

other recreational facilities.

The Americans With Disabilities Act (ADA) is a comprehensive federal law that prohibits discrimination on the basis of disability. Among its provisions is a requirement that places of public accommodation and commercial facilities be readily accessible to and usable by individuals with disabilities.

The ADA's public accommodations requirements went into effect in 1992. They generally require facilities that are open to or used by the public to be accessible and usable by individuals with disabilities by removing architectural and communications barriers and providing certain aids to assist individuals with disabilities.

Due to the unique features of recreational and outdoor facilities, in July 1993, an advisory committee was convened as the first step in developing new guidelines. After nearly 10 years in development, a final draft rule applying ADA to golf courses and recreation facilities was released Sept. 3. The Department of Justice is now incorporating the new guidelines into the existing ADA framework. When this process is complete, these new rules will carry the force of law.

As with the original provisions of the ADA, private clubs remain exempt. However, to the extent your club is open to nonmembers or the general public, you may be required to abide by the ADA. The regulations summarized below represent the final language awaiting adoption by the Department of Justice.

### Golf Courses Overview

- The proposed accessibility guidelines would apply to newly constructed or altered golf courses, driving ranges, practice putting greens, and practice teeing grounds.
- Special emphasis has been placed on the use of golf cars to make the game accessible to the majority of persons with disabilities. As a result, the proposed guidelines provide for access, via a golf car passage (a continuous passage on which a motorized golf car can operate), to various elements of the facility.
- Generally, accessible routes must be located within the boundary of the golf course, must be 48 inches wide (minimum) and connect to the bag drop areas, accessible teeing grounds, and putting greens. Additionally, where handrails are required, the accessible route must be at least 60 inches wide.
- All of the amenities (such as snack bars, toilet rooms, and weather shelters) on a golf course must be accessible and connected by a golf car passage.

### Driving Ranges and Practice Tees

- Where practice tees or driving ranges are provided, at least 5 percent of the practice tees, but not less than one tee, must have a minimum clear area of 10 feet by 10 feet with a practice slope which does not exceed 1:48 in all directions.
- The area must be constructed so that a golf car can enter in a forward motion and maneuver.

### Golf Car Passages

- Golf car passages must be at least 48 inches wide. This dimension is based on the standard width of most golf cars.
- Where curbs or other manmade barriers exist, openings of at least 60 inches wide, at intervals of 75 yards, must be provided for access to fair ways by golf cars.

### Putting Greens

- Putting greens must be designed and constructed to allow a golf car to enter, maneuver within, and exit the putting green.

### Weather Shelters

- Weather shelters must be designed and constructed to allow a golf car to enter and exit in a forward direction.
- A clear floor or ground space of 60 inches by 96 inches (minimum) is required to allow a golf car to be driven directly into a shelter and exit in a forward motion.

### Boating Gangways

- The proposed guidelines note the difficulties for gangways (bridges that link land or fixed structures with floating piers) due to changing water levels that may affect the slope of such structures. As a result, transition plates at the top and bottom of gangways are permitted to provide for level landings. Transition plates should have slopes that are less than or equal to 1:12. Several techni-

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cal exceptions are provided to this requirement.

### Slips

- Where boat slips are provided, the guidelines require at least 3 percent of the slips, but not less than one slip total, comply with accessibility requirements. The new regulations provide a chart listing the number of slips required by total marina size. Persons with disabilities should have access to different types of boat slips; however, the slips may be clustered in the same area.

### Swimming Pools, Pool Entry, and Exit

- Swimming pools must have at least two means of entry and exit. A sloped entry or lift must be the primary means of access for swimmers requiring access accommodations. The secondary access can duplicate the primary means of access and may include transfer walls, transfer systems, or stairs.
- Swimming pools with less than 300 linear feet of swimming pool wall may (as an exception) have only one means of access, but that means of access must be either a lift or sloped entry.

### Shooting Ranges

- Shooting facilities: Where fixed firing positions are provided at a site, at least 5 percent, but not less than one of each type of firing position must be accessible.
- Fixed firing positions: Fixed firing positions must contain a 60-inch-diameter space and have a slope no steeper than 1:48.

