

ares and if more color is required Maples, Gum, and Chestnut, Black and Red Oak, with splashes of White Pine make a very interesting landscape. Cherry trees are beautiful but are subject to web caterpillar at a time when there are more important things to do.

For the clubhouse area combinations of color to conform to the building lines using the varied colors of Spruce, Junipers, Hemlock, Ilex, an occasional Redwood, (Metasequoia) Snowball, Forsythia, Spirea, and Weigela where there is enough light, and Azaleas, Pieris, Rhododendron for part shade. White, pink, red and blue Salvias, Marigolds, Zinnias, and Petunias make excellent foreground material in the sunny areas while Impatiens will light up the darkest corners. Tea Roses should be avoided unless you have a surplus of labor, but climbing Roses should be used on large wall spaces and fences. Pyracantha Gruberi (the red one) even on a brick wall, makes an exceptional Fall Show. Chrysanthemums are something that can be used or left out, according to the labor situation, as a few Euonymus Elatus (Burning Bush) will provide a lot of color at that time with much less care.

Most of you fellows have all this information and could go ahead with such a program, but the average greens chairman for some reason, seems to think that all time spent away from grass is wasted.

I would suggest a lady greens chairman but there again we might have complications.

Employment opportunity: A job opening has been forwarded to us by the Philadelphia Association.

~~Warrington~~ Warrington Golf and Country Club
Almshouse Road
Warrington, Pennsylvania

This is an 18 hole private course. The course has been in play for four years. Salary is \$6000 and up with a \$42,000 maintenance budget. Interested members should contact the following man by letter only:

Mr. Sanford Oxman, Greens Chairman
1256 School Lane
Warrington, Pennsylvania.

Editorial: In looking back over past issued of the Newsletter and at employment opening notices sent out by the National Association, there is one often repeated line: "Find out the pay scale in your area and maintain it". The reasons for this request are very clear to all, and yet the Mid-Atlantic, one of the most respected chapters of the National, has not yet compiled a salary scale.

The purpose of a pay scale is not to provide the superintendent with a club that he can hold over his Board of Directors, but rather a gage by which they can go. Most clubs are willing to pay a good salary, but, in most cases, they don't know what this amounts to. How often have we seen a good superintendent happy with his job and in the good graces of his membership; yet, when he asks for a raise, he is turned down simply because the board feels he is drawing top pay now. All

too often this man leaves, and, only when they try to replace him, does the club find that in the past five years salaries in this profession have risen rapidly! They then have to pay more for a new superintendent, and many times he is a less competent man than the original one.

We are not mercenary in our aims, but if the clubs would only compare salaries to industry, they would see that the superintendent is not an overly well-paid man. A recent check of industry shows an average expenditure by the firms of 32 cents per hour for fringe benefits such as insurance and retirement plans. These are benefits very few clubs provide. The superintendent has never been a forty hour a week man nor has he had a union looking after him to see that he gets good wages.

The Superintendent Associations are professional groups and have no need for unions, but let us get behind a drive for finding out what our salary scale is and see if it needs to be raised. This will take everyone's help and cooperation. It will benefit us all so let's get the ball rolling.

The following poem was reprinted from Our Collaborator, which is published by the Northeastern Golf Course Superintendents Association. The name of the contributor was withheld at his request.

MY GET UP AND GO HAS GOT UP AND WENT

How do I know that my youth is all spent?
Well, my get up and go has got up and went.
But in spite of it all --- I'm able to grin
When I think of where my get up has been.

Old age is golden, so I've heard it said
But sometimes I wonder as I get into bed
With my ears in a drawer, my teeth in a cup
My eyes on the table until I wake up.
Ere sleep dims my eyes I say to myself
Is there anything else I should have laid on the shelf?

I am happy to say as I close my door
My friends are the same only perhaps even more.
When I was young, my slippers were red,
I could kick my heels right over my head.
When I grew older my slippers were blue
But still I could dance the whole night thru.
Now I am old, my slippers are black
I walk to the store and puff my way back.
The reason I know my youth is all spent
My get up and go has got up and went.

But I really don't mind, when I think with a grin
Of all the grand places my get up has been.
Since I've retired from life's competition
I busy myself with complete repetition.

I get up each morning --- I dust off my wits,
Pick up the papers and read the "Obits"
If my name is missing, I know I'm not dead
So I eat a good breakfast and go back to bed.