

April Meeting

Heritage Hills Golf Resort

April 6, 2004

10:15 AM - Speaker

11:00 AM - Lunch

12:00 Noon - Shotgun

Beverages - After golf

There will be a CPGCSA Board of Directors meeting at 8:30 AM.

Golf Course Profile

Heritage Hills Golf Resort was constructed in 1988 and opened for play in 1989. Russell Roberts, the architect was from Gaithersburg, Md. Heritage Hills is 6,400 yards with Par 71 and designed to be a fun course with large greens and a few reachable Par 4's. Heritage Hills has hosted the 2002 and 2003 PIAA high school championship.

Superintendent Profile

Tony Goodley has been at Heritage Hills from it's beginning as Construction Superintendent. Tony is a 1971 graduate of North Carolina State University. Heritage Hills was Tony's 3rd construction course, slowly working his way north from North Carolina to Virginia and then to Pennsylvania. Tony started his golf career at his home course in Michigan through high school and except for a few years as a commercial deep sea diver has been in the business since 1958.

The golf tournament for the April meeting will be a 4-man scramble.

Mid-Atlantic USGA Update

Ice Damage In The Mid-Atlantic Region:

Will It Occur, And If So, How Much?

By Keith Happ, Senior Agronomist
March 2, 2004

Communication with golfers, committees, and course officials is never more important than when one suspects potential turf damage. Several recent Web site updates have focused on the ice and snow accumulations in portions of the Mid-Atlantic Region. Temperatures have risen and melting has occurred. Fear of the unknown is now the realization that turf loss has occurred in some areas.

As a region, we are still waiting to see the extent of the damage. Superintendents who have removed samples from the field to evaluate recovery have been pleasantly surprised at the results. In most instances turf samples that appeared to be severely damaged have recovered in 24 to 36 hours. Thus far, reports from the western portion of the region are that *Poa annua* damage is isolated and scattered. In each case poor surface drainage characteristics contributed to turf loss. Additionally, poor sunlight penetration is strongly connected to the damage experienced. Winter damage is almost always worse in shaded areas. Reports on ryegrass loss in fairways and rough have not been confirmed.

The following suggestions are offered to those concerned about winter damage.

- Try to limit traffic stress. Golf traffic on weakened and damaged turf could push it over the edge! Allow for some level of recovery before surfaces are open to play.

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President's Message

Let me go out on a limb right now and predict a favorable year for the golf industry in our area. Several factors are playing into this anomaly. First, it can't be any drier than 2002 or more wet than 2003. We are bound to land somewhere in between the two. Second, it is my suspicion that some of the best summers follow good cold snowy winters. Just think of all those poor little disease spores, insect larvae, nematodes and other vermin freezing their kahoonies off this winter. Finally, I have noticed a return in confidence in everyone from golfers to pros and superintendents. We have had a good winter for our courses, an early spring is here and golfers have a renewed fever to play. Maybe everyone is optimistic because it's an election year. Instead of listening to someone feeding us a line on TV, hopefully people will grab their sticks and kid themselves that they don't actually stink at golf.

There are many people I want to thank for their help this year. Mark DelSantoro for donating a power point projector to the association. Jim MacLaren for his donation to Central Penn Night and Shaun Barry for his photography of the evening. We have a great line up of clubs this year and the credit goes to those superintendents for their hospitality. Don't forget, the Formula 1 season has started for anyone interested in race cars that actually turn left and right. Look for a big announcement at Heritage Hills in April! Remember, always throw your clubs ahead of you, then you don't have to run back to pick them up.

Pete Ramsey

Directions to Heritage Hills Golf Resort

From I-83 North

Take I-83 South to Exit 18, Mount Rose Avenue (Route 124 East). Coming off the exit you will come to a traffic light, make a left turn onto Mount Rose Avenue. Follow for one mile and the resort is located on your right.

From I-83 South

Take I-83 North to Exit 18, Mount Rose Avenue. Coming off the exit ramp, bear to the right and follow for 1 mile. The resort is on your right.

From Route 30 West

Take Route 30 East to I-83 South. Follow I-83 to exit 18, Mount Rose Avenue (route 124 East). Follow for one mile and the resort is located on your right.

