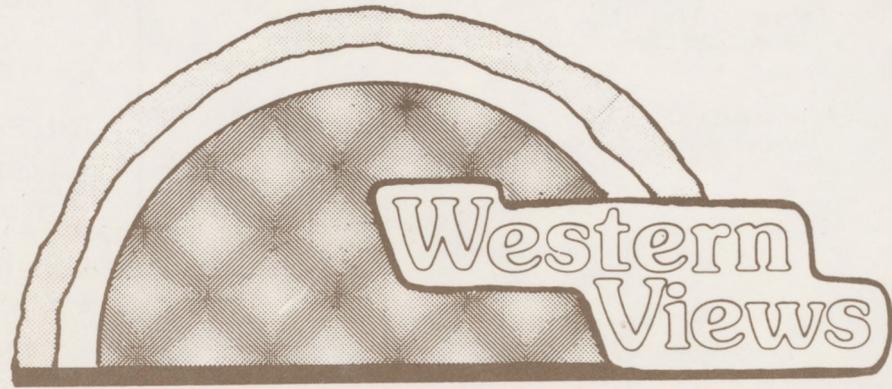


Official Publication of the  
W.M.G.C.S.A.



**JULY/AUGUST 1985**

**PRESIDENT'S MESSAGE**  
Keith E. Paterson, C.G.C.S.

It's really hard to believe the summer is over already. This past summer certainly has to be one of the nicest I have experienced for growing turf in my eight year career. I hope everyone had a good year.

I would like to encourage everyone to attend the annual meeting this year. The highlight of the meeting will be our guest speaker, Dr. Houston Couch, from Virginia Poly Tech. A reprint of an article about Dr. Couch's research appears in this issue. There will also be a drawing for a video recorder. Each time a member attended a meeting this year, his or her name was placed in the drum. The final event of the day will be the chapter elections. A slate has been prepared by the nominating committee, (see inside) but anyone can be nominated from the floor.

I would like to personally invite everyone to the fall party on Saturday, November 9th at Spring Lake Country Club. Hope to see you there.

**MEETING SCHEDULE**

- October 7 ..... Blythefield C.C.  
Annual Meeting
- November 9 ..... Spring Lake C.C.  
Fall Party

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## NEW MEMBERS

Twelve new members were approved at our August 5th board meeting, and they vary from former members returning to us to a club manager, from superintendents and assistants to sales representatives.

Brian Hamilton is a newly approved member who is returning to us. For the past four years Brian has been superintendent of Lincoln Hills Golf Club in Ludington. Before that he was one of our members as the assistant superintendent to Jeff Gorney at the Grand Rapids Elks. He also worked on the grounds crew of Amway World Headquarters and as the assistant superintendent of Chase Hammond Golf Course. Brian lives with his wife, Martha, in Ludington.

Randy Caniff, 2 year superintendent of North Kent Golf Course in Rockford, is also a former member of the Western Michigan G.C.S.A. Randy was superintendent at Silver Lake Country Club before taking his present position at North Kent. Randy lives in Sparta with his wife, Sharon.

For the past 5 years Kent Enyart has been the superintendent of Mullenhurst Golf Club in Delton. He did his placement training in 1979 under Don Fitz at Cascade Hills Country Club. Kent resides in Delton with his wife, Ann.

Arbor Hills Country Club's new superintendent is Jim Eccleton. Jim's previous experience includes one year as the assistant at Tam O Shanter in Bloomfield, one year of placement training at Barton Hills Country Club in Ann Arbor and 10 years as owner of Willow Creek Golf Course in Stockbridge. Jim and his wife, Denice, live in Jackson.

Jim Roschek knows more than just how to grow grass; he also knows how to play off from it. Jim is the pro-superintendent at Milham Park Golf Course in Kalamazoo and has been for the past 5 years. Before that he was golf professional at Royal Scot Golf Club in Lansing for 4 years.

Both the superintendent and the manager of Burr Oak Golf Course in Parma have been accepted into our

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association. Superintendent Jim Johnson, not to be confused with our LESCO regional manager, has been at Burr Oak for the past 4 seasons. Before that he was assistant superintendent at Burroughs Farm in Brighton, Franklin Hills in Farmington and Traverse City Golf & Country Club. Along with Jim is his manager David Sayers who spent 2 years in investment-financial planning and 11 years as a locomotive engineer. David resides in Clark Lake with his wife, Michelle.

Kim Richardson is keeper of the grounds at the Country Club of Jackson, and I am confident is learning much from superintendent Bill Madigan.

Roger Barton's new assistant at Blythefield Country Club is Dan Claxton. Dan was promoted from grounds crew worker in 1984 to assistant superintendent for the 1985 season and is very qualified for his present position. Dan completed the 2 year turfgrass management program at Michigan State University and did his placement training at the Jack Nicklaus Sports Center near Cincinnati. Dan lives in Comstock Park.

Gene Johanningsmeier's step-son, Keith Richards, is Turfgrass, Inc.'s representative to the West Michigan area. Keith knows more than just being related to the boss, which isn't a bad start. His experiences also include being assistant superintendent at Knollwood Country Club for a year and a half and a 4 year turf student at Michigan State University. Keith lives in Walker, Michigan.

Spartan Distributors has two new sales representatives in their irrigation department. They are Ted Johnson and Jim Volgstadt. Ted lives in Holland and has been with Spartan Distributors for a year. Jim has worked as a district manager of an irrigation division, and is a graduate of the 2 year turfgrass management program. Jim lives in the Grand Rapids area with his wife, Margaret.

As you can see, there is a great diversification of people interested in our association and our industry and the Western Michigan G.C.S.A. welcomes them.

**THE TYPICAL GCSAA SUPERINTENDENT**  
Dean E. Watkins, CGCS  
Golf & Grounds Superintendent  
Guyan Golf & Country Club  
Credit: On The Green

The Golf Course Superintendents Association of America recently published the results of the GCSAA Attitude Survey of 1984. The survey was mailed to all Class A, B, Associate and Student members of GCSAA. A total of 4,632 audits were mailed and 1,745 were returned for a response rate of 38%. Most (96%) of the responses received were from Class A. and B superintendent members. I found the stats to be very interesting, and compiled, what I believe is an overview of the typical superintendent member of GCSAA. I hope you will find this overview interesting and informative.

