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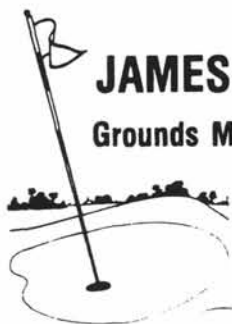
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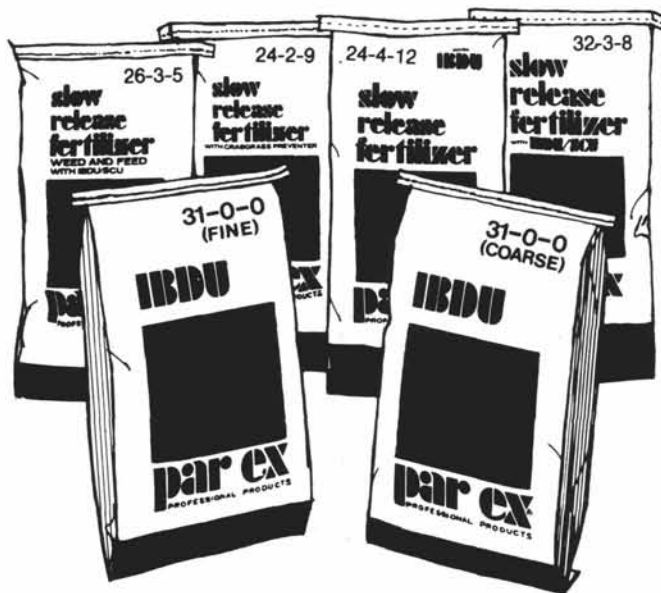
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## Re: Environmental Seminar

From: Rory Bancroft, Supt.

WHO:

I am putting this seminar on. The Jemseks are not involved in financing or organizing in any way. I started seriously researching this during 1986. I could not get into the national seminar and decided to organize one.

There are currently 12 speakers from the federal state, county, consultants, corporations and private attorneys. I have not finalized all of the speakers yet for the seminar and more will be added. I will be working with all the speakers over the next two months. The following will have speakers present:

- 1 from Waste Management Inc.
- 2 speakers from Region V EPA
- 1 from J. J. Keller will have two presentations.
- 1 from OSHA
- 1 from Illinois Dept. of Ag.
- 1 Prosecuting Attorney from Cook County States Atty.
- 1 private Attorney
- 1 from Illinois Department of Public Health
- 1 from Army Corps of Engineers
- 1 Insurance Company Engineer
- 1 from MaeCorp Inc.
- 1 Product Liability consultant.

WHERE, WHEN, COST:

The seminar will be held at the Willowbrook Holiday Inn located on Kingery Rd. (Rt. 83) just north of Interstate 55. The date is February 27, 1991 (Wednesday). The cost is \$140.00 until the 27th of January, 1991. After the date the cost will be \$160.00.

The superintendent will hear for the first time what he needs to hear. No fluff and no sales pitches.

Regulations are meant to change relationships. Environmental and safety regulations have changed the relationships the superintendent has with the golf course, employees, employers, golfers, suppliers, bankers, fellow superintendents, neighbors and the garbage man. This is a first class seminar and one seminar not be missed. I will be sending a mailing out soon.

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## Midwest Breezes



### Upcoming Events — Mark Your Calendar

**January 7-11, 1991** — Ohio State University Short Course

**January 8, 1991** — Arrowhead G.C.; 11:00 a.m. Education

**January 17-19, 1991** — Mid-America Horticultural Trade Show, Hyatt Regency, Chicago

**January 21-23, 1991** — Midwest Regional Turfgrass Seminar

**January 21-23, 1991** — 61st Annual Michigan Turfgrass Conference

**February 5-12, 1991** — GCSAA Conference & Trade Show

**February 10** — Prayer Breakfast 7:30 a.m., Riviera Hotel

**July 4-7** — Western Open at Dubsdred

Job Changes in Our Area: Len Berg is going with the LESCO around the first of the year and driving that BIG truck into all of your maintenance yards. Scott Nissley is leaving the Oak Brook Golf Club and going with the new course being built at the DuPage Airport. John Berarducci is joining Mariani Landscape firm in Lake Forest. John Gurke left Bartlett C.C. to become the Superintendent at Aurora C.C. John Ebel is retiring at the end of the year as superintendent, but will still be retained as their construction/remodeling superintendent. Mark Bobb will replace John as Superintendent at Barrington C.C.

