



CHIPCO® 26019
HAS BEEN
CONTROLLING
DISEASES
FOR A LONG TIME,
FOR A LONG TIME.

Years of excellent, long-lasting performance have made CHIPCO® 26019 fungicide the leader in its field.

When it's your business to keep turf healthy and handsome, you don't wait for disease to break out. You strike first and play for keeps.

That's why thousands of superintendents base their disease control programs on CHIPCO 26019 fungicide.

It's unsurpassed at controlling the major turf diseases, like Helminthosporium Leaf Spot and Melting Out, Dollar Spot, Brown Patch, Fusarium Blight, Red Thread, Fusarium Patch and Gray and Pink Snow Molds.

And it stays on the job longer, giving up to 28 days of protection for a lower cost per day.

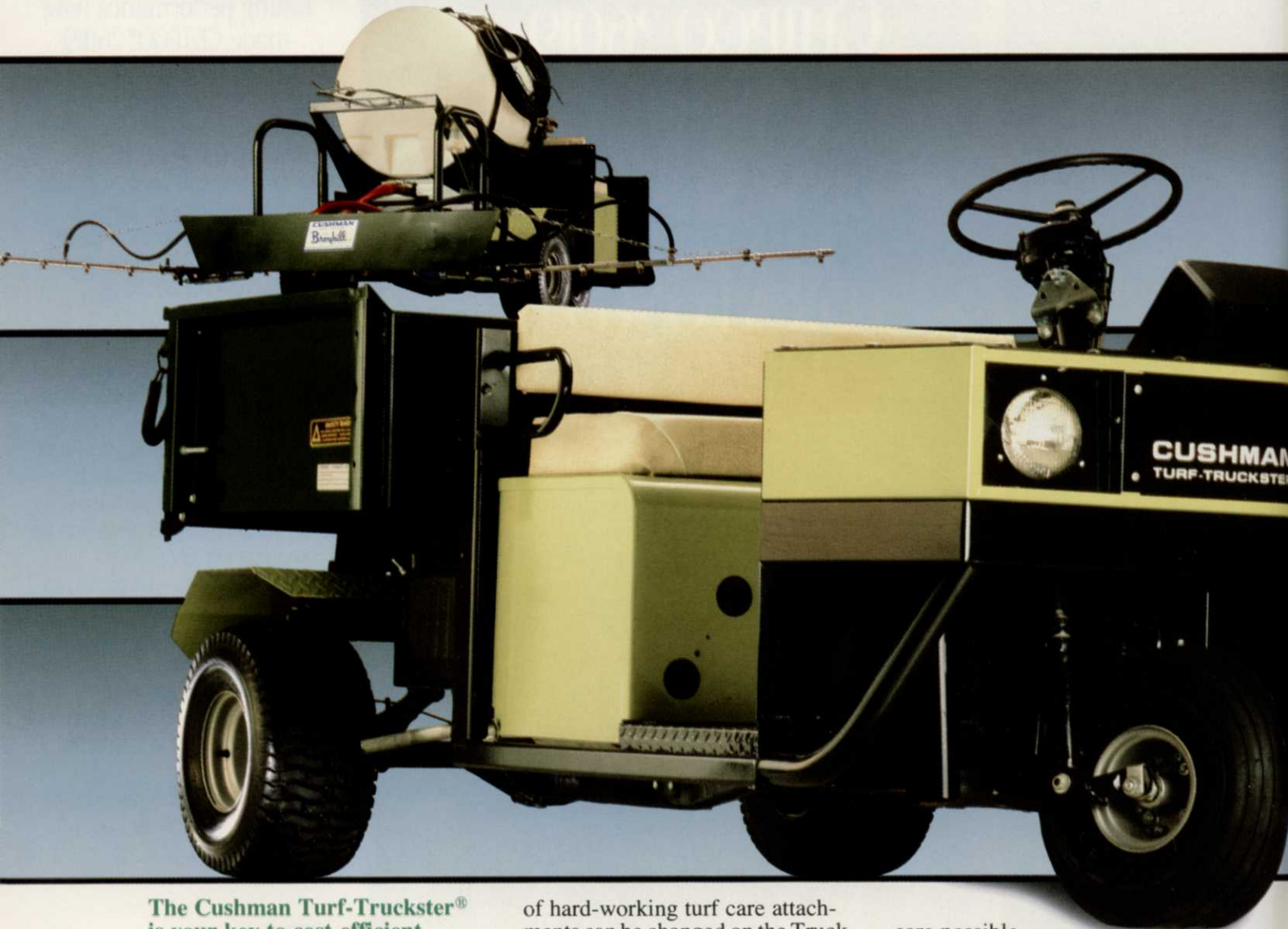
Add a few extras — no phytotoxicity, low toxicity, pesticide compatibility, and no corrosiveness — and you've got a fungicide that's earned its place as the standard of the industry.