The responses received indicate the typical superintendent to be a male (99.5%) under 35 years of age (66%), married (86%) with 1 or 2 children (62%). He is a Class A superintendent (87%), has been a member of GCSAA for less than 10 years (75%) and is not a Certified Golf Course Superintendent (16%) but plans to become one (57%). He holds either a Bachelors Degree (55%) or an Associates Degree (20%) and receives a base annual salary of \$35,000 to \$45,000 (43%). His official job title is Golf Course Superintendent (48%), he spends less than 20% of his time in non-golf course related areas of management (52%) and answers to either the Green Chairman (23%) or the President/CEO of his company (35%). During the peak season he will employ 11-15 employees (51%). The typical GCSAA superintendent is employed on a regulation (par 34 + per 9 holes) (96%) 18 hole facility (81%) where he has been more than 3 years but less than 10 years (62%). He has worked in the field of golf course operations for more than 6 years but less than 15 years (65%). His golf facility is 11 to 20 years old (45%), private or semi-private (76%), has a temperate climate (59%) and is fully maintained between 9 and 11 months of the year (46%). The average annual rainfall in his area is between 21 and 30 inches (46%) with a sandy loam soil (43%) on gently rolling terrain (57%).



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**THE FOUNDER'S SOCIETY**

How many times have you been at an award presentation or retirement dinner and heard the "man of the hour" remarking how much he has received from the industry and how impossible it would be to repay that debt? The Founder's Society of the Michigan Turfgrass Foundation was established for those individuals who would like to give something back to the industry that has contributed so much to everyone who has been associated with it. The money provided from the society will be used for major research equipment to be purchased for the Hancock Turf Lab at Michigan State University.

Your commitment of \$200 per year for five years will enable you to show your support and gratitude. With your first installment you will receive a 14k gold Founder's Society pin to signify your commitment to the growth of the turf industry in the state of Michigan. There's more good news! Most of your donation is tax deductible.

Michigan State University now recognizes donations to the Michigan Turfgrass Foundation as direct contributions to the University, therefore qualifying your donation for greater tax benefits. **Example:** If your taxable income is \$30,000 per year and you claim 4 dependents, your \$200 contribution to the Founder's Society would, in fact, after the deduction on your income tax, only cost you about \$60. (Remember this is a generality and may vary slightly.) Upon receipt of your contribution you will receive a tax receipt for your records from the university.

Why not fill out the form below and insure a bright future for the turf industry?

Yes, I would like to join the Founder's Society.

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## **EFFLUENT WATER FOR TURFGRASS IRRIGATION**

**Report on the Clavey Road Project**

**prepared by**

**Dr. David J. Wehner, University of Illinois**

**Credit: The Bullsheet**

The use of potable (drinking quality) water for the irrigation of turfgrass stands may be limited in the future because of the increased demands for water by all segments of society. Turfgrass irrigation generally has a low priority or is not even on the list of priorities for distribution of the water supply. To better prepare for the possibility of a reduced water supply, the turfgrass manager must be aware of management practices that will help conserve water and also be aware of effects on the turfgrass stand when using poorer quality water as an irrigation source. The purpose of this research project was to evaluate the effects of irrigation with effluent water from a wastewater treatment plant on the quality of Kentucky bluegrass, annual bluegrass, and creeping bentgrass turfs.

This research was conducted at the North Shore Sanitary District sewage treatment plant on Clavey Road in Deerfield, Illinois. Plots of Kentucky bluegrass, annual bluegrass, and creeping bentgrass were irrigated with either potable water, secondary treated effluent water or final effluent water from the sewage treatment plant. These sources of water differ in the amount of salts, nutrients, and heavy metals that they contain. The potable source is the highest quality of the three while the secondary treated water is the lowest quality. The final effluent water from the Clavey Road treatment plant is normally dumped into the Skokie Canal. If the decision is made to construct

some type of distribution system, the final effluent water will be distributed to golf courses for either direct irrigation or for storage in retention ponds for future use in irrigation.

During the course of the study, we monitored turfgrass quality and have tested the soil for various nutrients and heavy metals. We have also metered the amount of water being used to irrigate the turfgrass plots.

No differences in turfgrass quality due to the use of either the secondary or final effluent water for irrigation were observed during the three years of the study. The total amount of water applied to the plots was approximately 55 inches. No adverse effects related to the use of the final effluent water for turfgrass irrigation were found. Minor problems that might occur included the clogging of irrigation heads due to the hardness of the water and potential salt problems in poorly drained areas. The clogging problem can be overcome by routine maintenance of the irrigation system. The salt problem should not occur in most years because rainfall will leach the salts out of the soil profile. In dry years, on areas with poor drainage, applications of gypsum may be necessary to correct the salt problem. Gypsum is fairly inexpensive and is used in a manner similar to any fertilizer.

The Clavey Road Research Project which has been sponsored by the Chicago District Golf Foundation, the University of Illinois, the North Shore Sanitary District, the Chicagoland Golf Course Superintendents Association and the Midwest Association of Golf Course Superintendents has broken ground for an alternative water source for turfgrass irrigation in our area. Although most of us today have not been faced with a water crisis, let's face it, our day is coming.

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**DR. HOUSTON COUCH:**  
**"GETTING THE MOST FROM FUNGICIDES"**  
 By David R. Arel, Sleepy Hollow Country Club  
 Credit: Tee To Green

In 1981, Dr. Couch began research to define procedures necessary for making the most effective spray applications of fungicides. Trials were designed to determine the following:

1. optimum amount of water per 1,000 sq. ft. of turf
2. appropriate nozzle sizes
3. most suitable pressure at the nozzles for the control of turfgrass diseases on fairway and greens.

The first set of experiments was designed to test for the relationship between dilution rates, nozzle orifice size, and the efficiency of the fungicide. Applications were made with a CO2 pressurized, hand-held sprayer equipped with Unijet flat fan spray tips. Applications were made at a nozzle pressure of 30 psi.

