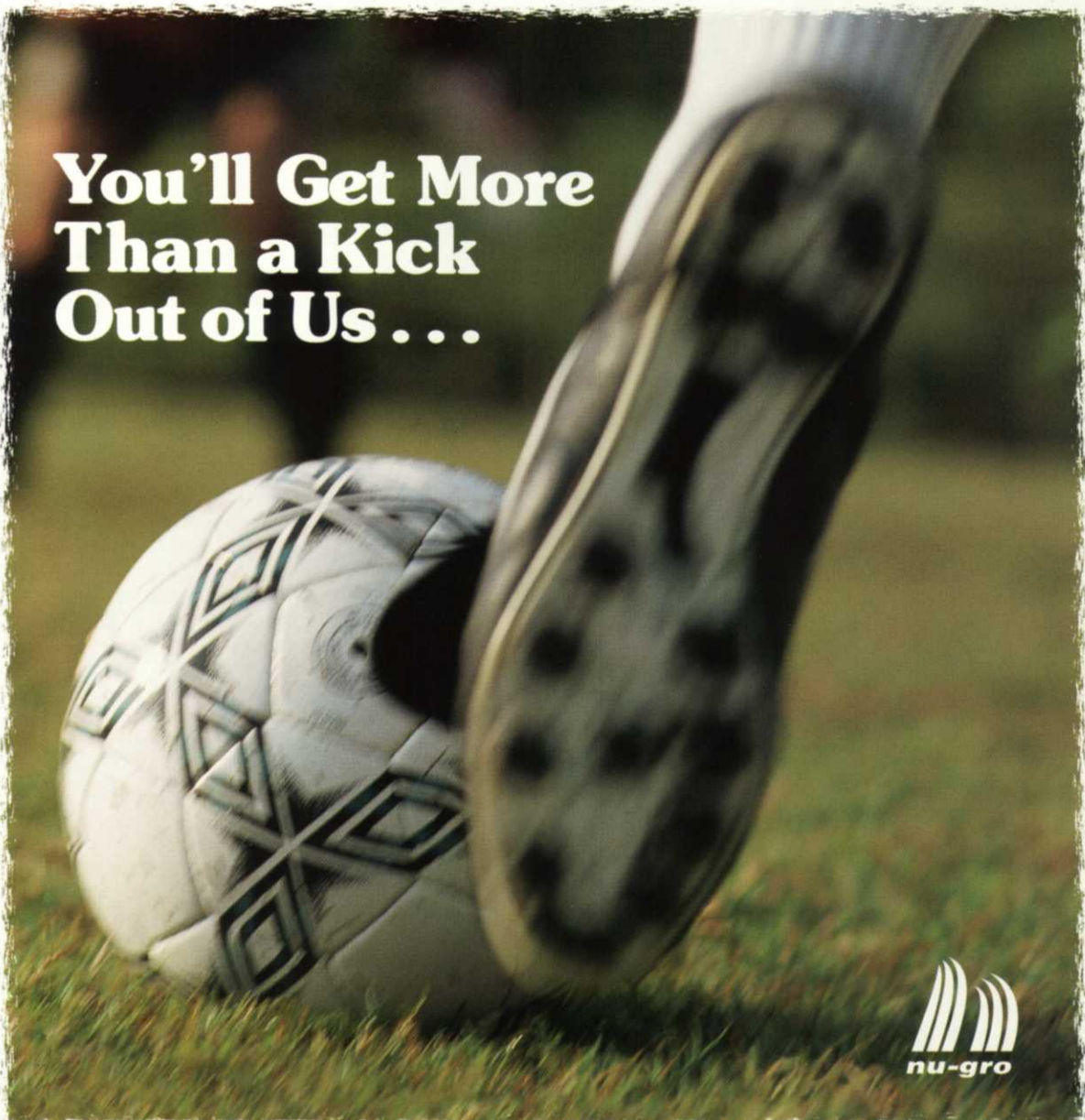


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Old Glory snaps in the breeze of approaching storm over the 9th green on the 438-yard, par-4 hole.  
Photo by Daniel Zelazek.