Use CHIPCO 26019 this season and you'll stay with it for a long time to come.

Rhône-Poulenc Inc., Agrochemical Division, Monmouth Junction, NJ 08852. 

CHIPCO
26019
Taking care of business.

Built like a truck... works like a fleet.



The Cushman Turf-Truckster® is your key to cost-efficient turf care.

You get more mileage out of a Cushman Turf-Truckster because it's not only built to go the distance, it's designed to do more jobs, and do them better. Because no other turf vehicle gives you the rugged versatility of Cushman's exclusive pin-disconnect system.

The pin-disconnect system puts it all together.

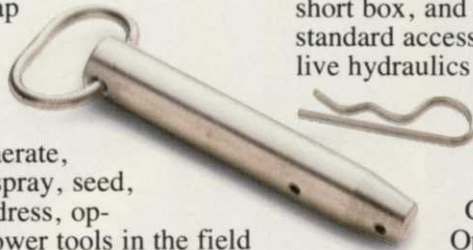
The industry's largest selection

of hard-working turf care attachments can be changed on the Truckster in just minutes. No bolting. No tools. Just snap in two or three pins, and you're ready to go.

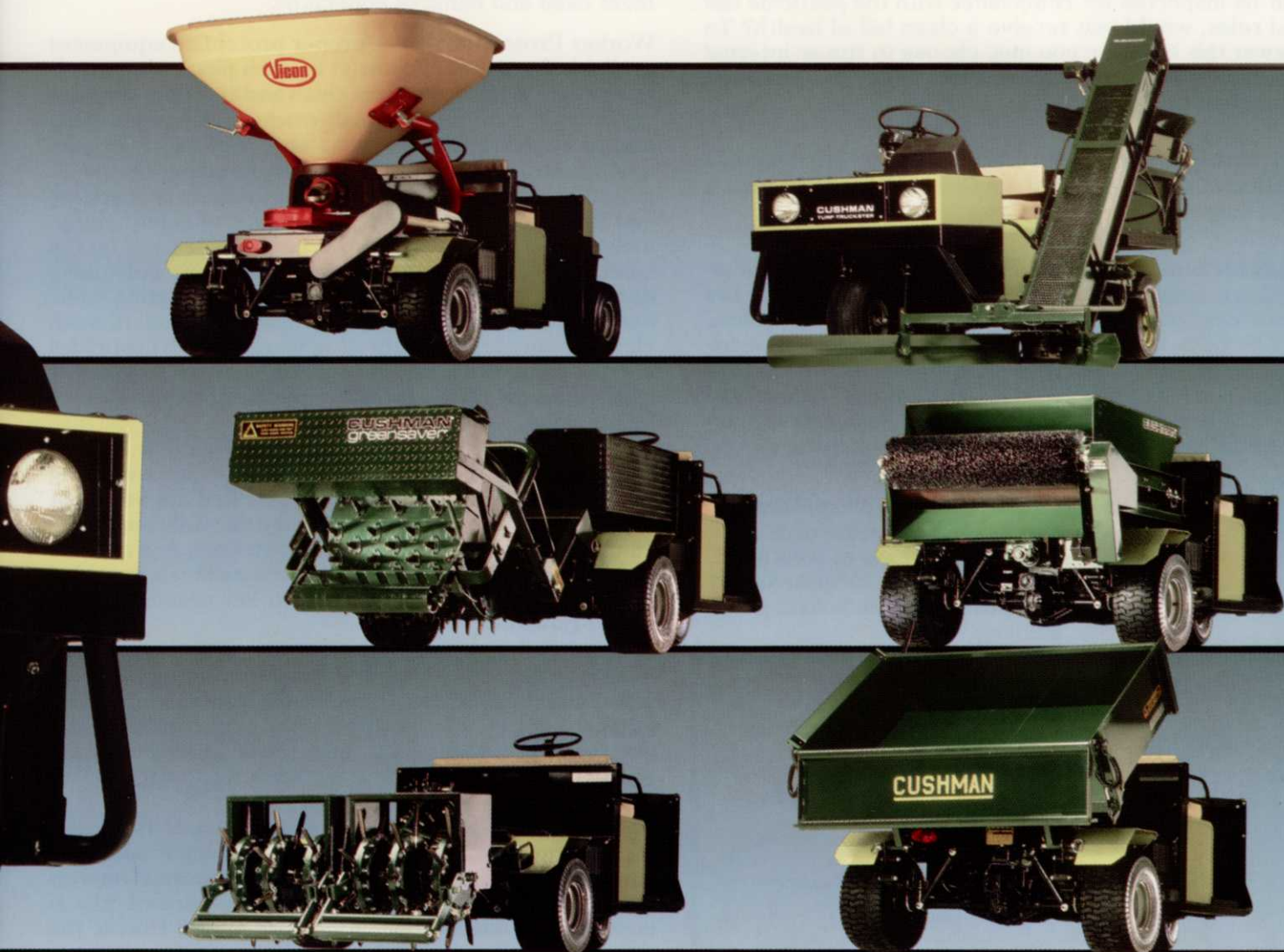
You can aerate, haul, dump, spray, seed, fertilize, top dress, operate small power tools in the field — now you can even pick up cores. You'll save time, stretch your budget, and give your turf the finest