Tip Size	Gallonages
800050	0.5, 1.0, 2.0, 4.0
8002	0.5, 1.0, 2.0, 4.0
8006	4.0, 8.0, 16.0, 32.0

**Sclerotinia Dollar Spot:**

Fungicide Tested	Rate
Bayleton	.25 oz. ai / 1000 sq ft
Chipco 26019	1 oz ai / 1000 sq ft
Daconil 2786	2 oz ai / 1000 sq ft
Dyrene	2 oz ai / 1000 sq ft

**Optimum combination for control:**

fungicide	nozzle	gallonage
Bayleton	8002	2
Chipco 26019	800050/8002	0.5, 1, 2, 4
Daconil 2787	800050/8002	1
Dyrene	8002	2

**Rhizoctonia Blight:**

Fungicide Tested	Rate
Bayleton	.25 oz. ai / 1000 sq ft
Chipco 26019	1 oz ai / 1000 sq ft
Daconil 2786	2 oz ai / 1000 sq ft
Dyrene	2 oz ai / 1000 sq ft

**Optimum combination for control:**

fungicide	nozzle	gallonage
Bayleton	800050	2
Chipco 26019	800050/8002	0.5
Daconil 2787	any	0.5, 1, 2, 4, 8
Dyrene	800050	1

The most effective was Daconil 2787 with any of the three nozzles tested at up to 8 gallons water per 1000 sq ft.

**Melting Out:**

Fungicide Tested	Rate
Chipco 26019	1 oz ai / 1000 sq ft
Dyrene	4 oz ai / 1000 sq ft
Daconil 2787	5.5 oz ai / 1000 sq ft

**Optimum combination for control:**

fungicide	nozzle	gallonage
Chipco 26019	8002	4
Dyrene	any nozzle	0.5, 1, 2, 8
Daconil 2787	8002	4

The most effective was Daconil 2787 using the 8002 nozzle at a dilution rate of 4 gallons water per 1000 sq ft.

**Fungicides tested on 'Penneagle' with Dollar Spot:**

Fungicide Tested	Rate
Bayleton	0.5 oz ai / 1000 sq ft
Chipco 26019	1 oz ai / 1000 sq ft
Dyrene	4 oz ai / 1000 sq ft

**Most effective control:**

Bayleton	30, 60, 90 psi
Chipco 26019	30, 60 psi
Dyrene	60 psi

**Fungicides tested on 'Penncross' with Dollar Spot:**

Acti-Dione TGF	0.042 oz ai / 1000 sq ft
Rubigan	0.2 oz ai / 1000 sq ft
Daconil	5.5 oz ai / 1000 sq ft

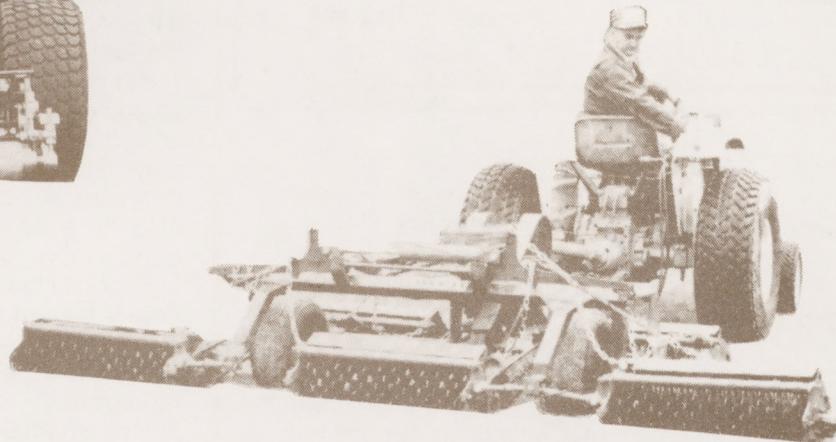
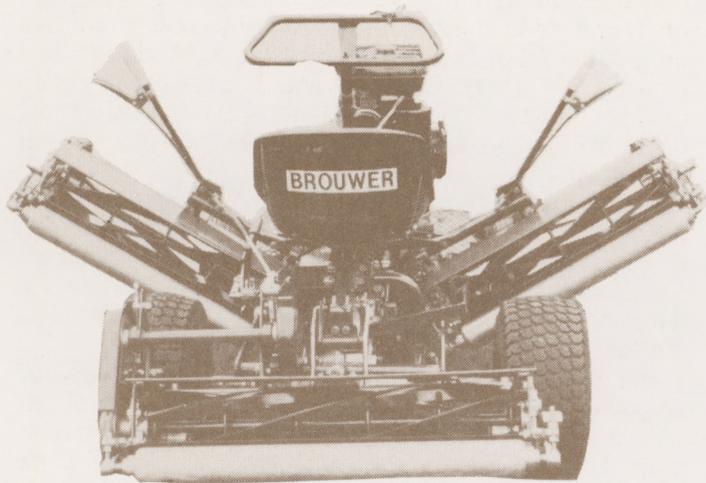
**Most effective control:**

Acti-Dione TGF	60, 90 psi
Rubigan	30, 60 psi
Daconil 2787	60 psi

An additional group of experiments was conducted to determine if variations in nozzle pressure will significantly affect fungicidal effectiveness. All fungicides were applied with a CO2 sprayer fitted with Uni-jet 8002 nozzle tips, and at a dilution rate of 2 gallons of water per 1000 sq. ft. of turf. The only variable was pressure at the nozzle. Four pressures were used: 10, 30, 60, and 90 psi.

This study has shown that in the use of a spray system, there are specific combinations of dilution rate, nozzle tip size, and nozzle pressure combinations at which the various fungicides perform most effectively.





