



Denver's Mile High Stadium suffers (and survived) the ravages of a rock concert. Photo courtesy: Steve Wightman.

Constructing Fields for Peak Performance

The heavy native-soil fields of many facilities were designed for limited, seasonal use in a single sport. Today, with more participation in sports in general and the huge increase in soccer play, these fields are being put to the test.

In this article, three sports turf specialists — Michael DePew, Steve Guise and Steve Wightman — share their experiences on what it takes for fields to survive the test of multiple use.

Laying the Groundwork

By Michael W. DePew

Multi-use sports fields are defined as those devoted for a variety of functions, including two or more sports activities. Non-sports uses may include fairs, car shows, concerts and more. Some of these fields also may be used for parking or camping.

The type of root-zone construction system that fits a particular facility's requirements can be specified and constructed. To do this successfully, all things must be considered in determining the objectives for the field, the subsequent expectations, and the anticipated level of use and maintenance. An experienced and qualified sports turf agronomist, with these factors in mind, can help evaluate and meet the athletic field requirements of the facility by specifying the component mixtures to be used.

Tackling Compaction

The largest management concern for these types of fields is compaction — because of their varied uses, frequency of use and high intensity of use. "Frequency" refers to the number of times a field is used; "intensity" to the level of force or stress per use. For instance, a high school football field and a college football field may have the same frequency of use, say five times a week, but the college field has the higher intensity because of the more competitive nature of the play.

Controlling the detrimental effects of compaction is achieved in two ways: (1) management techniques, including careful scheduling and timely cultivation (aeration) and (2) construction with compaction resistant materials.

Improvement with construction often is attempted by new construction or complete reconstruction or by differing levels of renovation practices and procedures. Unfortunately, the decision whether to renovate or to reconstruct multi-use sports turf areas is too often based upon emotional issues or on incomplete information. This information is many times perceived as "free," because it is supplied by a contractor or salesperson who hopes to obtain the contract for the project.

Planning a multi-use field is too important to be approached haphazardly. To avoid costly mistakes, all

decisions should be made with the best advice possible. This usually means consulting with a non-biased, experienced sports turf agronomist or a landscape architect working with a sports turf agronomist.

The key to creating a successful multi-use field is to start by answering a series of questions, which tend to fall into three groups.

Levels of Use?

How and how often will the field be used? In other words, what are the expectation levels for use and performance? Are those expectations realistic in terms of the budget available for the project and the subsequent maintenance level? Is the sports turf manager's level of expertise adequate to manage the type of field specified? Is the necessary maintenance equipment available or budgeted for? Is an objective of the project to improve the field performance for the current frequency and intensity of use, or will frequency and intensity increase following completion of the project?

Field renovation or construction projects may be perceived as total or partial failures when the improved field conditions bring on ever-increasing frequency or intensities of use. Even if the field has the potential to tolerate the increased use, the necessary management intensity levels may not rise correspondingly.



A monster truck pounds Mile High Stadium's field. Photo courtesy: Steve Wightman.

Safety & Playability?

Is one of the objectives of the proposed project to increase the playability and safety of the field? If so, primary considerations for real improvements include:

- reduced field hardness and increased traffic tolerance, through compaction-reduction techniques;
- increased footing or traction, through dense, uniform, strongly knit turf;
- increased drainage and aeration rates;
- a reduction in drastic micro-topography changes (such as undulations or holes from settlement of irrigation components and erosion around sprinkler heads, etc.);
- a higher degree of uniformity in the above types of characteristics across the playing surface, making the surface more predictable and playable.

Improved aesthetics can also be considered but should be secondary.

Management Alone?

Can the level of use and objectives for the field be achieved by a combination of cultural management techniques alone — such as increasing aeration, altering the fertility program, managing root-zone moisture differently, or changing wear patterns? Can management intensity levels be increased to achieve the desired results? Is there a policy in place to limit or cancel play upon the occurrence of field conditions not conducive to use, such as excessive soil moisture? That is, will using the field in this condition be severely damaging to the turf's root-zone system and can the field manager take the necessary steps to avert the damage?

