

it, but again, on our hands and knees, we found one example: where shallow divots were taken and not put back very neatly, the seedlings were thriving. This was merely a mechanical way of eliminating the competition from the existing turf, giving the seedling a little extra air and light. In 1977, we decided to follow-up this minor observation by seeding and soiling the divots in our fairways. We were able to do this four times this past year. (By the way, it only takes six people less than one day to seed thirty acres of fairways). And the progress of the Bent has been remarkable. We started with practically no Bent and some poa to as much as 50% Bent in portions of many of the fairways.

One question you might be asking yourself - What does seeding all the fairways do to the course, golf-wise and maintenance-wise? Initially, it makes quite a mess. Our seeder brings up quite a bit of debris, so it is necessary to have a rubber fingered sweeper to clean up the clippings. The dew in the morning hampers the seeding operation. The rollers pick up debris the plug the chutes of the seeder, but we are usually able to start by 10 in the morning. It is also nice to prepare the ground by watering the fairways at a normal rate two nights in a row so the seeder won't lug through that tough Illinois soil. If we get a good start, we like to keep going until the evening dew hampers the operation. We have gone till as late as ten at night. The clean-up takes almost as long as the seeding, as 2 or 3 cubic yards of material are picked up from a 2 to 2½ acre fairway. We always post the golf course for the golfers, letting them know we are seeding and to "clean and place" their ball if they desire. Actually, the 1/8" slit left by the seeder does not affect the lie of the ball that much, but we allow them to "play the ball up". Maintenance-wise, we are affected in that cutting is hampered. The remaining debris left from the sweeper collects on the rollers and wheels and makes quite a mess. So, we are forced to cut later in the day. We feel we get some benefit, too - we get an aerifying effect when the turf is opened up.

After two years, I think we are on the right track. We know that we are bound to get some Poa annua encroachment, but so far I feel we are keeping it down to a reasonable level. The percentage of Bent is on the increase in our fairways. We are getting it started and apparently our cultural practices have been in line. The most difficult part of a program like ours is that it takes practice. The seedlings that were planted in September of '77 won't show up until next summer. That is a long time to wait. You also have to remember that you are trying to do two things at once: provide a large area for people to play golf on while at the same time, provide a modified seed bed for the renovation and general take-over of new turf types. This, too, takes patience, and maybe a little luck.

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**INTERNATIONAL TURFGRASS CONFERENCE
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San Antonio, Texas, the Alamo city, will welcome more than 5,000 turfgrass experts from around the world to the 49th International Turfgrass Conference and Show, February 12-17, 1978. The conference, sponsored by the Golf Course Superintendents Association of America (GCSAA), was last held in Texas in 1970, when Houston was the host city. San Antonio, the 10th largest city in the United States and host to the 15th largest number of conventions in the world, is well equipped to handle such a large conference.

Conferees will travel to the city to hear keynote speaker Earl L. Butz, former secretary of agriculture, and to attend educational sessions presented by more than 35 educators, industry representatives and golf course superintendents. They also will view exhibits of more than 185 companies from the United States, Canada and England; tour four San Antonio golf courses; and participate in tours, shopping and the entertainment life of the city.

The GCSAA conferees will welcome San Antonio's mild winter climate, with its high probability of sunshine and its cosmopolitan atmosphere. They will find part of the city to be a little like Venice, since the San Antonio River winds its way through the heart of downtown. River taxis are a popular mode of transportation, and strolling along the Paseo del Rio, or river walk, is a pleasant pastime.

San Antonio was host to the 1968 HemisFair; HemisFair Plaza stands near downtown as a reminder, with its 750-foot Tower of the Americas, topped by a revolving restaurant. Some shopping and historical areas remain islands untouched by the modern city that surrounds them. La Villita, for instance is a restored, 200-year-old, walled Spanish square with handcrafted wares in shops set among trees and quiet walkways. Mission Trail leads visitors to five old Spanish missions, the most famous of which is commonly known as the Alamo. Cultural and sporting events abound.

When they aren't visiting places in San Antonio or attending official conference sessions, conferees may attend the GCSAA-sponsored welcoming social on Monday evening, February 13, and the annual membership banquet and dance on Thursday evening, February 16. Kelly Garrett, a singer of Broadway and television fame, will entertain at the banquet.

Women who attend the conference with their husbands will find a program especially for them. It will include a tour of the city's historical and shopping areas, a luncheon and access to several special tours.

GCSAA is an international professional organization of golf course superintendents. Its annual conference and show is the largest display of fine golf turf equipment and the most respected continuing education opportunity for fine turfgrass managers in the world.

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IN YOUR GARDEN

Proper Watering of House Plants

In mid-winter, many house plants stop growing and may even deteriorate. Low light intensity, dry air, high temperatures in the home, and overwatering can cause the typical symptoms. The plants often become yellowish, the leaves look burned, or the leaves are stunted. If the plant is knocked out of the pot, brown roots, or waterlogged soil may be seen.

