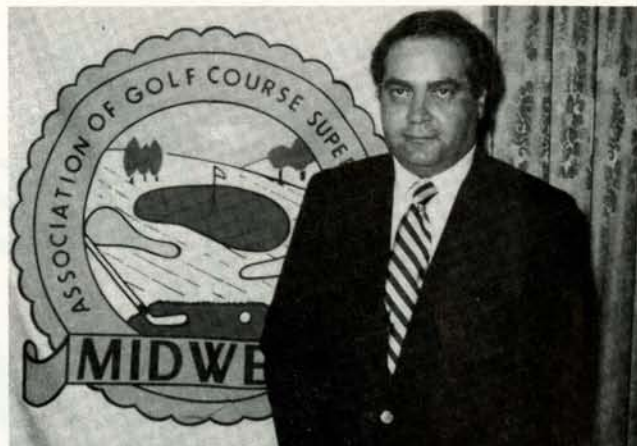


THE BULL SHEET, official publication of the MIDWEST ASSOCIATION OF GOLF COURSE SUPERINTENDENTS.

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John Berarducci, Pres.

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**PRESIDENT'S MESSAGE
 COMMON SENSE**

Since I'm a proven prognosticator of Golf Course conditions, example: My April forecast for the penal winter we suffered through! I guess it is time to predict the summer we will face up to. This seems fairly easy since we had no spring, at least at the time of writing this article.

Poa Root Systems are far behind last year at this time. By going directly into a summer season and forcing early stress on the Poa with a restricted root system seems like suicide to me. Especially, those of us who water at the drop of a dime! Many of us are in a sorry situation where we are watering to promote bent seed germination as well as encouraging the Poa Germination and a restricted root system. I think it is obvious that after three relatively rainy golf seasons we can anticipate a dry summer. Those of us who promote root growth now, I feel, will be rewarded in the latter part of the summer season with more turf survival. Hopefully, there are a lot of young annual Poa Plants out there who can survive the season. I hope I'm wrong and that we don't have to break the water budgets. However, I'm sure most of you are like me and are preparing for the worst.

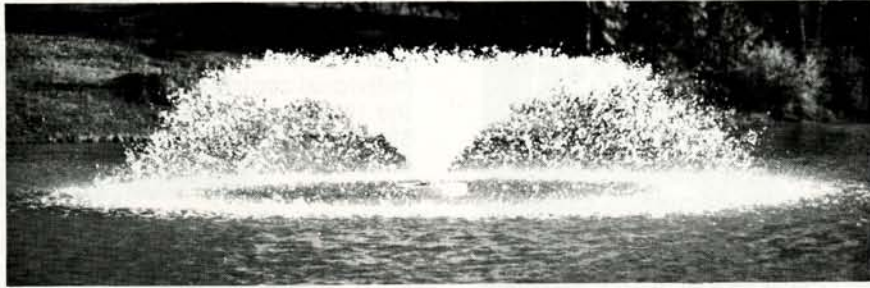
Don't flush the toilet if you don't have to!

John Berarducci

WET SOIL AND CARTS

With all of the wet weather this winter, someone called to discuss effects of cart traffic on fairways. The superintendent had made a decision to close the course to all cart traffic. Rain twice a week for several weeks and the night before had saturated the soil. The members called two area clubs and found their carts running, then confronted the superintendent with this information. The superintendent realized the two area clubs had paved cart paths from tee to green. This club did not. Next question: It isn't raining now. Why can't we take the carts now? Answer: Water-saturated soil is much more easy to compact than damp or dry soil. The water acts as a lubricant between soil particles. Weight from above, forces soil particles into empty spaces. The soil particles move easily, forcing out free water and any air in the spaces. Granular structure of a good soil is ruined. Pore space for air and water is taken by soil particles, making the soil more compact and dense. Reduced pore space means less room for roots to enter the soil. Result: poor grass growth. A day of running carts on saturated soil could require several years of cultural practices, such as slicing, core aeration and tilling, to correct the soil for good grass growth.

