



For All Your Rain Bird, Baroness and Yamaha Golf Car Needs.



Yamaha Golf and Utility 952-890-5541 800-352-2779 Fax: 952-890-2914
 Paul Eckholm 952-463-5499 peckholm@yamahagu.com
 Tom Bjornberg 612-718-8491 tbjornberg@yamahagu.com
 Billie Mac Donald 651-788-2877 bmacdonald@yamahagu.com



*The
Championship*

July 21, 2014



**The Rochester Golf and Country Club
Host Nick Folk**

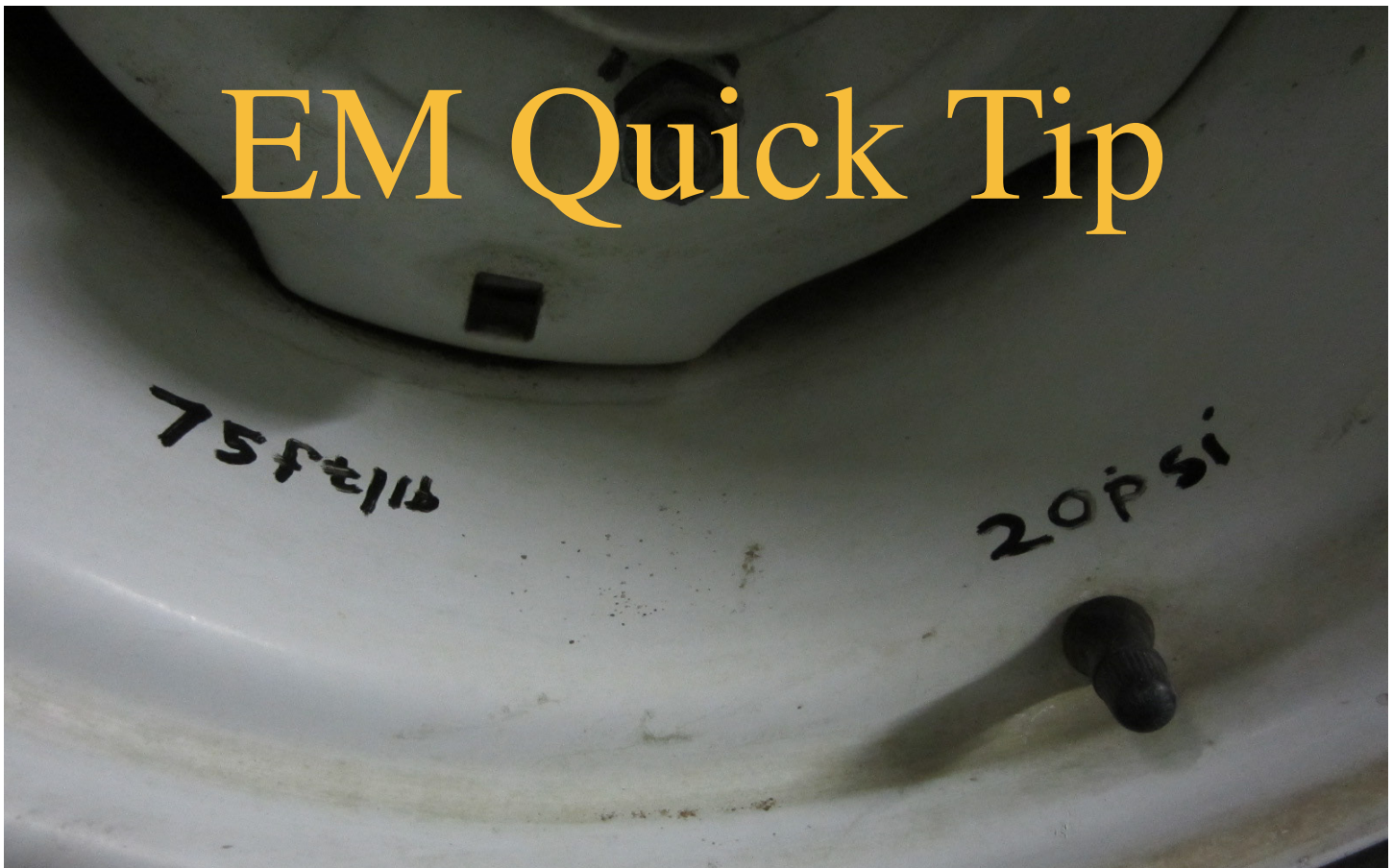
cific Knowledge, Training, and/or Skills and Talents. They know the things they need to know to be successful. And when they need information, knowledge, or skills and talents that they don't possess, they find someone who does possess them.

12. Successful People Work with and Cooperate with Other People.

They have positive, outgoing personalities. They surround themselves with people who offer them help, support, and encouragement. They are leaders.

13. Successful People Are Enthusiastic. They're excited by what they're doing, and that excitement is contagious. They draw people to them because these people want to work with them, do business with them, and be with them.

Although taken from the internet, the editorial staff felt this information too good to pass up. jm



From Glenn Sigmon, Equipment Manager at Spring Hill Golf Club, suggests marking your wheel hub with both the torque setting and tire pressure to eliminate any confusion.



