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Tee To Green

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Tee To Green



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Rights Worth Fighting For

*A*nd the strange weather patterns continue! Can you believe how early in the season temperatures have become summerlike—and that we're already experiencing drought conditions reminiscent of July or August? Everything seems to have jumpstarted a little earlier this year—including golfer expectations!



Protecting Our Rights

In addition to being busy with an early start to the golf season, it's also been busy in the government relations arena—on both the local and national levels. Several MetGCSA members went to Albany in March to lobby for issues important to the turfgrass and golf course industries. Two issues that were particularly pertinent to our industry were the debate over using less-than-label rates of pesticides and including the Turfgrass Environmental Stewardship Fund in this year's state budget. (Be sure to read the complete article on page 6 on Advocacy Day issues.)

We, of course, support using less-than-label rates of pesticides on our courses. Research at many universities has shown that effective control can be attained by combining pesticides at reduced rates with biologicals or even nutrients. In my mind, there is no downside to being able to reduce our overall pesticide use and further any IPM programs we might want to adopt on our courses. The Senate did pass this bill; we're now hoping it will pass in the Assembly.

The second issue, which has become more pressing than ever, is the inclusion of the Turfgrass Environmental Stewardship Fund in the New York State budget. This item is all the more important to the golf course industry this year because a portion of these dollars may be dedicated toward funding the necessary Best Management Practices for New York State.

As a member of the GCSAA Government Relations Committee, I was also able to go to Washington to lobby for issues affecting golf courses nationwide. The first issue we addressed had to do with golf courses' eligibility to receive federal disaster aid or stimulus money. Right now, we're lumped in with tattoo parlors, massage parlors, and liquor stores as industries not entitled to federal aid. Hmmm. Needless to say, we are working to change this policy in the future.

Another issue that GCSAA is working on: doing away with the NPDES (National Pollutant Discharge Elimination System) permit some golf courses are now required to have in order make chemical applications to turf areas in close proximity to certain bodies of water. In the past, FIFRA (Federal Insecticide, Fungicide, and Rodenticide Act) had authority over all pesticide applications. Now, the Clean Water Act is being used to require NPDES permits for applications over or near waters of the United States. Complicating matters: 43 states have their own version of the bill, which many have changed to require NPDES permits for applications over or near the waters in their particular state. Some of these states have expanded the definition of "state waters" to include the puddle you drive through on your way to work! Controls are truly getting out of control!



*Bob Nielsen, CGCS
MetGCSA President*

Special Thanks to NYSTA and GCSAA

Tackling these issues is difficult at best. Thankfully, both NYSTA and GCSAA have people who focus a great deal of time and energy on our behalf and should be recognized for their efforts. Chava McKeel from GCSAA works tirelessly on supporting us on Capitol Hill. Beth Seme, Jill Cyr, and Heather Otis from NYSTA organize and set up appointments for superintendents and legislative leaders at Lobby Day each year.

We are also fortunate to have well-respected lobbyists on both the state and national fronts. Wayne Lair from The Vandervort Group represents our issues in Albany, while Bob Helland from Reed Smith represents our issues on Capitol Hill. I cannot say enough about all the work these people do.

An Effort Closer to Home

Last, I'd like to give you an update on our own efforts to manage rules and regulations affecting our golf courses through our new Environmental Committee. Chair Ken Benoit has put together a talented group to take on a variety of environmental issues, but one of their primary areas of focus will be to establish Best Management Practices (BMPs) for the State of New York. Frank Rossi has been contacted, as well as the rest of the chapters in New York, to develop these BMPs. We are also hoping to have input from several government agencies, as well as Cornell.

Florida and Virginia have established BMPs for their respective states, and the results have been well received in the political and regulatory arenas. We can only hope to be as fortunate.

Happy Spring! (Or is it summer?)

**Bob Nielsen, CGCS
President**

Where Did the Day Go?

Hidden Time Robbers That Could Be Stymieing Your Productivity on the Job

by Scott Niven, CGCS

Ever

ask yourself why there seems to be more to do than there are hours in the day? The answer may not be as simple as you think. Sure we have far more to manage than superintendents of yesteryear: larger budgets and staffs, more projects, agronomic inputs, and equipment, and an increasing number of regulations and rounds of golf to navigate. But today, the greatest time robbers seem to be . . . Are You Ready? . . . technological advances. That's right. The very things that were designed to make our lives more efficient have, in many ways, had a negative impact on both our productivity and the quality of our lives.

In her book called the *Time Crunch Convergence*, Dr. Madelyn Hochstein discusses this new, and troubling, phenomenon, sharing seven ways technological advances are consuming—rather than adding—valuable time to our days.

With our most challenging time of year bearing down on us, we thought it might be helpful to look at Hochstein's seven time robbers, with the hope that once aware of where your time might be slipping away, you'll find it easier to plot a strategy for limiting those inevitable interruptions and spending more time on activities that will lead to your success.

Be sure to see the accompanying time management tips from several fellow superintendents who found time in their busy schedules to tell us how they manage their days.

The Seven Time Sappers

1. The Technology Trap of Endless Improvements. As Hochstein points out, the more technology empowers us, the more we're expected to do. Consider the regular stream of new-and-improved computer systems, PDAs (iPads), and smart phones. While these advancements have aided communication and workflow, the expectation is that everyone should get more done—and get it done faster. Add to this what Hochstein calls the “update mandate.” Blessed with innovation, we are compelled to constantly update our devices, spending precious hours researching and purchasing the latest and greatest phones, cameras, computers, and other electronics. It only follows then that we also feel obligated to stay hyper-updated on job skills and education. Good to a point, these new self-imposed “obligations” take hours and weeks away from our regular to-do lists and personal time.



In short, technology is advancing at a rate that outpaces our ability to grasp it, provoking, in many, a sense of guilt that we aren't doing more, better and faster. Satisfying that guilt can then consume a part of the time we have available for work—and restorative R&R.

