

Turf Icon to Speak at “Almost” Spring Meeting

We have been looking forward to welcoming back Dr. Frank Rossi, Cornell University, to a Peaks & Prairies GCSA conference for years! Scheduling conflicts abounded. The grain of the greens must have aligned perfectly with the planets and a date was secured to everyone’s excitement. This fall Rossi was named the recipient of the GCSAA President’s Award for Environmental Stewardship. As quoted from *GCM*, GCSAA President Bill Maynard, CGCS, shared, “Dr. Rossi’s passion and hard work have helped drive the golf industry to a more environmentally focused future. He has not only been at the forefront of sustainability in the golf industry, but as a former superintendent himself, he has been a great source of information and support for superintendents around the world. We are pleased to honor him for his accomplishments.”

Don’t miss this opportunity to learn about team that really excels...in teamwork! Gerald Flaherty, CGCS and Jamie Sharp will be joining us from The Valley Club, Hailey, Idaho. This golf course superintendent and golf course professional team has practical and valuable advice to share. Not only are they a team at the golf course, they also have a successful business venture – ASB taskTracker. Join us March 5 & 6 at the Billings Hilton Garden Inn.

December 7 - Room Block Ends for Drury Plaza

Our chapter room block is ending soon at the Drury Plaza. Located on the River Walk, you are in the midst of all the great things the River Walk offers with only a four-block stroll to the convention center. Make your reservations now. For a link that will take you directly to a reservation in our block, visit the News tab of our website.

PPGCSA Events:

PPGCSA “Almost” Spring Meeting March 5 - 6, 2018

GIS Hospitality Room February 7, 2018 San Antonio

PPGCSA Fall Meeting & Trade Show October 16-18, 2018, Red Lion Hotel & Conv. Center, Billings, MT

For more events, visit ppgcsa.org

Expectations Exceeded for Northwest GCSA Turfgrass Expo

Three years plus in planning, the Chapters of the Northwest made its inaugural (and highly memorable) showing at the Coeur d’Alene Resort. With nearly 300 in attendance, 2/3rds of the completed surveys said the meeting exceeded expectations and 1/3 said the meeting met their expectations.

We will share several highlights in this issue, including a view from a driving force of the event, Dan Tolson, CGCS, on page 7.

Numerous people and companies are deserving of our thanks, but it is important to acknowledge our Ultimate Support Sponsors lead by Hunter Golf, our Diamond Sponsor.

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Peaks & Prairies Golf Course Superintendents Association

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PEAKS & PRAIRIES GCSA OFFICE

Lori Russell, Executive Director
 P.O. Box 807, Lolo, MT 59847
 Phone & Fax 406/273-0791
 ppgcsa.org ppgcsa@gcsa.myrf.net

President's Message

Jason Lamb

Sidney Country Club, Sidney, Mont.



Wow, what a whirlwind since I became your president. We had a very successful joint meeting in Idaho, including some incredible speakers and some very die-hard golf (i.e. 50+ wind and toppled trees), but very good member camaraderie. Then, back to Sidney to apply fall fungicide, blow the irrigation and cover the greens. Just in time to fly to the Chapter Delegates meeting in Kansas. Wow, if that is what it is like to be Pete Grass, no wonder he was sleeping in all of Rhett's pictures.

But let me back up for a minute and properly introduce myself. I am Jason Lamb, your newly elected Peak & Prairies GCSA President. I take over from Jason Busch, The Powder Horn, whom did an outstanding job last year. It was a hard fought election this year, but I managed to sneak into the position - partially from all the babies I kissed and the palm greasing the night before, but, mostly because I think we were all still asleep at that time of the morning.

It has been an interesting journey for me through the ranks of the Peaks & Prairies. It has ranged from intimidated bystander to engaged student, out of the area assistant and displaced superintendent, to fighting for three years to get back in the area through the job board, interviews and numerous inside Montana connections. Finally, almost North Dakota and just south of Canada - also known as Sidney - took pity on a displaced Montanan and welcomed my family and me to Sidney Country Club.

I have been in the turf industry since 1994, when I started as a range attendant at the University Course in Missoula. That same summer I began working in the proshop. Kevin Verlanic, either seeing something in me or simply wanting me out of the proshop, offered me winter work in the maintenance shop. That turned into a summer of mowing tees and digging irrigation breaks. Then we moved to a new maintenance shop where I learned the patience and monotony of grinding reels one blade at a time. I curse you, old Foley grinder. I grew into Kevin's assistant, although he always got me confused with some kid named Trace Armstrong even to this very day.

