

# VICTORY DANCE



*DAN MEYER'S LAST PUTT AT INDUSTRY HILLS*



## **Atlas Peat & Soil Inc.**

P.O. BOX 667  
BOYNTON BEACH, FLORIDA 33435  
(305) 734-7300

**QUALITY SOILS  
AND MULCH  
FOR ALL YOUR NEEDS**

Call for Quote!

# Florida Golf Team Wins National Title

We always knew our state had great golfing superintendents but now it is a proven fact. In its initial attempt, our state team won the national championship of the Golf Course Superintendents Association of America. The tournament site was Industry Hills, California. The event was prior to the 52nd International Conference at Anaheim, California.

Our four man team won by a four-stroke margin over runnerup Rocky Mountain GCSA. Our victorious team was led by Dan Meyers, CGCS, Temple Terrace G&CC of the West Coast Chapter. His pace of 70, 77 also won individual medalist honors. Other teammates were Kevin Downing, CGCS, Atlantis Golf Club, Palm Beach Chapter; Fred Klauk, Pine Tree Golf Club, Palm Beach Chapter; and Robby Robbins, Gainesville G&CC, North Palm Beach Chapter. The team was selected from the three statewide golf tournaments: Poa Annuu Classic, Crowfoot Open, and FTGA. Winners and best finishers that are going to the tournament represent the state chapter.

In the individual classes, a 15-20 handicap flight, we also had another winner: Bill Jeffrey, Woodmont Country Club, South Florida Chapter.

The eight low individual scores were challenged by the visiting Scotland team. In a match play format the American team won 7-1



## HOOKS AND SLICES

Two guys were walking down Collins Ave. on Miami Beach when a Seagull swooped down and made a deposit on one of the guy's hat. "Don't move," said his friend, "I'll get some toilet paper." The guy with the hat says, "Don't bother. He's miles away by now."



Dan Meyers, Melvin B. Lucas Jr., Walter Woods.

## STRAIGHT SHOTS

Fifty-six men signed the Declaration of Independence. Five were captured or imprisoned in the war that followed. Nine died of wounds or hardships. Twelve lost their homes. Seventeen lost everything they owned. Everyone of them were hunted. Most were driven into hiding. They were offered immunity, rewards, the return of their property or freedom of their loved ones to desert the cause. Not one did. Not one broke their pledge.

\*\*\*\*\*

Choking to death on food is the sixth largest cause of accidental death in the nation. Victims of potentially fatal choking can't breathe. They can't talk. Generally they turn gray-blue from lack of oxygen after a moment or two and they collapse. Until now, remedies for choking on food have not been reliable: pounding the victim on the back, reaching into the throat to dislodge the food, etc.

Here's how the "Heimlich Maneuver" works:

Grab the victim and stand behind him or her. Wrap your arms around the waist, allowing the choking victim's upper torso to hang forward.

Make a fist with one hand and grasp it with the other, placing both hands against the victim's abdomen with a quick upward thrust, expelling the air in the lungs.

Repeat several times if necessary, but it usually works the first time.

If the victim is prone or unconscious, turn him on his back and kneel astride the torso and place both hands on the victim's abdomen slightly above the naval and below the rib cage - and again, press with a quick upward thrust.



## E. R. STEINIGER MADE HONORARY MEMBER



Eb Steiniger, Superintendent of the world famous Pine Valley Golf Club, Pine Valley, New Jersey, was presented with an Honorary Membership of the South Florida Golf Course Superintendents Association.

President Lou Oxnevad made the formal presentation at the conclusion of a Slide presentation at Doral Country Club.

Eb Steiniger, who has held the position of Superintendent of Pine Valley for over 43 years, presented a color slide game of golf at this world famous course. A hole by hole description evoked gasps and cheers from the audience. Rugged and terrible, beautiful and tranquil, all describe Pine Valley. Started in 1912 and built in the sand wastes of southern New Jersey, the evolution of the character of the trees, shrubs and plant life proved the adage, "The Golf Course Architect may design and build a golf course, but it takes a good Golf Course Superintendent to make it into one."

