C.C.; Call Jeff Ravard at 313-855-4653.

## WHO'S NEW

The Western Michigan Golf Course Superintendents Association is pleased to announce two new members to our association, who were recently approved at our January 11th board meeting.

The first new member is Kelley Hiemstra. Kelley is our representative from Turf Chemicals, Inc. and has been with the company for about six months. Before she became part of the TCI team she was a sales representative for the Miller Chemical and Fertilizer Company. Kelley resides with her husband, Scott, in Mendon, Michigan.

Our other new member is Lee Yonker. This name should sound familiar to many of us because Lee was a member of our association just a couple of years ago. Lee is the assistant superintendent at Spring Lake Country Club. (As busy as Keith Paterson is, I know he's happy to have him around.) Before receiving this promotion Lee was a member of the golf course crew. Coopersville is where Lee lives.

I am sure that both Lee and Kelley will be a welcomed and valued addition to our association.

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## 1985 W.M.G.C.S.A. Scholarship Award by Paul Hoag

The scholarship committee from the Western Michigan Golf Course Superintendents Association convened in East Lansing on January 17 to interview candidates for the 1985 scholarship award. There were six candidates who qualified for the \$500 award. The choice was difficult, but for the first time in the last three years there was a clear cut winner.

Paul Vermeulen from Kalamazoo is this year's choice. Paul will graduate from the four year turf program in December. Prior to this, he had completed the two year program before deciding to further his education.

As for practical golf course experience, Paul worked for two summers at Industry Hills in California, and one season at Olympia Fields in Chicago.

It should also be noted that Paul received the Burt Bradshaw award at the MSU Turf Conference, attesting to his outstanding scholastic record. He is contemplating continuing on in graduate school after completing his degree in turf.

My thanks go again this year to fellow committee members Kurt Thuemmel and Jeff Gorney for their assistance. And a special thanks to Dr. Bruce Branham for his help in organizing the interviews.

## CONFERENCE SETS RECORDS

Statistics from the recently completed 56th Annual International Golf Course Conference and Show in Washington, D.C., sponsored by the Golf Course Superintendents Association of America (GCSAA), tell the story of another record-setting conference.

Registration totaled nearly 9,000, breaking last year's Las Vegas record; the trade show was 25 percent larger than last year's Las Vegas record, with almost 300 companies exhibiting their wares; 20 nations from around the globe were represented; 330 hours of instruction were offered by more than 110 of the most prominent golf course superintendents, educators, researchers and business representatives; former U.S. President Gerald R. Ford accepted the prestigious Old Tom Morris Award at the clos-

ing banquet; a new, exciting and unique Mid-Year Turfgrass Conference and Show to be sponsored by GCSAA September 19-24 at the Hoosier Dome in Indianapolis was announced; and a grant of \$10,000 was made by GCSAA to Dr. William A. Torello of the University of Massachusetts to continue research using tissue culture techniques in an effort to develop more tolerant turfgrass requiring less resources, such as water, to survive.

The 1985 Conference marked the first time the American Society of Golf Course Architects met as an organization in conjunction with GCSAA's annual conference. It was the fifth year in a row that the USGA Green Section Educational Program was held at the GCSAA Conference. Also meeting in conjunction with GCSAA were representatives of the Golf Course Builders of America.

The educational sessions were the most successful to date. By the end of the 10-day conference, some 1,000 registrants had received instruction and more than 100 member golf course superintendents had taken the GCSAA certification examination.

Prior to the conference and show, a more-than-full field of 304 participated in the Men's Golf Tournament played at the Palmetto Dunes Resort on Hilton Head Island, S.C., with Dave Powell of Myers Park CC, Charlotte, N.C., winning the championship.

At the opening session, GCSAA President James W. Timmerman, CGCS, noted the increasing importance of the GCSAA Conference and Show. "Not only is GCSAA's conference truly a significant event in the golfing community," said Timmerman, "but it is becoming a truly international event with rising importance abroad."

Three Distinguished Service Awards, 11 Chapter Newsletter Awards and the Leo Feser Award were presented before a packed house at the opening session.