From Route 30 East

Take Route 30 West to Columbia/York. Follow Route 30 West taking the Mount Zion Road exit. At the traffic light make left turn and go about 2 miles (7 traffic lights). At the light make a right onto Mount Rose Avenue (route 124 West). Follow for 1/2 mile, and the resort is on your left.

From I-76 (PA Turnpike) East

From I-76 follow to exit 18, I-83 South approximately 20 miles to exit 18, Mount Rose Avenue. Coming off the exit ramp take a left at the light. Follow for 1 mile and the resort is on your right.

From I-76 West

Follow I-76 to exit 21 and go under the overpass and make a left turn onto Route 222 South to Route 30 West and go approximately 2 miles until you see the sign for West Columbia/York. Follow Route 30 West taking the Mount Zion Road exit. Turn left at the traffic light at end of the exit. Travel approximately 2 miles (7 traffic lights). At the light take a right onto Mount Rose Avenue (Route 124 West). Follow for 1/2 mile, and the resort will be on your left.

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Richard Wilt
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Richard J. Suttles
John J. Boyd
Y. Lewis Payson
C. William Black, CGCS
Dwight H. Brubaker
Byron F. Knoll, Jr.
Michael Wilt
Charles H. Cadiz, CGCS
Kenneth R. Dietrich, CGCS
Michael C. Hair
Cameron G. Henderson
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David P. Portz, CGCS
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Fred Heinlen
Terry L. Wueschinski, CGCS
Greg Borzok
Gregory C. Fantuzzi, CGCS
James W. Jones, CGCS
William G. Wall
Robert Beyer, CGCS
Jeffrey L. Fry, CGCS
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Anthony P. Goodley, CGCS
Samuel R. Snyder, CGCS
John Dougherty
H. Jim Loke, CGCS
John L. Gehman
Theodore S. Zabrenski
Thomas C. Ocepke, CGCS
Daniel W. Achenbach
William E. Brooks

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 CPGCSA at the next meeting.

Donald M. Beidler, Sales Representative
Hooper, Inc. Class AF

Scott L. Giles, Superintendent
Springwood Golf Club Class A

Michael Nati, President
Sunburst Turf Solutions Class AF

John Regenye, Superintendent
Indian Creek Golf Club Class B

If you know of anyone who is interested in membership into the association, please have them contact Steve Ludwig at (717) 334-0441 or Jim Byrnes (717) 786-0547.

Our Sympathy to:

The family of Charles Crawford. Chuck passed away on February 8, 2004.

Stan Zontek and his family on the loss of his son, Christopher Ryan, on January 22, 2004.

Continued Well Wishes to:

George Hamilton and his family. You are always in our thoughts and prayers.

Congratulations to:

New grandparents, Bob and Norma Beyer.

Our thanks to Mike Urban from Sunset Golf Course and Bayer. Mike generously donated his accolades points to CPGCSA and we have received a check from Bayer Environmental Science for \$140.00.

Thanks again for your generosity!!!

For Your Information

If you have any information that you would like included in the May newsletter, please fax information to Wanda at (717) 279-0368 or e-mail to cpgcsa@nbn.net by April 9, 2004.

USGA Update.....continued from page 1

- Don't panic and begin implementing agronomic programs too soon. It is still too early to know how much turf loss has occurred. Soil temperatures are still fluctuating; it is still winter. Fertilizing too early could promote the wrong response.
- When it is clear whether or not damage has occurred, schedule spring aeration. This will help prepare the turf for the season and promote recovery of damaged areas.
- Contact seed suppliers and request stock that has been stored in a warehouse. Slightly aged seed will germinate quicker than freshly harvested seed.
- Communicate concerns regarding the turf condition to committee chairs and course officials. It is important to present all possible scenarios regarding the condition of the turf *before* golfers return.

As always, if the Mid-Atlantic Region agronomists can be of any assistance, contact Stan Zontek (szontek@usga.org) or Darin Bevard (dbevard@usga.org) at (610)696-4747 or Keith Happ (khapp@usga.org) at (412)341-5922.

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Equipment For Sale

If you are interested in the following equipment, please contact Dave Visocan, Chester Valley Golf Club at (610) 842-4004.

