

Halitosis—

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If you suffer from dry mouth, your dentist may prescribe an artificial saliva, or suggest using sugarless candy and increasing your fluid intake.

Tobacco products cause bad breath, stain teeth, reduce one's ability to taste foods and irritate gum tissues. Tobacco users are more likely to suffer from periodontal disease and are at greater risk for developing oral cancer. If you use tobacco, ask your dentist for tips on kicking the habit.

Bad breath may be the sign of a medical disorder, such as a local infection in the respiratory tract (nose throat, windpipe, lungs), chronic sinusitis, postnasal drip, chronic bronchitis, diabetes, gastrointestinal disturbance, liver or kidney ailment. If your dentist determines that your mouth is healthy, you may be referred to your family doctor or a specialist to determine the cause of bad breath.

Eliminating periodontal disease and maintaining good oral health is essential to reducing bad breath. Schedule regular dental visits for a professional cleaning and checkup. If you think you have constant bad breath, keep a log of the foods you eat and make a list of medications you take. Some medications may play a role in creating mouth odors. Let your dentist know if you've had any surgery or illness since your last appointment.

Brush twice a day with a fluoride toothpaste to remove food debris and plaque. Brush your tongue, too. Once a day, use floss or an interdental cleaner to clean between teeth. If you wear removable dentures, take them out at night. Clean them thoroughly before replacing them the next morning.

Mouthwashes are generally cosmetic and do not have a long-lasting effect on bad breath. If you must constantly use a breath freshener to hide unpleasant mouth odor, see your dentist. If you need extra help in controlling plaque, your dentist may recommend using a special antimicrobial mouthrinse. A fluoride mouthrinse, used along with brushing and flossing, can help prevent tooth decay. Look for products that carry the American Dental Association Seal of Acceptance. Products that display the seal have undergone strict testing for safety and effectiveness.

MGCSA Hospitality Night in Orlando

THE MEMBERSHIP OF THE MGCSA THANKS THE FOLLOWING AFFILIATE COMPANIES FOR SPONSORING THE JANUARY 31 HOSPITALITY NIGHT AT TOMMY BAHAMA'S TROPICAL CAFE IN ORLANDO DURING THE 2008 GOLF INDUSTRY SHOW

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GCSAA Chapter Delegates Focus on the Future

MGCSA Chapter Delegate Kevin Clunis, CGCS along with 98 other GCSAA Chapter Delegates plus the association's Chapter Relations Committee met at GCSAA headquarters in Lawrence, Kan. and the Kansas City Airport Marriott Hotel, Oct. 12-13-14 to hear an update on the association's programming and its future direction.

"I applaud the delegates for their focus and contributions to the success of the association and the profession," GCSAA President Ricky Heine, CGCS said. "The delegates are the link to the chapters and the sounding board that provides the leadership and staff direction. This meeting was successful because the delegates came prepared to discuss issues that they and their chapters identified as important."

CEO Succession Plan

Primary was a presentation by Heine regarding the identification and selection of a successor to GCSAA chief executive officer Steve Mona. Heine indicated the process will involve the services of an executive search firm with the ultimate selection by the GCSAA Board of Directors. Heine welcomed input by GCSAA members and emphasized that the board would not be constrained by a timeline given Mona will remain with GCSAA for up to six months since announcing his departure to the World Golf Foundation in late September.

"This will be a professional search," Heine said. "GCSAA is a respected organization and its members are highly-regarded. I believe we will have no shortage of qualified candidates to lead our association. Certainly, Steve deserves much credit for positioning us as a leading golf organization. We believe his appointment not only speaks well of him, but of the association as well."

Mona updated the delegates on a variety of programs and services the association offers to serve its members. He indicated the GCSAA staff has as its focus "Members Matter Most." That mantra is supported with three global initiatives: increasing membership, marketing its members and attracting additional resources to enhance member programs and services.