*Editor's Note: This is a condensation of the some of the major points affecting golf courses and recreational facilities. The Americans with Disabilities Act - What you need to know" will be the subject of the GCSAA "Current Issues in Golf" program at the Atlanta Conference and Show on Thursday, Feb. 13 from 2:30-4:30 p.m.*

### On the Web

The complete long version of the Federal ADA document can be viewed at the GCSAA website by registered GCSAA members only. Go to [www.gcsaa.org](http://www.gcsaa.org). Select Government Relations and follow the links.

## Current News & Issues...

### Curfew Granted 24C Label

According to a recent e-mail from Dr. Brian Unruh of the UF/IFAS West Florida REC in Milton, Dow Agro Science's two-year wait has ended as the United States EPA has granted a 24C label for the soil fumigant Curfew. After being limited to applying Curfew to only 5,000 acres per year for the past two years under an experimental use permit, Dow will now be able to take orders for treatment of more fairway acreage.

Curfew, a soil fumigant, has been used in agriculture for years. Two years ago, Dow conducted test applications on several Florida golf courses in cooperation with the Florida DEP. The state signed off on the use of Curfew for nematode control on golf course fairways, but the U.S. EPA was not able to come to a decision within the mandated 90-day review period and the decision-making process has dragged on for two years. Dow enlisted the aid of superintendents to write their legislators about the importance of this product as a potential alternative to Nema-cur, which is being phased out after the federal agency seemed to ignore the state of Florida's acceptance of the product's use on golf courses.

Those courses that were able to book fairway treatments the last two years reported excellent results and turf response especially during the tough drought-induced growing conditions.

### Arsenical Herbicides Under Review

Herbicides containing arsenic compounds are the subject of a statewide task force in Florida. The action is the result of the arsenic levels found in soil and water samples taken from golf courses in South Florida. The issue was moved to the front burner when land sales transactions were put in limbo as the arsenic levels found in samples during routine environmental audits were found to exceed health-concern levels.

Arsenic is a naturally occurring element and can be found in most any soil and water sample in Florida, which complicates the regulatory process. In fact natural background levels can exceed the regulatory level being proposed by Florida Department of Environmental Protection.

Right now, applying arsenical herbicides is an obvious, easy target source of arsenic being added to the environment. But, arsenic is also found in fertilizers (it combines readily with phosphorus), bio-solids, mulch, native soil and fill dirt, native limestone marl and rock formations, and waste water. Determining the source of the arsenic in a sample is nearly impossible. When the sample is processed, the elemental arsenic remains with all the attached molecules having been removed in the process.

Stakeholders will meet in Tallahassee in late January to discuss the use of arsenical herbicides. An informal survey of courses concerning the current use patterns of the commonly used grassy weed herbicide, Monosodium methanearsonate (MSMA) revealed the modern trend of spot treatment versus wall-to-wall spraying common 20-30 years ago. With the advent of best management practices, and integrated pest management principles, and new chemistry - the overall use of MSMA has declined considerably. Tropical signalgrass is cited as the weed still requiring use of MSMA for good control. Other products including pre-emergent herbicides are available as alternatives to using MSMA to control the goosegrass, crabgrass and the various sedges.

Protecting the environment should be our number-one concern, but as in any regulatory action, science should play the major part in determining the facts of risk and exposure and environmental harm. Arsenic is known to the general public as a poison and recently was the focus of a controversy concerning the treated-lumber industry. While no medical evidence showed a real health concern, the public perception of arsenic and the political nature of the issue forced the industry to change to a different preservative. The same situation is very possible for turf applications of arsenical herbicides.

Superintendents should take a serious look at their weed-control programs and determine what role MSMA plays in the conditioning of the course. We may be forced to reduce or eliminate the use of MSMA entirely. A cost analysis should be done to include pre-emergent weed control products and other more expensive, but effective post-emergent products.