Pat Summerall, CBS-TV Sports commentator, delivered the keynote address at the opening session. Summerall said he had only recently become aware of the magnitude of GCSAA and the unity of golf course superintendents facilitated by their professional organization.

Summerall said that it is a tribute to golf that the personal integrity of those involved in the game had not diminished over the years. Golf is a game of man against himself and the course — a gentleman's game, he said.

Among other highlights was a three-hour call-in talk show broadcast by WTOP Radio, a local station, from a booth overlooking the trade show floor. Hosts were WTOP garden editor Jack Eden and Dr. Fred Grau, a pioneer turfgrass scientist. The show featured GCSAA, some of the professionals it represents and some of the nation's leading turfgrass scientists.

The climax to the record-setting conference came on Tuesday night with the annual banquet and show. Festivities matched the other very successful events of the conference — accolades by some of the biggest names of the major allied golf associations; the passing of the gavel to the new President, Eugene D. Baston, CGCS; the presentation of the Old Tom Morris Award to former U.S. President Gerald R. Ford; and entertainment by Tanya Tucker.

As he bid farewell, outgoing President Timmerman said, "I am deeply honored to have served as president this past year, and I feel very fortunate to have had this opportunity to return to GCSAA some of the benefits I have received. I have never considered my service a sacrifice, and I thank you for making it the privilege it has been."

Presentation of the Old Tom Morris Award to Ford by Congressman Guy Vander Jagt was moving.

"On behalf of all of us here," said Vander Jagt in making the actual presentation, "thank you, Mr. President, for what you have done for the great game of golf. Thank you for your love of the game. Thank you for the competitiveness of an Arnold Palmer, the good humor of Bob Hope and the integrity of a Jerry Ford. And, also on behalf of all of us here, Mr. President, thank you for what you did for our country."

"Old Tom Morris was famous as a greenkeeper, a club-maker and was the first superstar of golf. But beyond all of that, he was famous as a gentleman — a gentleman of honesty, decency and integrity. How proud Old Tom would be tonight that the man who receives his award put integrity back into public life as Old Tom put integrity into the game of golf."

Demonstrating that he has a sense of humor, Ford reported to the audience that, yes, his "game is getting better. The best evidence is I'm hitting fewer spectators." Feigning displeasure with his good friend, Bob Hope — who was unable to attend and present the award this year — Ford lamented that Hope goes "around the country talking about my golf. Bob tells these huge, huge audiences that I've made golf a combat sport...that I'm the only man who can play four golf courses simultaneously...that I'm the hit man for the PGA...he claims I won my black belt in golf...he claims I played so badly the other day that I lost two balls in the ball washer..."

Turning to the golf course superintendent, Ford said, "I can attest firsthand at the grass-roots level to the fine and superb job done by all of you individually and your organization as a whole. I know from firsthand experience — on-the-spot experiences — that all of you are top-grade careerists, specialists. I admire very greatly your skill in making your courses beautiful, challenging and playable. All of you are truly artisans. I commend and I congratulate you individually and as a profession that demands excellence."

"It is a very, very high honor and a privilege to be the recipient of the 1985 Old Tom Morris Award."



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## GCSAA ELECTS NEW OFFICERS

Eugene D. Baston, CGCS, Birmingham, Alabama, was elected president of the 6500 member Golf Course Superintendents Association of America (GCSAA) during the Association's Annual Membership Meeting, February 12, 1985. He succeeds James W. Timmerman, CGCS, Bloomfield, Michigan.

Riley L. Stottern, CGCS, golf course superintendent for the Jeremy Ranch Golf Club, Park City, Utah, was elected vice president.

Elected to the Executive Committee as directors were Dennis D. Lyon, CGCS, property manager for the City of Aurora, Colorado, Park, Recreation and Public Properties Department and John A. Segui, CGCS, superintendent of Waynesborough Country Club, Paoli, Pennsylvania.

Re-elected for a second term as a director was Donald E. Hearn, CGCS. Hearn will also serve as the association's secretary/treasurer.