*continued from page 19*

For the record, there have been many anecdotal reports of success for those who have installed the ESP units on their courses. It takes perseverance and commitment to monitor and document the results over time to establish proof of performance. In the meantime, Klontz continues to inject gypsum, 0-0-22 KMS, liquid fertilizers and Maxi-Greens to keep up necessary soil nutrient levels.

For all his belief and commitment to the Audubon program, Klontz had a reality check for those who undertake to naturalize their golf courses. Klontz said, "I don't care what anyone says about natural areas, there's no such thing as 'no maintenance.' There is some cost involved at some point in time - from clearing and installation to the level of maintenance mandated by your club. Some folks are willing to let these areas go 'natural' and that means some weeds are going to get in there. Generally, I'd say members don't want to see a prominent area that's not tended to in some way, so there's going to be ongoing labor and maybe some herbicide costs."

"People need to realize it is a different kind of investment. They are investing in wildlife preservation, water conservation and water quality, course beautification, fewer chemicals and less fertilizer use, but it does still take dollars to control

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## STAFF RECOGNITION

Overall loyalty, longevity and low turnover are hallmarks of the Country Club of Florida staff. Thomas Mikel has been with CCF for more than 20 years. Great continuity within the staff has helped produce consistent high quality playing conditions. This performance is appreciated and respected by the club membership. At the end of the season our employees are identified and congratulated at the annual meeting, and presented with 5-, 10-, 15- and 20-year service pins.

### Some of our key dedicated employees:

Leonardo Flores is the assistant superintendent and has been Jeff's right-hand man for 18 years. His work ethic and golf course construction skills have been evident in every project undertaken at the club.

Antonio Flores has been with CCF for 16 years and for the last eight years he has served as the assistant mechanic in charge of preparing our mowers. He is an outstanding master of his trade. Euclid Reid has been our licensed pesticide applicator for 12 years and has also been employed at CCF for 16 years. Lloyd McCumby is not merely a

"jack" but a "master" of all trades. He has been the head mechanic for six years and his multi-talented skills, including carpentry, have been a tremendous asset to the club.

Lloyd is a true professional and is

well respected by the membership and staff alike.

The message from the whole staff is that they have a team atmosphere dedicated to quality and they are proud to be employed at the County Club of Florida.



Assistant Superintendent Leonardo Flores stands in one of the bunkers he helped to rebuild and restore to original design. Photo by Joel Jackson.



Building waterfalls is just one of many skills that falls under Head Mechanic Lloyd McCumby's multi-faceted job description. Photo by Joel Jackson.

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*View from the elevated 10th tee on this 437 yard, par 4 hole. Photo by Daniel Zelazek.*



*The 351-yard 14th hole borders one of the 11 lakes on the golf course. Photo by Daniel Zelazek.*

weeds and maintain bird houses and feeding stations, or replenish pine straw and mulch.”

Klontz’s environmental approach to managing CCF came from his deep desire to make the world a better place to live. He has tackled the challenge to modify his practices and implement sound programs with enthusiasm and inspiration from his family, club members and staff. His attitude is best summarized by his comments at the recognition ceremony held to commemorate the full ACSP certification of CCF.

“At the County Club of Florida, it has always been our goal to provide the best possible course conditioning and quality for our members. Participation in the Audubon program has allowed us to further expand management of the entire site and enhance the environmental qualities of the property. The Country Club of Florida believes in the Audubon program. We have made sure that our programs uphold the Audubon standards and also enhance The Village environment. Our members are proud of the efforts that have been under way to enhance the golf course wildlife.”



