

will get an application of Dacthal only.

"This presents no problem," says Professional Turf co-owner John Latting. "We mix one load at a time. This allows us to be as versatile as the superintendent requests. In fact, we can spray one fairway with one product and the next fairway with a totally different one."

The procedure used by Professional Turf Specialties is quick and efficient. The nurse truck holds 1,800 gallons of water and a 100-gallon fiberglass tank. Water is pumped into the 100-gallon tank and the products are then mixed and pumped into the helicopter. Depending on the job, two or three loads can be mixed at a time and each load could be different.

The helicopters are Hughes 300-C models with 100-gallon tanks. For golf course spraying they carry 65-gallon loads, spraying 10 gallons per acre. Each ship has a 30-foot boom which puts down a spray swath of 48 feet. To

assure accuracy, the spraying is done through D-8 pressure-sensitive nozzles and an Agrinatics spraying system.

The Elks Club takes a little longer, but by 2:30 p.m. the job is finished and the crew heads for Harrison Park to spray Tupersan. It's just 2 miles from the Elks Club, so transportation time is no factor.

"When we can get more than one job in a town it's a lot easier," relates Latting. "Normally we spray one golf course a day then move to the next one and set up for an early start the next morning."

The procedure is the same at Harrison. Superintendent Scotty Boggs will have them spray Tupersan at 10 pounds per acre on the fairways only. The rough, tees, and greens will not be sprayed.

By the time all 50 acres are covered at Harrison Park, the flagpole's shadow has moved to the other side of

the green. The crew picks up the last of the boxes and loads the helicopter on the custom-built trailer used for transporting.

Their schedule reads Davenport, Iowa, tomorrow. There Superintendent Mike Mulvihill will have them spray Dacthal and Daconil for crabgrass and leaf spot control at Davenport Country Club.

Next door in Moline, Ill., Tom Vanderwalle has scheduled an application of Daconil for the Short Hills Country Club fairways.

When asked why he uses a helicopter, Vanderwalle replied, "It's simply the timing and economics. It normally takes us 2 days to do it and this is a time of the year when I can use an extra 2 days."

Downstate at Peoria Country Club, Dave Fearis gives a similar answer: "I like to use the helicopter service because it saves my labor and I get a good job." □



DERBY

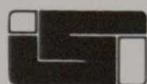
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Products

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Circle 201 on free information card



Comfort stations treat and recycle water

The MCS Envir-O-Pak comfort station provides permanent restroom facilities without any sewer hookup, without septic tanks and leach beds. The installation pictured, at Olney Manor Park in Maryland, provides 11 toilets, four urinals, and five wash basins.

The Envir-O-Pak system accommodates 1,000 flushes per day. All wastewater is collected and treated by the integral advanced wastewater treatment plant, with effluent continually reused for flushing purposes. Any excess processed effluent up to 200 gallons per day is evaporated, thereby achieving zero

discharge to the property. Evaporation energy is also recycled, by a heat exchange device, providing heating and cooling.

Modular Conceptual Systems, Inc. markets the packaged comfort station and the advanced wastewater treatment plant together as the Envir-O-Pak and as separate modules. The Envir-O-Pak is a substantially built system constructed on structural steel bases providing for easy transportation and erection on foundations for permanent use, yet available for relocation later.

