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We are fortunate to have so many fantastic golf courses in our region! Whether this is your first opportunity to enjoy Three Crowns Golf Club in Casper, Wyo.,

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Scholarship/Education Golf Event. Host superintendent is Jared Dillinger.

Registration is open now and hole sponsors are welcome. With the cooler nights of September, it is easier to get away and check in with your peers. Remember, you don't have to be a member to play. This might even be a perfect crew activity!



PPGCSA Upcoming Events: PPGCSA Wyo. Scholarship/Education Golf Event -

September 19, 2023,

**Fall Meeting & Trade Show -** November 7-9, 2023, Billings Hotel & Convention Center, Billings, Mont.

Private Webcast, PPGCSA - January 2024 (TBA)

**Chapters of the Northwest Hospitality Room -** Phoenix, Ariz., January 31, 2024

**PPGCSA "Almost" Spring Meeting -** March 4-5, 2024, DoubleTree by Hilton (downtown), Billings, Mont.

# Thank you, WSGA

**W**e thank the Wyoming State Golf Association board of directors, and their executive director, Dave Snyder, for their support of our continuing education programs. They understand the value of golf course superintendent continuing education to benefit golf. \$500 was received for 2022 support and \$500 for 2023 support.

# **BMPs for All**

If your facility does NOT have a BMP manual either started or in place online with GCSAA, on May 23, 2023, GCSAA provided a facility BMP manual via GCSAA's online facility BMP planning guide, modeled after your facility's state.

Please refer to the GCSAA email of May 23 or gcsaa.org for more information on how to access your BMP facility manual, and how to update it for your facility.

# **Montana Golf Community Meeting**

Thank you to Mike Sweeney, USGA; executive director Nick Dietzen; and the Montana State Golf Board of Directors for bringing together all factions of golf for the Montana Golf Community Meeting. Representatives traveled to Butte Country Club in April for an afternoon of communication and valuable conversations. One attendee was surprised to learn there was an association for the continuing education of golf course superintendents!

Representing Peaks & Prairies GCSA were Dane Gamble, Derek Hofer, Rick Hathaway, Pat Nowlen, Jason Aanestad, and not pictured, Lori Russell and our host, Casey Schlepp.

We agree with Nick Dietzen, MSGA, when he followed up with the group, "Thank you to all who traveled, attended, shared information and discussed the great many topics on our collective minds. It is clear that there is a need and enthusiasm to meet more regularly and to continue the conversations."



May 2023 Volume 47 Number 2





"Peaks & Prairies Golf Course Superintendents Association is dedicated to furthering the education of our members for the betterment of golf and its environment."

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# **Peaks & Prairies Golf Course Superintendents Association**

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Meadow Country Club

THE PERFECT LIE is published quarterly by Peaks & Prairies GCSA, and is edited by Lori Russell. Our newsletter is not copyrighted, but we would appreciate credit being given when original material is reprinted. Advertising and article deadlines are the 10th of February, April, July, and October.

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# President's Message

# **Getting the Most from Your Team**

# Ryan Blechta Spanish Peaks Mountain Club Big Sky, Mont.

As the snow melts here in Big Sky, I think about my TEAM for this summer and how I can get the most out of them. We still have 20" on our course, but it is melting fast. Although we don't open until June 16, we still have lots of work ahead of us to get our course in top condition before we open. This year in SW Montana we had an above-average snow year, 128% above average, to be exact. This kept the skiers/snowboarders very happy with endless fresh powder, but now that it is melting, the time has come to get the team ready for the rollercoaster ride of getting the golf course in shape. It takes a dedicated, hardworking team to get the job done and I am a firm believer in creating and retaining a great team.