The MAGCS donated \$2,000 to the Illinois Turfgrass Foundation at the past NCTE in Springfield.

A Foreman is needed at the Twin Lakes Golf Course in Palatine, IL. Call Kevin Lotzer at 708/934-3006.

Joliet Junior College is presently placing students for Spring on-the-job training in the Turf Industry. These Students will have had four semesters of instruction in Horticulture and previous work experience in Turf. They are ready to be employed for spring 1991 for 9 weeks as student trainees, hopefully leading to a permanent position. Call Lisa Perkins, Turf Placement Coordinator at 815/729-9020 ext. 276 or 320 for more information or a fact sheet on the present students to be placed.

Wanted: Front end loader; turf tractor with pto and 3 point hitch; 5 gang rough units and triplex greensmowers. Must be in good condition. Call Todd at 815/652-4244 or after 6 p.m. at 815/652-4413.

For Sale: 2 ea. 14 H.P. Toro GM3. Extra 6, 8 & 9 blade reels. Many extra parts. 2 ea. 1988 Toro 216's. Grooved rollers, 8 blade reels. 1 ea. Neary reel grinder. 1 ea. TUFCO sod cutter. All in excellent condition. Balmoral Woods C.C., 708/672-4390 or 708/672-8497. Ask for Bob.

If there is ever an award given to a Superintendent for toughness and perseverance, I want to nominate Walter Fuchs, Sr. Walter, who will turn 76 in March has had four (4) heart attacks since July '90. His first one was in July and he was back out working in the yard in a couple of weeks, the next one was in September, the next one the third week in October and then the last one the day after Thanksgiving. He has had three coronary angioplasty during this time period. His latest stress test the doctor stated that a healthy man of his age rarely reached the level that he did. Walter's comment was, "You stopped me too soon, I could have gone further." Way to go Walter, keep stepping into the ring and keep punching, we love you.

Wanted: Assistant Supt., Barrington Hills C.C., contact Mark Bobb, 708/381-0140.

Seeking an assistant? Call Don Houston, 708/946-9158. Qualifications include 2 yr. and 4 yr. degree as well as graduate experience in turf, over 4 seasons experience in the Chicago area, and Ill. Applicators License.

### Latham Honored by Wisconsin Golf Course Superintendents

James M. Latham, formerly Marketing Manager at the Milorganite Division—MMDS, was honored at the recently concluded Wisconsin Golf Turf Symposium. Latham was cited by the Wisconsin Chapter of the Golf Course Superintendents of America for his continuing efforts to aid the Association and golf over a span of nearly three decades. Currently serving as Director, Great Lakes Region, USGA Green Section, Mequon, WI, Latham continues his effort to promote turf excellence on courses which leads to better play. Latham and his wife, Lois, were present for the award presentation.

Mike Bavier was honored by speaking at a International Turfgrass Conference in Paris in late November. Mike was the only U.S. Superintendent to speak before the multi-nation gathering. His topic was, "Establishment and Maintenance of Young Turf."

**For Sale:** Heavy Duty Shelving, 14 gauge steel, 10' tall x 48" wide x 24" deep. Height can be cut in half or to any height, includes up to 10 shelves per unit. \$50.00 per unit. Call John at 708/669-3625.

Wants to Buy — any condition F-10 tractor and mowers or Jacobsen blitzer fairway units. Call Ron Payne at 815/468-3438.

The January meeting at Arrowhead G.C. is a luncheon meeting with cocktails starting at noon and lunch at 1 p.m.



