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for weekends. They work a half day on Saturday and Sunday every other weekend so that their time equals 40 hours per week. They start at the same time as weekdays and do the morning jobs and leave by 9:30 a.m. weather permitting.

Other divisions of the maintenance program include a golf course/landscape horticulturist, Lisa Swing, and landscape supervisor, Jim Jarrett.

Horticultural aspects include planting and maintaining all annuals in the complex and other sites located on various properties nearby. A crew of three is included in this division.

Landscape pertains to all common ground areas, entrances, sales office, model homes and pro shop and lounge areas of the clubhouse. A crew of nine represents the landscape segment.

We have three full-time mechanics led by the head mechanic, Don Hespeler. This crew is responsible for conducting daily preventative maintenance on the equipment and trouble shooting and solving equipment failures in the field.

Crew meetings are held "as needed," usually every two to three months. This helps to keep all employees informed on company policies, staff changes, extracurricular activities, safety guidelines, etc.

It is also an opportunity for group questions and answers, complaints and frequent thank you's for jobs well done. Our supervisors meet at least once a month to cover any changes, share information and discuss morale builders or other related matters.

Course inspection is done daily. My

assistants, supervisors and I keep up on what has been done and needs to be done so that it can reflect on our scheduling for assignments. Woody Wilson, who is our spray technician, uses his eyes to spot any weed, insect and disease trouble on the course. Handled properly and efficiently, these "problems" are not quite the headache they could be.

We're in constant communications with pro shop personnel, as well as each other, via radio communications. Sprinkler heads running or a missing flag pole can sometimes be noticed quicker by a golfer and reported. Information obtained from the pro shop (tee times, last golfer, etc.) is valuable to us during our watering, overseeding or spraying.

Special events for Black Diamond include several major member and member-guest tournaments. We also host the Big League Challenge-Dodge Shootout and the Ted Williams Celebrity Tournament.

Events like these give our crew a chance to shine. Black Diamond is a gem among many and for most, to see it for the first time is breathtaking. It is always nice to hear compliments on the hard work we've done all year long. Even though we're proud of outside compliments, our members' opinions are of the utmost importance.

Each one sees the course on a regular basis and it's their opinions that have the most impact. But for the members who see it every day, to give compliments, is very special.

Therefore, special events are treated

as a usual day. Major differences are pulling in everyone from all divisions to get the golf course ready to play for earlier tee times and shotgun starts.

We hand rake traps that are usually done with the sand pro. We double walk mow greens to give them a nicer appearance and a smoother faster roll of the ball. All areas are checked and double checked so we know the course is in the best possible shape.

Sometimes it can get very hectic if a problem arises with a walk mower, so we keep a mechanic out on the course with a radio if he is needed for a quick repair. Backups are ready in the shop if a breakdown requires a major repair.

All in all, things run smoothly and it's nice to know your job is done for the day and we can turn the course over to the pro shop personnel.

Paperwork is an everyday tribulation. Our very able secretary, Margaret Sterbenc, has all paper work laid out on appropriate desks to be reviewed and signed. Reports and budgets are usually done in the office and at home.

Quiet time is the best time to dive in and accomplish mental tasks without interruption. Budgets are due on a monthly and yearly basis.

Continuing education has proven invaluable for me and my staff. From the mechanics to the landscapers, we feel that updated information and the latest technologies are very beneficial to us in our rapidly changing industry.

