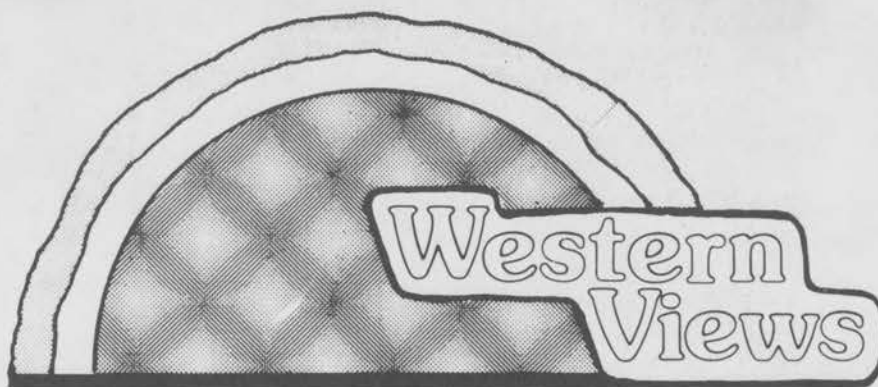




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W.M.G.C.S.A.



**NOV/DEC 1987**

**PRESIDENTS MESSAGE**  
**Kurt A. Thuemmel C.G.C.S.**

The past two years have gone by quickly, and, so it seems, has my term as President of this association. Perhaps part of the reason the time has passed so quickly is because I have always enjoyed serving as the President of this organization.

Due to the dedicated support of the officers and committee chairmen, I feel our association is very efficiently organized and run. One example of this is Chris Fochtman. Chris has served as Secretary-Treasurer for a number of years and has done an outstanding job! Although he is stepping down from these duties, Chris was elected to serve a 3-year term as a director on the board.

Keith Paterson was elected to serve as Secretary-Treasurer and will continue as the newsletter editor. We all thoroughly appreciate the fantastic job Keith has done and look forward to another year in his capable hands.

The President will be Roger Barton and Fred Pastour will serve as Vice President. I know I speak for all when I say both Roger and Fred will provide excellent leadership and direction.

Also, we acknowledge the importance of the directors as they serve as chairmen of the various committees. Without their efforts we would not be able to accomplish many of our worthwhile projects and events. The directors for the next term include Chris Fochtman, Charlie Dinkins, Peter Ashe, Doug Boyle, Bob Johnson, and Jeff Gorney. I would also like to thank Bob Hope for the years he has served on the board.

I offer my congratulations and support to our newly elected officers and directors. I am proud to have served with a group of dedicated professionals.

Plan now to attend the 58th Michigan Turfgrass Conference on January 18-20, 1988, at the Clarion Hotel in Lansing. Highlighting this year's conference will be Dr. Robert Shearman from the University of Nebraska, Dr. Peter Dernoeden from the University of Maryland, Dr. Richard Cooper from the University of Massachusetts, and Dr. Dan Bouman from the University of California. If you haven't received information about the conference by now, contact Dr. Rieke, Mike McElroy, or myself and we will see that you are sent a program. See you there.

Kurt Thuemmel

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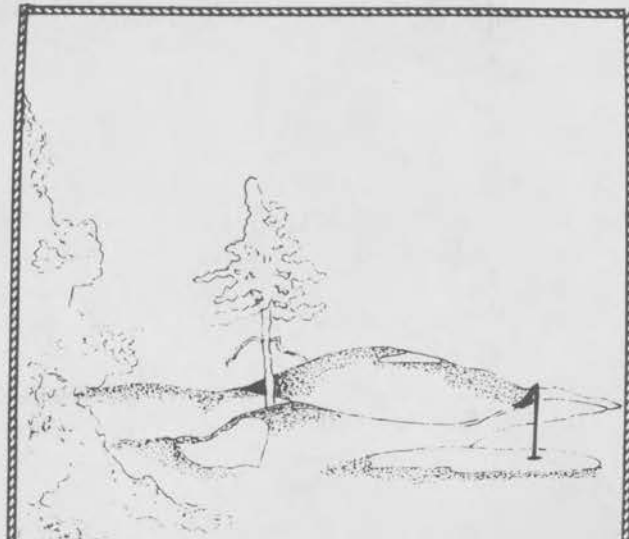
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## WHO INVENTED THIS GAME ANYWAY?

Jim Bogart  
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*Continued from the last issue of Western Views*

Several early references again suggest confusion between the Dutch and Scottish games in the United States. As early as 1657 three Dutchmen were reprimanded for taking to the ice and playing Kolven on Sunday. This reprimand occurred at the Court of Fort Orange and Beverwyck, later known as Albany, New York.

A century later notices of golf club activities were found in southern newspapers. The *Charleston City Gazette* carried such notices in 1788 for the South Carolina Golf Club. At about the same time social activities of the Savannah Golf Club were noted in the *Georgia Gazette*. All activities thus noted were social in nature with actual golf play never being recorded. Furthermore, no golf implements have ever been found to support the idea that golf was played at these clubs.

On April 21, 1779, an enterprising businessman in New York City lent some credence to the idea of early golf in the United States, for on that particular day an advertisement appeared in *Rivington's Royal Gazette*. Offered for sale was an array of golf clubs and Caledonian balls. However, it should be pointed out that no record exists of any sales being made. Thus, the possibility of early golf in the United States remains shrouded in mystery.

The final early reference to golf appeared in 1811. Like earlier references, this one was also social in nature, being an invitation to a ball at the Savannah Golf Club. One year later the United States and Britain were embroiled in the War of 1812 and references to golf ceased.

Once Stonewall Jackson had routed the British at New Orleans and Abe Lincoln had saved the Union, Americans could turn their attention to other pursuits. One such individual was John Reid of Yonkers on the Hudson, New York. A native of Dunfermline, Scotland, Reid had become an executive with the J.L. Mott Iron Works, but John Reid was a games player at heart, and when not working he concentrated on marksmanship. He had also installed a tennis court in his front yard in an effort to master that game. However, being a true games player he no doubt continuously sought new games to conquer.

It was this desire that led John Reid to contact his friend, Robert Lockhart. Like Reid, Lockhart was a native of Dunfermline, Scotland, who was preparing for a business trip to his native land. John Reid contacted his friend prior to the trip and asked him to purchase a few golf clubs and balls from "Old" Tom Morris at St. Andrews. Lockhart returned to the United States with two dozen Gutta Percha balls, three woods (driver, brassie, spoon), and three irons (cleek, sand-iron, putter). With these few implements golf finally arrived in the United States.

It was on February 22, 1888, that John Reid and some friends laid out 3 holes in a nearby pasture, each hole

averaging about 100 yards in length. Using the recently arrived golf clubs, John Reid and John Upshaw batted the gutties around their pasture course. It was soon decided that the three holes were inadequate, so in April 1888 Reid and his golfing cronies moved to a 30 acre site where they laid out 6 holes. Twelve-foot diameter circles served as greens on this new course.

Following a summer of golfing, John Reid hosted his friends for dinner on November 14th. During the dinner their discussions turned to golf and the financial matters of their little course. Because of these financial concerns the men decided to form the St. Andrew's Golf Club. John Reid was chosen to serve as the club's first president, while his original golf opponent, John Upshaw, was named the first active member.

St. Andrew's Golf Club was off to a successful start. In April 1892 the club made another move to a 34 acre site where they built 6 holes through an apple orchard. It was from this site that the term "apple tree gang" was affectionately applied to Reid and his friends. The apple orchard was soon outgrown by St. Andrew's Golf Club and on May 11, 1894, another move was made. A nine hole course laid out on this new site played host to the first U.S. Amateur Championship later that year.