Eb Steiniger's efforts in Landscaping and subtle changes proved this old adage. He had the pictures, and pictures are proof positive of what one man can do through the years. Eb claims that he has been blessed with many nice things in his lifetime. His blessing at Pine Valley has been that he has had only one President to work with in all those years. John Arthur Brown, who it seemed had a burning desire to make Pine Valley the greatest course in the world, has truly achieved this goal. But, in the opinion of many, know that it would never have happened without Eb Steiniger. In achieving these goals, Eb has greatly enhanced the profession of Golf Course Supt. To acknowledge this fact, the Plaque presented to him by the South Florida Golf Course Superintendents Association reads as follows:

To honor a Golf Course Superintendent  
who has greatly enhanced our  
professional image.

# FOR MAXIMUM TURFGRASS AT MINIMUM EXPENSE!

  
*Turfgrass Consulting Services*

**ROBERT L. WILLCOX**

1261 S.W. 27th Place  
Boynton Beach, Fla. 33435

- EXPERIENCED PROFESSIONAL
- SOIL TESTING ANALYSIS
- COMPLETE AGRONOMIC PROGRAMS AVAILABLE

(305) 736-2056



QUALITY FERTILIZERS SINCE 1904

# DIVOTS

By EDDIE SNIPES  
San Jose Country Club



Top Dressing, "She ain't what she used to be."

The Golf Course at San Jose Country Club located in Jacksonville, Florida has a very long and rich history. The present 18 hole course was completed in 1927 by golf course architect Donald B. Ross. The semi-private course was used by guests that stayed at the San Jose Hotel. The hotel was situated one-half mile away from the clubhouse and set on a bluff overlooking the St. Johns River. The hotel now houses Bolles High School. The club was officially chartered in 1947 and went to private membership status.

What in the blue blazes does this have to do with top dressing greens one may ask? The 55 year growth of San Jose Country Club and the practice of top dressing run the same continuum. Top dressing did not begin to blossom as a potential maintenance practice until the 40's.



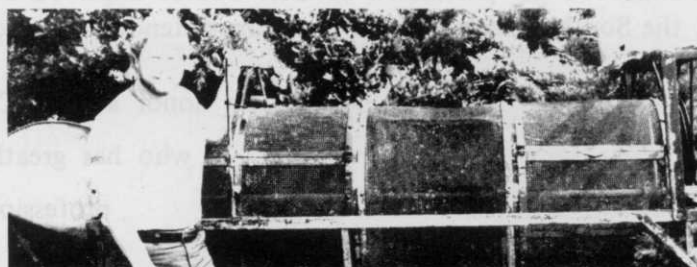
With the advent of a walking mechanized top dresser, the frequency and cost of top dressing became less and its benefits more obvious at San Jose. The greens are historical reminders of different superintendents philosophies on top dressing. Each layer of different soil in green plugs samples is evidence of their tenure at San Jose.

Today it is recommended that top dressing material be of the same consistency as the greens. This will help to prevent layering in the soil which allows for poor water and air distribution in the soil.



During this time at San Jose, top dressing was carried out with shovels and several men to distribute the top dressing material. This mode of operation was costly and time consuming. Top dressing procedures and San Jose Country Club at this time were in their infancy. One might speculate that in the 40's superintendents did not realize the full benefits of top dressing.

Today Dr. James Beard tells us that top dressing is utilized for (a) thatch control, (b) smoothing or leveling a turfgrass surface, (c) modification of the surface soil, (d) covering stolons or springs of vegetative plantings, (e) winter protection of turfs (Beard 73).



Top dressing used to be "homemade" at San Jose in a giant mixer. This mixer is now an artifact of days gone by. Today we buy treated (disease and weed free) material for our top dressing. The cost is far less to San Jose this way, in quality of material and in the man power it would take doing the operation ourselves.