Root damage can be caused by the over-wet soil, or can be caused by salts in the soil, according to James A. Fizzell, Extension Adviser, Horticulture in Cook County. Salts in this case are potassium, calcium, ammonium, nitrates, sulphates and chlorides that are present in the soil. These salts can come from fertilizer application, from the water used on the plants, or from the decomposition of the organic matter in the soil.

Watering too lightly results in little passage of water through the drain hole and favors salt build up in the pot. If the practice is extended over a long time, the salt concentration can draw moisture from the roots or can actually become toxic and kill the plant.

Whitish material on the soil surface, in patches, or on the edges of the pot are another good indication of excess salts. These salts may also take on a greyish color.

Such salt build up can be prevented by an occasionally heavy watering, leaching of the plant. In doing so, the soil is washed free of the salt, which is carried out the drainage hole. Discard the drainage water, so that none of the salts are taken back into the pot. Excessively saline soil should be removed and the plant repotted.

Softened water should not be used to water house plants.

Another problem is watering from the bottom of the pot by wick-watering or setting the pots in water. Water is taken into the soil through the hole in the bottom of the pot and passes up to the top of the soil. Salts in the water are carried up and deposited at the soil surface. The correction is to regularly leach the soil, or to skim off the salt encrusted top layer and replace it with fresh soil.

The best rule to follow when you water a house plant is to do it thoroughly. In areas of extremely hard water, you may even want to use distilled water for an occasional watering of a much prized plant.

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REPORT 37% ARE ILLITERATE

TORONTO (AP) Five million Canadians, about 37 percent of the population, are functionally illiterate and have less than a 9th grade education, a new study shows.

Editor's Note - Funny, it does not seem to stop some of them from writing lawn books.

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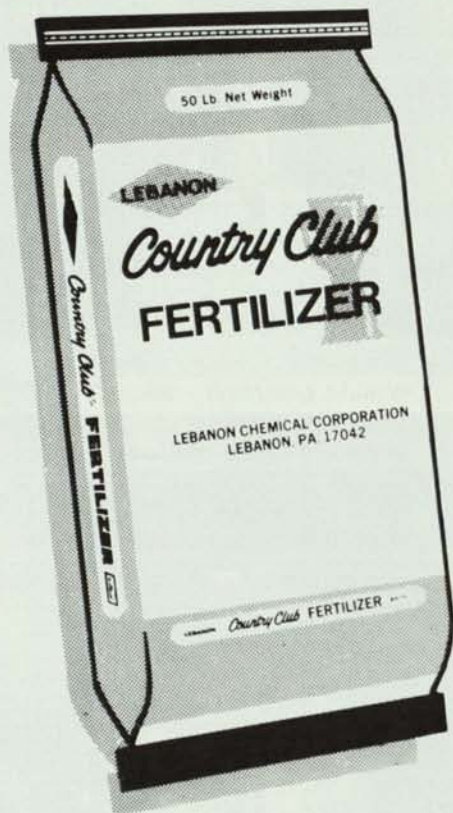


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Pictures taken at the MAGCS Clinic



Host - John Jackman



Speaker - Bruce Williams



Moderator - Carl Schwartzkopf, USGA Green Section



Speaker - Timothy Kelly



Moderator - Dr. John Street, Prof., U. of I.



Speaker - Dick Schroeder



Speaker - Dr. Al Turgeon, Prof., U. of I.



Speaker - Paul Voykin



Speaker - Wolfgang Mueller



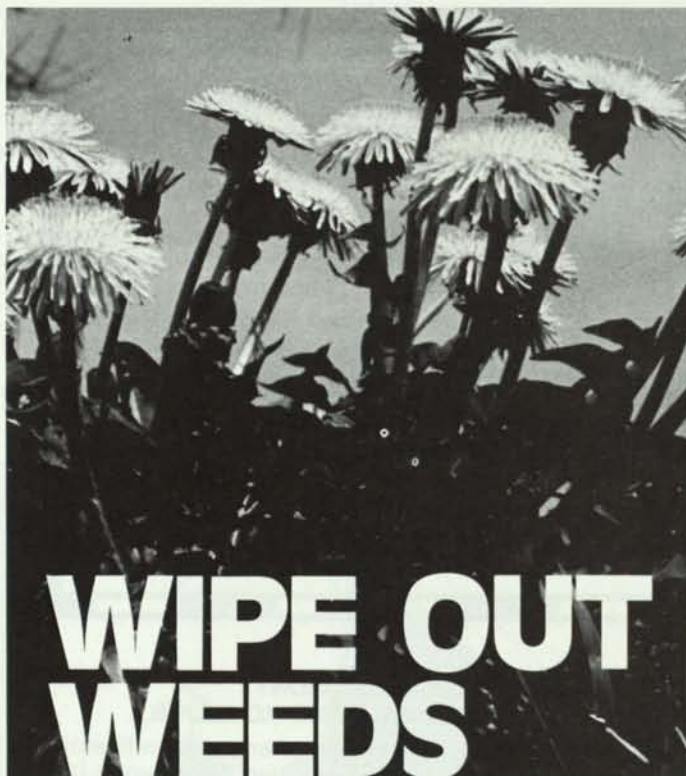
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Speaker - Mike Nass



Speaker - Danny Wyatt



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COMPENSATION? FIGURE THE VALUE OF YOUR JOB

The Golf Course business has changed significantly since the early 1960's. Television exposure, the charisma of professional golfers like Arnold Palmer, Jack Nicklaus, and Lee Trevino, and the continued affluence of the American people have, in my opinion, contributed significantly to the growth and popularity of golf.