Amending the Root Zone

The type of root zone specified for multi-use sports turf areas varies widely. These range from (1) simple installation of drainage systems to (2) recontouring of existing fields using the existing root-zone material to (3) construction or reconstruction with amended root-zone components. Deciding which of those is called for depends upon the answers to the questions above, and in making the best decision, the advice of a sports turf agronomist can be invaluable.

This is especially true for amended root-zone constructions because of the many types of materials available: organic amendments, sand, diatomaceous earth, calcined clay, synthetic fabrics, synthetic fibers, rubber or other granules, native soil, and industrial earthy material waste products such as slag, ash and others.

Many of the materials used as mixture components in root-zone construction can have certain limitations or drawbacks:

- For instance, industrial earthy materials are often high in salts or toxic elements.
- Organics can be tricky because they encompass so many types of materials (manures, food wastes, sawdust, grain hulls, various kinds of peat and others) and are therefore highly variable in their fiber content, carbon-nitrogen ratio and other characteristics.
- Diatomaceous earth and calcined clay raise questions because they have not been thoroughly researched in all contexts. It may be true that those materials do enhance the soil's water-holding ability; or it may be that the process of working them into the soil simply increases the soil's tilth, which enhances water retention. Nor has it been determined how easily they release water or how stable they are (there's some indication they may break down under freezing and thawing).
- The effectiveness of fibers and rubber depends upon whether the pieces touch or interact, the types of soils around them, the depth at which they're incorporated, and other factors. The effectiveness of synthetic fabrics and fibers is sometimes limited because they may create shear

planes within the soil that may "give" under stress.

If any of the root-zone amendments are used incorrectly or in improper proportions or if the construction is poorly done, the results achieved from the project may be much less than expected. Even worse, the field quality may actually decline from the pre-project performance level.

For a better understanding of the complications involved, let's take a look at the more common types of field constructions.

Native Soil

Many multi-use field constructions include a significant proportion of native-type soils and may have certain beneficial properties. For instance, native soil-based systems generally require a lower management expertise level and may have a lower maintenance budgetary requirement. They may also have a higher frequency use level than, say, a sand-based system. One reason is that turfgrass plants are more firmly anchored because of the native soil's greater internal strength characteristics.

But native soil systems also have definite limitations. Because they are more prone to compaction, they generally have a much lower intensity use level, particularly under adverse climatic conditions.

Mixing Sand

A common root-zone modification system is to mix various proportions of sand with the existing native soil and then reinstall the modified soil mixture. An organic component may or may not be included in the mix.

One problem with this type of modification is the mixing of two contrasting types of soil. While the sand is a granular or "non-plastic" soil component, the native soils are commonly high in "plastic" soil components.

continued on page 14



Murrayfield withstands the stresses of heavy use. Photo courtesy: Steve Guise.

Construction

continued from page 13

(Note: Physics defines "plastic" components as those capable of continuous and permanent change of shape in any direction without breaking apart.) Plastic soil components are many of the soil minerals (montmorillinite, kaolinite, illite and others) that commonly make up a large proportion of the clay and silt size fraction.

Small additions of sand or other granular materials to a plastic soil will not significantly alter the *physical* (aeration and drainage) performance characteristics of the soil. It's like sticking a few marbles into a jar of flour — the marbles simply "float" within the finer textured material and do not increase the porosity and other physical performance properties of the mix. These small additions of granular materials, however, can improve some aspects of soil *mechanics*. For instance, small additions often increase the internal friction of the mix and can thus slow the rate of compaction somewhat.

Significant changes in soil *physical* properties with the addition of

granular sand will not occur until a large proportion of sand is achieved. Until large volumes of sand are added, the sand particles simply "float" within the finer textured soil.

The amount of sand that is required before significant alterations in soil physical properties are achieved is referred to as the "threshold proportion."

At the absolute threshold proportion, the mixture volume will be 100 percent occupied by sand with the spaces or packing voids between the sand grains in the mixture occupied 100 percent by the finer textured native-type soil component. Using the analogy above, it's like having a jar that is 100 percent full of marbles with the spaces between the marbles occupied by a finer material, such as flour. At this threshold proportion in a soil mix, the drainage and aeration characteristics of the mixture will be dominated by the drainage and aeration characteristics of the finer textured component, while the mechanical characteristic (compaction resistance) of the mixture will be dominated by the sand component.