It all starts with the first impression on their first day on the job and how we treat them. They are studying us as much as we are studying them. Knowing your employees is the key to great leadership. Whenever we hire new employees we have them go through our two-day orientation, which not only teaches them about our company, but also teaches them about our core values:

Teaching and Mentoring Learning Doing the right thing Integrity Kind & Courteous Gracious Grateful & Appreciative Humility Trust True to your word Communication Listening Attitude Passion Team Player Respect

When interviewing new employees, I always look to see if they have any of the above values and what they can bring to the team. I am a firm believer in hiring the right people, rather than just hiring a body to fill a position. Interviewing and hiring



the right person from the start makes my job a lot simpler down the road. I am all about honesty, do what is right, and do everything with honesty — ethics. Once you start creating that awesome team, you need to retain that team year after year. I know we have all been there and we have had great team players, and some not-so-great team players. I always revert back to our values and if I can teach these values, then I will create a great TEAM.

When performing reviews this year to my full-time year-round staff, I asked them, "What is your purpose? What makes you come to work every day?" This is the information I learn from and this is the information that helps me be a great boss. If I cannot give them the tools or resources to make them want to come to work every day, then I cannot expect them to show up on time and do their best.

In the end, there is only one person who controls your performance at work. If you think that person is not you, then you are wrong. You control your performance. You are the one who decides how well you perform. You have to be at your job a set number of hours every day. Why not be your best? You will feel good about yourself when you know you have given your all.

"None of us is as smart as all of us."

Ken Blanchard

# Thank you to all golf courses who donated to the 2023 Rounds 4 Research!



# Winter is Over and Repair has Begun

# Rick Hathaway Rock Creek Cattle Company, Deer Lodge, Mont.

The bluebirds are back. That must mean spring is here in the Rockies. It was a long time coming this year. Here at Rock Creek Cattle Company we went about 110 days of consecutive snow cover. I know for those of you up in the mountains this might not seem like a long time, but for us folks down in the lower elevations, this was quite a long winter.

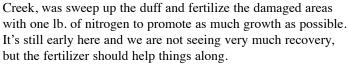
As the snow receded this spring, a few issues became apparent due to the prolonged snow cover. The most obvious of these was the vole damage. In a typical season, we measure vole damage in thousands of square feet. This year we are measuring it in acreage. All that extra time for those voles to be living out in the fairways (and greens for that matter) under the snow cover resulted in a massive amount of damage.

There are a few schools of thought about how to treat vole damage. In conversation with USGA agronomist Cory Isom, he summed up these in three procedures. The first was to rake the duff off of the damaged areas, followed by seeding, then placing the duff back over the seed to protect it. Others simply remove the duff, clean up the mess, and hope the extra sunlight

will promote recovery. And lastly, just leave the duff to protect the damaged areas and new shoots to encourage them to grow back.

There's no magic solution. The good news is that it almost always grows back given enough time.

What we decided to do this spring here at Rock



Another result of the long snow cover was some breakthrough in our fairway snow mold fungicide. We are fortunate continued page 6





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## Repair has Begun continued from page 4

enough to be able to treat our fairways. Historically we have used PCNB but decided to make a change to Contend A and Contend B from Syngenta. We were happy overall with how the product worked, but in the toughest spots we had some breakthrough. The activity of the fungicide kept these spots to a minimum and as soon as we got a few warm days, new shoots were coming up through the damaged leaf tissue.

And lastly, the long winter led to a lot of hungry elk looking for food. Despite our best efforts, the elk damaged a great

deal of turf both in terms of pawing the ground, removing snow cover in areas they feed, and the thousands of areas damaged by elk urine. Not much to do here, except provide the right growing conditions with irrigation, fertility, and cultivation and hope mother nature helps us out for as speedy a recovery as possible.

The winter of 22-23 was about as long as it gets around here. I guess it should not be a total surprise that the voles were massively destructive, our snow mold fungicide didn't quite make it, and the elk were diligent in tearing things up searching for food.







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# The Future of Golf

Cory See, Superintendent Fossil Island Golf Club, Kemmerer, Wyo.

The rich will get richer and the poor will get poorer. The future of golf will simply be between the haves and have-nots. Some courses will have the resources

and some won't. The biggest resource that golf courses will have to fight for is water. A quick look at the Southwest will tell you about everything you need to know about water and golf courses. The Colorado River is at historic lows, Lake Mead is apparently lined with dead bodies, and everyone is trying to secure water for their golf course for the future. All of this is happening while many places in the country are having historic rain and snow, although it is just only temporary help to a long-term problem.