(Continued on Page 66)



# Central Florida Crowfoots



By JIM ELLISON  
The Bay Hill Club

The Bay Hill Club and Lodge Maintenance Facility has experienced many improvements because of the continuing need for more efficient and modern storage and operating conditions. Each year we will take a particular area of our maintenance facility and up date it to meet our growing needs.



## DAILY SERVICE AND CREW QUARTERS BUILDING

The daily service building is primarily used for parking equipment that is used on a day to day basis, such as greens mowers, tee mowers, transportation vehicles, and a large variety of small spreaders and hand tools. Sectioned out within this building is a men' locker room, shower and restroom facility. A female restroom facility, a designated lunch area and a private miscellaneous course supply room. An additional wing has been added to the far left side of the building for storage of all fertilizer and chemicals. Other additional wings include a complete irrigation parts and repair room, and a complete mechanical shop for service and maintenance of all equipment.



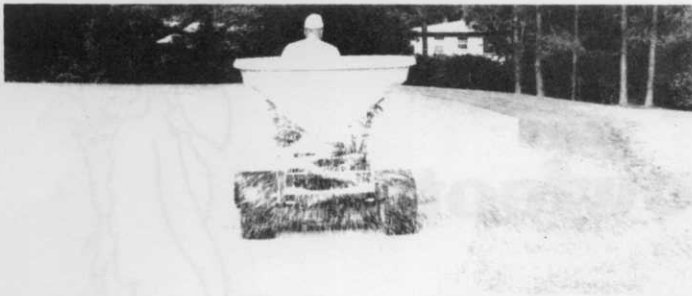
## OFFICE AREA AND EQUIPMENT STORAGE

The recent addition to the maintenance area includes a new office complex with a large private office for the superintendent, a large office area for the assistant superintendent and the office secretary, plus a small foyer waiting area for visitors. On the right hand wall as you enter the office is a large master irrigation plan of all twenty-seven holes. This plan is laminated on a large sheet of plexi-glass mounted in a wooden frame. The plexi-glass allows us to write on job locations and descriptions, then afterwards, can be easily cleaned off. Down to the far end of the master plan we have a master control system for all irrigation controllers on the course, and control switches for all irrigation pumps, and a main line pressure gauge.

The first rolling door down from the office is used for storing small miscellaneous tournament items. The second rolling door area is used for a painting room. For signs, tee markers, putting cups, ball washers, etc. The third rolling door area is used for tournament storage for ropes, stakes, and metal trash racks. Next down we have drive-under equipment storage — not shown in picture is

*(Continued on Page 66)*

(Continued from Page 64)



Progress in the practice of top dressing at San Jose has now reached the state of the art. A maintenance practice that once took several men two to three days to accomplish can now be achieved in three hours by one man. The motorized riding top dresser with a 1,000 pound spreader attachment has brought greater speed, quality and efficiency to our top dressing program that will now increase in occurrence.



The present literature on top dressing points to many benefits that will help cut maintenance costs. Less disease, faster renewal of growth, less aerifying and better percolation are benefits that will save chemical, man power, and water expenses.

Top dressing practices at San Jose Country Club over the last 55 years have gone through different phases of development along with overall club development. It is progress made in our profession as in the practice of top dressing that helps us to do a better job for the members we work for and to enhance our professional capabilities.

## THE TURFGRASS INDUSTRY IN FLORIDA

The Turfgrass Industry in Florida, totaling 523 million dollars is equivalent to 24 per cent of the 1974 cash receipts from the sale of ALL farm commodities in this state.

This survey did not take into consideration the total cash receipts from Golf fees (Greens fees and golf car rentals). If these figures were added to the total effect upon the economy of the state, the Turfgrass Industry would unquestionably surpass all agricultural crops in Florida.

The Florida Turfgrass Survey reveals that our industry is only 11% smaller than the 1974 cash re-

(Continued from Page 65)

an equal amount of drive-under shelter directly across from area shown.