2. The Media Trap of Endless Updates. Hochstein's studies have shown clearly how technology and media availability have created a new addiction—and time detractor—for many of us: constant updates. How many times have you lost personal and work time to surfing the net for information or other items that can wait—sports scores, stock reports, items to purchase, or LinkedIn or Facebook inboxes—or allowed yourself to interrupt what you were doing to respond to that “ding” that indicates “You’ve Got Mail”?

Beyond the internet, there's cable television and now Apple TV pulling at viewers with worldwide sports events, news, home shopping and home improvement channels, the latest movies and even music—all just a remote click away.

Electronic devices don't just allow us to stay connected 24/7—they *require* it. Coworkers and friends and family expect instant responses—as well as a certain level of technological sophistication. Again, guilt or a sense of inadequacy sets in if we do not stay on the cutting edge of technology—in our work and personal dealings.

3. The Marketplace of Endless Choices. Again, thanks to new technology, we have an abundance—actually overabundance—of product choices. Take cars. Not long ago, purchasing a car meant choosing among Ford, Chrysler, GMC, and less than a handful of others. Today, consumers can purchase an auto from 47 manufacturers, featuring hundreds of models, with thousands of options. This same scenario applies to the multitude of products and services that are available to golf course superintendents today. Anyone who's been to the Golf Industry Show, knows what I mean. This giant selection makes today's purchase process take more time, energy, and thought. The variety of choices actually hinders productivity, taking away from the time we have to dedicate to work or other more gratifying activities, like a good round of golf.

4. The Experience Economy. With all the marketing avenues available, many companies are enticing buyers with more than just a simple product or service, but rather an entire “experience.” Harley Davidson is a good example of a company that promises

consumers not just a motorcycle, but also clothing, reunions, accessories, clubs, etc.—a full experience. Pepsi sought to differentiate itself from its competitors by marketing to the “Pepsi Generation.” Drinkers of the brand were young, free-spirited, happy, and laid back. People purchased soda and style.

The reality is that as more products and services are pushed out to the marketplace so are more “experiences.” Distributors of golf course maintenance products also want to satisfy your every need by providing a wide variety of materials along with seminars, golf trips, and tours of their manufacturing facilities.

What does all this mean? There is yet another source of competition for your time that eats away at the hours available for work, family, and R&R.

5. Lifestyle Integration. In her research, Hochstein also saw clearly that the lines between work, play, and sleep have become blurred. The day is still 24 hours, but the activities are now integrated. This has been made possible, again, by today's technology.

Consider that a person can be driving a child to soccer practice, stop by a fast food restaurant for a meal, and conduct business on a cell phone at the same time. Business can take place outside the walls of our office—and frequently does with the advent of the portable, wireless devices we've all grown accustomed to. We can actually leave work for two hours in the middle of the day for a family event without shirking work responsibilities.

Although integrating our lives may be convenient, fluidity and portability robs us of an important aspect of our lives: the ability to enjoy downtime. Our experiences get chopped into smaller bits. This makes it harder to stay focused on a large project for an extended period of time or to spend the time it takes to enjoy an 18-hole round of golf.

6. Child Centeredness. With lifestyle integration comes what Hochstein has termed child centeredness. In other words, adults are focusing now more than ever on the wants, needs, and desires of their children. Why the shift? Quite simply, because people can now dedicate time to family activities without sacrificing work duties.

In addition, these family-centered activities have become status symbols of sorts. Where status used to be limited to financial or physical assets, now weekends chockfull of children's activities—sports commitments, a trip to Yankee stadium or the IMAX theater—have also become symbols of status. The implication is that parents are serving more masters than ever before: chil-

dren, spouses, work, friends, etc. The unfortunate result: We feel guilt if we devote time to ourselves, causing us to miss out on important opportunities to rest and recharge.

7. Conspicuous Activation. As noted earlier, we have become an activity- and experience-based society. In fact, the more activity, the better. What is driving this frenzy? We're being programmed to believe that showing how busy we are signals that we are young (or at least young at heart), healthy, and interesting. The marketplace is flooded with messages that speak to this. A life insurance commercial features two 60-something-year-olds on mountain bikes; an arthritis pain reliever commercial shows a mature couple square dancing; an automobile manufacturer shows a family on a camping excursion. This, again, shows that status is based as much on activity as it is on money.

In the End

As Dr. Hochstein's research points out, the distractions created by technological advances make time management more challenging than ever—particularly for superintendents at this time of year, when we're full-on 24/7.

But, in the end, how we use our time is largely in our control. We can start by adhering to a few simple practices that time management experts would recommend:

- Don't answer the phone just because it's ringing and emails just because they show up. Disconnect instant messaging. Instead, schedule a time to answer emails and return phone calls.
- Don't instantly give people your attention unless it's absolutely crucial to what you're doing to offer an immediate human response.
- Block out other distractions like Facebook and other forms of social media unless you use these tools in your work.

And last but not least, cut yourself some slack if you don't get everything on your daily to-do list done. A statistic I read recently purported that odds are good that 20 percent of your thoughts, conversations, and activities produce 80 percent of your results.

Whew! Now I feel better!

Watch for Time Management: Part Two in an upcoming issue. Learn how managing your energy will help you manage your time!

Scott Niven, a member of the Tee to Green Editorial Committee, is property manager at The Stanwich Club in Greenwich, CT.

How Local Superintendents Become Masters of Their Time

by Scott Niven, CGCS

PLANNING

DELEGATING

SCHEDULING

GOAL SETTING

PRIORITIZING

MOTIVATING

*A*s a golf course superintendent, you may be frequently interrupted or pulled in different directions. While you can't eliminate interruptions, you do get a say on how much time you will spend on them and how much time you will spend on the activities that will lead you to success. Here's how several area superintendents make the most of their days.

Capitalize on Your Most Productive Time of Day

Mike Reeb of the Country Club of New Canaan makes the most of his mornings. "I'm most productive early in the morning, when the day is dawning and there seems to be endless time available with no pressure. With fresh thoughts and a clear head, I find that various types of communication, problem solving, planning, and other important tasks all flow smoothly. It ends up taking less time and effort to gain better results.

