



TEE TO GREEN



Published by the
Metropolitan Golf Course
Superintendents Association

President's Message

The Masters at Augusta National

It's Worth the Trip

All of us could use a little inspiration at the start of the season, and in my opinion, there's no better way to get motivated than to attend the Masters at Augusta National in Georgia. Though this wasn't my first trip to Augusta, I'm continually impressed by the tournament, the course, and the operation.

The grounds and golf course are always groomed to perfection by the Augusta National crew members and numerous volunteers—superintendents, industry salespeople, and university representatives who join the crew each year in prepping the course for the tournament. For this year's event, a total of 50 crew members and volunteers were on hand.

This year, I made the trip with John Carlone (Middle Bay CC), Les Kennedy (Oak Lane CC), and John Streeter (Woodbridge CC). We started out Thursday morning and returned on Sunday—in time to watch the final round on TV. Our GCSAA member cards were all we needed to gain entry into the tournament each day.

All three days, we stayed on the course into the evening, watching the crew prepare the grounds for the following day's events. Particularly exciting was seeing, firsthand, how the crew managed Saturday's rain delay. After the lightning disasters at last year's U.S. Open and PGA (continued on page 2)

Special Feature

Putting an End to Weekend Scheduling Woes

Superintendent Mike Reeb maps out an innovative labor scheduling program

If you're tired of cajoling crew members to come in for their weekend tour of duty, you might want to give some thought to Superintendent Mike Reeb's labor scheduling program. Not your run-of-the-mill approach to scheduling, the program's not only put an end to weekend work woes, it's allowed Mike to virtually eliminate all overtime—two side benefits to a program Mike says he developed two years ago expressly to create more reasonable and attractive work hours for his staff.

Though he's the first to admit his approach may not be appropriate for every golf course maintenance operation, Mike claims it's been well received—by both his crew and Green Committee—at the Country Club of New Canaan in New Canaan, CT. Here are the ins and outs of how it works:

Program Basics

The New Canaan maintenance department operates seven days a week, year-round. Mike, his assistant, and each of his crew members—eight full-time and four seasonal—work five days a week, with one day off during the week and one day off during the weekend.

Toward the end of each month, Mike and his assistant, John Howe, draw up a schedule for the next 30 days, taking into account employees' advance requests for specific days off or vacation time. (Employees may take vacations any time of year, providing they don't

interfere with prepwork for a special event.)

This advance planning process helps guarantee that the department is never short-handed and can complete its work without overtime—something traditional workweeks rarely permit. Mike says cutting overtime has freed up enough funds to hire an additional full-time person.

Unless otherwise requested, employees' days off are randomly distributed and vary from week to week. Though it's possible for employees to have two consecutive days off (continued on page 7)

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- ⑤ Member News
- ⑦ The Rockrimmon Meeting's Stableford Tournament Winners

The Masters at Augusta National

Championship, Augusta was well prepared for handling inclement weather. Foul-weather guidelines were posted at the course's main entrance, and pairing sheets listed specific procedures that spectators should follow.

Able to track weather 50 miles around the course, Augusta halted play, to the sound of an eerie bell, and emptied the course at 2:30 p.m.—a full hour before the rain and lightning started.

While masses of people streamed out of the exits, we made our way to the maintenance facility behind the sixth green. We mingled with the crew and watched a TV tuned to CBS, which provided up-to-the-minute shots of the rain-drenched course.

Finally, the TV announced that play would resume at 5:15 p.m. The crew knew exactly when the rain would stop. At about 4:30—though it was still raining heavily—the crew suited up and hit the course. With squeegees in hand, they began pushing water off the greens. By 5, the rain had subsided, and by

5:15, the pros were able to tee it up under a light drizzle, on a surprisingly playable course.

We left the maintenance building and watched Fred Couples and Ray Floyd tee off #5. By the time they reached the 5th green, the rain had completely stopped. Because the rain delay chased most of the spectators away, we had great viewing positions for the rest of the day. We stayed until it got too dark for the last groups to continue play.

As we left the course, we couldn't help but cross the ropes and walk up the 18th fairway. I'll always remember being among the last group to walk 18 on Saturday at the Masters.

Next year, take a trip down. Viewing the Masters and the Augusta National crew at work is an educational—and motivational—experience that superintendents at every experience level could profit from.

TIM O'NEILL, CGCS
President

Spotlight

Chuck Martineau to Host Golf Meeting at Whippoorwill

On June 1, MetGCSA members will have the opportunity to experience a course that is nearing the end of a massive, 12-year restoration project. Long-time Superintendent Chuck Martineau has teamed up with Golf Course Architect Geoffrey Cornish to return the Whippoorwill Club to its distinctive Charles H. Banks design.