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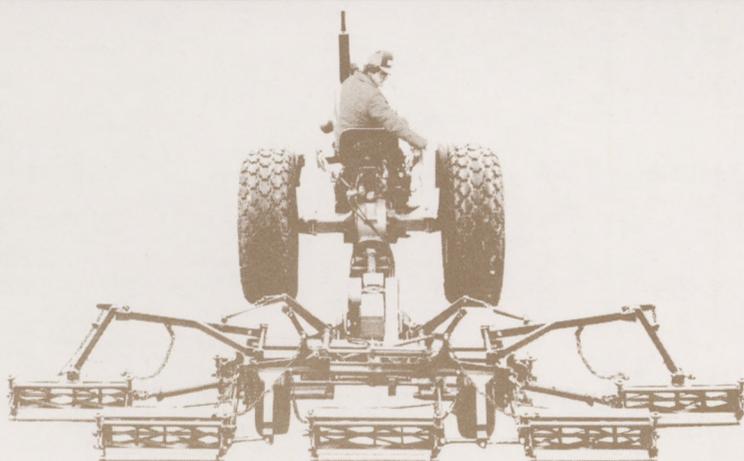
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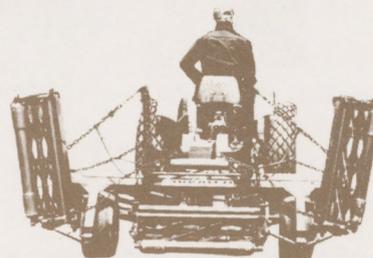
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### HOW TO HIRE A GOOD EMPLOYEE IN TEN EASY STEPS

**Robert E. Ottley**

**One Step Lawncare, Inc., Rochester, New York**  
Credit: NYSTA Bulletin

Finding good employees is an extremely important issue to anyone owning their own business or in the position of hiring and firing personnel. To keep things simple, just remember that all ten steps to hiring a good employee are the same: **DO NOT HIRE BAD EMPLOYEES.**

Many owners of small businesses and personnel managers make the mistake of not thinking through or analyzing their hiring practices. Any poorly worded newspaper ad or application form will do, and then little time is spent in serious interviewing. The results may often be that you have hired what you hope to be a fine worker, but by the time he has been trained, he's ready for another line of work.

If this sounds familiar to you, maybe you should put more effort and time into your hiring practice. After all, an employee is a direct representative of you and your company, and you want that person to perform his duties in a manner and with the enthusiasm in which you would do the job yourself.

Before you start to hire good employees, be prepared so you can easily eliminate the bad. First, define exactly what the job entails. Write out a job description and have a present employee do the same. Have him list all of his duties just to be sure you haven't forgotten any. You should also have an idea of the salary range and company benefits that are to be offered.

Second, have a streamlined application blank. Don't bother buying a pad of application forms from an office supply or stationery store. These are too general. It takes only a little thought to construct your own, and it will be more relative to your business. Ask the usual questions, such as: name, address, phone number, schooling or training, physical limitations, previous employers, duties, salaries, and reasons for leaving. Then ask for information pertinent to **your** business, for instance: do you have



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a driver's license, can you drive a standard shift transmission, what equipment can you operate, and list your mechanical abilities.

Now that you have a good job description and a personalized application form, you are prepared for job applicants. One of the easiest ways to recruit some is through local newspapers. Word your ad carefully. Include the job opening, your company's name and address and the hours during which interested people may apply. Don't allow phone calls. It takes little effort to pick up a phone and call about a job, but it does take some initiative to get dressed, find your office, and come in to apply.

You may also use the placement offices at area colleges. Make contact by phone or mail, giving a brief description of the job and salary. The office will have interested students get in touch with you.

Hiring friends or relatives of present employees usually works out well. A good employee would not jeopardize his credibility or job by recommending someone who will not put serious effort into his work.

After you have finished taking applications, interview the prospective employees twice. The first interview should be done when the applicant finishes filling out your form. Have a pen handy so you can jot down your comments. During this initial meeting, your main objective is to get a feeling for this person's honesty and ambition. Review all the information on the application to make sure it is complete. Briefly explain the job and its duties and any company rules and policies.

This first interview should help you eliminate some of the least qualified applicants. The next step is to check with the remaining applicants' past employers. This can be done either by mail or phone. If you use the phone, make sure you have your questions ready in advance so as not to waste his time or yours. Try to verify the information which was given on the application. Check the dates he worked, what position he held, his salary and how he advanced in the company. Find out if he got along with co-workers and bosses, if he was punctual, if his personal life affected his work, if the company would rehire him, and if he was rated as an excellent, good, fair or poor employee.

If you still have a few good possibilities, call these people back for a second interview. Explain the job duties again, but in greater detail. Tell the applicant all the bad things about the job so there are no surprises later. It costs too much to train a person only to have him quit because he doesn't like to work in the rain. Cover his hours, pay scale, benefits, appearance code and how he should conduct himself on the job.

At this point, if you're still interested in this person, try some role playing by putting the applicant in a job situation with yourself as a customer. You can get a pretty good idea as to how he'll handle a customer by his responses to some of your questions and comments, but remember to keep to basics as the applicant doesn't know too much about your business as of yet.

If after the second interview, you are still interested in the applicant, hire him. After all your effort and care, you will have eliminated the bad candidates, leaving you with the best possible for your particular job opening. Hopefully, you will have hired someone who will go out into the community and represent you and your company in the professional way in which you intended him to. Then this employee is no longer just a person on the payroll, but an asset to your business.

## SULFUR USE ON GREENS

Dr. Norm Hummel

Cornell University

Credit: Our Collaborator

Soil reaction, or pH, is an important consideration in managing fine turfgrass areas. The pH is a measure of the hydrogen ion concentration in the soil solution. While most turfgrass species tolerate wide range of soil pHs, optimum growing conditions exist in a pH range of 6.0 to 7.0. At excessively low pHs, the solubility of aluminum and manganese increase to a point where these elements can reach toxic levels in the soil. Excessive alkalinity, or very high pH, can result in deficiencies or several micronutrients.

Throughout much of New York State, calcareous sands are used to topdress golf course greens. Managing the pH on greens topdressed with these sands has been a major concern of superintendents. Applications of elemental sulfur are frequently used on an annual or biannual basis to reduce the pH of greens to an optimum range. Sulfur is an effective acidifying amendment thanks to the action of *Thiobacillus* bacteria that live in the soil. The bacteria obtain their energy from sulfur by oxidizing it into the sulfate form. A by-product of this oxidation process are hydrogen ions that reduce soil pH.

Recently, isolated reports of damage from sulfur applications have surfaced. The symptoms have varied from what looks like an incurable infestation of dollarspot to a general discoloration. Damage has resulted from granular, flowable, and wettable powder forms of sulfur. The dollarspot-type damage caused by granular sulfur may not occur until several months after application.

