

Editor: ROGER LA ROCHELLE  
1818 — 177th Street  
Hammond, Ind. 46324

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Thanks to Oliver Miles for composing the following seri-humorous advice.

### GREENER PASTURES

Have you ever felt that you had reached the maximum potential of your existing job or were becoming bored, complacent, dissatisfied or had "itchie feet"?

Need a new challenge?

If you have a need for "greener pastures" **now** is the time to review the fundamental principles involved in making a change, reality.

The acquisition of a new job consists of three basic parts — (1) Application, (2) Interview, (3) Resignation.

#### APPLICATION

This initial effort should consist of an (a) "Introductory Letter" which would state your purpose and interest in an interview, (b) a complete "Resume" (See example (A) listing your — vital statistics — qualifications, which include your educational background and work experience — character references — optional inclusions could be a recent photo, statement of hobbies and interests and possibly a summary of your expectations and abilities.

#### INTERVIEW

When invited by club officials for a personal interview, take along some information about your past performance, either a slide presentation or records of past operations. By having something to show "in black and white or living color" can go a long way toward selling you and your capabilities.

Rather than the interview period being a haphazard discussion, by having a prepared "Job Interview Questionnaire" (See example (B) the conversation can be directed toward supplying you with vital information about the Golf Course and **club policies**.

During the interview inject copies of a "legal" Contract or Working Agreement which will serve as the foundation of any possible employment relationships, and note: any reactions pro or con.

#### RESIGNATION

Suppose the club offers you the job and after some degree of deliberation you accept and come to terms.

Do you have any obligations to your former employer?

A formal "Letter of Resignation" should be in order plus your "Post Tenure Recommendations", (See example (C) if you have established any sound agronomic, maintenance or improvement programs that should be continued.

Finalize your association with the club by supplying copies of all records to them (also self) for future reference and be available to answer any questions pertaining to past operations.

#### SUMMARY

Although opinions should not be formed on first impressions, it is human nature that we do.

A comprehensive typewritten resume and letter will create a favorable first impression.

Being prepared is the key to a successful interview.

Thorough preparation will also enhance your image of professional competency.

The resignation procedure will sever all ties with honor and preserve your integrity as a Superintendent.

Club policies usually fit into one of three categories — **whimsical, conservative** or **progressive**.

Whimsical — no sound planning, do as I say — "yes man" fits the role.

Conservative — behind the times, penny wise and dollar foolish — a "leader" can promote change.

Progressive — want the best, have the means to provide same — a "top man" leads the way.

Within the limits of human errors, have you ascertained that their policies concur with your ideals?

Via Con Dios and may the pasture be greener.

"Green Phantom"

(EXAMPLE A)

#### RESUME

##### A. PAULITICAL PAWN GOLF COURSE SUPERINTENDENT

#### STATISTICS

Height — 4 ft. 7 in.

Width — 5 ft. 3 in.

Weight — xxxx lbs.

Hair — Green

Eyes — Bloodshot & crossed

Age — Old enough to know better

Married — 12 children, cheaper by the dozen

Health — A physical "specimen"

Address — 12 Dependents Lane

Promised Land, Illinois

Phone — 007

#### QUALIFICATIONS

##### Graduate Education

Some High School

Majors — Wheels, Girls, & Pinball Physics

No All State University

ExTension Courses in Agrowculture

Botany — Sexual VS. Asexual

Propagation of Plants — Knotweed, Poa Annua & Crabgrass

Soil Fertility and Management — Advantages of Clays & Manures  
 Soil and Water Conservation — On Flood Plains & Other Marginal Land  
 Home Lawns and Landscaping — Pros & Cons of Artificial Turf  
 Sheepskin Ewe  
 Turf Management School  
 Turf — Give 'em what they want, not what they need  
 Soil Science — Should have been Political  
 Irrigation and Drainage System Design — Advanced hose and sprinkler combinations and the wonders of an open ditch  
 Trees and Shrubs — Identification and Maintenance for Winter work — Brrr  
 Entomology — Identification and Control of Gnats: Flies and Other "Human Pests"  
 Golf Course — Architecture, Construction and Cartooning  
 P. U. City College  
 Landscape Management  
 Turfgrass — Fundamentals, more of the same  
 Floriculture — Herbaceous Plants for delicious salads  
 Trees and Shrubs — Woody Plants for dense shade and root competition  
 Landscaping — Design and Maintenance or anything goes

#### Experience

Crabgrass Golf Course, Quackville, Illinois  
 Ballhawk & Caddy, Age 11-23, Grounds Laborer, Age 23-25  
 Knotweed Knoll Country Club, Homeland Illinois  
 As Supt. trainee and serving as Asst. Supt. from — to  
 Crabfree Golf Course, Quackville, Illinois  
 As Supt. from — to  
 Big Spenders Country Club, Big Valley, Illinois  
 As Superintendent from — to  
 Poa Paradise Country Club, Smogville, Illinois  
 As Superintendent from — to  
 Swamp Valley Golf Course, Fool City, Illinois  
 As Superintendent from — to  
 My grounds maintenance experience at these clubs is my life.