In 1998, Dr. Rob Golembiewski (G11) wooed me to the blossoming turf program at Montana State University. I graduated from MSU with a BS in Horticulture, Turfgrass Science in January of 2001. I started as the assistant superintendent at Sunset Whitney Country Club, in Rocklin, CA. Why California you may ask? Well the season is longer and you get more experience, right? Well, that is correct the season is longer, as it is never ending. We were supposed to be there five years, get experience, and pay some student loans. It turned into almost nine years with three different titles, three owners, a management company, and much in between. Again, my boss Mike

Kaveney, and his family adopted my wife and me as part of their family, taught me an immense amount about turf, managing people and how to treat people.

Then it was back to Montana, to be closer to family and raise our growing family in a small community. Like I said, there were several interviews and resumes sent before landing at Sidney in 2009. I just finished my ninth season at Sidney. It has continued to be a learning experience. In November of 2014, I took over as the general manager, as well. This has put some stress on my time management skills, but has been well worth it. Sidney is a great community with great members who are all willing to help. My employees are what make what we do possible. As do my awesome wife of 24.5 years, Janelle, and my daughter Mercedes and my son Tristan. They are always willing to help and keep me grounded.

Hopefully you are still reading my trip down memory lane. Maybe you are asking where his journey is going. Well, I was simply trying to introduce myself to those who don't know me by anything more than a meeting setting. What I have learned and hope to pass on is simple: life is a journey. It winds to places you may not have expected. You hopefully meet people along the way who influence and enrich your life. And finally, life is what you make of it and is greatly influenced by with whom you share it. I look forward to sharing this next year as your president and hopefully our journey is a pleasant one and we all arrive together.



Above from the archives - Lambs in 2010, PPGCSA trade show

Peaks & Prairies GCSA Extension/Resource Service

**Specify you are a Peaks & Prairies GCSA member*

Clark Throssell, Ph.D.

Turfgrass Scientist,

Turfgrass R&D, Inc.

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clarkthrossell@bresnan.net



MSGA and WSGA Grants for Continuing Education

Peaks & Prairies GCSA continues to offer affordable educational opportunities with the assistance of both the Montana State Golf Association and the Wyoming State Golf Association. As turf practices continue to evolve, we keep our members up-to-date with practical solutions to the challenges faced. The \$5,000 MSGA grant and \$1,000 WSGA grant received assists in keeping our registration affordable so all courses may participate, regardless of budget size.

We appreciate the board and members of the MSGA and WSGA!

PPGCSA Scholarships Awarded

Congratulations to the recipients of Peaks & Prairies GCSA Scholarships. As announced at the 2017 Business Meeting, the three deserving candidates (two turf and one legacy) are:

- \$1250 Cody Eastman, University of Wyoming and The Powder Horn
- \$1000 Connor DeBruycker, MSU and Signal Point GC
- \$ 750 Tayte Thomas, son of Chris Thomas

Election Results

Our gratitude for service is offered to our recently elected officers and directors:

Officers: President - Jason Lamb, Sidney Country Club, Sidney, Mont.; Vice President - Wade Altschwager, Anaconda Hills Golf Course, Great Falls, Mont.; and Secretary/Treasurer – Danny Renz, Douglas Community GC, Douglas, Wyo. Elected

Directors: Ryan Blechta, Spanish Peaks Mountain Club, Big Sky, Mont. and Garrett Turner, The Reserve at Moonlight Basin, Big Sky, Mont.



Outgoing president Jason Busch was thanked for his service




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Expo by the Numbers

In anticipation of the Northwest GCSA Turfgrass Expo, the three chapters have enjoyed a little friendly competition. Who will have the most attendees for education? Which chapter will receive the strongest trade show or sponsorship support? Who will enjoy bragging rights for golf?

We aren't finished dissecting the event, but we can tell you the Peaks & Prairies members weren't scared away by the miles to travel. I'm not even doing the travel math – consider this a declaration. Peaks reigned as the chapter with the most participants signed up for education! We came out on top with 37.5% of the education attendees from our region, compared to Inland Empire's 34% and Idaho's 28.5% of the attendees.

The event's finances won't be split evenly between the three associations. The three associations are evenly sharing hard costs such as speakers, printing and office supplies, trade show prizes, and event space. However, all food and beverages expenses will be based on participation. Sponsorships are attributed to association membership as well as trade show participation. Membership ranging between one chapter to three chapters will be split accordingly.

There are still a lot of numbers to review and as of mid-November, we haven't seen an invoice from the conference property. But, in addition to the participation numbers above we can tell you that in break sponsors, lunch sponsors, hole sponsors, and trade show food and beverage sponsors, Peaks & Prairies allied partners contributed a whopping \$3,671.50 to the

event, compared to \$3,445.46 from Inland Empire and \$2,666.29 from the Idaho GCSA. Those sponsorships, along with our Ultimate Sponsors and trade show participation will help tackle the event price tag expected to be well over \$50,000. Over all financial results still to come, but golf results are found here. See page 14.