The course's second golf course architect, Banks completely redid Whippoorwill's original Donald J. Ross design in the late 1920s, leaving his mark—unknown to most—far beneath the seventh fairway.

Nicknamed "Steam Shovel" Banks by his colleagues, he was an enthusiastic believer in massive earth moving to create the huge elevated greens and deep bunkers and ponds characteristic of his courses. But legend has it that Bank's

enthusiasm for depth was dampened at the Whippoorwill Club (which, by the way, is claimed by many to be his masterpiece) when a steam shovel excavating an exceptionally deep pond disappeared in the ooze. Though the operator was rescued, the steam shovel is said to still lie deep beneath the seventh fairway, over half a century later.

To recover Banks's handiwork, Chuck—with Cornish's help—has conducted extensive research on Banks's architectural philosophy, but he's also found valuable direction from old maps and plans for the course.

Among the restoration work he and Cornish have completed to date is the installation of—believe it or not—the course's first irrigation system, the renovation of 68 of the course's bunkers, and the enlargement, reshaping, and

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mounding of four of the course's seven ponds. All the work has been done "in-house."

Though the restoration phase will be drawing to a close the end of this year, Chuck and his crew won't be left twiddling their thumbs. In addition to restoring the course, Chuck's department has been picking away at an ambitious long-range plan. Last year, they completed the construction of a new maintenance storage facility. Remaining on their long list of projects is extensive irrigation work, tee box enlargement, course lengthening, practice range reconstruction, improved dam and spillway structures, and general landscaping/enhancement work.

Chuck's golf course experience began in 1960, after he graduated high school. About that time, his family became involved in a joint venture to build a nine-hole golf course for his hometown in Turners Falls, MA. He helped

with the construction phase for two months and then, after three years with the Marine Corps, he returned to see the project through to completion.

By that time, Chuck had settled on a career in turfgrass management. He pursued an Associate in Agricultural Science at the University of Massachusetts, and in 1966, while completing his coursework, he began working as superintendent at the Northampton Country Club in Northampton, MA.

After two years there, he accepted an assistant's position at Century Country Club in Purchase, NY, under then superintendent Jim Fulwider Sr. Two years later, in 1969, Chuck moved to his current position as superintendent at the Whippoorwill Club.

Among the professional achievements Chuck holds in highest regard is serving as president of the MetGCSA. During his '83/'84 tenure, Chuck is credited with numerous association

advancements. Among them: refining our membership classes, improving the image of the *Tee to Green*, initiating the redesign of our association logo, and adding Class B and C representatives to the Board of Directors.

On a personal level, Chuck says he's proud to have two of his cousins—Mark and Earl Millett—alongside him in the business. Mark, who is now superintendent at Old Oaks Country Club in Purchase, NY, had worked summers on Chuck's Northampton crew, and Earl, who is now superintendent at Ridgeway Country Club in White Plains, NY, had served as Chuck's assistant at Whippoorwill. All three grew up in Turners Falls.

When spare time allows, you'll find Chuck on the links, tinkering with old cars, or kicking back on his boat. Chuck lives with his wife, Vicki, on Whippoorwill grounds.

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Fortunately, there's a way to quiet the opposition. And that's by contributing to research that seeks environmentally safe controls for turfgrass pests and problems.

The Tri-State Turf Research Foundation, cosponsored by superintendents from the New Jersey, Metropolitan, and Long Island GCSAs and MGA staff, is one group that is currently funding research aimed at developing biological controls to turf-threatening problems—specifically those common to greater New York area golf courses.

This year, thanks to funds donated by area clubs in '91, we're able to support two research projects by Cornell

University's Dr. Michael Villani.

In the first, Dr. Villani will explore the suitability of entomopathic nematodes and fungi for grub control. Though various species of entomopathic nematodes have been evaluated over the past decade, no single species has provided consistent results. Dr. Villani will be lab testing various entomopathic nematodes to determine their suitability for use in the tri-state area. Then, with the help of UMass's Dr. Pat Vittum, and her pesticide injection system, Dr. Villani will field test species that show promise on area courses in the fall for four consecutive years.

At the same time, Dr. Villani will study the effectiveness of milky disease on Japanese beetle control. He will apply commercial milky disease to several area courses with histories of severe Japanese beetle infestations. These sites will be monitored in the fall and spring for four consecutive years.