- 2 front/2 back McCord floatation tires to fit a Ford 1620 Tractor. Lug pattern may adapt to other makes and models. Good Condition. Make offer.

Please contact Bob Wert at Harrisburg North Golf Resort (717) 692-5517 for information on the equipment below.

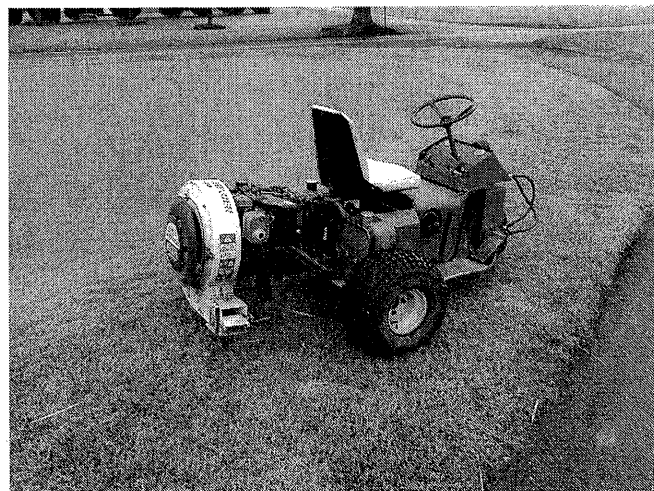
- Toro 5 Gang 7 blade Center Adjust Mower. \$1,500.

We will continue to advertise "used equipment" and "equipment wanted" in each newsletter. If you have anything that may be of interest, please contact Wanda.

Please contact Wanda with any employment or address changes, so that we can keep our records up to date.

Mechanic's Tip

This is our version of a Sandpro blower. We purchased a new 8 HP Little Wonder high output blower and removed the push handle and wheels. We then stripped one of our older Toro rake assemblies down to just the mount and lift bar. With some creative welding we mounted the blower frame to the lift bar allowing it to still pivot. A piece of flat steel bolted to the head on the blower and chained to the rear seat support on the Sandpro function as a topline keeping the blower level. Now we have a compact, lightweight and much easier to use blower all for \$750. John McCoy, Mechanic - Range End Golf Club.



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Heather and Gorse

By Mark V. DelSantoro, CGCS

"And those who know what's best for us, must rise and save us from ourselves!" Getty Lee

Get 'er done! You know, I was thinking... this has been the longest dry run for heather and gorse since I started writing this nearly seven year ago. We might have to start doing winter reprints just to keep some positive mojo going.

Hope all is well for everyone out there in heather and gorse land. A lot has happened in the last seven months since our last article. My goodness, a lot has happened in the last two months! FYI, from the file of "I'm a hard habit to break"... less than one year following my departure from Southeastern PA to Southwestern PA, Syngenta is relocating me from the latter back to the former to take over the Greater Philadelphia market for John Fowler, who has opted for a higher calling in life. While my wife is a bit frustrated... she was just getting settled into our new nest and adjusting to being more than 45 minutes away from her mother... we're ecstatic about moving back into the area and hanging with our many great friends. Chester County is where we moved from one year ago and Chester County is where we'll most likely end up. So just when y'all thought I was fading into obscurity... beware! I'm back and looking forward to catching up with everyone and moving forward!!! All right, enough of the sappy, lovey-dovey stuff. Let's get moving on this deluxe version of H & G.

First, let's dive into golf news... so did everyone hear that, according to Ken Venturi, ex-PGA Touring Pro and ex-CBS Sports-caster, Arnold Palmer cheated to win the 1958 Masters? Bad Arnold! Maybe a better question is does anyone really care? Really, really bad, Arnold!!!

Given that I live just outside of Latrobe, PA, just behind the Arnold Palmer Regional Cancer Center, a stones throw from the Winney Palmer Conservancy, a few miles from Arnold Palmer Regional Airport, just down the road down from Arnold Palmer Cadillac, Arnold Palmer Drive, and Latrobe Country Club, owned by Arnold Palmer, where Arnold Palmer's brother Jerry manages and from which Arnold Palmer lives across the street, this is one story that I sincerely take to heart.

