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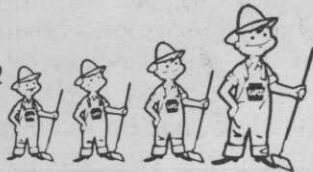
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is usually on a January - December or October - September type of situation, so there might be an immediate disagreement. But other than that, there is nothing else that comes to mind that might cause a problem. If the idea was agreeable with all concerned, there would need to be a meeting with the super and club officials to discuss and revise the necessary items to put the plan into action.

Another solution, if the idea was accepted, might be to make just the greens committee budget fall within a June - May fiscal year. But in any event, whatever the ideas and solutions might be, this arrangement would definitely be of help to the superintendent.

\* \* \* \* \*

The other idea which bears some looking into is also within the budget, in the form of the superintendent's annual salary. An item that is included in this category that is coming in more and more on its own is that of benefits. Most supers have some kind of benefits but the trouble is that these benefits are few and likely don't amount to very much when really given a close examination. Many clubs are becoming oriented to the ideas of benefits for their key employees, which is becoming almost a necessity if a stable work staff is to be retained.

One way of looking at this idea is that the super may not want these benefits any other way but in cold cash each week. This is good to a point. But benefits of a non cash type are not subject to as much of a bite by the government as is the straight cash increase. These "non cash" benefits might include hospitalization insurance, which most clubs now have, housing facilities or a housing allowance, a car or transportation allowance, even to the point of taking care of gas, oil, and payments, a retirement or pension plan, and even a few other items which vary among clubs and supers.

Benefits are viewed differently by many supers and rightly so. The individual should ask for whatever suits his particular situation. Some men may be in the position where straight money increase may be better to them than any other form of benefit. But a married family man might want and need some of the other mentioned items. Another aspect of the situation is that if an enterprising super should initiate a program where he is getting several fringes, if he should leave the club, this makes it much easier for them to advertise in that they can offer these items as a selling point of the job. Being able to do this makes both parties look better.

At any rate, at contract renewal time, the subject of benefits should be given serious thought and discussion because both the club and the super stand to gain from it.

**ODDS N' ENDS**

From the Conn. Clippings in Chas. Baskins "Grass Catcher" we find "Wages for golf course maintenance employees continues to increase. Most

clubs are paying summer help around \$2 per hour and year round employees are receiving \$2.20 to \$4 per hour."

Obviously we here in the Mid-Atlantic area are not the only ones affected by the high cost of labor.

From the sound of things, the winter injury suffered by courses in the Northeast section was really bad. So bad in fact that the GCSA of New England published an open letter to club presidents and greens chairmen in their area. The purpose was to clear the air as to exactly what happened last winter and why the turf has not been perfect this year. The letter was well written, quite explanatory, and proves that their association is looking out for the well being of all their members. It might be well for other associations to ask themselves if they could make the same claim. At any rate, well done, N.E. Chapter.

The Metropolitan GCSA in New York state had an interesting speaker at their June meeting. She was Mrs. Allison Choate, a member of the Apawamis Club and a past Senior Women's Amateur Golf Champion in New York. She spoke briefly outlining what she felt was important to our lady golfers. The two items she stressed were fair pin placements and well groomed sand traps. Rather an interesting speaker, don't you agree?

Do you ever have water in your cups in the morning after watering? Try this idea - buy a hygiene syringe at the drug store and attach a 12" piece of fuel line from a greens mower to the end of it. Presto! Instant cup cleaner-outer. It really works slick, too.

#### THE NITROGEN DILEMMA: By Edward J. Heath

On Aug. 15, 1966 while visiting Warren Bidwell's Philadelphia C.C. I was astonished! His greens were of such quality and texture they were literally shaved to perfection. I asked his assistant how much nitrogen had been applied to date. He replied "2 pounds per 1000 sq. ft.". Why has this superintendent followed the principles of low nitrogen on his greens? What are the facts of high nitrogen verses low nitrogen on putting greens?

Referring to the USGA Green Section Record Sept. 1967, "Why the Nitrogen Race" by Alexander M. Radko, the role of nitrogen in putting green management is:

1) It provides color - the upper safe limits provide a deeper, darker green than the lower rates. (High Nitrogen - Good)

2) It encourages leaf growth - the upper limits provide more vegetative growth than the lower limits. (High Nitrogen - Bad)

3) It discourages root growth at the upper safe limits while the lower safe rates encourage far better root growth. (High Nitrogen - Bad)

4) It provides a soft, rank growth at the upper safe limits and a hardy, healthier growth at the lower limits. (High Nitrogen - Bad)

5) The higher rates encourage poa annua invasion far more than the greens fed on the low side. (High Nitrogen - Bad)

6) The higher rates require more critical water management than moderate rates. (High Nitrogen - Bad)

Except for color, is there any reason for keeping nitrogen at the high levels? Granted, color has a psychological effect on the golfer as well as the superintendent, but isn't golf played on turf, not color? The duration of a putt is not affected one bit by color.

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