Time permitting, we try to attend all the special functions we can to enhance

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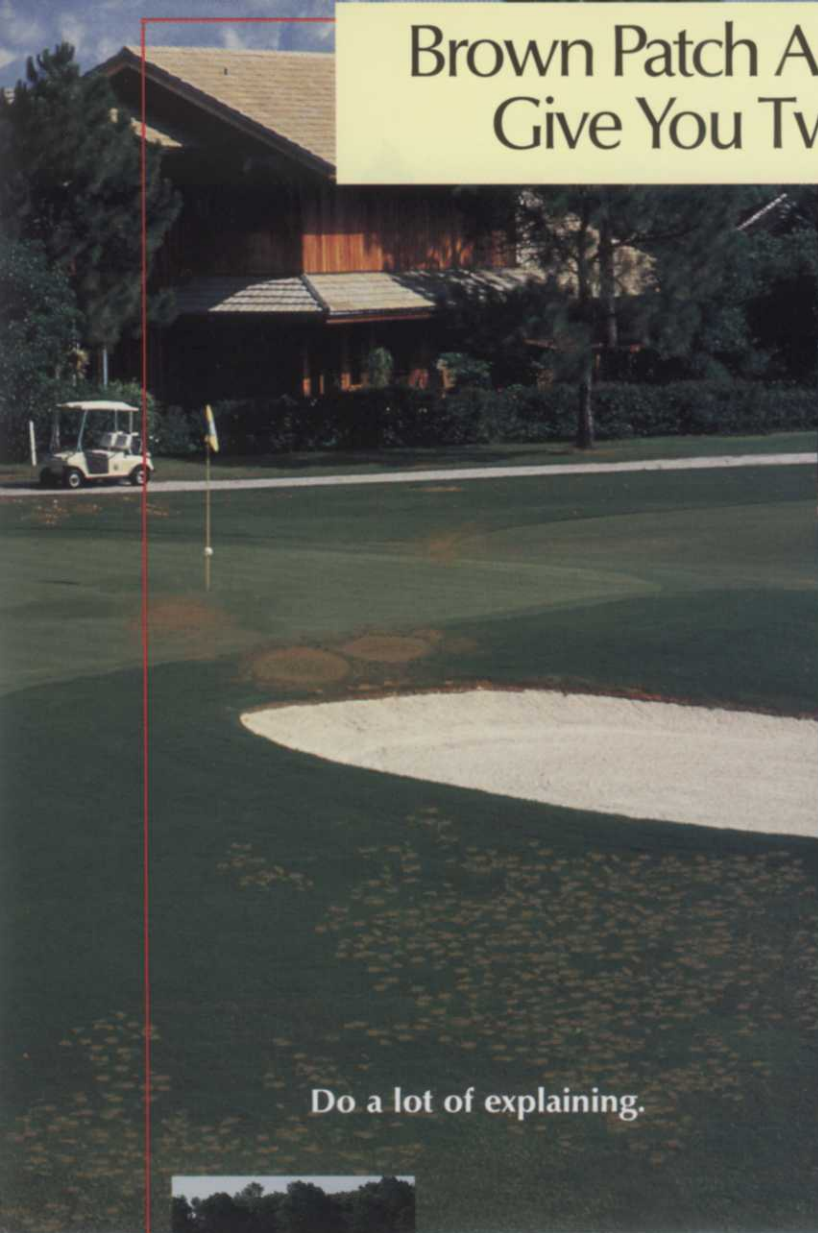
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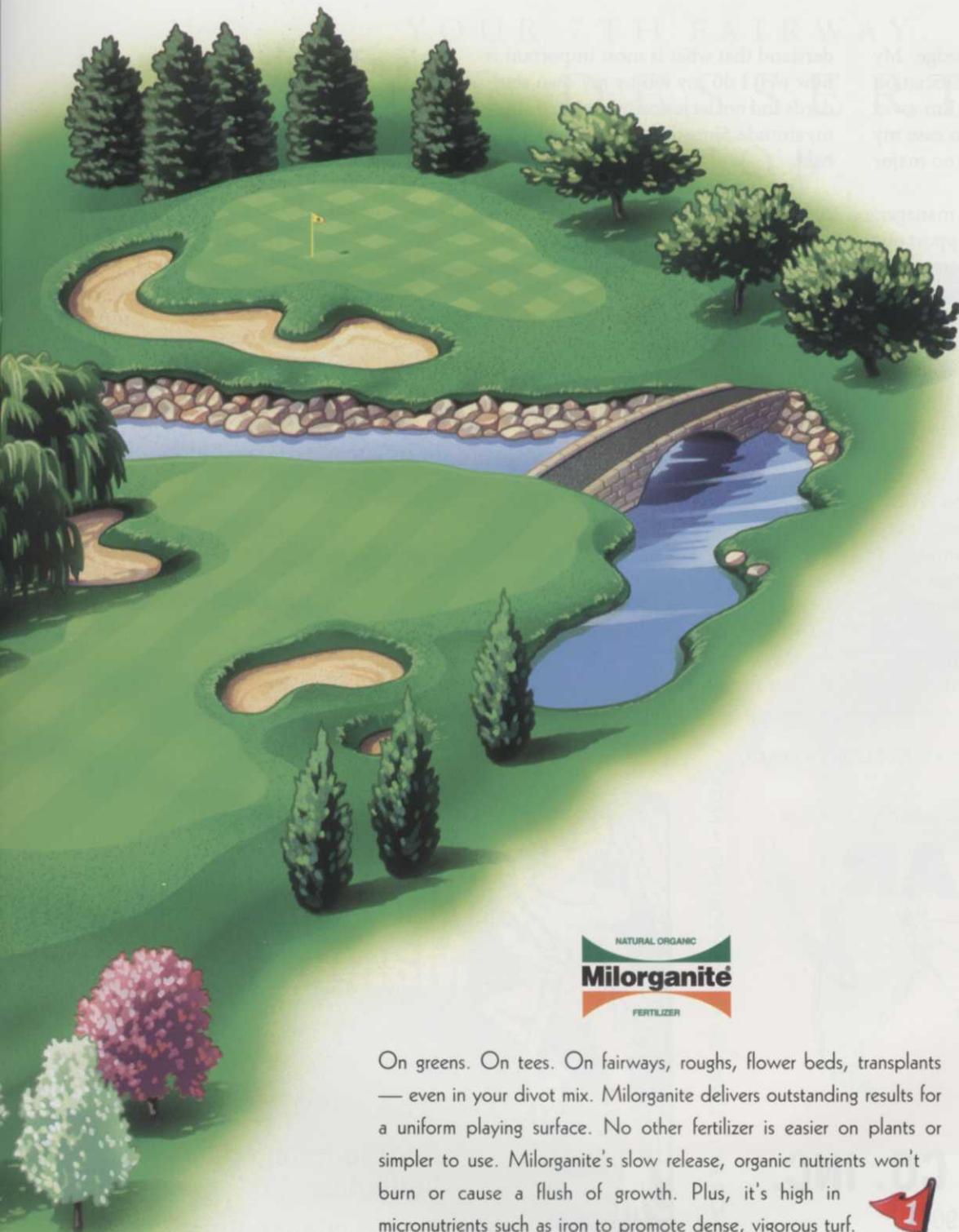
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our skills and to gain knowledge. My assistants and I split time on association and chapter meetings. When I'm away from the course, I do call in to ease my mind to know that there were no major problems.

