

### CONFIDENTIALLY SPEAKING

Remember that last confidential salary survey conducted by the Golf Course Superintendents Association of America?

Well, it isn't confidential anymore. Where did it lose its "for insiders only" identity? Not in the monthly publication of the supers, but in the periodical designed for and by the golf professionals — the PGA Magazine.

So, if some of you green chairmen and club presidents are wondering how your salary concession stacks up with the rest of the country clubs and municipal courses, you can pick up a copy of the PGA mag or read it here and now because the leak makes it public knowledge.

Superintendents were sent copies of the results, so they shouldn't feel slighted . . . unless there was prior agreement made by originators of the survey not to publish the figures. In that case, obviously someone goofed and everyone knows by now that the super is a budding "capitalist" with the earning potential of a J. P. Morgan!!!

Anyway, the average cash salary income of the 1,139 superintendents who responded to the survey is \$12,846. The range of income starts at less than \$8,000 (69 supers are paid this magnificent sum or less) and peaks at \$25,000 or more (five responding to this healthy figure).

The country club or private versus public course salary race was closer than anticipated, although the privates averaged out to a higher bracket. It is interesting to note, too, that of the responses to the questionnaire the private supers outnumbered the public and municipal superintendents, 65 to 36 percent.

Now, if you are interested in what pastures to be avoided in job futures, you might take heed to the fact that the lowest salary range from the respondents was recorded among those employed by resort, military and college courses where the figure was \$3,000 below the national average.

The average age of the superintendent happens to be 42.4 years and nearly 50 percent of supers are second-generation followers of the profession. One out of every three have brothers in the same career which means the superintendent is somewhat of a salesman when it comes to selling his profession.

The educational makeup of the field is favorable. Just a shade below 90 percent of the survey answers have completed high school. Some 44.6 percent have completed at least two years of college and 19.3 percent have earned their college degrees. The most popular major of those continuing their education at the university level is agronomy with horticulture and business administration trailing.

Fringe benefits, always a popular subject knocked around at monthly meetings, worked out this way: Automobile or pickup truck expense allowance (67.2%), clubhouse privileges (65%), hospitalization (67%), GCSAA dues (86.3%), GCSAA conference expenses (70.4%), life insurance (44.5%), housing (27%), pension plan (26.9%), meals (43.6%), Utilities (21.5%) and disability income insurance (20.2%).

So, that's about the size of it. Confidential or not, the picture is a clear one. Now if the superintendent can only get to print the results of a golf professional survey in his national magazine, the score on that count will be even.

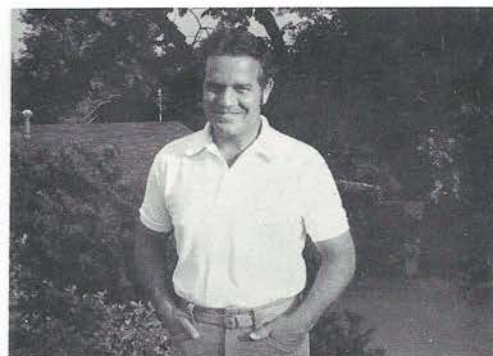
— Gerry Finn

### NEXT MEETING

The next meeting of the G.C.S.A. of N. E. will be August 8, 1972, a Tuesday, at the Hyannisport Country Club. The golf tournament will be the Superintendent Championship tourney of the year. Bob St. Thomas is the host super in charge of this fine layout.

Directions: Route 3 to the Sagamore Bridge, go over bridge to Rt. 6. Follow Rt. 6 to the Hyannis Exit. Route 132 to the fork marked Hyannis West End. Next right on Pitchers Way to the end. Go straight on Scudder Ave. to Police booth and tell officer you are going to the Club.

Directors' Meeting .....	10:30 A. M.
Regular Meeting .....	11:15 A. M.
Luncheon .....	12:15 P. M.
Golf .....	1:00 P. M.



Bob St. Thomas

### MEETINGS COMING UP

August 8, 1972 — Hyannisport C. C., Hyannis, Mass.  
 September 11, 1972 — Thorny Lea, Brockton, Mass.  
 October 2, 1972 — Ledgemont C. C., Seekonk, Mass.  
 October 27, 1972 — Brae Burn, Newton, Mass.  
 November 6, 1972 — Highland G. C., Attleboro, Mass.