When the day's activities ramp up, I can then focus my time on things that need prompt action. At the end of the day, I review our progress and prepare for the next morning. Someone else might work this cycle in reverse or prefer another variation of this idea, but what's important is determining how and when you function best, and let that be your guide to getting the most out of every day!"

Schedule Time for Interruptions

Jim Pavonetti of Fairview Country Club plans time to be pulled away from his daily responsibilities. "I have recently started a 'by appointment only' policy," says Jim, "when it comes to dealing with salespeople and other representatives or contractors who want to talk to me about something. Since Mondays and Fridays seem to be my busiest days, I try to limit appointments to Tuesday, Wednesday, or Thursday and only between the hours of 10 a.m. and 1 p.m. Before the meetings, I prepare one or two questions of my

own to ensure they go quickly and are productive for both parties. This has helped me to manage time-consuming interruptions and take better control of my time during the week."

Start the Day With a Plan

Some time management experts will tell you the most important time of your day is the time you schedule to schedule time. Jim Pavonetti is one of those who always goes in to each morning with a basic plan of what he wants accomplished for the day. "I make a plan the night before and then check the course 45 minutes before the crew is scheduled to start in the morning. This allows me to take into account anything that might have happened overnight—disease, irrigation, or weather issues—and then make any adjustments to the job assignments so the crew can get started as soon as they arrive."

If I spent the first 10 or 15 minutes of the morning trying to decide what to do with the crew while 20 employees waited for directions, the operation would lose 3.3 to 5 work hours every morning! Multiply that times seven days a week and you lose 23.1 to 35 hours of maintenance. For the same reason, I post "second jobs" on the board sometime before the crew comes in for coffee break. That way, they know precisely what to do right after break."

Another superintendent who profits from a daily plan is The Meadow Brook Club's John Carlone: "I make a to-do list each evening before leaving work for the next day. The list may be long or short, it may even have a personal item on it like, 'pick up dry cleaning,' but it mainly has golf course jobs on it. I have even joined the 21st Century and started to put these lists on the Evernote app in my cell phone! I also amend the list during the day if I have to but try never to carry over an item to the next day. Completing the list is a very satisfying moment of each day!"

John Genovesi of the Maidstone Club echoed John's sentiments and practices, adding, "Time spent identifying the right goals is more important than a day of accomplishing the wrong ones."

Use Delegation to Add More Hours to Your Day

There's no need for you to be a one-person show. For effective time management, you need to let other people carry some of the load. In other words, delegate! I always ask myself, "Is what I'm doing something that is absolutely important for me to do, or should

someone else be doing it?" If I decide another member of my staff would be just as capable—or better—at handling a particular task, I delegate that activity.

Brett Chapin of The Redding Country Club has used the concept of delegation to great effect. He hired a part-time office assistant who works 15 to 20 hours per week and handles a good portion of the operation's time-consuming office work, including recordkeeping, invoices, and member communication. "This has freed up at least 10 hours of both my office time and my assistants', allowing us to turn more of our attention to the golf course," says Brett. It has also freed up a good five hours a week of our golf course mechanic's time since he no longer has to enter his work logs and other pertinent information into the computer.

"We hired a college student at \$10 per hour who was more proficient at data entry and computer design than anyone on my current staff. It's been a small price to pay for the tremendous help we receive in return."

Dave Kerr of Ridgewood Golf Club has also found it useful to delegate duties to others on his staff. His delegation focus is, as he terms it, "techno-wiz duties."

"I am not enamored with the new wave of techno-communication gadgets and social networking opportunities that have flooded our industry," explains Dave. "I learn enough to take advantage of the truly useful innovations but have changed my hiring practices to allow me to spend time on activities better suited to my skill sets and interests. I will always hire one 'techno wiz' on the summer staff, and divide his or her time between course duties and office duties that require a fairly high level of technical competence and familiarity. An assistant with both agronomic and technology skill sets is a real bonus, but I would still look for the seasonal staffer with a real bent for the techno-communication world to free up my assistant for duties specific to the golf course."

Dave has a long list of tasks that he delegates to the technologically savvy on staff. Among them are managing the water-use log and updating annual reporting for the water diversion permit; collecting and reporting weather station data to university researchers working on the golf course; conducting online research as needed (Federal Archive fly-over photos of golf course, greens fans, wire size pricing, BT mosquito control sources, etc.); updating irrigation changes to central computer (coordinate with NSN); setting up distance communi-

cation to irrigation system through home computer/iPad; drafting hiring brochures with course photos or course update flyers with photos at pro shop; organizing course pictures into appropriate filing system; streamlining pesticide-use database and inventory database for equipment, pesticides, and fertilizers; updating database for flower planting beds. And the list continues to expand, says Dave, with the ever-increasing demands of the modern golf course superintendent.

Technology Can Often Work to Your Advantage

There are times that technology can truly help productivity, despite what Dr. Madelyn Hochstein's studies have revealed (see page 2). One of Jim Pavonetti's first priorities each day is to use his smart phone to communicate with the other department heads at his club. "Every morning," says Jim, "I send out two group texts: one to the pro shop and caddy staff and one to the entire tennis staff. I copy the general manager on each. In the texts, I include weather conditions, course or court conditions, cart rules, project news, and whatever else these departments need to know for the day. This lets them know what to expect and tell members before they even arrive for work. This simple step has freed up my morning time by sparing me from getting caught up in phone calls and having to track down each one of these individuals every day."

Instill a Sense of Urgency

One way to save significant amounts of time and increase productivity is to encourage everyone on your staff to work with a "sense of urgency." If you're lucky, that type of attitude is inherent in your staff's nature, but it never hurts to give a clear picture of what you expect in terms of task completion. To encourage staff to work efficiently, I post in the staff lounge the time it takes to complete the various assigned jobs. With that information readily available, all grounds crew members can be held accountable for completing each task within the allotted amount of time.

No matter how organized we are, there are always only 24 hours in a day. Time doesn't change. All we can actually manage is ourselves and what we do with the time we have. Hopefully, you'll find these superintendents' time-saving tips and techniques helpful in improving both your productivity and the productivity of your staff.

