



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 23 Issue 5

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August 2016



Penn State vs. Temple

September 17th

\$75.00/person includes bus,
game ticket, food, beverages,
and FUN!

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*We will have 3 pickup locations
this year:
Reading, Lancaster, and Harrisburg.*

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Penn State To Honor Joe Paterno Before Temple Game

By David Abruzzese
<http://onwardstate.com>

Penn State plans to honor legendary head coach Joe Paterno prior to kickoff against Temple on Sept. 17. The school will commemorate the 50th anniversary of Paterno's first game as head coach of the Nittany Lions.

The news was nestled deep in a press release today announcing the season's promotional calendar. The Athletics Department is officially calling it "Commemorating the 50th anniversary of Coach Paterno's first game as Penn State head coach," although it is not yet clear what all that will entail.

Aside from briefly appearing in several pump up videos shown before kickoff, Paterno has not been officially recognized in Beaver Stadium since he walked out for the last time on October 29, 2011.

The Lions and Owls will kick off at noon.

***There are still tickets available --
Call or email to sign up and join the fun!***

Mark Your Calendars and Build Your Team

Oktoberfest Open

October 3, 2016

West Shore Country Club

100 Brentwater Road
Camp Hill, PA

Wee One Update

Paul Bastron,
Vice President

Since our inception in 2004 the Wee One Foundation has gifted over \$1,000,000 to industry professionals in need of financial assistance. The bulk of the revenue generated for these donations comes from individuals, corporations, and associations within our industry that take the initiative to become involved. The involvement and contributions come in many ways:

- Through individual contributions
- Through membership in the Foundation
- Through contributions to the endowment fund (One For the Wee One)
- Through outing support, attendance, and sponsorships
- Raffles and auctions

As we begin the downhill portion of our golfing season in the northern states, it is time to start thinking about our off-season fundraising. One event that continues to have success each winter is the auction hosted by the Midwest. Auctions work well for several reasons:

- They can be held any time of the year in conjunction with monthly association meetings (no need to squeeze another event into a busy calendar).
- Low overhead, cost and time commitment.
- It is often easier for sponsors to donate goods and services to an auction than to donate cash for sponsorships.
- Allows sponsors to promote new products.
- Allows superintendents to bid on needed goods and services for their operation out of their budget with the proceeds to the Foundation. In addition goods are usually sold below retail, which can be a savings for the club/course/membership.
- Provides an opportunity for networking in a fun environment.



Promoting and hosting an auction in your region is a great way to give back and become involved with the Wee One Foundation.

If you would like more information on holding a fundraising event or becoming involved in the Wee One Foundation contact [Luke Cella](mailto:luke@weeonefoundation.org) at 630-457-7276.

The Philadelphia Association of Golf Course Superintendents is hosting a tournament for the Wee One Foundation on September 19th at Manufacturers' Golf & Country Club in Fort Washington, PA. The foundation has distributed over \$1,000,000 to families in need, including several families within the Central Penn GCSA.

This is the link for further information.

<http://pagcs.us11.list-manage1.com/track/click?u=8910233497473a5fbabd4be19&id=d6c2536201&e=a33425fc44>

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More on Department of Labor Overtime Rule

By Chase Rogan, GCSAA

This is why GCSAA has active involvement in government affairs issues across the country. On May 18, the Department of Labor (DOL) announced the final ruling that increases the salary threshold at which employees must be paid overtime. ."

In the meantime, here is some background information:

Under the new rule, individuals who earn salaries of less than \$47,476 a year will automatically qualify for overtime pay of time-and-a-half if they work more than 40 hours a week. Previously, those who earned more than \$23,660 were exempt from overtime pay. The new rules will go into effect Dec. 1, 2016.

This change dates back to last summer when the DOL announced the original version of this rule, allowing an open comment period to hear the public's thoughts on said rule. Along with other allied organizations, GCSAA submitted a letter (collectively submitted as the 'golf industry'), that expressed our concerns with this new rule. Along with other concerns, one thing the golf industry addressed in that letter was that the wage increase was too steep and the financial implications of this increase could cost others their jobs. Originally, the proposed rule offered a minimum salary of \$50,440.

While the DOL slightly decreased that minimum salary, this new rule will certainly create some tough budgeting decisions for much of our industry, not just our maintenance departments. One other positive to take away is that, for the first time, employers will be able to use non-discretionary bonuses and incentive payments including commissions, to satisfy up to 10 percent of the standard salary level of \$47,476.

The golf industry talked to members of Congress and their staff about the impacts of the overtime rule during National Golf Day. Members of Congress were asked to support H.R. 4773 or S. 2707. The **Protecting Workplace Advancement and Opportunity Act** would ensure the DOL pursues a balanced and responsible approach to updating federal overtime rules.