# Financial Facts

## Inside Salary Set-Asides

With a cooperative employer and a little careful planning, you could set aside a bundle of money for medical bills or for the care of your children or elderly parents - and save on your taxes too. Sound too good to be true? It's not. Thanks to a tax break known by various names-the employer-sponsored reimbursement account, the flexible spending account, the salary-reduction plan, or the set-aside plan - employees of participating firms can preserve untaxed income for health-care and dependent-care costs. The maximum annual set-asides are \$3,000 to \$4,000 for medical costs and \$5,000 for child or elderly care expenses. Here's how the plans work: Before your company's fiscal year starts, you arrange to have your anticipated medical and/or dependent-care expenses for the next 12 months withdrawn from your paycheck in equal installments. Your employer reimburses you when you incur the predicted costs. Since you don't receive the money as regular income, it is not reported as such to the IRS. Thus the amount is exempted from income tax-and Social Security taxes, too, on the portion of your income under \$51,300. The savings can be astounding. In the 28 percent tax bracket, you save \$356.50 per \$1,000; in the 15 percent tax bracket, the savings per \$1,000 equal \$226.50. Is there a catch? Of course. You forfeit any withheld funds not used within the fiscal year. But many people set aside their anticipated health insurance deductible, then use whatever remains for vision exams, dental work, or other uninsured care.

## Hospitality Suite at Vegas

The Midwest Association of Golf Course Superintendents seeks the continued cooperative support of our Associate Members for the hospitality Suite at the 1991 GCSAA Conference in Las Vegas. The suite is reserved for Saturday, Sunday, and Monday nights during the conference week. The Bally Hotel has a two room suite reserved for the Midwest Hospitality Room. The Association shall coordinate all of the food, beverage, and staffing for the suite.

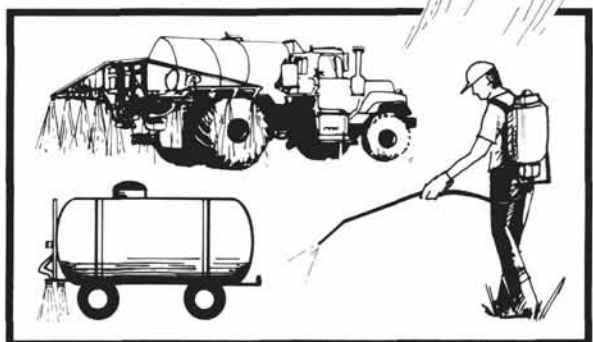
You may participate in the funding of the Hospitality Suite by contributing to one of the following:

\$300.00 Par Club, \$500.00 Birdie Club, \$700.00 Eagle Club, or \$1000.00 Hole in One Club.

A poster shall be displayed in the Hospitality Suite recognizing those companies and individuals supporting the suite. These companies and individuals shall also be recognized in the Bull Sheet. Should there be a surplus of funding, a special account will be established to help defray the costs of next year's room. Please remit contributions to MAGCS Inc. in care of Penny Meyer, our Executive Secretary, by January 10th. I would like to thank you, in advance, for your support. The MAGCS Board hopes to see all of you in Las Vegas.

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## Study Shows Golf Raising \$262 Million a Year in Charity

Jupiter, Fla. — A recent National Golf Foundation survey of U.S. golf courses found that local amateur golf tournaments raise some \$232 million a year for charity.

Adding the estimated \$30 million raised by the men's and women's professional tours brings total annual contributions to \$262 million.

This is one of the many new bits of information emerging from the summer 1990 mail survey of the nation's 12,800 golf facilities.

It's been no secret that golfers contribute millions each year to both local and national charities," said NGF President and CEO Joseph F. Beditz. "Not until now, however, have we known just how big a number we were really talking about. It's a tremendous tribute to the game and those who play it."

The survey shows that nearly half of America's golf facilities conduct at least one charitable golf event a year, and that, in all, some 35,000 of these events are being staged annually.

Public facilities host seven out of every 10 of these events. On the other hand, \$6 out of every \$10 raised is from tournaments hosted by private clubs.

