

FGCSA President Tom Benefield presents a check for \$31,700 to the Florida Turfgrass Association for scholarships and research programs at the FTGA Annual Conference and Show in Jacksonville, Oct. 14. Receiving the check is Florida Turfgrass Association Executive Director Bob Yount. Applauding is FTGA President Bob Rehberg. See Page 3 for details. Photo By Philip Pettus.

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# UPCOMING EVENTS

- Nov. 4 West Coast chapter meeting, Seven Springs CC
- Nov. 5 South Florida chapter meeting, Keys Gate GC
- Nov. 8 GCSAA Regional Seminar, Negotiating, Bay Hill Club, Orlando
- Nov. 14 Treasure Coast chapter meeting, Cutter Sound CC
- Nov. 14 U of F Coop Ext. seminar, "Impact of Environmental Issues on the Horticulture Industry", Sanford

Nov. 17-19	Southern Turfgrass Conference, Memphis, Tennessee
Nov. 18	Big Bend chapter meeting, Killearn GC, Tallahassee
Nov. 19	Everglades chapter meeting, Gateway CC
Nov. 19	Central Florida chapter meeting, Harbor Hills, Leesburg
Nov. 20	Palm Beach chapter meeting, Ballen Isles of JDM
Dec. 5	U of F Coop Ext. seminar, "Marketing, Advertising and Business Management Short Course," Sanford

)ec. 7	Treasure Coast Holiday Cruise, Stuart
)ec. 8	South Florida chapter picnic, C. B. Smith Park
)ec. 13	Everglades chapter Christmas Tournament, Vines CC
)ec. 14	Everglades chapter Christmas party, Vines CC
)ec. 14	Palm Beach chapter Christmas Party, Palm Beach National GC
eb. 10-17	GCSAA 63rd Conference & Show, New Orleans



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### Deadline next issue, Dec. 2

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**President's Message** 

# TOUGH JOB #1 — Developing a safe, useful, productive workforce

Ask any superintendent what his number one problem is in doing his job correctly and he will tell you it is not those pesky mole crickets, government agencies hounding him or even his ill-

t e m p e r e d members. His biggest problem is the same problem all industries are faced with finding good employees.

Through the years I have tried various techniques in an attempt to keep a safe, use-



Tom Benefield

ful, productive workforce. I have hired both experienced and non-experienced people and to tell you the truth, I have had better luck with the people walking in off the street who don't know the difference between a greensmower and a shovel but are willing and able to learn.

Case in point is the position of chemical technician. Now no one needs me to tell them how critical this job is or how the wrong person can cost you your job. Do you go with the RUP-licensed applicant who has worked at four golf courses in the last three years or do you go with the "greenhorn" from the east side of Brooklyn, just retired, recently relocated to Florida, and eager to work. I have done it both ways and the results still amaze me.

The novice I hired to be the chemical tech didn't know the difference between a green and a tee, had never heard of the chemicals we use, and had never sprayed anything other than Raid for roaches! There was no special reason to hire this person except that he had a sincere desire to work and was willing to learn. Besides lack of experience, there were some other things this fellow didn't bring to the job. He didn't bring any bad work habits, he didn't know it all, and as a matter of fact, we had to start at ground zero and educate him.

I recall after he had been there for

more than a month, I sent him out alone for the first time to spot spray Orthene for

### •...we had to start at ground zero and educate him...•

mole crickets on the tee tops. I told him to start at the 18th tee and work in reverse until he got to the first tee. I gave him a 5-minute head start and then went to check how he was doing.

When I arrived at number 18, he was nowhere to be found. No problem, I said to myself. He might have been held up by play. I wait ten minutes chatting with members as they came through until finally he arrives. I ask where he had been. He said he had just finished the 18th tee.

This really interested me in that I had been standing at the 18th tee for ten minutes and I knew that of all the places he might have been, Tee 18 was not one of them. Finally during our discussion he told me that number 18 tee was the big flat grassy area with all the sand around it and, oh yeah, it has the flag in it. He really couldn't understand why I sent him to the tees because he didn't find any mole crickets on that one.

Well, I did say he was a novice from the east side of Brooklyn. We went back to square one with the orientation process. After reviewing our procedure for new hires, we developed one that had less room for error. I am proud to say that this man over time became an excellent spray tech doing the job the way it should be done.

