



# The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 30 Issue 3

Founded ~ April 11, 1939

June 2023

## June Meeting

### Range End Golf Club

303 Golf Club Avenue  
Dillsburg, PA 17019

[www.rangeendgolfclub.com](http://www.rangeendgolfclub.com)

Host - Pete Ramsey

Thursday June 22, 2023

Registration begins - 8:15 AM

Golf - 9:00 AM Shotgun

Lunch - Following Golf

*Wee One Foundation Challenge  
~Fundraiser Event~*

## Golf Course Profile

Range End Golf Club is a William Harrison design that opened in 1954. The par 71, 6,400 yard layout sits at the base of South Mountain in northern York County. The facility was private until new ownership in 1994 changed to a daily fee and opened to the public. The clubhouse underwent a renovation in 2018 creating the Greystone Brewhouse. The golf course continues to receive in-house renovations and updates to accommodate 40,000+ rounds of golf and to honor its heritage and design.

## Superintendent Profile

Pete Ramsey has been Superintendent of Range End Golf Club for 25 years this September. He graduated from the University of Maryland in 1993 and became a 2nd Assistant Superintendent under Mike May at West Shore Country Club before taking over Range End. From 2014 to 2019 he was Director of Grounds for Messiah College and then Masonic Village but still oversaw operations at Range End for the current owner. Range End is the course Pete grew up on since he was 8 years old and was never so happy to return home full time in June of 2019.

USGA NORTHEAST REGIONAL UPDATE

## What's Your Number?

June 02, 2023

Brian Gietka, Agronomist, East Region

The past several weeks of cool temperatures have given us some frost and slow growing weather for courses with warm-season grasses. These

lower-than-average temperatures have been coupled with limited rain, high skies, wind and low humidity, which means evapotranspiration has been high in spite of the cool weather. The rain outlook has changed little, but the temperatures are forecast to rise. At least we can transition from knit hats and dragging hoses to ball caps and dragging hoses.



*Take advantage of the dry spring weather to dial in your moisture thresholds and hand watering program so that your team is ready when the heat is on. (USGA/Steve Boyle)*

While it's frustrating to deal with dry weather this early in the season, it does present an opportunity to train staff on properly using portable moisture meters. The temperatures are cool, which allows a little room for error when watering and it gives an opportunity for staff to reacquaint themselves with the hand watering process from last season – or for new staff to practice for when the heat is on. Portable moisture meters are manually probed into the turf to measure the ratio of water volume to soil volume, which is typically expressed in a percentage known as volumetric water content (VWC). This is the number turf managers use to gauge how much water to add, if any, for the turf to survive through the day.

There are factors that influence what the right number is for a given area and explain why certain areas tend to be wetter or drier. Low-lying or shaded areas will generally have higher VWC numbers with the same amount of rain or irrigation whereas mounds, south-facing slopes and areas with poor irrigation coverage can give lower VWC numbers. Determining your threshold VWC for a particular area and knowing when to add water will become clear based on how the turf performs. Hand watering is usually the best option to even out site-specific deficits, but it is labor intensive which may restrict how much area can be managed with precision hose work.

Using portable moisture meters to improve the uniformity of water content in the soil will benefit turf health and playability. Here are a few water management tips to keep in mind as you get ready for the summer ahead:

## Presidents Message

Well down goes another record. Driest spring ever recorded! It actually was the most pleasant spring I have ever experienced on the golf course. The roughs never exploded with growth and now they're going dormant. It has been an adjustment to throw enough water this early in the season. Hard to tell what the rest of the season has in store for us. The Atlantic Ocean is already warmer than normal and El Nino is firing up in the Pacific. There is already enough content for the 2023 year in reviews at the seminars this winter.

Thank you to Tom Kintzer for hosting us at Pine Meadows. The course was in fantastic condition! Hoping for a good turnout at Range End on the 22nd to raise money for the Wee One Foundation. Commonwealth Drought Coordinator Susan Weaver will be onsite after golf to discuss the drought condition and answer any questions. Updating your Chapter 110 and drought emergency plan with DEP is critical at this point. If you have any questions, call DEP. They have been very helpful. See you in a couple weeks!

