

Pros endorse Pension plan

Continued from page 49

In the case of the pro's assistant or assistants, the problem becomes a little knottier. If a club should decline to pay a pro's assessment it would almost certainly decline to pay into the fund for any assistants he may have. Then the payment of the \$50 per month for assistants would fall right on the pro's shoulders.

Mr. Creasey told GOLFDOM that the PGA is looking forward

to 3,000 pros being in the pension program and anywhere from 4,500 to 6,000 assistants as well.

The PGA has taken the first giant step in a pension program that the country's pros have been seeking for nearly a generation. The machinery is there. Final clearance by IRS is still pending. The pension plan is a welcome addition to the game of golf and should be a boon for the pros. □

The pension plan: how it will work

Here is the PGA pension plan and how it will work. The plan is available to all golf professionals who are PGA members and who receive some salary from clubs, salary which is subject to social security and Federal withholding taxes. It is also available to the assistants of these pros who are also PGA members. This is to include all active members of the PGA, even though they may be over 65 years of age.

Payment for each person who is subscribing to the pension plan is \$50 a month. In order to meet requirements of the Internal Revenue Service that would make the program tax-exempt, payment for each professional or assistant who wishes to participate must actually come from the club.

Should there be some question of the pro's actual employment by the club it must be clearly shown that the pro or assistants who wish to enroll are in a salaried position regarding the club. (In actuality it has been determined that to meet such a requirement would not be that difficult.) If there should be an arrangement necessary between the club and the pro to meet the requirements, the Treasury department recognizes this type of agreement and regards it as entirely permissible when done for such a purpose, says the PGA.

Every participant must make

payments for a minimum of twenty-four months before becoming eligible for benefits. If a participant dies or withdraws before qualifying for benefits, he or his heirs get back half the money that has been paid into the plan, plus 5 per cent interest compounded annually. If the club voluntarily pays the monthly assessment into the fund the pro is still entitled to half back on this basis.

Should the pro enroll in the pension plan whereby he is actually making the payments himself through the club, he or his heirs may then find that half the investment is lost because there would be no way of showing that all monies paid to the fund on his behalf (or assistants as the case may be) had come out of the pro's pocket. (Records would only show payment by a club.) Since the withdrawal or death provision only entitles a return of one-half the amount, with whatever appropriate interest might have been earned, the other half paid by the pro would be lost.

Using fertilizers

Continued from page 33

desired turf, use of weed control, and eventual introduction of a proportion of *Poa annua* plus a turf species of grass. The proportion of *Poa annua* may vary from moderate to near-dominance.

This species is known for its satisfactory (to the golfer) turf, spring and fall, and poor performance during the height of the season. Many fertilizer programs that are adequate for a permanent base turf are totally unsatisfactory for a predominantly *Poa annua* turf.

The science of turfgrass culture has been based on the growth of permanent grass species. It's easy to see the conflict in the turf desired by golfers, turf managers and the desires to create an environment for general plant growth. If he considers fertilization alone, the super is placed in the position of fertilizing for environmental growth and may defeat the purpose of turfgrass fertilization.

General turf maintenance operations are often, at best, a gamble. Many of the problems that arise on golf turf are the product of severe or unusual climatic conditions. Under the pressure of the immediate problem, solutions contemplated are even put to the test and do not satisfactorily eliminate the problem. And to add to the already vexing situation more and more demands are being made by golfers for better and better turf in the face of what are truly worsening turf management conditions.

Golfers travel and play a wide variety of courses during a short span of time and expect conditions to be uniform no matter what the geographic location. When super attempts to explain in relevant terms that conditions must vary from Maine to southern California, he receives little attention. When an increased budget for soil amendments is then offered as a solution and in fact is not, the super is then placed in the position of explaining why this is so.

These are turf problems and belong in the hands of a turf expert, the super. A definite trend for many will be the reduction in overall fertilizer use, as the lesser of two evils. Another way of dealing with the problem will be a more concerted effort to chemically rid turf of *Poa annua* and grow stronger grasses. □



