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What is the reasoning behind such a requirement?

Golf course superintendents are truly stewards of the environment, but it often takes more than just "walking the walk and talking the talk" to convince others outside the golf-course-management industry.

The easiest and most highly recognized way to validate your commitment to the environment is through the possession of a pesticide license. While not every golf course superintendent applies chemicals, it was agreed that all Class A members should have a basic understanding of the concepts related to safe pesticide application, handling and storage.

Remember, to enter your pesticide license information, please access an affidavit through "My Member Central" on the GCSAA web site or request an affidavit by calling GCSAA's Fax-On-Demand at 888-838-4419.

If you do not currently possess a pesticide license and would prefer

to take GCSAA's IPM exam, you have the ability to schedule an exam once again by going to "My Member Central" or by calling the Fax-On-Demand number listed above.

IF I MISS THE DEADLINE?

It is July 1, 2006 and I have failed to fulfill the requirements for Class A renewal!

You have had three years to accumulate and record the three points (minimum of 1.2 education points), as well as meet the pesticide requirement, but have been unable and/or unwilling to do so. What is going to happen to your GCSAA membership?

Complying with the ongoing requirements adopted with the implementation of the Professional Development Initiative is purely voluntary. Your membership in GCSAA is not at risk; however, your ability to maintain your Class A status in GCSAA is.

If you fail to earn a total of

three points (1.2 must be education points) and/or fail to meet the pesticide requirement, you will be reclassified to Superintendent Member status on July 1, 2006. In order to regain your Class A status, you will be required to meet the original requirements plus you will be required to accumulate an additional five points (2.0 must be education points). That means that instead of needing three points to maintain your Class A, you now need a total of eight points (3.2 must be education points) in order to regain your Class A status. Remember, as a Superintendent Member of GCSAA, you still have all the rights and privileges of the association, with the exception of holding office.

If you have any questions concerning your Class A status, please contact R. Scott Woodhead, Senior Manager of Governance and Member Standards at 800-472-7878 ext. 4418 or Stacie Adams, Membership/PDI Coordinator at extension 3687. ■

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The Role of the Second Assistant

By Joel Jackson, CGCS

Perhaps the title of this issue's Hands On topic may have seemed a bit limiting since many courses don't have second Assistants and, in many instances, may not even have one assistant. But every course has a number-one or number-two "go-to" guy or gal whom the superintendent turns to run the show when he or she is away on a business trip or a much-needed vacation.

Sometimes it's someone to be in charge while the superintendent is in a club meeting, or someone to lead a small project crew or to be the follow-up person during the morning preparations and set up of the golf course.

When there are first and second assistants, they often serve double-duty as crew leaders and supervisors in addition to performing pest-control and irrigation-technician duties. In less common cases, some equipment managers serve as "assistants" to oversee the crew when the superintendent is gone.

During my days at Walt Disney World, we didn't have anyone with the title of assistant superintendent, but we did have a position called a "lead groundskeeper." Over time, besides leading several crew members in the usual multi-person activities like routine bunker- or cart-path-edging assignments or perhaps a seasonal greens renovation or sod project, they also began making out daily schedules for the routine jobs.

The pest control and irrigation technician's work was coordinated and assigned by the superintendents directly.

You often hear people say that the crew is the most important asset of the maintenance department, and it's true. It doesn't matter how big the budget or elaborate the facility. You can build the biggest and best golf course in the world, but it takes people to make it work. A few of your fellow superin-

tendents chipped in to share the duties and responsibilities of their second assistants.

JOHN'S ISLAND CLUB

John's Island Club has only one second assistant superintendent on our three courses and that individual is stationed at our West Course. The need arose when our practice facilities were expanded and staffing levels were raised.

The second assistant is in charge of the practice areas. We have a four-acre short-game facility that consists of three greens and eight bunkers, a driving range with a video building and two practice greens. The short-game greens, bunkers, fairway, roughs and divots must all be ready for open-

During the summer months the second assistant is put in charge of the special projects. This gives the individual the opportunity to show more initiative

ing before the golfers arrive. The driving range must be mowed and the bunkers must be raked. The job needs the same detail as we put on the golf course, since many players just go to the West course to use the practice facilities and we must have the employees to respond to the needs.

During the summer months the second assistant is put in charge of the special projects. This gives the individual the opportunity to show more initiative to plan the day for a group of employees and then supervise the work and be responsible for the results. Through this leadership they have been able to manage people of different abilities and to prioritize the steps involved in the project.

The goal is to allow the second assistant a chance to grow into the role of a first assistant superintendent in two years. We have been very successful in the training process and the proof is that, as I write this, we are currently without a second assistant since he was hired at another club as the first assistant.