Liaison Positions to Board of Directors Open

Are you an allied partner or an assistant member interested in serving as the allied liaison or assistant superintendent liaison to the Peaks & Prairies GCSA Board of Directors? This position is important to the board as it helps to offer the perspective of our diverse membership.

As a liaison, we ask you to attend the two board meetings each year that are held in conjunction with the Fall Meeting and the "Almost" Spring Meeting, as well as correspond via email during board discussion throughout the year. We also encourage you to keep in touch with your fellow members so you may offer their voice during board discussion.

Please contact Lori or a board member by February 15 to submit your name for consideration or for more information about the position. The positions will be appointed at the board meeting held in conjunction with the "Almost" Spring Meeting.

We would like to offer our thanks to our assistant liaison, Cody Schulke, Yellowstone Country Club, and to Jason Aerni, Splot Partners, our allied liaison, for their years of service.

Rounds4Research Auction April 30 - May 8, 2018

We need your donated rounds! It is never too early to get rolling. To complete the online donation form, please visit <http://www.eifg.org/research/rounds-4-research/donate-a-round/online-form>.

You can also contact Cole Clark (406) 850-8611 or Jory Horsley with your donation. *The Rounds 4 Research program was designed to address a critical shortage in turfgrass research funding by auctioning donated rounds of golf online.*



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Re-capping the first NW GCSA Turf Expo

Dan Tolson, CGCS, 3 Creek Ranch, Jackson, Wyo.

A theoretical dialogue common inside a superintendent's head...

May 1 – 6:00 am

Can't slow down, gotta go. 31 degrees, gonna have a frost delay. Greens are slow.

June 1 – 6:00 pm

Can't slow down, gotta go. Head on 12 green needs adjusting, big dry spot. Group on 18 is about to turn down to 1, better not run water there just yet.

July 1 – 9:30 pm

Can't slow down, gotta go. Not dark yet, kids are in bed but haven't talked to my wife in three days, better go see how she's doing...shoot, I forgot to turn off tees tonight for the wetting agent application in the morning.

August 1 – 12:00 pm

Can't slow down, gotta go. Greens committee meeting in 15 minutes and sales rep just pulled in to shop, better go see what he has for me. Baseball practice 4 pm, can't forget.

September 1 - 7:00 pm

Can't slow down, gotta go. Staff meeting tomorrow at 9, crew is draggin...how to boost morale? Budgets are due next week, need to get started.

As golf course superintendents, we have a lot of demands on our time. All hours of the day, all year. In the summer, sometimes it's just a battle to get day to day, much less plan ahead and think about an upcoming chapter meeting and educational event. That's why attempting something new at the fall conference is such a gamble. Superintendents are habitual – don't even think about asking us to change our routine!



For three years, the leadership of Peaks & Prairies, Idaho and Inland Empire GCSAs (AND LORI!!), have been planning the first ever "Northwest GCSA Turfgrass Expo." For three years it's been in the back of my mind as a far off, distant event. All of the sudden it arrived out of nowhere and now, it's

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finally over. I've been reflecting on how thankful I am to have such a strong professional network in the intermountain west. Kudos to the current boards and chapter presidents of the three associations (AND LORI!), for all the hard work, planning, dedication and execution of a successful event.

Even before arriving in Coeur d' Alene, there was a buzz on Twitter, text and phone about the event. "How many were coming?" "The speaker line-up looks sweet!" "Can't wait to hit a tee shot at the floating green!"

Walking into the Bushwood Briefing, it was a treat to catch up with guys I don't normally get to see at the Peaks meetings, but we all share similar property and climate details. Superintendents rubbed elbows with vendors, assistants and



more while sipping pints and munching fries. Smiles everywhere.

Monday morning walking into the education hall, I was surprised to see a packed house of close to 200 attendees leaving standing room only as Kevin Hicks introduced the first speaker. Dr. Nikolai had everyone laughing for an hour, then Dr. Brian Horgan, Dr. Micah Woods, David McLay Kidd and more kept the momentum rolling right up until the trade show. I didn't doze off or get bored once.

Right next door to the education hall was the trade show floor. 55 companies taking up over a quarter acre of trade show space put on quite a show for four hours in a packed house. More smiles and lots of positive energy filled the room as Lori belted out door prize after door prize. I actually finished filling out my stamp card for raffle prizes but Gerald Flaherty won the drone!

continued page 10



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Day two brought more of the same from Dr. Horgan and Rhett Evans, who delivered a very powerful message on positioning for success. A few business meetings and details followed, and we then were off to golf at the Coeur d' Alene Resort Golf Course. A strong turnout arrived to the course just in time for typhoon winds. Anyone who was there will long remember the wind that day. The floating green was just 130 yards away but played like 200 yards straight into the teeth of a 40 mph wind and 'Putter,' the ferryboat, had to shut down operations for safety. The pilot had a tough time landing at the dock without capsizing. At the end of the day, we had a blast.