University of Rhode Island Field Day

August 24, 1972



# Golf Course Superintendents Association

## PREPPING FOR THE BIG ONES

Every now and then a golf course superintendent is required to take his talents out into that big, nasty field of preparing his grounds for a major tournament and on occasion some actually relish the assignment.

Getting a course ready for players of better than average ability has its grass roots (heh-heh) so to speak. And, according to Leon St. Pierre — who just put a spit and polish on the Longmeadow Country Club for crackers of the golf ball in the Massachusetts State Amateur — the layout of the course is the most important factor.

"I'm not one of those people who think it's necessary to trick up a golf course", St. Pierre chimes. "You read about the U. S. Open and its elephant-grassed roughs and pin placements so rugged a player must send out a searching party to find them. I don't think golf was intended to be presented this way. For instance, they don't make the football field 120 yards for the Super Bowl and they don't move the fences back in the World Series. It doesn't make sense."

For the state-am, Leon used a practical approach even though a spring and early summer of incessant rain storms tore at his attempts. "I simply concentrated on giving the players the best greens I could muster, fairways where out of bounds markers were clearly defined and pin placements not unfamiliar to our regular club members. I don't think I had to rig the course. If you have the basics, it's not necessary."

St. Pierre is an example of a man who takes pride in his work; this was most evident on the second day of play when several greens were flooded during a morning downpour. There were thoughts of putting off the afternoon round, but the sponsoring Massachusetts Golf Association frowns on such moves. It doesn't wish to inconvenience club members anymore than it has to, so St. Pierre came to the rescue.

His work crew, which somehow is stimulated by Leon's enthusiasm to strive for perfect playing conditions, was waiting for a call from its mentor. Members of it responded with a war on the waters, using a squeegee attack to dry the greens and staying on hand to repeat the action if the skies opened up again.



"Let's face it," St. Pierre leveled. "You have to have foresight in this business. When you anticipate an emergency and prepare for it, you're automatically one-up on the situation. Before we even thought our spring and summer would be a wet one, our drainage system was put in working order. The rest was a matter of having my men ready to lend the physical hand necessary to combat such situations."

The proof of the Longmeadow victory over the elements came from the players who managed to complete the afternoon round after a short delay. Not one loser traced his demise to the condition of the course. Everyone agreed it was the flight, not the lie, of the ball which made the big difference in each result.

Prepping for a big one, then, was just half of the assignment thrust upon St. Pierre. And he sticks to his original plan. "I just went about getting it ready as I do for our members on a weekend tournament", he revealed. "And I think this is the practical approach. There never was any panic. We cooled it from the moment we knew the state amateur was to be played at Longmeadow. And I think it worked out."

It did. The state amateur people won't hesitate to return to Longmeadow when that opportunity comes along again.

— Gerry Finn

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# Golf Course Superintendents Association

Information from National Safety Council's "OSHA Up To Date" newsletter, Vol. 1, No. 9, June, 1972. Sent to all GCSAA Chapter Presidents and Secretaries from GCSAA Headquarters on June 1, 1972.

Paul M. Alexander  
Director of Education

## *Standards Amended for Construction Vehicle Roll-over Protection*

Amendments to safety standards for construction vehicles covering roll-over protective structures were recently amended by the OSH Administration. Roll-over structures are designed to protect operators in case of vehicle upset. The vehicles covered by the amendments include all rubber-tired, self-propelled scrapers, front end loaders and dozers, crawler tractors, crawler-type loaders, motor graders and wheel-type agricultural and industrial tractors of more than 20 horsepower used in construction work.

Revised standards require that roll-over structures be able to bear at least double the weight of the machine or meet the Society of Automotive Engineers' criteria and minimize the likelihood of a complete overturn, thereby reducing the possibility of the operator being crushed. Any machines with a roll-over structure that meet the requirements of the State of California, the U. S. Army Corps of Engineers or the Bureau of Reclamation of the U. S. Department of Interior in effect on April 5, are considered to be in compliance with the new standards.

The roll-over structures must be installed under a progressive schedule of dates. The effective date of these amendments for new equipment is September 1, 1972. The amendments contain a schedule of effective dates for retrofitting machines built after July 1, 1969. The retrofit date for machines manufactured prior to July 1, 1969 has been delayed pending further study.