Mr. Olsen and our general manager, Jim Carman, encourage and support our staff to attend meetings and seminars. Positive influences are a great attribute to our careers here at Black Diamond.

On a negative subject, my worst nightmare was not on the golf course but on a more personal level. It came in the form of unflattering and derogatory remarks made by an unknown person.

As a new superintendent, I was anxious to prove my knowledge and professionalism. An attack on my character was not a good start for a boost of confidence. Terry Lagree, our general manager at the time, saw how this negativity affected me and he made sure we talked in depth until my uneasy feelings were resolved.

On that day, Terry helped me to un-

derstand that what is most important is how well I do my job by my own standards and not let jealousy or hatred affect my attitude. Since that day, I've not looked back.

That situation has given me more courage in situations to deal more fairly and open minded with all types of people. So my actual nightmare turned out to be a blessing. Not only did it give me the utmost confidence in myself but it showed me the faith and support that my bosses had in me. That type of loyalty and confidence is important in any type of business.

I feel stretched thin at times with so many demands on me and my time. Golf courses as beautiful as this one help to alleviate the stress. All it takes is time to reflect.

One long ride on a nice day, fresh air and sunshine in my face and wonderment that I can say, "I help to make all of this the way it is!"

That's reward enough.

It's a Jungle Out There

BY JOHN KOPAK
Golf Course Superintendent
Alaqua C.C.

When I arrive at work at approximately 6:30 a.m., one of the first things I do is check the phone messages. A common message may be a salesperson wanting to get together and talk about their products or an employee whose pet cat turned his or her alarm clock off by accident and they'll be running a little late.

But here at Alaqua, a common message might be,

- "John, it's Chef Robert. Could you get the raccoons out of my dumpster?" or

- "John, this is Mrs. Smith. Could you please get the alligator out of my backyard? It's chasing my poodle" or

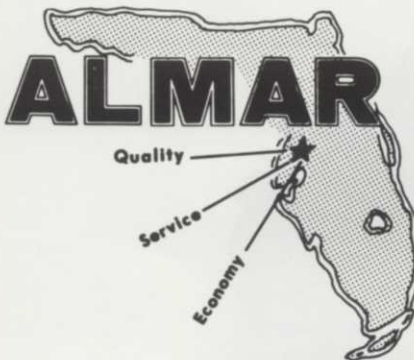
- "John, this is William at the guard

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Changing
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New
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Professional Products

Changing the Course.