Gerald L. Faubel, CGCS, superintendent of golf course and grounds for Saginaw Country Club, Saginaw, Michigan, was appointed a director to fill the unexpired term of Riley Stottern.

Continuing to serve as directors are John E. Laake, CGCS, and James M. Taylor, CGCS.

The elections and Annual Membership Meeting were held Tuesday, February 12, 1985, in conjunction with the 56th Annual International Golf Course Conference and Show in Washington, D.C., sponsored by GCSAA. Some 9,000 persons from around the world attended.

GCSAA's president and vice president serve one-year terms; directors serve two-year terms; and the immediate past president remains on the Executive Committee for a year.

## SEVEN WAYS TO INCREASE YOUR PERSONAL PRODUCTIVITY credit: FORE FRONT

### PERSONAL PRODUCTIVITY

Increasing your personal productivity does not mean working harder or longer. It means working smarter. Here are 7 ways to accomplish more of what's most important to you with less time and effort.

1. **Manage your time the way you manage your business.** A successful business budgets, controls, and regularly evaluates its use of its assets. To increase your productivity, you must manage your most important asset - your time - in a similar way.

The first step is deciding what your most important goals are. Ask yourself: What do I most want to accomplish for my employer - and myself - in the next several months? Concentrate on the most important goals.

Next, you should outline, in writing, the steps you must take to accomplish these goals. Again, focus on the most critical steps. Also try to set out a timetable for completing each of these steps.

Re-evaluate your goals frequently. Get in the habit of asking yourself: Is this still the best use of my time?



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2. **Focus each day's activity on your important goals.** Each day, you face a collection of things you have to do, would like to do, want to avoid, can't forget, and so forth. How do you sort these out?

An effective way is to list these activities and rank them according to how much they help you accomplish your important goals. You can categorize it: A, if it is urgent or a significant step toward achieving your goals; B, if it is of lesser value; and C, if it can be postponed.

Use your list to manager your discretionary time. Try not to work on any B's or C's until you have finished all your A's. At the end of the day, you can use the list to evaluate how effectively you spent your time.

3. **Audit your personal activities for several days.** Like many busy executives, you may be unsure of where the time goes each day.

The first step in the audit is to make a simple chart and record how you spend your time throughout the day. Try to account for all your time — "missing time" is often wasted time.

At the end of each day, review your chart and see how much time you spent on your important goals and tasks. Ask yourself questions like these:

What kept me from spending more time on my A and B activities?

What was my most frequent distraction or interruption? How can I avoid it in the future?

What steps can I take tomorrow to spend more time on my A and B activities?

What activities could I have delegated, postponed, or dropped completely?

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4. **Learn from mistakes.** You can turn mistakes to your advantage by trying to learn from them. Take whatever you think was your biggest mistake in the last week or month and ask yourself:

What should I have done differently?

What can I do now to prevent the mistake from recurring?

A less painful way to learn from mistakes is to learn from the mistakes of other. When you do this, ask:

Could the same thing happen to me?

What can I do now to avoid having the same problem?

5. **Be careful about taking work home.** Sometimes you have no choice but to take work home with you. But don't forget that the possibility of working at home can be a crutch that keeps you limping through the day. It's easier to fritter an afternoon away if you think, "I'll do my important work tonight!". Try to work for a week on a no-homework rule. If you can't do that, set a limit on the work you do at home.

6. **Don't overcommit yourself.** There is a limit to what you can accomplish in a day or a week. Don't commit yourself to handle more than you can successfully handle.

7. **Overcome mental block.** Many people are occasionally hampered by mental blocks that keep them from starting some important work. You can often overcome these blocks by analyzing them. Here are some examples:

Do you lack facts? Then start with some research.

Is the task overwhelming? Then divide it into smaller tasks and begin with just one of these tasks.

Are you tired? Take a break.

Are you afraid of something? Figure out what you fear. You'll often find that it doesn't merit your concern.

Do you lack conviction? Think about what you're trying to accomplish and be sure it's really worthwhile.

Make a habit of productivity. These 7 ways of incresing your productivity will work if you use some of them every day. Making them part of your work habits will improve your production, which will benefit both you and your employer.

