

man, therefore, I cannot use men who have to be told to work. Workers who bear watching are not the ones for this job. I pay them decent wages and give them the best of treatment.

"It is essential that the greenkeeper be in sole control and give orders to his men individually. During the hot summer days I do not force my men to work under a blazing sun, because they can work in the cool of the morning and evening.

"I have 6 greensmen; to each I have assigned three greens. Each one is responsible for his greens and traps that are about. Each man must know how to regulate the hand mower and he alone must mow these greens and water them when necessary. Then I have laborers who work on the fairways, patching divots, raking traps and doing odd jobs on the course.

### Up Early, Thinking

"From April to October, I believe that it is necessary that the greenkeeper be up and about very early in the morning to detect any symptom of disease that the greens are subjected to, so that he may take the proper precaution. Also, to instruct his men to mow the greens according to temperature and state of the grass. There are days when it would be disastrous to the greens, if mowed, because of the delicate condition of the grass and weather conditions. Even during tournaments I forbid my men to mow greens if conditions are not satisfactory.

"Among the members there are those who prefer the greens fast while others want them slow. This places the greenkeeper in an unpleasant position, but I generally use my own judgment because I know I please most of them by keeping the grass as I see fit so that they may enjoy it longer.

"I consider greenkeeping one of the best and most interesting of professions. In summer the keeper's job is not very pleasant, with all the responsibilities attached to it, but then in winter he isn't bound by so many duties and can take the pleasures that have been denied him in summer. I always keep in mind that the green-chairman and club officials share the praise with me, if the course is in perfect condition, but if it is not, the blame will be all mine, as it should be, because I am paid for doing the work. That is the reason that I take the suggestions of the chairman in the spirit in which they are given only. But, I believe that the ones who

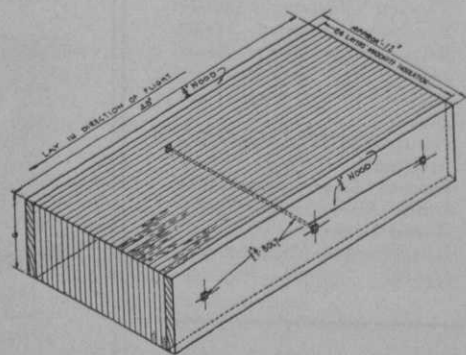
should take orders literally are the greensmen from the greenkeeper.

"In summer my duties are many, as this is one of the largest summer resorts on the coast. The recreation grounds cover an area of 108 acres. The beach is one mile long and on it are hundreds of Cabanas. We have also magnificent gardens and seven tennis courts. All work must be done in morning, because the officials are most anxious to have the members enjoy the club's facilities to the utmost degree."

## Building Insulation Material Used for Tee

**A** NEW TYPE of tee has been designed by Chris Larsen, of Rawlins, Wyo., especially for golf courses which have difficulty maintaining grass tees.

The tee consists of 24 pieces of half-inch Masonite wood-fiber insulation board each 4 ft. long and 6 in. wide and two pieces of  $\frac{3}{4}$  in. lumber of the same size. The insulation boards are placed surface to surface between the two pieces of lumber to form a platform 6 ins. deep, 4 ft. long and ap-



proximately 2 ft. wide, and are held together compactly by long bolts extending through the 26 pieces. The tee is sunk so that the top is level with the ground and the boards are pointed in the direction of flight.

To tee up the golfer simply inserts a tee in the edge of the insulation board. Because of the construction of the wood fibers in the insulation board, the holes tend to heal themselves. However, when the tee becomes worn, it can be turned over and used on the other side. When both sides are worn, all that is necessary is to saw off an inch or so of the top surface to put the tee into service again.

The cost is less than \$3.00.