Depending upon the soil texture and sand particle size distribution, the amount of sand required to reach the threshold proportion is typically somewhere between 70 and 80 percent sand, on a volume basis. The percentage varies because the greater the amount of sand already in the soil and the coarser that sand is, the less sand you need to add to reach the threshold. Also, the coarser the added sand, the less you need to add. Significant changes in drainage and aeration characteristics typically require enough additional sand so the final mix is 85 percent sand or more.

Highest use intensities are normally achieved with strictly "specified" sand-based systems — those where the sizes of sand and other mixture components are carefully specified. As noted above, however, sand-based systems do not necessarily have the highest frequency use levels: they can be prone to greater wear (divoting) and therefore may need more recovery time. Further, sand-based fields generally require a much higher management expertise level and often a higher maintenance budget. This is due in

Our New Pattern Will Change The Way You Top Dress.



Top dress a field in less than 2 hours

Turfco's patented chevron belt handles all types of top dressing mixtures from sand to compost, wet or dry. The belt's chevron ridges, combined with ground drive, make sure that material flows consistently and spreads evenly. The top dresser assists in leveling out depressions and providing good drainage. Because there are no hydraulics the top dresser can be hooked up to any tractor or turf truck. There's less maintenance, lower costs, and no oil leaks on your field. Top dressers since 1961. Call 612-785-1000.



Low PSI ground driven 6 wheel design



Eliminates shovel loading



Precise on/off application



Turfco Manufacturing Inc., 1655 101st Avenue Northeast
Minneapolis, MN 55449-4420, (612) 785-1000 Fax (612) 785-0556

part to the inherently lower buffering capacity of sand (quartz). Characteristics of a low buffering system or material include such things as a lower nutrient and water holding capacity; a greater tendency for disease problems; and wider, more rapid changes in pH.

Sand-based root-zone constructions are typically composed of 80 to 100 percent of a specified sand with the remaining proportions of the mixture being composed of an organic component or a soil-organic mixture component. A soil component in these sand-based root zones will often have a detrimental impact (mainly a clogging effect) on the internal drainage characteristics of the root zone and is commonly deleted as a mixture component due to those effects.

Although complicated, it is possible to build a field that meets the requirements of a multi-use facility. But, remember, that's only half the job. The other half is maintaining the field. If a field is "pushed" beyond its limitations or if other aspects of maintenance are not provided for and adhered to, even the best constructions may fail.

Two Successful Fields

By Steve Guise

Even the best designed and constructed multi-use fields must be properly maintained to withstand the stresses of heavy use. Maintenance procedures must be fine-tuned to the specific needs of the turf and its root zone both during existing conditions and to meet anticipated conditions. It's essential for the proper management of multi-use fields to understand thoroughly both the science and the art of sports turf maintenance. Even then, it takes hours of planning and 110 percent dedication to juggle the demands placed on premium fields.

Over the past four years, I've watched two fields in particular that have performed up to — and exceeded — all expectations.

Melbourne Cricket Ground

According to the Melbourne Cricket Club newsletter of November 1993, The Melbourne Cricket Ground field construction was completed in November of 1992, with the new arena used for its first cricket match six weeks later, followed by a test match on December 26.

The field was used for Australian rules football immediately following the cricket season. Ninety-seven matches were played over a 50-day season, with two games played on 42 of those days. Several major rock concerts also were held during that 1992-1993 season, providing a major source of revenue for the club.

During the 1993-1994 season, the field accommodated 36 days of cricket, compared to 22 days in previous seasons. This was followed by 115 Australian rules football games. During this period, the field hosted two major concerts and numerous other promotional activities.

Murrayfield Stadium

The Scottish Rugby Union reconstructed two of the pitches at Murrayfield Stadium, the world renowned home of Scottish rugby. These two pitches have been used for overflow car parking associated with major matches at the main stadium in addition to handling the training and matches involving local teams.

The reconstruction has allowed the pitches to be used for overflow parking even during rainy periods without damage to the playing surface.

Planning for Multiple Use — Not Abuse

By Steve Wightman

Facility revenues are based on multiple usage. That frequently means converting fields and accomplishing it within a tight timetable.