The Construction Safety Advisory Committee recommended the adoption of five standards recently issued by the Society of Automotive Engineers on roll-over protection to update the

amendments. The five involve: prime movers; wheeled front end loaders and dozers; track-type tractors and front end loaders; motor graders; and laboratory evaluation of the protective structures. George Guenther indicated that OSH Administration will initiate action in the near future to implement this recommendation.

**OSHA Fines Set:** The Occupational Safety and Health Administration has issued a list of standard penalties which will be assessed when certain violations are found by compliance officers. The penalties are not subject to reduction. The violations and amount of fines:

Failure to post the official OSHA poster — \$50.

Failure to post citation received at the worksite — \$500.

Failure to post OSHA form 102, summary — \$100.

Failure to report fatality, or incident in which five or more employees are hospitalized — \$200.

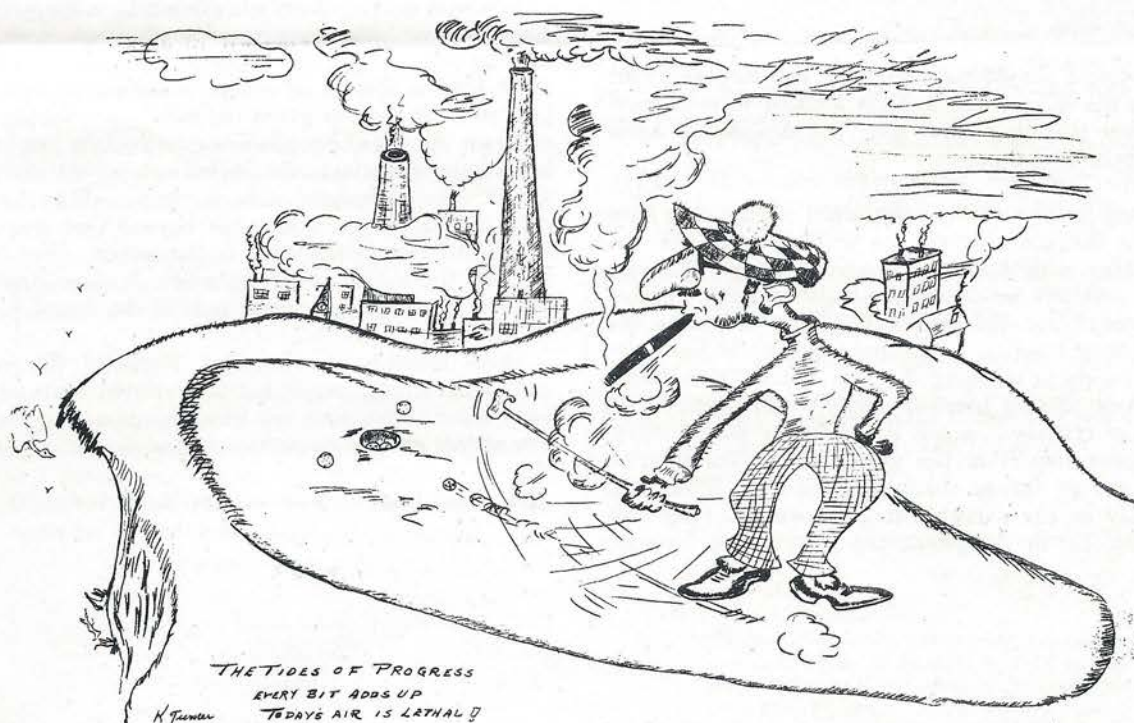
Failure to maintain OSHA form 100 Log, or form 101 — \$100.

Failure to compile OSHA form 102 — \$100.

Chapters can contact the Regional Administrator of the regional offices to obtain speakers who are knowledgeable about OSHA.

For an additional source of speakers — contact Cooperative Extension Service personnel at any State Agricultural Experiment Station.

U. S. Department of Labor  
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Regional Administrator  
Donald E. MacKenzie  
John F. Kennedy Federal Building  
Government Center — Room E 308  
Boston, Massachusetts 02203  
Phone: 617-223-6712 ext. 3; 617-223-4538 ext. 9





# Golf Course Superintendents Association

## PRO OR AM?

Patrick Smartt

It would not be inaccurate to say that golf architects (I know three, though not closely) in general view golfers, in particular committees, as morons. Golfers, in their turn, incline to regard the architect as an invention of the devil, and the committee morons for calling upon him. They dislike paying out money for a task they consider could be carried out by themselves.