New HERITAGE™ Fungicide. Changing the Course of Disease Control.

Now, golf course superintendents can change the course of turfgrass disease control with HERITAGE, a completely new fungicide with a novel mode of action.

HERITAGE will give your golf course round-the-clock protection against devastating diseases. With its powerful combination of preventative and curative activity and its high level of effectiveness against 18 of the toughest turf diseases, HERITAGE will make an outstanding difference in the quality and health of your turfgrass.

The active ingredient in HERITAGE is based on naturally occurring fungicides, called strobilurins, which are found in certain mushrooms.

HERITAGE has a novel mode of action which is different than any other fungicide now on the market. It has both preventative and curative activity and is absorbed into the leaf blades and stems

as well as taken up by the roots. This ensures that your golf course is protected from the devastating effects of turfgrass diseases.

HERITAGE is the only fungicide available that controls both brown patch and Pythium, as well as take-all patch, summer patch, anthracnose and snow mold—an unprecedented advantage for the turf professional's disease program. HERITAGE is also effective against certain fungicide-resistant pathogens, making it an extremely useful tool in resistance management strategies.





Superintendents will find that HERITAGE is exceptionally compatible with the environmental balance of their courses. HERITAGE poses minimal risk to birds, mammals and fish, and its low use rates and extended application intervals mean less active ingredient is released into the surroundings.

For more information on HERITAGE Fungicide and how it's changing the course of disease control, contact your Zeneca Sales

Representative or call Zeneca Professional Products Toll Free at 1-888-617-7690.

Once you learn about the powerful, round-the-clock protection this new fungicide offers, you'll agree that it's time to change the course of your turfgrass disease management program with HERITAGE.

Heritage[™]
FUNGICIDE

Presenting HERITAGE™

For a Totally New Spectrum of Disease Control

HERITAGE Fungicide provides golf course superintendents with a totally new spectrum of disease control for their turfgrass management programs. With its novel class of chemistry and powerful mode of action, HERITAGE controls most major turfgrass diseases. More importantly, it is the only fungicide available to turf managers that controls brown patch, Pythium, take-all patch, summer patch, anthracnose and snow mold. Superintendents across the country are discovering that HERITAGE delivers exceptional results by maintaining, and significantly improving, the quality and health of their turfgrass.

INDEX

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2. Spectrum of Control
3. Handling and Application
4. A Good Environmental Fit
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The Fundamentals of HERITAGE

IT'S A NATURAL

When it came to the development of HERITAGE, Mother Nature and chemistry joined forces. The active ingredient in HERITAGE, azoxystrobin, is synthetically derived from naturally occurring fungicides called strobilurins. These anti-fungal compounds are found in nature in several species of wood-decaying mushrooms. Realizing the power of strobilurins, Zeneca—after years of testing and research—developed this unique class of chemistry into an effective fungicide.

UNIQUE ACTION

The novel mode of action of HERITAGE clearly separates it from other fungicides. HERITAGE can enter the turfgrass plant through the leaf blade, stem or root system. HERITAGE delivers double action against all four classes of fungal diseases. Its preventative activity keeps diseases from occurring, while its curative activity works against diseases *after* infection has occurred.



Brown Patch



Pythium



Take-all Patch



Summer Patch



Anthracnose



Snow Mold



Fungicide

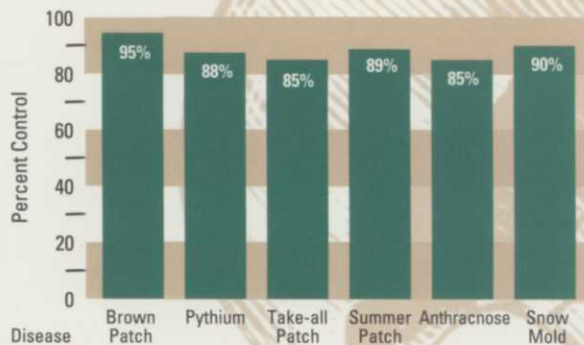
TOTALLY NEW CONTROL SPECTRUM

HERITAGE offers golf course superintendents a totally new spectrum of control for their disease management programs. University trials consistently show that HERITAGE is the only fungicide that controls all six of the toughest turfgrass diseases—brown patch, Pythium, take-all patch, summer patch, anthracnose and snow mold.

