

Right schedule gets the job done better

By TERRY BUCHEN

Over the last few years, I have been taking random surveys from superintendents about how they schedule their staff throughout the growing season. Here are a few variances to get the job done:

1) Mondays-Fridays — Eight hours a day for the entire staff.

Saturdays — Four hours for half the crew.

Sundays — Four hours for the other half of the crew.

This is the old standby scheduling, with each staff member

receiving four hours overtime each week as most state laws demand overtime pay on any hours worked over 40.

2) Tuesdays-Saturdays — Eight hours each day for half the staff.

Sundays-Thursdays — Eight hours each day for the other half of the staff.

This schedule works well at keeping overtime to a minimum and is especially helpful when fairways are mowed on weekends. Each crew member gets either a Sunday and Monday off or a Friday

and Saturday off. The entire staff is present on Tuesdays, Wednesdays and Thursdays. We use this schedule at our club, and for our particular mowing schedules it is effective. The crew really likes the two consecutive days off, and if overtime work is necessary we usually schedule it on the five days of their normal work schedule. My two assistants work one of these schedules.

3) Mondays-Thursdays — Eight-hour days for the entire staff.

Fridays — Four hours for all staff.

Saturdays — Four hours for half the staff.

Sundays — Four hours for the other half of the staff.

This also keeps overtime to a minimum and works if the staff can get everything accomplished on Friday in preparation for the weekend. It is a good morale booster as the staff has most of Friday off but sometimes can have the obvious effect on Saturday mornings. Most supers who have had success with this schedule have an ample supply of equipment. Some supers will actually have the crew work on the weekends until all work is completed and then pay the staff for four hours, even if it actually takes less time to complete the assigned tasks.

4) Mondays-Fridays — Seven hours a day for the entire staff.

Saturdays — Five hours for half the staff.

Sundays — Five hours for the other half of the staff.

This scheduling also effectively eliminates overtime and helps supers with one additional hour on weekends to get everything completed.

5) Every other weekend schedule.

Mondays-Fridays — Eight hours a day for half the crew, taking the weekend off.

Mondays-Fridays — The other half of the crew works 32 hours, taking one weekday off.

Saturdays-Sundays — Half the crew works four hours Saturday and four hours Sunday.

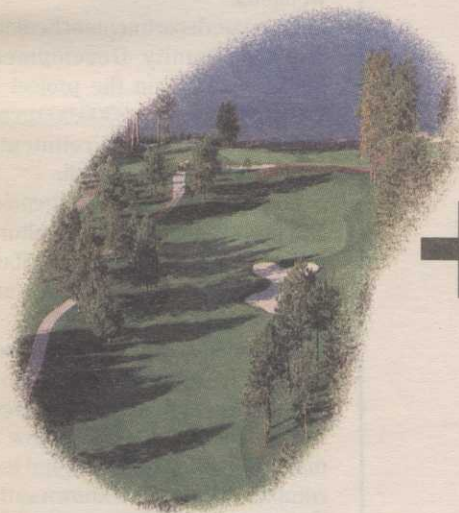
This scheduling helps eliminate overtime as each crew member has every other weekend off. When an employee works their particular weekend, they take one weekday off. We usually scatter the work schedule so they don't all have the same weekday off. The other option is that the half of the staff who work that particular weekend does not take a weekday off, creating eight hours of overtime per employee.

These schedules are the most popular at courses throughout the country. Lunch times usually vary from 30 to 45 minutes and a few courses find 60 minutes to be in their best interest.

THE PUMPHOUSE

If your existing irrigation pumphouse is large enough, consider placing storage shelves wherever possible inside the building to use this wasted space. Then the maintenance building irrigation parts and supplies area can be used to store other such things. If you are involved in a grow-in of a golf course, it is an excellent time to design the pumphouse into a self-contained, separate irrigation department. Three or four shelves can be built in. Irrigation 20-foot lengths of pipe can be stored under the shelves on the floor if the building is long enough. Fertilizer injector vertical storage tanks can be installed inside to hide them from view and vandalism. And it's a sure way to have the pumps checked each morning and afternoon when the irrigation technician picks up and takes back his tools and parts.

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