care possible.

Bar set, drag mat, flatbed box, short box, and Power Converter are standard accessories. Add optional live hydraulics and you can add shortbox dumping, flatbed box dumping, the Quick Aerator, and the Greensaver Aerator. Optional PTO for the spreader/seeder, Vicon Spreader, Cushman Top Dresser, 100 or 150-Gallon sprayers, hand gun and



ARE YOU IN VIOLATIONS?
 PESTICIDE INSPECTION -



boom completes your single-vehicle work fleet — almost.

Introducing the new Cushman Core Harvester.™

The newest addition to the Cushman Turf-Truckster fleet saves time and cuts labor 75% on greens aeration. Because with live hydraulics and the new Cushman Core Harvester accessory, one person can do the work of four.

The Cushman Core Harvester glides gently over the green to scoop

up cores left from walk-behind aerators. So, you can free up your grounds crew for other jobs, and get golfers back into play faster than ever before.

More years of heavy use.

With all the work your Truckster will do, it's got to be tough. And it is. The Truckster's rugged, carbon-steel channel frame and heavy-duty suspension are designed to withstand years of pounding under a 1,900-lb. maximum load. Cushman's work-proven, easy-

maintenance 22-hp. gas engine has plenty of stamina to pull tough loads over the long run.

A lesser turf vehicle simply won't do if you're tackling tough turf maintenance jobs thousands of hours a year, year in and year out.

For more information or a free demonstration of what the Cushman Turf-Truckster can do for you, contact the Cushman dealer nearest you today. Or call toll-free: 1-800-228-4444.

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BUILT TO LAST

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PESTICIDE INSPECTION — ARE YOU IN VIOLATION?

Should your business, research center or departmental unit be inspected for compliance with the pesticide law and rules, would you receive a clean bill of health? To answer this question you may choose to run an internal inspection audit of your operation using the following inspection format:

Certification: Are all persons who apply restricted-use pesticides (RUP) certified applicators? Do they hold a valid license?

Pesticide Storage and Use: Are RUP's stored in a nonhazardous, orderly and secure fashion? Are any of the pesticides cancelled, suspended, (e.g. DDT, Aldrin, DBCP, EDB, etc.) or otherwise subject to special restrictions (e.g. Temik, Toxaphene, 2, 4-D etc.)? Are the pesticides labeled or registered for applications to targets to which they are being or were applied? Do you have shipping and use records for each product in storage?

Records: Do you have records relating to all applications of RUP's for the past two years? These records shall include for each operation—date and time of treatment, person authorizing treatment, location, crop or target area, total acreage treated, pest to be controlled, pesti-

cide used and application rate, type of application equipment used and name of applicator.