WINNING SCORES AGAINST THE SEVERE SIX

Efficacy trials prove the outstanding activity of HERITAGE against these six hard-to-control diseases. In more than 140 field trials nationwide, from 1993 to 1996, HERITAGE delivered impressive control against the severe six.

Four-Year Average Percent Control (1993–1996*)



* Data in the above table is the average of all treatments where HERITAGE was evaluated for turfgrass disease control when tested according to the label recommendations (i.e. label rates and intervals for a particular disease). This included all trials from 1993–1996, except anthracnose, 1994–1996.

UNIQUE FORMULATION

HERITAGE is a 50 percent active ingredient, water-dispersible granular formulation that makes mixing both easy and fast. Because the granules have superior

Actual Size



HERITAGE Granules
Kentucky Bluegrass

The extruded HERITAGE granules are similar in size to Kentucky Bluegrass seed.



dispersal properties, they break apart and form a stable suspension in one to two minutes. Plus, HERITAGE is proven to have tankmix compatibility with a wide assortment of other turf management products.

PACKAGING

Packaged six to a case, the 1-pound, plastic HERITAGE container comes capped with its own measuring cup. Superintendents will find that the compact container makes storage easy and disposal simple.



Spectrum of Control

With excellent activity against 18 major diseases, HERITAGE can provide a solid foundation for any turfgrass disease control program. (See chart on right.)



Handling and Application

Considering the superintendent's demand for convenience and ease, Zeneca developed HERITAGE as a product that allows for simple mixing and application with no special handling requirements.

TURFGRASS DISEASES CONTROLLED BY HERITAGE

Target Diseases	Use Rate (oz. of product) per 1000 sq. ft.	Application Interval (days)
Anthracnose	0.2-0.4	14-28
Brown Patch	0.2-0.4	14-28
Cool Weather Brown Patch	0.4	28
Fusarium Patch	0.2-0.4	14-28
Gray Snow Mold	0.4	14*
Leafspot	0.2-0.4	14-21
Melting Out	0.2-0.4	14-21
Necrotic Ring Spot	0.4	14-28
Pink Snow Mold	0.4	14*
Pythium Blight	0.4	10-14
Pythium Root Rot	0.4	10-14
Red Thread	0.2-0.4	14-28
Rhizoctonia Large Patch	0.4	28
Spring Dead Spot	0.4	28
Summer Patch	0.2-0.4	14-28
Take-all Patch	0.4	28
Yellow Patch	0.4	28
Zoysia Patch	0.4	28

HERITAGE alone effectively controls most cases of gray or pink snow mold. A severe snow mold infection, however, may require a tankmix of HERITAGE and another labeled fungicide for enhanced control.

*Two applications, 14 days apart.

A FIRST-RATE, REDUCED-RATE FUNGICIDE HERITAGE demonstrates a consistently high level of efficacy against turfgrass diseases at one of the lowest rates of any fungicide on the market—just 0.2 to 0.4 ounce of product per 1,000 square feet. Remember to always consult the label for appropriate use rates, conversion charts and application recommendations.

MIXING, SPRAYING AND TANKMIXING

Mixing HERITAGE consists of a simple, three-step process: **1.** Partially fill the spray tank with clean water and begin agitation. **2.** Add HERITAGE followed by an adjuvant, if desired. **3.** Finish filling the tank with water.

Once in the spray tank, HERITAGE disperses quickly in water. You'll also find it's easy to both apply and tankmix. HERITAGE is compatible with a wide variety of fungicides, insecticides, herbicides, fertilizers and other additives.

APPLICATION INTERVALS

The residual activity of HERITAGE allows for extended application intervals from 10 to 28 days, depending on the disease and level of pressure.



A Good Environmental Fit

HERITAGE offers superintendents the assurance of an outstanding environmental profile that fits the diverse surroundings of a golf course.

FAST DEGRADATION

Azoxystrobin, the active ingredient in HERITAGE, has a relatively short soil half-life, is degraded by sunlight and breaks down primarily into CO₂.