For example, on September 21, the San Diego Padres had a 1:00 p.m. game at Jack Murphy Stadium. At 8:00 that evening, a San Diego State University Aztecs football game was held. That allowed three hours to convert the baseball field to football.

Just a few of the factors included removing one-inch thick, 13-foot diameter steel plates holding the pitchers and bullpen mounds; resetting 35 sections of seating units holding 2,500 seats; removing the backstop and netting behind home plate and setting the goal posts; laying out all football lines, numbers and hashmarks; and removing the three-level TV and photo bay structures positioned for first and third base coverage.

NCAA rules require that players have access to the field for one hour

prior to kickoff. So precise timing is a necessity.

Two months of planning developed the exact work assignments down to the second for all 35 people who were involved in the conversion. This was essential with two ten-ton forklifts, a smaller forklift and other self-propelled equipment, including a large winch, all on the move. Two precisely staged walk-throughs during that two-month period ensured no details were overlooked and that each step could be accomplished in the allotted time in its pre-planned sequence.

On September 21, the conversion began at 4:06 p.m., following the last "out." It was completed at 6:56 p.m.

Three and one-half hours later, those same people were converting the field again for the Padres baseball game scheduled for the next afternoon. Some of the crew members who had arrived at 7 on Saturday morning headed home at 5 p.m. on Sunday.

The key to such extensive conversions is working precisely, quickly — and safely — with a group who not only respect each other and their capabilities but also respect the integrity of the field.

Whether it's for multiple sports events, rock concerts, or the mud bog of monster trucks, it's important that all stadium users understand the importance of the field. Ultimately, no matter what the level of play, the sports turf manager's responsibility is to provide a safe, playable surface that gives all athletes an equal opportunity to perform to the best of their abilities. Field construction, field maintenance, and even field conversions revolve around that responsibility. □

Michael W. DePew is sports turf agronomist with ProTurf Environmental and Sports Turf Services, L.C., Provo, UT. Stephen H. Guise is sports turf manager for the Sports Turf Division of Valley Crest, Calabasas, CA. He is president-elect of the national Sports Turf Managers Association (STMA). Steve Wightman is stadium turf manager for San Diego's Jack Murphy Stadium. He's a past president of STMA.

Stretching the Budget

By Rich Moffitt

No matter what your facility or how extensive the area under your control, there will always be a need to stretch the budget.

While some facilities may not be coping with actual budget cuts, the size of the area to be maintained may have expanded, or the level of maintenance escalated, or both. Doing more with less is a fact of life for the sports turf manager.

Know What You Need

The first step in stretching the budget is identifying what is really needed — and what isn't needed.

Continue to hone your record-keeping, which is an essential component to budgeting. Document what takes place on each area under your maintenance program, when and by whom. Track the number of mowings with which piece of equipment, who operated the machine and how long it took. Note how much of what type of fertilizer was applied when and by whom. Record which areas were aerated, with which equipment, when and by whom, and pertinent details on core removal and topdressing. Maintain the same degree of detail in tracking seeding, irrigation, weed, fungus and insect control procedures.

Include in your records any factors, such as unusual weather conditions or extended field use, which might have a positive or negative impact on the effectiveness of the procedures.

Keep a daily, weekly and monthly log of expenditures, including equipment, material and labor allocations.

Analyze the current usage and maintenance programs of each field, other turf and landscape areas, and the buildings, walkways, parking lots and other hardscape features under

your care. Prioritize the allocation of resource dollars, materials and labor according to the maintenance requirements necessary to achieve the desired quality level based on area usage and the expectations of the users and facility owners.

For sports fields, the safety and playability of the area are top priority. Aesthetics come in second.

Work to Shave Costs

Examine each step of your maintenance program with an eye toward shaving costs. For example, base fertilization programs on soil test analysis to keep nutrients at optimum levels without applying unnecessary materials. Block out areas with persistent weed, insect or disease problems and seek cultural maintenance alternatives to keep those problems in check



with fewer control product applications. Where heavy-use athletic areas require repeated repair and renovation, explore options in scheduling of practices and games on other sections of the field, or on other fields.

