

## STMA members' compensation increases 7.5%

STMA recently completed its 2012 Compensation and Benefits Report. Median salaries rose nearly \$4,000 for sports turf managers since 2008. The median salary in 2008 was \$51,135 compared to \$55,000 in 2012, an increase of 7.5%. Certified Sports Field Managers (CSFMs) make significantly more than non-certified members at \$64,959.

The survey also reports compensation by experience, education levels, acres managed and by employment category. The report also contains a comparison to the 2008 data, when is statistically different from the 2012 data.

Assistant's salaries are reported in separate tables. The average salary for a first assistant is \$41,458.

The report also provides a comprehensive analysis about of the benefits received by sports turf managers. They do receive typical benefits. However, in most areas there has been a slight decline in employer-paid and employer-provided portions, which is not uncommon in a tight economy.

The complete report is available on the members only area of [www.STMA.org](http://www.STMA.org). ■



## Professional Development: Getting to know foreign investments

**FOREIGN INVESTMENTS** can play an important role in helping to diversify a domestic equity portfolio. But before plunging into international waters, it's important to understand the differences between developed and emerging markets and the risks inherent to each.

Once upon a time, the United States was considered an emerging market. In the late 1800s, British financiers, noting America's growth potential, invested in the companies that were building the nation's infrastructure, particularly the early railroad companies. In doing so, they were accepting more risk than they would have with investments in their own market. The United States, after all, was still maturing, and political and social change, as well as many other factors, could have made it a volatile investment market.

The same risk/reward characteristics apply to today's emerging markets, which are found in every corner of the globe. Because they are still maturing, they may have more room for growth than long-established markets, such as the United States. But because the road to maturity is not always a smooth one, there may be bumps along the way.

In general, emerging markets have three characteristics:

- Low or moderate personal incomes.
- Economies that are in the process of being industrialized.
- Financial infrastructures, including stock markets, which are still being developed.

A developing infrastructure is what may give an emerging market its growth potential. For example, in an emerging market an industry such as banking might be just beginning to establish itself and therefore have above-average growth potential. Of course, you need to keep in mind that emerging market investments are generally appropriate for patient investors with long-term time horizons. Emerging market stock prices can take dramatic swings, and it is essential that you have the time to ride them out or in a worse case scenario, the ability to lose some or all of your initial investment.

### Ongoing opportunity

Developed markets typically have higher average incomes than emerging markets, well-established financial institutions and markets and modern infrastructures. Of course, they may still offer investors the potential for continued growth.

By the same token, like emerging mar-

kets, developed foreign markets may be subject to greater risks than domestic investments. Foreign markets may be less efficient, less liquid and more volatile than those in the United States. They are also subject to the effects of foreign currency fluctuations and differing regulations.

If you decide to build an international element into your investment portfolio, mutual funds and separately managed account strategies that focus on international investing may be ideas to consider. Professional portfolio managers often have access to information that's not widely available, not to mention the time and experience required to track events in a variety of markets. Before expanding your portfolio beyond U.S. borders, contact a qualified financial professional who can help you prepare for this investment journey.

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## Recent interns should apply for SAFE Gary Vanden Berg Internship Grant

**LAST YEAR**, the SAFE Foundation presented the inaugural SAFE Gary Vanden Berg Internship Grant, named in honor of the long-time Director of Grounds for the Milwaukee Brewers who passed away in October. The grant reflects Vanden Berg's commitment to creating an excellent learning experience for interns. He was recognized throughout MLB and the entire sports turf industry for his enduring legacy in creating opportunities for students.

This grant will be awarded this fall for an internship completed during the spring or summer of 2012. STMA Student Members in good standing who are currently enrolled in a minimum of 6 credit hours or were enrolled in a minimum of 6 credit hours in the semester just prior to the internship are eligible to submit for the \$1,000 grant. Thus, recent graduates who completed an internship after graduation are eligible. The winner will be introduced at the 2013 STMA Annual Conference in Daytona Beach in January.

The grant is intended to offset the costs a student may have incurred while interning including, but not limited to, transportation, lodging, and food, or as a subsidy to wages. In addition to receiving the \$1,000 grant, the winner will also receive a full conference registration and three nights lodging at the STMA National Conference and Exhibition.

The deadline to submit is October 15. To apply, go to [www.stma.org/awards-program](http://www.stma.org/awards-program).