LESS IS MORE

The lower rates of HERITAGE mean a high comfort level for the superintendent and golfer alike. The product's use rates minimize the amount of chemical applied, which translates into a greater degree of environmental compatibility.

A FRIENDLY PRODUCT

Extensive research repeatedly shows that HERITAGE exhibits low mammalian toxicity. In addition, its low use rates and extended application intervals significantly decrease the amount of product handling for the worker. **The signal word for HERITAGE is CAUTION.**

LOW RISK TO NON-TARGET ORGANISMS

HERITAGE, used at labeled application rates, exhibits low risk to non-target species. Also, since it's not harmful to honeybees and other beneficial insects, HERITAGE is a good fit in your integrated pest management program.



To Learn More About HERITAGE

Now that you have an idea of how HERITAGE meets the needs of the superintendent's turfgrass management approach, we invite you to learn more about this new fungicide and what it can bring to your disease control program.

For more information on HERITAGE Fungicide, contact your authorized Zeneca Distributor, or call Zeneca Professional Products Toll Free at 1-888-617-7690.

A Bird's-eye View of HERITAGE from Tee to Green

At a glance, you can see the advantages that HERITAGE can bring to your golf course disease control program.

- *Combines a new class of chemistry and powerful mode of action for outstanding control of most major turfgrass diseases.*
- *Effectively controls brown patch, Pythium, take-all patch, summer patch, anthracnose and snow mold.*
- *Demonstrates preventative and curative activity against diseases.*
- *Has low use rates and extended spray intervals.*
- *Fits well in the environmental balance of a golf course disease control program.*



HERITAGE™ Fungicide

Changing the Course of Disease Control

- Effective against 18 of the toughest turfgrass diseases
- Controls brown patch, Pythium, take-all patch, summer patch, anthracnose and snow mold
- Preventative and curative activity
- Low rates, extended spray intervals
- Novel mode of action
- Low risk toxicological and environmental profile

For more information on HERITAGE Fungicide,
contact your authorized Zeneca Distributor,
or call Zeneca Professional Products Toll Free at 1-888-617-7690.

ZENECA
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house. I've gotten several calls about the wild pigs running down the boulevard and stopping traffic."

What???

That's right, folks. It's a jungle out there and you can add "game warden" to the list of responsibilities I hold.

The pig escapade is one of the latest of our wildlife adventures. Although I found the pigs to be most interesting creatures, they also were causing some serious damage by rooting up areas with their destructive little snouts.

After enticing them into an area with some corn and apple pie from the chef at the clubhouse, I was able to capture them and give them to a friend who raises hogs.

Explaining to Mrs. Smith that her Indian hawthorne shrubs and those pansies in her landscape are a delectable treat for the deer, and that's why she has no foliage or flowers left in front of her house, is not uncommon at all.

Nor is telling the foursome on the tenth hole that those birds in the fairway aren't buzzards, but actually wild turkeys making their way around the back nine.

One of my fondest sightings was when an eagle was sitting in a tree watching an osprey fish over a nearby pond. When the osprey caught a fish, the eagle tried to take it away in mid-air.

The osprey's mate came to the aid of his partner and kept the eagle busy while the bird with the fish made a getaway. Later on while talking to some Audubon people, I came to find out that eagles often let the other birds of prey do their work for them.

Coexisting with all of these wonderful creatures is not a burden in any way. It is truly a blessing, and everyone who has the privilege of seeing such wonders should feel fortunate.

I've learned a lot about nature while working on the golf course. I know I'll never get tired of seeing animals and birds, too numerous to name, in this great habitat that we share.



A Day in the Life of

BY JOE ONDO, CGCS

Winter Pines G.C.

Webster's definition of normal is "usual, ordinary, or typical, or the expected or usual condition." I think most superintendents, as they are driving to work, are expecting a normal day's routine, but as we all know sometimes that is not the case.

Our usual daily start and ending times are 6:30 a.m. and 3 p.m. but that changes during the longer days and other cultural practices.

Being a public golf course, the first group will usually follow the greensmower and cup setter around unless told to wait. My usual routine is to ride the course first thing to look for anything out of the ordinary, check progress on things being done, or create a list of jobs for future work.

Having a small crew, some days I will change cups, spray (spot or boom) or do the work of an employee who is sick or on vacation.