Can anyone rationally explain to me what the hell Ken Venturi, ex-CBS color commentator, who was, for at least the past ten years leading to his retirement, as stumbling, bumbling, and bland a color commentator as any in the business, is thinking? Alright, I'm not the brightest lamp on the block, but 46 years ago this April, you're telling me that the King, the man who has done arguably more for the game than any other player in history, the most popular player in history, cheated to win the Masters. And 46 years later Mr. Venturi can't keep it in any longer and has to get this off his chest because why? Well, he does have a new book coming out!

Logically thinking, this might actually have worked to promote the sales of his book say 46 years ago. Especially considering that it was blatantly obvious that in his waning days with CBS his memory appear to be, shall we say, slipping. Why wasn't this an issue back in 1958? Well, Mr. Venturi's relationship with the media back then was strained and while on CBS, as a somewhat lame Jim Nance sidekick, it just wouldn't have been proper to bring it up and embarrass the network. But 46 years later... let me tell you, it is lame and it is embarrassing! What's the difference between Janet Jackson showing her bosom to promote her album and Ken Venturi easing his mind in an attempt to promote his book? I guess the biggest difference is that I'd personally rather see Janet Jackson's breast.

Speaking of Janet Jackson... I was one of the viewers that saw Janet Jackson exposed during the halftime show. I must admit I did a double take, but by the time I double took, CBS cut to a commercial. I also must admit that seeing her breast really didn't bother me nearly as much as the rappers, who were performing on stage (Nellie and whoever else), grabbing their crotches and rapping about bitches and ho's.

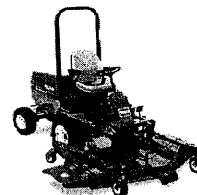
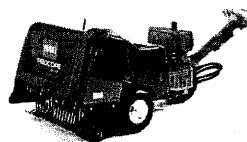
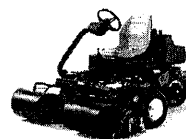
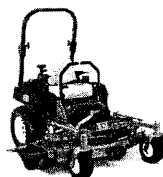
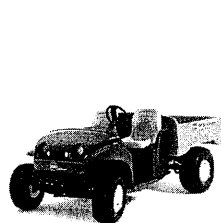
Exactly who is the NFL's target audience anyway? I was at the Eagles v. Tampa NFC Championship game a few years back and vividly remember the halftime show at the last game at Veteran's Stadium. Ashanti and JaRule performed to the predominant W.A.S.P. crowd and it wasn't very well received! Imagine that!??? Of course, it didn't help that the Eagles were down and on their way towards losing their second of three straight NFC Championships (Bygones!). My point being, I am of the belief that the NFL is out of touch with their primary audience.

Regardless, if you had a problem with Janet Jackson, then you better have had a problem with the other performers, as well as many of the commercials. Every Coors commercial was filled with more skin than the halftime performances... and while I love twins and I'm so, so glad that Kid Rock loves me too, is this appropriate for a "family" show such as the Super Bowl? I certainly believe that a naked breast is as natural as flatulence or in the case of the Budweiser commercial horse flatulence. Lighting farts is something I was showing my 2-1/2 year old daughter just the other day! What about the commercials from our friends at Bayer about Le Vitra (sp??)? "If your penis erection lasts more than four hours please consult your physician!" Hello!??? That's not exactly what I want my four-year-old son inquiring about? "Daddy, what's an erection and what's this erectile dysfunction thing all about?"

Even more bothersome to me is how these issues have progressed since the Super Bowl. Now I know the three things you're not supposed to debate with people are religion, politics, and abortion... Lord, I apologize for talking about religion and politics, and being with the starving pigmies in New Guinea! I believe big brother is getting a bit too involved in our lives when they start telling us what is right (in this case, far right) and what is wrong. I believe there was a reasonably fair balance of right and wrong prior to the Super Bowl, but I'm very troubled by many of the actions the government has taken since.

