

The author of the HR Web, Chris Bjorling, assured GCSAA that unless a member gives out their password, the HR Web is secure.

Williams said that the members of the MSRG believe the HR Web will help members communicate with their employers. However, that is and should remain a private decision. Williams noted that the issue really could be summarized into one question: should GCSAA mandate the use of this tool?

Outcome: the participants of the cross-committee meeting agreed that for all new and existing Class A members, the HR Web should not be required but should be encouraged. However, for new and existing members seeking certification, it should be required.

#### Required validation of your self-assessment

Jim DeMoux, a consultant from Franklin Covey explained that individual competency profiles should not be vali-

dated because of the difficulty in creating one test that would validate the skill levels of various individuals. He suggested that a better position would be to test how well an individual performs against an aggregate competency profile, similar to how certification exists now. The certification test is based upon a set of knowledge, skills and abilities that the certification committee believes a certified superintendent needs to know.

Outcome: the participants of the cross-committee meeting agreed that no assessment should be developed for new or existing Class A members, but that an assessment based upon the competencies outlined in the HR Web should be developed for members seeking certification.

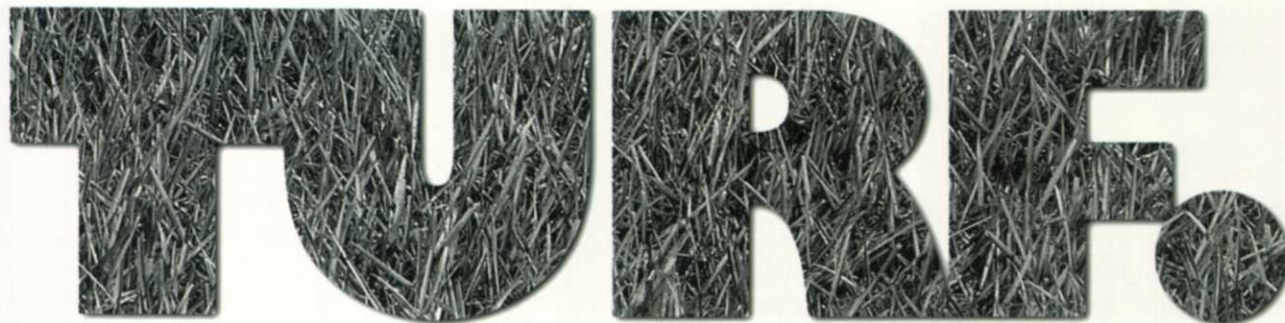
#### Required pesticide license

During the presentations, some people raised the issue of whether GCSAA should require a pesticide license. Some superintendents live in states or

## PDI Time Line

- June 9-10, 2000- MSRG meeting
- July 15-16, 2000- Education, Membership, Certification meeting to review MSRG recommendations
- August 2-3, 2000- Board of Directors reviews all recommendations
- Mid-August, 2000- General mailing to all A, B and C's
- September 9-10, 2000- Chapter Delegates meeting
- October 24, 2000- Fall Board meeting to review all recommendations for action.
- November, 2000- By-laws meeting
- December 31, 2000- Members receive by-laws language
- February, 2001. Potential vote at conference in Dallas

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countries where a license is not required. Some superintendents don't administer pesticides so they have no need to obtain a license.

Outcome: recommended requiring state pesticide license for class A and certified members or to have those individuals pass a GCSAA-developed test.

#### Ongoing requirements

The MSRG supported ongoing requirements for both Class A members and certified superintendents which would require a combination of service and continuing education. No details had been recommended.

Outcome: members of the cross committee meeting supported ongoing requirements for Class A and certified members. They recommended that Class A members be required to obtain three points within a three-year renewal period. These points can be a combination of service points and continuing education points with a minimum of one education point.

Furthermore, they recommended that certified superintendents be required to obtain nine points within a three-year renewal period. These points can be a combination of service points and continuing education points with a minimum of three education points.

Committee members recommended that education provided by GCSAA, chapters and non-vendor turf organizations should be valued the same. All other education should be valued at half the equivalence of the turf organizations.

