

State of Wisconsin 1992 Commercial Applicator Training Sessions

The following commercial pesticide applicator training sessions are scheduled for 1992. Training is designed for initial certification or recertification. Sessions begin at 8:30 a.m. and conclude approximately 2:30 p.m.; afterwards 90 minutes are allowed for the examination.

Pest-Control Category	Location	Date	Pre-registration Deadline
Ornamental & Turf (3)	Milwaukee	March 18	March 4
	Arlington	April 1	March 18
	Milwaukee	April 3	March 20
	Eau Claire	April 8	March 25
	Green Bay	April 10	March 27

How to Register

To register for a training session and to receive your training materials, please complete a "Commercial Pesticide Applicator Training" registration card. These cards are available from your county Extension office or from the Pesticide Applicator Training office in Madison. Indicate the location and date of the training session you desire to attend and the pest-control category in which training materials are being requested. Return the registration card and training fee to:

Pesticide Applicator Training—Department of Agronomy
1575 Linden Drive Madison, WI 53706-1597

Please register before the deadline date listed for each training session. Advance registration allows ample time for you to receive and review your training materials prior to the scheduled session, and it may avert cancelling a training session due to inadequate enrollment. We will notify you regarding the status of your session approximately 7-10 days prior to the scheduled date. Directions to the meeting facility will be given at that time.

To become certified in commercial pest-control categories not listed here, review the appropriate training manual and study guide and then make exam arrangements directly with the Wisconsin Department of Agriculture, Trade and Consumer Protection. Their phone number is 608-267-9652.

If you desire more information on registration and obtaining training materials, or if you're unsure which pest-control category certification is needed, please call either:

Rose Scott
Program Assistant
Education Specialist
608-262-7588

Roger Flashinski
Pest Mgmt.
608-263-6358

We Make Your Problems Crystal Clear

Each year, more golf course superintendents realize a simple and energy efficient method of treating problem water quality in their streams and ponds. Otterbine Floating Aerators help prevent algae, aquatic weeds and noxious odors by speeding up the breakdown of wastes.

Through Otterbines' Floating Aerators, up to 3.6 pounds of dissolved oxygen is circulated into 37,500 gallons of water per horsepower hour. With dissolved oxygen, bacteria will break down organic wastes naturally, leaving you clearer and cleaner water.

Otterbine Floating Aerators are self-contained units which range in pumping capacity from 16 to 3,100 gallons per minute. Unit sizes are available in 1/6 to 10 horsepower. Minimum pond size can be as small as 8 feet in diameter and 13 inches deep. These aerators can also beautifully illuminate fountains with low voltage light kits and timing systems.

