



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 26 Issue 1

Founded ~ April 11, 1939

April 2019

2019 CPGCSA Board of Directors

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Happy 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, **80 years later.**

2019 Meeting Schedule

May 21st
Conestoga Country Club

June 19th
Country Club of Harrisburg

September 18th
Huntsville Golf Club

October 21st
Moselem Springs Golf Club



2019 CPGCSA President Jeff Green presents Past President Brian Ahrens with a commemorative plaque thanking him for his service on the Board of Directors. We look forward to his continued support and advise.



2019 Board of Directors

President Jeff Green,
Brian Ahrens, Chris Martin,
Kevin Mark, Josh Hampton
(Missing from photo:
George Manos, Don Dodson
and Thom Mahute)

President's Message

Well what do you know, it's that time of year again. I have to admit I can't wait to be back on the golf course every day and out of the office after this winter. I swore to myself that I wasn't going to write anything about weather in this letter, so I'm sticking to it. You're welcome!!

What I would like to write about is a brief snapshot of the state of the association. The association is in a good place again and moving forward in a good orderly fashion. Financially there is stability and a positive balance in the account, programs are being streamlined and made easier, the board is gelling and making good tough decisions and membership is stable, if not growing, especially from our corporate sponsors. Our biggest concern, and it has been a concern for years now, is the participation at our events. If anyone has any suggestions for how to boost participation, please feel free to call me or any of the board members to discuss. The lineup of venues will be coming out shortly, as we are trying to finalize a few places, and I think everyone will be pleased with the venues picked for this season. We will be starting off in May at Conestoga CC, just to give a sneak peek.

I would like to take this opportunity in my first president's message to thank all of the board members for volunteering their time and dedication to serving the CPGCSA. They all know that there is a commitment of time and energy, and they are willing to do it for their peers and industry. THANK YOU!! I would also like to thank Rebecca Clark for serving in an advisory roll last year with the board. Her guidance and advice was critical in helping "right the ship." Brian Ahrens deserves a lot of recognition for his service as the association president last year and guiding us through a "rebuilding" year so to speak. Thank you Brian! It would be wrong of me to thank all these people and not single out Wanda Fry. Wanda deserves a huge thank you from all of us for what she does in keeping the board straight and getting things done. I am confident that without Wanda there is no association. We do have one new board member coming on, thank you George Manos, but we are always looking for board members, so please let me or one of the other board members know if you would be interested in volunteering some of your time to help the association.

As I am writing this, it is 62 degrees at 7:45 in the morning in mid-March in Central PA. I am pretty sure there is something else I need to be doing, so with that I will sign off. I hope everyone has a great start to their season and can't wait to see and meet some of you throughout the year at some of our events.

Until next month,
Jeff Green
Superintendent/ Manager Carlisle Barracks Golf Course

LedgeRock Golf Club is hosting their 2nd First Green Program on April 23, 2019.

First Green is an innovative environmental education outreach program using golf courses as hands-on environmental learning labs. First Green coordinates outdoor STEM field trips at golf courses that allow students to perform hands-on experiments and tests, all within the focus of their schools' environmental science curricula. In these outdoor "labs," students test water quality, collect soil samples, identify plants, conduct math activities and work with local issues, such as stream-bed restoration or owl-nest restoration. First Green has recently debuted three learning labs in Spanish, extending the reach of this program.

First Green was founded in 1997 and is a program of the Golf Course Superintendents Association of America (GCSAA). It is administered by the Environmental Institute for Golf, the philanthropic organization of GCSAA.

For questions or if you would like to attend, please contact Alan FitzGerald at alan.fitzgerald@comcast.net



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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 CPGCSA at the next meeting.

James Chiesa, Assistant Superintendent
Hershey Country Club Class C

Mark DelSantoro, Dir. of Innovation/Development
UPL NA Class G

Albert Geniviva, Sales Representative
Hodges Rash Company Class AF

Josh Saunders, Director of Golf Course Operations
Lancaster Country Club Class A

If you know of anyone who is interested in membership into the association, please have them contact Wanda at 717-279-0368 or cpgcsa@hotmail.com.

