

two-weeks vacation with pay and a \$1500 life insurance policy. At Christmas time, a new high in morale is reached when this club gives a party in the main dining room with a dance orchestra and all the trimmings. At this time, a week's pay plus five dollars for each year of service is given. This is just one example of how a club recognizes the importance of its working staff.

Supt. Should Insist on Authority to Run His Dept.

By **MARION MENDENHALL**
Kenwood CC, Cincinnati, O.

Interference by the green chmn. members or other club employees can't be tolerated by the supt. in securing supplies because they are not in a position to know as well as he the technicalities of the chemicals and other materials that are needed.

For this privilege of absolute control, the supt. must become the purchasing agent for his department and handle the club's money as wisely as he would his own. When the supt. can show in black and white that he is getting the most for the club's dollar, his value is greatly enhanced.

To be a good purchasing agent the supt. must study budgets closely, but not buy quantity to the detriment of quality. As purchasing agent he must keep informed on all new products, current prices and availability of the materials he uses.

To secure best possible prices and quality of materials, the supt. must give all suppliers an equal chance to bid for his business. Written bids eliminate misunderstandings and also help to eliminate interference from members who may try to unload their products on him.

It is the supt.'s duty to keep on good working terms with the club's office. He should make a constant check to see that all gasoline tax refunds are recovered, watch for discounts and see that bills are paid in time to collect them. It is surprising how small discounts and tax refunds can add up to important money. Bills should be paid only after proper vouchers have been filled out by the supt. Thus the supt. has complete control of purchases for his dept. and it is his responsibility to see that all statements are correct before being paid.

Just a word on inventory. It should be held to a minimum except for hard-to-get items and emergency materials. Oftentimes we think that buying in quantities saves money, but does it? Long storage unnecessarily ties up large amounts of the club's working capital. If you figure this capital tied up at 5 per cent, cost of extra insurance and storage cost, you may find that quantity buying is not very economical.

Storage of materials often is haphazard. Chemicals, costing several dollars per lb., may be left on the floor in open containers

and all kinds of materials stacked together. This leads to costly waste to say nothing of possible damage to turf that may be caused by improper mixing of chemicals. All materials should be kept in properly labeled containers.

The Supt's Responsibility for Area Maintenance

By **Ray Gerber**

Supt., Glen Oaks CC, Glen Ellyn, Ill.

To tell how maintenance of the course, clubhouse grounds, parking lot, practice range and new grounds construction is performed is too detailed for the time I have. Consequently, I will refer mostly to why these various areas are the responsibility of the supt.

The supt. is chosen principally because he meets qualifications of directors and the green chairman. It is his duty to maintain the course in a condition which meets requirements of the club's members. The maintenance program should be planned so certain jobs are performed on days and during hours when play is normally light.

Clubhouse grounds should be maintained in a condition which will give each member and guest a friendly, warm welcome as they drive through the entrance gate. Flowers should be of the type which can be planted around a home and in a location where they will be most attractive. Care of trees, shrubs, walks, and lawn furniture can't be emphasized too much. There should be a sufficient number of waste paper receptacles properly maintained and fire hydrants should be painted. It is very important to keep turfgrass around the clubhouse, pro shop and swimming pool in the finest condition.

Why is maintenance and planning of the clubhouse grounds placed in the hands of the supt.? Can you name any other employee around the club who is more qualified to handle these jobs? He usually is on the job seven days a week throughout the golfing season. He knows what kind of help to hire. He usually has in stock certain items necessary for maintenance. If not, he knows where to purchase them quickly. Furthermore, equipment used for the clubhouse grounds is stored in his equipment building and is serviced there. Equipment should be kept not only in good mechanical condition, but also should be maintained in a pleasant appearing condition; nothing looks worse than an old, beat-up piece of equipment around a beautiful clubhouse and grounds.

Walks should be kept well edged. The edges of the paths should also be neat in appearance. Hedges should be carefully trimmed. There is no point in having a nice bed of flowers and then leaving the edges untrimmed. Keep flower beds in condition so that they will be a spot of beauty for all to see.

