

The Green Sheet



Central Pennsylvania Golf Course Superintendents Association

Volume 5 Issue 1

April 1997

April Meeting

Joint Meeting With Pocono

Silver Creek Country Club

Tuesday, April 22, 1997

11:45 AM Shotgun - Golf

5:00 PM - Cocktails

6:00 PM - Dinner

Superintendent Profile

Tony Grieco, CGCS has been Superintendent of Silver Creek Country Club for 3 years. He is a 1984 graduate of the Penn State Turf Program. Tony became a Certified Golf Course Superintendent 3 years ago.

Course Profile

Silver Creek Country Club was built as an 18 hole golf course in 1946. It was designed by Donald Ross. In 1960, they built an additional 9 holes which were designed by William Gordon. Silver Creek was formerly the Bethlehem Steel Club.

Directions

From I-78 take the Hellertown Exit (South). Turn left onto Route 412. Turn left at the Texaco Gas Station onto Linden Street. The club entrance is at the end of Linden Street.

From Route 22, take 378 South to Route 412 South past I-78 to Linden Street.

Speaker

The speaker for the April meeting with Pocono will be David W. York, Ph.D. David is a Turf Grass Consultant with Tournament Turf Laboratories.

Best Seasonal Help Can Easily Be Yours

by E. T. Wandtke

Using seasonal, temporary workers lets golf facilities avoid extra costs which come with full-time personnel, and at the same time bring new enthusiasm into the crew.

Why they'll work - The skills and quality of potential seasonal employees applying for jobs will change this year. The applicant will possess more skills, be more performance driven, and may be an overall better potential employee than you have seen in the past.

Generally, these people are looking for more than just a job; they are seeking the opportunity to learn more skills and a way to apply their knowledge. In the past, the seasonal employee has typically not been motivated. But the current economic conditions make this a buyer's market. Look for a way to meet the challenge good seasonal workers will present to your company, rather than someone to just "fill in."

How many? - A key factor influencing the local job market is obviously the unemployment rate.

Need for some kind of financial restitution will lead many over-qualified individuals to your doorstep if the unemployment rate is very high. Be careful in hiring these job-shifters. If an individual has been highly compensated in the past and your job opening does not pay that well, expect them to leave you as soon as a job close to their previous pay level opens.

Where are they? - Seasonal workers are found among farm hands, people ...*continued on page 5....*

Inside This Issue

President's Message	Page 2
Membership News	Page 3
Code of Ethics	Page 6

President's Message

by Jim Loke, CGCS

In an attempt to be brief this month, I will just make a few short statements of acknowledgment and thanks.

We are blessed to have so many very talented golf course superintendents/managers in Central PA. One fine example is the commitment and success exhibited by Sam Snyder who was recently elected to serve at the national level. Congratulations to Sam for his election as a Director with GCSAA!

As you all know -- Jeff Fry, John Chassard and Greg Fantuzzi are Directors with the Pennsylvania Turfgrass Council Board and Sam Snyder is Past President. Jeff, John Dougherty, and Dave Rafferty are our representatives to the State of Pennsylvania Allied Superintendents Association.

Many thanks to John Gehman who organized and directed our very fine Winter Educational Meeting this past March 13 at Bent Creek Country Club. John put together a very fine group of topics and speakers. He even managed to provide decent weather which contributed to having about 68 people in attendance.

Thanks to Tom Drayer of Philadelphia Toro and Paul Wickey of O. M. Scotts for accepting an invitation to sit on our CPGCSA Board. Their basic responsibility will be to act as the liaison between the affiliates and the Board. Hopefully, they can also provide some insight as to advertising concerns and our newsletter.

From The CPGCSA Archives....

April 1939 -- On Tuesday evening April 11, 1939 a meeting was held at the Colonial Country Club in Harrisburg, for the purpose of organizing the Greenskeepers of the area. Those in attendance at this meeting were George Morris, Riley Heckert, Hugh McJunis, James Morrison, Charles Bolton, John Gove, Jack Narril, and Al Heron. At this meeting it was decided to call the group the Central Pennsylvania Greenskeepers Association. Officers elected were George Morris - President, Hugh McJunis - Vice President, and Riley Heckert - Secretary/Treasurer. Meetings were scheduled for the second Monday of each month with monthly meetings March through November. Dues to cover expenses were set at \$3.00 and the first meeting of the Central Pennsylvania Greenskeepers Association was set for May 8, 1939, at the Colonial Country Club.

