

that their request is the only one that we have to deal with at the time. They have no idea of the many processes and limitations we have to work within every day to do our job.

What is your educational/employment background?

I have an Honours Bachelor of Landscape Architecture degree from the University of Guelph and I also took the Turf Managers' Short Course through the University of Guelph. Since graduating in 1992, I have worked at a golf course on the maintenance crew, as an irrigation designer for an irrigation distributor, and as a landscape architect in a design office before coming to the City of Guelph. When I first came to the City in 2002, I started in the Park Planning Division of the Parks Department and then moved to the Park Operations Division a year later.

Tell us about your family.

I live in Guelph with my wife Jody and a big black Labrador named Jade. We just

welcomed our first child, Colin, into our home in September.

What do you enjoy doing outside of the workplace? Hobbies, favourite past times?

I love to golf in the summer whenever I can get out, and play hockey in the winter. I enjoy the outdoors either camping or up at the cottage with my family or on my mountain bike.

What direction(s) would you like to see the industry, as a whole, move towards?

It is always hard to sell the intangible benefits that parks and open space provide to the public. We need to make the 'decision makers' aware that parks and open spaces are just as important as any other piece of public infrastructure and that the funding should reflect that.

What do you consider to be the biggest benefit of being a member of the STA?

I'm a fairly new member, but the

opportunity the association affords to exchange information with other members is invaluable. The more people I talk to the more I realize we all face the same challenges in our jobs and we can always learn from each others mistakes and successes. ♦



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STA Facility Profile

South End Community Park • City of Guelph

Name, location of facility.

South End Community Park, 25 Poppy Drive, Guelph, Ontario.

General information regarding the facility (part of community centre, pool, library, etc.)

The South End Community Park Masterplan was approved by Guelph City Council in July 2001. The plan consists of a 55 acre site that was jointly designed in conjunction with the Wellington Catholic District School Board's Bishop MacDonnell Catholic High School and the City of Guelph's South End Community Park.

The park consists of 40 acres in total, 5 acres of which are non-developable open space greenlands. Within the park setting there

are currently 3 hardball diamonds, 3 temporary soccer fields, an accessible playground, change rooms, washrooms, parking lot, trails and storm water ponds. Future phases will add 1 softball diamond, basketball/multi-court, outdoor natural ice rink, double tennis court, picnic shelter and splash pad.

The ball diamonds were jointly developed with the assistance and donation of \$200,000 from the L.J. Pearson Foundation and are formally named the "Larry J. Pearson Baseball Complex" in July 2002. The first two diamonds opened in June 2003 and the third hardball diamond opened in June 2004. The fields include turf infields with clay base lines and are fully irrigated.

The park has been developed in multiple phases from 2001 to date and is estimated to cost \$5.1 million once complete.

What types of sports fields are on site?

- Class A hardball fields with clay infields, fully automatic irrigation and lights
- 3 temporary mini soccer fields (future location of Community Centre)
- 2 future tennis courts and 1 future softball diamond
- future basketball/multi-use courts

How many employees are involved with turf care at this facility?

One temporary seasonal employee (40 hours/week) is assigned permanently to the park for the operating season May to September. Various other full time and temporary seasonal employees assist in the maintenance of the park.

How many acres of turf are maintained at this facility?

How many acres of sports turf?

There are approximately 10 acres of turf maintained at the park with 8.2 acres of this being sports fields.

What percentage of this acreage is irrigated?

Only the three hardball fields are irrigated which accounts for about 60% of the total maintained turf area.

What is the primary type of turfgrass? Name of varieties.

- The ball diamonds were sodded with number one grade turfgrass nursery sod 40% Kentucky blue, 40% creeping red fescue and 20% perennial rye.

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- The soccer fields were seeded with a general turfgrass seed mixture.
- We installed the Permaline™ foul line system in one of the hardball diamonds as a trial to see how it performs.

Is yearly overseeding part of your sports turf maintenance program?

Yes. We usually try to overseed once in the fall at the same time we topdress with a blend 50% Elfin perennial rye, 25% Esquire perennial rye and 25% Inspire perennial rye.

How many times do you fertilize?

We try to fertilize at least twice a year and ideally four times a year at a rate and type based on soil samples.

Do you aerate? Topdress?

We aerate at least twice a year or as many times as labour and equipment will permit; we topdress at least once a year.

Has your municipality banned the use of pesticides? When? Comments.