Mona also left delegates with three key points regarding the future of GCSAA and its members. He said "image is important" as it relates to members representing

their profession and facility in a positive manner. He opined that "inclusion is preferable over exclusion" as the association grows its membership base and works with others to advance itself and the game. Lastly, he encouraged members to promote the fact that being a golf course superintendent is a profession, not an occupation.

Reviewing Outreach Activities

Delegates heard a presentation outlining GCSAA's largest investment ever in outreach to avid golfers and employers that communicates the value of GCSAA and its members. Of note was the long-term commitment by the board to the program. That is buoyed by a recent NGF survey that revealed significant progress is being made in positively affecting the attitudes and perceptions avid golfers and employers have towards GCSAA and golf course superintendents. For example, avid golfers indicate the golf course superintendent more than any other golf facility employee is responsible for their enjoyment. Employers weighed in as well, with 85 percent noting GCSAA is a leading golf organization (trailing the USGA by tenths of a percent) and 99 percent indicating the golf course superintendent is key to the economic vitality of a golf facility. It was reported that GCSAA chapters are seeing the value of leveraging GCSAA's outreach through adopting the GCSAA's logo. As of the meeting, 24 chapters have adopted the new logo.

Chapter Effectiveness Examined

GCSAA Past President Tim O'Neill, CGCS led a presentation that examined the charge of the Chapter Relations Committee. Namely, what should be the relationship between the association and chapters? It is the goal of the board to take a long-term, comprehensive look at how the two entities work together, and to determine how to improve effectiveness in serving shared members' needs. O'Neill and committee members have been given long term appointments to develop recommendations and present to delegates in the future.

Establishing a Dues Strategy

As requested at past delegates meetings, an index-based membership dues structure was unveiled. It is the prevailing opinion that smaller, but more frequent

increases are easier for members and the association in the budgeting and planning process. Larger dues increases result in membership losses for GCSAA and members have a more difficult time justifying increases for employers. For example, had the process been used in the past, Class A and SM dues would be at \$285 annually compared to the current \$300 level. The GCSAA board of directors is supporting a dues increase based on the Consumer Price Index, which will result in an increase of \$20 for Classes A and SM, and \$10 for Class C. GCSAA members will vote on the increase at the 2008 annual meeting with a simple majority required to pass.

Committee Process

Delegates were reminded the deadline for members to sign up online for committee service is November 5. The GCSAA board of directors selects the committees, focusing on achieving diversity on many different parameters including facility type, membership class, interests, career length, expertise, etc. The board will be discussing at its Fall 2007 meeting issues such as: no more than three years of service on any one committee, and no more than five consecutive years of service without a hiatus. The goal will be to provide some means to keep clear and continuous lines of communication open with those who want to serve, but were not selected, or those who are serving a hiatus. Such a process will keep members involved and allow the participation of members new to the committee system.

Measuring Performance

Heine briefed the delegates on the use of indicators by the association. Indicators (performance targets) are used to determine resource allocation for programs and services and measure the association's performance. In 2008, indicators lettering A through O are grouped according to their focus: Market Share, Participation Rates, Revenue and Engagement.

Indicators follow an annual cycle of these steps: a) indicators established; b) resources are applied to association efforts; c) results are measured; d) indicators are reviewed and/or evaluated. Every indicator is tied to a GCSAA vision statement and results are published each year in the GCSAA annual report and posted on GCSAA.org.

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Chapter Delegates -

(Continued from Page 22)

Stats Don't Lie

Delegates heard an extensive presentation on how GCSAA leaders and staff benefit from the feedback members provide via survey instruments. The amount of data GCSAA has at its disposal is greater than at any previous time in the association's history. This provides a measure of performance and helps to provide a road map for the future. Among the surveys that were discussed:

Member Needs Assessment

Feedback indicates that by and large GCSAA needs to better communicate the availability of programs and services and the successes that have been achieved on behalf of its members. Members see GCSAA as being valuable in providing a variety of programs and services that chapters cannot. The Net Promoter Score was introduced as another means to measure association performance. GCSAA has a net promoter score of 25, compared to the average of 17 for associations. The Net

Promoter Score is based on the formula of those who promote the association (rate GCSAA a 9 or 10 on a 1-10 scale) minus the detractors (rate GCSAA 1 through 6). Those rating a 7 or 8 are considered neutral. The Net Promoter Score is "generally" higher among those membership groups who are more engaged: committee members, delegates, etc.

