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2005 Cushman truckster 711 hrs	\$9,000
2004 Cushman approx 900 hrs	\$7,500
2004 Cushman approx 1,300 to 1,700 hrs	\$6,000
2003 Cushman with core harvester very clean 680 hours	\$8,500
2005 Toro 3200 Workman	\$10,500
2000 / 2002 Toro Workman	\$6,000
1999 Cushman	\$5,000
2003 Cushman diesel with sweeper and fifth wheel hitch \$6500 w/sprayer	\$7,500

### GREENSMOWERS

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2005 Jacobsen 522A wgm hardly used	\$1,750 ea.
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2005 Toro Flex 21 WGM with trans pro 80 trailer	\$2,995
2005 Jacobsen GKIV nice unit	\$9,500
2004 Jacobsen GKIV with verticutts 18 hp gas	\$7,500
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2006 Jacobsen 526 walking greensmower great condition almost new reel	\$1,750
2002 Jacobsen GKIV gas 2,000 hrs sharpened	\$5,500
2003 Jacobsen GKVI diesels 3 wheel drive mowers with groomers A STEAL @	\$4,500
Toro 1600 wgm just sharpened nice	\$1,700
Jacobsen Floating head greensmowers (4) REDUCED	\$1,500 ea.

### FAIRWAY MOWERS

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2003 Toro 6500	\$8,000
2003 Jacobsen 3800 with canopy sharpened 1,750 hrs	\$8,500
2005 Jacobsen LF 3800 1,300 hrs very nice condition sharpened	\$13,500
2005 Toro 5 gang hydraulic lift reel mower nice unit sharpened new bed knives	\$8,000
2004 Jacobsen LF 1880 2 wheel drive (3)	\$7,000
John Deere 3235B with verticutts	\$8,500
2002 Jacobsen 3400 with brand new reels	\$9,500
2004 Toro 5500 4 wheel drive fairway mower	\$9,500

### SPRAYERS

2002 Jacobsen sprayer fifth wheel model very clean	\$3,500
2003 Toro 1250 Sprayer nice unit	\$10,500
2005 Smithco 1600 sprayer Clean unit	\$6,000
2004 Cushman DS 175 basic sprayer with flood jet and booms	\$7,000

### ROTARY MOWERS

<del>2005 Jacobsen Z mower 62 inch deck 151 hrs</del>	<del>SOLD</del>	<del>\$5,500</del>
2003 Jacobsen HR5111 1,700 hrs nice		\$19,500
<del>2006 Toro 72 inch Z mower 587 CHERRY unit 1,180 hours</del>	<del>SOLD</del>	<del>\$6,500</del>
2001 Toro 580D 16 ft rotary 4 wheel drive recent engine overhaul		\$23,500
<del>1999 Jacobsen HR5111 SPECIAL!</del>	<del>SOLD</del>	<del>\$6,500</del>
Proflex 120		\$4,500
2004 Toro 4000D Rotary Mower		\$15,500

### AERATORS

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Soil reliever 54 inch 3 point hitch great for small tractor	\$5,000
John Deere 800 aercore with windrow attachment	\$4,850

### TRIM MOWERS

2001 2/3 Jacobsen 1900 D trim mower from	\$4,500
John Deere 2653A nice units	\$3,500 +
2003 Toro 2000 D 72 inch trim mower 72 inch cut 1,080 hours	\$7,500
2002 Toro 3100 reel mower clean approx 2,200 hrs	\$6,000
2002 Toro sidewinder reel mower	\$5,500

### MISCELLANEOUS

<del>Cushman Model 705 Sweeper 5th wheel</del>	<del>SOLD</del>	<del>\$3,500</del>
Metermatic III towbehind topdresser nice		\$4,000
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Toro 5020 3 wheel drive with plow new engine, paint, controls, tires		\$5,500
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John Deere 110 TLB 4 wheel drive remotes rear/front, forks and bucket		\$24,500
Care tree 636 spade		\$6,000
2005 Smithco V - 72 sweeper w/ hose pto drive nice clean unit		\$7,500
<del>2006 Vicons for Toro workman high flow</del>	<del>SOLD</del>	<del>\$3,500</del>
John Deere 4610 with canopy and midmount mower		\$14,500
2005 Turfco CR 10 topdresser 4 yd capacity with rebuilt spinners		\$11,000
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**Dan Schuknecht** is the assistant superintendent at Talons of Tuscany Golf Club in Ankeny, Iowa. He can be reached at [dsschuknecht@msn.com](mailto:dsschuknecht@msn.com).