Worker Protection: Is the proper protective equipment available for the applicator(s) of each pesticide in storage or use? Is the equipment clean and in proper working condition? Are unlicensed workers mixing/loading and/or applying RUP's? If so, have they received adequate instructions and training for handling the pesticide? This shall include instructions in safety procedures and precautions, proper use and care of safety equipment and clothing required to be worn or used by the label, common symptoms of pesticide poisoning, dangers of eating, drinking smoking or toileting while handling or applying the pesticide, and the need to wash clothing worn and to bathe after working with pesticides and the name and location of nearby medical facilities at which emergency treatment for pesticide exposure may be obtained.

What is the number of noncertified applicators working under the direct supervision of a certified applicator at any one time? A certified applicator can only supervise 15 unlicensed applicators at any one time. Are medical examinations, including cholinesterase levels provided for applicators, mixer/loaders or other personnel handling pesticides?

Mixing and Loading: How are spray solutions measured, mixed and loaded? Is the applicator equipment (hoses, pumps, nozzles, etc.) in good operating condition and not leaking? Who mixes and loads the application equipment?

Application: What type of equipment is used? Is it suitable for the intended purpose? Do you have adequate control over pesticide drift? What are the normal operating routines, e.g. timing, maximum wind speed, placement, etc. in which applications are made? How is the equipment calibrated and what is its state of repair? Are nozzles replaced when needed?

Disposal: What is the normal treatment and handling procedures for disposal of bags, cans, drums, etc.? What is done with container rinsates? Have all used containers been triple rinsed or otherwise treated according to label directions? Can containers that are ready for disposal pass a swab test? Where do you dispose of containers—recycle, dump, burned, buried, etc.? What happens to excess spray solutions left over at the end of a daily spray operation? What happens to the washdown water generated from the cleaning of applicator equipment? Do you have excess concentrate or dilute pesticides being held for disposal or other disposition? How is the final disposition to be handled? Will the site pass a pesticide residue analysis? Is the site environmentally sensitive? Are there drainage problems? ■

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Power Trim Edgers
Lely Spreaders
Standard Golf Supplies
Florida Turf Sprayers
Broyhill Sprayers
Olathe Turf Equipment

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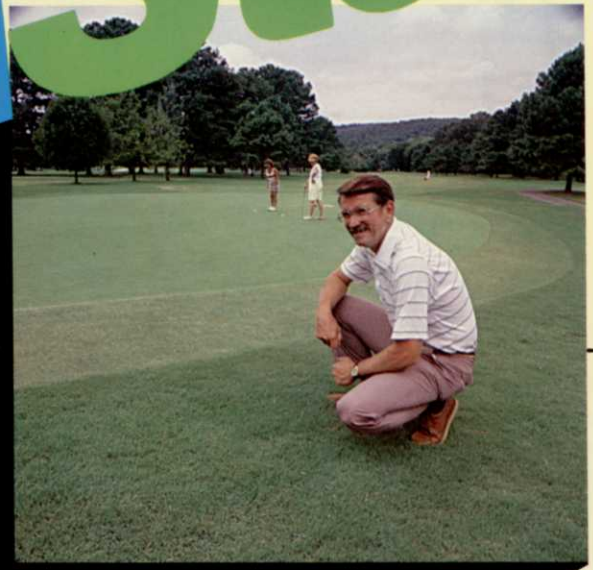
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Chemically Speaking

June, 1986

RegalStar™



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Dick Schultz, Certified GCSAA, Atlanta Country Club . . . checks his 100% RegalStar results.



Knotweed, Spotted Spurge, and Chickweed, are three noxious annual weeds that other herbicides commonly fail to control. But where others fail, RegalStar succeeds . . . 100% weed-free turf is the standard result, not possible

with herbicides that fail to control all the weeds. Just one application lasts **all** season. You too can get these results. It all comes from the synergism of RONSTAR®¹, NITROFORM®², and BALAN®³.



For the Best Herbicides

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²NITROFORM® (Nitrogen) is a registered trademark of BFC Chemicals, Inc.

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Palm Beach Trade Winds



By: Mike Bailey
The Falls Country Club

I've Got the Deed in my Hip Pocket

Would you manage your golf course any differently if you were the owner and the money was actually your very own? Our first natural defensive reaction to this question should be, "Of course not, I already operate the golf course to the very best of my ability!"

Perhaps this is true, especially from our point of view. But what about the individuals who lack the technical expertise to truly understand why we spend so much money on maintenance, when they know they can operate the department far better for far less.