Optimism High Among Turfgrass Advocacy Day Attendees

by Michael Maffei, CGCS

Eager to support NYSTA in its effort to protect our industry from misinformed legislation, 41 superintendents and industry professionals gathered at the Empire State Plaza in Albany, NY, on March 7 for the 13th Annual New York State Turfgrass Advocacy Day.

Among the attendees were MetGCSA representatives Bob Nielsen, John Carlone, Blake Halderman, Ed Brockner, and me—who, like the others, were there to discuss the year's most pressing issues: Using Less-Than-Label Rates of Pesticides, the Preemption of Fertilizer, support for the Turfgrass Environmental Stewardship Fund, Adoption of a State Definition of IPM, and support for the New York Farm Viability Institute. In the process, a total of 56 legislative visits were made, driving home the potential impact of these legislative issues on industry professionals' ability to perform their jobs.

Participants were encouraged to learn that just the day before the event, two of our bills—the State Definition of IPM and the use of less-than-label rates, were voted out of the Senate Environmental Conservation Committee, preparing the way for full debate and vote on the Senate floor.

The day kicked off with an association breakfast and welcoming remarks by NYSTA Past President Steve Griffen. The program continued with Wayne Lair Jr., legislative associate with The Vandervort Group and lobbyist for the New York Alliance for Environmental Concerns, who covered budget issues and the legislative climate in Albany.

Prior to the legislative visits, participants had the opportunity to review issues and advocacy strategy, as well as the legislative challenges facing the state. Here is what industry experts had to say on the issues being advocated for.

Promoting Less-Than-Label-Rate Use

Joseph Potrikus, Certified Sports Field Manager and Vice President of Greener World Landscape Maintenance, LLC

Potrikus explained that it is important that turfgrass managers who are trained, li-



From left to right: Met Executive Director Ed Brockner; Met President and Bedford Golf & Tennis Superintendent Bob Nielsen, CGCS; Brae Burn Country Club Superintendent Blake Halderman, CGCS; and NYSTA Director and Meadow Brook Club Superintendent John Carlone, CGCS, review green industry topics prior to appointments with their local legislators.

censed commercial pesticide applicators have the flexibility to apply less-than-label rates to aid their ability to reduce overall pesticide use in New York; increase adoption of reduced-risk, biological and organic pest controls; and enhance adoption of a progressive turfgrass IPM program.

According to Dr. Jeffrey Scott, professor and chair of the Department of Entomology at Cornell, there's a long list of problems associated with regulations that do not allow less-than-label rates, especially those associated with pesticide loads on the environment and nontarget effects. "In many cases," notes Dr. Scott, "less-than-label rates will reduce the risk of resistance and have no effect on the speed-of-resistance evolution. In only a very few cases will using less-than-label rates increase the risk of resistance. The benefit of allowing less-than-label rates clearly outweighs any potential problems," he says.

Many Thanks to Our Sponsors

We would like to acknowledge the following sponsors who helped make this successful event possible: RISE – Responsible Industry for a Sound Environment, the Sullivan County Challenge, New York State Lawn Care Association, Helena Chemical Company, and Dow AgroSciences.

NYSTA recommends that legislators support bills A450A (introduced by Assemblyman Magee) and S2887A (introduced by Senator Marcellino), which create a new section in the Environmental Conservation Law that states that unless the labeling specifically prohibits such use, a pesticide registered for use in New York State may be used by commercial applicators in a dosage, concentration, or frequency less than that specified on the labeling. This amendment is similar to a law that allows less-than-label rates to be used for agricultural purposes.

Senator Marcellino's bill has recently passed the Senate, and we are awaiting action in the Assembly where this bill, unfortunately, is not being looked on favorably by the Chairman of the Assembly Environmental Conservation Committee.

Pulling for Preemption of Fertilizer

Jeff Williams, Regulatory Issues Coordinator with the New York Farm Bureau

Williams explained NYSTA's support for legislation that would prohibit county and local governments from adopting fertilizer regulations. Local regulations create a patchwork of differing fertilizer requirements from municipality to municipality that makes it very difficult for applicators to achieve compliance. What's more, local governments often do not have the scientific or environmental expertise to create and enforce these local regulations. Bills S848 (introduced by Senator Young) and A6908 (introduced by Assemblyman Magee), provide preemptive responsibility for fertilizer applicator regulations to the one state agency with the expertise required to do so: the New York State Department of Agriculture and Markets.

continued on page 9



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Upcoming Events

Upcoming Events Update!

Nine and Dine: Superintendent/Guest Tournament

Monday, June 4

Country Club of Darien, Darien, CT

Host: Tim O'Neill, CGCS

MetGCSA Invitational Tournament

Monday, June 25

Tamarack Country Club, Greenwich, CT

Host: Jeff Scott, CGCS

Summer Social

Tuesday, July 17

Old Oaks Country Club

Purchase, NY

Host: Mark Millett

Met Championship and Met Area Team Championship Qualifier PLUS The Poa Annual Tournament

Monday, August 27

Century Country Club, Purchase, NY

Host: Kevin Seibel

Superintendent/Green Chairperson Tournament

Tuesday, October 9

Golf Club of Purchase, Purchase, NY

Host: Bob Miller

Annual Assistants Championship

Wednesday, October 10

Old Oaks Country Club

Purchase, NY

Assistant Host: Jason Anderson

Superintendent Host: Mark Millett



Educational Events

2012 University of Connecticut Turfgrass Field Day

Tuesday, July 17

UConn Research and Education Facility
Storrs, CT

The field day will offer guided tours of a variety of research projects underway at the university followed by a delicious lunch and an opportunity to connect with fellow turf professionals. The afternoon program will include two breakout sessions highlighting current organic management demonstrations for athletic field turf and a turfgrass disease walking tour focused on identification and cultural and chemical control options. Exhibitors from across the region will also be present with product and service information for the turfgrass industry.

Watch the website for further details as the date approaches: www.turf.uconn.edu.

Rutgers Turfgrass Research Field Day (Golf & Fine Turf)

Tuesday, July 31

Horticultural Farm II, New Brunswick, NJ

Save the date, and watch for details. For further information call 973-812-6467 or visit www.njturfgrass.org.