The large 50 x 100 metal building is used only for the Bay Hill Classic Tournament equipment, such as large scoreboards, 18 status boards, fencing to protect residential areas during the Tournament, and hospitality pavillion tents and equipment.



### A SIGN FOR EMPLOYEES TO OBSERVE

The above illustrates a sign as a reminder to all maintenance personal as they leave the maintenance facility in route to their responsibilities on the course. The sign reads: BE PROUD OF YOUR COURSE — SHOW COURTESY TO GOLFERS — POLICE FOR TRASH — SHOW PRIDE IN YOUR WORK AT ALL TIMES.

Regardless of the size of any maintenance facility, the most important factor is that it be neat, clean and organized as possible at all times, and from that you will see better attitudes and work habits throughout your entire staff. ■

cepts from all citrus, which has always been considered Florida's most important farm commodity group.

Turfgrass is 21% larger than farm income from oranges. It is 27% larger than cash receipts from all vegetables. Here is a condensation of the first Florida Turfgrass Survey.

A complete report can be obtained from:  
Florida Crop Reporting Service  
1222 Woodward Street  
Orlando, Florida 32803

# Palm Beach Trade Winds

By MICHAEL BAILEY  
Boca Greens Country Club

There are three words in the golf course language that are often poorly stated and downgrade a professionally oriented turf industry. They are: "Greenskeeper," "Dirt," and "The Barn." The "Golf Course Superintendent," "Soil," and "The Golf Course Maintenance Building Complex," are far more appropriate and specifically define their true definitions.

When was the last time you went down to "the barn" and found some cows and chickens roaming around? Instead, one finds a building that often has been designed by an architect with much thought and input also designed by the course superintendent. Buildings nowadays are encompassing clean organized offices with secretarial quarters, employee lounges complete with microwaves, mens and ladies restroom facilities with showers and locker rooms, not to mention the aspects of the function of maintaining and storing of golf course maintenance equipment. The shop areas are usually wide open with

high rising garage doors to allow easy access and good cross air ventilation. Interior floors are designed with concave slopes with drains to allow thorough hosing down of the shop floor. Shop repair areas are much reminiscent of an auto dealership, complete with hydraulic lifts and parts inventory to self sufficiently operate nearly all major repairs. Irrigation rooms are ever so increasing, with the storage of all the needed parts and tools for repairs and they are kept within a designated work bench area. Storage of much respected and restricted chemicals are contained behind metal, locked doors. Fertilizer storage rooms are common sights with designed soil bins to accommodate various sands and soils. A central location of the building from throughout the project allows more efficient travel time. Buildings should be well marked for easy service and deliveries, and yes, since the maintenance building is what supports the great looking golf course — why not make "the barn" look great too!

*(Continued on Page 68)*



The old barn out back! "Darn Jed, I'm sure the things was over there yesterday, it must be over by them weeds."



It is ideal for maintenance building to be well marked for easy delivery access along with proper landscaping.

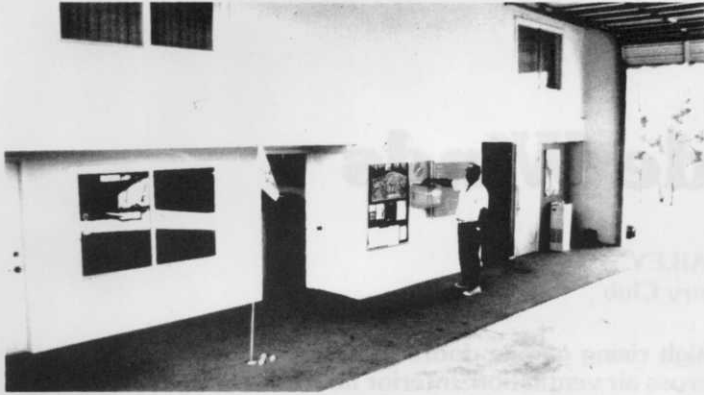


No, it is not the Taj Mahal. It's Steve Pearson in front of superintendents office at Boca Groves.