Every chance I had, I asked attendees what they thought of the event, and if we should do it again and where. Overwhelmingly, everyone seemed to love it and wanted to do it again. I haven't seen

the budget numbers yet from the event, but I would say the event was a success and the gamble paid off. There were members there who never attend the fall meeting in Billings. Driving away from the meeting, I was encouraged by the camaraderie, knowledge and memories gained by attending.

Peaks & Prairies GCSA's mission is to further the education of its members for the betterment of golf and its environment. Sometimes, in order to grow, you have to change things up a bit and that's exactly what happened at the NW Turf Expo.

A huge thanks to the inimitable Lori Russell, who poured

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herself out to make sure this event was executed professionally and successfully. She spent countless hours on the computer, on the phone, on the Internet and in her car to cover the unknowns and question marks of this wonderful event. Thank you, Lori, well done!

I look forward to catching up with newfound Coeur d' Alene friends at the GIS in San Antonio. If you missed it, I have a feeling the NW Turf Expo will be back in a city near you in three-five years. Stay tuned...

Private Webcast for PPGCSA Members

The 10th annual private webcast for our members will be Tuesday, January 11 at 12:00 p.m. "Peaks & Prairies GCSA Regional Conversation, 2018" will be moderated by Clark Throssell.

To register for the webcast, please click on the calendar event on the homepage of ppgcsa.org.

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MORE TO DO THIS WINTER

Clark Throssell, Ph.D.
Turfgrass R & D, Billings, Mont.

Snow is on the ground in Billings in early November as I write this article. I hope your last snow mold fungicide application is down and that you beat the snow when blowing out your irrigation system. Who knows what winter will be like, but I have a few suggestions for you to consider this winter when you get tired of pushing snow, repairing equipment and all the other fun winter chores.

Warm Winter Days

Most winters we have a number of days with above freezing temperatures. Air temperature above freezing means snow melt. On warm winter days when snow is present, be sure to inspect all the greens to make sure water is not ponding in low areas. If water accumulates, use a squeegee to push the water off the green to prevent ice formation. If a collar dam is present, consider removing a strip of sod to allow the water to flow off the green.

On warm winter days without snow cover, don't forget that the turf is losing water, especially if the wind is blowing. After a stretch of warm weather with above freezing daytime air temperatures, the turf could start to dry out to the point where injury may occur. While I am unaware of any set thresholds to guide winter watering, carefully watch the greens in exposed locations or high spots of greens for stress and consider hand watering those problem areas.

Non-irrigated, No-mow Areas

Are you spending too much time and expense mowing green turf that rarely, if ever, comes into play? If so, winter is a good time to consider if non-irrigated, no-mow (NINM) areas make sense for your golf course. Creating NINM areas is a long-term commitment and the return on investment should be considered over the long-term as well.

First, there are potential downsides to creating NINM areas. There will be some ongoing expenses to maintain NINM areas such as for broadleaf weed control and possibly mowing at least once a year to cut excessive vegetation along with removal of the mowed excess vegetation. During the initial establishment of the NINM areas there will be expenses to



control the existing vegetation, seedbed preparation, seed, starter fertilizer, weed control, possibly mowing and irrigation. Relying solely on rainfall to promote seed germination and seedling growth to create a NINM area is a risk and could put the success of the project in jeopardy.

Other potential downsides include resistance from golfers who fear their golf ball may land in the NINM areas, perception that the NINM area is a "weed patch" and slow establishment of the grasses in the NINM areas in the first year or two make them low on visual appeal.

The major advantage of NINM areas is a long-term reduction in expenses associated with maintaining irrigated, mowed turf and the opportunity to use those savings to focus attention on other parts of the golf course. Some people like the look of NINM areas as they add visual appeal to the landscape and provide contrast to mowed manicured green turf.

There is no single one-size-fits-all approach when it comes to creating NINM areas. The most important step is to define locations on the golf courses that are candidates for conversion to NINM areas. It is important to get input from the appropriate people at your golf course to define locations for consideration for conversion to NINM areas.

One option for determining where to create NINM areas is using the USGA fee based service that provides small GPS trackers to golfers that they can slip into their pockets while they play golf. The GPS tracker records the movements of the golfer throughout their round. At the end of the round the data from the GPS trackers are downloaded and overlaid on a map of the golf course. Traffic patterns are easily identified as are areas of the golf course that are not utilized for play. Using hard data gathered by the GPS trackers from golfers with a range of playing abilities makes the decision where to establish NINM

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areas less subject to opinions or whims. Contact the USGA West Region for more information about this service.

Once you have identified locations to create NINM areas, start small and with realistic expectations. The vegetation in the NINM areas will not provide 100% ground cover nor will they be green throughout the growing season. Remember, these are non-irrigated areas. We all know what non-irrigated vegetation looks like in our part of the country in summer. Also, the vegetation in the NINM areas will have a native or naturalized appearance. The vegetation will be uneven and not uniform. Communicate to the golfers in advance of what to expect regarding the appearance of the NINM areas.