The story of St. Andrew's Golf Club contains one final move. In August, 1897, the club relocated to its present location where 18 holes were developed. Although the St. Andrew's Golf Club at Yonkers on the Hudson is generally considered the oldest course in the United States, it doesn't go unchallenged.

Among the courses vying with St. Andrew's for the longevity title is one club in Burlington, Iowa. This club claims to have begun as early as 1881, seven years before John Reid and John Upshaw teed off in Yonkers. A year later comes a claim from White Sulphur Springs, West Virginia. Oakhurst Golf Links there were suggested to have begun in 1882.

Two other clubs also claim to have predated St. Andrew's. In 1886 the Dorset, Vermont, Field Club was supposedly playing golf on its grounds. And in 1887 a nine hole course served as the home of the Foxburg, Pennsylvania, Country Club. Although the claims for each of these clubs remain, the strongest arguments still favor St. Andrew's Golf Club as the beginning point for golf in the United States.

During the nine year period that St. Andrew's Golf club made its moves, from the first pasture to its present location, several other golf clubs became established in the

*(Continued on Page 4)*



(Continued from Page 3)

United States. In fact, by 1896 there were over 80 courses in operation. Courses were springing up so fast that it was hard to keep track of them all.

The Newport Golf Club was established in 1890 at Brenton's Point near Newport, Rhode Island. A claim is made for Newport being the first nine hole club in the United States; the Foxburg Country Club notwithstanding. Or if you wish to cast your vote in another direction a golf club in Middlesborough, Kentucky, also makes it claim as the first nine hole.

As this debate continued a new golf course was begun on Long Island, marking the first major golf construction project in the United States. Willie Dunn, a golf pro/architect from Scotland, arrived in the United States in March 1891 and immediately began work on the Shinnecock Hills Golf Club. At his disposal were 4,000 acres of land and 150 indians from the Shinnecock reservation.

Using the indians as his construction crew, Willie Dunn had a 12 hole course ready for play in June of 1891. By September of that year the club boasted of 44 members, each having paid \$100 per share for their 1 to 10 shares of Shinnecock Hills Golf Club. The membership steadily grew and by the end of 1892 had reached 70.

Increasing membership meant additional demands for facilities. Thus, during 1892 renowned architect Stanford White designed America's first golf clubhouse. At about the same time a nine hole course was added to the twelve hole layout. This second course was developed to serve the women of Shinnecock Hills; however, in 1895 the two courses were combined into an 18 hole golf course.

Throughout its development Shinnecock Hills Golf Club recorded several "firsts" for golf in the United States. Not only was Shinnecock Hills the first golf club on Long Island, but it was also the first golf club in the United States to be incorporated. As stated earlier Shinnecock Hills also built the first clubhouse in America. What a far cry from the apple tree that offered shade to the golfers of St. Andrew's in Yonkers.

Another "first" for Shinnecock Hills was a membership waiting list. Many clubs today can't make that claim. Finally, Shinnecock Hills was probably the first golf club to provide a facility for its women members.

As Shinnecock Hills was leaving its mark on American golf, several other "firsts" were being recorded around the country. The first public course was developed in Van Cortlandt Park (there's the Dutch influence again) in New York. Not too far away was the Lake Champlain Hotel. It was there that the first resort golf course was constructed as part of a hotel complex.

Another American golf "first" opened up the midwest to the "Royal and Ancient" game. Lake Forest, Illinois, was the location where Charles B. MacDonald laid the groundwork for America's first 18 hole golf course. The course that was to become known as Chicago Golf Club started with seven holes on the estate of John B. Farwell. Each hole was less than 250 yards with most being less than 100 yards. As the club quickly grew to 20 or 30 members, it became necessary to provide an enlarged facility. This prompted a move to nearby Belmont, Illinois, where nine holes were constructed. An additional nine holes were built in the spring of 1893.

Continued growth of the Chicago Golf Club soon led to another move. C.B. MacDonald convinced club members to purchase a 200 acre farm near Wheaton, Illinois, for \$28,000. It was on this site that he developed the 18 hole championship course that remains the home of the Chicago Golf Club.

With the development of the Chicago Golf Club, the game of golf took root in the Great Lakes area as it had throughout the country. From only one course in 1888 to 80 courses in 1896, American golf had ballooned to 982 courses by 1900. Each of the 45 states had at least one course by that time. Among the leading golf states in 1900 were New York with 165 courses; Massachusetts with 157 courses; Illinois with 57 courses; and even California boasting 43 courses. It has been estimated that these 982 courses were playing host to a quarter million American golfers, each of whom was spending an average of \$80 yearly on this new pastime.

It was the Chicago Golf Club that introduced the midwest to the game of golf. No doubt it was visits by Michigan citizens to Chicago or else summer vacations by Chicagoans to Michigan which finally led to golf's early beginnings in our Great Lakes State.

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## FALL PARTY

This year's Fall Party was held at Cascade Hills country Club and hosted by Don & Helen Fitz. There were 100 people in attendance, which is our normal turnout. Everyone enjoyed the excellent hor's douevres, meal and dessert. The dancing and fun continued late into the evening.

Thanks again to Don and Helen Fitz and Roger and Virginia Barton for their efforts in providing a very enjoyable evening for everyone.

## THE NATIONAL

### GCSAA CONFERENCE HEADING TO HOUSTON

The Golf Course Superintendents Association of America (GCSAA) will conduct its 59th International Golf Course Conference and Show Feb. 1-8, 1988, in Houston at the George R. Brown Convention Center.

The convention is the largest gathering of professional golf course managers in one location during the year. The show is expected to attract more than 13,000 people from around the world who want to learn more about state-of-the-art equipment and technology in golf course management.

In 1987 the 58th International Golf Course Conference and Show was held at the Phoenix Convention Center in Arizona and broke all records in the history of the event. Attendance numbered nearly 13,000. More than 350 hours of instruction were presented by 150 instructors, with 29 educational seminars offering Continuing Education Units. More than 300 commercial exhibitors displayed supplies and equipment over 300,000 square feet in the convention center.

As the 1988 Houston event approaches, all signs point to more records. Not only is attendance expected to exceed this year's, but months before the event hotels were filling up and the Trade Show's exhibit space reservations were ahead of the 1987 total.

The conference also provides the opportunity for the association to present college scholarships to deserving students, to recognize distinguished service and to present the association's highest honor, the Old Tom Morris Award.

### TUNNEY TO KEYNOTE GCSAA SHOW OPENING

Jim Tunney, perhaps best recognized as #32 in his NFL referee uniform, will be the keynote speaker at the 59th International Golf Course Conference and Show sponsored by the Golf Course Superintendents Association of America (GCSAA). The Conference and Show will run Feb. 1-8, 1988, in Houston's George R. Brown Convention Center.

Tunney, a highly respected educator, will speak at the Opening Session at 5:15 p.m. on Thursday, Feb. 4.

Tunney brings a special expertise to the Conference, which is expected to attract more than 13,000 people during its eight days. He has been involved in education for more than 27 years, serving as principal at three large Los Angeles high schools and as superintendent at schools in the Southern California area.

He also is a referee in the National Football League, a job he has held for 27 seasons. He has had the honor of refereeing three Super Bowls and is the only referee to officiate consecutive Super Bowls. No other referee in the NFL has been accorded such a distinction.

Finally, Tunney is widely recognized as an accomplished consultant and professional speaker. The National Speakers Association has honored Tunney with its prestigious C.P.A.E. Award, the highest recognition given to professional speakers.

### SLATE OF CANDIDATES

The Nominating Committee of the Golf Course Superintendents Association of America (GCSAA) has submitted a slate of candidates to the association's board. The committee selected the nominees during recent meetings at the association's headquarters in Lawrence, Kansas.