Never did I see him without all the protective gear he needed and never did we have a chemical application "burn" or mishap. He was always at work on time, never drunk, always in good spirits, always eager to work and to learn and never did he complain about the task at hand. I have never regretted hiring a "greenhorn."

What about the other side of the coin, the experienced licensed spray tech. On this one, past history is not as kind. I hired a young go-getter, with RUP licenses and more than four years of expe-

> rience working on golf courses. He knew the names of all the chemicals we use, knew how to say Cushman and could talk at length about most any

subject you could think of. He knew the rules and safety procedures. You name it, he could do it, or so he said.

So I gave this guy a chance and he started off just like gang busters. I gave him simple assignments at first, trying to learn what he was like and after a couple of weeks I felt that I had a good employee — a real cracker jack.

The third week he missed a couple of days of work. Then I noticed he wasn't wearing all the safety equipment he needed. He told me he didn't think he needed it and besides, he had done this job for years. He knew what he was doing and he had a license to spray.

Fifteen minutes later he was made to understand that he would always wear and use every item of protective equipment that the label required or he wouldn't have a job.

Despite that warning he was later discovered spraying Surflan along the edges of the cart paths with a two-nozzle flood jet sprayer. As golfers came toward him on the paths, he neglected to turn off the sprayer and completely covered one of the golfers with the Surflan. He was terminated within the hour and he couldn't understand how I could fire someone with a license.

The moral of the story is things are not always what they appear to be. I strongly believe it is better to hire people who have no experience nor bad habits than to hire some know-it-all who has experience circumventing the system and bending the rules to his personal lack of standards. Then sometimes hiring is, at best, like the lottery— the numbers you don't bet will always come in.

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FGCSA Research Donations					
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I OCOIL	10,000	
Central Florida GCSA	3,000	
<b>Everglades GCSA</b>	5,000	
North Florida GCSA	1,000	
Palm Beach		
National GC	1,000	
Palm Beach GCSA	1,000	
Ridge GCSA	200	
South Florida GCSA	1,000	
Suncoast GCSA	3,000	
Treasure Coast GCSA	500	
West Coast GCSA	6,000	
\$	31,700	

### **FGCSA shines at Jax meet**

FGCSA President Tom Benefield presented checks amounting to \$31,700 from the combined chapters of the FGCSA for turfgrass research at the Florida Turfgrass Association awards luncheon that took place at the Prime F. Osborne III Convention Center in Jacksonville on Monday, Oct.14, during the FTGA Annual Conference Show. FTGA President Bob Rehberg and Executive Director Bob Yount gratefully accepted the checks.

FGCSA superintendents should be very proud of this amount considering these same chapters contributed a total of \$34,500 to the FGCSA Research Green during the Crowfoot Open in August. This represents a grand total of \$66,200 donated to turfgrass research in the state by the Florida superintendents.

During the same awards program Dr. Max Brown presented the FTGA Wreath of Grass Award to Ruth Shepherd who has been the Executive Secretary to the Florida Turfgrass Association for the past 14 years. She has coordinated the past 13 FTGA Conventions. Ruth has been the "woman behind the man" since the office was located in rental property in Orlando. Ruth is the first woman to receive this prestigious award in its 30-year history.

New FTGA officers for the 1991-1992 year are President Bob Rehberg, Vice President Jerry Redden, Secretary/Treasurer: Nicholas Dennis and Past President Ed Davis.

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# Proposal made to separate Secretary/ Treasurer job into two board positions

#### Fall 1991 FGCSA Board of Directors Meeting

The Fall 1991 meeting of the FGCSA Board of Directors was called to order by President Tom Benefield at 1 p.m. Tuesday, Oct.15, at the Prime F. Osborne III Convention Center in Jacksonville.

Past President Ray Hansen was unable to attend. Chapters not represented were Big Bend, Central Florida and South Florida. In addition to the remaining External VP's, the meeting was also attended by Eddie Snipes - North Florida chapter, and John Foy - USGA.

**SECRETARY/TREASURER:** Paul Crawford submitted the minutes to the summer 1991 Board Meeting and the current FGCSA financial statements. Both reports were approved.

FGCSA JACKET: President Tom Benefield appointed Scott Bell to investigate the possibility of changing to a new color for the state jacket or finding another company that carries the current color.