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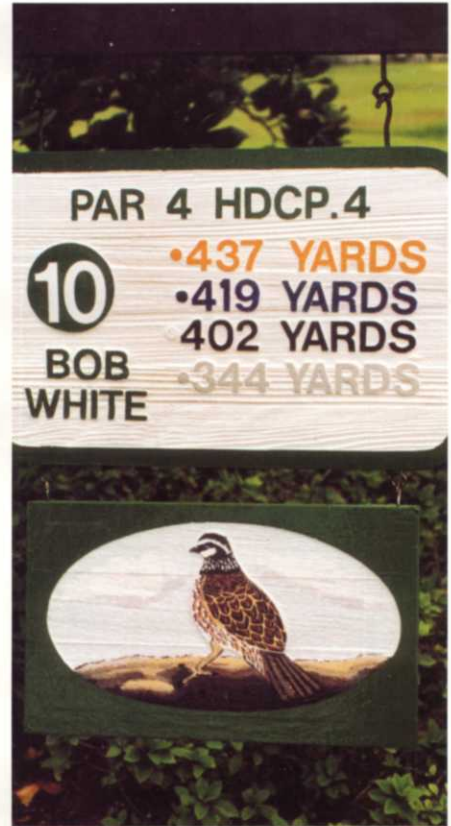




Flowers, fruits and berries attract birds and butterflies to the natural areas.



The Oak Grove Wildlife corridor has a mulched path for members and residents to use to commune with nature.



All the holes at CCF are named after birds. The tee signs are laser cut redwood taken from original James J. Audubon paintings.



One of 45 purple martin houses on the course. This one is in the Island Wildlife Corridor, a man made wetland and natural area. Photos by Joel Jackson.





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## Professional Certification

### TOP TEN REASONS TO SEEK IT OUT

With the passage of the GCSAA Professional Development Initiative, superintendents will be focusing on meeting a set of performance standards to achieve and maintain Class A Superintendent status. Once the self-assessment program is in place, superintendents may want to consider taking the next step - certification. Here's another association's look at why certified professional status has value. It is applicable to golf course superintendents as well.

Everyone knows that M.D. following an individual's name means he or she is a medical doctor; and CPA signifies the individual has met standards and fulfilled requirements to be a certified public accountant. More than a few cryptic initials following a name indicates that thousands of associations utilize professional certification to recognize individuals for their dedication to their chosen career and their ability to perform to set standards.

Ask a certified professional "why," and they'll tell you that the certification process is one of the single most important steps you can make in career development. Here are the top ten reasons you should consider professional certification:

1. **Demonstrates your commitment to the profession.**

Receiving your certification shows your peers, supervisors and, in turn the general public your commitment to your chosen career and your ability to perform to set standards. Since university degrees can no longer represent the full measure of professional knowledge and competence in today's evolving job market, certification sets you apart as a leader in the profession.

2. **Enhances the profession's image.** Certification programs seek to grow, promote and develop certified professionals who can stand "out in front" as examples of excellence in the industry or field.

3. **Reflects achievement.**

A certified professional has displayed excellence in his or her field and fulfilled a set of standards or requirements.

4. **Builds self-esteem.**

Certification creates a standard for the profession, complete with performance standards, ethics and career paths. You'll begin to define yourself beyond a job description or academic level. You'll see yourself as a certified professional who can control his or her own professional destiny and find a deep sense of personal satisfaction.

5. **Establishes professional credentials.**

Since it recognizes your individual accomplishments, certification stands above your resume, serving as an impartial third-party endorsement to your

knowledge and experience. When the industry looks for individuals qualified to perform services, they seek individuals like you who have achieved certification.

6. **Improves career opportunities and advancement.**

Certification gives you the "edge" when being considered for a promotion or other career opportunities. Certification clearly identifies you as an employee who can adapt to changes in work, technology, business practices and innovation.

7. **Preparation for greater on-the-job responsibilities.**

Since certification is a voluntary professional commitment to an industry or field of knowledge, it is a clear indicator of your willingness to invest in your own professional development. Professionals are aware of the constantly changing environment around their profession, and possess the needed tools to anticipate and respond to change.