With your help, the foundation can continue to support projects like these—projects that will offer viable alternatives to chemical pesticides and allow us to continue to produce exemplary golf courses in the face of harsher controls.

By now, you've all received the foundation's mailing requesting a donation of \$150. As president of the Tri-State Turf Research Foundation, I urge you to contribute. Make this and other research donations a line item in your operating budget. Look at it this way: When you invest in research, you invest in your future—and the future of the turfgrass management profession.

If you haven't received the mailing and would like to contribute, you can do so by sending a check to the Tri-State Research Foundation, P.O. Box 219, Mamaroneck, NY 10543. Thank you in advance for your support.

LARRY PAKKALA, CGCS
Woodway Country Club

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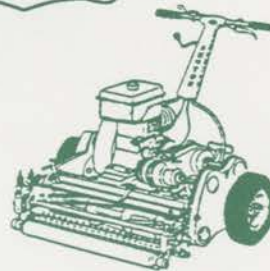
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Chris Horton Makes Great Progress

The end of last year we asked for donations to help fellow superintendent and MetGCSA member Ted Horton. As most of you probably remember, his son Chris was badly burned in an accident last fall.

For those of you eager to receive an update on Chris, we have good news to report. Though he still has years of rehabilitation ahead of him, he is making tremendous progress. His visits to the Washington Center Burn Unit for therapy have been reduced from daily to three days a week, and it looks like Chris will soon be able to drive himself to his therapy sessions; he's just obtained his Virginia driver's license—a wonderful morale booster.

Your contributions have eased the Hortons' worries about some of the incidental expenses, and your thoughts and prayers have been a great source of consolation.

As of this writing, however, the Hortons do not know what their liability over and above the insurance coverage will be. Ted reports that the insurance issues are mind-boggling, the costs and confusion staggering.

So in the event that you have overlooked making your contribution, I urge you to do so. Again, you can mail your donation to *The Chris Horton Support Fund*, P.O. Box 396, Mamaronck, NY 10543.

BOB ALONZI, CGCS
Winged Foot Golf Club

Members on the Move

Joe Alonzi took over as superintendent at Westchester CC, Rye, NY. Previous position: Superintendent, Fenway GC, Scarsdale, NY.

Vic DeFelice joined Glenmore Landscape Service in Pound Ridge, NY. Previous position: Assistant superintendent, Innis Arden GC, Old Greenwich, CT.

Dave Dwinell took over as superintendent at Wollaston GC, Milton, MA. Previous position: Superintendent, St. Andrews GC, Hastings, NY.

Patty Knaggs took over as superintendent at Hazeltine National GC in Chaska, MN. Previous position: Superintendent, Westchester CC, Rye, NY.

Bob Nielsen took over as superintendent at Bedford Golf & Tennis Club, Bedford, NY. Previous position: Assistant Superintendent at Bedford Golf & Tennis Club.

Dave Pijnenburg joined Glenmore Landscape Service in Pound Ridge, NY. Previous position: Superintendent, Redding CC, West Redding, CT.

Scott Schukraft took over as superintendent at Huntsville GC, Shavertown, PA. Previous position: Superintendent, Rolling Hills CC, Wilton, CT.

New Members

Douglas Belmont, Class B, Metropolis CC, White Plains, NY.

Art Elmers Jr., Class C, Shemin Nurseries, Greenwich, CT.

Joseph Kennedy, Class A, Green Brook CC, North Caldwell, NJ.

Matthew Severino, Class B, Scarsdale GC, Hartsdale, NY.

New Life Members

The following MetGCSA members have recently earned "Life member" status:

Al Arison, a MetGCSA member since 1964, has retired from O.M. Scott & Sons and plans to move to North Carolina. He is Class CL.

Terry Boles, a long-term MetGCSA member, has retired from Bedford Golf & Tennis Club in Bedford, NY. He is Class AL.

Bert Jones, a MetGCSA member since 1965, has retired from Grass Roots Turf Products. He is Class CL.

Congratulations

Honorary MetGCSA member **Dr. C. Richard Skogley** was named recipient of the 1992 Green Section Award of the United States Golf Association.

The award has been presented annually since 1961 in recognition of distinguished service to golf through work with turfgrass.

Active in turfgrass management programs at the university level for nearly 40 years, Dr. Skogley has served golf through his work as a researcher, an educator, an extension specialist, and a turfgrass consultant.

During most of that time, he's directed the University of Rhode Island turfgrass program, which is recognized as the oldest continuous turf program.