Leaders who put other goals or priorities above building and maintaining relationships lose credibility. True leaders inspire those who follow them.

## IN YOUR STAFFS' SHOES

Another golf season is underway and I hope spring has treated you well. No matter what the season, I encourage you to step back and evaluate yourself on how you're leading your staff. We've been taught that leadership, business and communication skills are invaluable to today's assistant superintendents. So, how do you stack up?

In the past I've gotten caught up with putting my career goals ahead of building relationships with co-workers. It's been obvious to co-workers and has hurt our relationships. Leaders who put other goals or priorities above building and maintaining relationships lose trust and credibility. True leaders inspire those who follow them. John Maxwell is my favorite author on leadership, and he often says, "A leader without followers is simply going for a walk."

One of my favorite articles on leadership, authored by David Sirota, Louis A. Mischkind and Michael Irwin Meltzer, focuses on three things employees want in their jobs: accomplishment, camaraderie and equity. Employees want to be proud of their work and who they work for. They want to have solid, productive relationships with those they work with. Finally, employees want to be treated fairly when it comes to compensation and benefits. Do any of these priorities surprise you? It seems like common sense, yet most of the times I've been involved with or have witnessed employee dissatisfaction, it's been linked to one of these three criteria.

Think of the relationships you have with your staff as a bank account. For every positive leadership action you display, there's a credit added to the account, for every negative action, a debit. What's your balance? Think about that as you communicate and direct your staff members. No one has greater influence on an employee's motivation level than his or her direct supervisor. Studies have shown that the No. 1 reason employees leave their jobs is because they didn't get along with their manager.

I can recall talking to a superintendent this past winter at the GIS in New Orleans. We were attending a class on leadership and the question arose about whether you should spend time getting to know your employees and coaching them to make decisions for themselves. He felt that building relationships with his staff members was not that important and that everyone has his job to do – simply do it and we'll all get along. He didn't have time to build relationships with his staff members; he had better things to do.

I imagine many of you can relate to his comments. If so, I would encourage you to put yourself in your employees' shoes and ask, "What's my incentive to be here and what do I have to gain?" Talk to your employees about their motivation levels and how you could be a better leader. You might be surprised by what you hear.

I'll leave you with a quote from the godfather of leadership quotes, corporate trainer Zig Ziglar. "You will get all you want in life if you help enough other people get what they want." Enjoy the rest of the season. **GCI**



Joseph B. ... is a licensed golf course architect and president of GolfCourse Architects, a golf course design firm in Arlington, Texas. Joseph is a past president of the American Society of Golf Course Architects. You can reach him at jba@golfdesign.com.



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**Jeffrey D. Brauer** is a licensed golf course architect and president of GolfScapes, a golf course design firm in Arlington, Texas. Brauer, a past president of the American Society of Golf Course Architects, can be reached at [jeff@jeffreymbrauer.com](mailto:jeff@jeffreymbrauer.com).

## THE IMPORTANCE OF DATA & HISTORY

I once wrote a column on maximizing the value of your annual trek to the Golf Industry Show. I'm a believer in the value of going to industry conferences to get a better idea of what's going on and improving your skills. My grandfather always noted that the happiest people are the ones who keep learning and keep challenges out in front of them. So I should be a happy camper this month – I've been to a few educational opportunities recently.

In April I attended my state's American Society of Landscape Architects meeting, where seminars covered various "nuts and bolts" topics, like designing better concrete cart paths and numerous ideas on how to make my designs "greener." I took some CAD training and I'm scheduled for some more later this month. I just got back from the 63rd Annual Meeting of the American Society of Golf Course Architects. I became a member in 1981 and have attended 24 out of 28 meetings since then. I always learn a lot from sitting around with the best in the business.