I have in mind alterations to existing holes. It should be obvious that the planning of a new course out of virgin woodland, or using to their best advantage the sweeps and folds of commonland can be left only to the professional designer. He has three primary qualities: knowledge, experience and imagination. He can see the wood for trees.

Though, to adapt the words of P. G. Wodehouse (I think in reference to bishops), the incidence of insanity among architects is not high, two of these gentlemen, of different firms and editors of different journals, have accepted my effusions. I put that forward as the reason for my presumption in discussing the make-up of golf holes. I have been on both sides of the fence. During 25 years in the colonies (an archaic word), in the absence of anyone else I was invited on three occasions to 'improve' holes, thus becoming, may I be forgiven, an amateur architect. The bush had already been cleared, inevitably in dead straight tram-lines . . . no imagination.

A good golf hole is one that makes the useful player scratch his head a bit when on the tee. His drive must be placed so that the green, if not the flag, should be 'open house' for the second. But, *and this is important*, the ordinary club member who is not looking for and unlikely to achieve a four, must have an alternate route so that he may enjoy his game; which when all is said and done, is the reason why he pays a subscription. And that surely is the practical idea of a hole. It is possible for a single, intelligently sited bunker to govern the tactical play of a hole.

In this discourse I should mention, with the purpose of my editor retaining his reason, that there is a clause in most journals to the effect that the editor does not necessarily agree with his contributors' opinions.

It is interesting to take a look at some old courses that have not altered over the years. It can be that even the old die-hards would agree with certain changes. I believe that the first act of an architect would be to abolish a large number of bunkers. These in the old days were placed to punish the poor players. A stupid policy, for in that category he has quite enough on his hands in reaching the hole at all. Those point-less bunkers, those ancient barrows planted with primness on either side of the fairway — catch the sliced or pulled drive, and repeated some way from the green to trap the inferior second. They are, so far as the good striker is concerned, redundant. Today he can carry them. Fill them in. They cost money in upkeep. Let the long-handicap player when he errs,

which is often, finish in the rough; that will give him plenty of food for thought. The erasing of bunkers should be left to an architect, otherwise you have conflict in the club between the habitual slicers and the habitual hookers.

It is the good player who should be challenged, both in his thinking and his strokemaking. He must be forced to calculate risks: by how much dare he cut off a corner, will it or will it not pay him to go for the pin with his next? He should be made to think on every stroke in the round.

There is a school, small, may Allah be praised, who wish to replace rough grass, heather or bracken — with trees. In earlier days a ball in the rough could be counted as costing half a stroke. With trees it depends which side of the tree the ball strikes.

The only bad hole is one that is featureless and dull. Luck? We hear too much of so-called unfairness. Bernard Darwin when writing on this asked: "Do we wish to raise the game to the bloomless heights of chess?" I confess to a weakness for blind holes — fun and luck. I can, however, picture what would happen to the professional designer who introduced one into his plan. And yet life consists of wondering what lies on the other side of the hill.

There is a delusion that a good player can lay out a good hole. There was a famous amateur international, a good friend of mine now dead, who for no apparent reason layed down a green close to the existing one. I paced its area one day. Seven paces wide, 12 from front to back. He did me the honour of asking what I thought of it. My reply was that given a medium or long iron to this unwatered green, I would bet against Henry Cotton at his best leaving the ball on that green more than three times in 20 attempts. It was never used.

I recall a course which was altered by a famous professional. The members, who contributed to the cost, now find it takes half an hour longer to complete the round. There is a new short hole, a feature of which I cannot fathom. The teeing-ground is at the top green defended immediately in front by a stream. An out-of-bounds fence on the left. Just over the water hazard and a sentinel over the left entrances to the green stands a tree. The right-hand side is open, calling for a downhill chip. So far, so good. But just beyond that tree is a bunker. What for? One or the other is dispensable. That is an isolated case. If alterations are to be made, I come down heavily on the side of the Pro architect against the Am.

There remains one question. Provided the course is not one of those that caters for professional tournaments, or upkeep is a burden, why not leave things as they are? In short, committees are not elected to change a course.