Compensation and Benefit Report

Salaries and benefits have been going up since 1993. The average salary of GCSAA member superintendents in 1993 was \$44,500, while it was \$73,766 in 2006. Certified members average higher salaries than non-certified; Class A members average higher salaries than Class SM. The GCSAA Compensation and Benefit Report is a tool for members to use to their advantage in negotiation for salaries and benefits. Member superintendents who responded to the survey have access to a complimentary subscription to the full 2007 Compensation, Benefits and Operations Report. Those who did not respond to the survey may purchase a copy -- \$100 for members, \$400 for non-members.

Golf Course Environmental Profile Project

The first three phases of the Golf Course Environmental Profile Project have been completed with the next phase coming out in January 2008. Information will be vital to addressing various constituents including legislators/regulators, media, environmental community, allied associations, etc. Information will be vital to developing programs and services that advance environmental stewardship at the golf facility. Information will first be published in a scientific journal in late 2007. Additional communication will be widespread.

Economic Impact Studies

Several economic impact studies are being conducted to measure the role of golf and its economic impact on a state by state basis. The reports also include environmental data that GCSAA is providing (if available) to support the effort. The studies are being conducted under the auspices of Golf 20/20. GCSAA is helping to fund these studies and will alert chapters as to how they can be engaged in these studies.

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Question for Superintendents: If you are responsible for snow removal at your course/club, what equipment do you use?

At **Southbrook** we have our clubhouse parking lot, maintenance parking lot, service road to the maintenance building, side walks and clubhouse back patio. Our main way of moving snow is a 1993 Chevy 2500 with a Blizzard plow, we use this for the road, back patio and parking lots. When the snow accumulates at the ends of the parking lots and patio we use a Cat 966 loader to pile it higher. Areas we cannot maneuver into we use a Bobcat 463 skid-loader. For side walks we use a 24-inch Cub Cadet snow blower and hand shovels.

- Brian Peterson
Southbrook Golf Course

At **Somerset** we have the luxury of being closed after Christmas. But until then we use a 1 ton truck with a plow and a skid-steer with a snow bucket. The maintenance dept. is responsible for the

parking lots and sidewalks. Even though SCC is closed we keep things open on weekends for the resident house and any fire emergency. Due to a driveway that faces north and a steep entrance we use our share of salt sand during the season. We hand topdress the salt sand on the driveway and use ice-melt around the clubhouse. We have a couple of old snow-blowers if a snow storm comes our way.

- James Bade
Somerset Country Club

At **North Oaks** we are responsible for the club parking lot and all of the side walks around the club house. We use a 1988 Ford 250 with plow blade supplemented with a John Deere skid steer and snow bucket for snow removal to one end of our lot. We utilize a 24 inch Simplicity Sno Away and Toro CCR 2450 to clean

along the curbs and the sidewalks. We also have an assortment of shovels and brooms as well as back pac blowers for removal as well. Our staff, all four of us, take turns on weekends with everyone being on call if a big storm is predicted. Ice melt is used sparingly upon the side walks to melt any ice.

- Jack MacKenzie, CGCS
North Oaks Golf Club

At **Tanners Brook**, this will be our first year to do snow removal as our new clubhouse will be open year round. We have contracted with a company to plow the lot at \$60/hr. We (clubhouse/maintenance) staff will clean and de-ice all sidewalks and entrances.