Greg Pheneger, GCS

HOBE SOUND GC

Mike Kindrew is our second assistant. His responsibilities include making the fertilizer applications to the greens and performing most of the agronomic and cultural practices to the putting surfaces. He also is in charge of monitoring and operating the clubhouse and common area irrigation systems. Mike also has strong carpenter skills and spearheads most of our projects involving general building construction. This week Mike Francisco, my first assistant, is on vacation and Mike steps in and assumes his duties, which gives him chance to take on more responsibility of the total operation.

Roy Mac Donald, GCS

GREY OAKS GC

We don't have a position called second Assistant. Our third person in charge has the title of crew leader.

Normally this person doesn't have any academic turf management education, but this individual has a considerable amount of practical experience, around three to five years at our course. They are able to accomplish all job tasks and train others to perform these tasks. We prefer this person to be bilingual.

The crew leader can come in on weekends and get the crew started and are able to recognize irrigation needs and run the irrigation system if necessary.

This person needs to be a self starter and motivator and someone that the staff will look up to and respect. This person needs to be able to communicate with the entire staff.

Rick Tatum, GCS

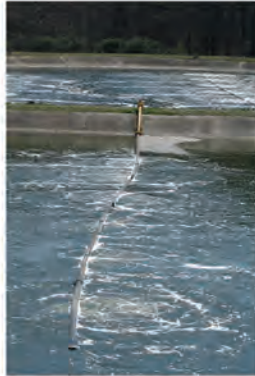
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By cutting the ferrule off the bottom of a flagstick, photographers can easily move the pin wherever they want on a green. Photo by Darren Davis.

Place an Instant Flag!

By Darren J. Davis

Like many Super Tips, I stumbled upon the following idea while visiting one of my peers, Kyle Sweet at the Sanctuary Golf Club on Sanibel Island.

I wanted to take photographs of the golf course to accompany an article I was writing. Since Sweet was nearing the end of a complete golf course renovation, and the club was closed, I had a problem – there were no pins set in the greens!

I knew the challenge of finding photogenic pin locations and up until now I hadn't developed a solution other than to set a pin myself, or have an employee perform the task.

Fortunately, on this particular day Sweet came to the rescue.

After explaining my predicament he said, "No worries, I can take care of that." I knew he was a nice guy, but I was a little surprised at how calm Sweet appeared with my nuisance problem.

When he returned, he brought with him what appeared to be a regulation flagstick with an embroidered Sanctuary logo flag attached. However, he didn't have any of the necessary tools to set the pin. Sweet had taken a saw and cut the ferrule off the bottom of the flagstick so I could simply insert it into any green, wherever I wanted.

The tip worked beautifully and from a distance you couldn't tell there was no cup set in the green.

When I finished the shoot and reconnected with Sweet to thank him, I complimented him on his resourcefulness. Sweet quickly admitted that, like me, he gained a lot of knowledge from visiting his peers and he would have to give credit where credit was due.

He said, "One day I was visiting my good friend Bob Wagner at Coral Creek Club in Placida, and while touring the golf course, Bob mentioned that the (Tom) Fazio group had been doing a lot of photo shoots on his golf course. Bob added that one of the photographers was very particular and continually wanted the flags moved to different locations on the greens. So after moving the pin several times with a cup-cutter, Bob realized there had to be an easier way to do this... which is when he thought of cutting off the ferrule."

Sweet said that Wagner had also taken a double-sided logo flag and installed a thin piece of wire in the interior of the flag. The idea was to bend or curl the wire so if there was no breeze, the flag could be manually positioned to see the logo. Or, if it was a windy day, the wire could be used to keep the flag fixed in one location.

Sweet remarked, "In the past I had been faced with the same predicament as Bob, and although this idea was so simple, it was one of those things that I had never thought of." He added, "I certainly can't take the credit for it, but I sure have used the tip!" Sweet said that he has used Wagner's innovation when taking personal pictures and when taking photographs for the club newsletter. ■



Did you ever hard-wire a flag? A thin wire can help position the logo for a photo. Photo by Darren Davis.



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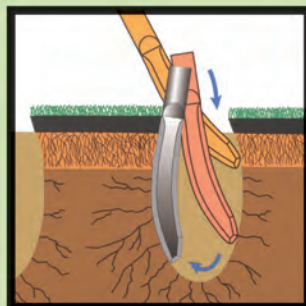
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2005 USGA Regional Conference
More than 100 Attend USGA Conference

By Joel Jackson, CGCS

Attendance at the 2005 USGA Regional Conference in Palm Beach Gardens, like many other events, was affected by Hurricane Wilma, but nonetheless it was successful and educational for 100-plus at the session

Longtime director of Southeast Regional Affairs, Roger Harvie, is retiring and Kathy Gordon has taken his place at the Marietta, Ga. office. Harvie will be moving to Florida, possibly to the Treasure Coast.