See the related article on MSMA by Dr. Phil Busey in this section. Dr. Busey gives a detailed account of the history of MSMA use in two excerpts from his e-newsletter, "Turfgrass Management." The complexity of the issue is evident from the commentary in the article.

### Water Restrictions - The New Way Of Life

It is probably safe to say the drought in Florida is over. Polk County posted a new total annual rainfall record set in 1948; the new record for 2002 is 72 inches. Regardless of lake levels returning to near normal and more frequent rains helping with turf irrigation, the growth and development of Florida rushes on and that prospect has water-management districts for the most part, keeping watering restrictions in place.

Out of necessity there has been increased cooperation between the golf industry and the water management districts, but the five water-management bodies still approach their sovereignty with their own particular viewpoints and must be dealt with independently.

At the last check South Florida, Suwannee and Northwest Florida districts had no watering restrictions. Southwest Florida still has two-day-per-week restrictions in general, but has acknowledged golf courses' need for flexibility in turf management and has relaxed scheduling constraints, but cautions users and permit holders to stay within permitted amounts and follow best management and conservation practices.

The St. Johns River district is still on twice-per-week watering with the usual prescribed exceptions for hand-watering hotspots, overseeding, frost and wilt protection and new turf establishment.

The bottom line is we need to continue our involvement with the various districts so they know we are trying to do the best we can in managing water resources for golf which is a major contributor to the state's economy.

*Compiled by Joel Jackson, CGCS*



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# Reach Out and Teach Someone

## ACSP UPDATE

It takes a long time to build trust and only a second to have that trust destroyed

By Kevin A. Fletcher

Golf course managers across North America have long expressed a desire for the general public, as well as their members, to understand what it really takes to manage a golf course. They've also struggled to highlight the environmental stewardship efforts they're taking on their courses. This is especially true in Florida. Faced with negative stereotypes about golf courses as polluters of the environment and wasters of water, superintendents need to find ways to communicate their commitment to good stewardship and help people appreciate the value that a well-managed golf course can provide for wildlife and the environment. Focusing on outreach and public education can help you achieve these important goals.

## The Benefits of Reaching Out

You need to start thinking about your golf course as just another type of business in the community. Any business, with a vision of its place in the community, cares about the relationships it has with a wide variety of stakeholders. This includes customers, local government officials (elected and professional), neighbors, regulators, reporters, other businesses, community leaders, etc.

The best businesses also understand that it's better to define their relationship with their communities and the messages they want these stakeholders to hear, rather than wait for someone else to do so and tell an inaccurate story. Remember that it takes a long time to build trust and only a second to have that trust destroyed. Promoting your environmental stewardship efforts is a great way to build trust and manage how the people in your community think about you and your golf course's role in the community.

Communicating with your stakeholders about your environmental efforts can also help you gain recognition and support from:

- your golfers
- your members
- your bosses, and
- your community.

Increase golfer understanding of the wildlife on your golf course and why you're doing the things you are to protect and enhance the environment.

Let the public know that environmentally-managed golf courses can be valuable community resources - whether or not the public ever gets to step on the course.

## Facing Concerns

Reaching out to public golfers, members, guests, and the local community is not always easy. Superintendents from private clubs are often concerned about keeping a low profile, while public course managers often feel their golfers are too transient to care about what's happening beyond the green. Both may be reluctant to invite more oversight or input from golfers or the public. Most of all, taking that first step - picking up the phone and reaching out - is often the hardest obstacle to overcome.

All of these concerns have been successfully dealt with by golf course superintendents -



Students at Spring Lake Elementary School in Altamonte Springs install a butterfly garden and a bird feeder in a protected area on campus. The project was coordinated by Bob Karnes, superintendent at Disney's Bonnet Creek Golf Club, where his wife, Rose, teaches gifted students. File photo by Joel Jackson

remember that you're simply helping to operate a business in your community. Outreach and education can take many forms and you can choose projects that are best suited to your course. By taking one step at a time, you can build support and effectively communicate your environmental management strategies.