Speaking Engagements

In February, **Pat Lucas** of Innis Arden Golf Club in Old Greenwich, CT, spoke to the East Anglican Chapter of the British and International Golf Greenkeepers Association (BIGGA) in Ipswich, England. His topic: "Deep Aeration Methods in the U.S."

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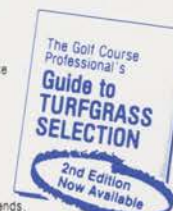
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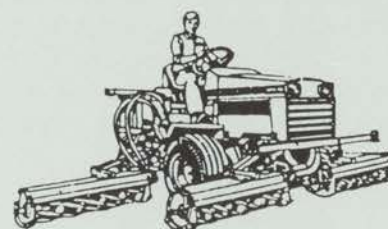
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Putting an End to Weekend Scheduling Woes

(e.g., Sunday and Monday), it's more the exception than the rule.

Once completed, the schedule is posted above the time clock, and everyone is responsible for adhering to it without reminders.

Making the Program Work

First it's critical that you gain complete support from your Green Committee and general membership. Though you would naturally avoid some of the more disruptive maintenance procedures during the weekends, members must be willing to see some maintenance activity throughout the day on Saturday and Sunday. After all, with this program, every day is a full workday.

Second, hash out the program details with crew members before implementation. Invite their input—their comments, suggestions, and concerns. If they feel a part of the decision process, they're more apt to buy in to the program. One concern Mike had to address at New Canaan was the loss of overtime wages. Mike met the employees halfway by offering full-time workers a pay increase, or differential, to partially compensate for the discontinued overtime wages.

Third, cross-train your employees so everyone is capable of performing a variety of maintenance tasks. The advantage: You'll be able to complete any job, no matter who has the day off. New Canaan's maintenance crew, for instance, now has nine employees with an Operators Pesticide License, so the department's never caught without a trained pesticide applicator when a disease makes a surprise appearance.

Last but not least, remain flexible. Other issues may arise after the program has been in place for a while. If you're flexible, you can accommodate employees' individual concerns without jeopardizing other crew members' morale or satisfaction with the program.

Program Pluses

The greatest advantage of this approach is flexibility—from both a management and maintenance perspective. Cross-trained employees are able to rotate

their duties, which not only keeps their work interesting, but also allows them to swap days off with each other in a pinch.

On the maintenance end, Mike says they've improved the department's attention to detail by scheduling some of the smaller, often overlooked jobs for the weekend. One improvement he's noted: a neater, more organized maintenance area. On the course, they've been able to regularly tend to such hard-to-get-to tasks as weeding flower beds and edging walkways.

But probably more significant in Mike's mind is that the seven-day workweek has enabled the maintenance operation to respond more quickly—and easily—to the unexpected. Whether it's an equipment breakdown, a change in weather, or the sudden rescheduling of a tournament, someone's always on hand to take immediate action. The end result: improved member satisfaction.

If you'd like more information about Mike's labor scheduling program, feel free to contact him at 203-966-2145.

Scorecard

Season's First Meeting Draws 100 Golfers

Those who attended the April 27 Rockrimmon Country Club meeting were treated to unexpectedly good weather—and outstanding food, hospitality, and playing conditions.

A total of 100 golfers participated in the Stableford Tournament. Here's a look at how they fared:

Low Net Winners

A Flight

- 1st F. Lamphier, *Aspectuck Valley CC*
- 2nd L. Kennedy, *Oak Lane CC*
- 3rd J. Gallagher, *Racebrook CC*

B Flight

- 1st R. Schock, *Wee Burn CC*
- 2nd S. Donovan, *Turf Products Corp.*
- 3rd W. Foster, *Rockaway River CC*

C Flight

- 1st B. Tosh, *Hollywood GC*
- 2nd M. Reeb, *CC of New Canaan*
- 3rd J. McNally, *Greenrock Corporation*

Low Gross Winners

A Flight

- 1st J. Fulwider, *Century CC*
- 2nd M. Ceplo, *Westchester Hills GC*

B Flight

- 1st S. Tretera, *Old Oaks CC*
- 2nd T. Savone, *Quaker Ridge GC*

C Flight

- 1st F. Scheyhing, *Mount Kisco CC*
- 2nd R. Welch, *Rock Ridge CC*

Closest to the Pin

- #7 B. Alonzi, *Winged Foot GC*

- #11 F. Buschini, *Brae Burn CC*

Many thanks to Superintendent Gregg Stanley, Manager Bob Musich, Golf Pro Jerry Yochum, and the rest of the Rockrimmon staff for making this a meeting worth remembering.