There are a few outstanding 2019 Membership Dues, please contact Wanda if you have any questions about your dues.

Please see a list of our Association Sponsors on Page 14.

Please Support Them as they Support Us!

Membership information is also available on the Central Penn website at: www.cpgcsa.org

Earth Day 2019 is an event celebrated annually on April 22. It is a **day** held to promote and show environmental awareness and calls for the security of our planet. **Earth Day, 2019** is celebrated in more than 193 countries each year. The millions of species that we love and know are the Nature's gifts to our planet.



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“Bluegrass, Buffet and Baseball”

The Reading Fightin Phils are hosting an educational and social event for turf managers on July 24, 2019.



Turfgrass related presentations starting at 10:00 a.m. followed by a baseball game featuring the R-Phils vs. the Binghamton Rumble Ponies (Mets) at 11:35 a.m. with an all-you-can-eat buffet lunch from 11:00 a.m. – 1:00 p.m. and an opportunity to tour the field after the game.

Feel free to invite family, friends, clients, etc.

\$30 per person includes the presentations, buffet and a private group area for the game.

Visit [Bluegrass, Buffet and Baseball](#) for the day’s agenda and to purchase tickets.



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What Golf Courses Are Doing To Increase Golfer Enjoyment

March 15, 2019 By Dave Oatis,
Regional director, Northeast Region

Forward tees can help make golf more enjoyable for many players.



An informal survey was recently conducted among USGA Agronomists regarding the most common things golf courses are doing to increase golfer enjoyment. The query stirred up a considerable amount of discussion and a bit of humor as some folks suggested that giving away free beer would be a great idea. Making courses less penal and improving pace of play were strong general themes among the survey responses, which are arranged below from most to least popular:

1. Install forward tees
2. Maintain longer tee time intervals to speed play
3. Widen fairways and approaches
4. Eliminate features that adversely affect higher handicappers
5. Maintain reasonable green speeds
6. Maintain rough at a maximum height of 2-2.5 inches
7. Eliminate unnecessary course accessories so more resources can be focused on programs and practices that improve playability and turf health
8. Ensure naturalized roughs are not in play
9. Lengthen reachable par 5s on busy days to reduce waiting
10. Upgrade practice facilities
11. Install indoor teaching facilities
12. Maintain a robust junior golf program
13. Allow music on the golf course
14. Allow a relaxed dress code

Cost and ease of implementation unquestionably must be strong considerations when evaluating these options, and some courses may have difficulty accepting the less-traditional approaches. While it is unlikely that every idea above will fit your course, it is very likely that some will. Hopefully your facility can find a balance that will help maximize golfer satisfaction.

If you would like to discuss how these and other programs might fit in at your facility, be sure to give your [USGA Agronomist](#) a call to sign up for a Course Consulting Service visit.

<http://www.usga.org/content/usga/home-page/course-care/regional-updates/northeast-region/2019/what-golf-courses-are-doing-to-increase-golfer-enjoyment.html>

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Hybrid Project Management: Maximizing Your Time and Resources

Anthony Williams, CGCS
Golf Course Industry
February 11, 2019

Can't decide whether a task requires a contractor or in-house labor?

Anthony Williams, CGCS, explains why incorporating both might be a wise decision for your course.

The traditional philosophy of project management within the golf course management industry involves two options. The first one is a contracted project approach, which are historically used for larger tasks completed by a contractor (outside source) using only their resources to complete a specific scope of work that has been contracted by both parties. The second is the in-house project approach where current resources and equipment within the property operation are used to complete special projects that exist in addition to the normally expected maintenance of the property.