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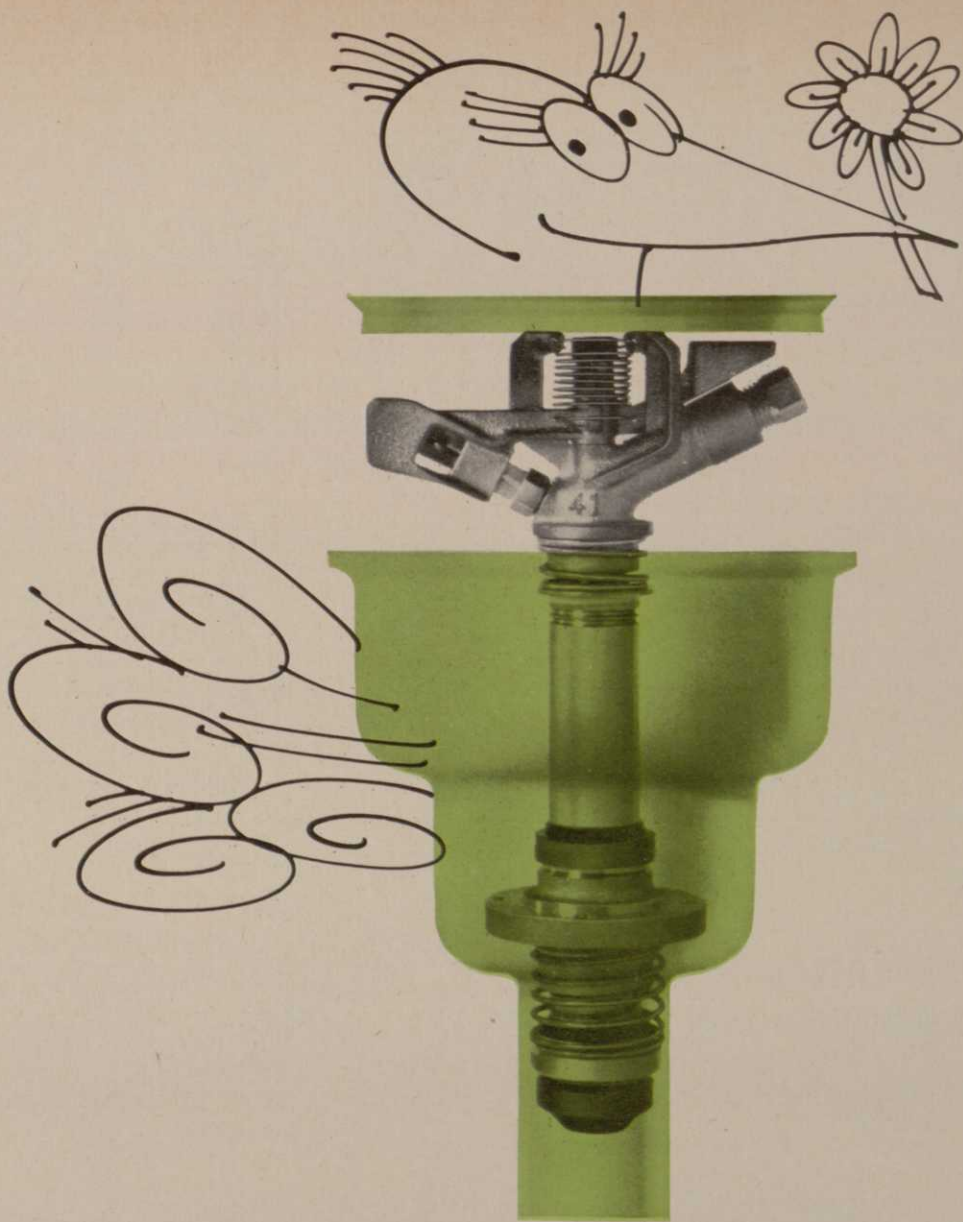
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Answers to turf questions

by Fred V. Grau

Q's and A's

Q.—Ryegrass seems to have commanded new respect. For years it has been downgraded as a component of cool-season turfgrass seed mixtures, relegated mainly to overseeding of warm-season turf for winter color. Now it appears to be a turfgrass in its own right. Can you help us understand this change?

(Maryland)

A.—The answer to this dramatic reversal concerning ryegrass is research which has resulted in the development of new, improved types which answer most of the requirements for good turf. In addition, they blend well with the newer improved bluegrasses which continue to dominate high-quality cool-season turf. The old common perennial ryegrass was downgraded on at least two counts: 1) very hard to cut, 2) highly susceptible to diseases. The new types, including Pelo and Manhattan, dominate the scene because of their resistance to diseases, ease of mowing and their ability to pro-

duce good turf over several years with or without a bluegrass companion. We can look for more good ryegrasses in the future as interest runs high in research circles.

Q.—At our course we are considering the purchase of a mist blower for applying materials to our greens. What is your opinion? Is there something as good or better?

(Virginia)

A.—Mist blowers do not seem to be very practical where air currents are a problem. Drift is a source of loss and a potential hazard where finely-divided droplets are concerned. Hydraulic seeders (Finn, Bowie, Reinco) appear to me to be extremely practical on the golf course. They can be used to apply fertilizers, lime, fungicides, herbicides, seed, wood cellulose fiber mulch on new plantings of seed or stolons, and even for planting grass vegetatively. Hydraulic seeders are multi-purpose. The mist blower must operate in a much narrower range.