East Pointe Maint. Bldg. is well landscaped with high perimeter fence to harmoniously blend with environment.





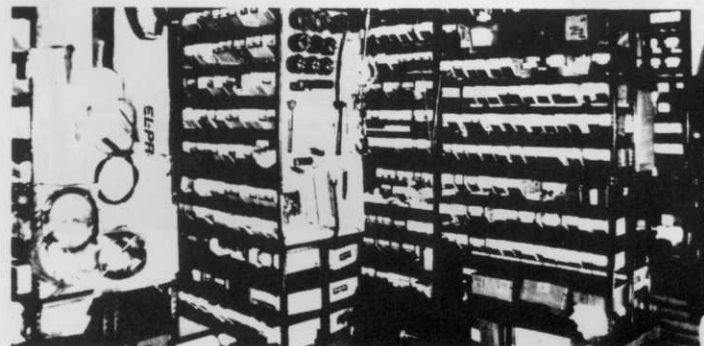
Boca Greens interior reveals office, lunch room, time clock area along with unique practice putting green.



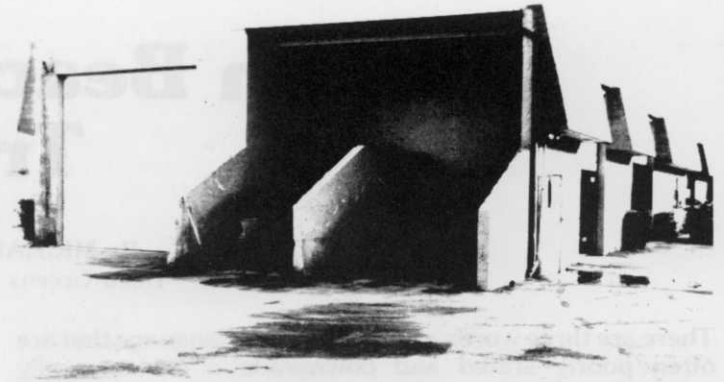
Atlantis C.C. Supt. Office with golf pictures and golf artifacts that depicts a clean organized office.



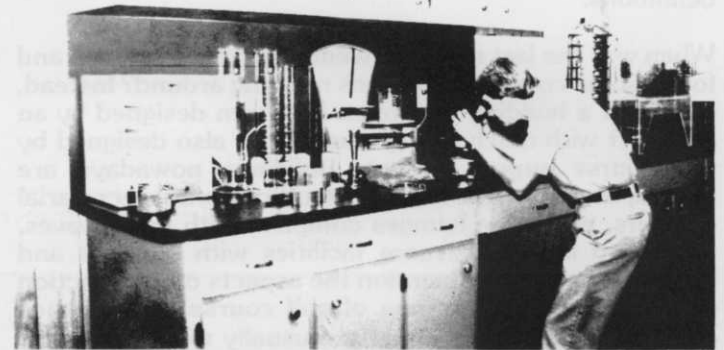
Boca Groves Lunch Room: everything from the kitchen sink to microwave oven, magazine rack, and full length window.



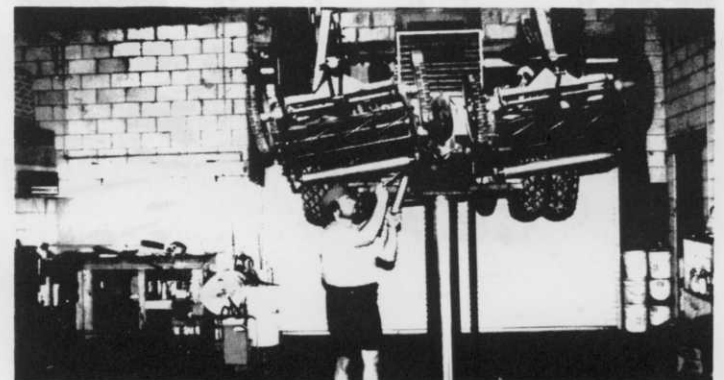
Del Aire's parts room is stocked for major repairs and organized with labeled bins and good inventory control.