8. **Provides for greater earnings potential.**

As a certified professional, you can expect many benefits, but for today's down-sized, right-sized, topsy-turvy world, salary increases speak for themselves.

9. **Improves skills and knowledge.**

Ideally, achieving certification shows your individual competence by confirming proficiency and career involvement and assuring knowledge.

10. **Offers greater professional recognition from peers.**

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Aggressive management practices can compromise the health, quality and playability of traditional bermudagrass varieties. Tifdwarf, Tifgreen, and even some of the new superdwarf varieties become stressed when subjected to reduced mowing height, frequent verticutting, increased topdressing and minimal irrigation. TifEagle, on the other hand, was created to withstand just this kind of abuse. In test after test, TifEagle's quality rated superior to Tifdwarf and other warm-season grasses. Improve the speed, consistency and playability of your greens. Insist on TifEagle.

  
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**Total operator comfort** is provided by the smooth-riding, front torsion joint suspension.



**1200** This rugged, economical performer utilizes a manual spray control system with levers to control boom spray on/off and a dial for flow rate adjustment. Includes the Spray Pro system.

**1250** The value-added 1250 incorporates an electronic spray control system with rocker switches to control boom spray on/off and flow rate adjustment. Includes the Spray Pro system.



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**RELIABLE PERFORMANCE** The Multi Pro 1200 and 1250 are built for years of reliable service. The enhanced plumbing system features o-ring fittings and a reliable dual-diaphragm pump for continuous leak-free performance. The system even resists damage if applicant runs dry while spraying.



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MULTI PRO® 1200 & 1250

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**KEY FEATURES** The ergonomically designed cockpit includes fingertip controls and a foot-controlled master on-off switch. The rugged design features four wheel brakes, a new CVT automatic-type transmission with three forward speed ranges and reverse, and a dependable Kohler® 20 hp engine. Both the Multi Pro 1200 and 1250 work well with a broad range of nozzle sizes for application of any rate at virtually any speed. A convenient, electro-magnetic, accelerator locking device allows for easy use in areas requiring hand-gun spraying.





# PRECISE APPLICATION EASE OF USE



## PRECISE APPLICATION

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**EASE OF USE** The innovative Spray Pro system not only increases precision, it also minimizes reliance on operator expertise. Slow down and the flow rate slows proportionately. Speed up and the rate automatically increases. It's that easy — even for inexperienced operators.



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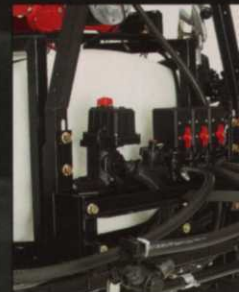
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# MULTI PRO® 1200 & 1250 SPECIFICATIONS