## Identifying Support

The first logical step is to designate one person who will take primary responsibility for communicating your environmental goals, objectives, and projects to patrons, staff, decision makers, and community members. This person may be the superintendent, manager, golf professional, or someone in a respected position who can comfortably communicate with a variety of people. This also could be someone from your Resource Advisory Group - created through the Audubon Cooperative Sanctuary Program for Golf Courses.

Start by contacting golfers at your course. Inform them of your involvement in conservation projects and invite their participation. A newsletter article or announcement on the bulletin board requesting help from individuals to assist with projects, such as wildlife surveys, nest box construction, or monitoring, may result in more positive responses than you may think.

Prepare a list of organizations, agencies, and people from the community who might be interested in helping with conservation projects on the course. This list could include a local schoolteacher, scout leader, or garden or bird-club member. For larger projects, consider college interns, local Fish and Wildlife agency personnel, Cooperative Extension agents, or members of your town conservation committee or local board. Some people may be interested in helping with specific projects, while others may be willing to get involved in all aspects of project implementation and communication.

Remember, achieving public input doesn't mean you have to have an open house for your community or base decisions on what your neighbors want. Think of "the public" as members of the local community who can help you with publicity, habitat enhancement, water monitoring, native plant selection, or other environmental projects.

## Choosing Outreach Projects

It goes without saying that every golf course is different, but this is especially true when it comes to choosing outreach activities that are best suited to each course. What works for one golf course may not be appropriate for another. Some courses may have greater flexibility in inviting community participation, while others may be bound by labor union contracts or club regulations that prohibit certain types of activities.

Listed in this section are a variety of outreach activities that have been successful on a number of golf courses that participate in the ACSP. Your Resource Advisory Group can help determine which activities will be most appropriate for your course.

Request help with nest boxes - As a good starter project in the Wildlife Habitat Management section of the certification program, nest boxes may also serve as a catalyst for ACSP involvement. Here are a few suggestions:

Invite golfers to "adopt-a-box" by donating money for one or more boxes and agreeing to check and maintain them throughout the spring and summer.

Make a few extra birdhouses every year. Donate the boxes to golfers, schools, or the local cemetery association to stimulate interest in your stewardship activities.

Invite a local Scout troop or Eagle Scout to make and monitor your nest boxes.

Sponsor a workshop for members' children or resort guests to make nest boxes for the golf course. Extra boxes can be given away.

Place a few nest boxes within view of your property border. These boxes will subtly communicate a message that the course is concerned about local birds and wildlife.

Create a garden - If you choose to create a garden for butterflies, hummingbirds, or songbirds, invite gardeners at your course to help with planting. A local school class, Scout troop, or after-school program may also like to help. You can expand garden activities to include a brief lesson about connections between plants and wildlife. Invite a local newspaper to visit on planting day to garner positive publicity.

Inventory Wildlife - A great way to get

people involved in inventorying wildlife is to provide wildlife inventory cards to golfers as they pick up their scorecards. You can even encourage people to fill out these cards by creating a raffle. Each filled-out card can serve as one raffle ticket. Alternately, you can simply post a wildlife inventory list in the pro shop or in locker rooms. Provide books on natural habitat, building nest boxes, butterflies, bird identification, or environmental issues as a service to your golfers. These can be checked out at the club or offered in a lounge area.

Create a nature guide - Create a simple hole-by-hole environmental guide for golfers. At each stop, you can point out interesting natural features or environmental projects. This can include native plants, nest boxes, unique trees, habitat areas, common wildlife, IPM practices, and water conservation measures. For example, at Gainesville Golf and Country Club, natural areas on the course were highlighted on the scorecard.

Host nature walks - Ask golfers who are knowledgeable about birds to host an early-morning walk to look for birds and other wildlife species on the course. People who attend can add their sightings to the club's wildlife inventory. Providing refreshments is a nice way to conclude the walk. The Old Marsh Golf Club in Palm Beach Gardens, for instance, organized a nature walk and a subsequent nature-oriented poster contest for local schoolchildren.