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

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Heather and Gorse.... cont'd from page 5

In an effort to keep a balance between order and chaos in our society, I realize that there has to be some rules and I can live with that to a point. From a morality perspective, most people have the innate ability to decipher good actions from bad actions at a very early age. My children understand right from wrong to a point and I believe that my wife and I are charged with the responsibility of continuing in their behavioral education down the road. The problem I have is that most people don't seem to be willing to take personal responsibility for their own actions, especially when they make a poor decision. Can you say Martha Stewart? If you can't do the time, don't do the crime!!!

Additionally, with regard to the government's involvement in our freedom of speech and expression... what's the definition of indecent? In many ways it's much like the definition of quality, which we visited in a Heather and Gorse this past year. The definition of indecent is totally subjective... it's in the eyes of the beholder and I don't believe that the government and the people are the ultimate judge and jury. Is same-sex marriage wrong? Is Howard Stern offensive to the point he should be thrown off the airwaves? What's the difference between Howard Stern and the sexual situations discussed and depicted on Seinfeld and/or Friends? Ultimately, who should decide what is right and wrong for each and every one of us?

Please don't misunderstand my intentions here... I'm not necessarily in favor of or opposed to same-sex married couples, Howard Stern, and Janet Jackson's breast on TV... I do occasionally listen to Howard Stern and Seinfeld was one of my favorite shows of all time. To what I'm opposed is the idea of those who seem to know what's best for us and our children, feel like they must rise up to save us from ourselves... even though we don't have the desire to be saved.

A good old fashion cultural war has begun, my friends. It's an election year and the future of some of our most basic freedoms is being threatened. It's the Passion of Christ verses the DaVinci Code and it's going to get worse before it gets better. And you're all worried about ice damage in your poor drainage areas (bygones!).

Bring it on, baby! Get 'er done!!! Let those free of sin cast the first stone... but remember, in society today, the majority of houses are made of glass. In conclusion, I'll leave you with one final thought... if you happen to be in favor of government regulation of our freedoms, consider this old Latin saying,

"Quis custodiet ipsum custodes?" Who is guarding the guards? The answer, at least in this situation, appears to be no one of substance. That's my relocating, cheating, breast-exposing, crotch-grabbing, twin-loving, government-regulated, passionate, DaVinci-esque, abnormally liberal view from the heather and gorse.

Speaker Profile

The speaker for the April meeting is Robert Hubbard. Mr. Hubbard was born on a farm in Northern New York where he learned about living with and naturally controlling animals. He completed high school and entered the military where he was assigned to an Airborne Unit. Due to a military incident he is now a partially disabled veteran. After the service he graduated from Canton College with a degree in Business Administration. Hired by a national business machines company in sales, he was assigned to the Harrisburg area. Nine years later he and a partner started their own computer company.

After his home was robbed, he entered into the security and anti theft markets, founding a company providing business and residential security. Later, recognizing employee theft problems, he started a second company specializing in white collar crimes and employee thefts.

In 1992, Mr. Hubbard became ill and after many non answers from the medical community, he decided to cure himself. Which he did.

He started GeeseAway in 1994. Recognizing the geese problems, he intensely studied the geese and found a natural solution. In 1996, he became ill after inhaling Aspergillus fungus spores from Canada Geese droppings. Aspergillosis, a lung disease is normally deadly. He cured himself with Colloidal Silver, a natural antibiotic.

Happy to be alive, and healthy, he now works with people having many different health issues.

Central Penn Night



L-R: Chuck Cadiz - 2004 Rafferty Award Recipient, Bonnie Rafferty, Jim MacLaren - 2003 Rafferty Award Recipient

Happy 65th Anniversary CPGCSA!!!!

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 Grove, 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 was set for May 8, 1939 at the Colonial Country Club.

Riley Heckert sent letters to all greenskeepers in the area to announce the gathering. The day started with golf in the afternoon and was followed by dinner. Following dinner Mr. Musser and Mr. Benham from State College and County Agent Fromeyer spoke about fairway grasses, heights of cut for bluegrass and fertilization. Following the educational sessions a business meeting was held and Edward Zwick and E. P. Morris were taken into the Association as new members, raising the membership to ten.

During 1939 the membership grew to thirteen members and at the November meeting the members decided that they wanted to continue meeting throughout the winter rather than wait until March as originally planned.

The Association was a success, just as today, 65 years later.