During the two-day meeting, several alternatives were discussed including, the Career Development System, a program proposed by Al Jansen, superintendent from Barbaroo County Club in Baraboo, Wis. Jansen's proposal integrates experience and education into a multilevel classification system.

Participants of the cross-committee indicated that they liked the simplicity of the system. However, they expressed concern relative to the lack of ongoing requirements and that the system was not tied to competencies.

The recommendations developed by the participants of the cross committee

meeting will be sent to the MSRG and other appropriate committees (Certification and Membership) for further action.

## 48 Attend Reclaimed Water Seminar

**G**olf course superintendents from all over the state met at the Orlando Airport Marriott hotel July 28 for a GCSAA Regional Seminar on Reclaimed Water Irrigation presented by Dr. Ali Harivandi, a regular member of the GCSAA teaching faculty at national conferences.

Since water issues are becoming more important all the time and the likelihood of more use of reclaimed water becomes a reality, 48 superintendents were present to learn about the nuts and bolts of this alternate source of irrigation water. Some courses are converting to reclaimed water and some are being built only because they will be hooked up to a waste water plant.

Dr. Harivandi shared some to his key take-home messages from the presentation:

- Reclaimed water is not "bad." It is a great resource and in this day and age of growing water shortages we should be glad to have access to it.
- The water should be evaluated thoroughly so you know precisely what you're getting. No two municipality sources are the same and processing problems do happen. The water needs to be tested on a regular basis.
- There are many ways to deal with the challenges that accompany the use of waste water. The challenges can be overcome. You just have to know what they are and how to deal with each case.
- Agronomically, the most critical thing to know is the dissolved salt content of the water so counter measures and programs can be employed to combat sodium-related issues in the soil.
- Good training and education are a must for the staff and golfers alike., mostly to de-mystify the stigma attached to using waste water. You must make certain you know what the health-related issues



*Dr. M. Ali Harivandi of the University of California Cooperative Extension Service recently presented a day long seminar on Reclaimed Water Irrigation to 48 FGCSA members in Orlando. Photo by Joel Jackson.*

are just to be proactive about the subject. There haven't been any known problems so far.

• Supply and delivery issues need to be understood and worked out. Correct pump and pipe size engineering is necessary to take full advantage of this resource.

• Lakes and holding ponds may need aeration systems or treatments for algae growth from increased nutrient loading.

• Golf courses using reclaimed water provide a service to the community by disposing of and filtering the city's waste water and recharging the aquifer. This is a great public relations message and should be used.

• Politics and pricing are difficult issues. You may not have a choice. But when you do, do your homework on current costs, lake management, irrigation system modification. Then sit down with the course owners and utility company and figure out the cost and value. Reduce it down to a sound business decision.

Special thanks to Scott Jamros, Hawks Landing G.C. of the Central Florida GCSA and the GCSAA Education Department for organizing and providing this seminar.

*JOEL JACKSON, CGCS*

# The State of the Association

*Synopsis of CEO Report by Steve Mona*

*With continuing mergers and acquisitions in the industry, GCSAA is focusing on additional ways to add value, to maintain non-dues revenue growth.*

**Editor's Note:** *I had heard Steve Mona give this message at the Publications Committee meeting in Lawrence and at the Harrell's Turf Academy this past June. This was the first time I came across a printed version, so it was easy to share with everyone.*

**O**ur national PR campaign this year includes a series of video news releases to highlight the start of the golf season and to showcase the preparation for the U.S. Open Championship at Pebble Beach, featuring Ted Horton, CGCS.

We also have more than 100 airings of GCSAA's TV commercial booked on The Golf Channel, and are working on plans for our TV commercial for the John Deere Classic on CBS in July.

Our two-page image ad appeared in *Golf Magazine* and *Golf Digest*, reaching millions of golfers and golf enthusiasts with an example of what superintendents do to provide the best conditions possible. Infographs depicting the results of the 2000 Leadership Survey have appeared in *USA Today* and numerous other publications.

Fifty GCSAA-affiliated chapters have assigned First Tee liaisons to work with local First Tee chapters and facilities.