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**NINE WAYS TO  
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Many people who have no trouble dealing with their superiors in most day-to-day situations find it very difficult to ask for a raise. If you're fainthearted at negotiation time, consider these recommendations to ease the process:

- Know your worth. Ask yourself how valuable you are to the course, how much would it cost to replace you, what have you done lately to help the organization.
- Pick your place. Get your boss outside of the office to listen to your request. Take him to lunch if possible.
- Detail your reasons. Tell your boss why you deserve a raise.
- Suggest an amount. You, not your boss, should propose the amount of your possible raise.
- Set your figures high. Ask for more than you expect to get. This leaves room to bargain.
- Compromise — but not too easily. Since you've started with a high figure, realize you probably won't get it. Let your boss make a counter-offer, and be ready to compromise.
- Rehearse, don't go into negotiation cold. Be sure to be in top mental and physical condition when the actual talks begin.
- Get it in writing. If possible, get your boss to put it in writing — for both signatures — the raise he agrees to.
- Don't wait — ask. Don't wait around for the company to recognize your value and give you a raise. Ask for it. Your aggressiveness may pay off.

**NEW MID-YEAR CONFERENCE**

The Golf Course Superintendents Association of America (GCSAA) announces a mid-year Turfgrass Conference and Show to be held at the Hoosier Dome in Indianapolis, Indiana, September 19-24, 1985.

This new conference represents an extension of GCSAA's education program and will offer extra opportunities for improvement to those in the golf course and turfgrass management profession. It will bring some of the nation's top researchers, educators, golf course superintendents and turfgrass managers together for this unique educational conference.

The conference will feature seven of GCSAA's most popular continuing education seminars, staff technician training courses, a national 'selling and buying' type exhibition trade show, a turfgrass research conference, a golf/turfgrass market research workshop, an outside turfgrass equipment demonstration and a national golf championship to benefit turfgrass research.

"September is an excellent time for manufacturers and distributors of golf course equipment and supplies to demonstrate their products," said GCSAA President Eugene D. Baston, CGCS, "as this is the time of the year when golf course managers plan purchases. We believe this mid-year conference will be very beneficial to our members and to our advertisers and distributors," Baston explained.

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"GCSAA members have expressed a need for information that will assist them in training their own staffs. With this conference, we will be answering those needs," said Baston.

The staff technician training courses will be 'hands on' instruction by the direct involvement of manufacturers. Courses will be offered in equipment repair and maintenance; irrigation equipment operation, repair and maintenance; pesticide safety and applications; and golf car repair and maintenance.

The trade show will allow companies to offer show discounts and purchases on site and will feature an outdoor equipment demonstration area where superintendents can actually test the latest equipment.

The turfgrass research portion of this mid-year conference will gather more than 20 of the nation's leading scientists presenting updates on all major turfgrass research being funded with GCSAA's support. Papers on other research will also be presented.

A one-day golf championship will be played with the proceeds going to further turfgrass research. Many affiliated golf course superintendent associations hold similar golf championships, but this will be the first national golf championship specifically to benefit turfgrass research.

"We hope this mid-year conference, and the central location, will allow companies and courses to send more of their employees and staffs to participate in the hands-on training being offered," Baston said.

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It all started with a problem at Chevy Chase Golf Club. The green had perfect nutritional, watering and pH factors, but also no growth response previous to shattercoring. During the winter of 1980 I stopped at the Arlington Club to discuss aerification with superintendent George Weidner. He had been using a home-made solid tine for approximately eight years, two and three times per season