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THE ECONOMIC RECOVERY ACT

Starting in 1982, the economic recovery act has increased the maximum deductible IRA contribution from \$1,500.00 to the present \$2,000.00 of tax deferred money for retirement. This amount can be increased to \$2,250.00 for any non-working spouse so long as the couple file a joint return for the year. Before 1982, this plan was designed for any person without a qualified company or government pension plan. This year any person who earns at least \$2,000.00 can put in the maximum amount.

The higher a person's tax bracket becomes, the more attractive the IRA program. For example: A person in the 40% tax bracket can invest \$2,000.00 in an IRA account and this will lower taxes \$800.00 for that tax year. The net cost to the person will be \$1,200.00 of his hard earned money. All of the monies are allowed to accumulate, tax deferred until the person reaches 70½ years old at which time withdrawals must start, however a person may start withdrawing funds at 59½ without penalty. For example: \$2,000.00 per year, 12% compounded annually for the next 20 years will gross you a tidy sum of \$146,171.64. Along with your 40% tax bracket deductions of which you deducted \$800.00 per year from Uncle Sam on your income tax, the total cost of your retirement plan is \$24,000.00.

You now have a retirement program of your principle and interest of \$146,171.64. The total cost of this program has cost you a mere \$24,000.00 and 20 years of work and investing.

Here are some of the problems of the IRA Retirement plan:

- 1) The age limits are 59½ years old, the earliest one can draw out of the account and 70½ the latest one can begin to draw out of the account.
- 2) If for some reason would you need some of the money to meet a financial crisis, the penalties are very severe. This penalty is 10% of the amount withdrawn and the monies are taxed as ordinary income for that year.
- 3) The only other way of drawing some of the money out of your IRA account would be if a person becomes disabled before reaching the earliest age of 59½ years old.
- 4) The last draw back of an IRA account: the money cannot be used as collateral for loans of any nature. If this is found to be true, the full account is penalized 10% and immediately taxed as ordinary income. The only good part of this arrangement is - no creditors can reach the IRA assets.

401 K DEFERRED-SALARY PLAN

The 401 K Deferred-Salary Plan has come of age during the fall of 1981. This qualified salary reduction plan allows employees to take a phantom pay cut. This phantom pay cut will lend itself to a better W-2 report on his or her gross income. By lowering the taxable income, the employee will be saving on his state, local and federal income taxes. The deferred salary reduction plan allows a worker to take 2% to 15% off the top of his wages and treat it as a company contribution to a profit sharing or savings plan.

Like any plan, this 401 K Deferred-Salary Plan has some draw backs: 1) When a club or business wants to

instrument this plan, all of the employees of said club must use the same percentage of deferred salary. For example: if the number is 10%, then the same percentage must be allowed for everyone. The IRS will be meeting in April or May, 1982 to make final ruling covering the highly compensated employees of which the golf course superintendents would be classified.

For example: an individual who earns \$25,000.00 a year, married and has 2 children, assuming the individual contributed 5% of the 401 K Plan and using the 1981 federal tax rates, his take home pay would be \$20,290.00 using after tax dollars. Using pre-tax dollars, take home pay would be \$20,619.00 and still have a contribution of \$1,250.00 to the 401 K Plan.

With the 401 K Deferred Salary Plan, one could possibly put away a lot more money for retirement in a shorter period of time. From the research, I understand a person could use the 401 K Plan and IRA retirement account at the same time. This would depend on the person and the amounts one would want to put away, so get your club involved.

With the higher pay the superintendents are receiving today, everyone should be checking out all avenues. The 401 K could be a super program for the whole club operation. The more we hear about social security and the future of the social security program, the more I am convinced that I should set up my old age retirement programs.

The 401 K Deferred Salary Plan has some very good points of interest. 1) The money can be used during a financial crisis (no penalties). Money can be withdrawn for retirement before the age of 59½. The IRS has not stated what it considers a hardship. At most companies, an employer committee will determine what constitutes hardship on a case by case basis. 2) The monies are available when the employee retires, quits or is fired. 3) The money can be taken out in one lump sum and then can use the special 10 year forward averaging. With an IRA account you can use only regular income averaging.

The 401 K Deferred Salary Plan should cause no problems to the company employees or the company, most experts say.