## MULTI PRO® 1200 (model 41107) & MULTI PRO® 1250 (model 41106)

<b>Vehicle</b>	4-wheel, rear wheel drive, front steer, single operator turf sprayer.			
<b>Engine</b>	20 hp Kohler® V-Twin horizontal shafts governed to 3,350 rpm, w/30 amp alternator, accel. pump carburetor.			
<b>Battery</b>	12 volt with 370 cold cranking amps @ 0°F (-18°C).			
<b>Fuel Capacity</b>	6 gallon (23 liter).			
<b>Front Suspension</b>	Fully independent rubber torsion swing arm.			
<b>Rear Suspension</b>	Rigid.			
<b>Steering</b>	Hydraulic power, center pivot linkage, 60° turning angle 96" (2.4 m) inside turning radius.			
<b>Tires</b>	Front: (2) 18 x 9.5-8 slick. Rear: (2) 24 x 13-12 Multi-Trac.			
<b>Brakes</b>	4-wheel hydraulic drum type with dual chamber master cylinder.			
<b>Lights</b>	Twin halogen headlights.			
<b>Transmission</b>	Integrated transaxle with 3 forward speed ranges and reverse.			
<b>Ground Speed</b>	1st speed range: 0-3.1 mph (0-4.9 km/h). 2nd speed range: 0-5.0 mph (0-8 km/h). 3rd speed range: 0-11.0 mph (0-17.6 km/h).			
<b>Clutch</b>	Centrifugally engaged variable belt drive (CVT).			
<b>Spray Booms (optional)</b>	Choice of 18.5', 3-section open boom or enclosed boom system. Open boom breaks away fore and aft. Raise vertically or cross for storage and transportation. Optional electric boom lift and sonic boom system adjusts boom height to any angle.			
<b>Spray Nozzles</b>	Color coded, stainless steel, quick disconnect with diaphragm check valves, drift reduction mounted on triple nozzle bodies.			
<b>Sprayer Tank</b>	160 gallon (605 liter) polyethylene tank, inductive agitation. Low profile w/large 7 gallon (27 liter) deep sump. Translucent w/fill level gauge.			
<b>Spray Pump</b>	Dual diaphragm pump, proportional ground speed control system. 30 gallon (11.4 liter) per minute output. Capacity range up to 250 (15 bar) psi max.			
<b>Spray Controls</b>	Electronic switches on Multi Pro 1250. Manual levers and dial on Multi Pro 1200.			
<b>Spray Monitor</b>	Spray Pro™ system, multi-function with liquid crystal display. Back lit for late evening/early morning operation.			
<b>Base Weight</b>	Base unit 1,575 lbs. (715 kg)	With standard spray system and operator dry 2,875 lbs. (1,305 kg) full 3,100 lbs. (1,409 kg)	Maximum Gross Vehicle Weight 3,500 lbs. (1,589 kg)	
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<b>Certification</b>	This product complies with ANSI 56.8 specifications.			



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*Credit: New Hampshire GCSA Newsletter. This article is reprinted with permission from the Grounds Management Forum, the official online forum of the Professional Grounds Management Society.*

## It's All About Attitude



*Jim Martello, right, had a good attitude about golf also, and was a perennial contender in golf outings. Jim is seen here with Kevin Downing, left, and Buck Buckner playing a round at the media opening of The Slammer and The Squire GC at the World Golf Village. Photo by Joel Jackson.*

*Jim Martello*

Superintendents have a tendency to get battered around pretty good sometimes, but I have always tried to keep things in balance so I can maintain a positive outlook at work.

Employees are the backbone of our operation. They either help us excel to the next level or they can keep us at a mediocre level. Being a firm believer in having a good attitude, I'd like to share with you a story about the best employee I ever had and how we came together.

I had just started a new position at Halifax Plantation and we were in need of some good employees to get things turned around. On my third day of work I was sitting in my office and I noticed a fellow walking around the perimeter of the maintenance shop. He would stop and look over our equipment and mumble something to himself and move on.

I went out to see what was going on and after introducing ourselves I invited him into the office. He told me he was looking for work and he'd like to come to work here and that he could operate every piece of equipment in the shop, and probably better than anyone I had on the crew.

That was pretty cocky I thought and I asked him about his work history and background. I quickly figured out he probably was the real McCoy. I needed help, so what the heck, I've got nothing to lose. So I asked him how much I would have to pay for someone with all this talent and experience.

He said, "I'll tell you what I'll do. I'll work for you for one week and do whatever you need done. After the week is over we can discuss

hourly wage and benefits. If you don't like my work just be honest with me and I'll be gone. In fact you won't even have to pay me.

Well, he took me by surprise with his matter-of-fact offer, but it only took me about ten seconds to decide to give him a try. I told him to be in the next day at 6 a.m. ready for work.

There are many days when I think back on that encounter. It helps me to balance out all those employee problems that happen at the other end of the attitude spectrum. What a blessing it was to have an employee walk in the door with the right attitude, a working knowledge of the business, a willingness to please, and an all around team player.