*The British Golf Greenkeeper*

March 1972



## SOUND OFF!!!!

*(Time once again for our readers to draw out their pens and start the monthly attack on whatever they feel needs attacking. This is Sound Off, the opportunity for everyone to express his or her views on any subject pertaining to golf. The ground rules are simple. All letters must be signed but the name of the writer will be withheld upon request. The Newsletter reserves the right of comment on letters. So, sit down and let your hair down. Send your gems and germs to Newsletter Mail Box, 24 Riverview Drive, Newbury, Mass. 01950.)*

\* \* \* \*

"I just drove by the golf course at my country club and couldn't believe my eyes. Out on the green there was a worker hosing down the surface. I wanted to stop the car and get out to reprimand him for his contribution to what I think are the worst conditions in history.

"However, I thought twice about it and continued along. What bothers me in this matter is the fact that our area has been one of those which has been hit by violent rain storms almost every day of the spring.

"When we did get a nice, hot day there was the worker adding more damage to the course by hosing down the greens. I am not an expert on these things but surely our superintendent must be going out of his mind by directing such a drastic working detail.

"Is there someplace I can write so that our superintendent can be placed on probation, censured or maybe even brought up on charges? I'm really concerned about this matter."

EVELYN ELDRIDGE

Warren, Conn.

Rather than censure your super, you should have him cited for his intelligent reaction to a hot, sultry day after continuous rains. As of now your course is in a critical state. A run of steamy weather could wipe out all the grasses there unless a program of "rinsing the plants" is undertaken. Please leave these decisions to your super, Evelyn.

\* \* \* \*

"I am a country club member and have a gripe against our superintendent who ordinarily doesn't do such things.

"Anyway, last week we had a very terrible time of it with the rains and all. The course was a mud pile to begin with but somehow we were allowed to play and also to use carts. I thought better of this and decided to walk. However, several members used carts and there was a sudden deluge of carts getting stuck in the mud.

"Two days later I was playing again and much to my surprise most of the stuck carts were still out on the course, in full view where all members could see them and sometimes be hampered by them.

"All right, so the super might have been put out by the fact that somebody overruled him and allowed the use of carts. But shouldn't he be out there rescuing those darn things?"

PETER READ

Placid Springs, R. I.

In this case the super obviously got his point across. The unpleasant picture of stuck carts strung out over the course should serve as a future warning to members that there are times when the carts should remain in the barn. Next time maybe there won't be a next time!

"One of the aids to avoiding embarrassing situations in the future came about recently at our club when a tournament was hindered because the course was declared too wet to use golf carts.

"It was one of those member-guest things, but the decision to keep the carts grounded was a smart one. However, we suddenly learned that there wouldn't be enough caddies to go around and many of the guests had to either carry their own bags or use a pull-cart.

"This is not a gripe or a complaint about anyone except those people who take it for granted that caddies are going to show up every single day, only to find members using carts while they sit out the round.

Instead, it is a warning to all clubs who have been taking the caddy for granted and using him only in a case of emergency.

"My experience was embarrassing but it opened my eyes. Right now I'm working with our board to see that such situations don't pop up again. Don't you think I'm right?"

CRAIG MILLER

Seabreeze, Mass.

Right you are, Craig. But you're whipping a dead horse. Just as soon as normal weather returns the caddies will return to their position of back-up pilots.

\* \* \* \*

"I am a superintendent with the same old cart-during-impossible conditions problem.

"Our members want to use the carts in all kinds of weather . . . but they turn down my attempt to increase my budget so that blacktop paths can be built over the entire course.

"As you all know, this is the answer to using carts in all kinds of muddy conditions. If the golf course is equipped with a complete set of hardened paths, there is no way a cart can hurt the layout if riders keep them there.

"I think all country club presidents and prominent members should take this letter and keep it on their person until it's time for the next budget meeting. Blacktop paths are the answer. Just think of all the unnecessary aggravation they can prevent."

Name Withheld

Course Withheld

You've brought this problem right to the heart of its answer. Put the paths in and members can ride carts till the cows come home.

\* \* \* \*

*(That's it for this time around. Remember this column belongs to you, the reader. Let's hear from you . . . and you . . . and you . . . and.)*

## MEMBERSHIP INVITED

The USI Classic will be held at the Pleasant Valley Country Club on August 17-20, 1972. If you present your card at the Pleasant Valley Country Motor Lodge you will be given a day pass to the tournament. Edward J. Farrell is the chairman of the tournament.

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