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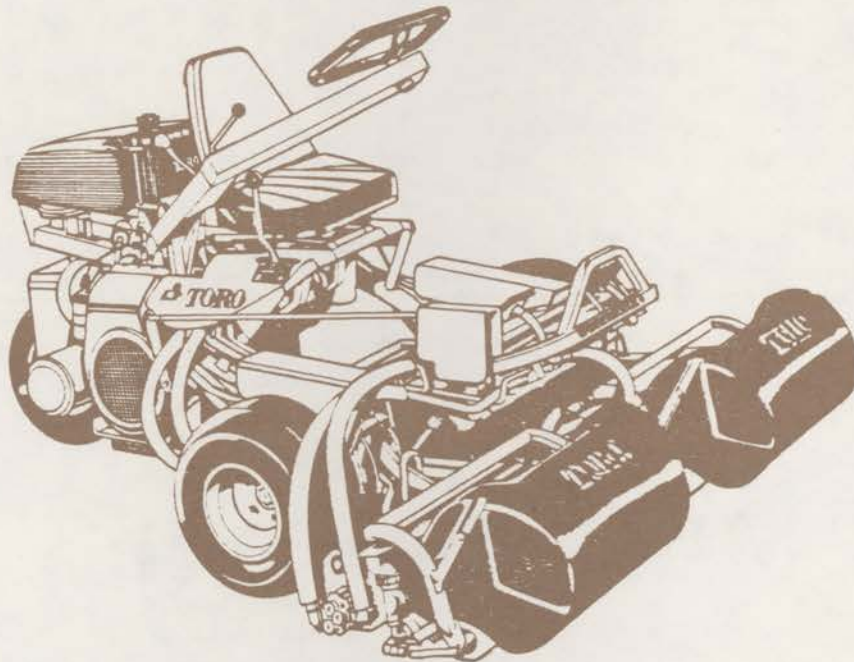
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without any problems. I decided to make a set to try out myself the next spring.

My first experiment was on a beat-to-death tee with about 30 percent bare ground. While coring, the ground felt like a small earthquake was occurring around my Ryan WG-24. The soil was totally fractured and the bare areas became perfect for overseeding. The process not only left the ground slick with round holes, but fluffy as well.

My second experiment was on the problem green. The same quacking action loosened up the green, **even in between the holes.** The aerifier was followed with a roller. I continued the practice on the green **once a month for the entire 1981 season. The result was a 180 degree reversal of the problem green's condition** which now played as well as the other 17 holes.

With this good result, I decided to do the same to the balance of my greens, continuing to use my 1-1-1 mix of topdressing. The result was outstanding — far more efficient and very economical.

I made a second set of tines the exact size of a standard  $\frac{3}{8}$  inch Ryan tine, I used the tines in Mid-June, in 90 degree weather, obtaining perfect results.

The practice works on the principle of ballistics, shattering the entire area around the hole, and, believe me, **there is no compaction due to the type of tine.** the surrounding ground explodes and becomes soft and fluffy, while taking water normally and the turf responds far better. The practice even works for wear and tear areas. With the solid tine the speed with which the soil is penetrated produces shock waves like a miniature earthquake, **breaking up the area around the tine penetration and between the other tines,** slightly raising the surface area.

The surface area becomes soft like a plush carpet. Rolling lightly to smooth and firm the surface has been useful.

The moisture content of a green is important. You will find that the drier it is, the better the break-up of the soil. Furthermore, the larger the tine, the greater the increase of softness in an area.

For the first time in all the years I have aerified, I am finally satisfied with the practice. It works for me without adverse effects.

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**FAIRWAY RECONTOURING**  
by David Ward  
Ravisloe Country Club

The initial interest in a fairway recontouring program at Ravisloe Country Club was caused by membership complaints about the lack of definition between the fairways and the roughs. This lack of definition was caused by changes in the mowing patterns through the years and because the rough was mowed at a height which allowed the annual bluegrass and bentgrass to invade the Kentucky bluegrass. After investigating the possibility of recon-