The rich will always have the money or connections to secure water for their course. What if you are not at an exclusive private course? What if you do not have money or connec-

tions? You will be left to fend for yourself. And that's okay... for now...because we live in the Northwest and it's a small issue at this point. But, the issue is gaining momentum. It would be wise to look at water- reducing options on your course while you still have control.

# What do the BMPs say?

"Potable water supplies in many areas ... are limited, and demand continues to grow. Our challenge is to find solutions to maintain quality of golf while using less water." Page 24, Best Management Practices for Wyoming Golf Courses.

- 1. Use effluent water when and where possible. This is an absolute no brainer for courses that have this option. This is basically recycling water.
  - Convert out-of-play turf areas to native, no mow, or continued page 10





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# Future of Golf continued from page 8

alternate ground cover.

- 3. Use drought-tolerant grasses to help maintain a highquality surface while minimizing water.
- 4. If you have water rights, do your due diligence to make sure everything is in order, and know what your rights entitle you to, what order you are in and how much water you are entitled to.

"BMP and educational programs are necessary to change the public's mindset toward the inevitable changes in water-related issues." *Page 24, Best Management Practices for Wyoming Golf Courses.* 

This wording above tells me just how drastic the inevitable changes are going to be. Apparently, they will be so drastic that we will have educational programs to "change the public's mind(set) toward the inevitable changes." If these changes are going to be so drastic that we are having classes for the golfers to understand the inevitable changes, then these changes sound like a little more than replacing some rough and using different types of grasses here and there. Instead of cutting 20% of your water use they may ask you to only use 20%. That's drastic! That's worth a golf intervention education program. What would you do? What could you do?

While these changes may be years off for us, it is a new reality for many courses in the country and it will make its way to us. Consider thoughtfully preparing your golf course.



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# Thank you to Hilands Golf Club, host of Peaks & Prairies GCSA Scholarship/Education Golf Event!

Thank you to Pete Grass, CGCS and his team for making it an enjoyable day for all with wonderful course conditions and serving a great meal.



Moonlight Basin - 1st Place

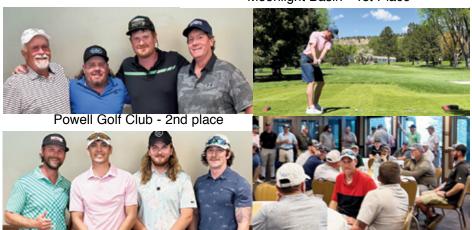
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Exchange Club - 3rd place

Visit betterturf.basf.us for more information. Always read and follow label directions. This article originally appeared in the fall of 2009, The Perfect Lie. Times change and Tolson is no longer a superintendent. What hasn't changed is the value of the information.

# **Building a Better Mousetrap**

Pan Tolson

3 Creek Ranch, Jackson Hole, Wyo

The Perfect Lie. 2009

Managing turfgrass in the mountain west offers unique challenges that stimulate creativity and experimentation. This time of year in other parts of the country, superintendents are worried about dis-

eases, insects, flooding, drought and more. In our part of the country, we're battling voles. I suppose snow mold, ice damage, wind, elk or drought get their share of conversation during doughnut





breaks at the fall meeting. But, at my golf course, the most significant damage in winter comes from voles. After permanent snow blankets the fairways, voles move in and enjoy fine dining mid-December through March. Anticipating my seventh winter at 3 Creek Ranch, I've been thinking all season about new ways to ensure the golf course emerges in spring with vole damage at an acceptable threshold.

I wanted to share a brief summary of what we intend to do this year to protect the course. I hope it generates some ideas for others. This is not university research, just a turf nerd trying to find a better way to control a pest. If you have vole

continued page 14



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# Edge of Nordic Ski Trail



### **Better Mousetrap** continued from page 13

problems and can offer any suggestions, I welcome your comments.