Create one or two small NINM areas that you can use as a place to learn what vegetation to establish and the establishment procedures that work the best. Try different seed mixtures, seeding rates and establishment practices, particularly to determine if irrigation is needed during establishment, to see what works best on your golf course. I am not aware of any specific recommendations for grasses and forbes for NINM areas in

our part of the country. Review the NRCS website for ideas on seed mixtures.

Most importantly, talk to your fellow superintendents about NINM areas to find out the strengths and weaknesses of NINM areas. How much money was saved by converting irrigated, mowed turf to NINM areas? What did the golfers think? What seed mixture worked best? What was the best way to establish the NINM areas? Your fellow superintendents have a wealth of knowledge on this topic and you should utilize their expertise.

Proxy Applications this Spring

The information that follows about Proxy applications is based on the assumption that you did not apply Proxy to greens in late fall.

If you are planning to apply Proxy (ethephon, Bayer) to putting greens in spring to control annual bluegrass (*Poa annua*) seedheads you should consider making the first application earlier than perhaps you have in the past. Annual bluegrass starts growing in late winter or early spring as soon as the snow melts and air temperatures are above freezing. The annual bluegrass seedhead initiation process began in the fall. This means

annual bluegrass is poised to start seed-head production in early spring. For Proxy to be effective it must be applied prior to annual bluegrass seedhead emergence.

Take all these factors together and the first Proxy application in spring, provided you did not apply Proxy in late fall, should be made as soon as the soil supports the sprayer without leaving wheel tracks. The second and subsequent Proxy applications should be applied based on weather. Proxy should be applied every 200 – 300 GDD (growing degree days) using a base temperature of 32° F. For best results using GDD to schedule Proxy applications, use weather data from your golf course or a weather station as close to your golf course as possible. Continue Proxy applications in spring until the annual bluegrass seed-head production period ceases, which varies widely based on weather, biotypes, elevation, etc.

Enjoy the winter days without golfers. *Clark Throssell, Ph.D., is a turfgrass scientist and works with the turfgrass industry on technical and scientific issues. He serves as the technical resource for Peaks & Prairies GCSA members.*



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EXPO GOLF BRAGGING RIGHTS!

Dan Tolson mentioned in his article many in the turf industry are pretty comfortable with a routine. And, he's right.

As we looked to put the Expo golf teams together, it dawned on us that in the end the true winners were those who met new people at the Expo.

We decided to do something crazy – rock comfort zones!

Teams were carefully split. In most cases, the team included a person from at least two associations (sometimes all three) and one or two allied partners. We not only tried to make sure allied competitors weren't on the same team – we made sure allied members had someone on the team from their own region. We did this all while still keeping handicaps fairly split, thanks to Jake Leiser's valuable assistance.

We kept tweaking until we accomplished our goals on nearly every team. At least that is how it looked the Friday before the event, when teams were turned in to the course.

Fast forward to 72 hours later. Between the weather drop outs and the change of plans, by Tuesday morning we were mixing and moving players, still trying to make teams even as possible. No shows caused additional tweaking on site. But, we still had a field of 34 teams.

In the end, if you were an allied partner who didn't have someone from your region on your team – we tried! It started

out that way.

We are happy to report that even with all of the changes, the golf accomplished what we hoped, for the most part.

Following the event, once the conversation moved past the crazy wind, it was clear... teams were filled with great people – who happened to be people they didn't know before golf. Several players admitted being apprehensive...surprised...disappointed... at the start of the round if they didn't know anyone on their team. And then many of these

same players said they met the best people and had a great round. Others asked if we could duplicate the same teams next time.

There are a lot of wonderful people in the turf industry. We just helped you meet more through an afternoon of golf! And at the next GIS or the next Expo, you will personally have a few more people to look forward to seeing.

Congratulations – it turns out each association just won the Expo golf event.