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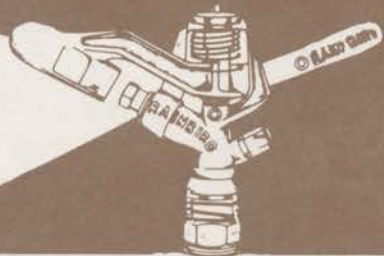
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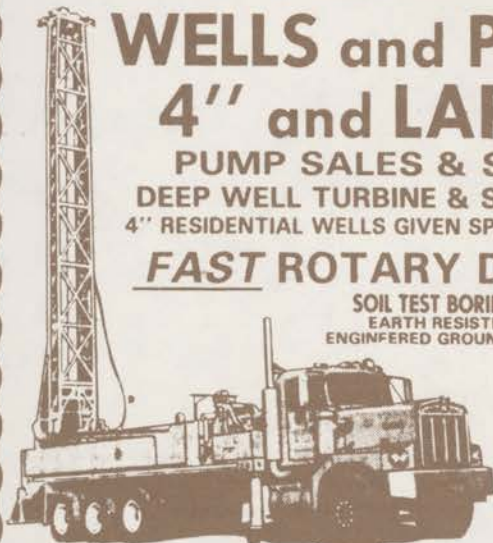
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touring, the club decided the program could offer many benefits other than improved rough - fairway definition. These other benefits included:

1. Improving the aesthetics of the golf course. Ravisloe is a relatively flat course without a great deal of interesting terrain. By changing the contours of the fairways, aesthetics could be improved without costly and inconvenient earth moving.
2. The amount of turf maintained as fairway could be reduced. This reduces maintenance costs and also makes triplex fairway mowing feasible. The recontouring actually reduced our fairway acreage from 42 to around 30.
3. Playability would be improved because of a more uniform rough grass and because various sized landing zones could be established for golfers of differing abilities.

The first step in the recontouring program was testing the proposed technique for regrassing the rough borders on a limited area. In the fall of 1982, the edges of two fairways were killed with the nonselective herbicide, Roundup, and then seeded six days later with various blends of Kentucky bluegrass and mixtures of Kentucky bluegrass and perennial ryegrass. Through this test, potential problems were identified, techniques were refined, rates were adjusted, and materials selected. The test also sold the membership on the merits of the program.

During the summer of 1983, the grounds and greens committee at Ravisloe made the decision to proceed with the program that fall. Half of the fairways were to be done in the fall of 1983 and the other half in the fall of 1984.

Next, a golf course architect needed to be hired to design the new contours and stake out the new fairway edge. Several architects were interviewed until the committee found one it felt comfortable with. The selected architect then staked and painted the fairway - rough borders the week before the herbicide was to be sprayed. The design took into consideration landing areas for golfers of all abilities, the location of present and future bunkers, and the natural terrain of the course.

On September 6, 1983, the day after Labor Day, the roughs around the newly established fairway borders were sprayed. The herbicide Roundup was used at a rate of 2½ quarts per acre. A modified Cushman sprayer, with diaphragm nozzles and flat spray tips, was used to do the spraying. The herbicide was sprayed just after sunrise while the wind was calm and the dew was still on the grass. A dye was added to the spray mixture to help avoid skips and overlaps. As an added precaution, one man followed the sprayer to watch for plugged nozzles.

In all, eleven acres were re-sprayed with the herbicide. The width of spray around the fairways varied from eight feet, one pass, to more than thirty yards depending on severity of the contour change and on how far the annual bluegrass and bentgrass had crept into the rough.

The course was closed for the entire spraying day and the maintenance crew was instructed to avoid the spray areas. In addition the course was closed the following morning until the dew was off of the grass. Being closed

the second morning is very important because our 1982 tests showed that Roundup tracking will do severe damage to nontarget areas on shoes and cart tires, if play is allowed while the dew is still on the grass.

The roughs were seeded three days after the Roundup application. The 1982 test showed that a three way blend of Kentucky bluegrass with 50% Baron, 25% Glade, and 25% Majestic, seeded at a rate of ½ pound per 1,000 square feet produced the best results. The test areas with perennial ryegrass were not satisfactory due to the different growth rates of the bluegrass and the ryegrass. A slit seeder was used to apply the seed in one direction following the contours of the fairways. Four days after the seeding, triple superphosphate was applied at a rate of one pound per 1,000 square feet.