Consider all possible cost-saving alternatives. If you have adequate storage space, or your supplier is willing to arrange split shipments, can you trim purchase costs by placing one annual order for fertilizer, seed, or herbicides, rather than ordering materials on an as-needed basis? Can you earn volume discounts by combining your orders with those of other departments or other local facilities?

Have you explored new market introductions? Would a change in products extend the period between applications, or a switch to a combination product eliminate an application?

How efficiently are you using your equipment and labor resources? Can you hire outside labor and specialized equipment to perform certain procedures more cost effectively than tackling them with your existing staff and equipment? Also explore the cost differential when using your staff for the pre-procedure preparation steps and the post-procedure clean-up stages when using a contracted service.

| Routine Maintenance - Materials (Line Item XX) | | | | | | | | | | | |
|--|------|------|------|------|-----|----------------|------|------|-------|------|-----------|
| Field Name _____ | | | | | | Location _____ | | | | | |
| EXPENDITURES | | | | | | | | | | | |
| Item Description | Jan. | Feb. | Mar. | Apr. | May | Jun. | Jul. | Aug. | Sept. | Oct. | Nov. Dec. |
| Fertilizer | | | | | | | | | | | |
| Pre-emergent Herbicide | | | | | | | | | | | |
| Post-emergent Herbicide | | | | | | | | | | | |
| Non-selective Herbicide | | | | | | | | | | | |
| Fungicide | | | | | | | | | | | |
| Insecticide | | | | | | | | | | | |
| Grass Seed | | | | | | | | | | | |
| Sod | | | | | | | | | | | |
| Topsoil | | | | | | | | | | | |
| Leaf Compost | | | | | | | | | | | |
| Clay | | | | | | | | | | | |
| Calcined Clay | | | | | | | | | | | |
| Bark Mulch | | | | | | | | | | | |
| Miscellaneous Horticultural Supplies | | | | | | | | | | | |
| Equipment Parts | | | | | | | | | | | |

This form can be used to track monthly expenditures of a single line-item — in this case, materials for a specific field.

Routine Materials (Line Item XX)

| Proposed Budget 1995 | Actual Expenditures 1995 | Proposed Budget 1996 | Actual Expenditures 1996 | Proposed Budget 1997 | Expenditures Year-to-Date February 1997 | % of Budget 1997 |
|----------------------|--------------------------|----------------------|--------------------------|----------------------|---|------------------|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

This form gives a quick overview of current expenditures in comparison with previous years' expenditures. This is set up for an individual line-item. Total expenditures could also be tracked using a similar form.

Hunt for Resources

Consider long-term maintenance needs as well as up-front costs during major renovation or building projects. There frequently is greater flexibility in project budgets, which are viewed as one-time costs, than in daily operating budgets. Specific equipment can be included in project budgets for use during the construction and grow-in periods. It's a bonus for you and your facility when this same equipment has been planned to improve maintenance procedures once the field is established.

Many project budgets also are flexible enough to cover material costs for the first season. This "cushion" allows you to work the special needs of the new or improved area into your overall budget during its second season of use.

When facing extensive budget cuts, prepare a thorough breakdown of the facts and figures and provide your supervisors with an open evaluation of what can be accomplished. In some instances, funds from other areas can be temporarily diverted to maintain certain areas at, or near, previous levels to satisfy needs and meet expectations. In some instances of severe, across-the-board budget cuts there will be no room for negotiation. Your superiors will need to know just what realistically can be expected.

When you've fine-tuned your maintenance and budget program internally, look for external solutions.

Communication and cooperation are key factors in stretching the budget. There will be other entities within your facility with similar, and perhaps somewhat overlapping, responsibilities with whom you can share resources if you each understand what the other must accomplish and you keep the channels of communication open.

This may include lending some of your staff during cleanup following a wind storm or heavy snow in ex-

change for some field preparation assistance in the spring. You may "share" a piece of equipment that is used for field maintenance tasks, construction projects and general maintenance operations. Specialized tasks, such as equipment maintenance, might be channeled to your personnel, while irrigation or lighting system repair are more effectively handled by the personnel of another entity.

Some departments may have labor sources, such as students in work-study programs, with a lower per-hour cost than your full-time staff. These individuals may be available for special projects or during specific

periods when their efforts could accomplish a great deal under the supervision of your regular staff.