#### **Habitat Modification:**

We have 100 acres of native grass surrounding 80 acres of bluegrass fairways and rough. After a wet spring, the native grows thick and offers an ideal vole environment all summer. Our first step is to go in after them, mowing the native and burning lake edges in the fall. After mowing, we can easily identify areas of heavy activity. Also, disturbing their summer homes encourages migration to un-mowed areas far from the golf course. In addition to moving the native, we reduce the height of cut in the bluegrass rough from two inches to one inch, gradually stepping it down starting in mid-September. I believe this discourages them from feeding on the Bluegrass because the rough canopy no longer offers burrowing shelter and the forage is less desirable. We especially focus on bunker faces where the voles are drawn to the steep, thatchy slopes and deep drifted snow that persists late into spring.

#### **Poisoning:**

Numerous poisons are registered for controlling voles. Most require an applicator's license to purchase. We have tried them all with varied success. 3 Creek Ranch is an environmentally sensitive property with abundant and diverse wildlife. We use poisons with care and have not tried broadcasting as some labels recommend. After mowing the native we patrol the bluegrass perimeters and place poison inside recently used tunnel continued page 16

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#### **Better Mousetrap** continued from page 14

systems. All valve boxes, irrigation satellites, and catch basins are baited and poisoned as well.

### **Trapping:**

There are many ways to trap a vole, some more cost-effective than others. We have had success laying 18" long sections of poly pipe throughout the course with a small amount of poison and aromatic bait (apples or peanut butter) inside. We place the "condos" along every ~50 yards of the native edges, next to catch basins, around greens and buried in the lip of bunkers. 1 1/4"- 1 1/2" pipe works best, 2" or bigger and the voles will build their nest inside the pipe. Installing a T with 3' of vertical pipe and a cap allows re-baiting throughout the winter. A roll of poly pipe is inexpensive and allows us to keep the poison protected under snow cover and safe from non-target species.

#### **Deterrents:**

Logical thought would say if you apply a product to the foliage that makes it taste bad to voles or makes them sick, they would avoid eating it. While spraying our fairways for snow mold, we make a pass with the sprayer around the perimeter of each hole. In the past I have observed where fungicides were applied, voles stayed away. Timing the spray to immediately precede snow cover is critical. Last year we applied fungicides early and the snow came late. The result was no observable benefit from our fungicides as a deterrent. Another product we haven't used before, but intend to try on small areas this year, is castor oil impregnated on clay particles. Available under many labels and formulations, we are using "Dr. T's Mole Out," spread at 4 lbs./1000 and watered in. I have talked to sod farms and nursery growers who have had great results with this product.

#### Exclusion:

We are fortunate to have a snow cat for maintenance of a Nordic ski trail in winter. Though the voles can chew through valve box lids, plastic catch basins and sometimes concrete, it seems they are unable to burrow through the ice wall created by the groomer. As soon as there is enough snow, we will loop the perimeters of each golf hole where the slope and access permits the groomer or a snowmobile. We will mark grass lines with pin flags before snowfall. If you allow any bluegrass on the wrong side of the trail and voles can access it, damage will be worse than if there wasn't a trail.

#### The "Boom-Boom":

This is the best one of all. Results are immediate. It's not as effective as C-4 explosives, but almost as fun. Developed by a rancher in Nevada fed up with prairie dogs, it kills instantly, is painless, humane, all-natural and buries the pest in its hole. The device has a long handle with an electric igniter on the end. Oxygen and propane tanks feed fuel in proper proportion through hoses and out the bell end into the rodent hole. continued page 17





# **Staff**

# Derek Hofer Green Meadow Country Club, Helena, Mont.

**I** have been working on golf courses since I was 14. Being 51 now, I have seen 37 seasons go by. Please know, I don't use this to qualify myself as any kind of authority, but to explain the point I'm trying to get to. The first four golf sea-

sons I was a crew member being taught by other employees: the mechanic, the assistant superintendent, and the superintendent. I was taught to show up on time, be prepared to work, finish the job, be reliable, the importance of the quality of work, and to also hurry up, dammit. I was also taught to smoke, chew tobacco, cuss, and drink beer after work. Being impressionable on all fronts and accountable to those around me, I wanted to fit in with the group. Mostly at that age, fitting in required me to do

as I'm told, learn what they are teaching me, and don't complain. I quickly took to the work and I learned to fit in. I acquired all the habits, good and bad.