UMass Turf Research Field Day

Wednesday, August 1 (8:00 a.m. – 1 p.m.)

UMass Joseph Troll Turf Research Center
South Deerfield, MA

The field day will focus on the wide range of research projects that university faculty, staff, and graduate students currently have underway at the research center and at other locations.

Among the studies you'll see: the biology and integrated management of turf-damaging insects, short- and long-term weed management, pesticide exposure, fertility, drought management, as well as a range of National Turfgrass Evaluation Program fine turf trials. The field day will also feature displays and demonstrations from turf industry vendors. A barbecue lunch is included with registration.

For further information, contact the UMass Extension Turf Program office at 508-892-0382 or by email at fieldday@umasssturf.org.

Tee to Green Goes Electronic!

Did you know that at the start of 2012, *Tee to Green* was available to you both in print and online? Now you can easily forward friends and family—okay, more likely your green committee and club members—pertinent articles from the pages of *Tee to Green*. And just as important, you can access and read the publication on the go ... anywhere, anytime. Now, it's just a click—or two—away, along with up-to-the-minute reports on association business and events. Log on to www.metgcsa.org, and be sure to let us know what you think!

New Board Elected at GCSAA Annual Meeting in Las Vegas

At this year's Annual Meeting—held March 2 in conjunction with the GCSAA Education Conference and Golf Industry Show in Las Vegas, NV—delegates elected a new board of directors, with **Sandy Queen, CGCS**, emerging as GCSAA's new president. A 34-year member of GCSAA, Queen is also chairman of the board of trustees for The Environmental Institute for Golf (the philanthropic organization of the GCSAA).

Queen assumed the position of manager of golf operations for the City of Overland Park, KS, in 1984, also supervising a soccer complex and the Deanna Rose Children's Farmstead. In addition, Queen is a past president and member of the Heart of America GCSA, as well as a member of the Kansas Turfgrass Association and The First Tee of Greater Kansas City.

A native of Miami, FL, Queen and his wife, Laura, currently reside in Overland Park, KS. They have two married children, Sandy and Heather, and two grandchildren. We welcome Sandy Queen as our new president.

Also elected to the board:

Vice President

Patrick R. Finlen, CGCS, of The Olympic Club in San Francisco, CA

Secretary/Treasurer

Keith A. Ihms, CGCS, of Country Club of Little Rock in Little Rock, AK

Immediate Past President

Robert Randquist, CGCS, of Boca Rio Golf Club in Boca Raton, FL

Directors

Rafael Barajas, CGCS, of Hacienda Golf Club in La Habra Heights, CA, was elected to fulfill a two-year term as director.

William H. Maynard, CGCS, of Milburn Golf and Country Club in Overland Park, KS, was elected to fulfill a two-year term as director.

*Numbers in
from this year's Education
Conference: Attendance is up 1.4
percent over last year in Orlando,
and 14.6 percent greater than 2010
in San Diego. This is the largest
number of seminar seats
sold since 2008
in Orlando.*

Darren J. Davis, of Olde Florida Golf Club in Naples, FL, was appointed to the GCSAA Board of Directors, filling the remaining year of Ihms' term, created by his election to secretary/treasurer.

John J. O'Keefe, CGCS, of Preakness Hills Country Club in Wayne, NJ, and past president of the MetGCSA remains on the board to fulfill the second year of his two-year director term.

Peter J. Grass, CGCS, of Hilands Golf Club in Billings, MT, remains on the board to fulfill the second year of his term.

James R. Fitzroy, CGCS, of Wollaston Recreational Facility/ Presidents Golf Club in North Quincy, MA, retires from the board after serving the past year as immediate past president.

Next Year at 'The National'

Plan now to join fellow professionals at the 2013 GCSAA Education Conference and Golf Industry Show in San Diego, CA. The Education Conference is scheduled for February 4–8, along with the Golf Industry Show, which will run February 6–7. For further information, visit www.gcsaa.org.

Palm Springs Makes for Golf Tourney

The 62nd GCSAA National Championship and Golf Classic was contested this year from February 24 through 26 at PGA West and the two La Quinta Resort courses in Palm Springs: the Mountain Course and the Dunes Course. The golf courses—no surprise—were all in tournament shape, and the weather was to die for, averaging in the low 80s and sunny every day. GCSAA should be commended for the hard work and planning it put into making this year's event another great success—and worth every penny! Though few Met members joined in this year's competition, those who did fared well. Here are the tournament's notable outcomes:

The National Championship

Michael Stieler from Riverbend Golf Club in Madera, CA, won his first National Championship, posting a 143 (–1) for the two-round event. Hotly contested on the Nicklaus Tournament Course at PGA West, Stieler held off three-time champion Seth Strickland from Miami (FL) Shores Country Club, who posted an even par 144.

Met-area competitors Sean Cain and Thomas Ashfield both showed up for half the tourney but couldn't put two solid rounds together. Cain finished tied for 27th, shooting a 77 the first round and posting an 81 on the second day. Ashfield had a disappointing 82 the first round and finished strong on Sunday with a 77 to end up tied for 30th. One of these years, Ashfield and Cain will put two good rounds together to finish in the money!

The Golf Classic

The Golf Classic, which featured two rounds of play using the point quota system, was played on the Dunes and Mountain courses at the La Quinta Resort.

Memorable National

Here are the Met supers who took home a prize:

In the Gross I division . . .

Stephen Rabideau finished tied for 10th place to earn himself another plaque at the national level. Scott Niven played well enough to post tied for 19th, and Les Kennedy and Blake Halderman finished 24th and 26th respectively.

In the Gross II division . . .

Ryan Oliver took home our only championship trophy by placing first in the division. Jim Swiatkowski finished tied for 24th.

In the Gross III division . . .

David Dudones had a respectable showing, tying for 15th.

The Team Events

The Four-Ball Mixer, held on the Friday before the Golf Classic, was the informal kick-off to the national golf competitions. The fields were broken up into flights based on handicap, and despite the small showing of Met players, we managed to make our mark.