Your facility will have multiple groups with a vested interest in the condition of the areas you maintain. Seek their cooperation, and when possible, their funding.

Risk management departments and those individuals involved in your facility's safety program will constantly be reviewing all aspects of the facility and setting standards which must be met. If you can assess and document changes which will improve the overall condition of the facility and its position in areas of safety and liability, and help you meet or exceed the new standards, the costs involved in making those changes may be available through capital improvement or special project budgets.

For school systems, interest groups include the entire athletic department, all the coaches and players, and the booster clubs. For municipalities and parks and recreation departments, each user group and its supporters are possible resources.

Any of these people can spearhead a fund-raising drive for specific equip-

continued on page 18

**If you think we're only
Grass...
don't cut us short.**

- 17 Varieties of Certified Grasses
- Hydromulching
- Sprigging
- 42" Big Roll Sod
- Washed Turf
- Sand Based Sod
- Laser Grading
- Delivery & Installation

Thomas Bros. Grass.
The **Excellent** choice.

For the location nearest you call:
1-888-NEW GRASS
Toll Free 6 3 9 - 4 7 2 7

www.thomasbros.com

**THOMAS BROS.
GRASS**

1926 Acton Hwy.
Granbury, Texas 76049

Stretching the Budget

continued from page 17

ment or materials — if you let them know what you need and why you need it in terms of what it will accomplish for them.

Those who aren't able to contribute funds may be willing and able to pitch in with hands-on assistance. People like to help when they know what to

do and why it matters. Every hour of non-skilled labor that works toward your goals is a crew-member hour you have to invest where it's most needed.

Look to other community entities as well. There's no reason a public or private school system, college or university, parks department and public or private golf course can't work together in meeting certain goals.

Each has wide areas of turf with certain basic and other more specialized needs. Sharing specialized equipment and trained technicians can trim costs and increase efficiency for all involved.

Area businesses and service organizations also may be a resource for funding, material donations, labor, or all three. Put together a needs list for specific fields that user groups can circulate. A local nursery or garden center or a garden club might consider planting and maintaining the flower beds for the entrance to your facility, or for a specific field or park area. A local business or civic group might fund new bases for a tournament, a section of new fencing, a couple new soccer goals, or the fertilizer or grass seed for a specific field.

Businesses and sponsoring organizations can be thanked with a small insert in the sports program, a thank-you letter to the local newspaper, signs posted on the fence or scoreboard, or near the entrance, or any combination of these.

Stretching the budget means adopting a "Scrooge" mentality, at least temporarily. Plan ahead for the worst case scenario, allocating funds, materials and labor with extreme care. Review past records both in terms of action taken and the results produced. Compare current output by line-item to date with past records and factor in differences in weather conditions and area use.

Know your limitations — including what you can cut and what you can't. Strive for perfection, but be realistic in your expectation. Be willing to shift resources when necessary to maintain levels of safety and playability on athletic fields, knowing you'll need to make program alterations in less critical areas. Then, during tight times, just do it to the best of your ability. □

Rich Moffitt holds a BS degree in horticulture from the University of Missouri at Columbia. He's been with Saint Louis University, St. Louis, MO, for ten years and serves as director of Grounds & Materials Management. He's treasurer of the national Sports Turf Managers Association.

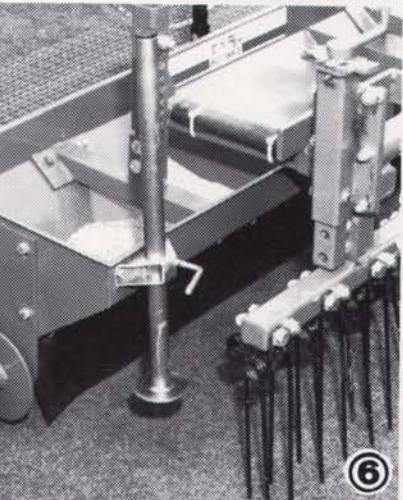
Life
is short.

SOD IT!