It is also estimated that 3.6 million people take part in these charity golf events each year.

In addition to such major national charities as United Way, Ronald McDonald House and the Special Olympics, primary beneficiaries of these charity dollars include scores of local youth athletic programs, anti-drug campaigns and other civic organizations.

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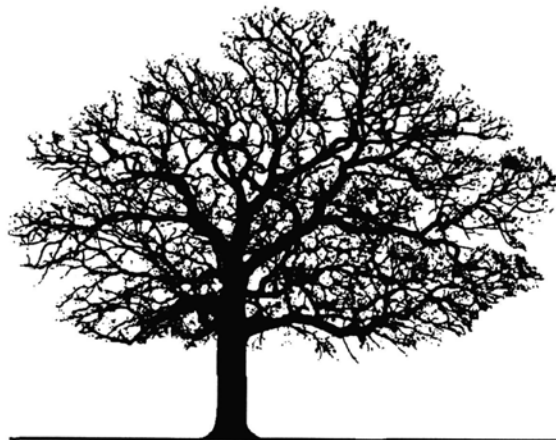


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## 7 Ways to Get More Done During the Normal Work Day

Here are a few suggestions by Dr. Roger Fritz, President of Organization Development Consultants in Naperville, IL to help make your time more productive. One may work well for one individual; another for someone else. Experiment with each technique to find the one that works best for you.

**1. Do it immediately.** Rush jobs do deserve priority ... but all work should be weighted for relative importance.

**2. Don't avoid unpleasant tasks.** The problem with avoiding an unpleasant task is that you carry its emotional burden with you until it's done ... and that slows you down.

**3. Take care of the easier jobs first.** For the slow starter, this can be a good way to "build up a head of steam" ... and hopefully, the momentum will keep you going. A good list of accomplishments, early in the day, can provide an emotional uplift for more trying tasks ahead.

There are other situations in which this technique is useful. At a meeting where controversial decisions must be reached, for example, better relations may result if the easier problems are resolved first.

**4. Do jobs in the order of their importance.** This can be an excellent approach unless all the important jobs are tiring and/or boring. It is not an excuse to put off the item of lesser priority, however, so be sure that all tasks are handled within a reasonable period of time.

**5. Alternate difficult and easy tasks.** Alternating the difficult with the easy provides you with an occasional rest and with

something to look forward to. The variety can increase your motivation.

**6. Group similar tasks.** It's just good sense to complete several tasks that require the same data, the same materials or the same personnel before going on to something else. It reduces duplication of effort and provides you with "momentum" from one task to the next. However, be sure that you don't use this approach as a means of avoiding other, less appealing tasks.

**7. Change tasks about every two hours.** This approach can be helpful when you are doing routine, monotonous tasks. A different type of work can relieve the boredom, lift the spirits and give you something to anticipate.

Clearing House Newsletter  
May 1987



Here is one way to recycle your old reels and save on the energy crunch by burning your brush and logs to heat the shop.

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## Necessities in the Nineties

by James M. Latham, Director

Great Lakes Region, USGA Green Section

Looking back on the 1990 golf growing season, there was no major, all-encompassing event or condition that makes it memorable. There was no central focus like **The Drought of '88** which affected the entire Great Lakes Region. It was not, however, one of those vintage years when things were generally pleasant. But when the quality of bunker sand shares equal interest with the quality of the grass during some Turf Advisory Service visits, golfers must not be very unhappy. There were intense local problems — severe winterkill of **Poa annua** from Fargo to Stevens Point with an epicenter (again) in the Twin Cities; prolonged rains and high temperatures which caused turf losses (quality or quantity) in northern Illinois; heavy white grub invasions from Indiana to Iowa; and a few floods (like the 23 inches of rain falling in the Quad City area during the month of June).

The bone-chilling cold early last December did much less damage here than was expected. There were major losses of warm season grasses from Missouri to Texas. That cold spell, incidentally, killed some golf turf all the way to Houston. How would you like to see about 70 acres of dead grass on your course?