GCSAA also has 50 student chapters, and we will be working to improve the linkage between student chapters and the local affiliated chapters.

The first "Footsteps on the Green" scholarships will be funded by the Trans-Mississippi Golf Association. The scholarships are for golf course management students following in the footsteps of a GCSAA-member superintendent parent or grandparent. (GCSAA Legacy Awards are for children or grandchildren of GCSAA members who are seeking a degree and career in another field.)

## **Communications**

Interviews with host superintendents for PGA Tour events are available on the Web via PGA Tour Radio's "Broadcast Booth." GCSAA's home page will offer links and more information about the interviews. Director of Communications Jeff Bollig has secured a commitment from the Senior PGA Tour to list host superintendents on Senior Tour event leader boards and involve them in various media activities. (The PGA Tour already involves the host superintendent in these ways.) Bollig also addressed a group of TV golf announcers at the Players Championship.

GCSAA News Weekly now has 11,000 subscribers and receives more than 80,000 hits per month. The online industry newsletter also received first place in the online publication division in the annual Turf and Ornamental Communicators Association competition.

GCSAA will be the presenting sponsor of the American Junior Golf Association national girls' championship, which will be played at Eagle Bend Golf Course in Lawrence, Kansas. GCSAA also will host an event at GCSAA headquarters for players, their parents and tournament officials. This is also the second year that GCSAA has supplied the paint for course marking for all AJGA events.

## **Corporate Marketing and Sales/ Conference and Show/Foundation**

Better-than-expected advertising sales, exhibit sales and conference registrations generated significant extra revenues to support the association's programs and activities.

*Golf Course Management* continues to compete very favorably with newer publications aimed at golf course superintendents. With continuing mergers and acquisitions in the industry, GCSAA is focusing on additional ways



*Education programs will be tracked with Thursday designated as Professional Development Day, Friday as Industry Day and Saturday as Agronomy Day. The new schedule will allow attendees to participate in the entire conference and show, leave on Sunday and be back at work on Monday.*

to add value, to maintain non-dues revenue growth.

The 2001 Dallas conference and show will feature a new schedule, with the trade show running Thursday through Saturday.

Education programs will be tracked with Thursday designated as Professional Development Day, Friday as Industry Day and Saturday as Agronomy Day. The new schedule will allow attendees to participate in the entire conference and show, leave on Sunday and be back at work on Monday.

Staff also is working on logistics to help competitors in the San Antonio tournament get to Dallas in time for all the conference events. Information will be included in the registration packet.

Pledges to the "Investing in the Beauty of Golf" campaign have surpassed \$4 million. Many Senior PGA Tour players have agreed to donate their time for playing a round with successful bidders in cyber auctions to support The GCSAA Foundation.

#### **Education**

Ninety-one members participated in the April cross-committee meeting to review and improve the Professional Development Initiative proposal. Staff will be contacting the three chapters that have not scheduled a chapter meeting to learn about the proposal.

The GCSAA Chapter Leadership Institute is scheduled to begin with a two-day meeting in November.

#### **Information Services**

GCSAA's Washington, D.C.-based lobby firm has provided outstanding assistance in the areas of the Food Quality Protection Act and the Americans with Disabilities Act. The firm also is working on developing a golf course-specific manual regarding compliance with Occupational Safety and Health Administration regulations and standards. In addition to posting alerts on the GCSAA Web site when urgent state or local issues arise, government relations staff will begin sending e-mails to members in the area.

The information services committee is working on a mission statement and strategies to develop a more cohesive environmental program. Staff is working with USGA regional agronomists and university professors in anticipation of widespread drought conditions this summer to develop communications and materials to help members deal with concerns of employers and patrons.

Retired member Gordon Witteveen and golf writer Bob Labbanca are collaborating on the official history of the association, which will be published in conjunction with the association's 75th anniversary next year. A new mezzanine level for displaying elements of GCSAA's historical collection in GCSAA's headquarters lobby was scheduled to be completed by early September. GCSAA will continue to lend items to secure venues such as the World Golf Village and the World Golf Hall of Fame.