One of the problems that could arise is the anti-discrimination test. The IRS states that the top 1/3 of the employees, the highest paid employees in the company cannot defer more than the lower 2/3 of the employees paid. In this case if a plan doesn't meet the test or qualify, an individual could end up paying the taxes that would otherwise have been due on the deferred amount. Social Security taxes - if an employee's income after deferred salary plan is less than the taxable wage base (\$32,400.00) the employee may lose some of the benefits from social security.

Here are some examples of income that is not taxable.

- 1) Accident & health insurance proceeds, unless they were reimbursement for medical deduction claimed in previous year.
- 2) Casualty insurance proceeds, as long as they do not exceed the basic cost of the property.
- 3) The first \$5,000.00 in a death benefit paid by employer upon death of an employee.
- 4) Up to \$1,000.00 annually in interest received from an insurance company upon death of a spouse, if survivor has elected to receive the insurance proceeds on installments.
- 5) Life insurance proceeds.
- 6) Scholarships and fellowship grants.
- 7) Gift, inheritances, bequests.
- 8) Workman's compensation disability income.

Ken Goodman

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C-15 DECLINE & RESULTING REGRASSING - UPDATE AT THE VILLAGE LINKS

The Village Links of Glen Ellyn is a 27 hole golf complex comprised of a championship 18 hole course and a full length 9 hole course. The golf courses are part of recreational properties owned and operated by the Village of Glen Ellyn since 1965.

At the time of the initial outbreak of the bacterial wilt disease later known as "C-15 Decline", the Village Links had 240,000 square feet of C-15 putting green turf covering 27 golf hole greens and 1 practice green. The disease began its obvious encroachment at the Links in June of 1980 and continued to worsen sporadically throughout that season. Conventional fungicides were applied in an attempt to retard progression, but results were negligible.

In 1981, several varieties of chemicals were acquired and applied experimentally. Oxytetracycline was used and had some positive results, but certainly did not affect the desired control. This particular material also appeared to increase susceptibility to heavy traffic causing excessive wear and additional turf loss. The Scotts product, which contains the same active ingredient as Acti-Dione RZ (PCNB), was also applied and showed some promise. Again, however, negative side effects, such as application difficulties during high temperatures, limited its use and control had to be considered marginal.

Following a particularly severe disease attack on June 16, 1981, it was felt that more concrete steps should be employed. Since a complete cure for the devastation was uncertain and the Village Links is totally dependent upon daily fee revenue, it was determined that a rapid solution was essential. After discussing available alternatives, Links management staff decided to follow a course which was felt to offer the most obvious benefit to customers who were accustomed to playing quality greens. During mid-July, a program was established involving the following major steps:

- A) Close the 18 hole championship course in late summer, strip the diseased C-15 turf, fumigate and reseed to Pennncross Creeping Bentgrass in late August and early September. It was felt that this method would eliminate the possibility of dealing with a lingering problem, would place the course back in service for the following year and would afford a positive pay back.
- B) Keep the 9 hole course open to play and continually overseed greens with Pennncross beginning in September 1981. We did not want to turn our customers away completely, nor did we wish to try to operate with no cash flow at all and we felt that we could maintain the 9 hole greens in playable condition during overseeding.

Listed below is a detailed accounting of the steps employed to regrass the 18 hole Village Links greens:

A) Initial Project

- 9 greens at a time; #4 - #12 = August 17 to August 28, #1 - #3 & #13 - #18 = August 31 to September 9
- 1) Reshape green edges with paint
 - 2) Aerify greens twice, dedoes, pick up plugs
 - 3) Remove sod, leave 1/4" thatch = 2 1/2 days all greens
 - 4) Aerify thatch/soil surface once, dedoes, pick up plugs
 - 5) Fumigate greens (Methyl Bromide); Hendrix & Dail Contractor
 - 6) Air out greens — 3 days
 - 7) Grooved seed bed verticle mowers, 2 directions, Ryan Mataways