Editors Note:

As we approach the 75th Anniversary, we are looking for pieces of our past: pictures, minutes, newspaper articles, etc. If you have anything that you would like to contribute or share with us, please give me a call.

CPGCSA Guest Policy

Guests will be limited to the following:

- One guest per member per meeting with the approval of the host superintendent. (As indicated on the reservation form)
- Sponsoring member is responsible for any costs to the host's club.
- A guest is limited to two (2) meetings per year with the exception of club officials or with Board approval.

Allied Golf Course Superintendents Association of Pennsylvania

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Pennsylvania Turfgrass Council



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- ♦ Last year 55 different field research studies were conducted covering 623 different weed control treatments including 122 for broadleaf weed control.
- ♦ Work continues to improve *Poa annua* management practices.
- ♦ Studies last year evaluated fungicide use for control of gray leaf spot, dollar spot, and anthracnose.
- ♦ More than 15 herbicide evaluations were completed on some of your top problem makers.
- ♦ Insecticide product effectiveness and application techniques are being studied for suppression of black cutworm larval, Japanese beetle grubs, white grubs, Northern masked chafer grubs, and bluegrass weevil.
- ♦ The use of surface applied Basamid for putting greens is being studied.

For more than 70 years, golfers around the world have benefited from the turfgrass research at Penn State. To meet the demands of today's sophisticated golfer and to continually improve the quality of the game, research must be ongoing. However, if new funding streams are not developed for Penn State's Turfgrass Project now, the future integrity of golf courses, as well as athletic fields and public grounds, will be in question.

On January 7, the Board of Directors of the Pennsylvania Turfgrass Council announced the creation of a new fund that will allow those who benefit most from top-quality golf courses to contribute to their continued improvement. The new Pennsylvania Turfgrass Research Trust will create a permanent source of reliable funding to support Penn State's Turfgrass Project.

While PTC annually donates nearly \$200,000 through its educational activities and membership fees, the Pennsylvania Turfgrass Research Trust will be an endowment that will yield annual income for the Turfgrass Project. It also provides an avenue for golfers, both individually and through their club and/or course affiliations, to contribute significantly to the game they love.

Over the coming months, regional meetings hosted by PTC Board Members will help you learn more about the Pennsylvania Turfgrass Research Trust. The support of club managers and superintendents will be vital to the success of PTC's *Growing the Game* campaign that will fund the Trust. If you are contacted to offer your assistance with setting up a regional meeting, please make time to help. Your future and the future of the game may depend on it.

For More Information, or to Schedule a Meeting with Your Club, Contact:

John Krumrine

PTC Director of Development

Phone: 814-238-8284 ♦ Email: jqk4@verison.net

1/11/04-sgt

Moss Control at Heritage Hills

By Tony Goodley, CGCS

I've put off writing this long enough because I feel that I have some good information for a few courses that have a similar problem as mine.

Like many of you turf managers you're asked to get your green speeds up to match your neighbor's lightning stimp readings or as fast as the last PGA event on TV.

Well we're no different here at Heritage, it's the minority that sometimes influences the decision to go "fast". I must also admit as a turf professional it does impose somewhat of a challenge to push the envelope as far as we dare, and it's a worthwhile challenge to keep them looking pristine as well as fast.

We all know the problems when we push a little too hard, too long and the end results without some sense of sanity. Stress creeps in, in many forms and one of them is moss, of which I think I've found somewhat of an answer, at least it works for me here.

The product I use is "Scotts Moss Control for Lawns", its an 0-0-6 with the AI-Ferrous Sulfate Monohydrate 17.5% also contains 16% Potash, 5% Iron, 20% Sulfur, 8% Magnesium.

The product comes in a relatively small bag of 18.37 pounds and according to the label, will treat 5,000 feet. It has a product number 3155/6. I've tried the label rate on a nursery green with little or very slow results and being the impatient, experimental person I am, I went a step further. I thoroughly cleaned out a plastic Aqua-grow pellet container and drilled the top lid full of 3/16" holes to use it as a hand held shaker.

The next step you may not appreciate or agree with but you need to get down on your hands and knees (Jim Loke knows what I mean) and actually apply the product on the moss spot only. You may flavor to suit yourself but I'm telling you it doesn't take much to turn the moss patch black.