I get a good sense of the state of the industry, which is currently grim. I'm one of the few architects designing a new domestic course. Some architects have remodel work, and others have international work, but as a group, we make the Maytag repair man look busy. If things don't pick up next year, we might change the symbolic ASGCA blazer from tartan to burlap. (Grandpa also said you need to maintain a sense of humor.)

The main focus is continuing education seminars. While some of these look a lot like golf rounds at significant courses that can teach us about design (I played all four courses at Bandon Dunes and Chambers Bay), there are also classroom-type seminars, which updated me on some industry initiatives that affect superintendents and club members as much as architects.

The first initiative of interest to superintendents was an update to the GCSAA and Environmental Institute for Golf's survey on current water and environmental practice. Ironically, the first e-mail I read when I got home was a plea from my local superintendents association to participate in the ongoing environmental surveys to document where golf courses are right now in improving their environmental performance.

Both ASGCA and GCSAA leaders recognize just how important it is to collect accurate data concerning what superintendents are doing now to create new models and technologies for water conservation and ecological performance. Real data about how each course is improving its performance may very well make the dif-

ference in perceptions about the role of golf in our lives and the environment.

The report notes how much progress has been made in reducing water and chemical use. Those kinds of facts have been useful to golf course architects making presentations to get projects approved, but as more courses fight water restrictions, club members, managers and superintendents will be making similar presentations more frequently. It's very important for all courses to participate in this endeavor, even when the facts aren't flattering – like the fact that many courses have actually used newer, water efficient irrigation systems to increase irrigated turf areas rather than cut the water bill.

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Starting now, you should photographically document your course since it evolves slowly over time.

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The second important industry initiative is the USGA museum's new golf course architecture archives, which will preserve the history of the game's legendary architects and courses by archiving course drawings, field sketches, aerial photographs and other documents related to design. While they're archiving the most historically important courses first, eventually they'd like information on most courses in America.

While preserving golf course architecture history is a passion of mine for obvious reasons, it's important for every course to know its history. Besides being inherently interesting to members and many others, it also can benefit you as you remodel the course to know the agronomic and design history of your course.

I recommend that you safely archive your own documents, plans and also seek out all old photos, using the Internet as a research tool. Starting now, you should photographically document your course since it evolves slowly over time. If your golf course architect or his associates are still alive, have them visit for a day to hear and record the story of how your course came to be, either originally or in a previous renovation.

You'll learn a lot and have fun researching your course's history. And, someone will thank you for it someday, even if you don't make it into the USGA museum. GCI



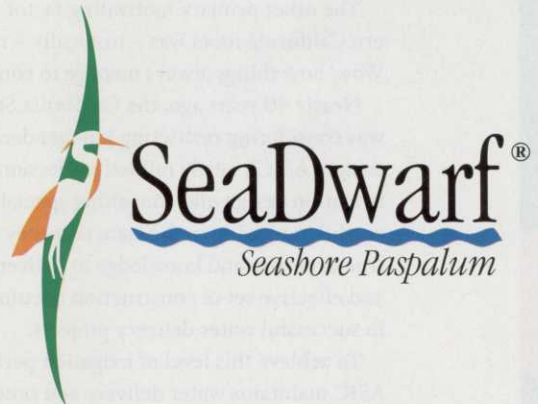
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**GROW GREEN**





**Erik Christiansen** is a licensed irrigator and president of EC Design Group, an irrigation consulting and water management firm based in West Des Moines, Iowa. A board member for the American Society of Irrigation Consultants, Christiansen can be contacted at erik@ecdesigngroup.com.

## IRRIGATION CONSULTANTS REVISIT ROOTS

Just returned from the American Society of Irrigation Consultants' 2009 Annual Conference in St. Augustine, Fla., where there was a lot of talk about the society revisiting its roots.

The ASIC was established in 1970 to provide a wide range of water resource development and irrigation consulting services. One of the primary motivating factors was – and still is – preserving the independence of professional members from the influence of equipment manufacturers and their agents.