Pete Ramsey  
CPGCSA President



Join us at Range End Golf Club!

## GCSAA Survey Shows Superintendent Salary Increases Outpace National Average

Average salary for superintendents up 12.6% in GCSAA biennial report  
May 16, 2023 | GCM Staff

Golf course superintendents and their teams are being recognized for the value they bring to their facilities and communities with salary increases outpacing the national average. The average salary for superintendents has climbed to \$109,621 annually.

The salary data comes from the latest biennial Compensation and Benefits Report from the Golf Course Superintendents Association of America (GCSAA). More than 3,200 GCSAA-member superintendents responded to the survey (for a response rate of 40%), providing salary, budget, benefits, and staffing information. Respondents to the 2023 report reported a \$109,621 average salary, which is an increase of 12.6 percent over the 2021 report. This compares to the national average of all private sector occupations increasing 10.1 percent over the past two calendar years and continues the trend of increases in every two-year period for superintendents since GCSAA began tracking the data in 1993. Superintendents' salaries have risen more than 146% since that first report, when the average salary was \$44,500.

Assistant superintendents and golf course equipment managers saw even higher increases in their incomes since 2021. Average assistant salaries rose 15.3 percent to \$56,299, and equipment managers saw a 14.2 percent increase to \$60,584 from the average salary two years ago.

Certified Golf Course Superintendents (CGCS), saw their average salary rise to \$128,731 in 2023 or 16% higher than the survey's average for a superintendent. CGCS is GCSAA's highest level of certification recognizing a Superintendent's education, experience, and service.

"Superintendents and their teams bring the essential knowledge and expertise driving the enjoyment of the game of golf and providing environmental, economic and recreational benefits to their communities," said Rhett Evans, GCSAA CEO. "The substantial rise in their salaries acknowledges golf course management teams for the highly skilled professionals that they are and the essential role they play in golf's success."

Another element of the report is the profile of GCSAA superintendents and their operations. The average age of a superintendent is 47.1 years, with 16.6 years in the profession. The average number of years superintendents have spent in their current position decreased slightly to 10.3 years.

Survey participants can access the report for free and others can learn more and purchase the report by visiting [gcsaa.org/career/compensation-report](https://gcsaa.org/career/compensation-report).

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Kevin Mark



## What's Your Number? .....continued from Page 1

- Too much water is just as bad as not enough and can “cook” the turf, so it’s important to find the right moisture balance.
- Increasing the duration of leaf wetness increases disease potential. Avoid unnecessarily applying water when the risk of disease is high.
- Hand watering helps conserve water since it’s applied with greater precision than overhead irrigation.
- Drier turf tends to be firmer turf that will be more resistant to ball marks and damage from traffic.

During dry weather, a good practice is to apply water deeply with the overhead irrigation and then allow the turf to dry down, carefully monitoring VWC with portable moisture meters and evening moisture out through hand watering. This practice of deep and infrequent watering will produce a greater number of roots, deeper roots and a larger root surface area that helps the turf during the stresses of summer. It is also helpful to collect this VWC data throughout your course, essentially mapping wetter and drier areas to dial-in watering practices. Finding your “number” for the different areas of the course will help keep the turf in healthy condition and improve playability.

### Northeast Region Agronomists

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Elliott L. Dowling, regional director, East Region – [edowling@usga.org](mailto:edowling@usga.org)

Brian Gietka, agronomist – [bgietka@usga.org](mailto:bgietka@usga.org)

[Information on the USGA’s Course Consulting Service](#)

[What’s Your Number? \(usga.org\)](http://usga.org)

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The Wee One Foundation was founded in 2004 when friends of Wayne Otto, CGCS banded together to financially assist him in his battle with cancer. Wayne was a pioneer in the turf industry always searching for new and better ways to produce a finer playing surface. As Wayne learned more about his disease, he applied those same pioneering principles to overcome his illness.