The team of David Dudones/Jim Swiatkowski tied for 6th in the Second Flight while Bob Nielsen/Jeff Wetterling tied for 15th in the Third Flight.

Our Met I Chapter Team of Sean Cain, Tom Ashfield, Scott Niven, and Les Kennedy came in 5th place with 216. Florida won the Chapter Team Competition with a combined score of 271.

Aside from offering a great opportunity to play some of the best courses in the country, the preconference golf event is one of the most enjoyable ways to network with fellow professionals from across the country . . . and around the world. Don't miss the 2013 National Championship and Golf Classic in San Diego, CA.

Turfgrass Advocacy Day continued from page 6

Restoring Support for Turfgrass Environmental Stewardship Fund

Greg Chorvas, NYSTA Past President and Grounds Superintendent at Cantine Veterans Sports Complex

Chorvas spoke about the status of the Turfgrass Environmental Stewardship Fund. The 2006-2007, 2007-2008, and 2008-2009 New York State budgets included a \$175,000 appropriation to support research that provides improved turf management solutions. Budget cuts in 2010 terminated Turfgrass Environmental Stewardship Fund appropriations. Continuing research is essential in providing turf management solutions that are key in preserving and protecting environmental quality. As a result, NYSTA is recommending that legislators **restore the \$175,000 line item** in the 2012-2013 budget.

Adopting a State Definition of IPM

Michael Maffei, CGCS, NYSTA Board Member and Golf Course Superintendent at Back O'Beyond

I reviewed the adoption of a State Definition of IPM stating that NYSTA believes New York State would be best served by adopting the IPM terminology recognized by the Food Quality Protection Act, the National Integrated Pest Management Network, and the Empire State Council of Agricultural Organizations. Several legislative proposals define IPM as using pesticides as a last resort. As we all know, pesticides are used as a tool in an IPM program.

NYSTA supports bills S2775 (sponsored by Senator Young) and A7129 (sponsored by Assemblywoman Gunther), that define Integrated Pest Management as a "systematic approach to managing pests that utilizes a diversity of management options to minimize health, environmental, and economic risks and impacts. These options may include biological, cultural, physical, and chemical tools to prevent pest infestations or reduce them to acceptable levels."

Senator Young's bill recently passed the Senate and is awaiting action in the Assembly.

Keeping the New York Farm Viability Institute Well Funded

Steve Griffen, NYSTA Past President and Co-owner of Saratoga Sod Farm, Inc.

Griffen reviewed the final issue relating to the New York Farm Viability Institute. This

institute is an independent, nonprofit organization that is dedicated to serving agricultural and horticultural producers regardless of enterprise, size of business, or location in New York. NYSTA recommends **allocating \$2 million in funding** for the institute to expand and enhance New York's agricultural and horticultural economies.

Legislative Visits Top Off the Day

When the issue presentations were complete, participants had the opportunity to meet with legislators and share their views on the issues of the day.

Reflecting on the events of the day, The Vandervort Group's Wayne Lair was clearly pleased with the outcome: "Turfgrass Advocacy Day this year provided golf course superintendents, lawn care professionals, nurserymen, and others in the green industry an opportunity to voice their opinions on legislation crucial to their industries. The success of our outreach was evidenced by the rapid response of legislators, particularly in the Senate, who moved quickly following our Advocacy Day to act on those measures most important to us. I think that alone speaks to the success we had."

Echoing his sentiments, NYSTA's Steve Griffen noted, "More than ever, we are recognized by legislators while making our visits. Legislators have more of an understanding of our industry and can easily recognize how overly burdensome certain proposed legislation can be to our livelihood."

You Can Make a Difference!

More information on NYSTA's Turfgrass Advocacy Day is available on the NYSTA website: <http://www.nysta.org>. Though you may not have been able to attend, consider visiting your Assembly member or Senator in their district offices or writing them to discuss these issues. Either way, your involvement will go a long way toward helping to protect our industry—and your livelihood!

Please give serious consideration to attending Advocacy Day in 2013. Laws and regulations affect everyone, and your input is important.

Michael Maffei, golf course superintendent at Back O'Beyond in Brewster, NY, is a past president of NYSTA and co-chair of the NYSTA Government Relations Committee.

Member News

Fairview and Round Hill Supers Honored With Environmental Leaders in Golf Award

At this year's GCSAA Education Conference, two MetGCSA members were recognized for their commitment to environmental stewardship on the golf course. Fairview Superintendent and *Tee to Green* Editor Jim Pavonetti and Round Hill Club Superintendent Sean Foley were honored by GCSAA and *Golf Digest* with an Environmental Leaders in Golf Award (ELGA).

Awarded annually, the ELGA recognizes golf course superintendents and their courses for overall course management excellence in the areas of resource conservation, water quality management, integrated

pest management, wildlife/habitat management, and education/outreach.

An independent panel of judges selected national and also chapter and merit winners in three categories: public, private, and resort courses. Selected from GCSAA's 100 affiliated chapters, Jim was one of five 2011 ELGA Chapter Winners for Private Facilities, marking his second consecutive year as a chapter winner, and Sean was one of three ELGA Merit Winners for Private Facilities.

Congratulations Jim and Sean for your noteworthy efforts in environmental stewardship!

Scholarship Award Application Forms Available Online

Application forms for the 2012 MetGCSA Scholarship Awards are now available on the Met website, www.metgcsa.org, or through MetGCSA Executive Secretary Ineke Pierpoint at ipierpoint@mgagolf.org or 914-909-4843.

Any Class A, Life A, SM, C, Life C, AF, or Life AF member of the MetGCSA or a dependent of a member is eligible to win.

If you have any questions about the application process, please feel free to contact Scholarship Chairman Blake Halderman at Brae Burn Country Club. You can reach him by calling 914-946-1074 or by sending an email to bhalderman@braeburncc.org.

The Scholarship Committee will select recipients based on leadership, maturity, scholastic capabilities, activities, and commitment to a chosen career. **All applications MUST be RECEIVED by end of business day on Friday, June 8.**

Scholarships will be awarded at an upcoming event. Watch our calendar of events in the *Tee to Green* or on our association website for the precise date and site of the event.