Many of the embedded attitudes I carry with me today were shaped by that great bunch of people over thirty years ago in the late 1980s. Examples would include political views, unwavering stance on employees being on time to work, or if a golfer takes more than five seconds to hit the ball once it is addressed, they should really excuse themself from the game forever. Also, golf course staff get plenty of breaks while waiting for golfers, hence beyond lunch we don't really need organized work breaks built into our day. I'm sure most of you can think of the individuals in your life who shaped you, as well.

Since those days of becoming whomever I was going to become, I have now become the one in the position to do the influencing. The point is, we all have an opportunity to be continued page 18

#### **Better Mousetrap** from page 16

Upon igniting, a small explosion resembling a rifle blast sends a 500-psi shockwave through the tunnel system. After mowing the native and before patrolling with the poison, we patrol with the "Boom-Boom." It also works great on pocket gophers, muskrats, badgers or any other tunneling mammal. It is labor intensive but 100% effective assuming the pests are in the hole. This year we are going to try a vole mega-plex to allow "Boom-Boom" use all winter. In a notoriously problematic area, 200' of poly pipe

with open ends, bait and three riser pipes should do nicely.

I refuse to think vole damage is something we "just deal with" or "is part of growing grass in the Rockies." The amount of labor required for spring cleanup, cost of extra fertilizer to grow damaged areas back in, labor to mow the ensuing hay, and the evidence all summer of munched turf makes it worthwhile to be proactive all season and especially in the fall. I've read that vole populations increase continually year to year then naturally crash every three-five years. I've been chasing voles for six years and

keep experimenting until we find the best way to keep the turf looking and playing its best. Happy hunting...







# Joe Chavarria Amvac Environmental Products

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360-952-0399 joe@amvac.com

## **Staff** continued from page 17

examples for all sorts of people, including youth that never worked before. To lead by example. This means we get to shape attitudes in many arenas, such as general attitude towards work, how to create value for yourself, how to communicate with others, how to have patience, how to teach, show up on time, etc.

It's really crazy when one thinks about how many staffers are at each golf course, and therefore, how many people are influenced by the culture you create at your club. Specifically, in your work zone. For us, natural attrition on our golf course maintenance seasonal jobs equates to three-six new people per year. Add that up for 30 seasons, it could be 90 to 180 people that were influenced by me and by existing staff over the years. If it's the same case for the 15,500 other courses in the country, that would equate to 1.4 million to 2.8 million people getting some sort of influence from working to some degree at a golf course. I feel like that is substantial and also something to be responsible for.

What I am getting at is something I always incorporate into a new employee's orientation — be aware of your surroundings.

# **New Peaks & Prairies GCSA Members:**

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Tim Kramer Cheyenne Country Club 800 Stinner Rd Cheyenne, WY 82001 (307) 637-2201 timkramer966@gmail.com

Our year just started April 1 - this is still a great time to have your employees join the Peaks & Prairies GCSA!



With regards to a new employee, I do in fact mean that at face value with awareness to equipment, golfers, safety issues, weather, etc. With regards to myself and staff leaders, it means all of that, plus awareness to the eyes, ears, and minds of those who are tuned in to our conversations, actions, and responses to adversity.

Your staffers are watching and they are learning, so teach them something good. Teach them something useful that can benefit their future. Be a positive influence in their life to create value for themselves and for your operation. Have fun doing your job, while being proud of it. Whatever it is you're doing, they are absorbing it and processing it. If you want them to work responsibly, carefully, and thoughtfully, then you be a responsible, careful and thoughtful teacher. That is it, that is the message.



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