PUBLICATIONS: Mark Jarrell reported that Larry Kieffer of Janlark Communications Inc. would like to vigorously pursue soliciting subscriptions to The Florida Green. Since the board agreed that it was to our advantage to have The Florida Green in the hands of whomever desired it, there was no objection to Larry's request. Mark said that Joel Jackson, editor of The Florida Green, will be requesting that all chapters create a position to serve as liaison to the magazine for new ideas from chapter members. Mark commended Joel for his work in setting up the calendar and cover schedule and urged all chapters to cooperate.

**MEMBERSHIP DIRECTORY:** Marie Roberts reported that the 1991-92 Membership Directory is in the final stages and should be mailed to all members by the end of the month. **GOVERNMENT RELATIONS:** Tom Benefield gave the Government Relations Committee report.

The Florida Golf Summit that gathered in Tampa this month included representatives from the DER, state regulatory agencies, legislators, and the advisor to the Gov. Lawton Chiles on Envi-



John Foy of the USGA, said that golf courses have no legal recourse if there is no state-run sodcertification program.

ronmental Affairs. John Foy suggested that the council should add a category for associate memberships at a reduced rate for individuals to show their support and also give the Council more political clout. Tom continues to urge external vice presidents to get their local clubs to join the Council. It was suggested that the date for the Summit should be changed to later in the season, perhaps January or February. Tom explained that this year's Golf Summit was held in conjunction with the state Water Management Conference.

Representatives from the Public Relations firm of Mitchell-Lambert then explained a program to help people deal with water conservation plans. During a discussion it was observed that the St. John's Water Management District is imposing strict regulations on permit holders. Golf courses in that area must provide the WMD with a written plan on how they will comply with the water conservation rules.

The DER/USGS Monitoring Study being performed by Ron Miller is having trouble getting volunteers. Miller wants to study leaching and is looking for six sites in Hillsborough, Manatee and Orange counties to compare golf courses using effluent to those using fresh water sources. Even though the FGCSA assisted the USGS in mailing out more than 400 surveys, only a handful were returned. After a discussion, it was decided the surveys required more than three hours to complete and that many superintendents were reluctant to supply the information.

Mark Jarrell said the DER had returned to Palm Beach National for a third sample and again found no contamination. This information would be



Mark Jarrell said the DER had returned to Palm Beach National for a third sample and again found no contamination.

a positive tool for us to use. For the DER/ USGS study, samples are supposed to be taken quarterly and would involve a 5year study.

Tom Benefield suggested that we take a "proactive stance" and include a separate section on this year's survey to include these same questions. The External VPs could explain the merits of getting some positive information together on these environmental questions.

**Mixed Load Wash Sites:** Tom Benefield suggested that we might consider building a prototype unit somewhere in the middle of the state. It was obvious there would be no problem getting a golf course to volunteer its site.

AWARDS: Scott Bell said he will be working on redefining the criterion needed for the Presidents Award and Distinguished Service Award. He will have suggestions ready for the next board meeting.

**BY-LAWS:** Tom Benefield proposed that we consider separating the Secretary/Treasurer position into two separate positions to add another officer to the Executive Committee. John Gallagher will present this at the next Board Meeting for discussion.

EDUCATION: The Board was re-

**Turfgrass Conference** 

minded of the GCSAA Regional Seminar on negotiating to take place Nov. 8 at the Bay Hill Golf Club in Orlando.

**ETHICS:** Brigid Braun said she has enlisted the aid of David Portz, CGCS and Kim Shine, CGCS to help define our values and goals to fit into the GCSAA Code of Ethics.

FTGA: The Envirotron will be built just north of Fifield Hall. The site has room for expansion and may eventually include some outside plots. Plans have gone out to architects and the groundbreaking should be sometime in 1992 with the opening planned for late 1993.



Paul Crawford voiced his concern that the Florida Golf Council may lose Bobby Brantley if club apathy cannot be turned around.

The acting chairman of the University of Florida Department of Environmental Horticulture is now Dr. Terry Nell. Even though he is not a "turf person," it was felt that he would be sympathetic to our concerns.