Lead a golf course tour - Very basic golf course tours have a great impact on public perception. A successful outing demonstrates goodwill and will

spread by word of mouth. Consider hosting an outing once per year for members or regular golfers, or extend the invitation to specific golfing groups (e.g., seniors, ladies), grade school children, young adults, biology clubs, Scout groups, college students, local golf course superintendents, or even local media. Your tour should showcase various aspects of your stewardship efforts.

Use tournaments to showcase environmental aspects of the course - If you are hosting a tournament, use the opportunity to educate people about the environmental quality of your course. For example, highlight your ACSP involvement through the media or put up a simple display to show some of the environmental projects you've undertaken. Create a simple media fact sheet that highlights stewardship accomplishments and key natural features of the course.

Teach good stewardship to golfers - If your course offers golf lessons or has a junior golf program, include lessons on how golfers can support good environmental stewardship while they play. Repairing ball marks and divots are just the beginning of what golfers can do. Discuss how golfer demands for fast greens and perfect conditions can stress turf and pose risks to turf health and the environment. Encourage people to view natural areas as integral to the nature of the game and to respect wildlife and natural habitats on the property. Use the Golf & Environment Summit "code of ethics" as a starting point (*see sidebar*).

Offer a workshop - A wonderful way to develop communication skills is to begin talking to

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small community groups. You might speak with a local school class, garden club, homeowner's association, or superintendent's association. Choose a topic you're comfortable with, such as tree and shrub care, integrated pest management, environmental quality on your golf course, or your involvement with the ACSP.

Encourage neighborly stewardship - Write a letter to course neighbors to encourage participation in environmental stewardship activities in their own backyards. This may tie in well with nest box giveaways, providing garden or lawn care tips, or a seasonal golf course tour.

Host kids projects - Get kids involved by making bird feeders or houses for the course or their own backyards, hosting a fishing derby, or leading a school tour. You can also get kids involved with planting gardens, creating nature guides, or tracking wildlife on the course in the winter. Getting kids involved in environmental activities pulls parents into the golf course for non-golf activities and helps people begin to see the property not just as a golf course, but as a community asset.

Sponsor a school - Sponsor a local school in the Audubon Cooperative Sanctuary Program for Schools. This is a sure way to let the community know you care about the environment. You might also offer one field trip to your course as part of your involvement with the school. To date, nearly 250 schools have been adopted by ACSP member courses as part of their outreach efforts. (To receive a school program brochure, just write or call Audubon International.)

**Being an Environmental Community Leader**

By coming out from behind the bushes and engaging the community, you might find yourself serving a special role. A reporter for CNN recently covered a story about Eufaula, Ala. and this city's efforts to become the first Certified Audubon Sustainable Community in the world. The entire city has embraced an environmental ethic and people of all walks of life are involved in a master-planning process that will look to blend economic, environmental and social goals. It's an exciting story, and one that began because of the efforts that the three local golf courses were taking through the ACSP. Once town officials learned about the superintendents' efforts to enhance habitat, protect and conserve water and reduce resource use, they became intrigued with the Audubon Cooperative Sanctuary approach for all of Eufaula.

You have a unique opportunity to serve as environmental leaders in a community - a catalyst for interest and action by people of all walks of life. You can get others - homeowners, schools, and businesses - involved in the types of actions you're taking and create a community network of environmental stewards. You may even inspire your entire town to get involved. So start doing things to help the environment and your course and don't forget to tell someone about it.

*For information about the author, see the inside cover.*

**Environmental Code of Ethics for Golfers**

The American golf community is dedicated to preserving golf's treasured links to nature. We recognize our historic tradition of integrating the game with the natural heritage, character and challenges of the landscape on which it is played. As golfers, we accept our responsibility to ensure that golf courses are managed in harmony with the environment.

We commit to...

- Use and protect natural resources on the golf course in an environmentally responsible way.
- Foster wildlife and natural habitats in non-play areas of the golf course.
- Respect designated environmentally sensitive areas within the course.
- Support golf course management decisions that protect and enhance the environment.
- Encourage maintenance practices that promote healthy turf.
- Plan long-range conservation efforts on the golf course.
- Educate others about the benefits of environmentally responsible golf course management for the future of the game and the environment.