- 8) Deep seed greens, 1/2 lb. seed/1000 sq. ft., drop spreader
- 9) Topdress greens, drag level - 2 sand, 1 topsoil mix; 2 yds. per green
- 10) Seed greens, 2 lbs. seed/1000 sq. ft.
- 11) Fertilize greens, 2 lbs. actual N-P-K, 12-12-12
- 12) Roll greens
- 13) Contractor spray hydromulch on greens

B) Fall of 1981

- 1) Spray fungicides on greens as needed
- 2) Topdress greens 3 times throughout fall - 2 sand, 1 topsoil mix; 1 yd. per green
- 3) Cut greens twice at 5/16"; 6 cuttings 1/4"
- 4) Fertilize greens as needed
- 5) Hand spike & seed small bare spots
- 6) Spray winter fungicide

C) Spring of 1982

- 1) Overseed small bare spots & topdress in March
- 2) Fertilize greens, readily available fertilizer, 1 lb. actual N-P-K per 1000 sq. ft., 12-12-12
- 3) Topdress greens twice - 2 sand, 1 topsoil mix; 1 yd. per green
- 4) Cut greens twice at 1/4"; 10 times 7/32"
- 5) Spray fungicides as needed

In late October of 1981, a few Village officials and regular customers were invited to putt on the new greens and their reactions were gratifying. We opened the 18 hole course to limited play - a 100 round per day average - on May 1, 1982. Winter turf survival was better than anticipated, greens are presently growing well and have filled in nicely. The greens are a bit slow, but putting true and, as growth diminishes, we will lower the height of cut to achieve increased green speed.

Nine hole green overseeding treatment is outlined below:

A) September 10, 1981

- 1) Sliced 2 directions 1/4" deep with Ryan Mataways
- 2) Seeded Pennncross, 1 lb. seed/1000 sq. ft.
- 3) Topdress greens, drag level - 2 sand, 1 topsoil mix; 3/4 yd. to 1 yd. per green

B) November 6, 1981 (dormant overseeding)

- 1) Spike greens, Oklahoma Power Spike
- 2) Seeded Pennncross, 1 lb. seed/1000 sq. ft.
- 3) Topdress greens - sand, 1 topsoil mix, 1/2 yd. to 3/4 yd. per green

C) March 29 & 30, 1982

- 1) Spike greens, Oklahoma Power Spike
- 2) Seeded Pennncross, 1 lb. seed/1000 sq. ft.
- 3) Topdress greens - 2 sand, 1 topsoil mix; 3/4 yd. to 1 yd. per green

The 9 hole course opened to full play on April 13, 1982 and greens are improving steadily. Proper nutrition and pesticide programs are being employed to encourage the transition from C-15 to Pennncross/Poa Annua green turf.

Evaluation

The overall results of our 18 hole green regrassing project have been positive and progress thus far this season is excellent. New turf came through the harsh winter in good shape and has developed rapidly in spite of the cool spring start. Greens are putting as well as expected, are smooth, true and firm with adequate speed. Customer reaction has been generally encouraging.

Nine hole greens are developing slowly. Some of these greens contain approximately 60% Poa Annua, while others have as much as 75% to 80% C-15 remaining. The transition will take time, as anticipated, but it is felt that the continual overseeding will eventually produce smooth Pennncross/Poa greens.

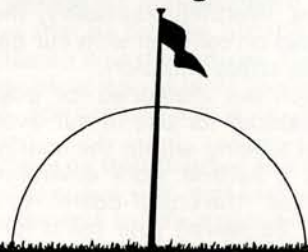
See below for a financial summary of 18 hole regrassing:

\$ 1,500.00	Labor (estimated)
3,500.00	(lift and remove sod)
\$ 5,000.00	(remainder of project)
\$10,180.00	Fumigation
	(\$11,019.00 less \$839.00 staff labor)
\$ 3,760.00	Seed
	(600 lbs. at \$5.35/lb.; 200 lbs. at \$5.50/lb.)
\$ 633.00	Fertilizer
	(2 lbs. 12-12-12 = \$772.00; 1 lb. 12-12-12 = \$86.00· 1 lb. 21-3-16 = \$375.00)
\$ 488.00	Subdue
	(\$122.00/gal.)
\$ 200.00	Landfill
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Timothy Kelly, Superintendent
Village Links of Glen Ellyn

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COPING WITH STRESS

Stress is a serious matter. It is a very significant element in a golf course superintendent's life, as well as every person in our fast-paced society. I'm not going to present here, new data from research or personal success I experienced growing grass. So nothing will follow in the familiar lbs./1000 sq. ft. or in "Royal" Stimp Meter measurements. Rather, I am going to deal with quite an abstract matter. I am going to relate to you some adversities and how I dealt with them, and how you also might deal with them.