Until about four years ago I used to do all the grinding of reels and bedknives and some mechanical work. At that time my mechanic was part-time inside and part outside when needed. When he retired and went part time, we hired a full-time mechanic to take care of everything.

Having worked on equipment in the winter in Pennsylvania it came in handy for me here, but I'm glad that's done now that we have a full-time person.

The daily work schedule is posted on the bulletin board for the next day with any special instructions. We do not have many crew meetings since I am able to work with and communicate one-on-one with all my employees. After the morning schedule, special instructions are given for a certain job to be done, if need be, or a note on the board.

We try to schedule any major renovation a few days after any special men's or ladies' association tournaments. Being public, our schedule is pretty flexible and usually nine holes are open so

we can work on the other and have it back in play as soon as possible.

If bad weather is predicted, the pro shop will usually need two days advance notice to schedule tee times or we will wait another week to do our work.

I usually go over prices and verification of items purchased at least once a week with the owner, who is also the manager. We also discuss anything he would like to see done or future projects I have in mind for the course.

We have been rebuilding number one green for a year to convert the contaminated 328 to Tifdwarf. We have rebuilt six greens on the course and one putting green, with one on the course and one putting green left to do.

I attend as many monthly chapter meetings as I can, and pick and choose seminars so I can keep my CEUs up to date for recertification.

I am fortunate in that three of my six employees have been here over 17 years, so when I'm gone things usually don't miss a beat.

When I attend a conference or am on vacation, each employee has a list of job assignments to do and an alternate list if

***I am fortunate in that three
of my six employees have
been here over 17 years, so
when I'm gone things
usually don't miss a beat.***

bad weather or an equipment problem occurs. Everyone is pretty careful because they know if something breaks, it is usually flymo work or hand labor of some sort as their next job.

I play in as many amateur golf tournaments as my schedule and money allow. Most are on weekends but sometimes one will be during the week, so I have to watch how much I am gone from work.

We have had our share of irrigation blowouts, sprinklers that run all night when and where you least need it, hydraulic leaks and other incidents that give you a little more gray hair — or no

hair at all. There have been some days more stressful than others but no really bad nightmare days so far.

Winter Pines is unique in that we do most projects in-house. They include the rebuilding of greens, levelling and enlarging twelve tee tops, installing eleven holes with automatic irrigation, replacing blacktop cartpaths with over 6,000 feet of concrete paths, and adding on to the maintenance building and extending the parking lot by pouring 250 yards of concrete.

All of these projects were completed while still maintaining the golf course for play. With our weather sometimes these projects take longer than planned, but in the long run all have made Winter Pines a little better. People can see the improvements over the years.

As you can see, some days are more challenging than others, but I enjoy this line of work and the different problems each day brings.

You want to go where?

BY MICHAEL J. PERHAM, CGCS
*Director of Golf Course Maintenance
The Fountains Country Club*

These were the exact words my wife Marcy said to me when I told her the job at The Fountains Country Club in Lake Worth had come open in February of 1995, and I was considering applying for it.

If chosen for the job, it meant relocating our family back to Palm Beach County, which we had left in 1984 to move to Vero Beach and employment at The Moorings Club.

Professionally for me, it was the most dramatic change I had ever contemplated undertaking. It meant leaving the confines of a 75-acre golf course with a staff of 12 and a property that I truly loved,

and taking on the challenge of 54 sprawling holes and a staff of 53.

About the Fountains:

The Fountains is an 825-acre gated community, with approximately 1400 residential units. There are three 18-hole championship golf courses designed by Von Hagge and Devlin.

The golf courses were built in several phases. Twenty-seven holes were built in the late 60s, 18 more holes were added in 1975, and an additional nine holes were integrated into the 18 built in 1975, with the completion of all construction occurring in 1981.

These comprise what are now the North, West, and South Golf Courses.

The community is bordered on three sides by major roads, and split by a large drainage canal belonging to the Lake Worth Drainage District. The membership at The Fountains is served out of two clubhouses.

Predictable Results.

In managing golf course turf, it's what matters most. As specialists in turf care, we look long and hard for products that are truly superior before we present them to you. We insist manufacturers prove their claims in the lab *and* the field, because we're committed to your results - on your course and for your bottom line. Call. Let us demonstrate the terrific results you'll get with these technically superior products.

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