Those that knew Wayne, knew a man small in stature and a man that placed more effort and enthusiasm into his friendships and care for his fellow man. As passionate as Wayne was about turf, his love for life could not measure. Wayne died in the fall of 2004 but his passion for life and his willingness to help still live on because of the work of the Wee One Foundation.

Through the perseverance and hard work of several friends of Wayne, the group developed its mission of helping those in need. Founded on the principle of assisting golf course management professionals (or their dependents) who incur overwhelming expenses due to medical hardship without comprehensive insurance or adequate financial resources, the Foundation has evolved into a cause that goes way beyond its initial reason for existence.

The Wee One Foundation was aptly named to honor Wayne. Nicknames are rarely chosen by their owner as in this case. On a golfing trip to Scotland with some friends, one of the group's caddies decided to place his wager on the "wee one". A small action (as legend has it) that turned out to be a sound decision by the caddie that day and a small gesture that has helped many other individuals through economic hardships due to overwhelming medical expenses. Simply, that is what the Wee One Foundation accomplishes today.

Since its inception in 2004 the Wee One Foundation has gifted over \$1,800,000 to those in need. The Foundation raises money through its membership, golf outings and sponsorships.

The members of the Wee One Foundation Benevolence Committee reviews all applicants and makes recommendations to the Wee One Foundation Board of Directors for financial support.

### **Eligibility**

Applicants must be a golf course superintendent, assistant golf course superintendent or an individual employed by a company or organization that services the golf course management industry or a dependent of named applicant and who has suffered a catastrophic medical hardship.

### **Criteria for Selection**

All applicants for assistance will be required to provide a written explanation of the medical hardship and indicate how the funds will be spent. The Wee One Foundation reserves the right to verify any information received.

### **Assistance**

The amount of assistance provided to each approved applicant differs by each situation. All requests shall be processed by the Benevolence Committee and legitimate claims shall be presented to the Wee One Foundation Board of Directors. Legitimate claims are processed on a first-come, first-served basis. The Wee One Foundation from time to time may conduct a fundraiser from which all funds may be directed towards one individual.

### **One for the Wee One**

**One Cause:** Help golf course management professionals and their dependents that are having trouble paying medical bills due to the lack of comprehensive insurance or adequate financial resources.

**One Goal:** Raise \$10 million in 10 years to help support families in need forever. The One Percent Endowment Fund will provide a permanent source of supplemental funding for Wee One mission and new endeavors to benefit individuals and families in the golf course industry. 100% of funds generated through this campaign will be placed in a permanent endowment fund.

**One Percent:** Pledge one percent of your salary and donate this amount over the next ten years.

#### Example Contribution

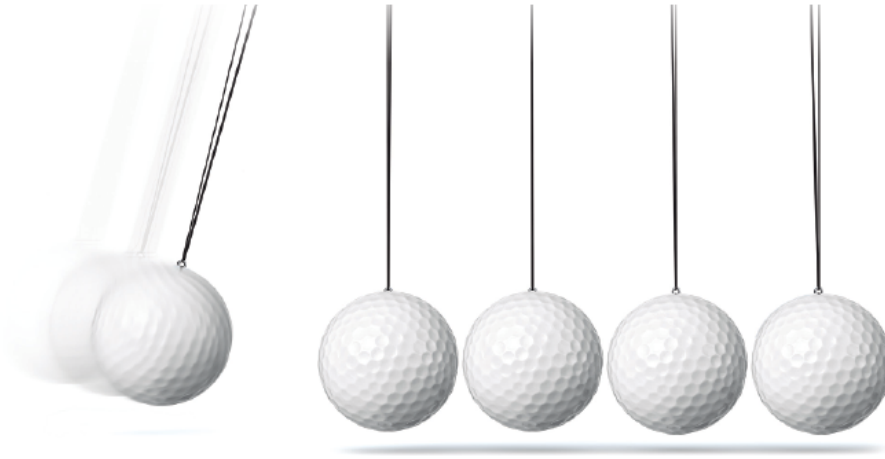
My current salary is \$65,000.

1% of that is \$650.

I donate that amount to the Wee One over the next ten years.