In less than 24 hours the moss will be black and if you're a little careless the surrounding turf will look slightly burned for a few days. The moss will be black for a few days then turn brown and die allowing the surrounding turf, be it bent or poa, to start taking over the moss infected area.

It does help to apply the product when the turf is damp from dew or irrigation so it will stick where you apply it.

Fortunately my moss problem is not epidemic and does allow me to treat the few spots I have on a few greens in relatively short periods of time and sometimes necessitates a follow-up in a couple weeks to get the spots I missed originally and maybe a few more new ones.

If you have very large areas or most of your greens are infected, obviously this program is not for you. For me, I know that periodically treating these areas will hopefully prevent a full blown outbreak.

If you are on a repetitive program with one of the new products for the control of moss and your problem is extensive you probably need to see it through. As I mentioned if your infection is limited you need to give this product a try, it may not be the complete answer, but just another wrench in the tool box. The material was found in the garden center at Lowe's.

For further information, contact Tony at 717-755-1919.

In Memory of My Moss,
Tony



Mike Janzer
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CPGCSA Merchandise

There will be CPGCSA logo merchandise available for purchase at upcoming meetings.

Golf Shirts.....\$35.00

Windshirts.....\$40.00

Hats..... \$10.00

Central Penn Night David Rafferty Award

The 2nd Annual Dave Rafferty Distinguished Service Award was held on January 31, 2004 at the Lancaster Host Resort. The event is put on by the Central Pennsylvania Golf Course Superintendents Association honoring the lifetime achievements of one of our members. This years recipient was Charles H. Cadiz, CGCS of Phoenixville Pennsylvania. Chuck was a golf course superintendent for 32 years. He's a past president of the CPGCSA and the Pennsylvania Turfgrass Council. In addition to his latest achievement, Chuck is also a past recipient of the Ed Steiniger Award from the Philadelphia Golf Course Superintendents Association.



L-R: Greg Borzok, Wanda Fry, Chuck Cadiz, Bonnie Rafferty, Jim MacLaren, Sam Snyder.

Committee Members missing from photo:
Dan Achenbach, Jim Jones, Bill Brooks, Pete Ramsey.

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Microsoft vs. General Motors

At a recent computer expo, Bill Gates reportedly compared the computer industry with the auto industry and stated, "If GM had kept up with technology like the computer industry has, we would all be driving \$25 cars that got 1,000 miles to the gallon".

In response to Bill's comments, GM issued a press release stating: If GM had developed technology like Microsoft, we would all be driving cars with the following:

1. For no reason whatsoever, your car would crash twice a day.
2. Every time they repainted the lines in the road, you would have to buy a new car.
3. Occasionally, your car would die on the freeway for no reason. You would have to pull over to the side of the road, close all of the windows, shut off the car, restart it, and reopen the windows before you could continue. For some reason, you would simply accept this.
4. Occasionally, executing a maneuver such as a left turn would cause your car to shut down and refuse to restart, in which case you would have to reinstall the engine.
5. Macintosh would make a car that was powered by the sun, was reliable, five times as fast and twice as easy to drive - but would run on only 5% of the roads.
6. The oil, water, temperature, and alternator warning lights would all be replaced by a single "This Car Has Performed An Illegal Operation" warning light.
7. The airbag system would ask "Are you sure?" before deploying.
8. Occasionally, for no reason whatsoever, your car would lock you out and refuse to let you in until you simultaneously lifted the door handle, turned the key and grabbed hold of the radio antenna.
9. Every time a new car was introduced, car buyers would have to learn how to drive all over again because none of the controls would operate in the same manner as the old car.
10. You'd have to press the "Start" button to turn the engine off.

From the Front Nine News—a quarterly publication of the Northwestern Pennsylvania Golf Course Superintendents Association. (This article was originally printed in the Lawn Care Association of Pennsylvania's late winter 2003-2004 newsletter.)

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Product Guide

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The Labor Market — It's Tough Competition

by Mike Huck, Agronomist - USGA Green Section, Southwest Region

Help Wanted:

Full time, free meals, health insurance, \$8.50 per hour, apply at McDonalds of Steamboat Springs, Colorado.