2014 TURFGRASS FORUM

*A Free Informational Discussion & Round Table
for MGA Member Clubs and Members*

• **Speakers:**

- **Dr. Brian Horgan,**
University of Minnesota Turf Extension Specialist
- **Mr. Robert Vavrek,**
USGA Senior Agronomist, North Central Region
- **Mr. Matt Pringle,**
USGA Technical Director

• **Topics will include:**

**THE LATEST ISSUES FACING GOLF COURSE
TURFGRASS
SEVERE WINTER WEATHER IMPACTS
PACE OF PLAY FACTORS**

- **Tuesday, May 6 at Edina Country Club**
8:00 a.m.....Registration (*coffee & rolls*)
8:30 a.m.–12:00 p.m.Presentations & Discussion

This meeting is for: Course Owners, General Managers, Golf Professionals, Golf Course Superintendents, Club Presidents, Greens Chairs and any other MGA Members.

- **There will be no fee for this forum.**
- **GCSAA educational points available.**
- **PGA MSR credits available.**

• **For Reservations:**
Joel Comstock, Regional Affairs Director of the MGA
952-345-3968 or joel@mngolf.org
Please provide your name and golf course affiliation.

- **REGISTER BY WEDNESDAY, APRIL 30**

The “New” Dellwood Country Club

Under Re-construction for Your Enjoyment

Superintendent Eric Peterson



Dellwood Country Club was established in 1969 as Dellwood National. It was later changed to Dellwood Hills Golf Club and in 2012, the member owned club was sold to a long-time member Mr. Tim Lawin, who changed the name to Dellwood Country Club. The original design of the course was done by Don Herfort. The golf course is unique in that it serves as a tributary for water flow from Pine Tree Lake to Bald Eagle Lake and also has an active rail-line running through it. Also unique to Dellwood C.C., is the four Par 3s touch each other although they don't play consecutively.

The course only received minor changes over the first 42 years, but when the course was bought in 2012 our new owner began a 3-year renovation to upgrade and update both the golf course and the club facilities. The golf course bunkers were redesigned by our owner and rebuilt by Arnt Construction last fall. A porous concrete liner/drainage system and sand were added by our staff.

During this renovation, we also added a continuous cart path system to the entire course and added contouring on a number of

So you think YOU had a busy off-season? New ownership brings great change to Dellwood Country Club. Trees removed, tree planted, berms smoothed and berms created, bunkers imploded, redesigned and rebuilt with porous concrete and white sand, new pool and cart house and a clubhouse renovation to begin in July. Superintendent Eric Peterson and his staff have been instrumental in the on-course modifications since late last summer. Wow, busy, busy!



holes. We also did extensive tree work with over 300 trees removed and the relocation and addition of close to 100 trees. This year, our focus will be on the grow-in of new turf around our bunkers and the newly contoured areas, as well as the seeded areas along the new cart paths. In addition, we will be adding a few more bunkers, drainage improvements, landscaping, and the follow up work to our pool complex. We are currently in the process of a total redesign of our pool complex, cart/club storage and parking lot. This work should be finished by late June and the renovation work to the clubhouse will start shortly after.

Keeping the ball in play is the key to playing well at DCC. Water is a major feature of the course, with hazard coming into play on all but 2 holes (#15 and #17). Out-of-bounds can also come into play on all but 2 holes (#1 and #7). The par 5's offer risk/reward shots. The par 4's are difficult, and holes 11 and 16 are holes the big hitters may think about leaving the driver in the bag. The hazards will come into play off the tee and the greens are

tricky. The easiest hole is probably the first hole. Although the left side of the green is severe, the hole offers a large area to hit your tee shot to avoid hazard. This also may be a hole to leave the driver in the bag. Putting at DCC is no picnic, with many subtle undulations on top of many back to front sloping greens. Staying below the hole will serve you well. Be sure to bring your big hitter, but don't forget to make a straight hitter part of your four-some!

I am fortunate to have a great full time staff. Jeff Bohler, one of my assistants, has been at Dellwood for 28 years starting here as a caddy. He has forgotten more about DCC than I know. He loves crossword puzzles and plays a mean game of Jeopardy. Jon Domning, our mechanic, is the newest addition to our staff, starting with us part time three years ago and full time one year ago. He enjoys Nascar and travelling with his wife, Michelle. Jon is also looking forward to the arrival of his first grandchild. Christian Dunn, my other assistant, is a native of Traben-Trarbach, Germany. He

enjoys working on his motorcycle, long boarding, and anything to do with aviation in his spare time. In Germany, he spent a lot of time hang gliding and working at the airport. Greg Hartley, our Second Assistant, finishing his first year in his new position, started with us three years ago fresh off of active duty. He is an avid outdoorsman, enjoying fishing of any type and bow hunting. He has even been able to convince his wife Lacy to ice fish with him, she's a keeper! I am starting my 17th season at Dellwood. In my spare time I love spending time with my wife Ann,

as well as chase my three boys around as they play baseball, soccer, basketball, tennis, golf and football. We also enjoy time adventuring in the woods.