The candidates' names will be on the official ballot when elections are held during the 1988 Annual Meeting in Houston on Monday, Feb. 8.

The nominees are:

President: John A. Segui, CGCS, Waynesborough Country Club, PA

Vice President: Gerald L. Faubel, CGCS, Saginaw Country Club, MI; Dennis D. Lyon, CGCS, City of Aurora, Golf Division, CO

Directors: Joseph G. Baidy, CGCS, Acacia Country Club, OH; Gary D. Bennett, CGCS, Blythewood Golf Links, SC; Lee C. Dieter, CGCS, Washington Golf and Country Club, VA; William R. Roberts, CGCS, SentryWorld, WI; Kenneth A. Sakai, CGCS, Franklin Canyon Golf Course, CA; and Michael Wallace, CGCS, Hope Meadow Country Club, CT.

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(Continued from Page 5)

The president and vice-president are elected to a one-year term, and the directors are elected to a two-year term. Three directors will be elected from the six nominees.

The president will appoint the organization's secretary-treasurer after the election.

## BANQUET

The 59th International Golf Course Conference and Show produced by the Golf Course Superintendents Association of America (GCSAA) will have its light moments, too.

The comedy duo the Smothers Brothers will appear Feb. 8 at the closing banquet at Houston's George R. Brown Convention Center.

The brothers--Tom and Dick--began their entertainment careers 28 years ago as serious folk musicians, but their naturally comedic relationship soon took the act in a refreshingly new direction.

In time, a reputation for being political grew out of their "Smothers Brothers Comedy Hour," a surprise hit on CBS in the late 1960's. Their topical and satirical humor soon made them the most controversial performers on television. Both a blessing and a curse, their reputation earned great ratings, but their show was canceled by the network.

After a series of ups and downs in popularity, the Smothers Brothers have made a comeback, and audiences are responding once again to that hilariously familiar sibling rivalry that has made the brothers all but legendary in their own time.

## GENE SARAZEN TO RECEIVE OLD TOM MORRIS AWARD

Legendary golfer Gene Sarazen has been selected to receive the Old Tom Morris Award from the golf Course Superintendents Association of America (GCSAA). Sarazen is the sixth recipient of the award, one of golf's most prestigious.

The award will be presented to Sarazen on Feb. 8, 1988, at the banquet closing GCSAA's 59th International Golf Course Conference and Show, which begins February 1 in Houston.

The announcement was made Oct. 9 during the GCSAA Board of Directors fall meeting in Houston.

GCSAA President Donald E. Hearn, CGCS, said, "All golf course superintendents can be proud of Sarazen's selection for this most prestigious award. Mr. Sarazen's accomplishments and contributions to the game are numerous and outstanding."

Sarazen joins Arnold Palmer, Bob Hope, Gerald Ford, Patty Berg and Robert Trent Jones Sr. as recipients of the coveted honor.

"Old Tom contributed to the game through a continuing, selfless commitment, and Mr. Sarazen has demonstrated that same dedication and inspiration throughout his career," Hearn said. "The game is better because of Gene Sarazen."

Sarazen was the first of only four men to win all four of golf's major events. In addition to being the 1935 Masters Champion and the 1932 British Open victor, Sarazen won the U.S. Open twice and the PGA Championship three times.

Additionally, he was the first advisory staff member for a major sporting goods company, a relationship that has been in force since 1923. Since his championship playing days, he also has done public relations work for various companies. Sarazen's development of the sand wedge is considered to be one of the greatest contributions to the game.

The 85-year-old Sarazen continues to be actively involved in promoting golf by sponsoring the Gene Sarazen Jun Classic in Japan and working with the Sarazen Scholars at Siena College.

An international golf audience, including representatives of every major golf association, will be on hand for the 1988 banquet ceremonies. The banquet attendance is expected to exceed 2,000.

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## SALARIES

*This article was presented by Mr. Anthony B. Caranci, Jr., Superintendent of Ledgemont Country Club, Seekonk, MA, at the CGSAA conference in Phoenix, last winter.*

*Anthony B. Caranci, Jr.  
Ledgemont Country Club  
Leekonk, Massachusetts*

This subject has always been a very quiet, almost confidential subject. Why is it that many large corporations publish the salaries of their executives? You can find out almost in any industry what sort of compensation top echelon executives receive. Yet, in the golfing business, it has always been some kind of secret. It appears to be a secret only among golf course superintendents.

I'm not advocating that we publish superintendents' salaries in all the trade magazines throughout the country. In fact I was very disturbed when I saw the so-called salaries of the golf course superintendents published in a monthly magazine a couple of years ago, which was supposed to be documented by GCSAA - figures that it thought were on the very low side of the salary scale.

I recall, when I was president of the Rhode Island Golf Course Superintendents Association in 1957, then

later as president of the New England association, I was asked many times by green chairmen, "What's the proper salary for a golf course superintendent?" It was very difficult to answer. I would tell them what I thought a superintendent should be paid. Of course, they would practically fall through the floor. Then I would have to retaliate with, "Do you want a grass cutter or a superintendent?" There were some embarrassing moments. Consequently, I tried to get all the superintendents to have a meeting among ourselves without any salesmen, to discuss budgets, salaries and fringe benefits of the superintendent and his staff. (This did not come to pass.) Everyone was afraid to divulge their personal set-ups with their clubs. However, a short time later at a Rhode Island Superintendents meeting, I asked if any superintendent present wanted me to tell them what their salary was, or a break down of the budget. The Rhode Island Golf Association has a meeting with the presidents, green chairmen and

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(Continued from Page 8)

treasurers of all its member clubs and came up with a survey of what they called "club statistics". I got my hands on a copy and it contained budgets and breakdowns of all the departments, including the managers', chefs', golf course superintendents' salaries and the hourly rates of all their employees.

The only problem with this survey was that the figures were grossly incorrect. Apparently, the clubs made the figures read the way they wanted the image of their club portrayed. Consequently, not one of the superintendent's salaries was correct, including my own.

Prior to this, I had an incident take place at my Club, concerning my gasoline account. My chairman wanted to know why Kernwood Country Club, which is the same size in acreage as my club, used half the amount of gasoline as I did at Ledgemont. I told him he was wrong.

This incident prompted me to call together the superintendents of the five Jewish clubs to explain their budgets to each other. (These clubs have interclub tournaments.) Superintendent Dick Blake of Mt. Pleasant, Manny Francis of Belmont, Howard Farat of Pine Brook, Alber Allen from Kernwood and myself exchanged copies of our budgets. Now we had the facts. The gasoline accounts were within two to three hundred dollars of each other. So were many of the other line items in the budgets. With this information my greens chairman realized that he was incorrect. These meetings were held each year, thereafter.

This precipitated me to ask the New England GCSAE members to release their budgets. **No way.** When I became president, I tried to get all members to answer a survey sheet, without placing their names on the information submitted. You wouldn't believe it, now. They wouldn't send them in because of fear that the postmark would divulge which club the information was from.

Ironically, we had to make up a suggestion box and place it in the rear of the meeting room during our monthly meetings so the superintendents could place their budgets in it. We did not get enough input for a proper survey, but at least when I was asked as president by other green chairmen what the salary scale for a superintendent was, I could give them a more factual answer.

Chairmen have the habit of calling surrounding clubs and obtaining superintendent's salaries. There is no objection to this if the figures are correct. In my area I have annual copies of the State Golf Association's "Statistical Surveys." Their figures of superintendents' salaries were seldom correct or up-to-date, and member clubs use these figures in negotiating with their superintendents.