It's an organization I truly believe in and serve. True irrigation consultants strive to develop resources and create the best performing irrigation systems according to individual sites, budgets, water, staffs and other available resources. We represent the best interests of golf and land developers, institutional and municipal bodies and private owners and operators by specifying irrigation products that are most appropriate for the project.

The other primary motivating factor for its Northern California roots was – ironically – regulation. Wow, how things always manage to come full circle.

Nearly 40 years ago, the California State legislature was considering restricting independent irrigation design. ASIC's newly minted professional group of irrigation design and consulting specialists was successful in proving to the state that they possess the true expertise and knowledge to deliver an efficient and effective set of construction documents resulting in successful water delivery projects.

To achieve this level of irrigation performance, ASIC maintains water delivery and product management selection and application are integral to an overall system design and should be based on:

- Regional area climate data and trends;
- Site-specific weather, exposure, plant selection and soil conditions;
- Product availability and service support;
- Current and projected human fiscal resources;
- Current and projected site water quality and availability;
- Property/turf and landscape management capabilities; and

- Numerous other factors pertaining to an efficient and effective design.

This year's meeting was extra special with the presentation of our Roy Williams Award, given in recognition of an individual's or an organization's significant contributions to the irrigation industry. This year's recipient is Bill Kubly with Land-

**True irrigation consultants strive to create the best irrigation systems based on individual sites, budgets, water, staffs and resources.**

scapes Unlimited. Bill has been in our golf industry for more than three decades and got his start in the irrigation side of golf construction.

Bill's accomplishments include the following:

- With landscape architecture degree in hand, he started LUI in 1976 and has grown it to arguably the largest golf course builder in North America with more than a thousand employees.
- Owning/managing 18 different golf courses.
- Three-time appearance on Inc. Magazine's list of Top 500 fastest-growing privately held companies.
- Completion of more than 800 golf course projects from coast to coast.
- Perennially being named by Golf Inc. as one of the Top 25 Influential People.
- Serving as past president of the Golf Course Builders Association of America (GCBA).

Thanks, Bill, for all your contributions – not only for our golf industry but for letting ASIC recognize you with the Roy Williams Award. We were pleased to have you participate in our conference. **GCI**



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**Monroe Miller** is a retired golf course superintendent. He spent 36 years as superintendent at Blackhawk Country Club in Madison, Wis. Miller can be reached at [groots@charter.net](mailto:groots@charter.net).

## TIME FOR THE GREEN SECTION

In the world of golf course management, there really isn't anything like the GCSAA conference and show. I was lucky to attend 37 of them consecutively, from Boston in 1973 through New Orleans this year.

Most states also offer a turf conference and/or a show. Here in Wisconsin we have the WGCSA Golf Turf Symposium in the fall, the Wisconsin Turfgrass Association Green Expo in the winter, and the WTA Summer Field Day. I never miss these.

There are some regional turf conferences that are simply outstanding, as well. Ohio, the Carolinas and New England are ones I'm familiar with. The New England conference is one I've attended regularly over the past 25 years, and I went to Providence, R.I., again this past March. The program this year has some special appeal to me.

The first half-day session on Tuesday was the USGA Green Section presentation, and one of the speakers was Adam Moeller, a Green Section agronomist. He's a Wisconsin alum from Dr. John Stier's program (2005) and worked on our golf course in 2004. Add to that his five seasons at Sheboygan Town and Country, a season at Blackwolf Run in Kohler and a master's degree from Purdue (2006-2008) in Cale Bigelow's turf program, and you have an agronomist who's going to offer many years of service to golf courses wherever he serves. I felt like a proud parent that day he spoke.

That's the Green Section for you. Quality, dependable and unbiased advice about golf course issues starts and ends with quality people. When hired, Moeller had great potential; after training by people like Dave Otis, Jim Skorulski, Stan Zontek and Darin Bevard, he is very well prepared for his responsibilities as a Northeast Region agronomist.

The state of our nation's economy has been tough on golf; it's been a period of decreasing rounds and diminished revenue. Golf course superintendents are scratching hard to reduce expenses without sacrificing quality playing conditions.