While sulfur still remains a recommended acidifying material perhaps some caution should be exercised when using it. The following are suggested guidelines for using sulfur on bentgrass greens:

1. Do not use sulfur unless soil pH is above 7.5. Believe it or not, you can grow beautiful bentgrass greens on slightly alkaline soils. The use of micronutrients may be necessary as the pH rises much above 7.0. As an alternative to sulfur, acidifying nitrogen fertilizers such as ammonium sulfate may be used.
2. Apply no more than 2 pounds of sulfur per 1,000 square feet per application.
3. Only apply sulfur when temperatures are expected to be cool, preferably spring and fall.
4. Use a sulfur product the way it was intended to be used. For example, a wettable powder should be sprayed, not broadcast and watered in. *Read the label.*
5. A wettable powder or flowable sulfur material can be applied more uniformly than granular sulfur.
6. If damage occurs, do not aerify. Aerification will increase microbial activity, including the oxidation of sulfur by *Thiobacillus* bacteria. Aerification may actually increase damage.
7. Once damage occurs, there is nothing known to counteract the symptoms. If you feel compelled to do something, a light application (2 lb./1000 sq. ft.) of hydrated lime may or may not alleviate the problem. Fortunately, damage is not permanent and recovery should be rapid.

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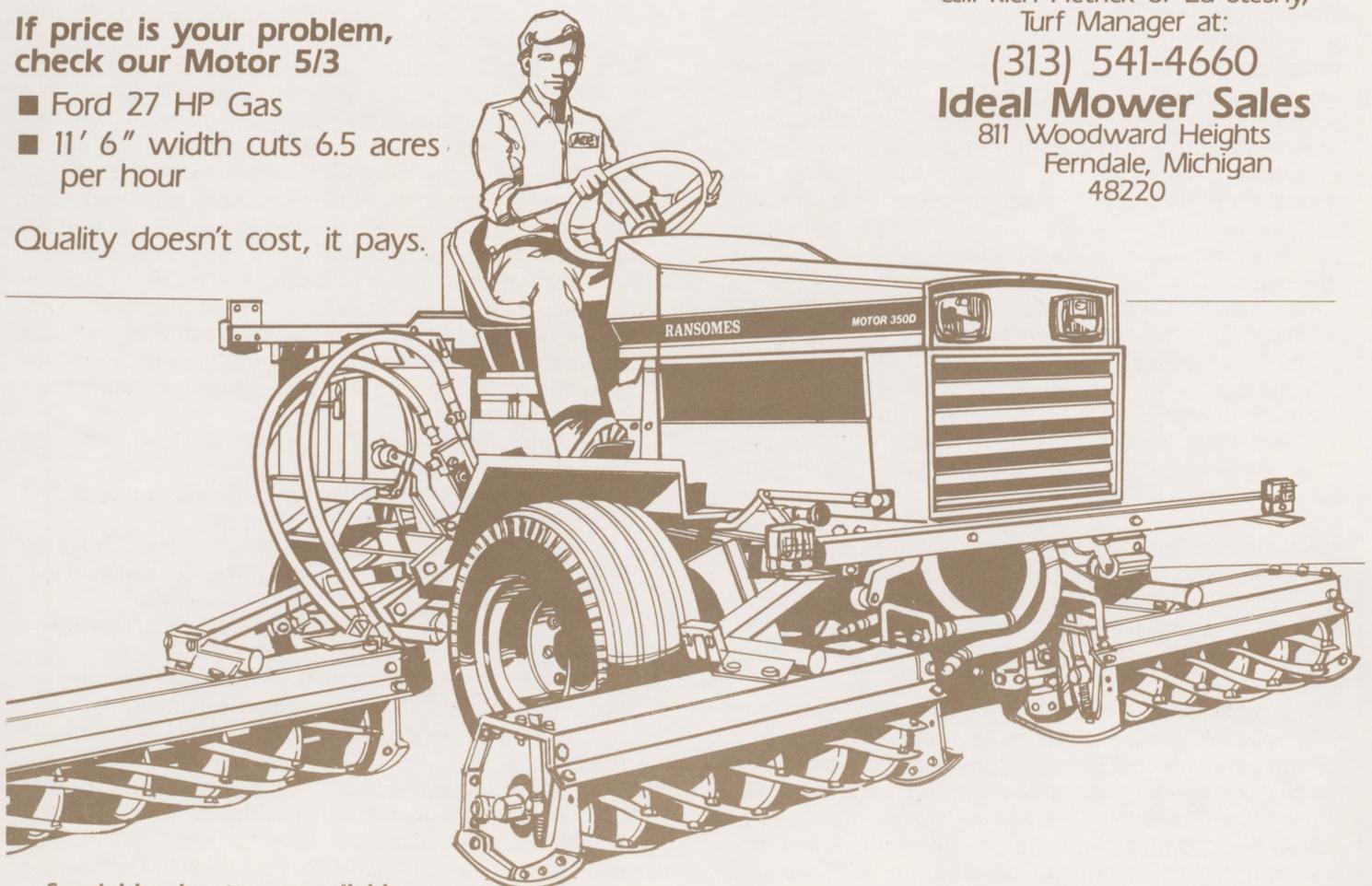
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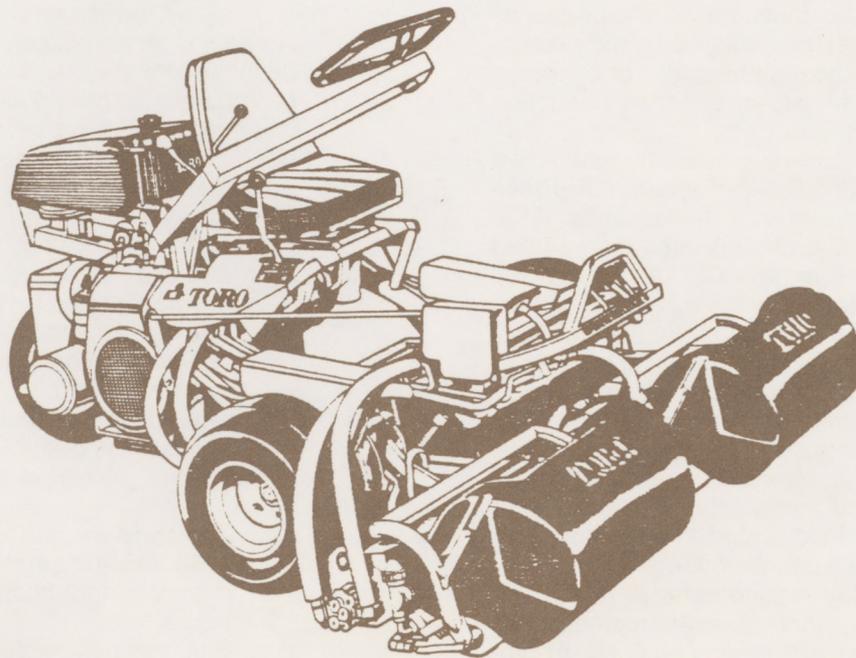
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## PRESIDENT'S LATEST TAX PROPOSALS COULD COST CLUBS DEARLY