#### ORGANIZATIONS

Crabgrass Growers Association of the Midwest  
 Northland Association of POA Annual Cultivators  
 Great White Hope of American Association.

#### SUMMATION

With your thorough working experience and study, you have acquired the technical knowledge and wisdom for a complete golf course and grounds-maintenance and improvements operation second to none.

In closing, if given full cooperation, which includes adequate financial support and basic understanding by **your** club, you can promise organized maintenance and improvement programs with the end result being as fine a golf course and country club grounds as is possible.

#### REFERENCES

Father and Mother                      Bread Snatchers  
 Cabinstill Trail                            12 Dependents Lane  
 Boondocks, U.S.A.                        Promised Land, Illinois  
 P.S. — Sorry, could not include my wife as she knows me too well.

(EXAMPLE B)

### JOB INTERVIEW QUESTIONNAIRE

#### BUDGET

##### Labor

Salaries  
 Wages  
 Scale  
 Payroll Taxes  
 Key Personnel  
 Seasonal  
 Fringe Benefits

##### Material

Fertilizer  
 Chemicals  
 Repairs  
 Petroleum  
 Miscellaneous  
 Other Details

##### Capital Improvements

Equipment  
 Golf Course and Grounds

#### GENERAL INFORMATION

##### Turf and Area

Greens  
 Tees  
 Fairways  
 Rough  
 Property

##### Irrigation System

Type  
 Pump Capacity  
 Water Source  
 Age

##### Trees

Planting  
 Care

##### L. R. Program

##### Shop Conditions

Office

##### Club Policy

Whimsical  
 Conservative  
 Progressive

#### MISCELLANEOUS

Members  
 Dues  
 Assessments  
 Indebtedness

#### PRELIMINARIES

Previous Superintendent  
 Management Desired

#### PREVIOUS SUPT. COMPENSATION AND CONSIDERATIONS SALARY

##### Duration

##### Fringe Benefits

— Conference Expenses etc. —  
 — Vacation  
 — Club Privileges —  
 — Meals—  
 — Transportation —  
 — Insurance —  
 — Moving Expenses —  
 — Retirement —  
 — Bonus —

(EXAMPLE C)

POA PARADISE COUNTRY CLUB  
Smogville, Illinois  
**POST TENURE RECOMMENDATION**

1. Continue established programs.
2. Pursue equipment expansion and depreciation schedule.
3. Follow jobs pending outline for existing course and new development.
4. Promote rebuilding and improvement plans.
5. Hire a qualified Superintendent to insure membership satisfaction.
6. Revise and improve your club organizational structure to encourage individual "involvement" and incorporate common "realistic" business practices.

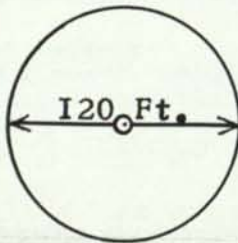
The preceding information was listed as important considerations for you to make in order to continue the progress that has been made during my tenure as your Superintendent.

Sincerely,

Green Phantom  
Superintendent

**SPRINKLER PRECIPITATION FORMULA**

Formula for finding the precipitation in inches per hour from any sprinkler when the discharge in gallons per minute and the diameter of coverage in feet is known.



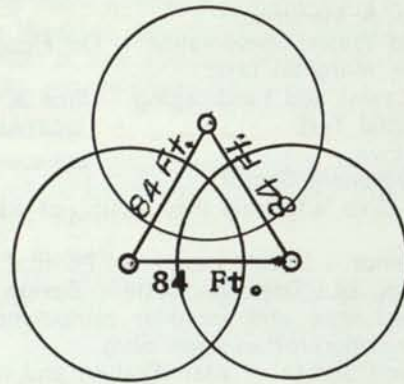
Precipitation in inches per hour =

$$\frac{122 \times \text{G.P.M.}}{\text{Diameter in feet squared}}$$

EXAMPLE: Where a sprinkler discharges 25 gallons per minute and covers a circular area of 120 ft. in diameter the precipitation in inches per hour is: —

$$\frac{122 \times 25}{120 \times 120} = 0.21 \text{ inches per hour.}$$

Formula for finding the precipitation in inches per hour from identical sprinklers located in an equalateral spacing when the discharge from any one of the sprinklers and the spacing between the sprinklers in feet is known.



The precipitation in inches per hour **within the triangle** is:

$$\frac{111 \times \text{G.P.M.}}{\text{Spacing in feet squared}}$$

EXAMPLE: If each of the above sprinklers discharges 25 g.p.m. and they are spaced 84 ft. apart in an equalateral position the precipitation in inches per hour **within the triangle** is:

$$\frac{111 \times 25}{84 \times 84} = 0.39 \text{ inches per hour}$$

C. E. (Scotty) Stewart

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to Good Turf"*

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