

Biostimulant —

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From a practical standpoint, the upshot of these facts is that a thorough understanding of hormones and their interrelationships to each other and the other sustaining elements of plant health is essential to producing dependable responses. The absolute corollary is that different responses require different prescriptions. Thus, for example, hormonal compounds with advantageous attributes for seed germination and early establishment may be ineffective or even damaging if applied to the same plant during a more mature state of the life cycle.

MEMBERSHIP REPORT

MAY 13, 1992
BRAEMAR GOLF CLUB

NEW MEMBERS—MAY 11, 1992

Gary Korum	Phalen Golf Course	Class	BII
Ladd Oser	Lakeview Golf		BII
Nathan Gould	MTI Distributing		F
Steve Zeece	L-Z Company Inc.		F

RECLASSIFICATIONS—MAY 11, 1992

Mark Severson	Rum River Hills Golf Club	BII to A
Paul Tinklenberg	Ortonville Golf Course	BII to A

Mike Olson, Membership Chairman

Personnel Management Guidelines Offered In GCSAA Handbook

A sample handbook for setting policy, writing job descriptions, developing pay scales and handling other golf course personnel management issues is now available from Golf Course Superintendent Association of America (GCSAA).

The handbook, available to both members and non-members, was developed to assist golf course superintendents in developing their own personnel manuals, tailored to their clubs' existing personnel policies.

Topics covered include employment status, work schedules and pay, attendance, employee conduct, performance reviews, standards of conduct, employee benefits, guidelines, employment laws and job descriptions.

Sample general duties and job requirements are listed for the assistant superintendent, equipment mechanic and his assistant, foreman, equipment operator, irrigation specialist, chemical technician, gardner-triplex operator, landscape gardner and groundskeeper in the "job descriptions" section of the manual.

The model handbook is priced at \$10 for GCSAA members and \$15 for non-members, and is available through the GCSAA membership department, 913/832-4480.

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