FUND RAISING: Chairman Greg Plotner discussed the annual West Coast Research Tournament which has been financially successful for the past 28 years. It is supported entirely by West Coast members and suppliers and raised more than \$6,000 this year. He will put together a list of guidelines for other chapters that may wish to run an effective fund raising tournament.

GCSAA: Tom Benefield encouraged all external vice presidents to take a personal interest in signing up those GCSAA members who need to fill out an affidavit to vote with the state. Tom will continue to be the voting delegate to the GCSAA. He said the FGCSA will not have a Hospitality Suite in New Orleans for the GCSAA Conference but rather will hold a reception honoring Cecil Johnston as recipient of the Distinguished Service Award. All FGCSA members planning to go to New Orleans are invited to attend this reception.

**GOLF:** Members of the GCSAA Golf Team will be Buck Buckner, Dave Oliver, Jim Osburn, and Fred Klauk.

**MEMBERSHIP:** Buddy Carmouche said the FGCSA has sent postcards to all those who did not renew their membership this year. It was suggested that Marie Roberts obtain a copy of the list of golf courses used by Larry Kieffer for the Florida Green mailings to cross reference those who do not hold membership in the FGCSA.

**RESEARCH:** Paul Crawford reported on the nitrogen source project and the current bermudagrass decline that is occuring on the research green. He also mentioned a proposed study on Bio stimulants.

John Foy spoke on sod certification, especially in light of recent Tifdwarf problems. He discourages the FGCSA from trying to run this type of program and suggests we go back to the Florida Department of Agriculture because of liability. John said that golf courses have no legal recourse if there is no state-run certification program. Technology cannot tell if a sample is Tifdwarf but it can tell if it is not. Cost for one sample is about \$350. Again, the state has no money budgeted for this and we must prove the economic impact of the turfgrass industry to get any results. Golf is not considered part of agribusiness in Florda.

**SURVEY:** Tom Benefield will contact Mike Bailey to discuss adding questions from the DER/USGS to our survey this year.

NEW BUSINESS: Paul Crawford voiced his concern that the Florida Golf Council may lose Bobby Brantley if club apathy cannot be turned around. Paul considers Brantley to be a real asset to the industry and said we need to continue to urge support of the Council. It was suggested the Florida Golf Council needs to change its marketing strategy to make it more economically feasible for clubs to join.

Since there was no further business, the meeting was adjourned at 3:15 p.m.

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Dr. James Beard

## Beard's keynote advises environmental concern

Dr. James Beard of Texas A & M presented the keynote speech to 500 golf course superintendents and other turfrgrass managers attending the Florida Turfgrass Association Annual Conference, Tuesday, Oct. 15, at the Prime Osborne III Convention Center in Jacksonville. The major points of Dr. Beard's talk centered on:

Computer integration in turfgrass
management

• Reduced pesticide usage and the escalating costs of pesticides

Groundwater contamination

• IPM

• Water: the greatest problem facing the golf turf industry

Solutions through conservation

• Fertilizers: restrictions/usage

• Improved slow release carriers/ lower nitrogen levels

• New turfgrass cultivars for improved stress tolerance

• Equipment: government controls

• Current trends in mowing, topdressing and turf cultivation

• Employee safety and personnel trends

Dr. Beard stressed that superintendents must tell the public and the politicians about the benefits of turgrass to the environment. He said the key for the effective turfgrass professional is in better management and use of energy, water, pesticides, fertilizers, equipment and labor to achieve effective cost control in a safe environment.

# **Golf tourneys raise** funds for research, scholarships

The LCCC Alumni Golf Tournament held in conjunction with the FTGA Convention was a huge success according to Scott Zakany, who co-chaired the event with David Cheesman. The tournament was held at Orange Park CC with Bill Plante as host superintendent. Despite 17 inches of rain within the past two weeks, Bill had the course in fine shape for the 45 players.

Scott Zakany took the low net honors while the low gross award went to Dick Bessire. The class championship was won by the Class of 1981. Proceeds from the tournament exceeded \$3,000 and were presented to the Lake City endowment fund. The chairmen would like to thank the third-year LCCC students who served as volunteers for the event. The committee would also like to thank all the sponsors for the tournament, especially the Gold Sponsors who were so important to the success of the tournament.

**The Florida Turfgrass Association** held its annual Research Golf Tournament at Hidden Hills CC and Mill Cove Golf Club in Jacksonville on Sunday, Oct. 13.