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| SHAMBLE NET | | | | |
|-------------|---|------------|-----------|----------|
| Pos. | Foursome | To Par Net | Total Net | Purse |
| 1 | SPENCER MENDENHALL + PAT SHERER + PARKER COHN + DON FRONGNER + KEVIN SMITH | -40 | 102 | \$440.00 |
| 2 | TOM WALKER + JAKE LEISER + MATT CARSTENS + ALYSON PAINTER + JESSICA LENIHAN | -36 | 106 | \$300.00 |
| 3 | SEAN HOOLEHAN + SHANE BIGELOW + BRANDON CRIM + MARK SPRAKTES | -30 | 112 | \$200.00 |
| 4 | SHAWN VETTERICK + CHRIS THOMAS + SCOTT COWAN + KENNY HALCOMB | -30 | 112 | \$0.00 |
| 5 | MIKE GRILLEY + RHETT EVANS + JOHN HANGSEN + JASON MOON | -28 | 114 | \$0.00 |
| 6 | BEN WILMARTH + RANDY RIDER + GREG HARCHARIK + RANDY ERNST | -26 | 116 | \$0.00 |
| 7 | MATT WHALEN + DAVE PHIPPS + GARY HOMAD + KEN BLUME | -26 | 116 | \$0.00 |
| 8 | GEOFF HAYNES + DAN TOLSON + JESSE VINCENT + JOE REBER | -26 | 116 | \$0.00 |
| 9 | DWAYNE DILLINGER + ZAC LEADER + TYLER BARLOW + BRENT RADFORD | -26 | 116 | \$0.00 |
| 10 | JERRY PALMERTON + DANNY RENZ + MICHAEL GARDNER + JORY HORLSEY | -25 | 117 | \$0.00 |
| 11 | MATT NELSON + JEREMIAH FARMER + ZACHERY SHERMAN + DAVID MCNEIL | -24 | 118 | \$0.00 |
| 12 | DELISA RAPP + MIKE RAPP + LISA MACK + DICK COLLINS | -23 | 119 | \$0.00 |
| 13 | PAUL BICKNESE + TRAVIS ROSE + STEVE MCMILLAN + LARRY KUOKAWA | -23 | 119 | \$0.00 |

| Pos. | Foursome | To Par Gross | Total Gross | Purse |
|------|--|--------------|-------------|----------|
| 1 | MIKE GRILLEY + RHETT EVANS + JOHN HANGSEN + JASON MOON | -6 | 136 | \$440.00 |
| 2 | SHAWN VETTERICK + CHRIS THOMAS + SCOTT COWAN + KENNY HALCOMB | -4 | 138 | \$300.00 |
| 3 | RANDY NORVELLE + PETER PALACIOS + SHANE GALLES + BOB O'NEIL | E | 142 | \$200.00 |
| 4 | SPENCER MENDENHALL + PAT SHERER + PARKER COHN + DON FRONGNER + KEVIN SMITH | -4 | 138 | \$0.00 |
| 5 | JEFF GULLIKSON + JON ATKINS + JOE AHOLT + JOSH BENSON | +2 | 144 | \$0.00 |
| 6 | GEOFF HAYNES + DAN TOLSON + JESSE VINCENT + JOE REBER | -4 | 146 | \$0.00 |
| 7 | DWAYNE DILLINGER + ZAC LEADER + TYLER BARLOW + BRENT RADFORD | +4 | 146 | \$0.00 |
| 8 | JEREMY CHRISTENSEN + TONY GARNER + BRENT VARDSVEEN + JUSTIN HORLACHER | +5 | 147 | \$0.00 |
| 9 | PAUL BICKNESE + TRAVIS ROSE + STEVE MCMILLAN + LARRY KUOKAWA | +6 | 148 | \$0.00 |
| 10 | SEAN HOOLEHAN + SHANE BIGELOW + BRANDON CRIM + MARK SPRAKTES | +6 | 148 | \$0.00 |
| 11 | BEN WILMARTH + RANDY RIDER + GREG HARCHARIK + RANDY ERNST | +7 | 149 | \$0.00 |
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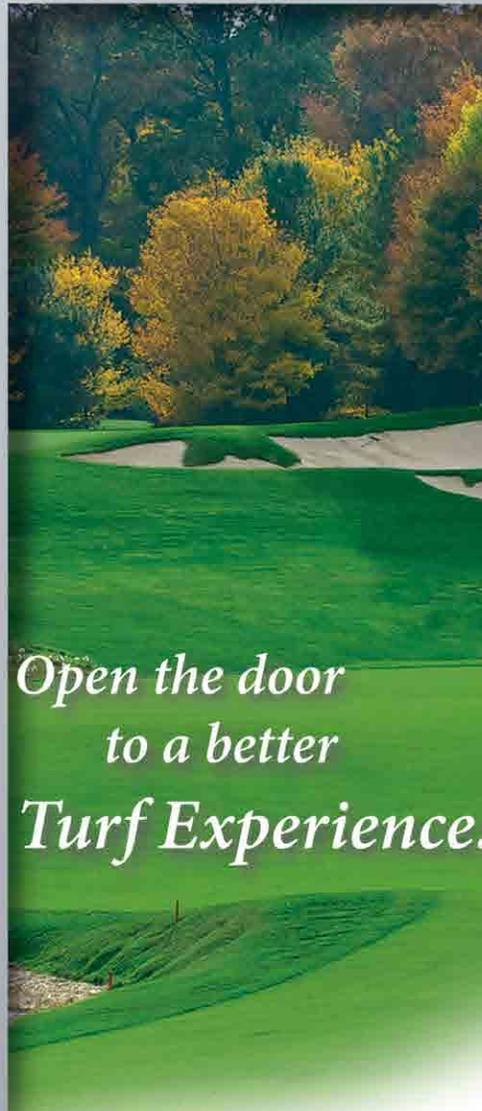
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Hiring from Within

**Jennifer Camp, Inland Empire GCSA President
Parks and Recreation Director,
City of Liberty Lake, Liberty Lake, Washington
*Turf's Up, Summer 2018***



Hiring today is very different than it was just six years ago. At that time, when I put an ad out for staffing, I would end up with a file folder stuffed full of apps. So many would come in that I would have the luxury to pick and choose through the massive selection to find that one or two to interview and hire.