- Kevin Clunis, CGCS
Tanners Brook GC

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Peer-to-Peer –

(Continued from Page 24)

Here at **Brackett's Crossing** we are in charge of snow removal in parking lot, sidewalks and skating rink. Equipment utilized for removal include; 1995 F-350 with Fischer Plow, 2000 F-250 with Fischer Plow, Kubota tractor (47 HP) with 48" Buhler Allied, 10 hp, 29" Yard King snowblower, and assortment of hand shovels, brooms, blowers, ice scrapers for sidewalks (and skating rink).

We have four full time employees (maintenance) that are on call for the week and on weekends if it snows, we have back up person come in to assist. We are fortunate to have club house managers assist with shoveling of sidewalks and rink when needed. Ice melt used as necessary when conditions warrant. We also use 1995 Cushman Truckster with mounted top-dresser to apply sand/salt mixed throughout parking lot and main entrance when needed. Yes, it always snows on my weekend!

- Tom Proshek
Brackett's Crossing CC

At **Tartan Park**, we are responsible for snow removal on roads, parking lots, sidewalks and entrances. Roads and lots are maintained by a 2003 3/4 ton Chev pickup with a 8 1/2 foot plow and a enderson 8' spreader. We have a Kabota M6040 with cab and snow bucket. This tractor has a rear mounted Lorenz 6' snow blower for blowing curbs and guard rails. Entrances and side walks are done with shovels and/or a Toro

CCR2400 snow blower. We use ice melt on the walks and 100% treated salt on the roadways. We have one employee that does the majority of our plowing and we all pitch in when necessary. We maintain a "call list" for weekends and evenings. Our goal is to have snow removed before the arrival of customers.

- Randall W. Allen
Tartan Park GC



Windsong Farm Golf Club Superintendent Scottie Hines, CGCS, shares one of his favorite recipes for Pheasant Wild Rice Soup. Check it out on Page 27 of this issue of Hole Notes. Pictured with Scottie is his beautiful golden retriever Sadie.



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Enough About Golf, Let's Talk Automobiles!

By STEVE GARSKE
Par Aide Products Co.



Enough about golf for a month. My true passion is in automobiles, particularly fast sports cars and old American iron.

Living in Minnesota only allows one a few months to enjoy top down driving so car enthusiasts wait more than half the year to get their ride out on the road. During the off months, some will change out parts, some will begin a new project and others like me will just wax and dream, yearning for the warm weather and most importantly, for a big thunderstorm to wash away the road salt. Quite frankly it is not so different from the golfers who anxiously await the course openings and the opportunity to try out that new putter or driver.

Local car shows begin in early April indoors, but actually get going on a weekly basis beginning in May. To be sure, they are popular and busy. Up here, within about 30 minutes are three small towns that literally rope off their main street for the cars. Generally there is an age requirement for the vehicles, usually

1964 or older vintage. Some will stretch it to 1972 to include the American muscle cars that followed 1964. My friends and I try to make as many as possible, usually determined by whose car is currently running!

However the grand daddy car show of them all in Minnesota is the annual Back to the 50s car show. Held in late June, it attracts cars from all of the surrounding States, Canada, and some travel even farther to be at this event. This year right around 11,500 vehicles were registered, all 1964 or older! This event is held in our Minnesota State Fairgrounds which, needless to say, is quite large. Cars are parked everywhere, including the grass. (Through the years many have wondered why the vintage hasn't been raised which would then allow for Ford Mustangs and Chevrolet Camaros and the rest. Quite simply, the facility could not come close to handling that volume.)

Rather than try to describe the eye-popping beauty and true sensory overload in seeing all of these hot rods and vintage American cars (and some foreign), I have sent a past year CD along for the editors to put on their website for you to see. You can also simply go to the Minnesota Street Rod Association website, www.msra.com.

This event begins on Thursday with registration at a local headquarter hotel. All drivers need to pick up their registration materials at this one location and, of course, this means the car show begins there, creating quite a traffic issue that no one minds.