Surely you've had someone propose to you, "If you can operate this golf course for less money, I'll give you the

difference." To the extreme, we could initiate many cost-saving measures such as less frequent mowings, top-dressing greens with just any sort of sand, rebuilding old equipment rather than purchasing new, eliminating your employee's vacations, and perhaps even eliminating your preventive fungicide programs. We might try this ploy for a few months. However, after the greens become too shaggy and hard, the old equipment just can not be repaired again, the employees resign, and ultimately, the greens die of a pythium outbreak, we would quickly return the money and want our job back.

This is the heart of the problem. The owners agree that we should receive the full 100% value of every dollar that we spend. I believe that if we could convince our owners that we do manage our department as if the money spent were our very own, we would overcome the economic barrier and the owner would feel at ease.

Somewhere there is a happy median blend between being frugal and being wasteful. Let us analyze a little deeper the difference in philosophy between the owner and the employee relationship. In our profession, we have been formally educated to manage the golf course to optimal conditions. This does not come cheaply! We are often severely criticized and compared to the course down the road where, too often, they also are striving for ultimate perfection. This competitive factor automatically drives the budget upward. If that club invents the wheel and incorporates an innovative process you can bet that your club will soon follow suit. You can see that we have influenced to overachieve, not underachieve. How can we back down from the overachieving philosophy, yet strive for ultimate dollar value?

Perhaps the best way to analyze philosophy is to visualize your expenses as if the money spent were your very own. First off, we might change some policies. However, seldom can policies be altered greatly from their present concept without some sort of ultimate reduction in overall quality. If we were to become more frugal, we might not purchase the very best product. Will your second choice prove to be inferior? Probably so. You can't get something for nothing.

Maybe we will purchase cheaper grades of fertilizer. I'm sure you've had someone comment to you, "The local

(cont. on page 17)



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Behind our own good name are a lot more good names.



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(cont. from page 16)

hardware store is having a sale on 6-6-6 for only \$3.99 a bag!" It's immaterial that your greensmix fertilizer is six times better and only three times more expensive. The layman can only comprehend the fact that his 50 lb. bag of fertilizer is less expensive than your blend.

Maybe we could topdress the greens next week with that sand out back in the woods. Who cares if the material contains a few weed seeds and the particle sizes are too fine. The point is, the stuff is cheap and who will ever know the difference, once you pick out the shell rock. Sand is just sand, Right? Obviously we go to great lengths to lab test our existing soil and purchase the material which is best suited for sound agronomic growth. Such factors as pH, CEC, particle sizes organic content, and sterilization are key elements when ordering content, and sterilization are key elements when ordering the proper blend greensmix.

How about the superintendents who oversee. I know you can purchase last year's seed at reduced rates, not to mention some of those fancy high breeds cost far too much when common types are cheaper. After all, our priority is to make the greens look green, Right? Who cares that high breed varieties are more resistant to disease and drought, tolerate lower mowing heights, and are superior in color.

Maybe we could cut costs by spraying a curative program rather than a preventive one. I bet we could save more than 50% of the chemical budget. Don't worry about the fear of quick striking pythium disease wiping out an entire green or two within 24 hours is not caught in time, or the fear of insects gnawing on the manicured greens the day before your member/guest tournament. Much like an insurance policy, the additional cost for a preventive spray program far outweighs the potential risks.

What about equipment repairs? Maybe we could try to eliminate new equipment purchases by simply rebuilding the old for less money. This theory holds true only up to a certain point when, finally, new equipment is justified. To an outsider, it seems rather difficult to appreciate that new turfgrass mowing machinery can cost more than a new Mercedes. However, in the manufacturing world, turf equipment is considered to be relatively low volume production and therefore justifiably expensive to produce. When an automobile turns over the one hundred thousand mile mark, we quickly think of trade-in time. In our business, however, it is common to pour money into old equipment although it would have been economically more sound to trade and purchase new.

Speaking of machinery, what about purchasing after-market parts at less than original equipment manufacturer's cost. Sometimes this application appears effective. Whether the part be a bearing, seal, belt, tire, or whatever, more often than not certain specifications have been cut short. This is probably one of the most altered programs within our budget. There are risks to encounter. Contemplate the inferior strength of a whiling blade shattering, resulting in a liability suit that would be difficult to win in court.