Fast forward to now. When ads go out for hiring, I am lucky to get one or two applications returned to me. Over the years, as the application inquiries have dwindled, we have had to resort to "Plan B." For us, that means training the core staff that we have and growing them. Our city is expanding leaps and bounds each year, which leads to an increasing need for parks, golf, streets, facilities and fleet staff. What do we do when we are growing and can't find people?

The city was fortunate to find a handful of young staff a couple of years back, who started out as maintenance seasonals. During their time here we have seen the potential in them and invested time and training so that they may grow and be better equipped as leaders among the crews. So far, we have had good luck with this system. We have discovered some great qualities in them, which we have been able to build upon. As they have grown in their few short years, they have been able to move into positions of higher responsibility, allowing us to train and mold them the way that suits our crews best. There is certainly a cost associated with training - but it is priceless when you have people who grow through the positions and learn the work environment and culture firsthand. In the end, this has been a better fit for our staffing and we have found success through this process.



On a lighter staffing note, a very crucial and important part of our maintenance crew is the four-legged kind. We have a pup



named Callie (Calloway) who helps with the goose problem in the winter, and chases marmots and mice in the summer season.



In between her routes she supervises the shop mechanic and has lunch duty with the parks staff. Her responsibilities include therapist, guard dog, rodent control, public relations and more.

The second four-legged team we have on staff are of



the hoof kind. Seven goats make up the weed maintenance department and are on duty from April through September. They make their rounds from the golf course to the parks, chomping their way through a delicious feast of knapweed, dalmation toadflax, and skeleton-weed. During the process of weed control functions, they also serve as a petting zoo for the local families who often stop by to see them in action. They have become well known celebrities as they frequently grace the city's Facebook pages. These four-legged critters are a lot of work, but they are part of what makes our jobs a little more fun.



Picture at left taken at Northwest GCSA Turfgrass Expo

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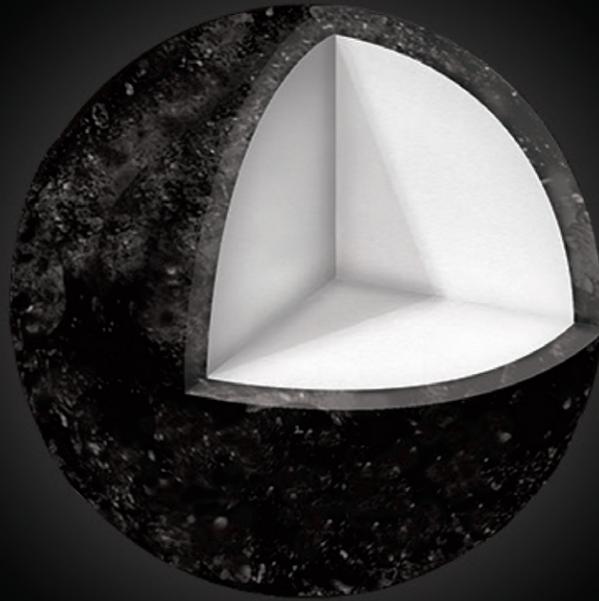
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Beyond Expectations

Danny Renz

Douglas Community Golf Course, Douglas, Wyoming

If you've never been to Coeur d'Alene, you should visit; it's a beautiful area. As someone on the Peaks & Prairies board, I can tell you we were a little worried about how this combined meeting would turn out. We considered the expense and the distance, and we worried we wouldn't have the numbers to make it worthwhile. But in the end, I felt this trip was beyond expectation in all aspects.

Sure, it was a long drive for a lot of us. I think from Peaks & Prairies I may have had the furthest trek to start with, but luckily with some car-pooling I didn't have to do much driving at all. The drive itself was beautiful for the most part and it was part of the country I hadn't been to before.