The Fairgrounds open the next morning at 8:00. The first ones in will have slept in their car having queued the night before at around 3:00. As my buddies and I are not quite so anal as to where we park on the grounds, we generally caravan in a group of three or four cars and don't arrive till around 8:30. The day is filled with watching cars slowly cruising the crowded streets, walking to see as many as the feet will allow, listening to oldies bands and engines, and generally just taking it all in. The organizers have it well coordinated with activities galore for all visitors, having started this event in 1967!

All of the vehicles must leave the Fairgrounds each night by 23:00 and there are a few drivers who will leave the grounds and queue on the street awaiting the 08:00 opening the next morning. There are stories of drivers being sound asleep and having everyone behind pulling around and passing by. Saturday repeats Friday, and Sunday it happens all over again ending mid afternoon.

For one great weekend the city of St. Paul is awash of hot rods and vintage cars. For the older folks it brings back many a memory. For the young it is an eye opening look back at the way it was.

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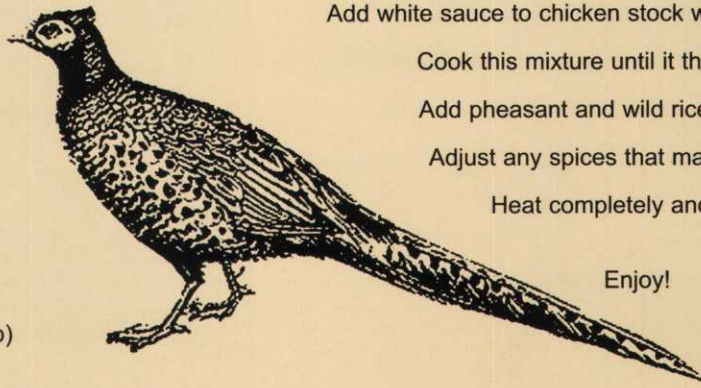
The Savory Super

By SCOTTIE HINES, CGCS
Windsong Farm Golf Club

Editor's Note: This is the first in a series of favorite recipes from members of the MGCSA. This recipe is one of Scottie Hines' favorites for pheasant. If you have a recipe you'd like to share, send it to the MGCSA office.

Pheasant Wild Rice Soup

- 1 Cup chopped onion
- 1 Cup chopped celery
- Garlic powder- to taste
- 2 Quarts chicken broth/stock
- Rosemary
- Thyme
- Tarragon
- Pepper to taste
- 1 Quart whole milk
- 9 oz. butter
- 4 oz. flour (approximately 1 cup)
- fi - 1 Cup cooked wild rice
- 1 - 2 Cup cooked pheasant



Directions

Cook wild rice as label directs.

Prepare and cook pheasant.
Cubed and pan fried in olive oil until brown works best.

Saute onions and celery in 1 oz. of butter.
Add garlic powder to taste at this point.
When onions are slightly clear remove from heat.

To chicken stock, add rosemary, thyme and tarragon to taste.
Simmer for fi hour. Taste and re-add any spices to taste.

Add onions and celery to stock.

Melt 8 oz. butter. Add flour and pepper while stirring.
Add whole milk while stirring. This makes the white sauce.

Add white sauce to chicken stock while stirring vigorously.

Cook this mixture until it thickens slightly.

Add pheasant and wild rice. Stir. Taste.

Adjust any spices that may be needed.

Heat completely and serve.

Enjoy!

*Makes approximately 1 gallon of soup.

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In Bounds: *The Workforce*

By JOHN "JACK" MACKENZIE, CGCS
North Oaks Golf Club

I really like fresh, red and ripe strawberries, picked in season, pervasive with a tantalizing sweetness and contrasting texture of seeds and flesh, ready for consumption straight from the box.

There is a crisis looming on the horizon. It has the potential to dramatically impact your profession, your family life, your ability to save for long term goals and your recreational budget, and my affinity for fresh strawberries.

A few years back a fellow superintendent and I were visiting about the use of Hispanic labor upon the golf courses in our area. Although I had not dabbled in the Latino labor force, Tom had and was excited about how it impacted his ability to provide his membership with the conditions they were expecting throughout the season.