By Gerard Hurley  
Credit: The Wedge

Enactment of President Reagan's tax proposals "for fairness, growth and simplicity," issued on May 29, could be a heavy blow to golf. According to NCA statistics, at least \$500 million in golf club revenues would be lost, along with more than 40,000 full time jobs. The average golf club could lose 18-28 percent of its revenue and 10-12 full time jobs, possibly more.

The president has proposed to eliminate entirely the deductibility of club dues and other business entertainment expenses. Business meals would be capped at \$25 per person per meal, with deductions allowed on 50 percent of any meal expenses beyond that amount.

Yes, we are for simplicity and fairness. How can one not be? But golf must oppose being so severely damaged just because the administration wants to adopt a more populist image.

The proposals are discriminatory and without justification. No other business marketing expense, such as advertising or office decorations, is under attack. The proposals are justified only on the basis of alleged public *perception* of abuse; no leader in the administration or congress has produced even an *estimate* of expense deduction abuse.

NCA President Joe Noll hosted a meeting of the Allied Association of Golf, including David Hueber, NGF President, in Washington only hours after the issuance of the proposals. In addition to NCA, other groups represented included PGA, the PGA Tour and CMAA. After a full discussion of the issues and a review by NCA Counsel, Tom Quinn, it was agreed that the golf community must unite behind a nationwide constituent response campaign. NCA will coordinate the campaign from Washington.

It is critical that all elements of the golf industry - manufacturers, distributors, pros, superintendents, managers, clubs, golfers - *everyone*, oppose the specific provisions immediately and repeatedly, by phone, letter and personal visits in the field and in Washington.

Unlike the claims of the administration —

1. Current deductibility requirements ARE fair.
  - a. These are legitimate business marketing expenses essential for many business or professional enterprises. They work!
  - b. If the expense is unwise and unproductive the marketplace will discipline the spender. Such is the risk assumed by the entrepreneur.
  - c. Club dues expenses are no different than those for hiring a "meeting room" at a downtown hotel.
  - d. Are we to accept that government bureaucrats and legislators know better than businessmen where and how to invest capital in their pursuit of business?
  - e. The president said, "it's *your* money." Then should not businessmen be allowed to invest it as they see fit?
2. Current deductibility requirements ARE equitable.
  - a. The right to deduct expenses is open to all. It is not limited to any particular class of

- citizens or those in white shirts, for example.
      - b. Anyone, (for example, a plumber, carpenter or truck driver) can risk his or her capital and claim such expenses as business deductions if such expenses are incurred in pursuit of more business.
      - c. For moderate income businesses and business persons, disallowances could reduce the opportunity to employ these time tested marketing techniques while those with greater incomes may continue the practice.
    3. Conversely, it IS unfair and inequitable to:
      - a. Treat golf clubs or other segments of the hospitality industry differently from other suppliers of services to business or professional enterprises.
      - b. Treat those who are so dependent on business meals, business golf, etc., to meet clients or potential customers (salesmen, stockbrokers, attorneys, etc.), differently from those who use other means to seek business (advertising, free samples, expensively furnished offices, etc.)
    4. No excessive tax abuses have been documented because of these deductibility provisions. No one has challenged the concept or efficiency of these business marketing expenses because they work.
      - a. No treasury or congressional data has been presented.
      - b. The deduction of club dues is already carefully limited by the law; no dues can be deducted unless it can be documented that the club is used for business purposes more than 50 percent of the time. No other business entertainment expense deduction is so restricted.
    5. There would be negligible revenue benefits from eliminating these deductions while causing enormous losses of revenue and jobs for golf and clubs.
      - a. The treasury projects only \$600 million in 1986 revenue gains from all business entertainment deduction (including restaurants, hotels, etc.)
      - b. The treasury projects only \$1.9 billion by 1990 (less than 1 percent of commonly projected federal deficits at that time). Not only would the golf industry suffer heavy revenue and job losses, the federal government would suffer a decline in payroll taxes of approximately \$198 million from lost golf employment alone - cancelling nearly one-third of the projected 1986 revenue gain from eliminating all business entertainment deductions.