Twelve days after seeding the first seedlings were visible and by the time winter dormancy set in, the new seedlings had grown to the height of one inch. The fall of 1983 was very good for seed germination. Unfortunately, the annual bluegrass seed, already in the soil, germinated as well or better than the Kentucky bluegrass. This was also a problem the previous year during the test. Ronstar, applied the next spring did a good job of reducing the competitiveness of the annual bluegrass when used at a rate of four pounds active ingredients per acre. Various rates of Rubigan and 2, 4-D will be tested next spring to try to eliminate the remaining annual bluegrass and bentgrass in the new rough area.



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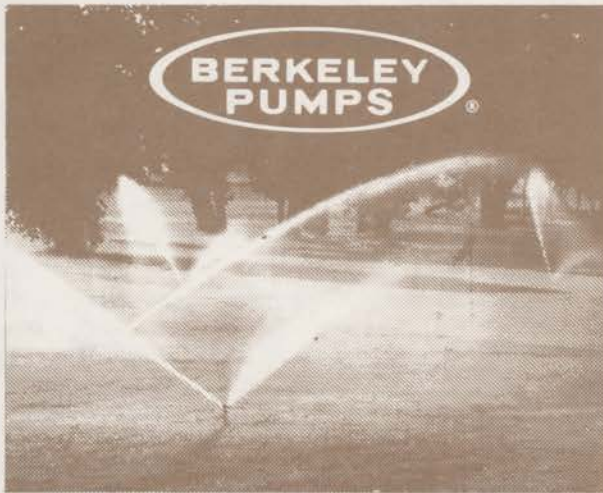
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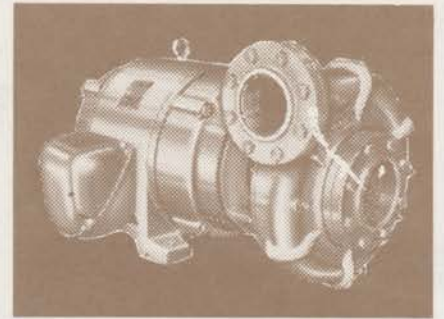
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Other problems encountered in this program include:

1. The establishment of turf in high traffic areas. The only solution to this problem in areas which cannot be roped off is sod.
2. Irrigating newly seeded areas without over-watering the fairways requires considerable hand labor.
3. The activity of skunks and crows searching for white grubs devastated many seeded areas which had high grub populations. Next year a grub control product will be used on all areas to be seeded.

With the need to reduce fairway acreage to contain maintenance costs and to allow for triplex fairway mowing and to increase the beauty of the course, many more courses may find the need to convert fairway grasses to rough grasses. It is hoped this discussion will be of some benefit to other superintendents considering this program.

## GOLF TRIVIA

**QUESTION:** Why does a golfer yell "Fore!" before teeing off?

**ANSWER:** When a golfer calls out "Fore!" he is warning everyone within range of the flight of the ball to be on guard. "Fore," which is probably a shortened form of "before", has been in common use among golfers for about 100 years. It came in to use not long after the standard golf ball of leather-covered feathers that had been in use was replaced by the harder, more dangerous gut-tapercha ball.

Several of the other terms used in golf also have interesting origins. For example, the "caddie" — a person who helps golfers by performing tasks such as carrying his bag of clubs - was named by Mary, queen of Scots, in the mid-16th century. Mary was the granddaughter of Scotland's King James IV, who played golf. Herself an avid golfer, Mary took the game to France when she went there to attend school. Young male students, or "cadets" assisted the queen by chasing the balls she hit. In France, "cadet" is pronounced "cad-DAY," and when the term was borrowed by the English and Scottish, it became "caddie". Of course, caddies had been serving golfers before Mary's visit to France, but it is not known what term, if any, was applied to them.

The term "links" to designate a golf course is a Scottish term for sandy ground that rises from the sea. Although "links" has come to mean any golf course, the term is properly used only for a course that is next to water. Incidentally, the first playing area to be called a "links" dates back 400 years ago to Keith, Scotland.



# What does labor really cost?

By W. R. Luckham, Extension Specialist—Marketing,  
Virginia Polytechnic Institute & State University

Knowledge of labor costs, not just labor rates, is necessary for accurate budgeting and overall decision-making. Labor costs include the value of fringe benefits and other items provided by the employer in addition to the direct wages. Knowing the real value of his income, not just his wages, is important to the employee—especially as he evaluates competitive job opportunities.