Riley Heckert sent letters to all the greenskeepers throughout the area and on May 8, 1939, the first regular meeting of the association was held. The day started with golf in the afternoon and was followed with dinner in the evening. Following dinner, Mr. Musser and Mr. Benham from State College and Country Agent Fromeyer spoke about fairway grasses, heights of cut of Bluegrass and fertilization. Following the educational session, a business meeting was held and Edward Zwick and E. P. Morris were taken into the association as members, raising the total membership to ten. (During 1939 the association grew to thirteen members and at the November meeting the members decided they wanted to continue meeting throughout the winter, rather than to wait until March, as originally planned.)

April 1967 -- There are still a few of last year's members who have not paid their ten dollars dues for 1967. (From the April 1967 Monthly Secretary/Treasurer letter.)

April 1982 -- The average operating budget was \$150,645, the average superintendent salary was \$21,726, the average assistant salary was \$13,750 and the average full time crew was 4.

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Membership News

The following individuals have applied for membership into our association. If there are no written objections within the next seven days, they will be accepted into our association at the next meeting.

Derek S. Fortna, Superintendent

Whitford Country Club.....Class B

Stephen J. Ludwig, Superintendent

Gettysburg Country Club.....Class B

Joseph M. Herman, Assistant Superintendent

Gettysburg Country Club.....Class C

Christopher K. Martin, Assistant Superintendent

Four Seasons Golf Course.....Class C

If you know of anyone who is interested in membership into the organization or has questions on the status of their applications, please have them contact Tom Ocepek at (610) 488-1255.

1997 Meeting Dates

May 20	Fairview Golf Course Jim Jones, CGCS
June 17	Golden Oaks Golf Course Stuart Hartman, Superintendent
July 14	Bucknell Country Club Joint meeting with Keystone Association
Aug 19	Downingtown Country Club Joint Meeting with Philadelphia Assoc.
Sept 23	Dauphin Highlands Bill Wall, Superintendent
Oct 13	Country Club of Hershey Ron Diefenthaler, CGCS

PTC Tournament

The twenty-first annual Joseph Valentine Memorial Golf Tournament will be held at Huntsville Golf Club in Lehman, PA on Tuesday, October 7th. Huntsville received the 1995 Runner-up Golf Digest award for best new private course. The proceeds from this event benefit scholarship and research for the Turf Project at Penn State University. For more information contact the Tournament Committee: John Chassard (610) 967-4643, Todd Struse (215) 884-2590, or Jeffrey Fry (717) 273-1944. Thanks!



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Please contact John Dougherty at Overlook Golf Course if you would like to place a bid on the following. (717) 569-6221.

- (2) 1991 Jacobsen Greensking IV. 1,800 hours each. Great condition.
- Plug pusher for Jacobsen Greensking

Please contact Curt King at Moccasin Run Golf Course if you are interested in the following. (610) 593-2600

- VT2 Central (3 Panels)
- 24 Controllers - includes lightning protection and new metal boxes. System used only 8 years.

If interested in the following equipment, please call Bob Wert at Harrisburg North Golf Course. (800) 442-4652.

- EZ-Go Golf Carts - (gas) 1988. Very good condition. \$1200 each.
- SmithCo Sand Pro - needs work. \$400 or best offer.

Please call Ed Gross at Northampton Country Club if you are interested in the following. (610) 252-4394

- Toro VT II Satellite boxes - working condition. \$200.00 or best offer.

We will continue to advertise used equipment each newsletter. If you have anything that may be of interest to anyone else, please contact Wanda to place your ad FREE!!!

Scholarship and Research

On behalf of the following individuals, we have received a check in the amount of \$310.00 from Ciba to be used for scholarship and research in the turfgrass industry.

Jim Loke, CGCS Bent Creek Country Club

Jeffrey Fry, CGCS Lebanon Country Club

Thanks to Ciba for the contributions and to these individuals for naming CPGCSA as benefactor.

We would also like to express our appreciation to Don Hollinger and Pro-Lawn for their donation of \$500.00 for scholarship and research.