Pursell Technologies is interested in

developing a research program to monitor the environmental impact of golf course construction during the development of Pursell's new course in Alabama. The course is being designed by Michael Hurdzan, Ph.D.

#### **Internet services**

More than one-third of all GCSAA members are registered on GCSAA's Web site, including 35 percent of all superintendents and assistant superintendent members. GCSAA will be encouraging the 1,500 members who have provided e-mail addresses but have not already registered to do so in order to take advantage of content available to registered members only.

#### **Publications**

GCSAA received first place in the writing, use of photography and newsletter design categories in the annual Turf and Ornamental Communicators Association awards competition.

*Golf Course Management* has published 21 superintendent-written articles since July 1999. The magazine also is adding additional technical information to each issue, and is seeking opportunities to cover more limited-budget courses in stories and photography. A design consultant has been engaged to help improve the magazine's readability.

GCSAA will be testing an online version of *Newsline* to provide readers with a more interactive, functional publication. If the online version is adopted, all members will continue to receive the printed version unless they ask to discontinue it.

#### **Executive management**

GCSAA is continuing to monitor maintenance company activity, leadership changes in key industry clients and opportunities to partner in the development of technician training programs. I continue to serve on the Golf 20/20 executive board, The first Tee advisory committee and the National Golf Foundation board of directors.

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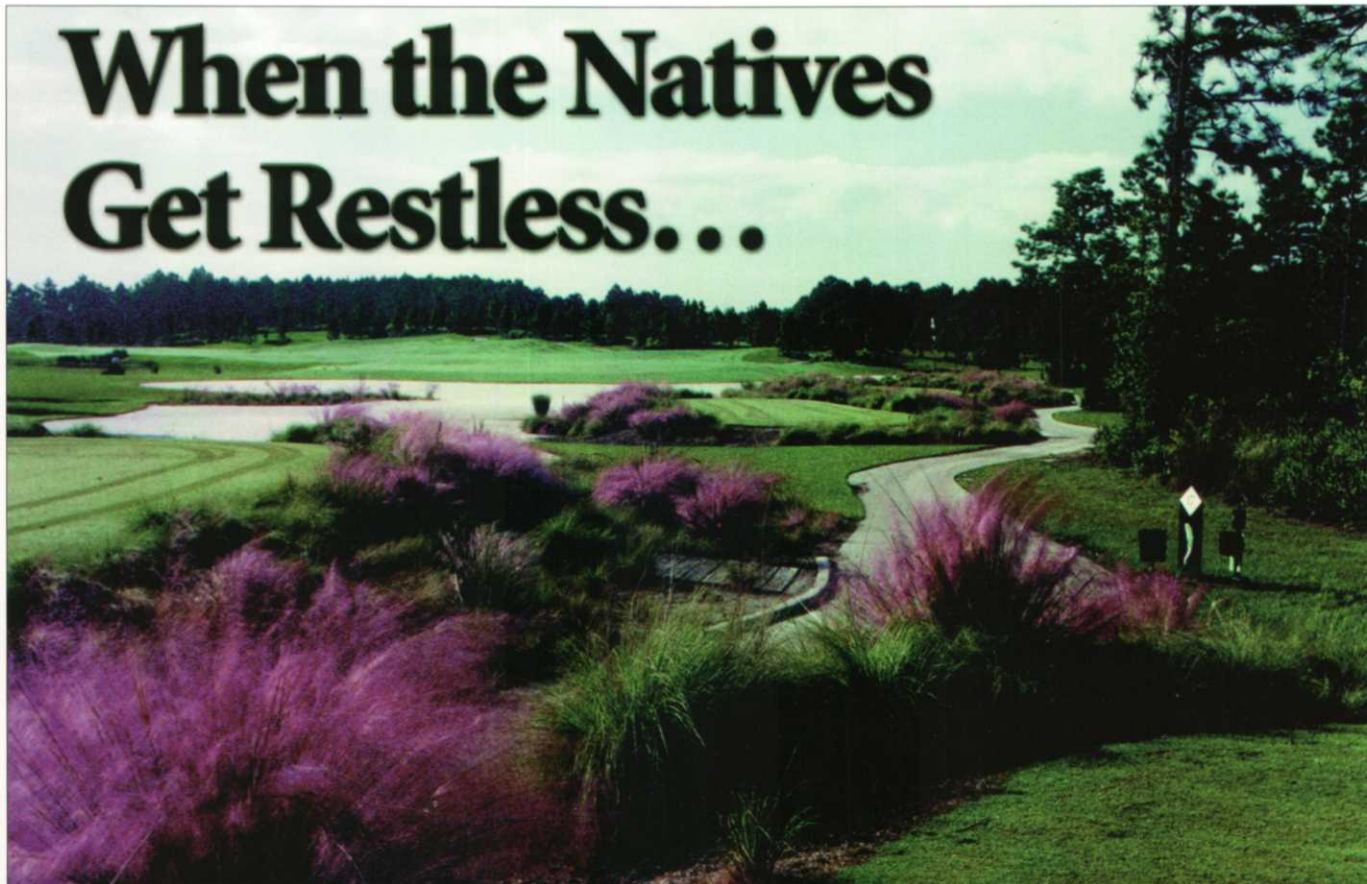