MORNING SESSION

Mr. Positivity, Tim Hiers, CGCS, discussed how turn your main-



From left: Todd Lowe, USGA Agronomist and Superintendents John Cunningham and Tim Hiers go over Power Point procedures at the USGA Regional Conference held in Palm Beach Gardens. Photo by Joel Jackson.

tenance facility into an asset for crew morale and course productivity. You don't have to have a big budget to have a neat, clean and organized shop. A little pride and professionalism in the maintenance facility shows the crew that you and the club care about them. It pays dividends.

Setting written maintenance standards so a superintendent knows what the members want and expect in terms of course conditioning is easier than you think, according to Todd

Lowe, USGA agronomist who listed ways for members to achieve consensus on priorities. With divergent opinions among committee members a superintendent must try to satisfy a wide range of expectations.

Pete Dye has said the three most important aspects of golf course design are drainage, drainage, and drainage. Pat O'Brien USGA agronomist from the Southeast Region recommended hiring professional drainage experts to solve your problems. New technology and methods can capture and move water more efficiently, and a professional will get results.

Bruce Adams from the South Florida Water Management District discussed cooperative funding initiatives for water conservation. To no one's surprise, public consumption is the number-one enemy in the much-ballyhooed water crisis. Adams said much water could be saved simply by retrofitting high-rise condos to meet current codes. He also said that, in a



Afternoon Session speakers at the USGA Regional Conference included Pat O'Brien, USGA Agronomist, Lee Bloomcamp, Syngenta and John Mascaro, Turf Tec International. Photo by Joel Jackson.

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recent survey of golf-course use, golf was using two percent of the water in SWFWMD district.

Hopefully, Black Diamond Ranch and Superintendent John Cunningham, CGCS will be the catalyst to shed light on the subject of shade on greens. The ancient battle between trees and turf took a positive step when the owner and members of Black Diamond Ranch enacted a sun-light-enhancement program that essentially mandates that all trees causing turf decline on the course shall be removed. They have taken a stand that the turf is the most important aspect on a golf course. Hallelujah!

AFTERNOON SESSION

After lunch, Jim Leiseberg, regional agronomist for WCI Communities, said environmentally responsible development can be a definite asset to the local community. His company's commitment extends from the design and operation of the golf courses to the entire community plan.

John Foy, director of the USGA Florida Region Green Section discussed winter annual weed control. He said new products have made chemical transition more of a reality for those who don't want Mother Nature to pull any surprises.

Nozzle-type selection and droplet patterns are just as important as calibrating your spray equipment, according to Dr. Phil Harmon, plant pathologist with UF/IFAS.

Lee Bloomcamp from Syngenta discussed rumor versus reality in pesticide resistance. Rotating chemicals is good policy, but plants and pests don't mutate at the drop of a hat. It takes the right combination of events for resistance to develop.

John Mascaro, president of TurfTec International, has revived the famous Mascaro Photo Quiz of his late father, Tom. The Photo Quiz feature, and old and new turf puzzles, appear regularly in Golf Course Management magazine. My favorite was the mysterious circular thin spots the size of hoola hoops on sports turf. The answer? Cheerleader wear.

This turf crew never takes time off.

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Membership Issues Dominate 2005 Delegates Meeting

Membership issues dominated the discussions at GCSAA's 13th Chapter Delegates Meeting, Oct. 1-2 in Kansas City.

Chaired by Vice President Sean A. Hoolehan, CGCS, the meeting provided delegates updates on GCSAA programs and policies, and solicited input on key issues relevant to the profession, industry and the game. Attendees also heard presentations from candidates for national offices that will be filled by elections at the 2006 annual meeting in Atlanta, Feb. 9.

MARKETING CLASS A AND CERTIFIED

Director Robert M. Randquist, CGCS, presented the next step in the association's implementation of the Professional Development Initiative —

executing a marketing plan for the various membership classes. The association will seek to position GCSAA members differently from nonmembers, Class A members apart from Superintendent members, and Certified members in a manner distinct from non-certified members. The goal is to communicate value in the marketplace, resulting in a stronger position (financially, organizationally, and professionally) for GCSAA members.

DUES PRICING STRUCTURE

In a follow-up from the 2004 delegates meeting, Secretary/Treasurer Ricky D. Heine, CGCS, led discussion on a programmed dues-pricing structure. Rather than levying 15-20 percent increases periodically (approximately every five years), the proposed concept is to implement a regular increase that is tied to the consumer price index. Past feedback has supported such a model because it is easier to budget and could

stem membership drops resulting from periodic large increases. This concept has received support from various GCSAA committees. The delegates approved continued discussion on this topic.

GROWTH AND RETENTION

Staff also unveiled a membership-growth and -retention program to combat declining membership from 22,000-plus in 2002 to about 20,500.

Membership numbers are important for many reasons. Dues revenue determines the extent of member programs and services. A growing membership gives GCSAA a stronger position to strengthen the association's ability to advocate on behalf of its members. Key to the strategy is focusing on value when communicating with employers and nonmembers.

PROMOTING DIVERSITY

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