*Adapted from "Environmental Principles for Golf Courses in the United States," March 1996, Golf & the Environment Summit, Pinehurst, N.C.*



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# Lobate Lac Scale Invades Southern Florida

By F. W. Howard

A new threat to urban landscape plants as well as to native plants in natural areas is a scale insect known as the lobate lac scale. This scale insect, known scientifically as *Paratachardina lobata lobata*, is exceptional in its wide host range, rapid rate of spread, and lethal effects on the hosts that it infests.

During the few years since its initial dis-

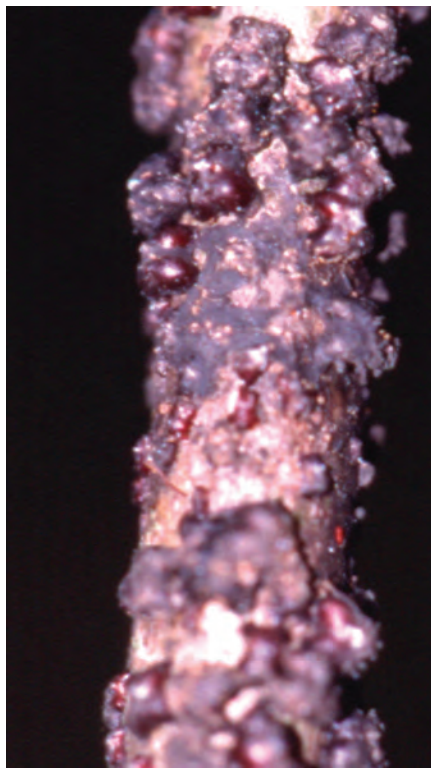


Native shrubs like cocoplum, myrsine, wild coffee and wax myrtle (pictured here) are extremely susceptible to the lobate lac scale. Heavy infestations on these and certain other native species eventually causes branch dieback and in many cases death of the shrub. Photo by F.W. Howard.

covery in Florida in 1999, this scale insect has been detected on more and more sites, and is now found throughout large areas of Miami-Dade, Broward, and Palm Beach counties. It has been identified on more than 120 species of plants, including valuable shade trees, flowering trees and shrubs, fruit trees, and at least 40 native plant species. Unfortunately, the host list continues to grow.

The scale insect infests twigs and small branches, and is generally found on the woody portions, not on green growth or foliage. Only females of this species have been seen in Florida. Many species of scale insects can reproduce by a process called parthenogenesis, that is, by unmated females, and the lobate lac scale probably has this adaptation. Parthenogenetic scale insects are able to reproduce very rapidly.

The immature scale insects are very difficult to detect without magnification, but the mature females are very conspicuous. They may appear as dark little lumps along the twig. Upon



Discovered in 1999, the lobate lac scale insect shown here is spreading rapidly in southeast Florida. The insect is known to attack more than 120 species of shade trees, flowering trees, fruit trees, woody shrubs, and more than 40 species of native plants. Photo by F. W. Howard.

closer inspection, each lump will be seen to be X-shaped, this characteristic being due to their four prominent lobes. They remind some observers of tiny bow ties. Their color is a deep reddish-brown.

All scale insects live by piercing into plant tissue and sucking the juices. In many kinds of scale insects, the alimentary track is built to filter and absorb the plant sugars. Such insects give off a watery waste called 'honeydew'. Although not rich in sugars, the honeydew contains enough to support the growth of certain fungi that form a black coating known as "sooty mold." The sooty mold associated with lobate lac scale forms a particularly heavy crust, and commonly covers the scales themselves.

Most of its hosts are woody, broad-leaved trees and shrubs. The insect has not been in Florida long enough for researchers to gauge its effects on different kinds of plants with any degree of certitude, but it is already known that certain native shrubs, including cocoplum, myrsine, wild-coffee and wax-myrtle, are extremely susceptible. The lobate lac scale builds up heavy infestations on these and certain other native species and eventually causes branch dieback and in many cases death of the shrub. Heavy infestations have been observed on a large array of exotic landscape plants, including several species of Ficus, silver button-wood, and black-olive.