Upon arrival, I was amazed; I couldn't believe how beautiful the resort was. Our rooms were fantastic, too! The lake made for a great view and I felt it was as good as any GIS location - except maybe San Diego (but that's tough to beat). All around we had good food - whether it was at the resort, the trade show or local restaurants. I also can't complain about the



(Above) Dan Tolson and Danny Renz

beer, although I hardly ever complain about beer, ha-ha. The seminars kept me interested and I left with a couple of good



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take-a-ways I feel will benefit my course. It was good to see we had a reasonable amount of people representing Peaks &



Greg Baer

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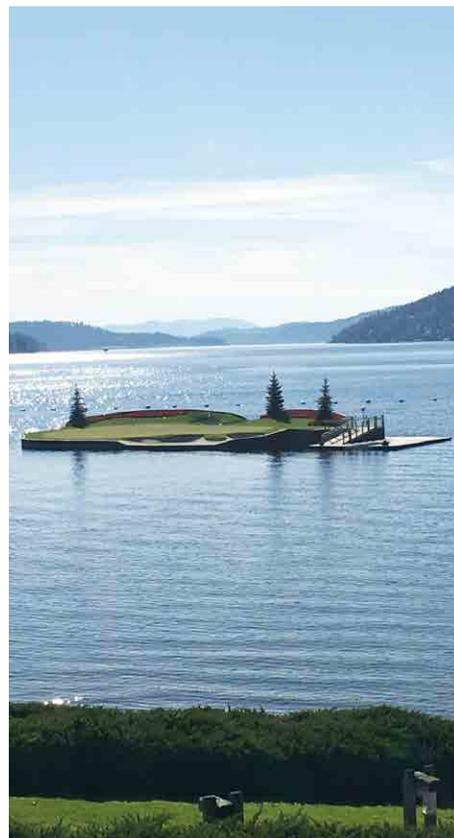
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Prairies and I think the sponsors and trade show participants felt like it was worth their while, as well. And of course, the GOLF COURSE was a huge draw. I could've used less wind and I come from one of the windiest areas in the country. But, the wind didn't stop me from enjoying the good conditions and the amazing views. For the record, I didn't even come close to hitting the green, but I am not sure I can blame that on the wind. Even so, it is nice to be able to say I've played it!

If you get a chance, be sure to say "thanks" to Lori for all her hard work in helping to put this big meeting on successfully. I would vote that we maybe make Coeur d'Alene an every other year thing! I would much rather save a little more in my budget and enjoy the entire experience more like the GIS, than I would just enjoying the beer and break from the wildness of having three kids: a pre-teen, a "threenager" and a one-year-old, all of whom I love dearly @.

If you didn't get a chance to go, hopefully we'll have the event again and you will be able to join us. You won't regret it! It will be worth your money and time. Stay warm this winter!



Sunday view of the floating green

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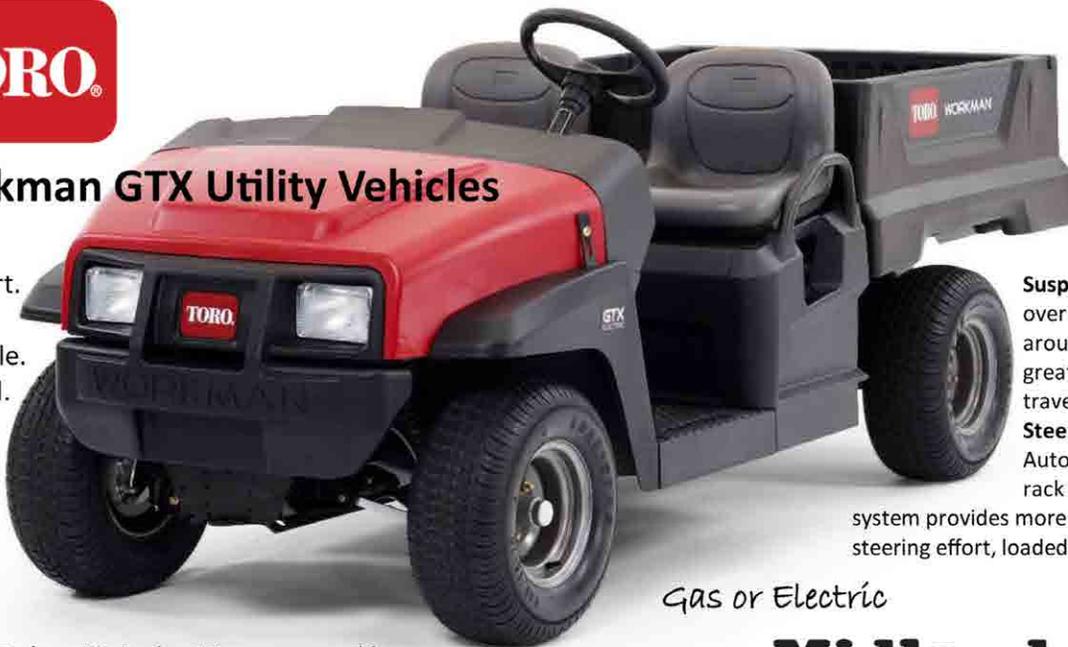
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