There was a Council resolution adopted in 2000 that instructed us to work towards a gradual five-year reduction in pesticide use with 2005 being the last year we can use pesticides on public lands. This may be revisited in the future, especially for pesticide use on sport fields.

Are community user groups involved or have they been involved in the construction/maintenance of this facility?

In what manner?

- The park is located adjacent to the new Bishop MacDonell High School and was constructed in cooperation with the School Board.
- We are constantly working together with the user groups to improve the maintenance and functionality of the complex.
- A private interest donated \$200,000 that was used for upgrades to the hardball diamonds. (e.g. irrigation, scoreboard).

How many hours per year are the fields permitted? Who permits them? Are the fields ever closed during the season to give them a rest? How much input do you have in the amount and timing of use?

Like most of our sports fields throughout the City, the fields at this complex are used heavily. Sports groups book the fields through the City's Recreation Department and are generally available from 8 am to 11 pm seven days a week from May until mid-September. Hardball fields are booked for game use only. We do all of our maintenance during the day when the fields are not typically booked.

Who were the main players involved with the facility?

Prime Consultant - Stantec Consulting
 Irrigation Consultant - AAA Watermaster Systems
 Lighting Consultant - Nadalin Electric Company
 Building Architect - L. Alan Grinham Architect Inc.
 Site Servicing/Grading - Braun Consulting Engineers
 General Contractor - Gateman-Milloy Inc.
 City of Guelph Project Manager - Dan Ritz, OAL ♦



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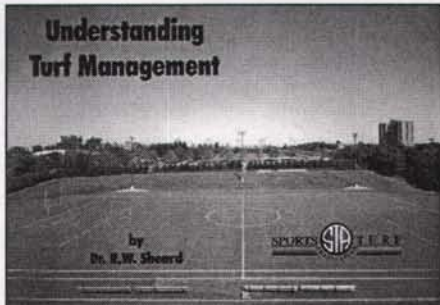
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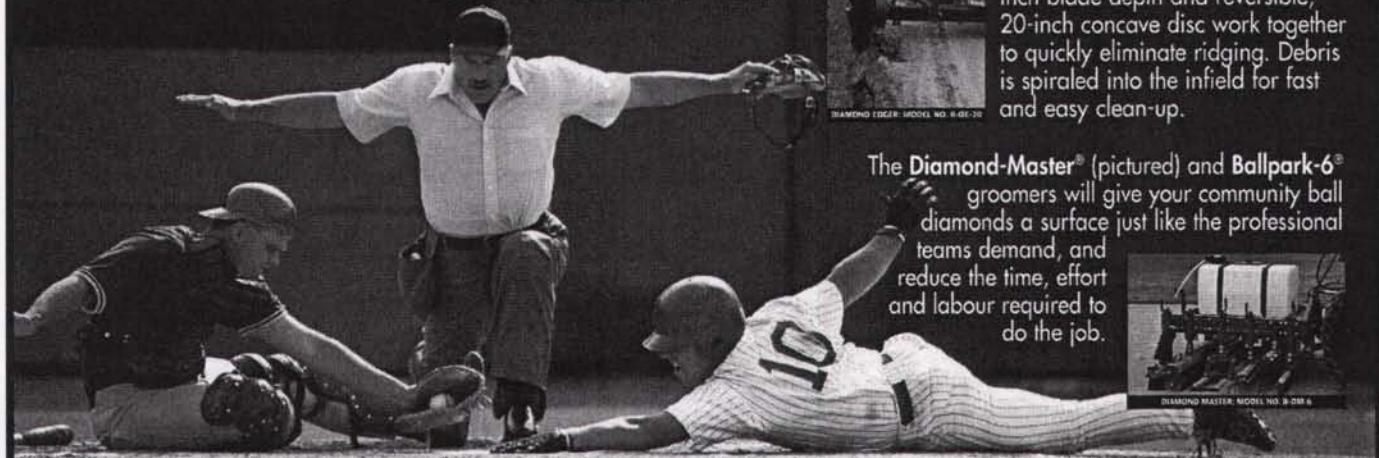
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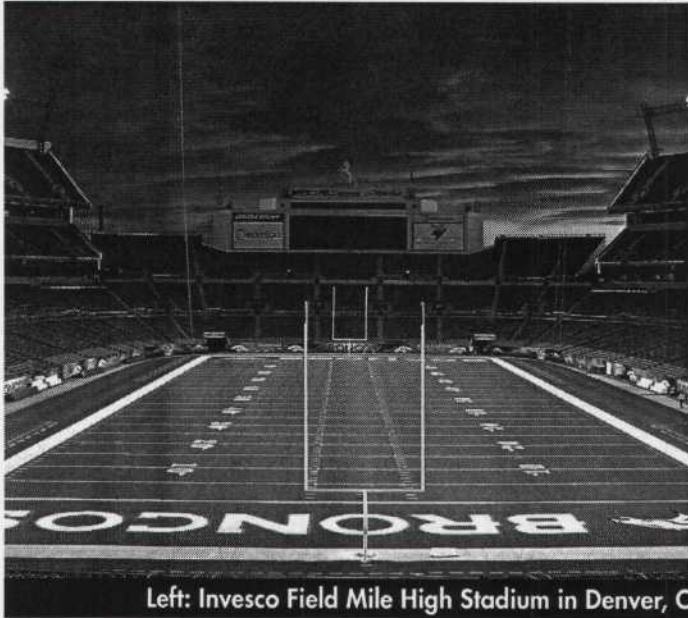
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Left: Invesco Field Mile High Stadium in Denver, Colorado. Right: Reliant Stadium in Houston, Texas.