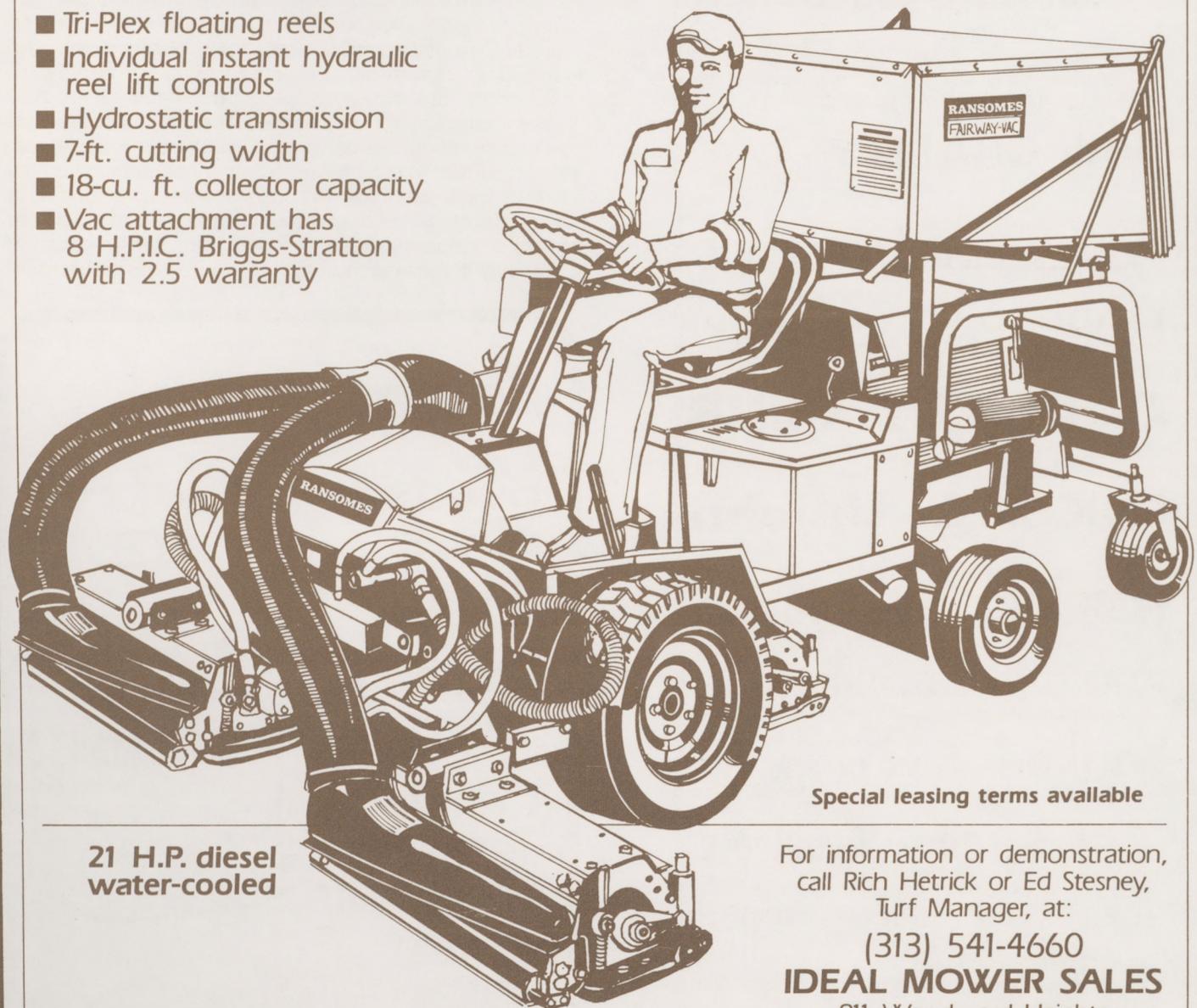
All members of congress, particularly the members of the senate finance and house ways and means committees, and their staff members should hear from you immediately. Manufacturers could alert their field staffs and customers and write themselves; an estimate of your own potential job/tax losses would be of interest, as well. Clubs should ask all members to phone or write letters; pros, superintendents and managers should do likewise.

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**RECORDS - ARE YOURS UP TO DATE?**

David Behrman  
Deer Creek Golf Club  
Credit: The Bullsheet

As golf rolls into mid-season it may be necessary for many of us to take a good look and see if we are maintaining our office files as well as our golf courses. Although we are aware of the importance of records, some items may slip by while we give our full attention to the mainstay of our business - growing grass. So, here are a few items one might want to make sure are being included in your records.

First and most important are records of fertilizer and pesticide applications. These records should include the following: **when** the material was applied, **what** the material was, **where** it was applied, **how much** was used, and finally make a short notation as to **why** the application was made at this point in time. I would like to stress the point that this information should be recorded for every fertilizer, fungicide, herbicide, or insecticide application made anywhere on the grounds of your golf course. Do not neglect to keep track of the rough, the clubhouse lawn, or an open area that is not in play.

Secondly, review your equipment maintenance records. These records might include the following items: the date any maintenance was performed, what parts were replaced or repaired, who performed the maintenance, and how long it took to complete the repair. One last item that is not as important, but may prove valuable, is making a note of who the operator was at the time of the breakdown; especially if your machinery is driven by more than one operator.

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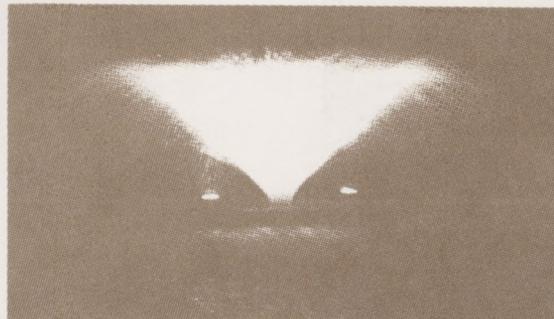
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Another important area is employee work records. The superintendent should know when his employees worked, how long there were there, and ideally what jobs they performed on a daily basis.

In addition to these categories one can expand into more detailed data to be used in streamlining costs or to justify expenditures. These records would contain more specific details of work operations, such as: job performed, man hours involved, equipment used, gasoline consumption, and material costs if any.

I have touched on some very basic ideas concerning record keeping. Obviously this can be expanded upon many times over, however, the value of records as a tool in our profession should never be overlooked. Evaluation of records can aid in solving or preventing recurring problems with your turfgrass. Records can indicate the need to replace old equipment or justify purchasing time saving new machinery. Employee records are valuable in giving proper recognition and compensation to quality employees or in verifying the need to reprimand or replace one that's performing poorly. And last but not least, records are a source for answers. Answers to your problems and to those endless questions posed by your owner or members whatever the case may be.

So, invest a little time and keep your records current. You will find the benefits are as unlimited as the record you can keep.