Q.—We have heard many times that phosphorus and arsenic conflict, particularly in the control of *Poa annua*. When phosphorus levels are high it seems that arsenicals work rather poorly. Conversely, arsenic becomes more effective when P levels are low. What is the explanation?

(Pennsylvania)

A.—Phosphorus and arsenic are very close together in the Periodic Table, a chart of known chemical elements. Their atomic weights are very similar and can replace the other in many chemical combinations. In the plant cell, P is essential for growth and development. *Poa annua* thrives on a high P diet. Most turf grasses need very little P. When P is deficient and As (arsenic) is introduced, the grass plant takes in As. In the cell this heavy metal element precipitates the proteins which then cannot be translocated to the growing points. The plant

turns yellow, becomes stunted, and eventually dies if the concentration of As is high enough.

Every person likes to be recognized and complimented whether or not he admits it. At Penn State's annual turf conference dinners, I recall the excitement when the one winter course student would be honored by his peers as the outstanding student.

Each year a number of turf students are awarded a scholarship tendered by the Golf Course Superintendents Assn. of America and it would be hard to assess the degree of motivation engendered by these presentations.

At the annual meeting of the American Society of Agronomy, each year a number of Fellows are announced. This is the highest honor that the society can confer on a member.

The Green Section Award is one of distinction granted by the United States Golf Assn.

The Citation of Merit, given to golf course superintendents who prepare their courses for championships, is another well deserved form of recognition.

It was recently announced that Dr. Grau has been named recipient of the Green Section Award of the United States Golf Assn.

At the Mid-Atlantic Turfgrass Conference in January two new forms of recognition were instituted. One consists of a two-day Key Man conference in which the key men on the superintendents' staffs are entertained and given instruction. The other Mid-Atlantic innovation, the first to my knowledge, is the naming of the Superintendent of the Year. The first recipient is Angelo Commarato—and well deserved!

So let the process of deserved recognition continue. Flowers to the living smell much sweeter.



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Accent on management

by Ken Emerson

A job description Is essential

Mr. Jones, a capable and qualified young manager, was dismissed by his golf club last fall after only a year and a half on the job. The same week, Mr. Smith, an experienced and highly competent club manager in another state, was abruptly discharged after nearly 15 years at his club.

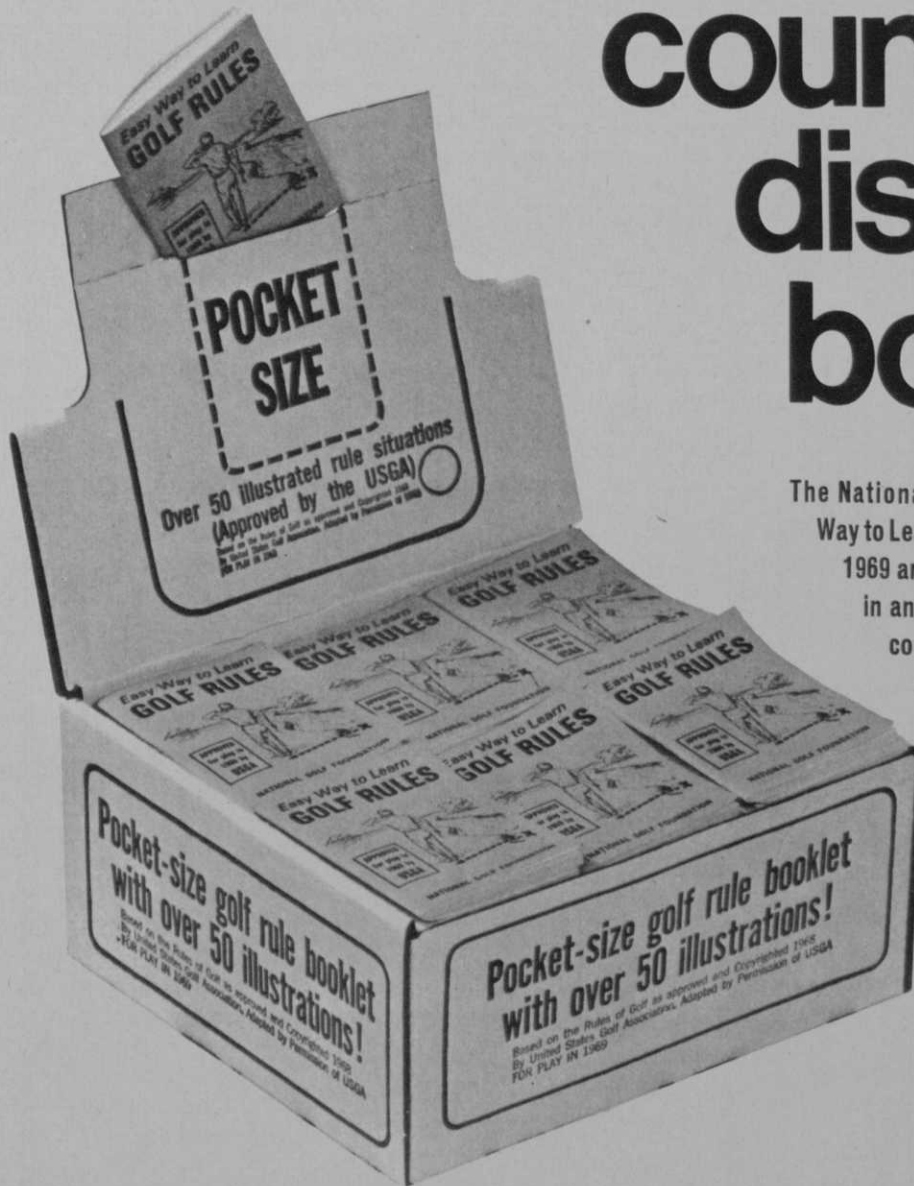
As case studies, these two isolated incidents are examples of how the relationships between well-intentioned employers and employees can break down through acts of omission. As events in human experience they were very real personal tragedies that could have been avoided.