However, there is a third more innovative approach to golf course project management: hybrid project management approach. These hybrid projects take the best of the contracted and in-house approaches. By crafting a win-win fusion, the golf course management professional achieves maximum use of time and resources. Hybrid projects require strong negotiation skills and documentation to prove the value of the process. Six key areas lead to success within the hybrid project management philosophy: transparent scope of work, connecting projects, flex labor, bartering, schedules and incentives, and documentation.

Transparent scope of work

The first step to a well-managed hybrid project is to create a transparent scope of work agreed upon by all stakeholders (in-house staff, contractors, owners/managers). This is the step where we start with the end results desired and work backward, identifying responsibilities and quantities of materials, labor, access, critical dates, equipment and other pertinent items. Once established, this document will guide the efforts and establish accountability. If a formal contract is required, this represents the phase it would be generated. And if a less formal handshake is all that is needed, then this is the phase for that as well. The ultimate goal is to generate a scope of work all parties can use as a guide throughout the project from bidding to final punch lists and payment. The motto here is to plan the work and then work the plan.

Connecting projects

One advantage to a hybrid approach to project management is that you can connect projects to maximize productivity and minimize any business disruption. One example of this would be realizing that a cart path replacement project, whether small or large, is approved and being scheduled. You evaluate other pending projects and realize your bunkers need new sand. By combining the projects and moving all the heavy materials first (any transport damage would be to existing paths and turf that are already marked for replacement) and completing the cart path project as the final stage of the combined projects, you will protect the integrity of the cart paths and enjoy the leverage to negotiate better pricing as a multi-task project. The key here is to find synergy and logic within the planned projects themselves. In the end, this approach will generate savings in scale and order of work.

Flex labor

Labor is often the crux of a hybrid project. Strive to work with the contractor to find the best ways to use the outside labor blended with your in-house labor. By doing this, you will achieve more with less. For example, in a difficult labor market, you may consider a flex labor approach. Flex labor is using a mix of contracted and in-house labor tracking individual hours/rates to be paid to the project or to the basic payroll. This is an outside-the-box answer to an old problem and will require excellent documentation skills, but by putting the best available people against the most critical tasks, you will maximize productivity. When flex labor strategies are used, you increase your potential for success exponentially. It is important to communicate the processes within your operation, especially to accounting and senior management so everyone is aware of the details. You may also establish a relationship to use contracted labor for tournament preparation or specific tasks. I have, from time to time, negotiated labor pricing for me to supervise several local tree crews to expedite storm cleanup using climbers and saw men from the contractor, and our laborers to pull brush and chip debris. Be creative and see how many ways you can find flex labor solutions.

Bartering

In the old days of golf course management, we used a lot of farm or agronomic tactics, especially when it came to project management. The best one was bartering. I will trade you what I have (items or skills) that you need for what you have (items or skills) that I need. This can be simple, things like you have fuel onsite so rather than setting up a temporary fuel depot for con-

tracted equipment you trade XX gallons of fuel for additional grading and shaping work. There may also be opportunities for multi-course bartering where several superintendents go in partnership to maximize resources they can afford collectively, but not individually. I have been part of negotiations that brought discounts on contracted services like aeration or spraying because of the relationships of local superintendents (increased buying power) and vendors thinking outside the box. The laws of supply and demand are always in effect so knowing the value of materials and skills within a given market can make a difference in everyday transactions. I once bartered for a load of topdressing sand that was en route to another club. There is always a way to make a deal if everyone wins!

Schedules and incentives

One of the best ways to ensure hybrid projects are successful is to combine the schedules of the projects with incentives rewarding excellence. This area is clear. Regardless of the job, people work better, smarter and happier when there is a little extra incentive. But that incentive must be connected to clear deadlines and expectations.

This ties back to scope of work, but also is critical to the execution of tasks especially if unexpected circumstances present themselves. The obvious is a completion bonus if all work is completed to standard by a given date. The not so obvious could range from a free lunch for top performers that covered trenches in time for a key inspection or giving a set of new rain gear to staff/contractors that kept moving forward despite inclement weather. My favorite rain gear of all-time was a gift from my boss for grinding a project through heavy rains. The best strategy is to ask upfront, what it will take to reach the deadline, overcome the obstacle, deliver the miracle and then deliver on any promises made.