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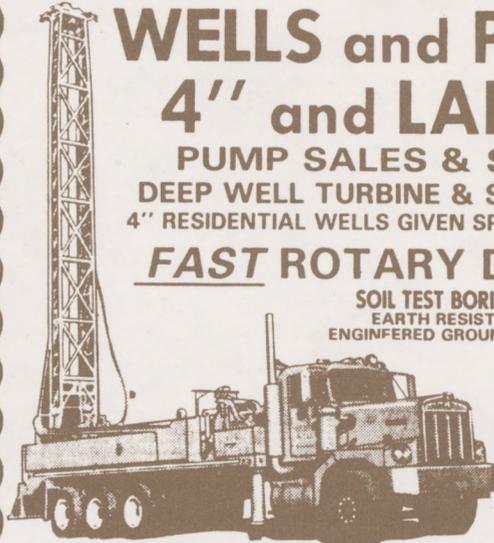
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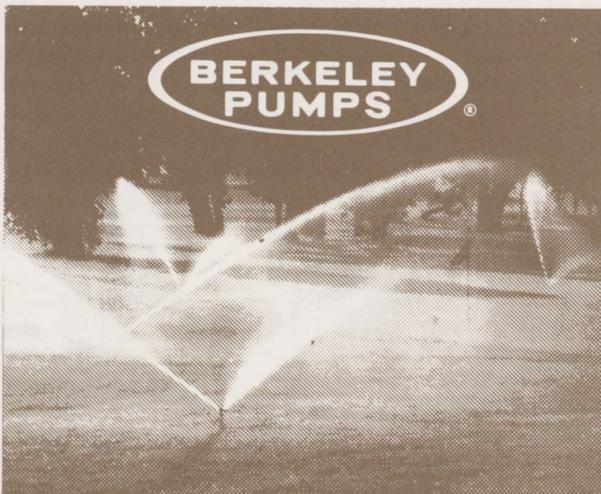


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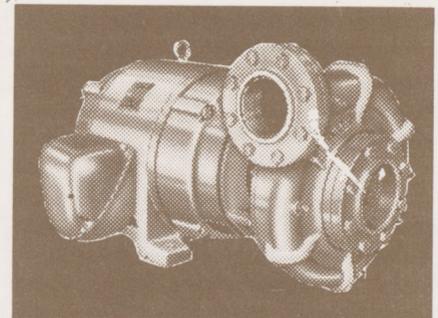
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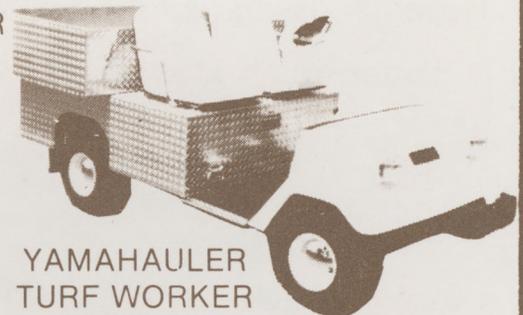
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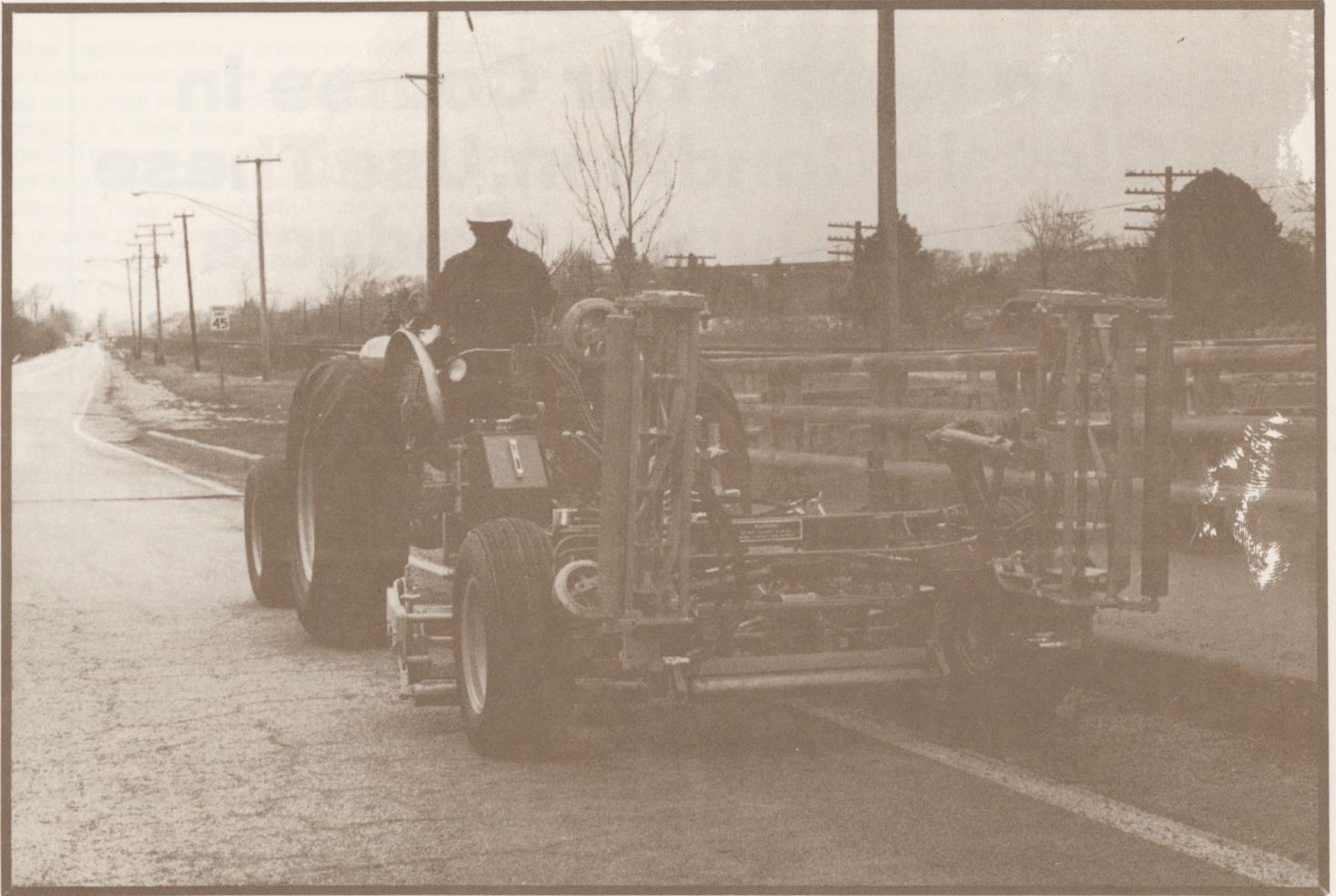


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