the season is considered normal.
8. This is not a miracle grass or a wonder grass but a coarse hardworking turf-forming grass that is deep rooted and resistant to drought, insects, diseases, chemicals and wear-and-tear. It can’t be cut as closely as bent (one inch is OK) but the blades are stiffer and hold the ball up well.

Q.—Our soil test reports just came back from the lab and everything is rated high to very high. Should we continue to use a complete fertilizer or can we safely use straight nitrogen for a season until we get another report?

A.—My advice is to use nitrogen only until such time as test results begin to show the need for P and K. For effective Poa control you should work toward a low reading for P. Try to maintain a medium to high level of K for stiffness of leaf, disease resistance and winter hardiness.

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Say Betasan now, and be ready to get a head start on your spring and summer crabgrass control program. We believe you will be very happy with the results. Complete directions for application, rates to be used and the time of the year to use it in your particular area are given on the Betasan label. Follow it carefully.

Say Betasan to your golf supply distributor soon. Stauffer Chemical Company, Agricultural Chemical Division, Dept. HD, 299 Park Avenue, New York, New York 10017.

Read the label, heed the label and GROW WITH STAUffer CHEMICALS

For more information circle number 242 on card
We've led the field for 54 years...

but what have we done for you lately?

We bring you the most revolutionary concept in greens mowing... the TORO '69 GREENSMASTER. What's revolutionary? Imagine a free-floating cutting unit that hugs the ground, eliminates digging or gouging while it gives you a constant cutting height on all greens. That's revolutionary.

The cutting unit is isolated from the traction and catcher sections. So engine vibrations are not transmitted to the cutting reel — weight of the grass clippings can't affect the cutting height. And the entire cutting unit can be removed and replaced in less than a minute!

The GREENSMASTER is relatively lightweight... 147 pounds, so this, too, makes it easy to handle and minimizes turf compaction.

You can customize it to fit any job. There are brush, comb and roller attachments you can add to meet any and all grass growing conditions.

And that's only part of the story. We hope it's enough to keep you thinking TORO.

P.S. TORO is also a leader in automatic underground sprinkler systems for golf courses, athletic fields, parks and industrial property. Your TORO distributor has all the facts.

We keep thinking of you. That's how we keep our reputation.
Summer help wanted

By Joe Doan

Ask a Chicago district country club manager about the labor situation at his club and in most instances you’ll catch a mumbled “crisis compounded by emergency.” If it isn’t muttered it will be growled or expressed with theatrical exasperation.

Late winter is a particularly bad time to ask the question; practically every manager is in the process of recruiting summer help or is contemplating it. In either case, the prospect isn’t very cheerful. The manager, having gone through it many times before, isn’t kidding himself by thinking this is the year the situation is suddenly going to improve. The record of the last decade consistently proves that it isn’t.

Two out of three managers say that recruiting extra help is the toughest part of their jobs. At clubs where the regular membership is 250 or 300, the clubhouse staff has to be doubled, even tripled, to handle the summer golf season volume. This means taking on from 25 to 75 extra employees, and depends less on the size of the membership than on the golf and social activity that goes on at a club.

More accurately, the term “taking on” should be re-stated to read “finding.” Locating bodies isn’t easy, a Northside manager points out. “And, after finding them, you’re not sure if they’ll show up. If they do you never know how long they’ll stay.”

About the only thing a manager can do is overhire, knowing that the “no shows” and attrition will quickly reduce a staff to what is considered normal strength, or below.

Prosperity has more to do with the clubs’ personnel dilemma than any other factor. Although many clubs have greatly increased their budgets in recent years to close the wage and benefits gap, they continue to find themselves at a big disadvantage in competing for labor against business and industry. The menial nature of a large percentage of jobs clubs offer is also a handicap. So is the clubs’ often inaccessible location.

Split shifts are another factor that discourage employment. Weekend work causes most people to seek other jobs. Lack of living accommodations hurts many clubs, too, although more and more of them are providing dormitories and private quarters, even apartments, for their help. Another deterrent to staffing club jobs is the minimum wage law. It gives an enterprise that is running a food, beverage and hotel-type operation a 30-cent an hour break compared to most other businesses and industries, but at the same time makes hiring difficult since most people are looking for jobs that pay the higher minimum.

To offset this, many clubs are paying the $1.60 minimum rather than $1.30, which they are legally permitted to do.