**For more information on
Otterbine Floating Aerators contact:**



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FEBRUARY 10 - 17, 1992
NEW ORLEANS CONVENTION CENTER
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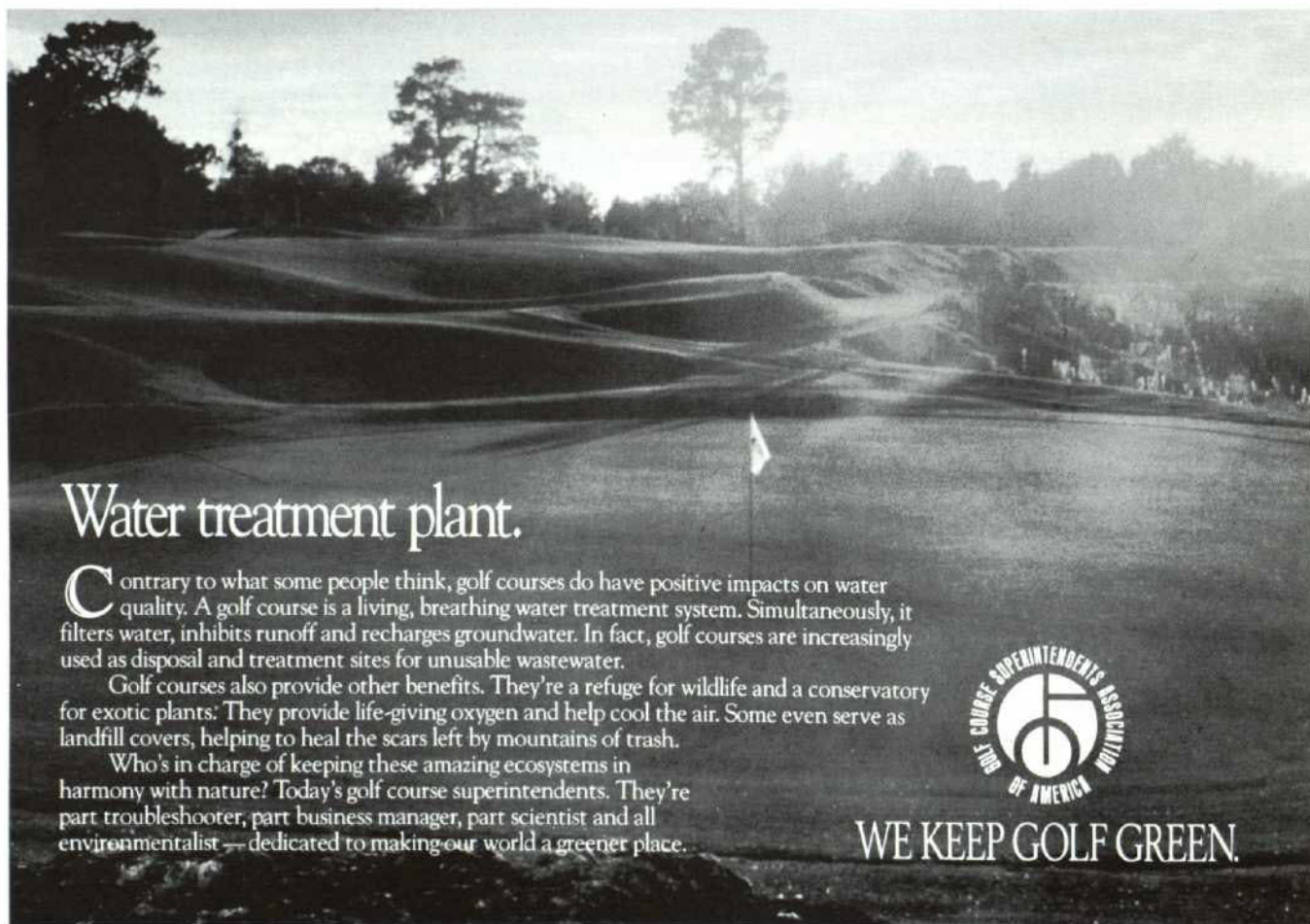
GCSAA 1992
**63RD INTERNATIONAL
GOLF COURSE
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TRADE SHOW

EDUCATIONAL
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MEETING



Water treatment plant.

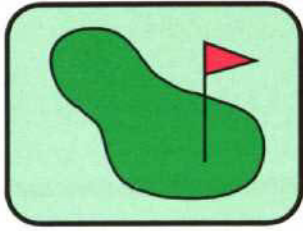
Contrary to what some people think, golf courses do have positive impacts on water quality. A golf course is a living, breathing water treatment system. Simultaneously, it filters water, inhibits runoff and recharges groundwater. In fact, golf courses are increasingly used as disposal and treatment sites for unusable wastewater.

Golf courses also provide other benefits. They're a refuge for wildlife and a conservatory for exotic plants: They provide life-giving oxygen and help cool the air. Some even serve as landfill covers, helping to heal the scars left by mountains of trash.

Who's in charge of keeping these amazing ecosystems in harmony with nature? Today's golf course superintendents. They're part troubleshooter, part business manager, part scientist and all environmentalist — dedicated to making our world a greener place.



WE KEEP GOLF GREEN.



From “the Clock” to a Salary — Things to Consider

By Chad Eberhardt

Golf course superintendents are responsible for maintaining and improving their golf courses, but this is only possible, to a large degree, by approval of a carefully prepared budget and subsequent funding by the approving authority.