Field Marking Tips and Tricks from Athletic Surfaces Canada

Field Maintenance

Before you think about striping and painting your field, you first have to get the grass and field into shape. As you all are well aware, bright colors and straight lines will only help so much if your field is hard, brown and spotty. Follow proper maintenance procedures.

Striping Techniques

A green field to play on means nothing if the out-of-bounds lines aren't crisp and straight, the hash marks aren't accurate, or the mascot can't be seen. Striping and painting your field will take time and patience but will be worth it in the end.

- Always string your lines. Accuracy is important because games are officiated according to the lines you stripe. Stringing your lines helps insure accurate markage.
- Paint the sidelines on football fields first so that you know when to start and stop when lining the rest of the field.
- When striping lines the first time, the initial application should be lighter to establish a good base. A second application with high quality paint will make your lines brilliant.

- Apply a base coat of white paint before applying a color. This way you use less colored paint and get better, brighter coloring and your school name or logo will pop off the field.

- Use only the highest quality field marking paint to get the brightest lines and the easiest application.

Game Fields vs. Practice Fields

On game fields, mix your paint 2 to 1 or 3 to 1. On practice fields, mix your paint 3 to 1 or 4 to 1. One quality paint, less storage.

Don't Use Too Much Paint!

Don't go by the rule "If a little looks good, a whole lot will look great!" Too much paint in a confined area of the field (even water-based) can be harmful to the turf.

Don't Throw Out the Leftovers

At the end of marking, don't throw away any unused paint. Pour it back into a bucket and seal it and it will be good the next time you need it.

Give Your Field a Drink

In dry weather, try not to paint right after cutting the grass without giving the grass

a "drink" of water. This will prevent the grass from sucking up the moisture from the paint and causing a "burning" effect.

Do the Dew!

To remove dew off a field, simply connect two 100 foot water hoses together and, with one person on each end of the hose, start in the end zone and drag the hose the length of the field several times.

Make Your Logo Bright

When painting logos, paint a white base first, and allow drying. Then paint your colors on top, for the brightest and sharpest colors.

Rainy Days and Aerosols

Aerosols work better in damp conditions than bulk paint. It's always a good idea to keep a few cases of aerosol in stock in case of rainy weather.

Shake, Shake, Shake

When shaking the cans, first turn can upside down and pat against the palm of your hand while rotating the can. The marble will break loose much quicker by doing this. Then turn the can right side up and shake for a minute. How much aerosol does it take to stripe a football field? It

takes approximately 1 case of aerosol (12 cans) to stripe a regulation high school football field. That's all the lines, coach's boxes and the hash stripes. It takes about 1 case to paint the numbers and tick marks on the field.

Please remember: Your gait walk determines how far each can goes. The paint is coming out at the same speed whether you are standing still, walking or running with the can. Each can is designed to spray a 4" wide line between 350 feet and 450 feet.

Overcoming the Big Chill

When painting in cold conditions, fill a 5-gallon pail with hot water. Put your aerosol paint cans in it. This will heat the cans up and make it easier to get paint to mix and spray. ♦

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OTS 2005: Back to Our Roots

Summary of Sports Turf Related Sessions...