Thomas O’Conner, manager of Midlothian CC, located south of Chicago, feels that what hurts clubs most in his area, in addition to hotels and restaurants, is the lack of schools that teach food preparation and handling. There is only one non-private cooking school in Chicago. What is more, its curriculum seems to be slanted to the type of food preparation that is required by moderate-price restaurants, or at least its graduates seem to prefer to work in these places. Country clubs, at any rate, get few of them.

“The Club Managers Assn., not only in Chicago but in other cities where there is a shortage of chefs and cooks, should do something to encourage the establishment or expansion of cooking schools,” says O’Conner. “Some kind of a cooperative school-work plan undoubtedly could be worked out. I have no doubt that a lot of managers would be willing to help in a program of this kind. In the off-season they probably could arrange to have their chefs teach cooking classes. If the shortage of trained kitchen help is ever going to be eased, clubs as well as hotels and restaurants are going to have to get together and do something about it.”

O’Conner also thinks that some
kind of a campaign is needed to
get more people interested in food
preparation and allied work. Little
is done to promote what is usually
referred to as the institutional
kitchen, as a pleasant place in
which to make a living. Chefs and
cooks aren't recognized for their
skills. Too many people associate
only dishwashing and potwashing
with the institutional kitchen and
thus a stigma is attached to work-
ing in it. The same thing is prob-
ably true of the general housekeep-
ing operation at a club. Yet, club
jobs, O'Conner points out, are
cleaner than most offered in fac-
tories, come close to equaling
them in wages and benefits, and
often offer more opportunities.

To support his argument, he
cites the pay scale of clubs in the
Chicago area, based on monthly
wages or salaries (see chart).

The list, with the possible ex-
ception of waitresses, constitutes
permanent staff employees, peo-
ple who are employed year-
around. Managers generally don't
have nearly as much of a problem
keeping the permanent staff intact
as they do in filling in with part-
time summer help. That isn't to
say that chefs, cooks, bakers,
etc., aren't frequently lured away
by higher salaries, but their sta-
bility records probably rival those
of people with good paying jobs
in other industries. The chef at
Hinsdale CC, where E.W. Matte-
son is manager, has been there
for 15 years; the hostess has been
with the club for 22 years. Most
of the staff at Evanston CC, where
Everett L. Woxberg is manager,
has been employed at the club for
10 or 12 years. Equally impressive
longevity records are claimed for
many people who work at North-
moor, Glen Oak, Edgewood Val-
ley and Glenview clubs, to name
a few.

Benefits, of course, are the rea-
son they stay. Consider what
Northmoor, where Gerald V. Mar-
latt is manager, offers its perma-
nent employees: Chicago District
Golf Assn. recommended insur-
ance, including sickness, acci-
dent, major medical and life cov-
erages; retirement pay; 24 days
vacation after two years; 24 days
sick leave after two years; uni-
forms and board for some, and
uniforms, board and rooms for
others; educational assistance;
and use of the pool and golf
course for the employee and mem-
bers of his family on Mondays
throughout the season. Between
1967 and 1968, Northmoor in-
creased its labor operations bud-
get for the whole club by approx-
imately $50,000.

Northmoor may offer the most
generous benefits in the Chicago
district, but most of the larger or
better endowed clubs aren't far
behind. Insurance and vacation
and sick leave privileges are pro-
vided by most of the clubs. Many
have living quarters for at least
part of their staffs. Hinsdale, for
example, has 24 private rooms in
its dormitory; Northmoor houses
nearly 50 members of its staff;
more than 30 employees live at
Glenview Club; and Evanston has
room facilities for part of the peo-
ple who work there. As for food,
employees themselves will tell
you they do as well as the mem-
bers since they eat the same fare.
Most clubs have the Hinsdale out-
look in this respect—good food
probably has more to do than any-
thing in persuading employees to
stay on at a club.

The picture changes rather
abruptly, though, when the per-
manent staff is compared with the
temporary one. Finding 25, 50 or
more reasonably responsible spare
time employees isn't easy in this
day and age. More time than is
generally realized has to be taken
by most club managers in recruit-
ing summer help. Usually they
start in February and spend the
better part of two or three months
getting extra employees lined up.