My point is - if the green chairmen and club officials get together and exchange budgets, why don't we, as

superintendents, do the same. What is the big secret?

At least today we have approximately 25 to 30 superintendents who are very forward in their thinking, who attend a meeting each year at my club. They bring with them a completed questionnaire, which I send them when announcing the meeting, plus a copy of their budget, and it is mandatory to have a copy of their paycheck or W-2 form for salary verification. Believe me, this information has helped many superintendents have the additional initiative to approach their clubs for a salary increase. These annual meetings have been extremely beneficial to those superintendents who attend. We make one thing certain - the information we exchange among ourselves is available only to those who attend or submit their information to the group. Otherwise it is privileged information.

Each year we have this meeting, as we did on January 7, 1987. Five to eight superintendents could not wait to leave the meeting to call their chairmen to discuss their salary. In almost every case, when the chairmen saw the true salary figures, the superintendent got a larger increase. I realize that every job is a superintendent's individual problem. However, if these meetings accomplish nothing else, they give the superintendent the incentive and initiative to speak for himself to seek a better salary.

We do realize that the salary or budget is predicted by the club's income and the club's ability to pay. A club whose income may be at \$200,000 certainly cannot have a golf course budget of \$400,000. However, a superintendent must be strong in the presentation of his budget to get his share of money from the golf course. It is a fact that clubs really scrutinize their payrolls and they cry that money is tight, but they always find money to spend for new rugs in the clubhouse, for improving the lounge or for drapes in the dining room.

How many times has your club stated that they didn't have the extra money for raises, only to spend thousands of dollars on golf car paths, drainage, a new tee or a new treeplanting program.

Payroll is always the line item most highly scrutinized by the committee considering a golf course budget. You can ask for more money for fertilizer, fungicides or insecticides and committees will just blink an eye. When it comes to payroll increases, finances become very tight. Usually, payroll consumes 60 to 70 percent of a golf course operating budget and warrants deep consideration. However, increases in this area should be commensurate with other line items in the budget.

In the recent past it was said that the country club was to suffer hard times. The economy and inflation resulted in high operating costs and would force country clubs out of business. Times became more difficult, money became tighter, and when taxes, fuel and elec-

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tricity spiralled to an all-time high, the clubs found the money to meet their obligations.

Do country clubs find money for managers' salaries? How much money does your manager earn?

**Whatever he earns - he deserves it.**

A few years ago at a local club, the superintendent was earning \$30,000. He asked his club for a ten percent increase and was given a hard time. Yet, the same club hired a new manager, who was an assistant manager at another club, at a starting salary of \$42,000. They find money for managers' salaries. Without a golf course what is a clubhouse worth?

What is a superintendent worth? What salary should be paid? Time does not permit me to cover actual salary figures; however, I would like to bring out a point to help you decide what you are worth. I do realize that each country club and each superintendent is a separate individual situation, considering each club's ability to pay. However, if superintendents were paid according to total responsibility, in contrast to salaries corporations pay their executives with comparable responsibilities, all superintendents would appear to be grossly underpaid throughout the country.

Time will not permit me to fully itemize a superintendent's professional responsibilities, but his specific responsibility is to provide the finest possible playing conditions and surroundings his budget can support.

I have not mentioned the knowledge a superintendent is required to possess, such as an understanding in agronomy, plant pathology and entomology to enable him to set up his fertilizer, fungicide, herbicide and insecticide programs for all the turf under his care.

If you compare these tremendous responsibilities and knowledge with those executives in corporations, what should a superintendent's salary be? **Certainly more than he is being paid today.**

Just a point of interest - I have a copy of the 1986 Rhode Island wage rate schedule of the **Association General Contractors of America**. I am going to round off figures for the sake of brevity, including fringe benefits. These tradesmen receive the following compensation.

**Bricklayers receive \$24 per hour - \$950 per 40 hour week, \$50,000 annually.**

**Carpenters and cement masons - \$22 per hour - \$880 per 40 hour work week, \$46,000 annually.**

**Engineers and painters - \$21 per hour - \$850 per 40 hour work week, \$44,300 annually.**

(Continued on Page 12)

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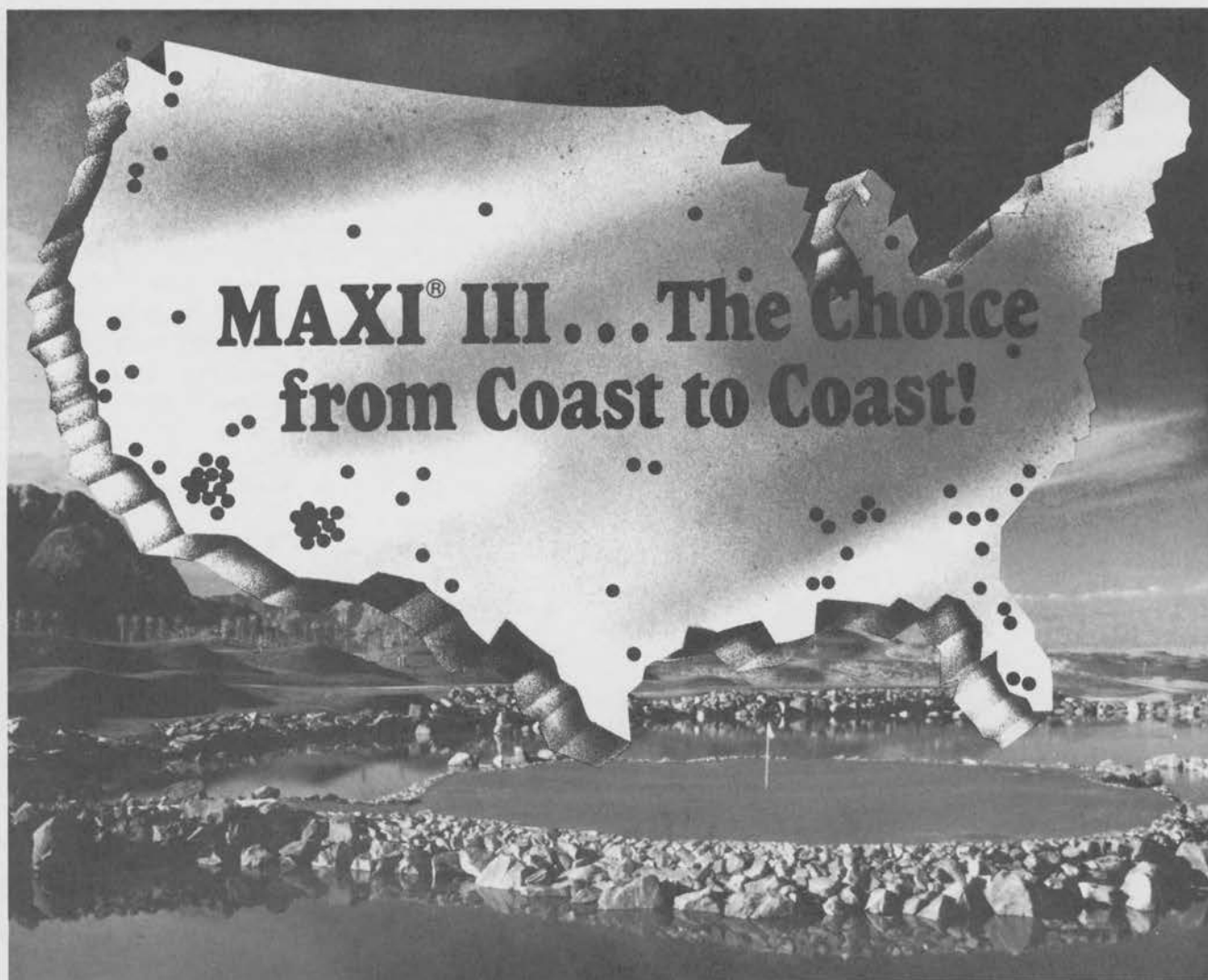
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(Continued from page 10)

**Glazier, steam fitters and plumbers - \$24 per hour - \$967 per 40 hour work week, \$50,000 annually.**  
**Sheet metal workers - \$26 per hour - \$1026 per 40 hour week - \$53,400 annually.**  
**Teamsters - \$17 per hour - \$710 per 40 hour week - \$37,000**

I must state one more category in this associated General Contractors of America (R.I. area) wage-rate schedule and this is of laborers:

\$18.90 per hour, \$756 per 40 hour week, \$39,300 annually.