The Wisconsin Golf Turf Symposium turned 25 this year, just a kid compared with some conferences, but one which sets some sort of mileposts in the field. Each is devoted to a single topic, which is usually a mirror of the interests of the day or at least the near future. Looking at some of the topics covered, some rather pointed questions can be asked. For example, Symposium Number One (1966) dealt with winter injury. Number Two covered the physical nature of soils — with much emphasis on green building and Number Three took on **Poa annua**, as did the 11th and 18th. Even though speakers at these Symposia are acknowledged leaders in their fields and attendees are certainly capable of learning, these subjects remain major problems. It indicates the complexities of dealing with the environment of this high quality, special purpose turf and the costs involved in creating a favorable environment for the root systems of defoliated bentgrass.

Why were there so many greens built in 1990 which are either doomed to failure or will at least be a severe threat to the tenure of future golf course superintendents? Perhaps it parallels some of our bureaucracies. The construction division (of either a municipality or industry) is pressed by management to design and build something for the lowest possible cost. When plans and specs are presented, the numbers look good — to everyone but the operating division who see their costs mushrooming just to keep the new stuff running and who must go back to management every year for funds to repair or replace the installation.

They are the people who must justify their budgets, while the designers are off on some other money-saving tangent involving untested ideas devised by their own rationalizations or egos.

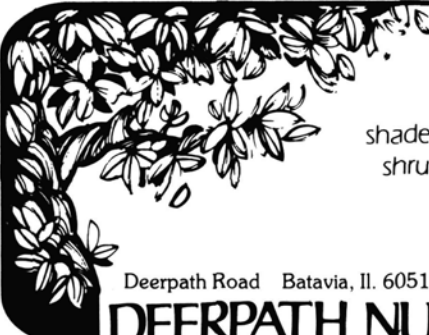
Sound familiar? But boy, does that new structure or machine get media attention and cover photos. All the while the operations people are already wondering how they can prepare a budget just to keep the monster running and, of course, without pointing out the lack of foresight of those in management who approved the project in the first place. "Keep construction costs down! We'll handle operations and maintenance when the time comes." Sure! I drive a lot of miles on Interstate 43 (Green Bay/Milwaukee/Beloit). It is probably the roughest stretch of new highway ever built. The slabs of concrete had not cracked before they were running Super-Zambonis over some sections to "groove the pavement for safety." Hell, they were trying to smooth it. Who OK'd that work and who inspected it? Probably shock-absorber salesmen.

The point here is, who OK's plans and specs for golf courses? Who do owners who, after being told of construction deficiencies go ahead and accept the job? Then they reject a rehab budget on the grounds that it's a new course and shouldn't need it or that play cannot be discouraged because cash flow is needed (usually in the clubhouse or pro shop).

It is more difficult to deal with the **Poa annua** thing. But winterkill of **Poa annua** is real, even though "out of sight-out of mind" (no seedheads) never fit a subject better. Ask the Minnesotans who have seen it two (2!) years in a row. The kicker in '89 and '90 was the extremely poor spring weather which severely retarded seed germination of both bentgrass and poa. Anything green was acceptable, even though it meant starting the same vicious cycle again. The fact that bentgrass loss was negligible or nonexistent should deliver a strong message.

Prevention? The thin fabric covers were of little or no help in the Twin Cities. If there is snowmelt followed by a deep freeze, they offer no thermal protection and may even enhance the day/night temperature spread. The very thick mats have done well, perhaps because they prevent mid-to-late winter thawing. These observations by superintendents in the area certainly make sense to me. Maybe that's the reason old timers topdressed heavily in late fall or put brush on the greens to hold snow cover. The basic idea may have been to protect against desiccation, but it provided insulation as well. (Or maybe there was less **Poa annua** to worry about in those days when the normal close mowing was a quarter-inch). The insulation theory is valid, since the primary winterkill of Perennial Ryegrass fairways in Milwaukee (1986) was in areas receiving full sun, but the narrow, shaded fairways where mid/late snowmelt was minimal.

(cont'd. page 21)



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