Let's go onto the next area—people. How can we cut

costs here? Nowhere, because money speaks! In order to get good people, you have to pay good money. Sure, there are incentives, but if you take away the incentives, you can bet the employee will move on. Every year at budget time, I hear employees moan and groan because they aren't getting paid enough. What is considered enough? I believe the answer lies within the employees motivated attitude. As long as the desire exists, the employee will be productive if he is justifiably rewarded. The employee must be paid above the average norm. The Palm Beach chapter of the FGCSA conducts an excellent yearly survey that can be a valuable management tool for both the employee and the employer. Money is not everything, although more often than not this appears to be the case. The employee must feel totally fulfilled with insurance benefits, vacation pay, sick days, yearly Christmas bonuses, uniforms, and good working conditions.

At the end of the year when budget reviews preclude even a token raise, employees look elsewhere for better pay or benefits. Many clubs are experiencing greater turnover because of these budget cutbacks or minimal percentage increases. Additional training costs coupled with lower productivity due to new employees, tends to outweigh the money theoretically saved from raises. If we try to cut corners in the payroll department we will realize very little, if any economic gains.

In review, after analyzing the budget from fertilizer purchasing to the human factor, there is very little to take off the top. Perhaps we can cut the budget or reduce the percentage increase for a few years, but this only a short term gimmick. All will soon turn sour.

I believe that we, as professional golf course superintendents, manage the maintenance budget to the best of our ability. To the outsider it may appear that we are extravagant, excessive, and wasteful. Yet, when making equal comparisons with other equal-status clubs, there will seldom be a great difference in operational costs. The best way to put this into perspective is to pretend that "I've got the deed in my hip pocket and I will operate this business as if I were the owner." ■

NEW ROPE STAKES EASIER TO USE

Standard Golf Company is adding two new products to their line to help you rope off problem areas or provide crowd control easier and more economically than ever before.

Rope stakes from Standard Golf have a specially designed loop at the top that make stringing and removing rope easy. Eliminate tedious threading of rope, and still hold the rope securely in place.

Stakes are finished in bright yellow thermosetting powder coating for high visibility and long life. Matching yellow 1/4 inch polypropylene braided rope is also available in 500-foot spools.

Now, both stakes and rope are available from Standard Golf Distributors to make ordering easier. ■

In The Real World,

The Education Continues . . .

by Cheryl Jones

Just when you thought you knew it all. . .WHAM. Let's talk freight train in the face feelings here. Fresh out of school, smug with the feeling of ACCOMPLISHMENT - of finally *arriving* but arriving only to find out how wet behind the ears you really are. If only your new fairways were as "green" as you!

A young man graduated from Lake City Community College in April and entered the golf course profession. The transition went smoothly. When asked what was the most difficult aspect in making this transition from school to his Assistant Superintendents position, he replied "getting your plans accomplished." Projects that look absolutely beautiful on paper, with all the "I's dotted and "T's crossed, in reality may not see the light of day unscathed. Those plans must come face to face with the dreaded unforeseen and uncontrollable circumstances. Included in (but certainly not limited to!) these are the following:

- 1) Weather
- 2) Employee personality conflicts and absenteeism
- 3) Supplier delays
- 4) Owner's suggestions - which you want to implement

as quickly as possible, but may have to alter your non-essential plans to do so.

Let's look at a typical day, and eliminate many of these hypothetical circumstances. The day is bright and sunny, your outstanding crew gets along together very well and all show up, the owner is happy and satisfied with your progress - but late this Monday afternoon your herbicide supplier calls to say your delivery, due tomorrow, will be a little late. An unforeseen and uncontrollable circumstance has just reared its ugly head. It's frustrating to be a day behind in your carefully laid-out plans. It's even more frustrating to fall a week behind. The herbicides are finally delivered late Saturday afternoon. Since it looks like rain you don't begin to apply the chemicals. How bright you were, you congratulate yourself as it begins to rain on Sunday morning. By Sunday afternoon the steady light rain has become a steady downpour. Driving home from the course Sunday night, you assure yourself that the weather will clear, and your plans will be accomplished tomorrow. Have you forgotten Murphy's Law?

Your dependable employees all slosh in cheerfully on Monday. . .wade in on Tuesday. . .swim in on Wednesday. . .row in on Thursday. . .and by Friday you haul out the old pontoon boat, skim lightly past the alligators on the lakes (which used to be your fairways) to rescue an indomitable golfer stranded on a high tee. On Saturday you snorkle out to check your drains and come to the conclusion that this indeed is one of those unforeseen and uncontrollable problems.

