



# EQUIPMENT CORP.

SERVING WISCONSIN AND ILLINOIS

Wisconsin Turf-West  
1917 W. Court St.  
Janesville, Wis. 53545  
608-752-8766

Wisconsin Turf-East  
21520 W. Greenfield Ave.  
New Berlin, Wis. 53151  
414-544-6421

Distributors of:

Agrico

Bean

Chipman

Cushman

Dupont

Elanco

Velsicol

Flymo

Foley

Giant-Vac

Jacobsen.

Lawn Boy

Lely

Lewis

Mallingrodt

Milorganite

National

Dar-Aide

Rainbird

Ryan

Standard

AND

MANY

MORE

## "The Assistant" By Tom Harrison

The golf industry has undergone many changes over the years. In the last few years, the game has seen graphite club shafts and aerodynamically designed golf balls to name a few. The maintenance end has seen many changes itself. Years ago the prime function of a golf course greenskeeper was strictly mowing and keeping of the greens. But along with a change in title have come added duties and responsibilities. Superintendents are into all phases of construction. They are into planning and design as well as carrying out the work. The actual mowing and other routine course work have changed as well. These functions must now be done with greater burden on the superintendent. He has to deal with many new duties and responsibilities. However, he has met these new challenges with modern equipment and ideas. Bigger and more sophisticated equipment was purchased to get the job done faster. Radio communications and automatic irrigation have been added to increase efficiency. Time has become critical with the emphasis on getting the most out of each man hour per day.

But there is one management tool that could greatly increase efficiency and lesson the burden on the superintendent. That is the use of an assistant. There are many people who are called assistants, but the definition is very broad. In some cases the title assistant is merely that, a title, given to a man in lue of a pay raise. In some cases the mechanic or fairway man are called assistant. In very few cases is an assistant used to his fullest

capacity. The assistant could be a tremendous aid if used to the fullest extent. A superintendent in the course of a day has to perform many tedious and repetitious jobs. They are important to the running of the golf course, yet very time consuming. Some of these routine jobs are crew supervision of routine work, mechanic work and supervision, record keeping and parts ordering. If the superintendent were willing to give up a few or all these duties to an assistant it would free him to concentrate on other areas. He could spend more time planning projects; supervising projects; and increasing communications with members, pro, and manager. He could take a more overall view of the maintenance operation if he was not so tied up with small problems.

Hiring an assistant is relatively easy. However, it is not easy to find the right man to work closely with the superintendent. He must be able to carry out the work of the

**LOFT-KELLOGG SEED, INC.**

Home Phone JAY Office Phone  
414-632-6595 HAGER 414-276-0373  
FANCY SEEDS FOR BETTER TURF  
Over 40 Varieties Including

All New Varieties

We Can Mix Per Your Specifications!



**MILAEGER**  
Well and Pump Co.

INDUSTRIES  
MUNICIPALITIES  
SUBDIVISIONS

- Deep Well Drilling—
- Well Development by Acidizing & Shooting—
- Deep Well Pump Installation—
- All Makes of Pumps Repaired—
- 24 Hour Service—

**BYRON JACKSON PUMPS**

Division of Borg Warner Corporation

Line Shaft Turbine Pumps and Submersible Pumps  
to 500 HP and 1,000 ft. Settings

SERVICING WISCONSIN AND ILLINOIS  
For Over 57 Years

1245 N. 62nd Street 640 Pearson Street  
Milwaukee, Wis. 53213 Des Plaines, Ill. 60016  
(414) 453-1230 (312) 296-8707

**par ex**<sup>®</sup>  
PROFESSIONAL PRODUCTS



slow release  
fertilizers  
with IBDU

IBDU  
NITROGEN  
(31-0-0)  
(27-3-9)  
(24-4-12)  
(24-4-8)  
(20-0-16)

AVAILABLE AT

*Reinders*

# Lakeshore Equipment & Supply Co.

300 SO. ABBE ROAD, ELYRIA, OHIO 44035 (216) 323-7544

FORMULATORS AND DISTRIBUTORS OF

HERBICIDES - INSECTICIDES - FUNGICIDES

FERTILIZERS - GRASS SEED - IRRIGATION EQUIPMENT

RVC PIPE - ASBESTOS CEMENT PIPE - POLY PIPE

MARKET REPLACEMENT PARTS, TIRES, BATTERIES ETC.

THANK YOU FOR YOUR CORDIAL WISCONSIN WELCOME

BILL SCHUMACHER

297 Dartmoor, Crystal Lake, Illinois 60014

815-455-2284

superintendent the way the superintendent wants it done. The assistant must not let personal ideas interfere with carrying out the job the way the superintendent wants it done. The assistant when called upon to make decisions, must make them along the lines of thought of the superintendent. When the superintendent is absent for a day, a week, or a month the golf course should be able to function fairly close to normal. This closeness in thinking between each man comes with hiring the right man and working together as a team.

From an assistants point of view, he is looking for a little job security, room to make some decisions and some challenge to the job. The assistant has several ways to look at his job. He may feel that his job is merely a stepping stone in his career. He may look at it as a two or three year internship period or he may look at it as a

## IRRIGATION CHECKLIST

AUTOMATIC VALVE-CONTROLS

POT-UP SPRINKLERS

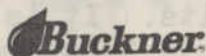
PVC PIPE FITTING

PUMPS

REPAIR SLEEVES - PARTS

J-M - MOODY - GRISWOLD - THOMPSON - SAFE-LAWN

COMPLETE DESIGN SERVICE



### SPRINKLER IRRIGATION SUPPLY COMPANY

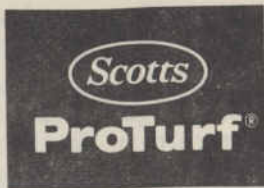
DIVISION OF A. J. MILLER, INC.