Members on the Move

• **Andrew Hannah** is the new superintendent at Shuttle Meadow Country Club in Kensington, CT. Previous position: Assistant superintendent at Century Country Club in Purchase, NY.

• **Jonathan Knol** is the new superintendent at Beaver Brook Country Club in Annandale, NJ. Previous position: Assistant superintendent at Quaker Ridge Golf Club in Scarsdale, NY.

• **Ryan Segrue** is the new superintendent at Lake Isle Country Club in Eastchester, NY. Previous position: Assistant superintendent at The Stanwich Club in Greenwich, CT.

• **Jim Weiland**, formerly of Shorehaven Golf Club in Norwalk, CT, is now at Connecticut Golf Club in Easton, CT.

Kudos

Dave Pijenburg of Greenacres Company in Bethel, CT, was elected president of the Connecticut Irrigation Contractors Association (CICA), the leading membership organization for irrigation professionals, contractors, and suppliers. Founded in 1988, CICA promotes excellence in the field of turf irrigation installation.

In Sympathy

We would like to offer our sincere condolences to:

• Country Club of Darien Superintendent **Tim O'Neill**, whose father, **Vincent O'Neill**, passed away on March 2. He was 83 years old.

• Sodco's **Sean Moran**, whose father, **Peter Moran**, passed away on March 3 at his home in Farmington, CT. He was 68 years old. A lawyer and businessman, Peter was passionate about the turf industry, developing many friendships during his years as a VP of sales and marketing with the McGovern Co. and then as a sales rep with Sawtelle Brothers, both Jacobsen distributors. Having called on superintendents throughout New York, Connecticut, and Massachusetts, Peter will be missed by the many industry professionals who had the fortunate opportunity to know and work with him.

Memorial contributions may be made to the Leukemia and Lymphoma Society, 321 Research Parkway, Suite 212, Meriden, CT 06450.

Don't Miss the All-New 'Nine and Dine' at Country Club of Darien

by Ed Brockner, MetGCSA Executive Director

On June 4, Country Club of Darien will host the Met's inaugural "Nine and Dine" version of our Superintendent/Guest Tournament. Implemented with great success by our friends on Long Island, the Nine and Dine format takes the huge time commitment out of attending a meeting.

You tee off late in the day after your work is done; play nine holes; then join fellow Met members for a bite to eat. And what's more, you can bring a guest of your choice. If not your manager, bring along an assistant, club member, or friend.

It seems only fitting that our long-tenured member, Sherwood A. Moore Award winner, and past president Tim O'Neill be the one to host this new endeavor. A strong advocate of becoming an active participant in our association and its meetings, Tim O'Neill has been a highly committed member of the Met for 33 years, leading not just our association in that time, but also the GCSAA and the Tri-State Turf Research Foundation.

The 'Rhode' to Success

Tim's road to success, started in his Pawtucket, RI, hometown, where he began working, at the age of 12, as a caddie at the Pawtucket Country Club. At the advice of Les Kennedy Sr., Pawtucket's golf pro and superintendent at that time, Tim left the Pro Shop to give golf course maintenance a try. Too young, at that point, to operate the equipment, Tim spent many hours that summer raking bunkers and performing other grounds crew tasks. He knew then, he'd make turfgrass management his career.

It was at Pawtucket that Tim also began what has become a lifelong friendship with Les Kennedy Jr., now superintendent at The Blind Brook Club in Purchase, NY. When they met, Les Jr. was working as his father's assistant. Tim continued to work on the grounds crew summers while earning his B.S. in Turf Management at the University of Rhode Island.

After completing his B.S. in 1979, Tim accepted his first assistant's position at Greenwich Country Club. Then three seasons later, he landed the superintendent's position at the Country Club of Darien, where he has been ever since.

Long List of Leadership

In 1981, Tim began his involvement on the Met board, serving on nearly every one of the association's committees as he rose through the chairs to MetGCSA president in 1992 and 1993. Still a strong proponent of the Met, Tim regularly nudges his assistants to participate in functions and meetings.

"The networking and education that comes from being involved in the MetGCSA has been an important aspect of my career," says Tim, acknowledging just how much the association has done for him both personally and professionally.

"I am a more capable superintendent in many ways because of my involvement, and the experience I gained working with association committees and boards has enhanced my communications with committees and boards at the Country Club of Darien. Experiences and interactions with other superintendents have also helped me stay current in an ever-changing industry."

While still active in the Met, Tim assumed a leadership role in the Tri-State Turf Research Foundation, working with the group since its inception in 1990. He served as publications editor and progressed through the board's ranks to president in 1999.

So thoroughly committed to promoting the profession, Tim took his aspirations national, campaigning for a seat on the GCSAA Board of Directors. "I felt serving on the board of our national organization would allow me to have a more far-reaching impact on our industry and the individual superintendent," says Tim. Joining the GCSAA Board of Directors in 2000, Tim assumed the post of president in 2005.

While at the helm of our national organization, Tim never lost sight of his commitment to bolster the superintendent's role and image in the golf industry. Sitting on the Board of Trustees for the Environmental Institute for Golf, Tim worked long and hard to enhance the industry's image in the environmental community. Locally, Tim worked in 2001 with the Connecticut Department of Environmental Protection Task Group to establish the essential Best Management Practices for water use on golf courses and has gained recognition for his active involvement in the environmentally responsive



Tim O'Neill, CGCS

Audubon Cooperative Sanctuary Program. Last year, Country Club of Darien became the 15th club in Connecticut to earn its certification as an Audubon Cooperative Sanctuary.

What's Doing at Darien

Tim's accolades at the CC of Darien extend beyond his environmental efforts. From 2008 to 2010, Tim worked tirelessly with Architect Dr. Michael Hurdzan to rebuild and reinvigorate the 55-year-old golf course, which was built in 1957 on the 140-acre estate of Edgar Auchincloss, the club's sole proprietor for 29 years.

The most major undertaking since the club's inception, the recent \$4 million renovation project, touched nearly every aspect of the golf course. Several holes were re-routed, all tees and bunkers were rebuilt, a new range and practice tees were constructed, along with new ponds. To help keep all of these upgrades in top condition, Tim also led the effort to create a new maintenance building.