How many golf course superintendents earn \$39,300? Just what laborers earn? How many golf course superintendents earn what tradesmen earn - between \$40,000 and \$50,000 annually? Can you imagine the salary categories that I mentioned were for 40 hours per week? I know some will say that these tradesmen don't work a full year, and that golf course superintendents work a short time in the winter months; however, what is your hourly time worth? We know what tradesmen's hourly time is worth.

It is incomprehensible that laborers in the Associated General Contractors of America receive almost \$40,000 annually for a 40 hour week. I have heard many times over the years of the superintendent's love for his job and the outdoors. This may be true, but he must be fairly paid for his knowledge, responsibilities and performance. Love for his job does not pay bills or raise his standard of living.

A green chairman from another club once told me, after he had been interviewing for a superintendent's position vacant at his club, that he could not believe how cheaply he could hire a golf course superintendent. He said that he paid buyers in his toy store much more money than the superintendents were asking and that buyers did not have a fraction of the knowledge a superintendent must possess.

I feel that this is a nation wide problem. Yes, there are some superintendents in the New York, Chicago, Canada and Florida areas who I understand are earning \$60,000 to \$80,000 annually. However, these are isolated cases, too few and far between, and I would like to see their pay stubs.

Do we who are underpaid have the initiative, the aggressiveness, the fortitude to appraise our situation and present the entire problem to our green committee? With all the effort, dedication and conscientiousness

the golf course superintendent puts into giving his membership a beautiful golf course, a golf course the members can be proud of, why not place a portion of this effort into raising salary and fringe benefits. I repeat - are you convinced that you are worth at least what a tradesman or truck driver is worth? We are golf course superintendents. The membership expects us to be supermen. A doctor can lose his patient - his patient dies and everyone feels the doctor has done his best. No problem. Call the undertaker. A superintendent loses his green due to inclement weather, ice damage or disease, and he is called incompetent and in many cases he's fired, although he may have had many successful years behind him. We are in a high risk business. We should be compensated accordingly for the knowledge, responsibilities and expertise that our positions demand. We are professional managers of our golf courses. we should receive a professional's pay.

I am beginning my 37th year as a golf course superintendent, and in speaking to superintendents around the country, I am shocked and dismayed at some of the salaries golf course superintendents receive. We superintendents are responsible for giving this great game of golf the finest playing conditions in the world. We should be properly compensated for our dedicated efforts and accomplishments.

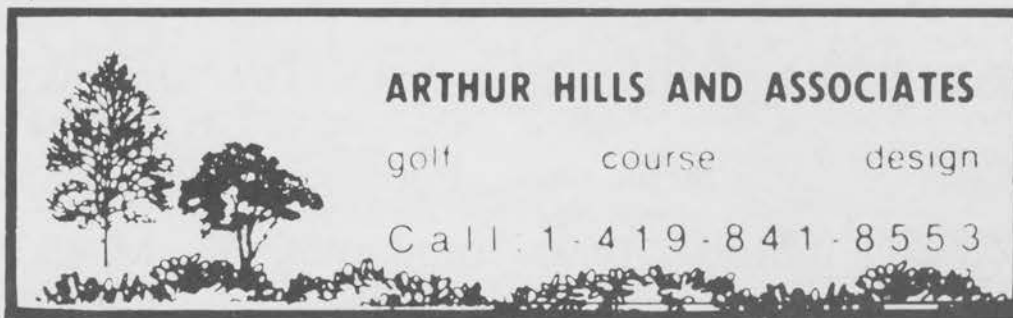
Don't sell yourself short. Go after what you think you are worth. I know you are worth more than a tradesman and certainly more than a truck driver, let alone a laborer. Go back to your area, call a meeting of your superintendents' association, require only superintendents to attend, bring in your budgets and your paycheck. I will send you a blank copy of the questionnaire you will take with you. Discuss your budgets and salaries.

Those of you who enjoy high salaries will help those who are in the low salary range. I know you will have helped some of your fellow superintendents present their financial status or maybe yourself. Then present your case to your club.

Our annual meeting of golf course superintendents, exchanging and explaining and your budgets and salaries, have definitely resulted in higher wages for many golf course superintendents.

Don't sell yourself short. Go after what you think you are worth.

CREDIT: THREE RIVERS GREEN



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## GOLF COURSE MAINTENANCE INDUSTRY EXCEEDS \$3 BILLION

According to the new 1987 edition of the Golf Course Maintenance Report, the estimated worth of the golf course maintenance industry in the U.S. today is \$3.54 billion. This figure includes the cost of labor, equipment and supplies needed to maintain the 1.2 million acres of land occupied by the nation's 12,384 golf facilities.

The 80-page report was co-produced by the National Golf Foundation (NGF) and the Golf Course Superintendents' Association of America (GCSAA).

"The golf course superintendent is a vital element in the golf industry and plays a crucial role in maintaining the nation's golf courses so they are enjoyable for the 20.2 million U.S. golfers," says NGF President and CEO David B. Hueber. "And the NGF is proud to have been part of this all-important study."

The new report supersedes a much less comprehensive 25-page joint study report done in 1985. "We feel that this year's expanded report provides valuable information not available through any other source in the golf course and turfgrass industries," says Donald E. Hearn, GCSAA President.

The 1987 report is broken out into nine geographic regions and by the public and private facilities within those regions. It covers irrigation sources, expenses,

labor hours and wages, golf car fleet size and maintenance costs, environmental conditions and professional responsibilities for each region.

The data was collected through a 10-page survey sent to more than 2,000 golf course superintendents throughout the U.S. in November 1986. The data is presented in a manner that allows the superintendents to make a comparative analysis of their operation to others within their region.

"To collect and analyze the differing operation of the superintendents throughout the country and then segment them by facility type is a service that not only directly benefits every superintendent but, also, impacts every one who enjoys the game," Hueber says.

"Golf course superintendents and others involved in the maintenance of the nation's golf courses will find the information contained in this report to be useful in determining the factors that make their golf courses unique from others in their region," says Hearn.

"Golf course superintendents are responsible for the purchase of over \$214 million in new equipment in 1986," adds Hueber. "This report is an outstanding indication of the professionalism and dedication of the GCSAA and its members."

*(Continued on Page 14)*

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## Another Parody of THE NIGHT BEFORE CHRISTMAS

'Twas the night before a tournament, when all through the shed,

Not a creature was stirring, except the hungry seed mouse, Fred.

The mowers aligned by the door with care,  
In hopes that St. Do Work, soon would be there.  
The players were home all snug in a bed,  
While visions of one-putts danced in their heads.  
And out on the course the water a whirl,  
Grass blades began to happily unfurl.  
When out in the pump house there arose such a clatter,  
The night watchman drove over to see what was the matter.  
Away to the course I flew like a flash,  
For the watchman had called and said, "Sir, your pumps are trash."