Documentation

During the first project that I managed as a superintendent, one of my trusted mentors told me something that helped me as a project manager. He said trust but verify and document everything so you can show the value of your decisions, now and in the future. Whether your notes are hand written or on your cell phone is not as important as having the information about your project

available to use as needed. Pictures are great, dates and change orders are amazing. Weather records impacting deadlines are also important. The goal in the documentation within a hybrid project is to capture all the deals and details, and ensure the scope of work was completed and all parties were compensated as agreed within the process. I would also recommend that you store your documentation in more than one place.

A few years ago, our shop literally collapsed and computers and files alike were lost. The documents that were stored in the company cloud or separate hard drives survived, and the rest were lost. When it comes to documentation, the value of your information is in direct proportion to your attention to detail and the ability to access the documents on demand.

Project management is a big part of the success of any superintendent. By using a hybrid project management philosophy, you can create synergy and flexibility to maximize available resources. Of course, there are times where the standard approaches of contracted and in-house project management will be the best method. However, if you evaluate the needs and complexity of your unique situation(s) and employ the value of the six key areas of hybrid project success, you will be able to personalize every project while reaching new levels of achievement.

Anthony Williams, CGCS, is the director of golf course maintenance and landscaping at the Four Seasons Resort Club Dallas at Las Colinas in Irving, Texas.

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Labor: By The Numbers

By Paul Jacobs, Agronomist, Northeast Region

April 5, 2019 www.usga.org

Hiring and retaining staff is one of the biggest challenges facing golf course superintendents today.

Superintendents face many challenges throughout the season, but for most the biggest challenge isn't growing turf. Labor, or the lack thereof, is perhaps the biggest challenge facing golf course superintendents today. This issue is complicated, and nobody seems to have the answer on how to solve it quite yet. Solutions will likely be complex and involve a multitude of changes in how our industry operates. Before we look at potential solutions in a future update, let's look at the labor situation by the numbers to help us understand where we are and what issues need to be addressed.

Hourly Earnings: According to multiple GCSAA surveys, general maintenance staff and operators are the positions where it is most difficult to hire and retain employees. Candidates for these positions are often qualified for jobs in other industries, such as various construction and landscape trades. Table 1 shows how the golf course maintenance industry compares to others regarding the national averages for hourly earnings, as reported by the Bureau of Labor Statistics. Clearly, hourly wages in the golf course maintenance industry do not stack up well against other industries competing for the same staff.



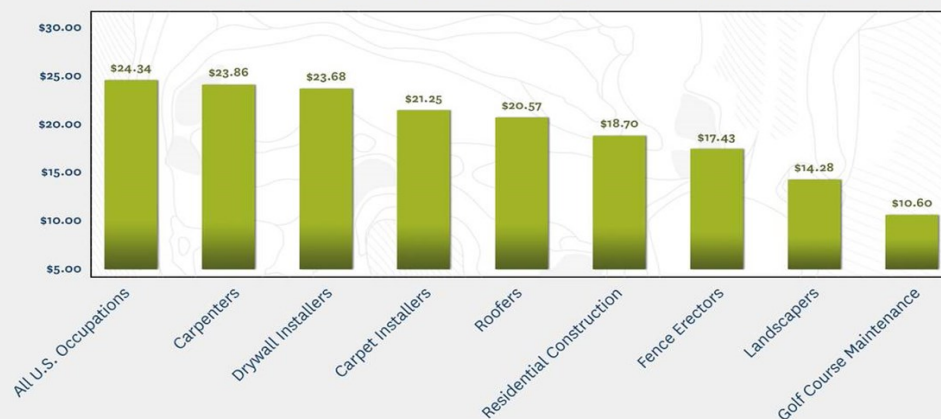
Labor Availability: The availability of employees has been on a steady decline since early in 2010. The unemployment rate has dropped from nearly 10 percent in late 2009 to around 4 percent in early 2019, according to the Bureau of Labor Statistics. A steadily decreasing unemployment rate means that most people who want to work are working. To make matters worse for golf course maintenance hiring, from the fourth quarter of 2010 to summer of last year, the country saw new job creation every month. This means that more jobs are being created in other industries, with potentially higher wages, while unemployment continues to decline.