Mr. Jones was hired only after his future employer had advertised extensively and carefully reviewed all applications. On the basis of his resume the club had called Mr. Jones in from out of state, paying his way, for a personal interview. Even then, only after carefully checking all his references, was the job offered.

On his part, Mr. Jones had investigated the club and found

Continued on page 70

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Building sand bunkers

By Don Wright Superintendent, Carmago Club, Cincinnati

Contrary to popular belief, the primary purpose of a sand bunker is not to trap the golfer's ball. And secondly, it is not placed in a location to penalize the player.

It is there to: (1) show the player the way the golf course architect wanted the hole to be played; (2) help define dog-legs; (3) give a perspective of the fairway in relation to the bunker; (4) frame out greens and give them depth, and (5) add to the aesthetics of the course.

With these five points in mind, let's construct a sand bunker.

To begin with, locate it so it can be seen from the tee shot or the fairway shot that is being played to the green. Secondly, don't treat a sand bunker as if it were just a hole in the ground with sand in it! A well-designed bunker has both surface and subsurface drainage as well as a shape pleasing to the eye.

By having the floor of the bunker at least 12 inches above the fairway grade at its lowest point and the remainder of the floor at an elevation of 1 foot to 5 feet to 1 foot to 10 feet above the lowest point of the bunker surface, drainage is possible. This is called facing the bunker and allows it to be seen from the hitting area. Another reason for surface drainage is that when it rains very hard in a short period of time the subsurface drainage doesn't take all the rain away.

Subsurface drainage is the key to good bunker drainage and will greatly improve playing conditions if done properly. First, shape the floor of the bunker to drain towards the lowest elevation of the bunker. Then dig a ditch 8 inches by 12 inches at the highest part of the lowest elevation of the bunker. Run the ditch so that it falls all the way towards the area

you want the bunker to drain.

Fill the bottom of the ditch 4 inches deep with gravel (one-fourth-inch to 1 inch size). The gravel should be top grade. Then place PVC tile or drain tile in bed of rock, making sure that there are 2 inches on each side of tile. Place gravel on top and each side of tile up to the floor of the bunker and to the ground elevation outside the bunker.

Do not cover with any kind of soil. Seed or sod the ditch and let it cover by itself. It is then ready for loose sand at a minimum depth of 8 inches. Finally, when placing sand in the bunker, be careful not to run a truck over the tile.

The professional

Continued from page 23

At a total of \$71,880,000 in golf clothing, apparel designed for golfing must be reckoned as a major factor in the clothing business as must professional shop retailers who sell it.

Footwear for golfers represented 7 per cent of pro shop sales to the tune of \$20,126,400. For each pro shop this means an additional \$2,684 in volume, on the average.

Golf gloves must be viewed as a retailing phenomenon and one of the relatively strong points in sales in the pro shop. An item of so relatively modest price accounts for an amazing total of \$14,376,000 in sales. This means on the average, \$1,917 in sales of gloves, which contribute 5 per cent to total pro shop volume.

Novelties and gadgets in many instances figure as a plus for the pro. They may take the form of living room putters or novelty tie clips. They do, however, account for 2 per cent of shop volume which means \$767 additional dollars per shop and \$5,750,400 in countrywide revenue.

The "other" category in GOLF-DOM's survey was an unspecified 7 per cent, including golf bags and hats. For the average pro shop this amounted to \$2,684 in sales. Nationally, this resulted in aggregate sales of \$20,126,400 annually. □



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