As I wondered and pondered the calamity in store,  
I was about to open the malevolent door.

When, what to my wondering eyes should appear,  
But a miniature cushman and eight tiny crew deer.

With the driver in coveralls, a hat on his head,  
I knew in a minute it must be Big Red.

More rapid than phythium takes course they came,  
And he whistled, spit seeds, and called them by name:

"Now Musser! Now Grau! Now, Noer and Sherman!

On Butler! On, King! On Vargas and Nixon!

To the top of the lab! To the front of the class!

Now, dash away! Dash away! Dash away all!

As dry grass leaves before a storm do fly,  
When they meet with an obstacle, mount to the sky.

So up to the pump house the researchers they flew,  
With the cushman full of ideas, and St. Do Work, too.

And then, in a sprinkling, I heard on the roof,

The wrenching and groaning of ideas gone poof.

But as I stuck out my head and was looking around,  
Down the air vent, St. Do work came with a bound.

He was dressed all in denim, from his hat to his foot  
And his clothes were mud covered with a dangling grass rot.

A bundle of parts he had flung in his pack

And he looked like a gridder enjoying a sack.

His eyes - how they glistened! His demeanor intense!

His cheeks full of chew, with spitting, a sixth sense.

Yellowish-white beard did hang from his chin,

Up northward the red hair did gradually thin.

A stump of a pencil behind his right ear,

With a battered old notebook stored in the rear.

He had an amative face, with a specimen beer belly,

That was properly conditioned watching sports on the Telly.

He was paradoxical sort, with his disheveled appearance,

But a magical mind borne true by experience.

A wink of an eye and a nod of his head,

Soon gave me to know I would be returning to bed.

He spoke not a word, but went straight to his work,

And righted the pumps; then turned with a jerk,

And laying his finger aside of his nose,

And giving a nod, up the air vent he rose.

He sprang to his cushman, to his team gave a cheer,

And away they all flew the foam of a beer.

But I heard him exclaim as he drove out of sight

"Good tournament to all, and to all a Good Night."

CREDIT: Doug Jones, Western Slope Correspondent  
Rocky Mountain Reporter

(Continued from Page 13)

A two-page summary of the Golf Course Maintenance Report is available from both the NGF and GCSAA at no charge. The complete report sells for \$90.

The NGF is golf's research and promotional organization. Founded in 1936, its membership includes more than 500 golf companies, national, state and local golf associations, golf course architects and builders; golf publications, and more than 3,000 golf courses across the United States.

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## CARE OF LIVE CHRISTMAS TREE

by James A. Fizzell, Sr. Ext. Adviser  
University of Illinois

The trend in recent years is that more and more homeowners like to have a live Christmas tree...a growing tree with roots.

It is recommended that you take these steps in order to get the best results and pleasure from your live tree:

1. Now is the time to dig the hole where you anticipate planting the tree, preferably before the ground is frozen. Mulch the hole where it will not freeze and can be used when you plant your live tree.

2. Keep the tree indoors for as short a time as possible. Make the change in temperature by a series of gradations...perhaps one day in the garage, one day in a cool basement and then into the room when you plan to set it up and decorate it. Repeat the same process in reverse when you take it outdoors.

3. It is usually better if the supplier pots the tree for you. A balled and burlapped evergreen tree should be placed in a porous pot, but keep the pot small so it will be inconspicuous. Try the use of a plastic antidesiccant spray on the foliage before bringing the tree into the house.

4. Water the tree as you would a house plant. Water frequently and thoroughly, but never let the soil get either dried out or muddy.

5. Indoor temperatures should be kept as cool as possible, especially at night. Be sure the tree does not receive direct sunlight, even through a window. Never place the tree near a fireplace or against an operating radiator or other source of heat.

6. Plant outdoors in the hole prepared for the tree. Use unfrozen soil in order to get it firm around the roots of the tree. Be sure to mulch well.

7. Soak the soil thoroughly after planting to firm it, and every month or so if the temperature remains mild and there is no rain. Watering will be necessary during droughty periods next summer, too.

It is fun to have a live Christmas tree. Use it indoors at Christmas and then use it outdoors as an evergreen in your foundation planting or as a specimen tree where it will remind you of Christmases past.

CREDIT: The Bull Sheet

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## PROTECT TREES FROM WINTER INJURY NOW

by James Fizzell

University of Illinois Extension Service

The fact that winters are tough on trees and shrubs is an understatement. This summer we saw the effects of the winter as plants expired from delayed reaction to damage. Plants girdled by rodents, or with roots injured by excess water or low temperatures, can live quite awhile before the stored foods are used up. Then when least expected, they die.

You can avoid many of the winter problems by preparing now. To reduce damage from mice, remove all grass and weeds around the trunks of the trees and shrubs. Use hand clippers on vegetation you can't cut with a lawn mower. Be sure not to nick the bark. Unmowed vegetation provides cover for field mice which eat the inner bark of trunks and roots, frequently killing fruit trees.

Rabbits eat the bark off the trunk and any branches within reach, particularly on young fruit trees. However, they do not bother old trees which have developed heavy outer bark. Either chemical repellents or mechanical barriers are recommended for protection from rabbits. Spray the repellent on trunk and lower branches as recommended on the label. Chemicals are more effective in protecting shrubs than mechanical barriers. For trees, use chicken wire or hardware cloth to form a cylinder around the trunk. The cylinder should

be at least two inches from the trunk and high enough to provide protection in the event of heavy snow cover. Or, wrap the trunk with newspaper, waterproof paper, or tree wrap.

Wrapping the trunk will also help protect trees from winter sun scald, and will benefit even older trees not subject to rabbit damage.

Trunk wrapping does not keep the trunk warmer, but provides shade from the winter sun which could elevate the temperatures of the inner bark to the point where it begins growing even in mid-winter. When the sun sets, temperatures rapidly drop to freezing or lower; this causes ice crystals to form in the inner bark, killing it. Such injury usually occurs on the south or southwest side of the trunk, the area most likely to be warmed by winter sunlight, and may not become apparent until the next summer. Maples and other thin bark varieties are very susceptible to this kind of injury. Some nurseries are using white paint on trunks as protection from winter sun damage.

Remove tree wraps when growth starts in the spring as they provide cover for insects which may injure the trunk during the growing season.

(Continued on Page 19)

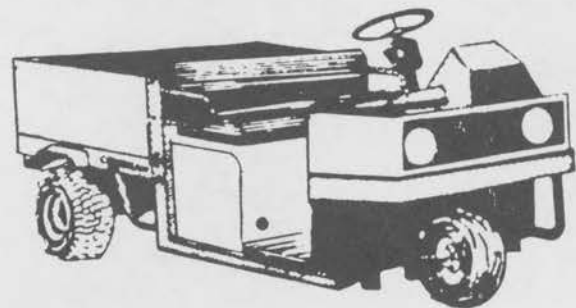
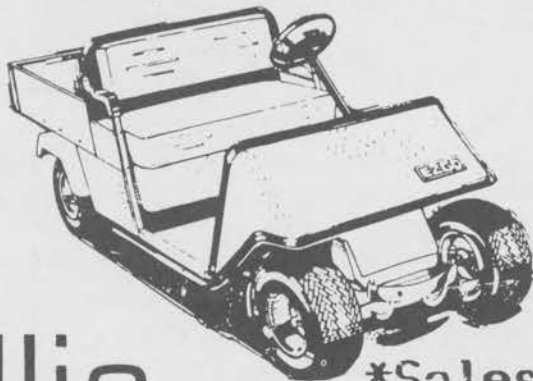
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## “1987 - THE FRENZY OF MECHANICAL TREE MOVING”

by M. Beebe, Certified Arborist

Although my main source of income for the past 15 years, I am beginning to wonder if Mr. Vermeer and Mr. Big John were correct in their estimation that one can transplant ten to twelve inch diameter and bigger trees mechanically, with any degree of success.