Non-Compensation Benefits: The impact of non-compensation benefits is difficult to quantify but cannot be disregarded. Some of the intangible benefits employers can offer include flexible scheduling, physical condition of the work environment and enjoyment at work. Most traditional golf course maintenance operations require employees to show up very early in the morning and work outside in the elements, often for long hours. While this may be the most efficient schedule to set up the golf course ahead of play, it offers very little flexibility. Other industries are offering flexible schedules and other non-compensation benefits to gain a competitive advantage in the labor market.

The labor situation on golf courses does not look rosy, but it is important to remember that this issue is not isolated to the golf course industry. As the availability of employees declines, golf facilities will be forced to improve efficiency and focus spending on areas that have the greatest impact on golfer satisfaction. An upcoming update will highlight ideas and methods facilities have implemented to help manage their way through labor challenges.

NATIONAL AVERAGES FOR HOURLY EMPLOYEE EARNINGS

The average hourly wage for general golf course maintenance staff members is considerably less than wages in other industries.



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Final Farm Bill Favorable To Golf

by GCSAA Government Affairs Team | Jan 04, 2019

On Dec. 20, President Trump signed the "Agriculture Improvement Act of 2018" (commonly known as the Farm Bill) into law. The Farm Bill establishes policy for the next five years for the nation's agriculture commodity and nutrition programs. It also contains provisions impacting golf course management. GCSAA's government affairs staff has been tracking these provisions as the Farm Bill has progressed through the [House of Representatives](#) and the [Senate](#). With the President's signature, the bill has become law and will impact golf.

Funding included for the "National Turfgrass Research Initiative:

Title 7 of the Farm Bill includes language that would benefit the golf industry by advancing turfgrass research. It authorizes funding to enhance "research related to turfgrass and sod issues" identify new turfgrass varieties to "reduce water, fertilizer and pesticide use" and produce turfgrasses that "aid in mitigating soil erosion" and "protect against pollutant runoff into waterways". This would fund turfgrass research projects across the country and supplement the best management practices that superintendents use every day, which have reduced water usage by 21 percent and nitrogen use by 33.6 percent. GCSAA will continue to work with Congress and the administration as the Research Initiative is implemented, including making sure adequate funding is provided in subsequent appropriations legislation.

FIFRA Interagency Working Group

Title 10 of the Farm Bill contains language that would improve the interagency consultation process for the pesticide registration and review that is required under the Endangered Species Act (ESA). Too often, this process has been delayed as federal bureaucrats have been unable to agree on what actions are needed when a pesticide potentially impacts a threatened or endangered species. This language helps codify an interagency agreement between the USDA, Department of the Interior, Council on Environmental Quality, and the EPA that requires a strategy to address this bottleneck. It defines a legal and regulatory framework relating to the pesticide consultation process that considers the ESA, as well as the pesticide permitting process under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). It also creates congressional oversight and agency accountability over the process by requiring multiple reports to the Senate and House Agriculture Committees. The goal is to improve the ESA consultation process for pesticide registration while continuing to ensure that pesticides registered under FIFRA cause "no unreasonable adverse effect" to humans or the environment.

Study on Methyl Bromide Use

Title 10 also includes language authorizing a study on methyl bromide use in response to an emergency event. The study would consider whether methyl bromide could be used in situa-



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tions where no "technically feasible alternatives" exist and "the lack of availability of methyl bromide for a particular use would result in significant economic loss". GCSAA has advocated for greater access to methyl bromide stock for golf course management's needs. Hopefully, this study will help these efforts.