Employees' referrals, high schools
and colleges are the best sources
for finding summer employees. A
few managers seek help through
neighboring churches. If, by the
end of March, the summers quo-
tas aren't going to be filled, most
managers start advertising in com-
 community newspapers and putting in
orders with employment agencies.

This may seem to be rushing it,
but in recent years the managers
have found that the earlier they
have their orders in for in-season
employees the better their chances
of finding them. Even then they
don't get all the help they
need and too often have to settle
for transient-type employees.

Robert M. Broms of Glenview,
who has to find at least 50 extras
to carry him through the summer,
has set up a rather elaborate re-
ferral system. It enables him to
recruit a fairly large percentage
of college students. Students who
are already working at Glenview
are asked to write to him and tip
him off when they hear of other
students who may want to work
at a club during the summer. Ap-
plications are then sent to the lat-
ter and if they are returned, Broms
checks with college authorities as
to the dependability of the appli-
cants. This gives him all the
screening information he needs.

Over the years the system has
worked out well for him. Most of
the students are intelligent and
hardworking, well received by the

<table>
<thead>
<tr>
<th></th>
<th>North Side</th>
<th>South Side</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chefs</td>
<td>$900-$1,500</td>
<td>$800-$1,400</td>
</tr>
<tr>
<td>2nd cooks</td>
<td>500-750</td>
<td>500-750</td>
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<tr>
<td>Broller cooks</td>
<td>450-650</td>
<td>400-600</td>
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<tr>
<td>Bakers</td>
<td>650-900</td>
<td>600-800</td>
</tr>
<tr>
<td>Fry cooks</td>
<td>450-650</td>
<td>400-600</td>
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<tr>
<td>Pantry and salad</td>
<td>400-600</td>
<td></td>
</tr>
<tr>
<td>Cold cut-appetizer</td>
<td>500-700</td>
<td></td>
</tr>
<tr>
<td>Dishwashers-potwashers</td>
<td>300*</td>
<td>$2 an hour*</td>
</tr>
<tr>
<td>Night clean up</td>
<td>300*</td>
<td>275*</td>
</tr>
<tr>
<td>Housemen</td>
<td>325*</td>
<td>300-325*</td>
</tr>
<tr>
<td>Waitresses</td>
<td>$2.50 an hour</td>
<td>2 to 2.50 an hour</td>
</tr>
</tbody>
</table>

* These figures are approximations since in many cases the employees receive room and board from the clubs. It should also be kept in mind that employees listed above receive at least one meal a day from the club.
THE NO-PUDDLE SHUTTLE COCK

Watering even the largest turf area is child's play with the new Rain Bird RC-12 Rain Clox electronic controller.

Set the controls for a 14-day cycle, or longer. Water is automatically shuttled to 12 different stations for durations of 0 to 60 minutes. And other controls let you eliminate, water, or automatically repeat water any individual station.

The RC-12 features a separate electronic circuit for incorporating Rain Bird's underground moisture-sensor, the Irrometer. This device helps save water by automatically overriding the pre-set cycle when the turf already has enough, or needs more water. With Irrometers, one Rain Bird customer saved $2784 in the first year on water and labor for a 10-acre park.

Some of the RC-12's safety features include rapid advance to by-pass off stations and prevent pump damage, resettable circuit breakers for current overload protection, and easy access for repair. The RC-12's design won a major industrial award. And it has two mountings: wall or pedestal.

Your nearby Rain Bird distributor or commercial installer can show you how to save money and get better turf with the RC-12. Give them a call.

Or write. We're serious about your problems, and you'll find many solutions in our free industrial turf catalog. Rain Bird, Glendora, California 91740.
"Keeping a 7,400-yard course up calls for rugged Ryan equipment."

(Says Milt Wiley, General Manager of Hazeltine National Golf Club, Chaska, Minn.)

"We knew a course this size would require rugged turf-care equipment," said General Manager Milt Wiley. "So, we started out with a fleet of Ryan machines: a Rollaire, Ren-O-Thin, Mataway, Renovaire, Greensaire, Spikeaire and a JR Sod Cutter. We've since added another Mataway and a Greensaire."

The turf-care program consists of aerating in the fall. Instead of top dressing, they grind up the rich aerating cores with a Ren-O-Thin. About three times a year they use the Greensaires. Mid-summer they "spike" the course. To complete the program, they have a 60,000-sq.-ft. fairway sod nursery where the JR Sod Cutter is used.