After relocating trees from the Gulf of Mexico, Florida, Texas, Louisiana, Alabama, Georgia, Tennessee, to the Great Lakes Region, Michigan, Indiana, Illinois, Iowa, and Wisconsin, it seems to me after careful examination of my transplanting records, and personally inspecting the aforementioned trees over the years, that the larger ones, i.e., eight, nine, ten, and eleven inch diameter trees, deciduous and conifers all eventually succumbed to one form of transplanting stress or other related problems over a five year time span.

On the other hand, the smaller diameter trees, i.e., 4, 5, and 6 inch diameter, whether it be Crape Myrtle, Live Oak, or Red Oak, all did well if properly transplanted at the right time of the year, and were properly taken care of for the following two years. Even with excellent care for two years following, the big trees all died.

With all the emphasis on large trees in this rapid building and moving time we are in, and people wanting a forest now, and not wanting to wait for their trees to grow, it is of my opinion that they would be far better off to plant six inch caliper material or less than the extremely large material that they are buying and having installed. This large material, whether it be Oaks, Maples or Conifers, does not do well in the third, fourth, and fifth year, and in most cases have died by the fourth year due to stress induced by transplant shock.

If a homeowner, municipality, golf course, or park district is willing to spend huge sums of money on large trees, it behooves us to inform our customers on the facts of these Magnificent Tree Moving Machines, and be more realistic and knowledgeable in our endeavors as purveyors of this plant material that will shade, beautify, and add value to their property. It also behooves these same people to research the company they are doing business with to ascertain if in fact they are (Killing Trees for Dollars) or they know trees, and have the ability to follow up on care for these newly planted trees. Are they a member of the I.A.A.; do they have a certified Arborist on Staff? Big Trees for big dollars usually ends up dead trees, and the homeowner will have to replace his Big Trees with smaller ones. This situation then becomes a lose, lose proposition. He loses his Big Trees, his financial investment, his family loses the shade and beauty, and they and their

neighbors all lose respect and esteem for the Green Industry as a whole, not to mention what a volume of dead Big Trees can do for the aesthetic quality of an area.

It is of my opinion that we have a law passed, or some prerequisite established, that anyone involved in moving trees or all Tree Moving companies, must have a Certified Arborist on Staff, and the abilities and knowledge, positive proof thereof, on the after care of these trees.

The Frenzy is on, and trees of all dimensions and sizes are being mechanically moved, irrespective of the American Nurserymen Association's standards of ten inches of dirt for each caliper inch of trunk. I haven't seen any one hundred and thirty inch diameter tree spades on the road.

It may hit some of us in the pocketbook if we stop to take a look at the trees we are KILLING FOR DOLLARS, but I feel it will do our industry and our urban areas, and our neighbors a better turn if we are honest in our tree moving endeavors. And, to be honest is to learn about those trees we are moving, and attend all the seminars and classes we possibly can. Like Dr. Alex Shigo says, "HUG A TREE TODAY", and I say, "They may be gone tomorrow", if we don't educate ourselves to the task at hand.

Anybody can learn to operate a tree spade; it is not difficult, and any eighth grade graduate can do it, as has been proven over the years. But, to educate yourself about those trees, to do the very best you can for your customer and yourself and your environment, one needs to focus his attention on education in the Arboricultural and Horticultural aspects of the business as well


Before municipalities, golf courses, homeowners, park districts, and anybody else hires a tree moving company, I feel they should protect not only their tree dollars, but also their trees, by finding out just how much the company they are doing business with knows about trees, or are they just another "KILLING TREES FOR DOLLARS" tree moving company.

During this period of frenzied tree moving, I only can think of what the future results will be, and if we don't slow down and seriously contemplate what we are doing, all the efforts of the designers of these machines, and their wonderful ability to relocate trees and provide the beautiful benefits to our urban tree canopy, will have been in vain, and we will have created an insect haven of the highest order.

(Continued from Page 17)

It is equally important that evergreens and newly planted trees and shrubs go into winter adequately watered. Plants standing in water drown, but those in parched, dry soils won't survive either. Roots continue to grow as long as soils remain unfrozen. Evergreens lose water from their leaves on bright winter days. If predictions are correct we are in for a severe winter. Evergreens that suffered from the cold and winds last year may need help to survive this year. Screens of lath or burlap to protect exposed evergreens, or anti-dessicants such as wilt proof, might mean the difference between getting a plant through the winter and losing it outright.

CREDIT: The Bull Sheet




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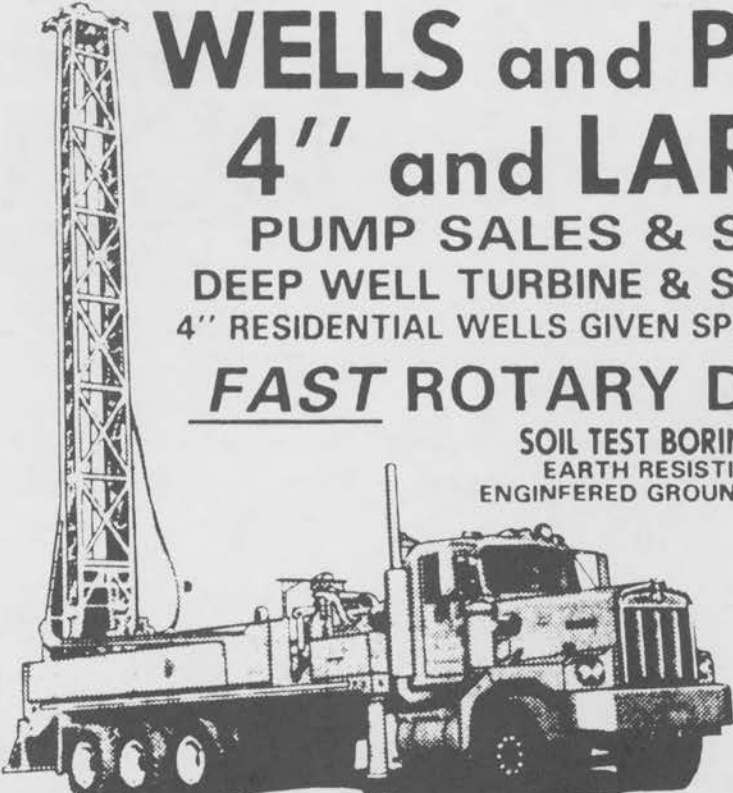
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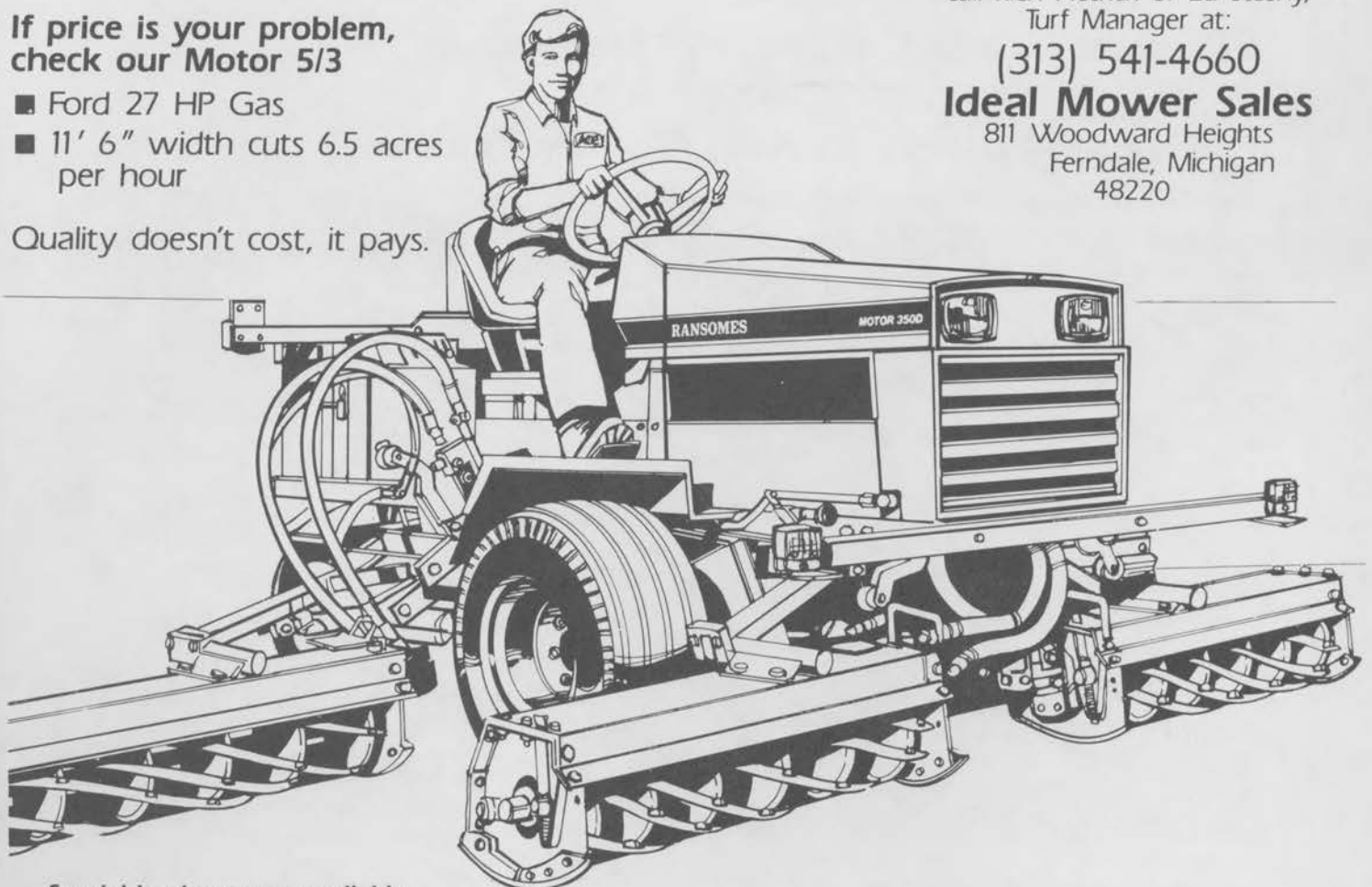
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- 11' 6" width cuts 8 acres per hour