On a Personal Note

Though it hardly seems possible, Tim manages to carve out time for a personal life. He and his wife of 24 years, Jennifer, live in Fairfield, CT, and have two children. Their son, Justin, 22, is a recent Brown graduate, and is currently working as a junior editor with *Scholastic Magazine*. Their daughter, Kristen, 20, is a junior at Connecticut College, pursuing a degree in American studies.

A sports enthusiast, Tim also finds time to follow his favorite teams—basketball, baseball, football—from Boston, and, of course, enjoys a good round of golf with friends.

When you all join Tim on June 4, you'll enjoy not only a good round of golf, but also a beautifully renovated course. "I'm looking forward to having people back," says Tim, "and to the new Nine and Dine meeting format. In my mind, it's a win-win: Everyone can get in a full day's work and then enjoy nine holes with friends and colleagues."

So no excuses! See you all on the links!

Tamarack Welcomes the Return of the Invitational

by Chip Lafferty

On June 24, MetGCSA members will have the pleasure of contesting this year's Invitational Tournament at Tamarack Country Club in Greenwich, CT. This is the third MetGCSA event and second Invitational that Tamarack and superintendent Jeff Scott have been good enough to host since 2000.

Anyone who played in the last tourney was able to see, firsthand, the many enhancements to not only the course, but also the overall facility.

"The membership set out to ensure the club's success for years to come with a master plan that swept through nearly every aspect of the facility," says Jeff.

The plan included the construction of a new septic system, installation of underground utilities, and the complete demolition and reconstruction of the pool and clubhouse facilities. On the golf course, a new irrigation system was installed, 30 new fairway bunkers were constructed, tee surfaces were expanded, and greens were enlarged to reclaim key pin locations.

"The average green size is now 7,500 square feet," says Jeff, explaining that the intent of the plan was to preserve the course's original Charles Banks design while, at the same time, modernizing various aspects of the course to accommodate today's longer hitters and faster green speeds.

The past few years have been devoted to a tree removal program aimed at improving the course's overall agronomic conditions and restoring many of the beautiful vistas that had been lost over the years.

Tamarack in the Making

Originally organized as the Port Chester Country Club in 1909, Tamarack was then a nine-hole course, and in 1925 became an 18-hole course, located on the present site of the Port Chester, New York High School. Sheep, rather than equipment groomed fairways, and membership dues were just \$25 per year. That soon changed.

In 1928, when the town wanted to purchase the club's land for a new-and-improved high school, the club picked up and moved to its current site, opening in 1929 as the 18-hole Tamarack Country Club,

named after the many Tamarack trees indigenous to the area.

Golf Course Architect Charles "Steam Shovel" Banks—the first to use machinery (the steam shovel, of course) to construct golf courses—designed the 6,800-yard golf course in 1929, incorporating some of the game's finer strategic-quality holes, such as Biarritz, Redan, and Plateau. The club's renovations didn't stray far from Banks' characteristic design features, making the course one of the finest to play in the country.

The Trek to Tamarack

When Jeff entered college in the mid-'70s, a career in turfgrass management wasn't first and foremost on his mind. "I started out at South Hampton College on Long Island as a Marine Biology major," he explains, "but after a few semesters, I decided to make a change that I'll never regret."

Jeff took a hiatus from college, spending a few winters on the slopes in Vermont and Colorado. Returning a year later to his Pawling, NY, hometown, he accepted a job with a local landscaper. Soon after, a close friend introduced Jeff to Bob Alonzi, the superintendent at Fairview at the time.

Jeff worked from 1978 to 1981 for Bob, and then headed off to the UMass Turf School. While completing his degree, he interned at Baltimore Country Club, returning in 1984 to Fairview. After a year there, he furthered his experience under Joe Alonzi, Fenway Golf Club's superintendent.

In November of '85, Jeff secured his first superintendent's job at Knickerbocker Country Club in Tenafly, NJ. Then he returned to New York in 1988 as superintendent at The Apawamis Club, where Jeff was known for causing more than a few yips in fellow superintendents' putting strokes with the crazy speeds he produced on those undulating greens. In February of '97, he accepted his current position at Tamarack.

"My work at Tamarack has been both interesting and challenging," says Jeff, adding, "And I can't say enough about the club's support of my family. All my kids have worked at the club at one time or another; it's a nice feeling of belonging."

Jeff Scott, CGCS

All About Family

Jeff's a family man, through and through. He and his wife of 26 years, Kathy, have raised three children: Annie, Cali, and Jeff Jr. Annie is out of grad school, teaching Special Education in Manhattan; Cali is about to enter grad school for Speech Pathology; and Jeff Jr. is a sophomore in college.

Jeff is a firm believer in carving out time away from work for family. "I feel fortunate the golf course business has enabled me to build a solid family life away from work."

Once a family of passionate ski racers, Jeff said they've toned it down in recent years. "Most of the serious racing is behind us," he says, "but skiing is something we'll always enjoy together as a family."

Another pastime Jeff's family shares is road cycling. "We formed a team of family and friends that rides for MS," he says. "We do rides throughout the Northeast and get a lot of satisfaction from raising money for a good cause. It's our way of giving back."

The Merits of Membership

Jeff, a certified superintendent for the past 20 years, spent six years on the MetGCSA board, chairing the Social & Welfare Committee and running the Turfgrass Field Day. "The Met, as well as GCSAA, are dedicated to promoting education and fostering professionalism," says Jeff. "I'm proud to be affiliated with both organizations."

What to Know Before You Go

"Players new to Tamarack are generally surprised by the deep bunkering surrounding most green complexes and, of course, by the large-sized greens," says Jeff, cautioning, "Certain sand shots require a lift of over 20 feet to the putting surface. Best not miss your approach shots! And I strongly suggest practicing your putting skills: 50- to 60-foot putts aren't uncommon at Tamarack! I look forward to seeing everyone on the 24th."

Chip Lafferty, a member of the Tee to Green Editorial Committee, is superintendent at Rye Golf Club in Rye, NY.



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