Cost Item:	Cost to employer	Income to employee
<b>Direct wage costs:</b>		
1. Cash wages (hrs./wk. <u>40</u> x no. wks. <u>52</u> = total hrs. <u>2,080</u> x wage rate \$ <u>4.50</u> )	= \$ <u>9,360</u>	\$ <u>9,360</u>
2. Cash bonuses	= <u>270</u>	<u>270</u>
3. Total adjusted direct wage costs	= \$ <u>9,630</u>	<u>9,630</u>
<b>Mandatory costs:</b>		
4. Employer's share of Social Security	= \$ <u>678.92</u>	
5. Federal unemployment insurance	= <u>434.00</u>	
6. State unemployment insurance	= <u>434.00</u>	
7. Workmans compensation insurance	= <u>163.80</u>	
8. Other _____	= _____	
9. Total value of mandatory costs	= \$ <u>1,710.72</u>	
<b>Value of fringe benefits:</b>		
10. Insurance: Liability	= \$ <u>177.46</u>	
Property damage	= <u>46.80</u>	
Life	= <u>171.10</u>	<u>171.10</u>
Medical	= <u>582.24</u>	<u>582.24</u>
11. Retirement	= <u>449.28</u>	<u>449.28</u>
12. Uniform (rental, cleaning)	= <u>120.00</u>	<u>120.00</u>
13. Meal allowance ___/day x ___ days	= _____	
14. Transportation (miles/day ___ x ___ days x ___ rate)	= _____	
15. Educational expense	= <u>100.00</u>	
16. Other _____	= _____	
17. Other _____	= _____	
18. Total value of fringe benefits	= \$ <u>1,646.88</u>	<u>1,322.62</u>
19. Total value of cash (line 3) mandatory (line 9) and fringe benefits (line 18)	= \$ <u>12,987.60</u>	<u>10,952.62</u>
20. Paid holidays ( <u>48</u> hrs.), vacation ( <u>40</u> hrs.), sick leave ( <u>96</u> hrs.)		
21. Total paid hours not worked (sum of line 20) <u>184</u> hrs.		
22. Total hours on job (line 1 less line 21) <u>1896</u> hrs.		
23. Total cost per hour on the job (line 19 ÷ line 22)	\$ <u>6.85</u>	\$ <u>5.78</u>

All of these fringe benefits increase the employer's cost per productive man hour by 52 percent and the employee's real income by 28 percent.

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U.S.D.A. plant physiologist Gerald Leather said that it may be possible one day to extract the key weed-killing chemical directly from the sunflower or, more likely, to develop a synthetic compound that's similar. Or sunflowers could be planted along with certain immune crops to help control late season weeds.



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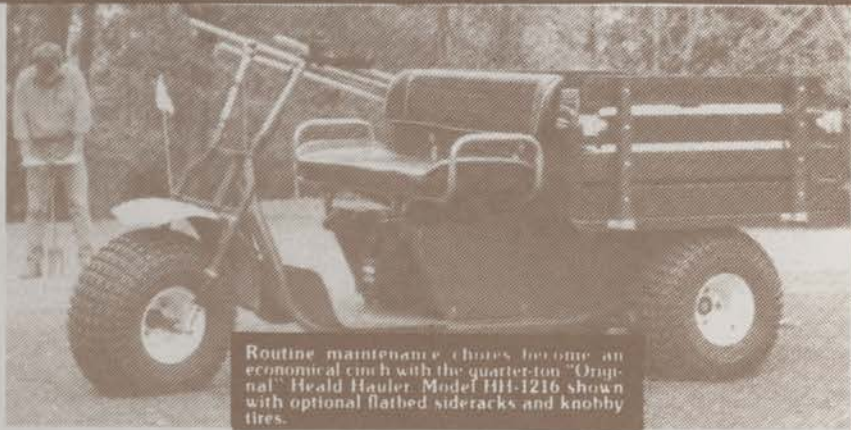
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