Boca Greens soil bins individually partitioned with roof overhand and high rising garage doors for easy entry.



Jim Watkins of C.C. of FL. possesses an elaborate inhouse soil laboratory capable of many useful tests.

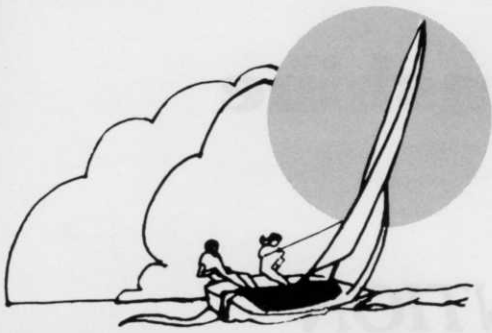


Boca Groves shop repair area utilizes a hydraulic lift to the max, as fairway unit access is greatly increased.



Del Aire's organized shop area. Note elaborate preventative maint. program on wall revealing pertinent info.





# Suncoast Sails

by ALLEN HANCHEY  
Meadows Country Club

Fertilization during the fall and winter months probably has as great of an effect on the success of our golf course during the season as any other single maintenance program. At this time of the year there may not be a chance to "catch up" once behind on a fertilization program. Due to the distinct possibility of several heavy frosts between December 15 & March 1, the turf must enter this period in top nutritional condition. For this reason most superintendents in this area consider September, October and November as key months in preparation for the winter season.

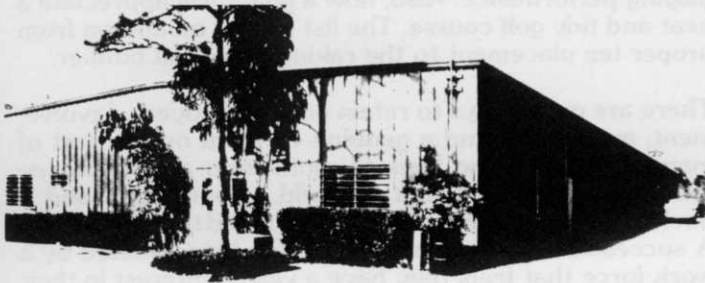
In general, fertilization of fairways is increased to 1 lb/1000 or more of N during the months of September, October and November. Some sample programs include: 1) Larry Weber, Palm Aire Country Club — 1½ lb. N/1000 from 16-4-16 with 4 units IBDU & minors in September and six weeks later 1 lb. N from 16-4-8 containing minors. 2) Hugh Bebout, Sara Bay Country Club — one or more applications of a chemical fertilizer followed by one or more applications of an organic fertilizer. Hugh feels that an organic fertilizer will tend to stay in the root zone

enabling the roots to stay warmer during the middle of winter or dormant period. 3) Mac Bough, Longboat Key Club — one application of 8-1-3/kerb at 1 lb N/1000 during September followed in October by application of 5-10-15 at 1 lb N/1000. 4) Allen Hanchey, Meadows Country Club — September application of granular 16-4-8/minors if a specific need to bring nutrition back into balance as a result of soil test or use liquid injection system 12-0-6. In general apply 1 lb./N/1000 per month thru season. In general, potassium levels are obviously increased.

For greens, fertilization is also at a rate of 1 lb. N/1000 per month. Weber alternates application of 9-3-6 containing sulfur coated urea and 8-1-8 containing IBDU approximately every two weeks, whereas Bough uses straight IBDU once per month supplemented by foliar applications of ferrous ammonium sulphate and potassium nitrate.