"Jack, historically our course was expected, by both the players and I, to always be in fantastic condition during the months of June, July and August. This was very doable with the availability of both high school and college help during the peak months. In the spring and fall, when conditions were limited due to winter damage and play declined, "shoulder month" part-time labor supplemented in a large part by my assistant and me working real long hours produced a playable, but not perfect, golf course." Of course this was nothing new to me as I too experienced the same situations annually.

With a shrug he continued, "In recent years however, and I don't know if it has to do with the economy or the Augusta Syndrome, my golfers had begun to expect great conditions from opening day until we blew the irrigation system in the fall. As hard as I tried, I couldn't fill the positions needed to upgrade my product to their new expectations with the somewhat available senior citizens or nine-month seasonal Caucasian help. Thus I pursued the growing Hispanic population to fill my ranks." At this point a wide grin crossed Tom's face as he went on to discuss his success with his newly found

labor pool.

"I am having fun with my job again, Jack! My Amigo's, all eight whose names and numbers match, have given me the opportunity to again manage a golf course rather than "work" a golf course. Sure there was a language barrier, and sometimes confusion will lead to unusual incidents, but all in all they are fantastic. They are hard-working at 50 hours per week, available nine months of the year and happy to have a job. Not something I can say about the dead beat loads who melt over 80 degrees and or dissolve in a drizzle. I even pay them more than the rest of my crew because they are so consistently productive, but they are worth it. Yup, my job is a whole lot of fun again!"

A familiar story? I would say so at many clubs and "green" businesses within our state and across our country. But what would happen if we lost our labor force? Do we regress back a half-dozen

"In recent years ...my golfers had begun to expect great conditions from opening day until we blew the irrigation system in the fall. As hard as I tried I couldn't fill the positions needed to upgrade my product to their new expectations with the somewhat available senior citizens or nine-month seasonal Caucasian help. Thus I pursued the growing Hispanic population to fill my ranks."

years when nine-month employees were almost impossible to find at any price? Oh yes, and the ones you did locate didn't work weekends, had an aversion to physical labor and expected more from you than they were willing to work for.

From a very self-centered perspective I would find my job more difficult. My budget would need to be increased or my standards lowered. But take a look at the total picture. What would happen if we lost all of the illegal or perceived illegal aliens, because of faulty numbers or poor matches, not just on golf courses, but across the board.

It is speculated that there are 11 million illegals in our country. Hmm, they are here to work so I suspect that most have

been absorbed as productive paid members who support our society, individuals who produce in the agriculture arena, restaurants and home building. So let us suppose that 50 percent of the 11 million illegals are deported, thus creating 5.5 million job opportunities (however, many illegals tend to hold down more than one job at a time). As of September our country's documented unemployment number was 7.4 million people. Half of these are unemployable due to physical and/or mental limitations or they just don't want to work or the jobs available are beneath them. I am not a math guy but can add and subtract a bit. There just won't be enough laborers for the jobs created.

Help me out here. Why would we want to deport a viable and productive segment of our work force and replace them with...who? Would we jack up our wages to compete with all industries for employees? In turn we would need to cover the costs of our product and increase the price of golf. Other industries would increase wages just to keep their staff. A vicious cycle isn't it? And does the existing labor force not complement rather than compete with the "legal" work force?

Are you willing to pay three times as much as you do now for groceries?

Without field labor, food costs will skyrocket. Going to your favorite restaurant would be a rarity because both food and labor expenses will trickle down to your bill. After a hail storm damages your house, how much will your insurance cover and who will repair your roof? Will you be willing to pay the extra premiums?

Can you imagine the potential damage to our economy and life styles if we do not fix our broken laws rather than deporting our work force and allow them to pursue citizenship?

Some argue that they don't pay taxes so their presence is destroying our health and education structures. They do pay sales tax and have social security withheld. By creating an opportunity to legitimize their presence they will end up becoming no different than any other tax payer. They are already in the system so current burdens can only decrease as they pay more taxes.

(Continued on Page 31)