Dellwood Country Club has always been a big supporter of both the MGCSA and the MGA. We want to continue our support of the game of golf in Minnesota as well as the organization that represents the people that make it happen. So we welcome you to come and experience the new Dellwood Country Club and support the Scramble.



Minimum wage is on the rise

Patrick McGuinness Esq. Zlimen & McGuinness, PLL

It's official. Come August, the Minnesota minimum wage is going up. Governor Mark Dayton signed an increase to the minimum wage into law. It will rise to \$8 per hour in August, and by 2016 it will reach \$9.50. The new law also pegs the minimum wage to inflation, so it will regularly increase without legislative action. So how will your business be affected?

The Minnesota minimum wage is currently \$6.15 per hour, one of the lowest rates in the country. Because it's less than the federal minimum wage, most employers are required to pay their employees at the national rate of \$7.25 per hour. Once the increased state minimum wage takes effect, employers will be required to pay workers at the new, higher Minnesota rate.

The minimum wage be implemented gradually, going up every August for the next three years. In 2014 it will increase to \$8.00 per hour, in 2015 to \$9.00 per hour, and in 2016 to \$9.50 per hour.

The last time the state minimum wage went up was 2005, but you shouldn't

expect the new rate to be the law of the land for the next decade. In a new move, the legislature decided to peg the minimum wage to inflation. Beginning in 2018, the minimum wage will increase once a year by the rate of inflation. However, it will never increase by more than 2.5 percent, and the Department of Labor and Industry will be able to suspend automatic increases if economic data indicates the "potential for a substantial downturn in the state's economy."

About 350,000 Minnesota workers currently earn less than \$9.50 an hour, and should see their pay increase as the minimum wage does. Even some employees that earn \$9.50 are expected to see wages increases as businesses begin offering higher pay in order to compete with other employers.

Are there exceptions?

Yes, but they are limited. The new law will increase the minimum wage for the majority of workers, but there are a few exceptions.

Small employers currently have a lower minimum wage than their large competitors, and this will still be true

Date of Increase	Big Employer Minimum (over \$500,000 gross)	Small Employer Minimum (under \$500,000 gross)
August 1, 2014	\$8.00	\$6.50
August 1, 2015	\$9.00	\$7.25
August 1, 2016	\$9.50	\$7.75
January 1, 2018 – onward	Inflation based increase not more than 2.5 percent	Inflation based increase not more than 2.5 percent

once the new law kicks in. Under current Minnesota law, any employer with an annual gross volume of sales less than \$625,000 is considered a small employer and is only required to pay employees \$5.25 per hour. The new law limits the gross sales small employers can make to \$500,000 (in line with the federal standard). It also increases the minimum wage for employees at those companies to \$6.50 in 2014, \$7.25 in 2015, and \$7.75 in 2016.

There is also an exemption to the law for a training period for teen employees. During the first 90 days of employment, businesses can pay workers under 20 years old below the minimum wage. The training wage is currently \$4.90 per hour. Once the new law goes into effect in August, it will be the same as the small business minimum wage, reaching \$7.75 per hour in 2016. (It should be noted that the law bans displaying regular employ-

ees by hiring workers at the training wage.)

Although it's unlikely any of the exemptions will apply to your business, there are many other specific categories of workers that are not covered by minimum wage laws—from elected officials to babysitters to seasonal circus workers.

This article provides general information on employment law and does not list all prohibitions, exclusions and regulations.

Do not rely upon this article as legal advice. A qualified attorney must analyze all relevant facts and apply the applicable law to any matter before legal advice can be given. If you would like more information regarding employment law or other legal matters, please contact Patrick McGuinness at Zlimen & McGuinness, PLLC at 651-206-3203 or pmcguinness@zmat-torneys.com

On The Move:

Matt Cavanaugh New UMN Turf Scientist



As many of you are aware, the MGCSA Member Driven Research was initiated in the spring of 2013. This initiative led to the development and implementation of cutting edge research projects that are determined by the MGCSA membership. The research projects conducted in 2013 at the TROE Center and in practical golf course settings around the state were possible due largely to the efforts of Mario Gagliardi, who was the technician responsible for the day to day management of these projects.

This spring Mario departed from our program and accepted an assistant superintendent position in New Jersey, where he is originally from. We wish Mario all the best in his future endeavors.

We are very pleased to announce that Matt Cavanaugh will be taking over this role. Matt's knowledge and experience in turfgrass science and management will be a tremendous addition to our program. Matt holds a Bachelor of Science degree from Kansas State University and a Master of Science degree from the University of Minnesota. He has also spent over a decade working in the turf industry in Minnesota. In addition to MGCSA projects, Matt will be working on Turfgrass Extension programs and with the MN Department of Transportation to refine recommendations for salt tolerant roadside turfgrass establishment and maintenance.

Please join us in welcoming Matt back to the University of Minnesota.

In Matt's own words, a brief autobiography:

I started working in the turf industry during high school at Bridges Golf Course in Mounds View, MN. Bridges is now the site of a Medtronic parking ramp and office complex (my youth is gone). Maybe this speaks volumes about where my turf career was headed. My time at the Bridges ignited a passion for turf