Thanks to a great crew, and Ryan Equipment, Hazeltine's turf reached peak condition in just seven years.

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Ryan helps 18-man grounds crew whip course into peak shape in seven years.

Hazeltine is a big, beautiful golf course nestled in a lush Minnesota valley. Only seven years old, it already is rated among pros as one of the world's most challenging courses. Its 7,400 yards is also a challenge to its 18-man grounds crew.
Watch out for the Other Guy.

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The sureness ... the confidence ... the superior
feel ... all are offered with the Continental Glove
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eliminate bothersome seams. Extra finger and
thumb freedom is featured. Elastic at the cuff,
embroidered emblem and combination ball marker/
snap tab add to the "par excellence". Beautiful
array of colors in sizes for men and women.
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Graffis
Continued from page 50

its monthly news letter reviewing
the latest host club's top mainte-
nance personnel, plans, course
problems and programs.

Dennis McCammon, superinten-
dent, Springfield (Va.) G & CC,
tells what the superintendent is up
against for labor in the mid-At-
lantic area: 'Even at top wages,
$2.50 an hour (in 1967) only gives
a man working a normal 40-hour
week less than $80 to take home.
It takes every bit of $100 a week
for a family man to get by in this
urban area. Many club members
are businessmen who have to pay
their hourly wage people $3 or $4
or up. But when there's talk of
pay raise for a key man on golf
course work, the boost is regarded
as absurd. Not only is the super-
intendent unable to pay the wage
he has to offer to get and hold
efficient labor, but he cannot af-
ford to offer anything attractive
in the way of fringe benefits. As
superintendents, we have enough
of a problem getting any fringe
benefits for ourselves, let alone
for a man who is underpaid.'

That's the situation at the major-
ity of good country clubs where
players expect courses to be in the
best condition. McCammon had
guts enough to talk up (and maybe
confidence in an equally perplexed
chairman to back him up).

John Belanger, protege of Cana-
dian pro Jerry Hout, went from
Las Posas (Calif.) CC to Mission
Viejo GC (near Santa Ana, Calif.)
as fourth pro on the staff. Tom Al-
bach and Bob Harritt also are there
with Jack Fleck, who is Mission
Viejo's director of golf. We told
you three years ago that the direc-
tor of golf jobs were going to in-
crease because of heavier duties,
management problems and oppor-
tunities at the larger golf resorts
where smart operation of the golf
facilities and personnel to a large
extent determines the attraction
and profits of the entire establish-
ment. But the growth has been
faster than we expected. And,
happily, the business judgment of
the directors of golf in most cases
has justified their increased pay
and responsibilities.

Continued on page 76
ROSEMAN INTRODUCES

NEW 7-Gang Hydraulic Transport Mower

For Fast Efficient Mowing—Hitch Design Permits Unlimited Mower Unit Flexibility

The Roseman 7-Gang Hydraulic Transport Mower provides fast mowing over irregular terrain without loss of cutting efficiency. This is accomplished by means of a new hitch design that permits greater flexibility.

Roseman's Hydraulic Mower can be used with any utility type tractor equipped with a hydraulic system to operate remote hydraulic cylinders.

The price exceptionally low—the savings in ground-maintenance cost surprisingly high. Use the coupon to get full details.

All seven mowers are hydraulically raised simultaneously for transport without operator leaving the tractor seat. A tremendous time saver over the former method of clutch disengagement and manually lifting each unit before transport.

EQUIPPED WITH FINGER-TIP CONTROL FROM TRACTOR SEAT...

RAISED FOR TRANSPORT

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I would like to see a demonstration.

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Club__________________________

Address__________________________

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One look at your course after a busy Saturday can tell you that. Fairways, like freeways, have to stand up to a lot of traffic. And most of it is none too gentle.

But there is a way to keep your fairways tournament tough through the best and the worst of it.

Feed it Vertagreen Tournament turf food. More and more course superintendents are finding that it results in Professional Turf.

It comes from Vertagreen’s richer formula of root-growing nutrients which hold-up...and green-up...stronger and faster.

You can count on Vertagreen’s Professional Turf program to keep your whole course in champion play condition. Vertagreen’s complete line of fertilizers and turf protection products, including Tee-Green, Tournament, Vertanite, and Vertagard, are all tournament tested for the very best results.

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For more information circle number 192 on card