50 YEARS OF SERVICE

1738 Armitage Court, Addison, Illinois 60101

312 - 629-7730

The logo for Susco, featuring the word "Susco" in a large, stylized, cursive font with a drop shadow effect, and the words "ENGINEERED RAIN" in a smaller, bold, sans-serif font below it.



# Helping the superintendent through turf research...

- Controlled Release Fertilizers
- Fertilizer/Pesticide Combinations

- Fungicides—Herbicides—Insecticides
- Soil Testing—Weed & Disease Identification

## SCOTTS • LELY • GANDY SPREADERS

Finest quality turfgrass seed—Fairways • Greens • Tees • Roughs  
Scotts Windsor and Victa blends

## Jerry O'Donnell

Technical Representative  
Route 2 - S. Hill Road  
DeForest, Wisconsin 53532  
Telephone: 608/846-3629

---

full time job with no immediate plans to move up the ladder. Some people have this hangup about being second in command. They feel that this is like being a second rate person. Not everyone can be a chief or number one. Someone must be number two man in any operation. There is no reason that being number two man cannot be thought of as a full time career opportunity. It would certainly be advantageous for the club hiring an assistant to retain him as a permanent employee. He could become a very valuable member of the club staff. It is up to the superintendent and club officials to provide the two main ingredients to retain an assistant and interest him in becoming a permanent staff member. The first is the right working conditions which include the giving of responsibility, creating job challenges, and room to make his own decisions. The second item is money and fringe benefits. The club cannot pay poorly and expect the man to stay. If the pay is poor, he will work his two or three years and move on. This is to no benefit to the club. The club loses the first year or so to training. It is very difficult to say how much is too little or too great as far as pay and benefits are concerned. Money available for salaries varies from club to club. It would be easier to judge what you should pay for an assistant if you know what others are being paid. There seems to be a great taboo placed upon one man knowing what another makes as far as salary and fringe benefits. It is a strange thing, it is partially wrong, but it is human nature. Some day as professionals, I hope that we can overcome this. I am not afraid to state where I stand financially. I am neither ashamed nor proud of my salary. But I would like to use myself as an example to state my duties, responsibilities

and salary. I feel that this would give a better idea of where, at least, one full time assistant stands in our state.

I started in the 1960's at Nakoma Country Club in Madison. I worked there three years under Peter Miller. I then went into the U.S. Navy and when I was discharged I went to work at Maple Bluff under William Eckert. When I was hired at Maple Bluff in 1968 I was to be worked in as assistant if I wanted the job. I started out at \$7,000 a year with no benefits. Over the years my duties and responsibilities have increased. I do all crew supervision and work assignments as far as day to day work. On Construction projects and such I take care of the golf course while Bill Eckert personally supervises the construction. I may pitch in when I'm free but my responsibilities lie with the course. I also do some hiring and firing of employees. Up until last November, I did most of the mechanic work. In November I hired a young man from technical school to spend a years apprenticeship under me as a mechanic. He will eventually take over the greater share of the mechanics duties. Last of all I take care of the parts ordering and inventory system. Since 1968 my pay as well as salary have increased with my duties. I now make a little over \$14,000 a year. I have full family medical coverage, full club retirement plan, three weeks paid vacation, paid membership in the GCSAA and WGCSA, paid expenses to the national conference each year and use of a '73 Jeep vehicle for personal transportation. Maple Bluff is not the wealthiest club in the state by any means but they believe in retaining their staff. They believe in as little interference to their staff as possible as long as we produce. It is a very fair and workable arrangement. The relationship between Bill Eckert and

# GOLF COURSE IRRIGATION

*"our only business"*



**R & S**  
*parts, inc.*

*Irrigation Planning & Design*

**call collect**

5278 N. PORT WASHINGTON RD. - MILWAUKEE, WIS. 53217

**414-964-1322**

AS GOLF COURSE SUPERINTENDENTS YOU CANNOT  
AFFORD LESS IN SERVICE AND QUALITY THAN  
THATS OFFERED BY THE ADVERTIZERS IN  
THE "GRASS ROOT"

myself is very good. He gives my my area to operate in and I try to do my best within this area. We are always ready to cover for one another when either of us must be away. I try to make all decisions along Bill's line of thinking. It is his golf course and he is ultimately responsible for all decisions made no matter who makes them. I would not think of doing something contrary to his line of thinking.

I hope I have shown the areas where an assistant could improve the course operation. Only the superintendent can decide whether an assistant will fit into his operation. An assistant would prove to be a very valuable management tool if used wisely.

\* \* \* \* \*

As a Service:

For Sale - in excellent condition, 30 - 808 Rainbird  
Sprinklers. 170 - 60A Nelson Valves. Contact

H. R. Hannemann  
Supt. Janesville C. C.  
2615 W. Memorial Dr.  
Janesville, Wisc. 53545  
608-754-2991 .

\* \* \* \* \*

According to authoritative sources, ignorance is when you don't know something and someone else finds it out.

**The Golf Course  
Choice in Wisconsin  
and the World**



Since 1926

**MILWAUKEE SEWERAGE COMMISSION**  
8500 South 5th Ave. Oak Creek, WI 53154