T1 8:30-9:00 Sports Turf for Entertainment

Chris Hope, Manderley Sod

The Championship World Soccer Series visited the Toronto Skydome for two high level matches between Celtics vs. A.S. Roma and Liverpool vs. FC Porto in July of 2004. Learn about the process that was required to provide a top-level natural grass-playing surface to the Skydome for the first time. A synopsis of the logistical challenges of having a temporary field installed on the Skydome floor in less than 16 hours will also be discussed.

T2 9:00-9:30 Myths and Truths about Infield Specification

Ron Martin, Mar-Co Clay Products

The correlation between particle sizing, particle substance, sub-surface materials, drainage and amendments to consider when choosing your infield 'dirt' specification will be explored.

T3 9:30-10:00 Community Park and Sports Facility Design

Jim Melvin, PMA Landscape Architects

Jim will review the planning and design process involved in the creation of a community sports park. This seminar will include a review of the pre-planning programming, park design, budgeting and maintenance regimes.

T4 10:30-11:00 Sports Field Construction Project: Utilizing your Contractor

Blaire Gateman, Gateman Milloy

The contractor is an important resource with respect to field construction and tapping into his/her knowledge is invaluable. Learn how to access this experience and information and explore the intermix between owner, designer, consultant and contractor.

T5 11:00-11:30 The Challenges in Maintaining Poorly Constructed Fields

Cam Beneteau, Ridley College

A history and background of Ridley College and its sports fields will be discussed, highlighting the work done to correct specific problems and cultural practices set into place to eliminate and/or alleviate these problems.

T6 11:30-12:00 A System of Sports Field Classification and Construction Guidelines

Gord Dol and David Smith, Sports Turf Association

The development of a classification system and subsequent construction guidelines for sports fields as they relate to community needs will be discussed.

What's the worst question you've ever been asked on a job interview? Have you ever been asked questions such as: "what is the last book you read," "what is your favourite rock band," or "do you realize you are applying for a man's job"? Believe it or not, those are actual questions which people have been asked.

In a seasonal business, hiring is a constant fact of life. It can be time-consuming, often frustrating and usually costly going through the advertising process, sifting through scores of applications and resumes, interviewing potential candidates and making decisions. It is even more frustrating when an applicant who made a good first impression turns out not to have been a good choice after all – which then means we have to start the entire process over again. Even worse, if a candidate feels unfairly treated, there is the potential for a human rights complaint.

There are some steps which those who do hiring can take to minimize the stress of selecting staff, maximize the chances

of making good hiring decisions and ensure that every aspect of the hiring process meets human rights requirements.

PLAN YOUR APPROACH

Analyze the job and determine requirements.

Before drawing up questions or putting an ad in the newspaper, think about the job by asking yourself these questions.

1. What will the person be doing in the job? Be specific – don't say something vague such as "outside work." Think of a typical day/week and make a list.
2. In the past, what people have been most successful in the job? What were their qualifications?
3. What level of education is needed to perform effectively in the job? What type of previous experience is relevant? How much training is provided on the job?
4. What specific skills are required: physical strength for lifting or standing for long periods, public relations to deal with customers, ability to operate equipment, math skills to total up bills, etc.?
5. With whom will the person be working and in what type of environment? Will the person be working alone or as part of a team?
6. What behavioural skills are required to perform successfully in the job?

Define skills/qualities to be assessed.

Once you have analyzed the job, now you can identify which skills and qualities you wish to assess during the hiring process. For example, if the person will be working outside in all types of weather, be doing heavy lifting, working without close supervision and be meeting customers, then you might want to assess

some of the following qualities: physical ability, independence and initiative, decision making, customer service skills, trustworthiness and reliability.

Determine the best way to gather the information needed to make a hiring decision.

Now comes the hard part – developing ways to gather information about the qualities and skills you wish to assess. Simply asking a question such as "are you reliable" does not usually work. The applicant will just answer "yes" and you will have no idea whether or not that is a true statement.

Be creative. Try to think of appropriate ways to get the information you need to assess applicants' skill levels and aptitude for your job. Here are some examples.

1. An applicant can be asked to demonstrate a skill such as operating a piece of equipment.
2. Ask for examples from previous experience which demonstrate a particular skill.
3. Use role plays to see how the applicant handles a typical situation with a customer.
4. If math skills are important, you can give applicants a math test.
5. Give examples of typical problems which might be encountered on the job and ask applicants how they would deal with them.