The host plant picture has been changing rapidly. For example, a few months ago, the lobate lac scale was found on mango trees, but the infestations on this host were extremely light. More recently, heavy infestations of this scale insect were observed on mango trees in one grove. Willows in a natural area where many native plants were highly infested were only lightly infested in August. The same willows were heavily infested when inspected again in November.

The species belongs to the insect family *Kerriidae*, or lac scale family. The true lac scale insect has been cultured for centuries in southern Asia as a source of raw material for making shellac. Most species of *Kerriidae* are native to the eastern hemisphere. The lobate lac scale has no known commercial value, nor is it known to be a pest in its native home. In fact, it has not even been collected very often in India or Sri Lanka.

In chemical trials under way at the University of Florida's Fort Lauderdale Research & Education Center, a high degree of control of lobate lac scale on large ficus trees was obtained with a root drench of Merit. These experiments are being continued to find the most effective and economical dosages and treatment intervals. A foliar spray with horticultural oils is another option being tested. University of Florida and U.S. Department of Agriculture entomologists are cooperating in designing a research project to develop biological control for this pest and have applied for grants to support a major effort.

For information about the author, see inside cover.

## Web Information

Information is available on the Internet in the University of Florida Department of Entomology and Nematology online publication Featured Creatures: [http://creatures.ifas.ufl.edu/om/scales/lobate\\_lac.htm](http://creatures.ifas.ufl.edu/om/scales/lobate_lac.htm).



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**NECROLOGY**

**Jeff Hayden - Superintendent, Supplier and Friend**

Jeffrey P. Hayden, born in Niles, Mich. July 31, 1950, died Friday, Dec. 6 at his home in Homosassa.

Jeff served in the United States Army from June 1970 to December 1971 as a bar and club manager in Pleiku Officer's Club and Toy Hoa Officer's Club in Viet Nam.

He was affiliated with the golf and turfgrass Industry since 1958 where he started work at a family-managed golf facility in Cassopolis, Mich. and ended his career as manager of the West Central Florida territory for Golf Ventures, Inc.

He had been a member of Golf Course Superintendents'



*Jeffery Paul Hayden. July 31, 1952 - Dec. 6, 2002.*

Association of America since 1974; was a member of Florida Turfgrass Association since 1974 and a director from 1986-92; was a member of North Florida Golf Course Superintendents' Association from 1974-91, vice president from 1980-82 and president in 1982; was a member of West Coast Golf Course Superintendents' Association from 1982-87; a director from 1984-87; and vice president 1986-87; and was a founding member of Seven Rivers Golf Course Superintendents' Association from 1991 to 2002 where he was a director from 1991-98; vice president, 1991-93 and president 1993-95.

**Final Words of Wisdom and Advice from Jeff Hayden**

As most of you know I have been affiliated with the turfgrass industry in one way or another since 1958 when I started work on a family-managed golf course in Michigan. After graduating from the golf course operations program at Lake City Community College, I devoted my time and heart as a superintendent or salesman of turfgrass equipment and supplies for close to 30 years. The industry and my family were my life.

I have touched the lives of many superintendents in the turfgrass industry as a friend, co-worker, mentor, or simply someone to share my knowledge and information with. I loved the industry and was well known for "do as I say, not as I do." Anyone could call on me at anytime and I would be there for them. I did not mince words and I voiced my opinion, whether it was liked or not.

I followed, as many of you do, the philosophy of "I'm invincible! I don't need to see a doctor, and have not done so in 24 years. I don't want someone to tell me if there is something wrong with me." Unfortunately I passed on to another life late Friday night, Dec. 6, 2002 at home with my wife, but wanted to share my final wisdom, guidance and advice to my brothers in the industry.