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# When the Natives Get Restless...



*Native grass beds, sandy waste bunkers and natural areas may require less routine maintenance than traditional turf areas, nevertheless they do need attention or Mother Nature will take them over. Photo by Joel Jackson.*

BY JOEL JACKSON, CGCS

**T**he use of more natural areas or waste areas in modern golf course design makes sense and is the right thing to do in our environmentally sensitive times. These areas require fewer inputs of water, fertilizer and chemicals. More courses are also using native plants in the course landscaping plan for the same reasons.

While significant savings in labor, fuel, and equipment wear can be realized, going native or natural is not a free ride. They do require some maintenance or they can become a high profile weed patch.

The following articles contain information about native plant selection, impact on playing the game, and successful maintenance procedures to help you to manage your back to nature ventures.

CELEBRATION G.C.

## Managing 'Natural' Cordgrass Beds

**D**esigned with less turf and with the environment in mind, a lot of cordgrass beds are used on our course in out-of-play areas and as buffers around the lakes. We use a combination program of selective and nonselective herbicides to control the weeds that seem to love to inhabit these "natural" areas.

Our program is simple and fairly effective. We spray Round Up and Surflan along the edges of the beds to control volunteer weeds and creeping bermudagrass. By adding the Surflan we have prolonged the period between repeat applications. This tank mix is applied with a 25 gallon Lesco electric sprayer mounted in the bed of a

Jacobsen Hauler and runs off the Hauler's battery. The rate of 1 oz. of Round Up per gallon of water with 16 oz. of Surflan. Make sure you mix the Surflan either as a slurry or agitate with a hose when filling the tank since the tank does not have internal agitation.

When broadleaf weeds emerge deep in the bed interiors or in the native grass clumps an over-the-top application of 2,4-D will control most of the species. We like to use the large 200 gal. spray rig since we're covering more area and this avoids a lot of fill up trips to the shop. We use the label rate of 3 pints per 100 gal. rate for fence line and brush spraying. I don't use Surflan in this application since most of the plants are emerging from the grass clumps and not the soil. In both applications, surfactants are added or left out according to the label recommendations.

In the natural wetland areas the staff has to go in once a year and manually remove or prune back the primrose and wild willows that encroach into the aquatic plantings and overhang the bridges. The cordgrass beds were slow filling in this year due to the drought, but now that the rains have started, they have greened up spread out and helped to naturally prevent weed growth and encroachment.

JOHN DEMATTEO, CGCS

#### SHADOW WOOD CC

## All Waste Areas Are Not Created Equal

First, all native grass beds, natural areas and waste areas are, in fact, considered waste areas. Under the rules of golf, you are allowed to ground your club in a waste area whereas in a sand trap, you are not.

Second, each area is a separate subject and an authorized area to be established on a golf course, i.e. grass beds, natural areas and waste areas. I will discuss our maintenance ideas for each type of feature mentioned.