Circle 202 on free information card

Brush cleans posts

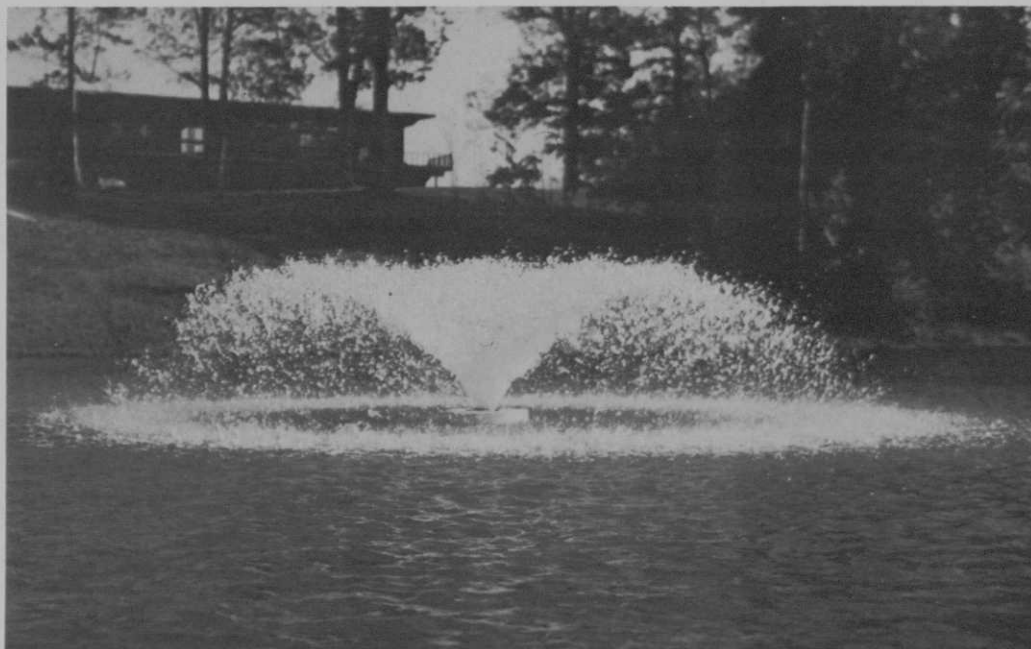
Clean, corrosion-free battery connections are important to keep golf car batteries in good condition during repeated charge/discharge operations — and will, in fact, allow longer discharge times at any discharge current. SGL Batteries Manufacturing Co. has introduced a terminal post polishing wire brush which allows rapid cleaning of combination terminals on golf car batteries. The brush can be turned by hand or by an electric drill, as shown. A rubber coating over the outside keeps the wires from spreading.

Circle 203 on free information card

Improve water quality

Otterbine water cleanup systems eliminate the need for chemical treatments to improve water quality. Instead, they aerate and mix pond or lake water while creating attractive spray displays that enhance the beauty of a golf course. The aerating action controls algae and objectionable odors, helps to biodegrade fertilizer runoff and organic wastes, and reduces buildup of bottom sludge. The water can be used for irrigation at any time without risk of damage to turf. Otterbine systems install easily: float the sprayer into position, moor or anchor it in place, and connect to on-shore electric service via an underwater power cable furnished with the system by Rodale Resources. Maintenance should involve no more than a yearly checkup.

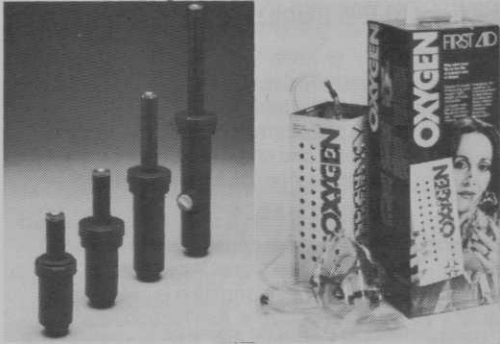
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Pop-up heads

A line of green-colored plastic pop-ups from Moody Sprinkler Co. includes 2-, 2½-, 4-, and 6-inch sizes. Each can accommodate either plastic or brass spray nozzles. All have spring-loaded inner workings. The 6-inch pop-up has a clutch ring adjustment for better spray direction setting.

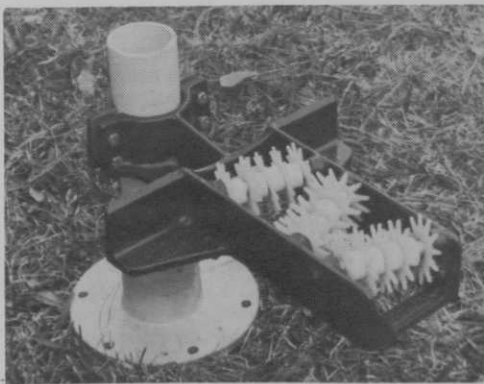
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Emergency oxygen

A solid-chemical oxygen generator kit comes from Green Cross Solid State Oxygen, Inc. fully assembled and ready to use. It includes an oxygen mask, 6 feet of plastic tubing, and a canister of dry chemical which converts to 15 minutes of pure moisturized oxygen when activated by simply turning a knob. No training is needed to administer it.