My local superintendents' association meeting was on Tuesday, Dec. 10th, and I was looking forward to that meeting more than any other meeting. I talked almost daily with the superintendent about what and how to do what needed to be done to make the course look perfect. (I was big on grooming and reminded him to take care of the grass in the cracks of the sidewalks: it's unsightly!) The course was in perfect shape and never looked better. I was livid when the weather forecast for that day was rain! This would mean that the other superintendents would either not come or stay to play golf and see the perfection of the golf course. It was immaculate!

As a salesman for turf equipment and golf course sales, I traveled daily, checking not only on my customers and their golf courses, but also on my friends in the industry and their needs. Normally I compile all my orders and submit them

on Monday morning. To take care of my customers and friends, I chose to submit my orders on Friday afternoon instead of waiting until Monday.

In my heart of hearts, I somehow knew I would not be around to either submit my orders on Monday morning or to attend the superintendents' meeting on Tuesday. My friends, customers and co-workers had to be taken care of to the best of my ability, no matter what. That was my way!

My final words of wisdom, personal experience and guidance to my fellow workers in the industry are most sincerely to "do as I say and not as I did." My wife and family have been burdened with an over-abundance of grief, heartache and stress, all of which could have been avoided. Because of my life-long philosophy, I suffered from extreme high blood pressure that was untreated and caused severe heart disease. My wife had to witness the last six minutes of my life after my heart shut down and failed and the rest of my organs followed this natural process. You don't want to have your family and loved ones endure this experience. It is unbearable that my wife had to witness and endure this, and I am sorry.

If I could live my life over, I would abandon the philosophy of not seeking medical guidance. I was probably aware of symptoms and problems, but chose to ignore them. I would now urge all of my brothers in the turfgrass industry to realize they are not invincible and to seek preventive medical advice. Not every visit to a doctor results in catastrophic problems; in today's world most of the problems are treatable and prolong your life with your family and friends. As we all are well aware, the turfgrass industry is a high-stress industry and, unfortunately, extreme stress can cause problems to our bodies. These are treatable and can prevent what I caused.

Remember me fondly and know that you can still call on me at any time... I'll be watching and thinking of you all.

*Sandy Hayden wrote this warning as a wake-up call to the friends and colleagues whom jeff loved dearly. jj*

He is survived by his wife, Sandra R. Hayden, from Gainesville/Homosassa, one daughter, Stephanie D. Underwood, one son, Benjamin P. Hayden, two granddaughters, Brittany Underwood and Jasmine Hayden, all from Gainesville; his mother, Wilma Hayden, from Elkhart, Ind.; and three sisters, Jennifer Keskinen, from Dallas, Tex.; Janice Hayden, from Elkhart, Ind.; and JoAnne LeClair, from Jacksonville.

As the University of Florida Envirotron held a very special place in Jeff's heart, the family has requested that in lieu of flowers donations be made to the University of Florida Envirotron, IFAS, c/o University of Florida Foundation, PO Box 14425, Gainesville, FL 32604.

Memorial services were held Dec. 13 at Forest Meadows Funeral Home in Gainesville. A reception for family and friends followed the service at Napolitano's in Gainesville.

**Mike Cantwell - SW Florida Loses Super Veteran**

Michael James Cantwell, 47, of Fort Myers (San Carlos Park), died Monday, Nov. 11.

Mike (as he liked to be called by his friends), got an early start in the golfing industry - right out of high school. He went to work at the Prairie Woods Golf Course in Aberdeen, S.D., leaving in 1977 with his friend and mentor, Wayne Lippold. Mike went to work at the Bonita Springs Golf & Country Club, continuing his "on-the-job" training for a couple of years. Then, Wayne asked him to come to The Forest Golf & Country Club as assistant superintendent to help him grow in the golf course.

In 1988, Byron Cost, president and CEO of WCI, hired Mike to be the golf course superintendent and help develop the Gateway Golf & Country Club. While at Gateway, he made several structural changes to the course, all with the designer Tom Fazio's blessings. He likewise initiated a request to participate in the Audubon Cooperative Sanctuary program, an extremely ambitious undertaking, which WCI eventually made standard procedure. By the time that Cantwell left Gateway in August