Equally significant has been the role played by golf superintendents throughout the country. The conditioning and expert grooming of golf courses has helped lower scores by the golf professionals and duffer alike. Extensive travel by the American golfer has led to better playing conditions, since John Doe wants his home course to be Oakmont, Medinah, or Merion.

The increased pressure to groom the course has led to more recognition for the golf superintendent and the placement of additional responsibilities on him. Have the increased recognition and responsibilities provided more compensation for the golf superintendent? Probably not when weighed against inflation. I have found that many superintendents are reluctant to release salary and fringe benefit information, and I feel this reluctance has been detrimental in determining compensation levels, particularly on a local or regional basis.

Rather than explore the reasons for this timidity on the part of golf superintendents relating to compensation, I am presenting for your examination a list of possible fringe benefits, and where necessary, a brief explanation of each. From this list, a superintendent can figure the value of his job. The surveys provided by the GCSAA have provided an insight into the salaries of golf course superintendents and have helped the superintendents. However, salary is too often the sole factor considered. An honest appraisal of job value can be achieved by recognizing the costs of your employment borne by your employer. I recommend a superintendent ask himself the following question before figuring the value of his job: How much would it cost me to provide the same level of benefits I now have if I were self-employed? Each job may have its own benefits, which are not included in the list I have compiled. The cost to an employer and the value of the job do not necessarily balance, since

some benefits, such as housing and expense accounts, have an intrinsic benefit to the employer, and may not be considered a large cost factor.

The golf business has been extremely negligent in providing fringe benefit packages to employees. On the other hand, most golf courses and golf clubs which do provide good benefits have done a poor job of disseminating information to their employees about the benefit package and its attendant costs. If properly utilized, fringe benefits and information regarding the benefit package can be a sound method of communication, as well as employee retention.

BENEFIT DESCRIPTION:

Salary	
Value to Employee	\$17,500
Cost to Employer	\$17,500

Hospitalization Insurance, Life Insurance, Disability Income Ins. (Includes Depend. Coverage)	
Value to Employee	\$960
Cost to Employer	\$960

Workman's Compensation (\$1.50 per \$100 Income)	
Value to Employee	\$240
Cost to Employer	\$240

Housing Provided - Without Utilities	
Value to Employee	\$5,400
Cost to Employer	Indirect cost
With Utilities - add \$1,200.00	

Housing value is figured by using Chicago area market for a three-bedroom home. Monthly payments of \$375 per month are now common.
Does not include benefits to employer

Vehicle Allowance	
All expenses included 12,000 miles at .13/mile	
Value to Employee	\$1,560
Cost to Employer	\$1,560
Without expenses - .07/mile	

Pension	
Includes Illinois Municipal Retirement Fund & Social Security; 12.5% of salary borne by employer	
Value to Employee	\$2,200
Cost to Employer	\$2,200
Employee also has 10.3% of salary deducted to fund the program	

Each individual should weigh the values of a pension program funded in full or partially by the employer.	
Paid Vacation; Sick Days; Emergency Leave; Paid Holidays; Expense Account	
Value to Employee	Salaried Personnel Indirect Cost to Employer
Cost to Employer	\$600

Golf Privileges	
Value to Employee	Indirect Benefit Cost
Cost to Employer	

Meals Provided	
Value to Employee	\$100
Cost to Employer	\$100

Continuing Education	
Value to Employee	\$50
Cost to Employer	\$50

*Medical Reimbursement	
Value to Employee	NA
Cost to Employer	NA

*Deferred Compensation	
Value to Employee	NA
Cost to Employer	NA

Outside Income	
Value to Employee	\$1,500
Cost to Employer	--

***Medical Reimbursement** is a program which entitles a participant to have out-of-pocket medical expenses (that are not paid for by hospitalization insurance) reimbursed by the employers. Guidelines issued by the Internal Revenue Code must be followed.

***Deferred Compensation** is a method by which an employee can have his employer set aside additional funds to be used as a retirement fund. For example, instead of a raise in pay, an employee may desire to have a deferred compensation program established and funded by the employer in the amount of \$2,000.00 per year. The employee would not be taxed on the \$2,000.00 until the program matures, which could be any length of time, as stipulated in the agreement. This program differs from the Individual Retirement Account and other pension programs.

Summary - It was recently reported in a national business periodical that fringe benefits are representing an additional 40% of employer cost above the employee's salary. Superintendents might do well to bring to the employer's attention that he understands fringe benefit costs, and work toward achieving better packages through communication and understanding.

Tim J. Miles

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