As this nation faces the reality of economic hardships, golf course superintendents have to realize, more than ever, that they are dealing with discretionary money. Country clubs are not just made up of members with so much money that they don't know what to do with it all. Rather, many members are small business persons or people in the business world who, when times are tough, know what expenses are deemed unnecessary. One of the fastest ways to save money is to look at personal luxury expenses. You can bet that necessities, such as a furnace that's on its last leg or a leaky roof, will have a higher priority in the family budget than the family membership at the country club.

As you all know, the budgeting process is complex and requires you to thoroughly understand your operation. The largest category in golf course budgets is labor. In many cases it consumes 70 percent or more of the total budget. And accordingly, labor needs thoughtful consideration.

Have you ever considered changing the way you pay your assistant? It is an extremely interesting and involved topic. I took it up with Red Jagers of the State of Wisconsin Department of Employee Relations.

I gave Mr. Jagers a typical job description/responsibilities of an assistant golf course superintendent. To get the ball rolling I asked him if there are any laws regarding a person's form of remuneration. Mr. Jagers said that anybody can be paid a salary or an hourly wage. But, the U.S. Department of Labor has guidelines that are “strongly recommended.”

The form of payment that an employer uses is more of an economic than a legal

consideration. Along these lines, I requested Mr. Jager's assistance in recommending a sound economic way of paying a golf course assistant.

Firstly, there are two main categories: hourly wage, and salary. Hourly wage is reserved for physical or manual laborers. Non-manual employees should receive salary.

I reminded Mr. Jagers that the business of golf course maintenance is far from a stereotypical business. In other words, an assistant could be considered a manual laborer on one day and just the opposite the next.

Keeping the job description in mind, Mr. Jagers agreed that we have a unique situation here. But, he also pointed out that key words such as direct, supervise, instruct, and examine/check leave little doubt that an assistant golf course superintendent falls directly into the salary category.

The salary category is broken down further into nonexempt salary or exempt salary. Nonexempt employees are paid a salary and are entitled to an overtime payment. The most common form of O.T. for nonexempt is “half-rate.” (For example: Salary = \$500. Hours worked = 48 hrs. and 43 hrs. = 91 total hrs. Divide salary of \$500 by total hrs. of 91 = regular rate of pay of \$5.50. Divide \$5.50 by 2 = “half rate”. Apply half rate of \$2.75 to 11 O.T. hrs. = \$30.25 in addition to salary of \$500). As the hours of overtime increase the half rate decreases.

Exempt salary means the salaried employee is exempt from overtime provisions of the wage hour laws. But, this does not mean an exempt employee never receives overtime pay. It is a common practice for businesses to enter into an agreement with the employee and classify as exempt up to “x” number of hours during peak periods of business.

The determination of whether a particular kind of work is exempt or non-exempt is not difficult. The amount of time spent in the performance of the

managerial duties is a useful guide in determining whether management is the primary duty of an employee. In the ordinary case it may be taken as a good rule of thumb that primary duty means the major part, or over 50% of the employee's time.

If the majority of one's time is determined to be managerial or supervisory, that person is to be classified as exempt. Less than 50%, means nonexempt.

The main difference between exempt and nonexempt is that an employer is not required to pay an exempt employee any overtime. But, along with exempt status comes a higher salary. Mr. Jagers said that the whole idea behind the exempt status is to guarantee a set salary whether it's based on 45 hours of work or 35 hours of work.

Based on all of Red Jagers' recommendations, and with the assistance of my father, David Eberhardt, Operations Manager of Tecumseh Products, it is quite apparent that a superintendent can get greater control of the labor portion of his budget by offering his assistant a salary. A salary clearly allows you to do a better job of budgeting because it is fixed. Hourly wage, which involves overtime wage laws, is a variable figure that requires much greater attention to.

The most important thing to keep in mind in all of this is that one should never take advantage of an employee. Changing the form of remuneration should not be looked at as a way to come up with money to be used elsewhere. But, rather, it is a way to gain better control of this important area of one's budget.

These approaches to employee remuneration are used in any businesses and generally well understood by board members, especially those with a financial orientation. Therefore, as golf course superintendents, you should strongly consider finding out more information on this topic.

For more information, call Red Jagers (608) 266-6860.