Although methods and materials used certainly will differ from course to course, the objective of fall fertilization is certainly to have the turf in top nutritional condition for the season. ■

(Continued on Page 68)



Frenchman's Creek maintenance building is perhaps one of the largest covered buildings in the country.



Frenchman's interior displays massive floor area allowing all equipment to park within the interior at night.



Highridge C.C. exemplifies properly locked metal chemical room door with signs posted and fire extinguisher.



Boca Greens chemical room is designed with easy entry, concave floor with drain, sink, and outside hose bib. ■

# South Florida Sunshine

By BRAD G. KOCHER  
Inverrary Country Club

## EMPLOYEE RETENTION

Our employees are the working strength of the golf course industry. They are the individuals who have the task of physically accomplishing the work assignments. Their efforts give the owners, managers, golfers, golf pros and golf course superintendents the course conditions they desire.

Employees needs and desires are the motivations that usually compel them to remain or to leave a particular job. I believe that most employees would rather remain at their job rather than search out and find another. It is more often than not, corporate policies, improper management practices or poor supervision that cause an employee to leave his job.

In the majority of cases, if people are treated fairly, they will respond with productivity and longevity of employment. This results not only in a happier employee who has a willingness to work, but who will wish to remain working for the same company for a longer period of time. There will be less employee turnover, and ultimately, less employee retraining. It is difficult to estimate the cost of retraining a worker in the golf course maintenance industry. However, because of the vast variety of jobs that a good maintenance employee must perform, the retraining time is great.

The overall cost is even more amplified because the man doing the retraining is generally a higher paid supervisor. The supervisor has to spend a great deal of time with a new worker, and is robbing time from the daily scheduling and monitoring of other employee activities.

The attention paid to all employees is crucial to the overall operation. Surveys have been conducted that show the main area of job-related workers concern is recognition. People want to know that they are appreciated in their work and how they as an individual are performing. Good performance justifies compliments or merit pay increases and possible promotions. In adequate performance certainly justifies acknowledgment that there was poor performance and may possibly reprimand.

Employees need to know where they stand and that their work is appreciated. A group of employees was asked what their needs were in order of importance. "Appreciation of work" was most important in the opinion of the employees taking the survey, with "feeling in on things" rated second. Wages rated fifth!<sup>1</sup>

In the same survey, a group of supervisors rated that they felt to be their employees greatest needs. In the majority of cases, the supervisors chose wages as number one. The actual and perceived statistics were notably different.

This should stress an important fact. We all want to be recognized for our efforts.

Inadequate performance, needs also to be discussed, because we do not wish to suggest that only compliments should be passed out. On the contrary, if we do not criticize as well as compliment, most employees will think that their supervisors are not really paying attention. They may tend to surmise "Well, the boss doesn't care, why should I". Or, they may see a bad employee get away with poor job performance, tardiness, absenteeism or other policy violations without being reprimanded. Then, they may figure if other employees can get away with it then they can as well. A negative work attitude develops and before you realize it, there is a real morale problem and you as a supervisor have lost control and respect of your employees.

Meetings are also a good time to educate your people how their performance affects overall club operation and how it affects a golfer's round. They should be aware of proper cup cutting methods, and how this affects the golfers' playing performance. Also, how a golfer will appreciate a neat and tidy golf course. The list can go on and on from proper tee placement to the raking of a sand bunker.

There are many ways to retain good employees. Involvement, awareness, and a genuine concern on the part of management are the keys to motivation and employee retention. It is important to build a foundation and a nucleus of people who are working toward the same goals: A successful and profitable operation being staffed by a work force that feels they have a vested interest in their future.

<sup>1</sup> Supervisors Handbook on Maintaining Non-Union Status - Alfred T. Demaria ■

### WELL AND PUMP INSTALLATION

Specializing in  
Deep Well Turbine Pumps - Service and Repair  
Maintenance Program Available

**MAXSON**  
WELL DRILLING, INC.

3328 N. E. 11th Ave.

Oakland Park, Fla.

Phone 564-3419