Successfully defending his championship was Jim Osburn from the Hideaway CC in Fort Myers. As a result of his win last year, Jim will be joining with Fred Klauk, Dave Oliver and Buck Buckner to represent the FGCSA in the GCSAA Golf Tournament in February.

Jim's partner at Mill Cove was Terry Wood, superintendent at Royal Woods GC in Naples. W.

## Loxahatchee GC to work with two universities in bentgrass research

The Loxahatchee Golf Club will soon be working with Dr. Joseph Duich, Pennsylvania State University, and Dr. Milton

## THE JOB SCENE

### Superintendent Positions Open

- O Superintendent. Burnt Store CC. Send resume to Francis E. Somers, 301 Madrid Blvd, Punta Gorda, FL 33950.
- O Assistant Superintendent. Cape Coral G&TC. Contact Todd Strane 813-542-3191
- O Assistant Superintendent. Woodfield CC. Contact Andy Lemmel, 407-997-1631
- O Assistant Superintendent. Bonita Bay Club. Contact Mark Black, 813-495-0073.

### **Job Changes**

O James Moulton has moved from Rolling

Engleke, Texas A & M University, in a research project that involves the testing of bentgrasses is South Florida.

Phil Shoemaker, superintendent at Loxahatchee, and Darren J. Davis, assistant superintendent, said they have been successfully maintaining Penncross bent since the club's inception in 1984. To the best of their knowledge, the club is the most southerly golf course to grow bentgrass on a year-round basis.

They will set up a 3,500-square-foot test site to be divided equally in half for plots of the new varieties of bentgrass. One half is for Dr. Duich's seed and the other half is for Dr. Engelke's seed. The test site will be built in USGA style and is in an area that will provide full sunlight and good air circulation. An irrigation system will be set up.

Phil Shoemaker at 407-747-8893.

### Are your tanks registered?

#### By PenniMarie O'Brien Missimer & Associates

As of Sept. 12, all aboveground pesticide tanks over 550 gallons had to be registered with the Florida Department of Environmental Regulation. Are your tanks registered? Does this include fertigation tanks?

According to Chapter 17-762.300 Florida Administrative Code (F.A.C.) item(s) "Storage tank systems which are not in contact with the soil, that are constructed of non-corrosive materials

Hills CC to the new country club in Mount Dora.

- O Bob Snapp is leaving Bella Vista GC to become superintendent at Royal Oak GC in Titusville.
- O Randy Saul has moved from Saddlebrook Resort to the superintendent position at the Eagles GC
- O Dennis Batz, formerly of the Eagles GC, has now taken over as superintendent at Sugarmill CC in New Smyrna.
- O Joe Clay, after 12 years as superintendent at Clearwater CC, has joined Harrells, Inc. in the St. Pete to Gainesville area.
- O Jerry Belyea has gone from Hibiscus GC to Foxfire CC in Naples.

that contain less than 80% fertilizer materials and which are applied onsite" are exempt. This exemption offers a relief, but efforts made toward registering your tanks (any type) would show we are concerned about our environment.

If your underground or aboveground storage tanks contain diesel or petroleum, they now have a chance to become registered for remediation funding. Chapter 17-769 F.A.C. states that any tank owner having their storage tanks in compliance are eligible for the Florida Petroleum Liability Insurance Restoration Program (FPLIRP). The FPLIRP provides the tank owner reimbursement for the cleanup process if a discharge or "release" of product occurs and contamination results. The FPLIRP was to close Oct. 26, but the deadline has been Any questions? Feel free to phone extended until December 31. Sign up now. It can save money! Vá.



# Sod certification under discussion

Meeting of the FGCSA Research Committee, Thursday, Oct. 10 at Palm Beach National GC.

### I. MISCELLANEOUS

The first phase of the Nitrogen Source Program has been completed. Results will be available soon and will be published in *The Florida Green*. The second phase will increase the fertility rate to 2 pounds.

Soil testing has been done on the green. Shows low potassium and phosphate but nothing out of the ordinary. The pH has gone from 6.5 to 7. Due to the bermudagrass decline, the fertilization rate will be increased: ammonium sulphate for one week, then 8-0-8 the next, and continue alternating. Top dressing will be done every 2 weeks. **II. BERMUDAGRASS DECLINE** 

Bermudagrass decline seems to have come in on sprigs. First signs of the disease began in the early part of August. Disease-free material is difficult to obtain as the disease spreads easily in soil. 10% contaminated before planting. Contamination increased to 15-20% in February.