$\$650 \div 10 = \$65$  per year.





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## Wildlife Safety Tips for Golf Course Maintenance Crews

From bears to bees, try these tips to stay safe while working the course.

May 23, 2023 | Golf Safety

When you picture a golf course, serene images of rolling green hills and tranquil scenery probably come to mind. However, this beautiful setting can also be home to potentially dangerous wildlife such as venomous snakes, harmful insects like wasps and fire ants, and even bears or coyotes. Don't let well-manicured greens lull you into a false sense of security. Make sure your crew knows what to do when they encounter dangerous wildlife and how to keep themselves safe from the potential hazards.

Todd Dattalo, Golf Course Superintendent at Cowboys Golf Club in Grapevine, Texas, regional golf course superintendent for Arcis Golf and 14-year GCSAA member is well-versed in the wildlife hazards of the golf course. He shared some of his expertise, as well as how he's found [Golf Safety's videos](#) valuable in keeping his crew safe.

### **Don't Panic!**

"Number one, I would say don't panic," says Dattalo, "that's always the best bet if you ask me." Dattalo says the most common wildlife threat you're likely to encounter on the golf course is snakes, but that they tend to stay away from you if you remain calm. Staying cool and collected and getting away from the animal in a safe manner as soon as possible is the most important wildlife safety tip to keep in mind.

### **Be Aware of Your Surroundings**

As important as it is to remain calm, it's also important to stay alert and be aware of what's around you when working outdoors, including weather conditions. For example, Dattalo says, "We're not going to run into many snakes until the weather is a little bit warmer. We tend to do a lot of the brushwork when it's cooler out, and [the snakes] are not as active." Another example Dat-



*Todd Dattalo, Golf Course Superintendent at Cowboys Golf Club in Grapevine, Texas. Photo courtesy of Golf Safety*

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talo brings up: fire ants. "We don't really talk about that one very much," he says. "you get bit, and you just go on with your day. But if you're in an area and you get caught up in them, it could be not fun, and you could have a reaction to it." It's easy to get caught up in the job, but staying alert is essential to protect yourself from the risks involved with working outdoors.

### Stay Informed

When creating a safe environment for your team to work, make sure there's a clear line of communication and up-to-date information. Dattalo holds daily safety meetings with his team, where they discuss potential dangers on the golf course that day, such as bobcats, snakes and more. "It's brought up at a lot of safety meetings so they're aware of what's going on out there," Dattalo says. This prepares workers for what they may encounter and ensures they are aware of what to do if they see something dangerous.

### Wear the Right Gear

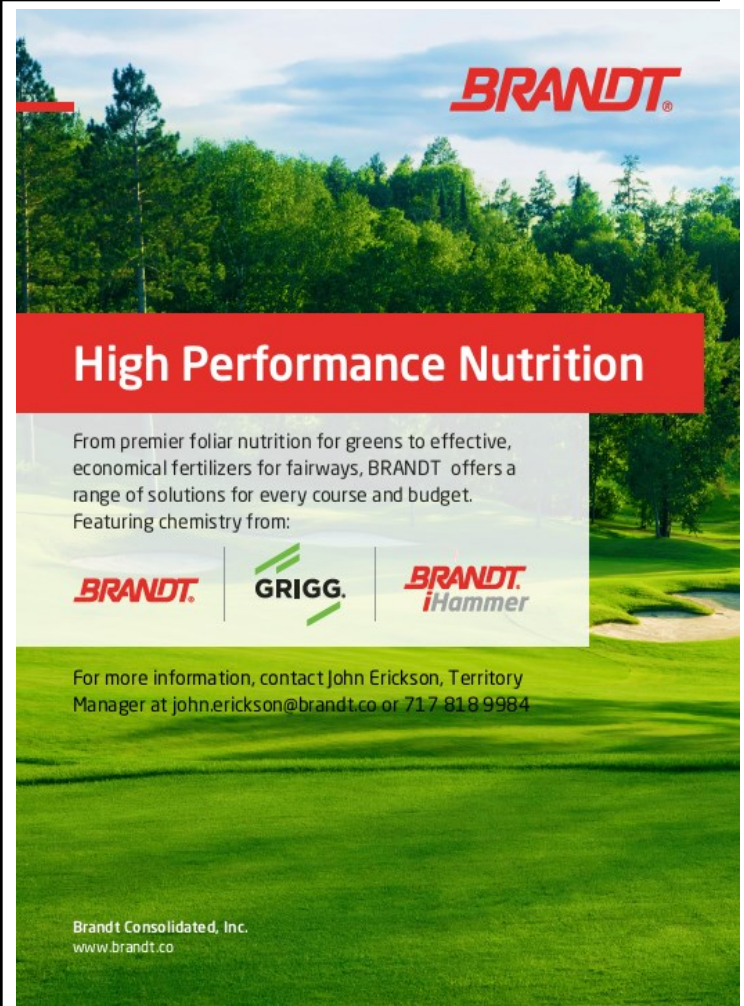
You can't afford to overlook the value of protective gear when it comes to keeping your crew safe from hazards. At Cowboys Golf Club, Dattalo's crew is equipped with long-sleeved shirts, insect repellent spray, tech snake boots, snake guards and gloves. "Anything that can cover your legs and your arms," he says. High-quality protective gear helps safeguard his crew from insect bites, snake bites and other outdoor risks.