#### Native grass beds

These are areas that do require a minimum of maintenance. If you use our native grasses, *Spartina bakeri* (sand

cordgrass) or *Muhlenbergia capillaris* (muhly grass), you will require a minimal amount of maintenance. Water is only required through the initial grow-in. During our season of golf, we will also pick Mexican Petunias for color and *Viburnum obovatum* 'walters'. These grow slowly and don't require much maintenance or irrigation. Golfers are required to play from these areas or incur a penalty stroke.

#### Natural areas

These are similar to native grass beds but these areas are already existing on the land when the course is developed. Rarely do you add any material in these areas. They require little to no maintenance or irrigation. Like native grass beds you are required to play from these areas or incur a penalty stroke.

#### Waste areas

We use No.131 gravel screenings from the local rock quarry for our waste areas. We also have added plant material in some locations of the waste area to add color and aesthetics to the course. They require little maintenance and irrigation. Golfers are required to play from them just as a fairway bunker. However you are allowed to ground your club in the waste area, but are not allowed to do so in a fairway bunker.

From a management concept, these are wonderful areas to have on your golf course. They offer natural beauty to your golf course if managed properly. These areas versus turf are no brainers. Put them on the courses. They reduce the area of turf that you need to mow, fertilize and maintain. The less wear and tear that you can put on your mowers means longer life for that piece of equipment. We have approximately 4 to 5 acres of these areas our golf course. Mowing and maintaining that much additional turf requires more man-hours, parts and service of the equipment.

In addition to less maintenance, these areas provide the homeowners with an natural ambiance and better habitat for wildlife in their community. Many of these areas are home to fox, rabbit, birds, squirrels and other wildlife. That's something you can't put a price tag on.

As far as the actual dollar savings, I can't

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MIKE ANDERSON  
*Landscape Specialist*

#### COLLIER'S RESERVE

## Some Like It Hot; Others Don't Care

Over the past seven years I have had a lot of experience with installing native plants at Collier's Reserve. Just like any other plant, natives need to be used in the right location so they will do well.

Some like it wetter, sunnier, drier, and some just don't care where you put them. My experience tells me the following native plants work very well in the right low-maintenance situations.

Saw palmetto is one of the plants that really seem to be able to take whatever you throw at them: wet, dry, sunny, shade. Just get them established and forget about them. The green variety seems to grow relatively slowly compared to the silver, especially if they are getting only a little water.

Muhlygrass is a great low-maintenance, clump-type grass that gets to 3½ feet if it is doing stellar. One of the great things about this plant is that it gets beautiful pink inflorescences in the fall. This grass can take it really dry, but doesn't do well in shade.

Wiregrass is another great low-maintenance grass, but is not readily available. It gets to be approximately 2 feet at jumbo size. It will take more shade than muhlygrass, but still loves the sun.

Wax Myrtle is a great plant when used correctly. Grows fast, gets pretty bushy, is a great wildlife attractor, but too often is used incorrectly. Wax myrtle, it needs water. All too often they are planted on berms or elevated areas with poor to no irrigation. These are plants that perform best in areas that get plenty of water. Not necessarily standing water, but a good drink.

Beautyberry — I really like this plant, and so does the wildlife that loves to eat the

berries. It is easy to propagate from young seedlings or cuttings. This bush gets large and thick and once established, is relatively maintenance free.

Cocoplum makes a great hedge, but is cold sensitive. It works well in sun or shade, wet or dry but not too arid.

At Collier's Reserve we have almost 130 acres of preserve areas on the project. To control the broadleaf weeds in the natives, we have found that light rates of 2,4-D can be sprayed with no effect on the plant material. We use 0.5 oz. to 1 oz. per 1000 sq. ft. with Surflan and Gallery combo to prevent them from coming back in two weeks. This treatment usually gets us three to four months of control in our cordgrass berms. As far as pesticides go, natives really don't have a big problem. The pines sometimes get tip borers in the summer, and the Coontie occasionally gets some scale.