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Cleat cleaner

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Turf-topped sprinkler head

A rubber cover with bonded artificial turf is now available from Weather-Matic Div., Telsco Industries, for its KW50, K60, K70, K80, and K90 impact drive rotary sprinkler heads. It's called the Turf Top.

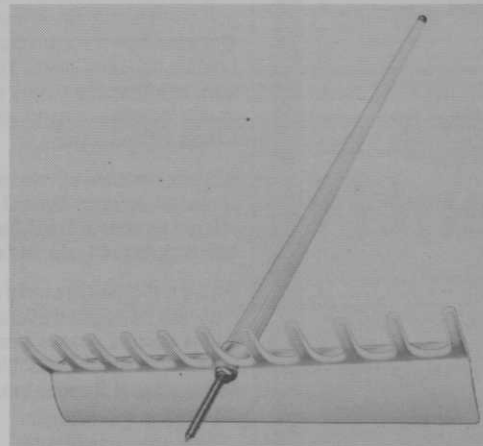
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Steam cleaner

Wash tractors, trucks, mowers, and other course maintenance equipment with the Steamin' Demon 100, a compact cleaner from Clayton Manufacturing Co. It features a converging jet that produces the greatest possible impact at the cleaning target. Two models are available: an oil-fired portable on rubber tires, and a gas-fired stationary unit.

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Sand trap rake

Standard Golf Co. calls its new trap rake the Duo-Rake because the head has teeth on one side for raking out deep footprints or indentations and a blade on the other side for blading out grooves and ridges. The head is plastic and the handle aluminum, for strength with light weight. A 3-inch spike stands the rake upright.

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Perimeter security system

TPS Fence Gard II is a portable system that can be installed by one person in just a few hours, with no technical knowledge required. Its sensor alarms clamp to any chain link or wrought iron fence; then when an intruder touches the fence, a low-voltage electronic alarm signal is sent to the receiver control unit. Available from Sheppard Sales Co.

Circle 211 on free information card

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Golf course construction throughout the United States and Central America is offered by **Iberia Earthmoving Service, Inc.**

Circle 107 on card

Derby turf-type perennial ryegrass received the highest evaluation score for the second year in a row at the Mississippi State Trials. It's a product of **International Seeds, Inc.**

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Southern superintendents sing the praises of Dixie Green, an overseeding mixture of Highlight Chewings-type red fescue and Derby perennial ryegrass.

International Seeds, Inc. sells it. **Circle 105 on card**

Greens King II by **Jacobsen** has evolved into an improved riding greens mower. It offers independent reel selection plus increased operator comfort and ease of operation.

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Rates: All classifications 65¢ per word. Box numbers add \$1 for mailing. All classified ads must be received by the Publisher before the 10th of the month preceding publication and be accompanied by cash or money order covering full payment.

Mail ad copy to Dorothy Lowe, Golf Business, Box 6951, Cleveland, Ohio 44101.

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Viewpoint

By Gene Burress, CGCS, supervisor of golf, and Bill Todd, golf course superintendent, Cincinnati (Ohio) Recreation Commission

Do low wages and seasonal work make golf course maintenance a haven for losers?

Budget restraints limit the number of employees retained on an annual basis where golf courses do not have a year-round playing or growing season. Most superintendents have less than half their work force in annual or permanent status, but these persons form the reliable nucleus in which are invested untold amounts of training and selling to produce an invaluable asset.

Come the growing season this nucleus is normally assigned tasks requiring considerable expertise — such as mowing fairways, roughs, greens, tees, banks, and approaches; spraying; and fertilizing. Part-time help must be found to supplement a solid crew. You may hire four to six part-timers hoping that a couple from last year return when school is out. To find part-time employees is seldom an easy task. Times can get so desperate that any warm body will be accepted. The comprehensive and in-depth interview process which will produce the type candidate required is quickly discarded. High turnover rate and problem employees are usually those hired through the "desperate, no-interview process."