### Know What to Do in an Emergency

Your crew should always know what to do in case of an emergency, especially in time-sensitive scenarios such as a crew member getting bitten by a venomous snake. Dattalo ensures all his workers know what to do in emergency scenarios from the moment they join his crew. "In our meetings, we do go over 'In case of emergency you've got to contact me,' and then we'll go from there. New employees are required to know the protocol, so we make it pretty clear to them this is what we need to do," Dattalo says. Ensure that your crew always has their phones on them so that they can contact their supervisor or emergency services.

In addition to these tips, Dattalo also says Golf Safety's training videos have helped him keep his crew informed and safe. "The resources, the tools that they provide have been awesome," he says. Dattalo adds that the biggest benefit for him is how Golf Safety acts as a handy, time-saving expert that he can easily refer to. "It takes it out of my hands," he says. "It's a great tool to be able to get online and just say, 'here's a video.'" Working on a golf course can often feel idyllic, but it's crucial to be aware of your surroundings and take safety precautions when encountering wildlife risks. No matter what the specific hazards are, having a clear line of communication with your crew and ensuring they know what to do in an emergency will always be essential steps in keeping them safe. Luckily, reminding your team of the risks has never been easier with Golf Safety's thorough range of training videos.

*Editor's note: The following article was supplied by Golf Safety. All product claims, research cited and other information is directly from the company.*



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## Membership News

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](mailto:cpgcsa@hotmail.com).

Membership information is also available on the Central Penn website at:

[www.cpgcsa.org](http://www.cpgcsa.org)

## 2023 CPGCSA Meeting Schedule

**September 14** Schuylkill Country Club

**October 18** Country Club of York



# GCSAA Enhances BMP Planning Guide to Streamline Facility Manual Creation


*Facility best management practices manuals demonstrate golf course superintendents' environmental stewardship*  
May 23, 2023 | GCM Staff

The Golf Course Superintendents Association of America (GCSAA) has recently streamlined a process to enable golf course superintendents to efficiently create a facility best management practices (BMP) manual.

The creation of facility BMP manuals is part of GCSAA's BMP Initiative, which began in 2017. By the end of 2020, state BMP guidelines had been established in all 50 states. These state guidelines provide the blueprint for facility manuals and cover key areas such as water management, integrated pest management and pollinator protection. Enhancements center around a new and efficient approach where GCSAA members log into the GCSAA Facility BMP Planning Guide to receive a facility BMP modeled from their state guidelines. Superintendents can then thoroughly customize the facility BMP to fit the needs and circumstances for their own unique facility.

GCSAA had previously provided a template for facility BMP development, but with the update GCSAA members now immediately have a working document to customize with text and photos documenting management practices at their facility. More than 1,000 golf courses around the country have already established facility BMP manuals using the original process. These existing manuals will remain intact and not be affected by the update.