As stated, the new rule will go in to effect on Dec. 1 of this year. At this time, it doesn't look like anything is going to change that. So, please plan accordingly and communicate with your business about this rule's effects on your department. And again, please participate in the webinar for more information. Contact me with any questions.

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Membership News

We would like to welcome the following individuals into our association

Adam Malasavage.....Class C
Assistant Superintendent, Bent Creek Country Club

John Wiblishauser Class AF
Technical Rep, Grigg Brothers Specialty Fertilizers

If you know of anyone who is interested in membership into the association, please have them contact Wanda at 717-279-0368.

Membership information is also available on the Central Penn website at:

www.cpgcsa.org

Groundwater – The 30-day moving average indicators for groundwater levels are showing 21 counties in drought “Watch” (Bedford, Berks, Carbon, Chester, Clinton, Columbia, Cumberland, Delaware, Elk, Erie, Franklin, Fulton, Lackawanna, Lancaster, Lehigh, Luzerne, Monroe, Montour, Northampton, Philadelphia, Pike, Potter and Union); 2 counties in “Warning” (Dauphin and Lebanon) and 2 counties in “Emergency” (Lawrence and Mercer). Since our last report, 5 counties showed improvement with 1 returning to “Normal”.

Palmer Drought Severity Index – The Palmer soil moisture indicator is showing 14 counties in “Watch” (Cameron, Centre, Clearfield, Clinton, Columbia, Elk, Forest, Juniata, Lycoming, Mifflin, Montour, Northumberland, Perry, Snyder, and Union) and 25 counties in “Warning” (Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Clarion, Crawford, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington and Westmoreland). Ten counties declined from “Watch” to “Warning” status in the past week.

Public Water Supply Agencies (PWSA’s) – The following water suppliers are on water use restrictions:

Albion Borough Water System, Erie County
Bedford Borough Water Authority, Bedford County
Dubois Water Department, Clearfield County
Galeton Borough Water Authority, Potter County
Huntingdon Borough Water Department, Huntingdon County
Petersburg Commons Water System, Huntingdon County
Shinglehouse Borough Water Department, Potter County
Wellsboro Municipal Authority, Tioga County

Forecast – The 7-day forecast indicates approximately 0.1 to 0.5 inches of precipitation for the state, with the highest rainfall amounts forecasted to be in the eastern half of the state.



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Communicating with Employers

Few vocations demand such a wide range of knowledge to ensure professional success as does that of the golf course superintendent. Employers take it for granted that you know the technical side of turf management. Increasingly though, employers expect you to also be proficient in communication. Communication may be the single most important contributor to employment longevity and enjoyment.

The following are excerpts from GCSAA's guidebook: "Communication: The Cornerstone to Professional Relationships." To obtain a copy of the complete guidebook at no charge, contact the GCSAA career development department at (800) 472-7878.

- Play golf with your employer, golfers, and other golf course managers at your facility. Point out improvements, problems and planned solutions and general turf management practices that your playing partner/s may not be aware of. Ask for and listen to their input.
 - Golf with your employer at other facilities; he/she usually becomes your biggest supporter after seeing other courses. If your course is better managed, you look like a star. If your course is not as well managed (you should know that before going there with your employer), use your visit to illustrate similar improvements you would like to make on your course.
 - Be sure your employer, green committee members and/or board receives copies of *Golf Course Management* magazine and *Leader Board*, the GCSAA newsletter targeted to golf course decision-makers.
 - Attend green committee and/or board meetings. Develop an agenda for green committee meetings, publish meeting minutes and distribute promptly.
 - Provide committee members or board members with an attractive binder. Encourage them to place long range plans, progress reports and meeting minutes in the binder. Distribute timely articles, reports, *Leader Board*, etc. to be inserted into the binder.
 - Send appropriate agronomic and golf management articles to your employer and attach a handwritten note with a few brief thoughts related to the article. Stay up-to-date on turf management research. Share what you learn with your employer and explain what the findings mean or how it could affect your course.
 - Hold employer meetings in the maintenance facility. Host periodic tours of the golf course and maintenance facility. Be sure to highlight turfgrass research areas and discuss the value of maintenance equipment.
 - Hold an annual orientation for green committee members.
 - Invite new board or committee members to tour the course and the maintenance facility with you. Take him/her to lunch.
 - Invite your employer to GCSAA related-events such as educational seminars, chapter meetings and the annual conference and show.
 - Write thank-you notes to your employer and other managers at your facility when appropriate. For example, send a note after attending conference and show or education seminars paid for by your employer.
 - If you are emotionally upset about an issue, wait 24 hours before discussing it with your employer. You will be much calmer and more rational after a cooling-off period.
 - During meetings with your employer, write down all the important points discussed. It shows professionalism and serves as a reminder for later reference.
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**2016 CPGCSA
Meeting Locations**

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Penn State Football Game

October 3
West Shore Country Club



The Green Sheet

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