Our cultural practices have taken a more unconventional approach in the fact that we try to burn most of our native areas. I have a Prescribed Fire Manager's license from the Florida Department of Agriculture, and we have been doing controlled burns for about four years now. In the areas that we are unable to burn, we hand prune. All of our native areas that are along the edges of the fairways are considered lateral hazards. I will say that if you play golf at Collier's, you had better bring some extra balls, because once it goes in — it rarely comes out.

I often get asked if the native areas save money, and the answer is undeniably yes. Natives use a lot less water, often have very little if any insect and disease issues, they grow on their own in an infertile environment — so they use a lot less fertilizer, they require very little manpower to maintain, and maintenance is required extremely infrequently. When you compare that to bermudagrass, I think that it is easy to see the cost savings.

BILL DAVIDSON, GCS

#### SEVEN RIVERS G&CC

## Natural Areas Serve Several Functions

Yesterday's meeting of the Southwest Florida Water Management District's

Green Industry Advisory Committee plays right into the message being delivered in this Hands-On topic.

Natural areas play several roles on a golf course for me and I have different forms of natural areas.

Some of these areas once were irrigated and through the installation of part-circle heads and actually removing a few more, we have been able to reduce water consumption to a small degree. It becomes a matter of educating your membership why these areas are beneficial

**1. Untouched areas:** They provide areas for wildlife. Areas once maintained, not for play but just because-it's-grass-and-therefore-we-must-mow-them, have been allowed to return to nature, so to speak.

These areas consist of a couple of brush piles in low visibility areas which have been allowed to become overgrown with vegetation and a few open, out-of-the-way grassy areas. The red shoulder hawks love this area and frequently come away with a meal consisting of mice, snakes etc.

**2. Pine straw areas:** They require little maintenance, look nice and are actually playable once the straw has been packed down. A little Round-Up and Surflan combination may be needed to keep edges clean and weeds from popping up.

I plan at some time in the near future to create bunker-type areas around large oak trees and use coquina shell as the backfill. Gainesville C.C. has these areas and they solve the age-old problem of lousy turf under big, shady trees.

I find these types of areas an excellent opportunity to decrease maintenance to a degree and to conserve water. These areas do not need to be irrigated though they may have been at one time. Water is going to get scarce for landscape and golf course irrigation as growth and development continues.

You can conserve your current water allocations and redirect them to critical areas on the course by using more natural and native areas on your course.

STUART BOZEMAN, GCS



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## Everything Comes Naturally Down On The Farm

In the last issue, I passed on some employee motivational tips I picked up on visit to The Farm Golf Club in Dalton, Ga. where Tim Kennelly, CGCS has been employed for six years.

The tour of the golf course also netted a few good ideas.

At the first stop we made, Kennelly showed us a golf car traffic control device that his staff constructed in house. With a name like "The Farm", it is easy to understand that the owner was not a proponent of a lot of artificial golf course accessories such as rope and stakes or signs.

However, Kennelly knows that something is needed to prevent the damage that excessive golf car traffic can create. Therefore, he designed a natural-looking solution that is effective and blends in with the theme of the club. The wood that is used for the barrier is pressure-treated fence rails, purchased locally at a builder's supply outlet. The "X" that supports the rails is material cut from one of the rails and secured with galvanized screws to hold it in place. Once



*Natural-looking cart controls.*

in the field, the long rails are just laid on the "X" from both directions. Kennelly remarked, "When new cart blocks are built, they look new, but over time they weather and take on that natural, aged appearance."

The grounds management facility tour and the golf course ride both had produced good ideas so it came as no surprise that our inspection of the irrigation pump station produced another "Super Tip."

Kennelly has several large poly tanks inside his pump station that are used to store fertigation material. He prefers to mix some of this material from 55-gallon drum products. The biggest problem with this was the obstruction created by the containment wall that was installed to separate the tanks from the pump station and the wet well. It created a potential safety issue for the employees that would lift the heavy barrels over this wall. Kennelly's solution to this was to hang a drum lifter with a manual chain hoist that enables a staff member to safely lift the material up an over the concrete divider wall.



*Darren J. Davis  
Olde Florida Golf Club 55-gallon drum lifter*

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