Not all language benefitting golf was included in the version of the Farm Bill that was sent to the President. Congress dropped earlier language that removed the duplicative NPDES Pesticide Permit requirement for chemical spraying on, over or near waters. It also dropped language that clarified that authority for the regulation of pesticides within most states and territories rests with the state departments of agriculture (*i.e.* state preemption). It also drops language that would have repealed the 2015 Clean Water Rule (WOTUS). A revised version of this rule [has recently been proposed](#) by the Trump Administration, and repeal efforts by the administration continue as well. The bill also fails to include the reauthorization of the Pesticide Registration and Improvement Act (PRIA), which is vital to the prompt and thorough review of pesticides used in golf course management.

GCSAA will continue to advocate on all these issues throughout the 116th Congress and beyond.

Read more: <https://www.gcsaa.org/advocacy/advocacy-hub/gcsaa-government-affairs-blog/2019/01/04/final-farm-bill-favorable-to-golf#ixzz5IHGa0Cd5>

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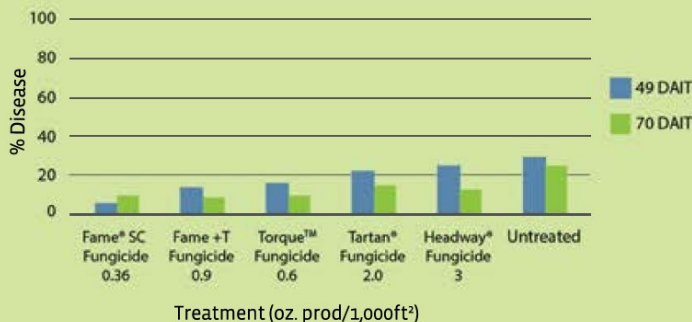
PLANT HEALTH

- Root mass
- Root length
- Consistent chlorophyll production

DISEASES CONTROLLED

- Brown Patch
- Fairy Ring
- Leaf Spot
- Necrotic Ring Spot
- Pink Patch
- Pythium Blight
- Pythium Root Dysfunction
- Pythium Root Rot
- Red Thread
- Rust
- Southern Blight
- Spring Dead Spot
- Summer Patch
- Take-All Patch
- Yellow Patch

Fairy Ring Control



Source: Penn State University, 2016

Brown Patch Control in Tall Fescue



Source: North Carolina State University, 2014



2019 David Rafferty Dedication, Service & Leadership

This year's recipient of the David Rafferty Dedication, Service and Leadership Award is William "Pete" Ramsey. Pete has been a member of Central Penn GCSA since 1998 and actively served on the board through 2005.

Pete started playing golf at the age of 8, after his father joined Range End Country Club. They mowed down a green in their yard and Superintendent Whitey Krout gave him a cup and flag for his green. He later played in the York County Junior League in 1978. This led to joining the Cedar Cliff High School Golf Team from 1986-1988.

Pete's first experience working on a golf course was at Silver Spring Golf Club where he became the Assistant Superintendent because he consistently came to work on time. This led Pete to attend University of Maryland Institute of Applied Agriculture for a degree in Golf Course Management where he was awarded Outstanding Senior of the 1993 graduating class.

Pete interned at West Shore Country Club in 1992 and continued there as 2nd Assistant Superintendent after graduation. In 1997, he became Superintendent at Range End Golf Club. In 2014, Pete became the Grounds Manager at Messiah College. Currently, Pete is the Director of Landscape and Land Management for Masonic Village in Elizabethtown.

Pete has been active with the Pennsylvania Turfgrass Council, serving as President from 2017-2018; Pennsylvania GCSA, Pennsylvania Golf Course Owners Association, volunteering countless hours with these organizations. Pete also remains very active as a Past President of Central Penn.



DSL Committee Members Bill Brooks and Faron Stoops present Pete with the DSL jacket and crystal.

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