MATT CEPLO
Westchester Hills Golf Club

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201-744-8237
- ☆ James Carriere & Sons, Inc.
Bill Carriere
7 Cottage St., Port Chester, NY 10573
914-937-2136
- ☆ LESCO, Inc.
Seed, Fertilizer, Control Products, Equipment
Greg Moran: 914-838-1650
800-321-5325
- ☆ Lofts Seed Inc.
John Morrissey
P.O. Box 146, Chimney Rock Rd.
Bound Brook, NJ 08805, 908-356-8700
- Magovern Co.
Peter M. Moran/Bill Perry
Windsor Locks, CT
800-243-7718
- Metro Milorganite Inc.
Rick Apgar & Scott Apgar
365 Adams St., Bedford Hills, NY 10507
914-666-3171
- Montco/Surf-Side/Zap!
Surfactants-Defoamers
Box 404, Amber, PA 19002
Robert Oeschle: 215-836-4992/215-628-3144
- Nor-Am Chemical Company
David J. Sylvester
311 Carriage Dr., Kensington, CT 06037
203-828-8905
- Partac Golf Course Top-Dressing
Kelsey Park, Great Meadows, NJ 07838
Jim Kelsey: 800-247-2326
Bill & Joe Carriere: 914-937-2136
- Pipe & Irrigation Equipment Supply Co.
Jay Anderson/Steve Smith
P.O. Box 3049, Milford, CT 06460
203-878-0658
- ☆ Pro-Lawn Products, Inc.
Stephen M. Kotowicz
30 Nashville Rd., Bethel, CT 06801
203-792-3032
- ☆ SAV-A-TREE
Complete Tree & Shrub Care, Naturally
Westchester: 914-666-8202
NJ: 201-891-5379 CT: 203-661-6755
- ☆ Shemin Nurseries Inc.
Horticultural-Irrigation Supplies
Jim Hespe: 203-531-7352
1081 King St., Greenwich, CT 06831
- ☆ Stephen Kay, Golf Course Architects
Renovation, Master Planning, New Golf Courses
495 New Rochelle Rd., Office 2B
Bronxville, NY 10708, 914-699-4437
- Steven Willand, Inc.
Turf Equipment
P.O. Box 9, RT 206, Augusta, NJ 07822
201-579-5656
- ☆ Tee And Green Sod Inc.
Bluegrass, Bentgrass, & Blue/Fescue Sod
P.O. Box 418, Exeter, RI 02822
David Wallace: 401-789-8177
- ☆ The O.M. Scott & Sons Company
Area Technical Representatives
NY: Frank Marra, 516-286-7712
CT: Steve DeVito, 203-723-4190
- ☆ The Terre Company of NJ, Inc.
Byron Johnson Jr.
206 Delawanna Ave., Clifton, NJ 07014
Office: 201-473-3393 Home: 203-748-5069
- TBS Maintenance & Improvement
Tony Bettino
102 Fulton St., White Plains, NY 10606
914-949-3362
- TLC Security Systems
Electronic Surveillance, Card Keys, Door Hardware
620 Mamaroneck Ave., Mamaroneck, NY 10543
Bob Thompson: 914-698-8382
- ☆ Tuckahoe Turf Farms, Inc.
Fine Fescue, Ryegrass, Bluegrass, Tall Fescue
3/16" or 1/4" Bentgrass, Washing Available
Skip Deubel, 800-243-7582
- ☆ Turf Products Corp./TORO
George Gorton, Irrigation/Al Tretera, Equipment
157 Moody Rd., Box 2576, Enfield, CT 06082
800-243-4355/203-763-3581
- ☆ Turf Products Corporation
Ernie Rizzio - Larry Rizzio
P.O. Box 296, Mountain Lakes, NJ 07046
201-263-1234
- ☆ Valley View Greenhouse
Frank Amodio
RT 123, RR 2, Box 27, So. Salem, NY 10590
914-533-2504/914-533-2526
- ☆ W.A. Cleary Chemical Co.
Robert Leslie: 201-746-6734
1049 Somerset St., Somerset, NJ 08873
908-247-8000/800-524-1662
- ☆ Westchester Ford Tractor Inc.
John Apple
Meadow St., Goldens Bridge, NY 10526
914-232-7746
- ☆ Westchester Turf Supply, Inc.
Serving the Fine Turf Profession
P.O. Box 198, Lincolndale, NY 10540
Bob Lippman: 914-248-7476
- ☆ Wilfred MacDonald, Inc.
Dennis DeSanctis
340 Main Ave., Clifton, NJ 07014
201-365-6801

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