I share this with you because I hope that everyone in our business could have the pleasure of having such a person on their crew. Also, it challenges me personally to check my own attitude every morning before arriving at work.

*Editor's Note: We lost Jim Martello, superintendent at Halifax Plantation in Ormond Beach, this year to a battle with cancer. While Jim was home trying to win the fight against the disease, he wrote this article to share a reminder that with all the negatives we sometimes face in this business, there are always positive things that happen to us and we need to remember them during trying times.*

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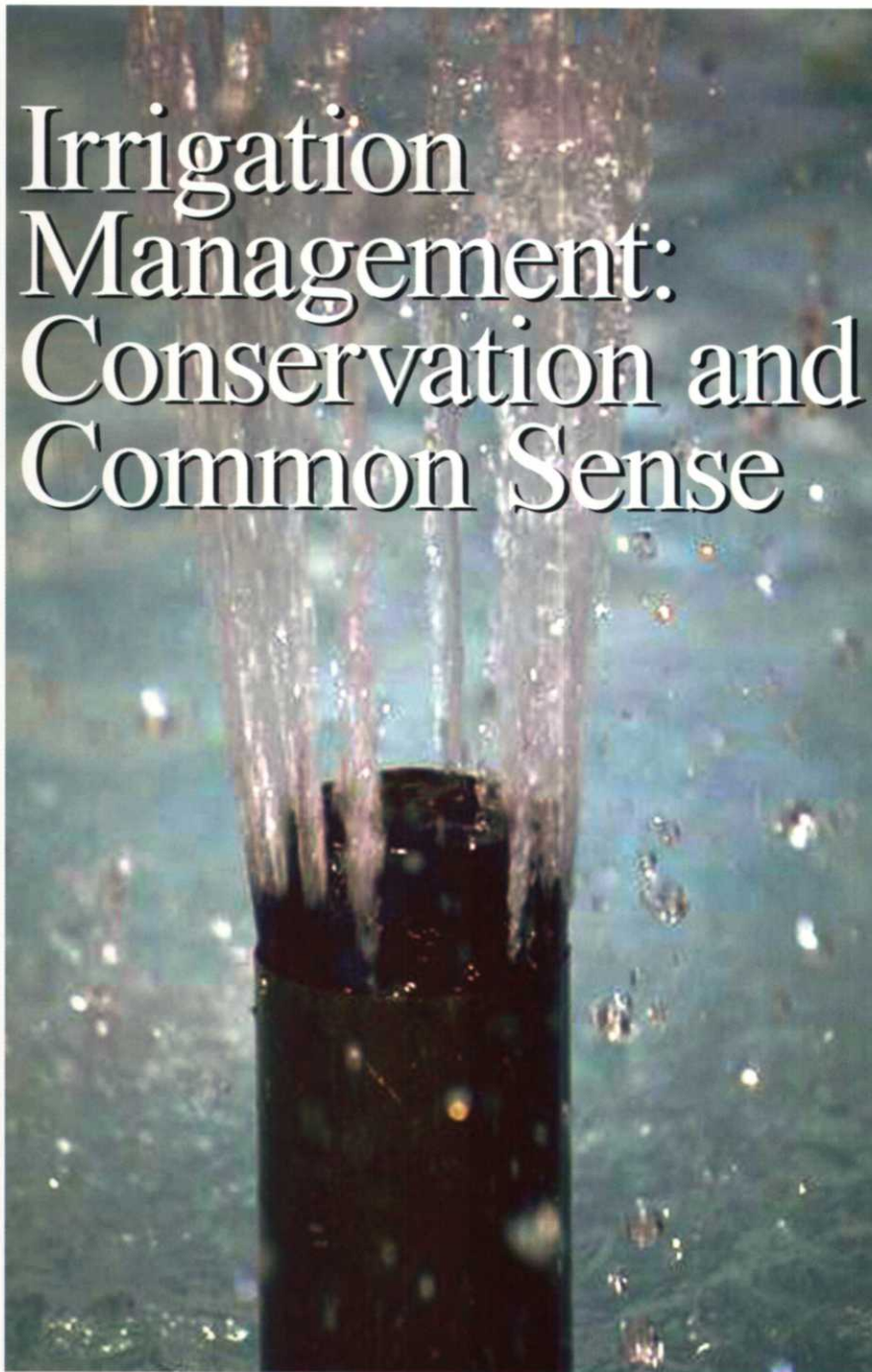
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# Irrigation Management: Conservation and Common Sense