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Seasonal Help ..continued from page 1

laid off from other businesses, new immigrants, retired people, and those seeking to supplement their family income with a second job.

A big mistake made by personnel managers and owners is failing to properly advise a prospective employee about the physical and environmental stress involved in the job. Many newcomers to the green industry leave in the first two to four weeks. It is extremely important when hiring seasonal help to properly advise them: The job is physically demanding; they will be expected to work in almost all weather conditions; and the hours are sometimes longer than usual.

When to recruit? Establish how many extra people you need two months before you advertise. Let current employees know of your needs, and perhaps they can recruit for you. Post notices at local churches. The quality of those applicants, their integrity and highly dedicated work ethic often has resulted in higher-than-expected performance from all of the employees they come in contact with. Consider hiring retired people. They may not be capable of performing all of the jobs, but they may surprise you. In addition, their dedication is unbelievable.

I often hear how they provide companies with a new view on how to do the work. Seasonal recruitment is an ongoing process; employees will quit at some of the busiest times. A ready reserve of pre-qualified candidates gives you the power to react whenever turnover hits.

If you recruit seasonals at the start of the season, you will be forced to make decisions on the hiring of individuals based on immediate needs. As a result, you will not be choosing the individuals who can satisfy both your short-term and long-term needs. These last-minute hiring decisions often result in more turnover, or in choosing someone who doesn't work out. Avoid this by making the seasonal employee interviewing process a year-round activity.

What skills? Have a job description for each position in the company. This makes assigning both seasonal and full-timers easier. It is important to let seasonal workers make decisions and assume authority and responsibility. These opportunities will help the employee become an integral part of the company.

Allowing permanent employees to make decisions will encourage the seasonal employees to speak out and know they will be listened to.

Evaluating the performance of your seasonal employees will encourage everyone not to be concerned with job titles.

Personality matches - Choosing the individual who will work best in your company requires you to know your company's "personality". You must know this before you hire, or you may wind up with quality people who don't fit in. For most green industry companies, the characteristics I have most observed are: competitiveness, team attitude, ag-

gressiveness and personable nature. Adaptability is important. Flexibility, cooperation and teamwork are the key characteristics which an individual needs to bring to the job in order to contribute to the overall profitability and effectiveness of your company.

—The author is a principle in Wandtke & Associates, a management and marketing consulting firm in Columbus, Ohio.

From the Membership

Mr. James Loke
Superintendent
Bent Creek CC

Dear Jim:

I thoroughly enjoyed your Past Presidents meeting last Thursday. Everything at Bent Creek, especially the staff spells class. I just wish I had the time to walk the golf course, I don't really enjoy the game, but I love to crawl inside the head of the guy that designed the course. That will be my last goal in this business, to design, build, and maintain a golf facility.

Now, let me get back to the point of my letter other than thank you. I hope I didn't upset anyone with my comments on our National organization. I told Sam how proud I was of him and respect what he is doing. But I want to make sure I do my part to make sure we retain our independence and don't follow in the national's footsteps. We will never truly represent our profession until we recruit a vast majority of our peers into the organizations. Many of those who are not involved at this point are the same ones who would benefit most by attending meetings, seminars, etc. When one of our high profile members reach out to one of the little guys at that hole in wall cow pasture, both guys win, both have something to teach, both have something to learn. Instead of moving away from the little guy, which our national organization has done, we must move closer.

Your Friend,

Bill Wall

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Code of Ethics

This code is established to promote and maintain the highest professional standards of service and conduct among the membership of GCSAA. Steadfastly maintaining these principles will accrue to the Membership a level of justly deserved recognition and respect for those who come into contact with any member. Through high regard for and strong enforcement of the Code, membership in this Association will be deemed a significant indicator of individual responsibility, character and professionalism.

As a professional courtesy, a member should always contact a fellow superintendent before visiting that superintendent's golf course.