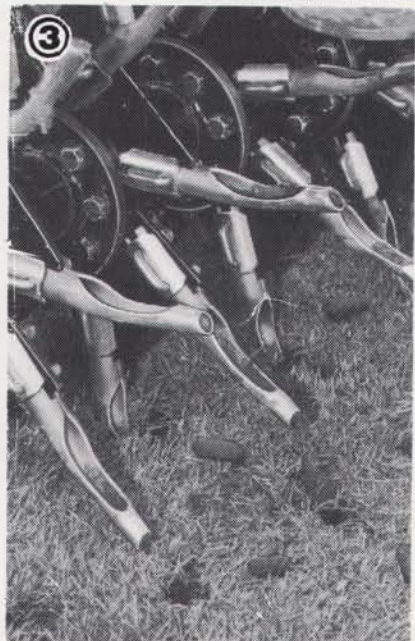
GROWERS AND
INSTALLERS OF
PREMIUM QUALITY
SOD AND STOLONS

P.O. Box 4563, Palm Desert, CA 92261 (800) 447-1840



We build what we sell and we stand behind it.

- (1) & (2) Bannerman SLITTER TINES for extended aeration. Great compaction fighters.
- (3) The Super-Ject 600 chassis can also be fitted with hollow tines or shatter tines.
- (4) & (5) Two models of the well-known Bannerman groomer implements used on sports turf.
- (6) Just a peek at the parks and playgrounds overseeder,
- (7) & (8) Topdressing—an essential part of upgrading your sports fields.



Bannerman

41 Kelfield Street, Rexdale, Ontario, Canada M9W 5A3

TOLL- CAN 1-800-325-4871

FREE USA 1-800-665-2696





Fellow workers usually have valuable information about mowers, so they should be involved with the decision-making process from the start.

Mower Selection Guide

By Angelo Ranieri

It seems like just yesterday we were picking rocks and seeding an area to make a field for the students to play on. My, how things have changed since then.

When I first started in this profession, a strong back and a tough seat that could endure sitting on a mower for eight hours a day were all you needed. Today you need a computer and a college degree to grow grass. Thatch management, grass types, fertilizer percentages, herbicides, aeration, liability, sports injury prevention, and on and on have my head a-whirling — even buying a mower takes a specialist.

Does this sound familiar? Just think about this for a moment: Just as you did, some of the people you work with have been with you for many years and have had to face the challenges of change head-on by gaining knowledge and learning skills they never imagined. Change, I'm sure, caused them anxious moments as it did you. You conquered the challenges and became the specialist you are today, the specialist who is about to select a new mower.

Providing guidelines and suggestions to you about making your selec-

tions is causing me some anxiety, because what I'm about to discuss is certainly not new to you. For instance, the fact that there are riding mowers with mower attachments that mount on the front, middle and rear and that have rotary, reel, or flail cutting devices driven by hydraulic motors, belts or shafts on frames that have three or four wheels and two- and four-wheel drive, with gas or diesel engines, is not something I need to tell you. What I'd like to do is share experiences that may make the selection from this equipment menu easier and to help you select a mower that you can live with for many years.

I want to share a discussion on the selection process more so than on comparing the features, attachments or specifications. The process is comprised of six important elements: (1) selecting a team, (2) funding, (3) function, (4) testing or trying, (5) evaluating, and (6) selecting.

Selecting a Team

Those involved in the process are the most important criteria in selecting a new mower. You can select the new mower on your own. You have the ability, and if you have the authority, why not go ahead and buy a new mower that you or your staff will use? I'll tell you why.

How many times have you been working for someone who provided you with everything you needed to do the job, someone who, perhaps, sat in an office and never did your job? Or better yet, have you ever worked for people who worked their way up through the ranks and know all there is to know about the job and selected all the equipment without asking your opinion? How did you feel about the tools and supplies that were afforded you? Like most people in this position, you probably felt the items were inferior in quality and a waste of money. You probably complained because no one asked your opinion about the tools or equipment you had to use.

I am responsible for keeping my department supplied with everything it needs, but I don't select or recommend one single thing. I practice shared decision making and bottom-up management. I make sure my staff gets involved, knows the process, provides input, tests, compares and makes the final recommendation. You should too. Together, you and your staff or you and your fellow workers have numerous combined years of experience, training, and exposure to all sorts of equipment that will enable you to make the best selection as a team. Let your fellow workers help