By Joel Jackson, CGCS

You should know the story by now. Most of the earth's water is sea water. Some say about 97 percent. Another 1-2 percent is tied up in the polar ice caps. That leaves 1-2 percent of relatively easily accessible fresh water for all of our needs. Agreeing on the priority of those needs is the vexing question facing water-management districts and local authorities, and as we know, golf is low on their list. While playing golf may be a game, managing turf and operating a golf facility is a business... a big business in Florida.

Golf is in one of the lowest water-con-

sumption groups tracked by water management districts. From actual consumption figures I have been able to find on web sites, the recreational/aesthetic use of water generally accounts for only 3-5 percent of the total daily consumption. Keep in mind we're just part of that group so the actual number for golf is lower. National figures compiled by the Irrigation Association suggest golf's water consumption to be around 1.5 percent. Combine that with consumptive-use permits (CUPs), the need to have good playing conditions, and improved irrigation technology and we are some of the best water managers around while being one of the most regulated. All because we are so visible.

It has been my experience to grow up in golf-course maintenance from the late 1950s to the present. I have operated a quick-coupler manual system as a teenager making my rounds during course grow-in. Then at Disney, I got to experience the Binar electrical system, which added lots of flexibility, but those decoder blocks in the ground were great lightning rods. Then I had a Buckner hydraulic system with a rudimentary central control panel. Most of the settings and adjustments were made at the satellite boxes, which made for a lot of trips around the course to make last-minute changes due to changes in the weather or the superintendent's mind.

A Toro Varitime II hydraulic system at Isleworth didn't eliminate the satellite box stops, but the master control board did allow multiple programming of fixed run-time cycles of 4 minutes, 8 minutes, etc. Finally in 1991, I got to experience the Rainbird Maxi V system back at Disney, and computerized control systems have been evolving ever since. They certainly offer a turf manager a lot of flexibility to prescribe water for small areas on the course to prevent wet and dry spots... if the system has been designed properly and you have single-head control.

Besides computerized control systems, the next best tool is a well designed delivery system. That means that the system needs to have correct pipe size, proper head spacing and location and a good isolation-valve network to shut down zones with leaks without shutting down the whole course. There should also be a network of manual quick-couple valves for hand-watering greens and tees and maybe even fairway bunker complexes. Many new courses are installing double-head systems around the greens so that the putting surface can be watered independently from the surrounding slopes, which may be built out of less porous soil and require less water.

Along the way, my water sources were direct pumping from a surface water lake fed by an artesian well, pumping directly from a deep well, pumping from a lake recharged by a deep well and reclaimed water piped into the mainline and pressurized with a booster pump. In my career I never had to contend with water restrictions like we have seen lately, but the goal of turf managers is always to use water wisely for to produce the healthiest turf and best playing conditions. Lately we have been learning to do more with less.

Even reclaimed water is not a panacea. Utilities have been prone to see the gold in them 'thar gallons and outrageous rate hikes of 350 percent have torpedoed course maintenance budgets. Local authorities seem to forget that using golf and landscape irrigation as community spray fields is providing them with a service which is saving them disposal costs.

As we have had to operate under water restrictions the past few years due to the persistent drought, two things have been abundantly clear to superintendents. First, they learned they could manage their golf courses with less water, and second, they could not effectively manage them by following the simplistic but totally ineffective method of restricting irrigation by the day of the week.