"BMPs provide science-based guidelines for a sustainable approach to golf 



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course management,” GCSAA CEO Rhett Evans said. “We encourage all superintendents to have a BMP manual in place as it is a proven tool to deliver the best results at their facility and continue to support the essential role superintendents play in golf’s success. This streamlined process helps GCSAA-member superintendents take the next step in creating a manual that can evolve over time.”

To get started, GCSAA members just need to go to [gcsaa.org/bmp](http://gcsaa.org/bmp) and then click on “Access the Facility BMP tool,” which will prompt them to login with their [gcsaa.org](http://gcsaa.org) username and password. Once logged in, they will find their manual and can begin to customize it. GCSAA has provided a series of how-to videos and webinars to walk superintendents through the customization process. In addition, GCSAA-affiliated chapters will continue to host workshops and seminars to help members succeed in creating their manuals.

“Golf courses are important community assets, and facility BMP manuals are a key element in demonstrating to legislators, regulators and community members that the golf course industry is committed to environmental stewardship,” Evans said.

To learn more about GCSAA’s BMP initiative, visit [gcsaa.org/bmp](http://gcsaa.org/bmp).

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The following offices will be up for election for the GCSAA Board of Directors at the 2024 Annual Meeting in Phoenix, Ariz.

- President
- Vice president
- Secretary/treasurer
- Director (two positions)

**The Call for Nominations deadline is on June 30.** If your chapter will be nominating a candidate for the 2024 GCSAA Board of Directors, please have your letter of nomination to Shelia Finney, Senior Director, Member Programs by the deadline. You can send it to her via mail or email. Even if your candidate is an incumbent, we still ask for the nomination letter.

Here is a link to the Call for Nominations with a list of offices up for election in in 2024. It also has directions on how to nominate a candidate.

<https://www.gcsaa.org/about-gcsaa/annual-meeting/2024>





# “THE HAULER® 1200 WAS ABOVE AND BEYOND EVERYTHING ELSE.”

“We tested every utility cart on the market at great length last season and the Cushman® Hauler 1200 was above and beyond everything else on the market. The entire UCC team felt like the cart was specifically made for golf course maintenance work. We bought two last fall and are purchasing an additional three in 2021.”

Scott White, Golf Course Superintendent, Urbana Country Club



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## Golf Course Superintendents Association

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Dear CPGCSA Member:

The CPGCSA Board of Directors has developed a scholarship for students pursuing a career in Golf Course Management and/or for children of a member of CPGCSA seeking any type of higher education. The deadline for applications is July 31<sup>st</sup>.

Listed below are the CPGCSA Scholarship Guidelines:

### Eligible Candidates:

Applicants must fall into one of the following categories:

- \* Students majoring in Golf Course Management at an accredited institution and are employed at least part time by a CPGCSA member.
- \* Students majoring in Golf Course Management at an accredited institution and are currently a member of CPGCSA in good standing.
- \* Students attending an accredited institution and are the child of a CPGCSA member in good standing.

### Guidelines for Applicants:

- \* Applicants must have completed at least one year at an accredited institution.
- \* Applicants must submit a typed essay of no more than 500 words outlining his or her career goals and why they feel they are deserving of the CPGCSA Scholarship.
- \* Applicants must submit two letters of recommendation. (One from an instructor and one from a CPGCSA member)
- \* Applicants are eligible to receive this award one time.
- \* The scholarship will be paid directly to the college or university.

### Timeline

- \* July 31 - Deadline for submission of applications.
- \* August - Board will review applicant's information, approve and notify recipient.
- \* Annual Scholarship Tournament – ceremonial presentation of the award.

Attached please find a scholarship application. Additional applications can be obtained by contacting CPGCSA office at (717) 279-0368 or [cpgcsa@hotmail.com](mailto:cpgcsa@hotmail.com). If you know of a deserving student, Central Penn GCSA can help.

Sincerely,

Scholarship Committee

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### The Green Sheet

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