A discussion took place regarding the advantages and disadvantages of having this disease occur on our research green. Pros and cons were discussed including current cultural practices of raising the cut and increasing the fertilization rate. III. SOD CERTIFICATION PRO-GRAM

A discussion took place to try to get this program reinstated in Florida. The committee felt that since the Florida Department of Agriculture discontinued the testing several years ago, the FGCSA might consider beginning a program ourselves. We would contact the various growers and ask if they would like to participate in the certification on a voluntary basis. It was suggested that we might be able to have a meeting of interested sod growers in January. It would be important that the technique used would be accurate. We would have to hire someone to perform the studies. Monica Elliott suggested client liability might present a problem. Chuck Gast will call the University of Tennessee to discuss their method of certification. Cost was estimated to be about \$350/ sample. The committee felt that Tifdwarf Dr. Elliott suggested the committee consider growth regulating response of the new systemic fungicides as a future project.

### **V. BIOSTIMULANTS**

Dr. Elliott explained that this program would have to be done with two separate groups: organic fertilizers and biostimulants. A root washer would be needed for the program at a cost of approximately \$5,500. The root washer could be used for other studies in the future. It was also suggested that since this machine's usefulness is limited, we might be able to purchase a used machine from another research facility. In any case, the Committee decided that we should go ahead with the program and purchase the machine. Dr. Elliott expected the cost to exceed \$20,000 for a two-year study. Since we have been contacted by at least eight companies and would expect 100% participation, it was decided to set a fee of \$3,500 each.

Dr. Elliott will draft a letter to be sent to these companies inviting their participation and an article would be placed in the January issue of the *Green Sheet*.

We would have to hire a part time person to help with the study. It was stressed that this type of study can only be done on a long-time basis in order to show any noticeable results.

Meeting was adjourned at 4:45 p.m.

## 'Beautiful' case of bermudagrass decline now on research green

Report By Dr. Monica Elliott, plant pathologist Fort Lauderdale Research & Education Center

Six months of evaluation have been completed for the nitrogen source study on the research green at the Fort Lauderdale Research and Education Center. Results obtained thus far will be published shortly, once the statistical analysis has been completed. Quality scores have been obtained every two weeks and clipping weights have been obtained once each month since May.

Stainless steel collection "pots" have been buried in the USGA spec portion of the green for use in the USGA funded project by Drs. George Snyder and John

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Cisar. This project will examine the fate and movement of fertilizers and pesticides that are currently used on golf course putting greens.

A beautiful, uniform case of bermudagrass decline is now occurring on the research green. For the plant pathologist at the center, it is the equivalent of winning the lottery. For a first-hand look at the very beginning stages of this disease and the stages that eventually lead to bare sand, please stop by any time.

The effect of the interaction of cutting height and cultivar on this disease is illustrated very well. Both cultivars have been maintained exactly the same, including a 3/16 inch cutting height. Symptoms of bermudagrass decline began appearing on both the Tifdwarf and the Tifgreen 328 in mid-August. These symptoms were small patches (about 6 inches in diameter) with a yellow appearance due to the death of the lower leaves. The patches eventually darkened and appeared wilted and a little thin. One month later the Tifdwarf symptoms had not progressed beyond the dark, wilted appearance. However, the entire Tifgreen 328 area had become chlorotic (yellow) with many areas beginning to die and severely thin out. It is quite likely the Tifdwarf would exhibit the same symptoms as the Tifgreen 328 if it were mowed at a lower height of cut, especially the popular 1/8 inch.

Control studies have begun on the Tifgreen 328 area to examine both cultural and chemical control of this disease. If you did not receive the University of Florida Extension Fact Sheet pp-31 entitled "Bermudagrass Decline," kindly published in color by Janlark Communications, Inc., contact Publications, IFAS Building 664, Gainesville, FL 32611-0001 for a free copy.





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Details on Page 7

FGCSA Secretary

'Beautiful' bermudagrass decline at research green

# Texas A&M's James Beard keynotes industry priorities Story, Page 5

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