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*Efficient Grass-Cutting Performance  
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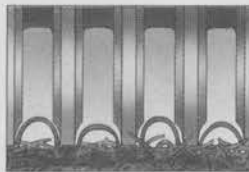
# The proof is in the putting.

The Greens King® IV with the revolutionary new Turf Groomer™ greens conditioner has no equal for producing faster, truer greens, *without* lowering height of cut.

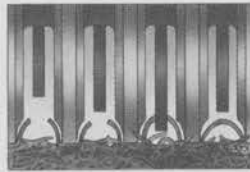
This unique, patented greens care system, a Jacobsen exclusive, concentrates on troublesome thatch and horizontal runners that can slow down putting, or even throw off putting accuracy.

The front roller "puckers up" horizontal runners and plant leaves, readying them for clipping.

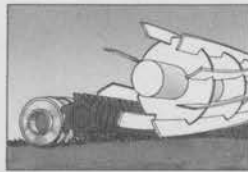
Then, the powered knife blades



Exclusive roller design features bevelled edges to "pucker-up" horizontal runners.



The knife blades rotate through slots in the front rollers, slicing horizontal runners before they lie down.



The horizontal reel follows closely behind to clip grass while it's standing straight, for faster, truer greens without lowering height of cut.

rotate *through* the slots in the front roller, cutting horizontal runners and removing thatch that can choke a green to death.

The reel follows closely behind, neatly cutting the grass while it's still standing straight and true.

The result: Faster, truer putting and healthier, hardier greens, ready for play. And, you get all this

without reducing the height of cut.

So, contact your Jacobsen Distributor to arrange a free demonstration. And, put this revolutionary new greens care system to the test on your own proving ground.

Finance plans available. Jacobsen Division of Textron Inc., Racine, WI 53403. Telex: 264428.

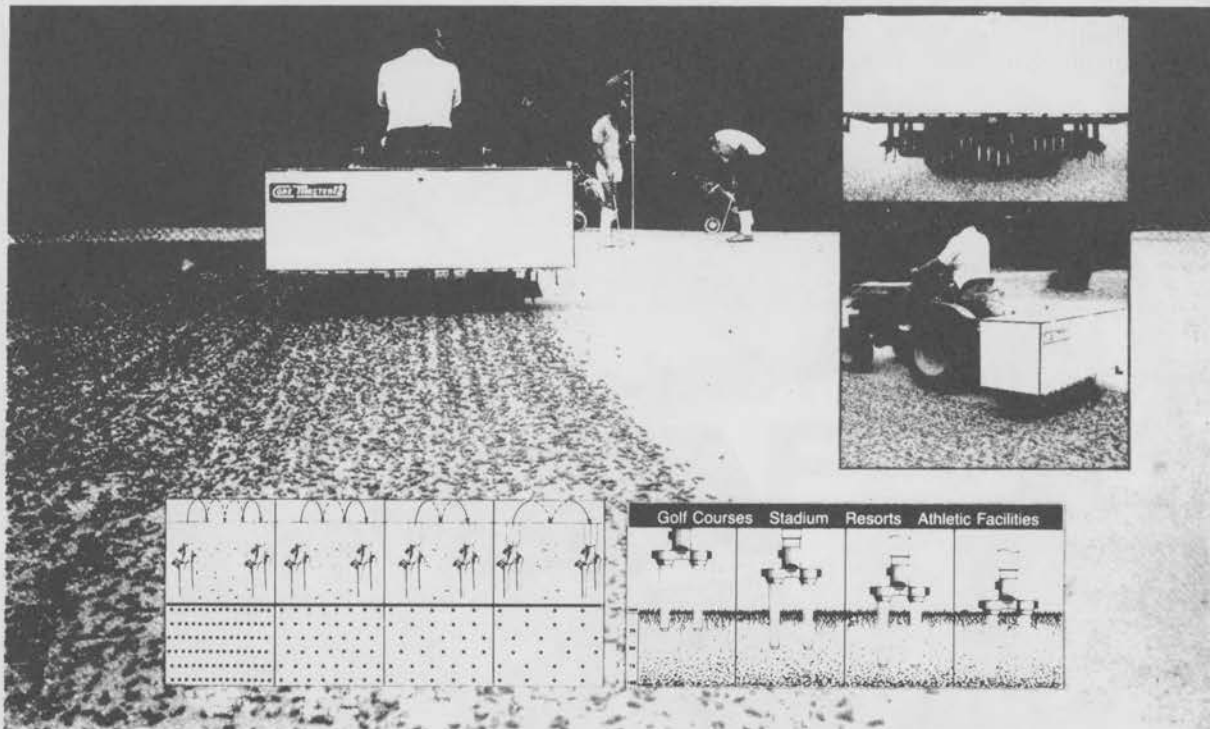
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