The important thing to remember is this. As long as you are assessing qualities and skills which are directly related to the job, then you will probably have no difficulty with human rights. Asking a question such as "what is the last book you read" might be very appropriate for a job working in a library, but it would be difficult to explain how that was relevant



to working for a landscaping company. So don't just make up a list of questions. Make sure that everything you ask is directly related to the job. Not only will you get more relevant information to help you make better hiring decisions, you will also stay clear of any potential for charges of discriminatory hiring practices.

Determine the best way to advertise the position and collect information from applicants.

How do you want people to know about your job openings? Placing an ad in the paper will usually draw a flood of applicants. There will definitely be good ones in the group but there is usually a lot of work involved because of the sheer numbers. Many people rely on word of mouth or simply build up a roster of potential applicants from people who drop off resumes on their own initiative.

Whatever you do, make sure you create a positive image for your business or organization by treating all job applicants with courtesy and respect. Don't say you'll keep a resume on file if you don't intend to, and let people know within a reasonable time of your decisions. Remember, job seekers are probably applying at more than one place and they appreciate knowing where they stand.

You will also have to decide if you want people to complete your own application form or just submit a resume. If you do use an application form, make sure that it complies with all the human rights requirements in your province. Generally, you may not ask questions which would indicate a person's age, sex, race, marital status, family status (i.e. number of children), ethnic origin, religion or sexual orientations. So for example, you should not ask for the year a person completed secondary school since that would tend to indicate their age. Rather than asking for "next of kin" you should ask for "person to contact in an emergency" and so on.

CONDUCTING THE INTERVIEW

Have a plan before you begin.

Make sure you allow sufficient time for each interview. It is also a good idea to let the applicants know how long they can expect the interview to take. If they are going to be asked to take a test or go on a

tour, let them know so they can plan their day accordingly.

Put the applicants at ease immediately and try to maintain a positive rapport throughout.

It is only natural for people to be nervous on a job interview. In fact, the more important the job is to the person, the more nervous they might be. The more nervous a person is, the more difficult it will be to get a true picture of what they might be like as an employee. So, try to put applicants at ease. Try not to leave them waiting too long before you begin. Make sure there is a place for coats. Introduce yourself and any others who are participating in the interview. If appropriate, show them around in the area where they might be working. Start the interview with a bit of "chit-chat" about the weather or the hockey game just to get the conversation going.

Ask the right questions to get the information you need.

1. Ask specific questions which are related to the position. If necessary, explain the reason for asking a particular question or how the question is related to the qualifications.

2. Questions may be related to knowledge, situational experience or general qualities which you expect from your employees. A knowledge question might be something such as "what would you use to remove crabgrass?" A situational experience question might be something such as "give me an example from your previous job where you solved a problem for a customer" or "how would you respond to a customer who is demanding a refund?" A question relating to general qualities might be "what transportation arrangements can you make to ensure that you can be here on time each day?"

3. Ask good questions which will give you information. *Open* questions are questions which require more than one word to answer and are generally the best type to ask to gather information. Examples of open questions are: "tell me about your last job," or "what did you like best about your previous job?" *Closed* questions are

questions which can be answered with one word, often "yes" or "no." Examples of closed questions are: "how long did you work there?" or "did you like the job?" Generally, you should try to avoid asking closed questions, except to verify specific facts, since they tend to limit discussion and are usually conversation stoppers.

Remember, this is not an exam.

Ask one question at a time, and give people a chance to think about their answers. Try to use a non-threatening, non-judgmental tone of voice. Also, make sure you give applicants an opportunity to ask questions. Remember, as well, that the job interview not only provides you with an opportunity to assess applicants to determine if they are right for the job, it is also an opportunity for the applicants to determine whether this job sounds right for them.

Listen!!

Probably the most difficult task of all is to ensure that you really listen to what the applicants are saying during the interview. Pay more attention to their answers than thinking about how you are going to ask the next question. Take notes if necessary, but remember to make eye contact to show that you are listening. Make sure there are no distractions such as telephones ringing or interruptions from other staff. This is not only discourteous to the applicants but will also make it much more difficult for you to maintain focus on the interview.

Paint a realistic picture of the job.

Don't oversell the job or the organization. Try to be realistic about working conditions, hours, your expectations, etc. It is much better to give applicants a true sense of the job rather than have them quit after a few days because it is not what they expected. People are much more likely to stay in a job which they really want. Be open about your expectations about quality of work, quantity of work, getting along with others, punctuality, attendance, dress code, etc.

While hiring can be a daunting process, if you follow some basic guidelines, hopefully you will find it easier to do and have more successful results. ♦



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