Sunday dawns bright and clear, and your whole crew voluntarily shows up to help clean up any damage. Shortly thereafter, your employees report that your carefully pampered greens are now lovely lime-green and buttercup yellow colors. And the television weatherman grinningly announces that you can expect rain, rain, and more rain for the next two weeks. College instructors never gave you a "WHAT TO DO IN THIS SITUATION" manual. . .

One lesson this former student learned outside the lecture halls is how very valuable a good employee can be. Those rare gems who are prompt, reliable, trust-worthy, take the initiative, "work-plus" and have common sense are worth their weight in gold. All the meticulous planning in the world will not lead to timely accomplishment without good employees. What follows is a list of incentives our new assistant Superintendent will attempt to implement to KEEP his good employees.

1) WAGES GOOD

After spending years on the other side of the desk this concept is underlined. You get what you pay for.

(cont. on page 20)

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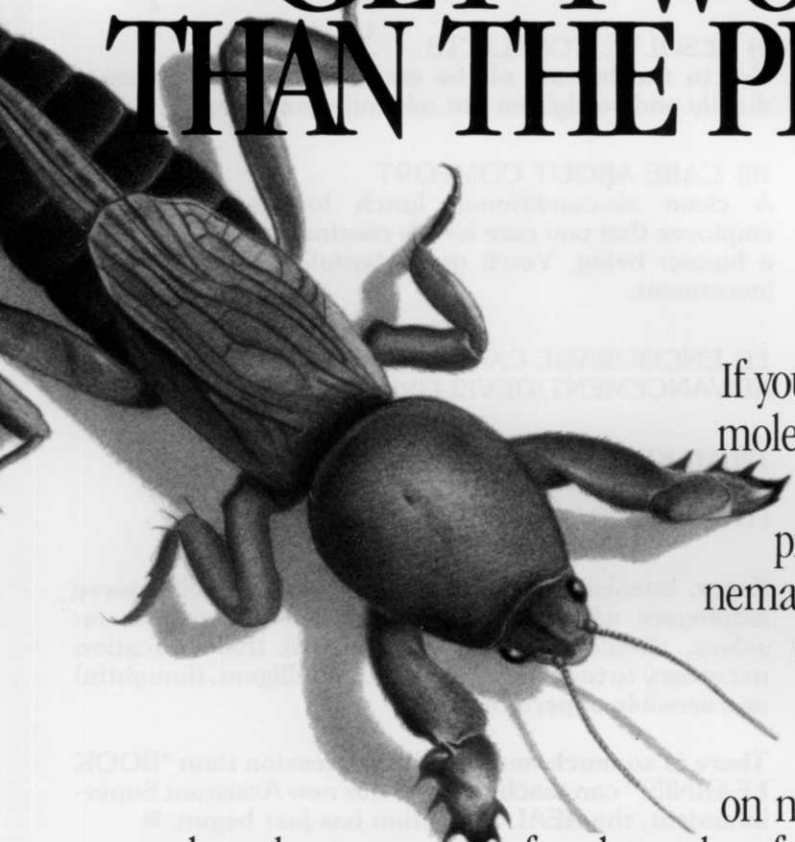
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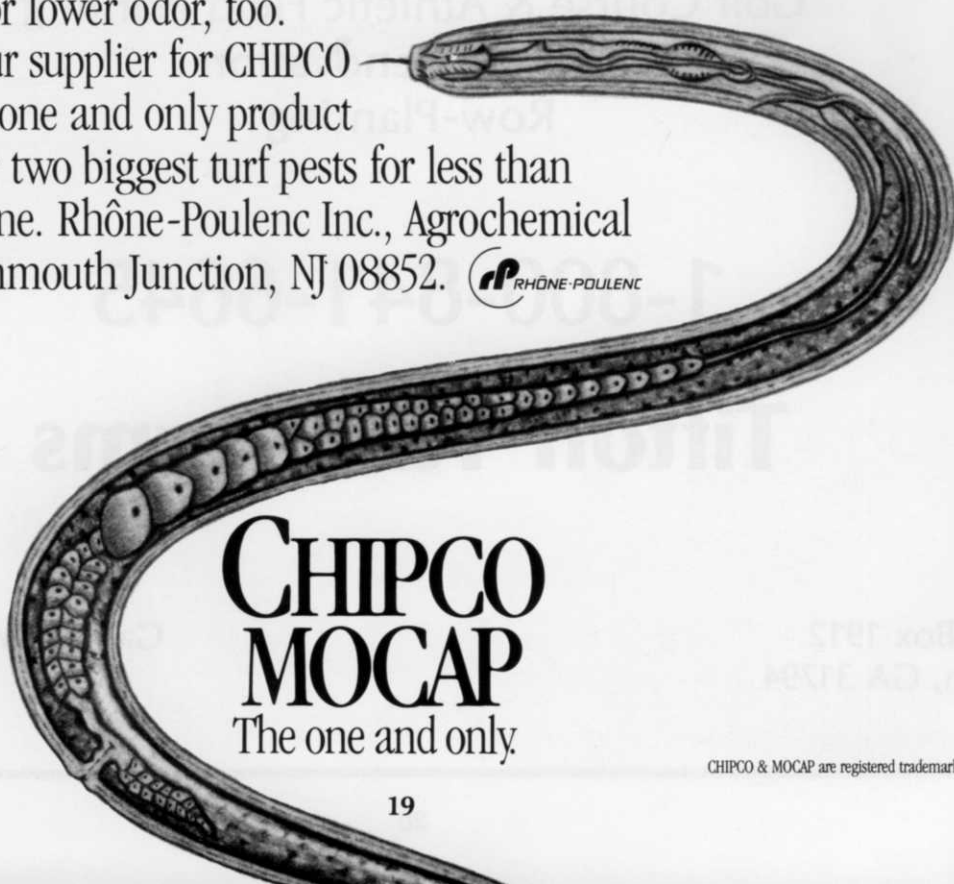