Many other specific items could be men-

tioned. All are important, because all are part of our responsibility. The club house grounds is an area in which you can sell your talents not only to the men but to the ladies.

Maintenance of the parking lot usually comes under the supervision of the supt. However, there are certain clubs where the responsibility has been delegated to the clubhouse manager.

The parking lot should be kept in good condition and give a neat appearance, free of all kinds of debris. Cracks in black top or cement areas should be repaired so that unwarranted damage can be prevented. All parking lane strips should be kept in a clearly visible condition. Bumper rails should be kept painted or covered with some other suitable material if the type of rail requires it. With all his many jobs, why should maintenance of the parking lot come under supervision of the supt.? He simply is in position to supply the manpower and equipment necessary for work of this nature. Utilizing the existing ground crew is not only economical, but allows work on the parking lot when the lot is vacated.

Maintenance of the driving range or practice range, as it is sometimes called, is to the best of my knowledge, always under the supt.'s supervision. The practice tee usually receives the worst punishment of any tee on the course. At an active club there are several thousand balls driven during a day, and all types of clubs are used. It is almost impossible to grow turf under these conditions. But one must do his best since the practice tee is where players like to warm up before going out on the course. The practice tee is also the place where the pro gives most of his lessons.

• The practice pitch green should receive the same attention as any regular green with one exception — the height of cut — since the pitching green usually is not used for putting purposes.

Maintenance of the practice grounds falls in line with the regular maintenance program on the course. This includes watering, mowing, fertilizing, treatment for diseases and insects, raking and edging the traps, aerifying and filling divots on the grass. Consequently, it follows that such maintenance should come under the supt.'s supervision.

New grounds construction certainly should come under the supt.'s supervision or inspection. He is the one man who will have to live with the results of new construction. For this reason, no other person will have the interest, much less the knowledge, to supervise its maintenance.

The supt. should have access to all plans and specifications if he is to fulfill his responsibilities satisfactorily. If a job has been let out on contract, no part should be paid without his approval. This should be the understanding between club and contractor before the work is begun. Regardless of whether the work is to be executed under contract, or by the club's own employees, the supt. should

check plans thoroughly before presenting them to the green chairman for approval.

Emphasizes "Why" of Training .. Rather Than the "How"

By ANDY BERTONI

Supt., Meadowbrook CC, Northville, Mich.

I am going to emphasize the Why, or the reason we should train new men, rather than the How, or the method of training new men.

Actually, there is no magic formula in training new men. Teach the what, the how, the when and the all important why of greenkeeping. You then can advance from the practical to the professional plane, depending upon the receptiveness of your protegee.

Let us throw the spotlight briefly on Bob Williams' method. In the past nine years, Bob has had five trainees. Three were Purdue graduates, one from Massachusetts State, and one had long practical experience in greenkeeping. All now are progressing in turf management. Bob employs these men for technical work such as spraying, fertilizing, surveying, and as administrative assistants. In this way they work closest to that part of the job that they will eventually be charged with as supts.

Other supts. follow much the same pattern. Many work with promising men of limited formal education. They should all be congratulated for their long range thinking. Yet, it seems to me that everyone is more concerned with the welfare and the shortage of supts. than are the supts. themselves. We simply must invite and encourage new volunteers in our profession. They must enhance and propagate it. They must start where we left off — not start where we began. Common arithmetic totals the average age of our group on the mellow side of life. We must have replacements.

We produce all types of grasses and yet we hesitate to nurture our own vocation. Do we hide our heads in our own sand traps? I say again if we don't look ahead, we shall certainly stay behind.

It becomes almost a duty to supply new supts. not only to replace the aged, deceased and retiring but to supply trained men for new courses. You are aware of the population growth. And you have heard of the added number of new courses. Where will supts. come from? Our GCSA scholarship and schools cannot produce them rapidly enough.

What happens if we do not train new men? Who will take over new courses, vacancies, etc.? Will it be the pro, whose days as a golfer and teacher are numbered and who calmly reflects that he can always fall back upon greenkeeping? I bear them less malice when I know how their loyalty is prioritized. They are far better than general mgrs. who know nothing of turf grass but reap financial rewards by the sweat of some one else's brow. Or the