As a member of the Golf Course Superintendents Association of America, I accept and fully agree to abide by this Code and pledge myself to:

- 1 Recognize and discharge all of my responsibilities and duties in such a fashion as to be a credit to this Association and my profession.
- 2 Practice and insist upon sound business and turf management principles in exercising the responsibilities of my position.
- 3 Utilize every practicable opportunity to expand my professional knowledge, thereby improving myself and my profession.
- 4 Maintain the highest standards of personal conduct to reflect positively upon and add to the stature of the profession of golf course management and refrain from any act tending to promote my own interest at the expense of the dignity and integrity of the profession of golf course management, this Association, or a fellow superintendent.
- 5 Base endorsements, whether written, verbal, or through any other medium, strictly upon satisfactory personal experiences with the product, item or service endorsed.
- 6 Refrain from encouraging or accepting considerations of any value without the express understanding of all parties that said consideration is available to all persons in similar circumstances, and that no conduct or favorable consideration shall be forthcoming as a result of acceptance.
- 7 Recognize and observe the highest standards of integrity in my relationships with fellow golf course superintendents and others associated with this profession and industry.
- 8 Assist my fellow superintendents in all ways consistent with my abilities.
- 9 Abstain from making false or untrue statements concerning another superintendent or causing public embarrassment to another superintendent.
- 10 Lend my support to, and actively participate in, the efforts of my local chapter and National Association to improve public understanding and recognition of the profession of golf course management.
- 11 Promptly report all known or suspected violations of the Code of Ethics and voluntarily participate as a witness and present information in all proceedings to determine the possibility of a violation of this Code of Ethics.
- 12 Abstain from applying for or otherwise seeking employment in an unprofessional manner. For the purpose of this section of the Code, a member seeks employment in an unprofessional manner if he or she does one or more of the following in connection with the prospective employment:
 - a provides false or misleading information to a prospective employer;
 - b makes slanderous or defamatory statements concerning a fellow superintendent;
 - c attempts to undermine or improperly influence the staff of a fellow superintendent;
 - d attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - e makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - f makes misleading, deceptive or false statements or claims about a member superintendent's professional qualifications, experience or performance.
- 13 Refrain from accepting employment, as a consultant, in an unprofessional manner. For the purposes of this section of the Code, a consultant accepts employment in an unprofessional manner if he or she does one or more of the following in connections with such consulting:
 - a provides false or misleading information to a prospective employer;
 - b makes slanderous or defamatory statements concerning a fellow superintendent;
 - c attempts to undermine or improperly influence the staff of a fellow superintendent;
 - d attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - e makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - f makes misleading, deceptive or false statements or claims about a fellow superintendent's professional qualifications, experience or performance.

.....continued on page 7.....

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Code of Ethics...continued from page 6

- 14 Abstain from conduct constituting a crime under federal, state or local law, the penalty for which is, or may be, imprisonment, including but not limited to crimes of moral turpitude and dishonesty. A member's conviction of a crime will be considered conclusive evidence that the member committed that crime for the purposes of this Code.
- 15 Abstain from knowingly making false statements or knowingly failing to disclose a material fact requested in connection with application or renewal for GCSAA membership or for membership in an affiliated chapter.
- 16 Express professional opinions on technical subjects publicly only when that opinion is founded upon adequate knowledge of the facts and competence in the subject matter.

Do You Just Belong?

Are you an active member,
The kind that would be missed,
Or are you just content
That your name is on the list?
Do you attend the meetings
And mingle with the crowd,
Or do you stay at home
And crab both long and loud?
Do you ever go to visit
A member who is sick,
Or leave the work to just a few
And talk about the clique?
There is quite a program scheduled
That means success, if done,
And it can be accomplished
With the help of every one.
So attend the meeting regularly
And help with hand and heart,
Don't just be a member
But take an active part.
Think this over carefully,
Are we right or are we wrong?
Are you an active member,
Or do you just belong?

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Attention...

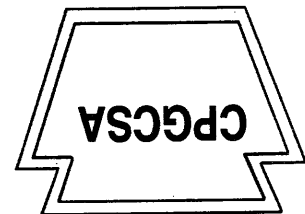
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Inside This Issue:
April Meeting Information



Terry B. Morgan - Editor
Wanda S. Fry - Executive Secretary
P.O. Box 1420
Lebanon, PA 17042-0200

The Green Sheet



Thank You !!!

The Allied Golf Course Superintendents Association of Pennsylvania would like to thank the following companies for their support of the hospitality suite at the GCSAA Conference and Trade Show in Las Vegas. Please support them.

Golf News

A USGA Handicap is required to play in a number of tournaments in 1997. If you do not have access to a USGA handicap system you can send 3 to 5 scores to:

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