Make up to \$10.00 per hour while training! Domino's Pizza - Various Orange County, California locations.

It is no wonder that golf course labor has been extremely difficult to find this season when fast food restaurants are paying either as well as or better than most golf courses. It is difficult for golf maintenance positions to compete with jobs like this even for the same pay. Just think about it. Would you rather work indoors in a controlled climate or be out in the 100-degree heat, smog, rain, frost, etc.? If I were someone not interested in golf, I pretty much know the decision I would make! On my recent trips throughout the southwest region, I have been speaking with superintendents about labor issues. Here are a few of their comments:

"We have had an advertisement in the local papers for 3 ½ weeks without a single response. We are offering \$8.35 starting wage, and now things will only get worse since the summer help is returning to school."

"Our incoming rate is pushing \$10.50 per hour. We couldn't attract anyone at a lower wage."

"The quality of help we have been able to get is pitiful. We have turned over 40 people this season. I have hired people on Friday and they don't show up on Monday. We had four high school age kids go out to lunch, only to return and punch out and quit. They told me they didn't feel like working any more. I know part of the problem is the incoming wage here - it's only \$6.50 per hour."

"We have been operating an average of 1 ½ people short on each of our seven courses. In fact there is a new Wal-Mart down the street and they can't open yet because there are not enough people available to completely staff the store."

You can bet there will be more of the same problems next season if the economy stays strong. Now is the time to start planning for the coming year in the budgeting process. Consider ideas such as:

- **Growth regulators** – Growth regulation programs for fairways can be expensive, but if they reduce the labor required for mowing by 30% to 50% it may be worth it. Also, you don't have to worry about providing benefits for a bottle of growth regulator or if it does not show up on time! Look at growth regulators as a source of "liquid labor."
- **Efficient equipment** – If you have not investigated spinner type topdressing applicators or rotary rough mowers...now is the time! You can cover most greens when topdressing in two to three passes since these units throw sand 30 feet and very uniformly! Rotary rough units can increase productivity over similar sized reel units by 30% to 40% based upon increased ground speed. Rotaries also require less maintenance.
- **Equipment lease packages** – If you have a junk pile for an equipment inventory and are spending a bundle of money on parts and repairs, consider leasing utility vehicles and the primary mowing fleet. Any unit that has an expected useful life span of five to seven years should be evaluated for a lease. Leasing allows you to turn over units before they become mechanical nightmares and then replace them with the most current and efficient technology available. New equipment can keep your operators out in the field mowing instead of watching the mechanic make repairs. In addition, you no longer have to worry about how to dispose of the old unit - the dealer picks it up and takes it away!
- **Seasonal labor bonus contracts** – Once you hire seasonal labor, it can be difficult to keep them the entire summer. Consider giving seasonal labor a "contract" that assures them a 50¢ to \$1 bonus for each hour worked, provided they stay through dates agreed upon in writing at the time of hire. For additional information, see the article entitled, "Once You Get 'em You Gotta Keep 'em," by Dave Oatis, *USGA Green Section Record*, May/June 2000.
- **Part-time labor** – Retirees are often interested in golf course work, especially if you can offer them free golf as a benefit. Also consider recruiting stay-at-home housewives for part-time labor. A few courses have marketed themselves to this untapped labor resource by hiring housewives to walk-mow greens and tees. Their advertisement in the paper reads: *"Ladies: Now you can take your morning walk and get paid for it, too!"*
- **Increase the payroll budget** – There just may be no other way around this problem than to raise incoming wages. It appears the days of cheap help for golf maintenance are gone, and golf maintenance could be facing some tough competition in the labor market for several years to come.

The point is that you have to pay people well enough to keep them or they will just move on down the road to the next available paycheck. As one wise businessperson once told me: *"The only way you can keep your help is to pay them well enough so that they are afraid to lose their job!"*

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2004 CPGCSA Meeting Schedule

May 12	Wedgewood Golf Club
June 8	Country Club of Harrisburg Joint Meeting with Keystone
July 19	Hanover Country Club
August 31	Conestoga Country Club Joint Meeting with PAGCS
September	Honeybrook Golf Club
October	West Shore Country Club