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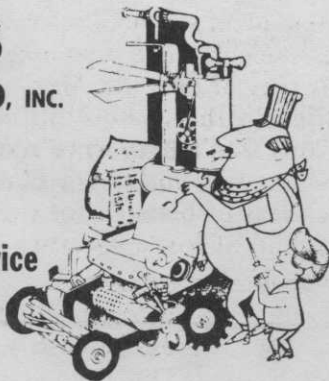
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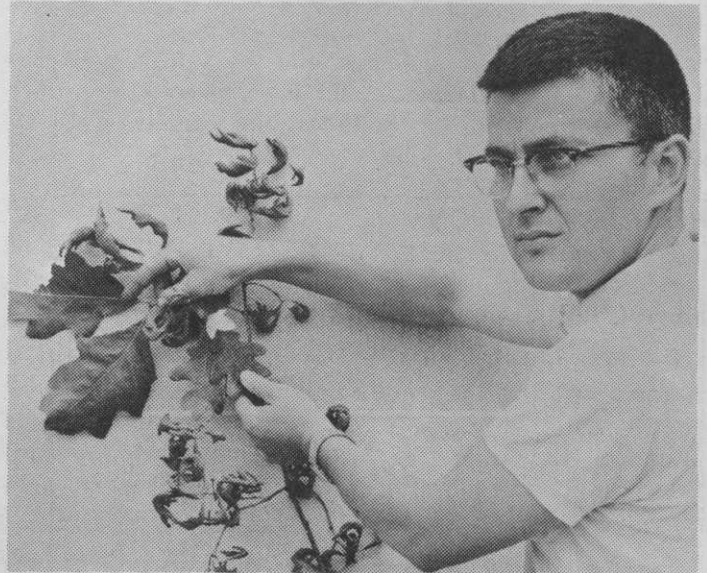
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It was also brought out by our education director George Thompson that the program planning for our Mid-Atlantic Conference is now underway. Any ideas or suggestions pertaining to speakers or topics should be presented to George. This is really an opportunity which you should all take advantage of if you have any ideas on what you would like to have on the program in January.



Herbicide damage on oak trees shows up as gnarled and twisted twigs and cupped, distorted leaves. Dr. Francis R. Gouin holds three normal leaves that show where this branch is beginning to recover from damage. The small twisted leaves on most of the branch are not manufacturing food for the tree. This kind of damage may not kill the tree, but will weaken it.

**FROM THE EDITOR**

Well, here we are, better than half way thru the summer. After Labor Day, it's all downhill. Or is it? Then we can relax as all our college and high school help exits en masse with the leaves falling, fall overseeding and renovation, top dressing, aerifying, fall projects etc., etc., etc. And best of all, we can cut back to a 60 or 70 hour week. Along with these other chores, most supers will be preparing next year's budgets and expenses. There are two suggestions which come to mind on this subject, for better or for worse. The first is the timing of budget preparation and presentation. Most fiscal years come to an end some time late in the calendar year, usually when the grass is dormant and so are the majority of the golfers. This has the advantage of not coming as so much of a load on the super and taking time away from the course, but wouldn't it make more sense to submit the budget when the course really looks its best? This would bring it due ideally somewhere in June when the grass is really turning on and you look like a green god. It only makes sense to "strike while the mower is sharp." The biggest problem and really about the only one is naturally the conflict that comes up with the financial set-up of most clubs. There fiscal planning

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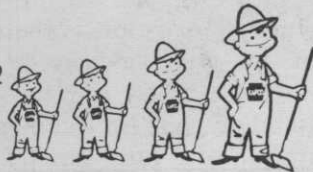
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is usually on a January - December or October - September type of situation, so there might be an immediate disagreement. But other than that, there is nothing else that comes to mind that might cause a problem. If the idea was agreeable with all concerned, there would need to be a meeting with the super and club officials to discuss and revise the necessary items to put the plan into action.

Another solution, if the idea was accepted, might be to make just the greens committee budget fall within a June - May fiscal year. But in any event, whatever the ideas and solutions might be, this arrangement would definitely be of help to the superintendent.

\* \* \* \* \*

The other idea which bears some looking into is also within the budget, in the form of the superintendent's annual salary. An item that is included in this category that is coming in more and more on its own is that of benefits. Most supers have some kind of benefits but the trouble is that these benefits are few and likely don't amount to very much when really given a close examination. Many clubs are becoming oriented to the ideas of benefits for their key employees, which is becoming almost a necessity if a stable work staff is to be retained.

One way of looking at this idea is that the super may not want these benefits any other way but in cold cash each week. This is good to a point. But benefits of a non cash type are not subject to as much of a bite by the government as is the straight cash increase. These "non cash" benefits might include hospitalization insurance, which most clubs now have, housing facilities or a housing allowance, a car or transportation allowance, even to the point of taking care of gas, oil, and payments, a retirement or pension plan, and even a few other items which vary among clubs and supers.

Benefits are viewed differently by many supers and rightly so. The individual should ask for whatever suits his particular situation. Some men may be in the position where straight money increase may be better to them than any other form of benefit. But a married family man might want and need some of the other mentioned items. Another aspect of the situation is that if an enterprising super should initiate a program where he is getting several fringes, if he should leave the club, this makes it much easier for them to advertise in that they can offer these items as a selling point of the job. Being able to do this makes both parties look better.

At any rate, at contract renewal time, the subject of benefits should be given serious thought and discussion because both the club and the super stand to gain from it.

**ODDS N' ENDS**

From the Conn. Clippings in Chas. Baskins "Grass Catcher" we find "Wages for golf course maintenance employees continues to increase. Most