Interested in helping support SAFE and continuing Gary's legacy? Please contact STMA Headquarters, 800-323-3875. ■

## Terry Mellor Continuing Education Grant gets non-national members to Conference

**THIS GRANT** awards \$1,000 to a member of an STMA affiliated chapter in honor of Terry Mellor, deceased brother of long time professional groundskeeper David R. Mellor of the Boston Red Sox. Funded by TURFACE Athletics, the grant recognizes professional development through continuing education, a philosophy shared by the Mellor brothers and TURFACE. The grant will fund the winner's attendance at the STMA Conference in January.

To nominate an individual, a national STMA member must write a letter of recommendation. Self nominations are not accepted.

In addition to the \$1,000 award, STMA will provide a complimentary conference registration to the winner, and the winner will be recognized at the association's annual Awards Banquet held at the conference.

Go to [www.stma.org/awards-program](http://www.stma.org/awards-program) to download the guidelines and nomination form. The deadline is October 15. ■

## Students, start putting together SAFE Scholarship applications now!

**STUDENTS** in two-year and four-year collegiate turfgrass programs are strongly encouraged to apply for a scholarship, which is funded by The SAFE Foundation, STMA's charitable arm.

Applications are due October 15, 2012. In the past, SAFE has awarded more than \$12,000 in scholarships annually to students who are planning for a career in the sports turf industry; the Foundation plans to award again this amount for 2012. Previous undergraduate winners are not eligible to win again, unless they advance to a graduate program.

Go to [www.stma.org/scholarship-program-0](http://www.stma.org/scholarship-program-0) to download the SAFE Scholarship Criteria and Application. All materials must be submitted together, and STMA does not accept faxed applications.

The STMA Scholarship Committee independently scores the applications and the winners will be notified in mid-November. In addition to the financial award, each winner receives a complimentary registration to the STMA Annual Conference, which is January 15-19, 2013, in Daytona Beach, three night's hotel accommodations, and recognition at the STMA Awards Banquet. ■

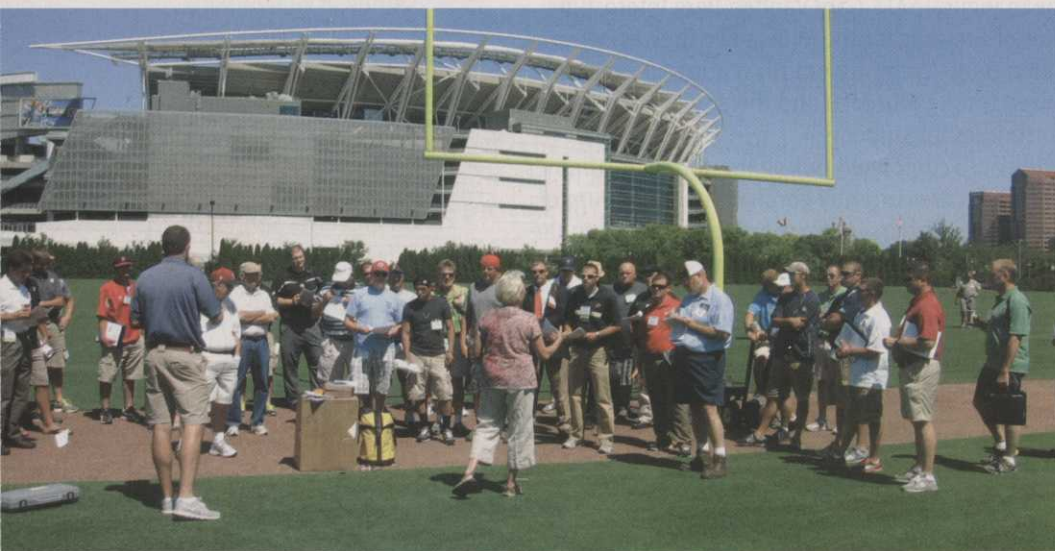
## Mid-American Regional Conference Exhibitors

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- Vescio's Sports Fields
- Whitlam Paint
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- World Class Athletic Surfaces

STMA would like to thank the following companies for their generous sponsorship of the Mid-American Regional event: Fairmount Sports+Recreation, Hunter Industries; Pioneer Manufacturing; Pennington Seed; Turface Athletics; UBU Sports; World Class Athletic Surfaces; Central Farm and Garden; Century Equipment; Oakwood Sod Farm; Redexim North America; Reynolds Golf and Turf; SportsEdge; TurfNet; and TurfTime Equipment.



## Cincinnati proves great venue for STMA Mid-American Regional Conference



**PERFECTLY TIMED** before the Midwest experienced a late June heat wave, the 2012 STMA Regional Conference drew more than 120 attendees and 33 exhibiting companies from as far away as Florida to Cincinnati, the Queen City on the Ohio River. Registrants enjoyed the vibrant downtown with the host hotel just minutes from legendary Fountain Square, while the main attractions, Great American Ballpark and Paul Brown Stadium, were an easy walk down the hill to their riverside locations.