Your reading this might not directly improve your ability to grow fine turfgrasses, but it just might help you to live longer. It may also help you improve your outlook thus, indirectly assist you in growing fine turfgrasses. It will hopefully allow you to control the emotional distractions, which attempt to obstruct you from achieving your goals.

Stress! What is stress? Why should we concern ourselves with it? We concern ourselves with it because we have to control stress. Medical research is uncovering daily, more and more links between major physical disorders and stress. Stress leads to psychosomatic disorders, such as heart attack, high blood pressure, ulcers, cholitis, respiratory and digestive disorders and it's been proven recently, rheumatoid arthritis. The underlying biological weakness determines the type of illness we express. Under stress, the parasympathetic nervous system (present under calm times) gives way to the sympathetic nervous system. This change has been conclusively shown to cause an undesirable metabolic change, leading to various physical and mental disorders.

Some common causes of stress:

- Time deadlines
- Anxiety
- Future uncertainties
- Boss pressure
- Uncontrollables
- Worrying
- Adversities

You don't have to look far to find potential uncontrollable adversities. Anthracnose, Dollar Spot, Ataenius, Spretulus, Poa annua. Disasters just waiting for a place to happen. It is these sometimes uncontrollables which set our jobs apart from other jobs.

What is the distinguishing element? Nature, and its infinite matrix of variable situations, thrust upon us in such an unpredictable manner. So much is emotionally at stake. We put so much time, effort and investment into what can be swept away by a three inch thunderstorm the day before the invitational or Pythium seemingly feeding on your just applied Dollar Spot preventative.

Truely, our work environment is unique. A far cry from the Airline Pilot, who is most of the time on autopilot, or the train conductor whose destination is established and route clearly defined by the two steel rails. A different ball game indeed, when your success or failure greatly relies on the perpetuation of the living organism.

Ours is a challenge unparalleled. Think about it a minute. We must at 6:00 a.m. motivate the minimum wage earner, and at 8:00 a.m. explain to a chief executive officer of a billion dollar corporate conglomerate on the first tee, why frozen turf succumbs under the wheels of a golf cart. One might consider that a crisis, another might consider it opportunity/challenge. Depends on how you look at it.

Our work environment is a stage set. With stress playing the leading role. Supporting actors, we got

plenty, you can name them just as well as I can, their names are in the club directory or membership list. They come with scripts well written and intentions, though not harmful. Somehow the result is all too often dramatic, with our emotions the victim. Triumverate system? Or three ring circus. You're at the controls. Indeed, with all those self-acclaimed authorities posing as consultants, deciding when the golf carts can roll, why the greens are slow or why the tees aren't cut daily.

So, ours is a tough task. That of developing a system to deal with stress, so we are left emotionally uninhibited, to control and organize the unpredictable elements of nature, into a consistent product, a golf course. A "perfect" golf course.

There are many approaches to dealing with stress, some good some bad. Some very expensive. I would like to discuss two, which I relate to the golf course superintendent's situation. One I will call the direct method, the other the aversion method. The two methods differ in the way they approach the problem of stress.

In the direct method, you attack your stress factors, thus the direct approach. The first step is to identify these factors, or things which trigger tension in you. Physically write them down. Even those you think are not significant (if they came to mind then they are significant). A typical list might approach 70. Such things as superior pressure, fungal attack, 3" Friday thunderstorms or undisciplined employees. Next step is to single out ones you feel you can effectively control, then eliminate them, one by one.

To realize how important elimination is we must understand the effect each additional stress factor has on the individual. As we add stress factors we are not simply adding the weight of another "straw to the camel's back" bringing us close to the breaking point. We are not only adding the tension associated with the new factor, but adding a composite stress factor. In other words, we compound the amount of stress caused by each of our previous stress factors when we add additional stress factors.