I contend this is exactly the best time to enlist the Green Section Turf Advisory Service, whether your course is a long-time subscriber or a potential

first-timer. It always has been a great bargain, and it is more so today.

The agronomists bring a wealth of information with them when they visit your course. Moeller, for example, visited more than 100 golf courses last year, his first. Imagine what veteran agronomists have seen in their long careers. They make about 2,000 total golf course visits each year; their combined experiences and observations are invaluable to golf course superintendents who access them. Although only an agronomist from your region visits, you are potentially getting input from all 18 of them due to their extensive networking activities.

The actual visit can take on any format that suits your course. They'll come for a morning green committee meeting or visit in the afternoon and attend an evening board meeting, if you want. They'll come whenever an unplanned emergency arises. We've had visits in every season to give a different perspective to the course.

I would enjoy the conversations we'd have, always appreciating the logic behind a different point of view.

The visit itself is worth the cost (\$3,100 full day/\$2,300 half day with early sign-up discounts available), but the written reports bring even more value to a TAS subscription. I've seen the report posted in the locker rooms. Other times it was distributed to the board, the green committee or both. We had on file the continuous history of the Green Section visits to our club. Rereading them for reminders of past advice or for reinforcement of some idea was helpful at times.

I like to reflect back on the good advice I've received from TAS agronomists – F. Lee Record, Carl Schwartkopf, Stan Zontek, James Latham and Bob Vavrek, and wonder what I'd done without their help.

My good friend Joel Jackson of the Florida GCSA recently made an excellent case for not cutting golf course travel and educational spending. I think of TAS visits the same way. In the financial scheme of operating a golf course, the subscription fee is relatively modest and the potential payoff in good advice is substantial.

And who knows – if you're in the Northeast Region, maybe you could get Moeller to stop by. **GCI**



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**David Robinson** is the equipment manager for Cherry Hills Country Club in Englewood, Colo. He compiled this timeless, tongue-in-cheek list about a decade ago.

## 12 DO'S AND DON'TS OF THE SHOP

**1** Do not bring your machine in for service until you, your crew leader, and everyone on the crew has had the time to form an opinion as to what may be wrong with the unit. Allow each person in this group a chance to correct the problem. Whenever possible, move several electrical connectors around and turn all the adjusting screws you can find.

**2** If you can't bring the unit in for service immediately, wait until the malfunction has become a major emergency before calling a mechanic to tow it to the shop. If you tow the machine yourself, drop the unit in front of the shop door so we must fix your machine before we can get another out of the shop. Fridays are best, but anytime after 4:00 p.m. is OK.

**3** When describing the problem be sure not to tell us the whole story – the only thing better than that is a good Hardy Boys mystery.

**4** Invite your section helper to the shop so they can give their version of what's wrong. The technicians welcome your suggestions on how to fix your machine.

**5** The minute we begin working on your machine, ask how much longer it'll take. Make it clear that you have important work on the course that has to be done within the hour. Be sure to look at your watch often and to remind the technician of the time in case he's forgotten.

**6** If you're unable to be with us while your machine is being repaired, assign someone who has never worked on or operated the machine to take your place and supervise the repair. Bad breath is a plus.

**7** Your machine should be as dirty and greasy as possible. Drive it down a dusty road on the way to the shop. Half-eaten bags of food, golf balls wedged behind control levers and empty soda cans in the battery compartment are always appreciated.

**8** Ask again when your machine will be ready. This question is particularly welcome when the engine is in 100 pieces and spread out on the workbench.

**9** If the technician is looking at a schematic diagram, ask if he knows what he's doing. Be sure to mention that you fixed your toaster last week without using a schematic diagram.

**10** When the technician tells you he needs to order a part to complete the repair, be sure to tell him how your Grandpa could fix anything with a piece of wire or some duct tape.

**11** Always stick to your story: "I didn't hit anything," "I checked the oil," and "That's the way it was when I got it."

**12** After the repairs have been made, and you've used the machine, be sure to come back and let us know how Johnny's machine mows a half a mile per hour faster than yours.

### Equipment managers and technicians:

Have any to add to the list? E-mail them to [gci@gle.net](mailto:gci@gle.net), and we'll print our favorites.