Historically these STMA regional events feature tours of some of the USA's best-known stadiums and the aforementioned professional facilities fit the bill perfectly. Highlight of the first day was visiting Great American Ballpark, home of the country's oldest professional baseball franchise, and meeting Doug Gallant, the Reds' head groundskeeper. Gallant said his field features a blend of five perennial ryegrasses in a hybrid system that features an artificial stabilizer. The TS2 system, developed by The Motz Group, has a stabilizer mat or carpet that is rolled out and backfilled with sand. The carpet comprises polypropylene fibers weaved into an open-weave mesh backing and biodegradable jute. Once the carpet has been topdressed with sand, it is seeded with your choice of grass.

Gallant said the current field is in its sixth, and final, season, and that his new

sod is currently growing in Indiana. Though very happy with the field's performance, he said the field has a few high and low spots now and the re-grading and re-sodding is necessary. Because of the low-humidity, breezy day the attendees were enjoying, Gallant had to water his in-field mix every 45 minutes that day to keep moisture in the clay.

An attendee asked Gallant what kind of weeds he saw and he replied, "I don't believe in weeds" and added if you grow a good stand of turfgrass, you shouldn't have that many weeds. "The strongest plant's going to win," he said.

Rich Apuzzo, a meteorologist with skyeyeweather.com in Cincinnati, gave an interesting presentation that he began by saying, "Climate change is a hoax!" He shared his model of forecasting longer range climate trends, including how important the amount of energy being produced by the sun affects our weather, and how our oceans' 20 to 30-year cycles between warmer and colder affect weather (think El Nino).

Apuzzo said both the Pacific and Atlantic Oceans are getting colder now and the solar cycle is now putting out less energy, which means shorter growing seasons, colder winters and cooler summers for "at least the next two decades," he said.

Along with the cooling, he expects more droughts as well, and he reminded the audience that drought conditions don't nec-

essarily correlate with higher temps; climate can be dry and cool as well. Therefore, water will continue to be an increasingly valuable commodity, and research into drought-resistance turfgrasses will be that much more important.

Other educational sessions on Day 1 included Dr. Aaron Patton of Purdue on controlling *poa annua* in both cool and warm-season grasses; improving native soil fields by Ohio State Extension Turf expert Pamela Sherratt; troubleshooting small air-cooled engine repairs, with Carl Osterhaus of Toro; and a live irrigation audit led by Hunter Industries' Lynda Wightman on the Cincinnati Bengals' practice fields outside Paul Brown Stadium.

Part of the package for the event was a ticket to the Brewers v. Reds game that night, preceded by a networking event at Great American Ballpark. The hometown Reds won the game with a homerun in the bottom of the 8th inning, and many attendees followed that up with a night-cap (or two) at Toby Keith's nearby watering hole.

Highlights of Day Two included the trade show in the shaded parking lot for Bengal players, and education sessions featuring Wes Ganobcik on baseball field maintenance practices; Brian Bornino on "Using Bermudagrass on Athletic Fields in Colder Climates"; Dr. David Gardner of Ohio State on pesticides and athletic fields; and Jeff White and Kenny Nichols on "Safe, Playable, and Pleasing Fields on a Limited Budget – What Can You Do?"

The day concluded with a tour of Paul Brown Stadium, led by Darian Daily and James Hlavaty.

### Sponsors

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## MO-KAN Chapter aids All-Star effort

**WITH THE HELP OF A \$50,000 GRANT** from the Baseball Tomorrow Fund (BTF), the MO-KAN Chapter of STMA devoted more than 150 man hours to move 900 tons of material, improve drainage, fix irrigation, and provide an overall facelift to the baseball fields at Cleveland Park in Kansas City. The field work was done with the help of the Boys and Girls Club of Kansas City (BGCKC) in order to bring the facility up to par as the host for the Jr. RBI Classic, a Reviving Baseball in the Inner Cities (RBI) baseball and softball tournament, which was played there in conjunction with the 83rd MLB All-Star Game festivities throughout Kansas City, July 6-10. Teams from as far away as Canada and Florida braved the scorching heat to participate.

The ribbon cutting on was on July 6, where Dave Smith of BGCKC, Cathie Bradley of the Baseball Tomorrow Fund, Kim Heck of STMA, representatives from

the Kansas City Royals, including some former players, the Kansas City Council, KC Parks and Rec, and the MO-KAN Chapter were on hand to celebrate the renovations. BGCKC and BTF were effusive in their praise for the hard work of the local STMA Chapter over the preceding weeks to get the fields in top shape to host this nationally recognized event. Chapter President Vance Rzepka of VSR Design was there and said, "I couldn't be prouder of the work done by our Chapter."