I personally don't put much confidence in the direct method, because quite frankly I feel there isn't much we can do about the unreasonable boss, unexpected rain storms or a furious golfer that lost a \$200 bet because he missed a 20 foot putt that he stroked **perfectly** across your **terrible** greens.

So, I rely on the aversion method which I find very helpful. It goes like this. Stress factor present: April first greens loaded with snow-mold damage. I can hear them now. What happened to the greens? Will the grass come back? When can we play? This provides the setting which starts the process, which provides the tension, which triggers the sympathetic nervous system which results in what we recognize as head throbbing, dry throat, queazy stomach or body jitters.

Now it's time for you to step in and do something positive, take control of the situation. Apply the aversion method. How do you do that? I call it flashback. Flashback to some memorable experiences, places, events or people you have met. Relive those precious moments in your mind. Take yourself back in time, momentarily away from your present stress.

This will help you maintain your composure when faced with the various pressures surrounding such an adversity. This aversion or flashback process will allow you to regroup your thoughts, maintain that overall perspective to allow you to keep the impact of that stress factor/adversity in context. Don't allow it to balloon out of proportion. Don't let it dictate your mood.

The system works for me. I am sure it would work for you. It's simply a way to actively take charge of your mood. Doctors have a system called hypnotherapy. They are much better instructors of the system than I am, but quite frankly, I can't afford their \$100 plus per hour fees. So, it's imperative that we develop our own system to cope with our individual stress factors.

By all means don't think this is a one shot process. It is a perpetual process, requiring periodic implementation. Because sure as you think you have the situation licked and are "flying high" here comes that 3" Friday afternoon once in a "100 year" rain storm that seems to come every other year.

This can send you reeling down once again, to the emotional cellar (don't reach for the wine, it's not that kind of cellar). As you know, it's not hard to slip and bury yourself in your sorrows, heaping great mental anguish upon yourself and get into a downright irritable mood. Thus, creating a much less tolerant mood to listen to petty complaints.

When periodically confronted with these stress situations, practice the aversion method. It will serve to release tension and block the inevitable, "multiplier build up effect" of tension. A way to wisk away those headaches. Giving you a soothing feeling, like emerging into a hot tub.

Let me take a moment to dwell briefly on one of the previously listed stress factors, time deadlines. I would like to give this stress factor special attention because it is a very common and important self-inflicted potential adversity. I'm talking about scheduling more than can physically be completed in a given period of time. Commonly referred to "Biting off more than you can chew". Due to a break down in the planning and scheduling phase of your operation. Whatever the fault, the result is obvious. We distort the impact of time. This forces us into an accelerated pace, uncharacteristic of us. Working frantically, therefore we risk an obvious head-on collision with our deadline, leading to an inevitable stress situation.

As we search our memories for possible flashback subjects or material for use in our aversion system, I might suggest looking within the confines of your own club. Ours is a natural work environment second to none. If one likes "the out-of-doors" you can't beat our surroundings. So search your mind for those pleasurable moments, experiences or accomplishments on your own golf course, that might serve as reserve subjects for pleasant recall process. They might be such things as special reconstruction projects you completed, or a successful tournament, or just seasonal course beauty. Keep your mental registry process open at all times, so you can actively add subjects for future recall reinforcement of your mood. Good luck! Hang in there! Stay in control. Hypnotize with pleasantries.

Carl Landgrebe

LIVELY RECEIVES TUCO TURF SCHOLARSHIP

Thomas Lively, a senior in the two-year Turf Management program at Michigan State University, has received a TUCO Turf Scholarship for 1982. The award was recently presented at the 52nd Annual Michigan Turfgrass Conference by Russ Tiller, TUCO representative.

The annual scholarship is sponsored by TUCO, Division of The Upjohn Company, to assist turfgrass students in meeting their educational needs. The scholarship is awarded for scholastic ability, personal integrity and professed career interest in turfgrass management.

Lively is the son of Mr. and Mrs. Robert Lively of Chicago Heights, Illinois.