If you're using more than one product to kill mole crickets and nematodes, you're wasting money. Because, in Florida, there's one product — CHIPCO® MOCAP® insecticide/nematicide — that effectively and consistently controls both for less cost than products that control only one.

CHIPCO MOCAP works fast, not only on nematodes and mole crickets but also on

a broad spectrum of grubs and surface insects. It can be used on Bahia, Bent, Bermuda, Centipede, Fescue, St. Augustine and Zoysia turfgrasses. And now it's formulated for lower odor, too.

Ask your supplier for CHIPCO MOCAP...the one and only product that gets your two biggest turf pests for less than the price of one. Rhône-Poulenc Inc., Agrochemical Division, Monmouth Junction, NJ 08852.



**CHIPCO
MOCAP**
The one and only.

(cont. from page 18)

2) BENEFITS

This is another *BIGGIE* to provide if at all possible. A health insurance option is a large Plus to the good employee with three kids at home.

3) EQUAL TREATMENT

Show no favoritism. Bad feelings produce poor work.

4) PRAISE

Everybody needs strokes. If a job is well done, a pat on the back with sincere thanks costs nothing but goes a long way.

5) GENUINE CONCERN

A troubled employee may have difficulty producing. Show your employee that you care and are available to listen.

6) ENCOURAGE INPUT

Answer your employees questions and invite him to ask questions when he needs clarification of his work. Encourage suggestions! All those paid eyes on the course may see ways to cut costs and time spent that you have overlooked.

7) SHOW INTEREST IN DAILY PROGRESS

Ride around when you can to check on the progression of work. Knowing the boss is interested enough to get down and show the employees the best way to lay sod — and why — sparks interest and renews effort.

8) PROVIDE WELL-MAINTAINED EQUIPMENT

An employee should expect that the mower he takes out

in the morning will not break down a dozen times before noon, wasting both his time and your money. At no time should an employee feel qualms about the safety of operating his machine.

9) RESOLVE CONFLICTS

Get to the bottom of the employees conflicts immediately and straighten out misunderstandings.

10) CARE ABOUT COMFORT

A clean air-conditioned lunch lounge shows the employee that you care for his comfort and value him as a human being. You'll get a tenfold return on your investment.

**11) ENCOURAGE CAREER
ADVANCEMENT/DEVELOPMENT**

**12) MAKE AVAILABLE TRADE
Publications
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Eager, intelligent, thoughtful and sensible golf course employees who show an interest in bettering themselves, should be encouraged to get that education necessary to turn them into eager, intelligent, thoughtful and sensible superintendents.

There is so much more to this profession than "BOOK LEARNIN'" can teach you. For our new Assistant Superintendent, the REAL Education has just begun. ■

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