There are several sources for obtaining the seasonal worker, of which one seems to be the most desirable. This is the college or senior high student who knows the game of golf. Former caddies have also worked very well. Newspaper "help wanted" ads, school and college employment referral offices, state employment offices, Council on Aging job referral office, and social and church activities are some of the avenues used for securing seasonal employment.

The question is: Can the superintendent find good seasonal help at low wages from any source? Answer: It is doubtful. Most budgets start the part-time summer golf maintenance worker in the range of \$2.65 to \$2.80. A quick raise is often promised if the employee is: reliable, trainable, and takes pride in his or her work. Privately owned public and private golf courses are not locked-in as are some government courses which must start at minimum wage and explain that the first raise cannot be expected until a year later.

Cincinnati is further restricted by its residence rule of living in the city to work for the city. When you hire a \$2.65 hourly wage person, that's exactly what you're normally going to receive in work production. After a little training they will head for another golf course for higher pay. Several of our higher caliber seasonals have elected to be unemployed for over 15 weeks to meet requirements for CETA (federally funded) employment. Now they are making \$5.05 per hour and entitled to sick pay, vacations,

retirement benefits, and hospital plans.

Low wages can cause definite morale problems on the crew due to a wide spread in salary ranges, the feeling that they are doing harder work than those being paid higher wages, and that they work overtime at straight time.

Students hired from other than local schools normally do not work the entire season, but leave in mid-August. This should be determined prior to hiring. Vacations, competition in sporting events, and other personal desires can suddenly appear if these absences are not determined prior to hiring or early in the season.

Some of the problems caused by seasonal workers can seemingly result in greater headaches than if they had never been hired. Common problems encountered have been: improperly placed and cut cups resulting in player complaints; old cups resulting in sinkers and risers; a scalded or wilted green from poor syringing; fertilizer burns from various brilliant maneuvers; broken and wrecked equipment; failure to properly move tee markers; poorly trimmed areas; sand traps that would make you sea sick or ruts from improper raking; scalped areas from poor mowing practices; forgotten ballwashers and debris. These are but a few that can make the youngest superintendent old quickly and drive the mature superintendent into the ulcer department.

The amount of time required for immediate supervision seems to be excessive, but with part-time employees there cannot be enough checks and rechecks. Superintendents dream of the crew that can be instructed on the how and what to do and then with confidence know that the task will be completed with desired results. This dream will never come true as long as there are seasonal employees expected to exist on starvation wages. Then again, what golf course or club would exist if a permanent crew were maintained year-round? If seasonal employees were paid hourly wages comparable to the annual crew then it would almost be as though you had a full crew year-round, except for 3 or 4 months. There may be a few that can afford this luxury, but for the majority the part-time employee at low wages is a way of life that has to be accepted as one of the drawbacks to the turf management profession.

There are some management practices which could lessen the effect:

- Do not hire under the warm body concept. Find reliable sources of manpower, seeking out and developing seasonal employees during winter months.
- Use student help with interests in

agriculture, turf, or landscape, selling your program as valuable experience and a stepping stone to their future. Program at least one turf intern as part of your budget.

- Structure your budget to permit a higher starting hourly wage for those with knowledge of the game of golf or interests in a turf or landscape career.

- Establish lower hourly wages for those without experience, strangers to golf, and no interests. Provide incentive to achieve, and a plan so they may see some future. Develop each to their fullest capability.

- Insure that there is an atmosphere of pride in your annual crew and that your entire complex presents pride. Any new employee will immediately sense a good team organization, a clean, well-managed maintenance area, and top-level management. They will want to become a part of such an organization.

- A complete training program presenting each employee with exposure to every facet of work for seasonal employees. Isolation to one or two jobs will develop a stagnant employee. This you can ill-afford.

- Treat your seasonal employees no differently than you do your annual crew. They too, need your approval, praise and attention.

Most superintendents come into the turf industry for either love of the game or desire to work with turf and in the outdoors. Quickly they find that playing golf seldom occurs and that a very small percentage of their time is devoted to turf and the outdoors. A large percentage — near 75 percent — is spent in managing people, work priorities, and equipment. Managing seasonal employees is a built-in job requirement that will never change.



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