STMA put BGCKC in contact with the MO-KAN Chapter early in 2012 to begin evaluating the needs of the fields. Rzepka and Kansas City Royals Head Groundskeeper and STMA member Trevor Vance then worked through what they thought the site needed and provided a scope of work to BGCKC. With the help of Kissick Construction and LeRoy's Sports Fields out of Kansas City, the project

wrapped up just in time for the first pitch and fields are poised to host many other games and the BGCKC's 800-player league for years to come. ■

**The MO-KAN Chapter devoted more than 150 man hours to provide an overall facelift to the baseball fields at Cleveland Park in Kansas City.**

## STMA Affiliated Chapters Contact Information

**Sports Turf Managers Association of Arizona:**  
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**Colorado Sports Turf Managers Association:**  
[www.cstma.org](http://www.cstma.org)

**Florida #1 Chapter (South): 305-235-5101**  
(Bruce Bates) or Tom Curran [CTomSell@aol.com](mailto:CTomSell@aol.com)

**Florida #2 Chapter (North):**  
850-580-4026, John Mascaro, [john@turf-tec.com](mailto:john@turf-tec.com)

**Florida #3 Chapter (Central):**  
407-518-2347, Scott Grace, [scott@sundome.org](mailto:scott@sundome.org)

**Gateway Chapter Sports Turf Managers Association:**  
[www.gatewaystma.org](http://www.gatewaystma.org)

**Georgia Sports Turf Managers Association:**  
[www.gstma.org](http://www.gstma.org)

**Greater L.A. Basin Chapter of the Sports Turf Managers Association:**  
[www.stmalabasin.com](http://www.stmalabasin.com)

**Illinois Chapter STMA:**  
[www.ILSTMA.org](http://www.ILSTMA.org)

**Intermountain Chapter of the Sports Turf Managers Association:**  
[www.imstma.org](http://www.imstma.org)

**Iowa Sports Turf Managers Association:**  
[www.iowaturfgrass.org](http://www.iowaturfgrass.org)

**Kentucky Sports Turf Managers Association:**  
[www.kystma.org](http://www.kystma.org)

**Keystone Athletic Field Managers Org. (KAFMO/STMA):** [www.kafmo.org](http://www.kafmo.org)

**Michigan Sports Turf Managers Association (MiSTMA):** [www.mistma.org](http://www.mistma.org)

**Minnesota Park and Sports Turf Managers Association:** [www.mpstma.org](http://www.mpstma.org)

**MO-KAN Sports Turf Managers Association:** [www.mokanstma.com](http://www.mokanstma.com)

**Nebraska Sports Turf Managers Association:**  
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**New England STMA (NESTMA):**  
[www.nestma.org](http://www.nestma.org)

**Sports Field Managers Association of New Jersey:** [www.sfmanj.org](http://www.sfmanj.org)

**Sports Turf Managers of New York:**  
[www.stmony.org](http://www.stmony.org)

**North Carolina Chapter of STMA:**  
[www.ncsportsturf.org](http://www.ncsportsturf.org)

**Northern California STMA:**  
[www.norcalstma.org](http://www.norcalstma.org)

**Ohio Sports Turf Managers Association (OSTMA):** [www.ostma.org](http://www.ostma.org)

**Oklahoma Chapter STMA:**  
405-744-5729; Contact: Dr. Justin Moss

**Oregon STMA Chapter:**  
[www.oregonsportsturfmanagers.org](http://www.oregonsportsturfmanagers.org)  
[oregonstma@gmail.com](mailto:oregonstma@gmail.com)

**Ozarks STMA:**  
[www.ozarksstma.org](http://www.ozarksstma.org)

**Pacific Northwest Sports Turf Managers Association:** [www.pnwstma.org](http://www.pnwstma.org)

**Southern California Chapter:**  
[www.socalstma.com](http://www.socalstma.com)

**South Carolina Chapter of STMA:**  
[www.scstma.org](http://www.scstma.org)

**Tennessee Valley Sports Turf Managers Association (TVSTMA):** [www.tvstma.com](http://www.tvstma.com)

**Texas Sports Turf Managers Association:**  
[www.txstma.org](http://www.txstma.org)

**Virginia Sports Turf Managers Association:**  
[www.vstma.org](http://www.vstma.org)

**Wisconsin Sports Turf Managers Association:**  
[www.wstma.org](http://www.wstma.org)

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