

A TOAST, IN APPRECIATION OF YOUR BUSINESS. HERE'S TO YOU.

At Par Aide, we'd like to raise a paper cup to you, our valued customer. Because it's your unyielding dedication to the course that inspires us to keep building the industry's most innovative products. So from Par Aide, we salute all you do. Cheers.



Wherever golf is played.



PAR AIDE IS A PROUD SPONSOR OF
MCCSA, GCSAA, THE FIRST TEE
AND THE WEE ONE FOUNDATION.



Thank You Season Long Sponsors



Platinum



Gold



Silver



Please consider your support of our strongest business allies as they contribute to the advancement of the Minnesota Golf Course Superintendents Association



**OBJECTS IN MIRROR
AREN'T EVEN CLOSE.**

**NEW TZone™ SE is the fastest
triclopyr combo on the market.**



**Leave the lesser herbicides behind:
Choose new TZone SE.**

For more info visit GordonsProfessional.com
or call Jeff Schmidt @ 952.237.0160



Checkered Flag Label Design®, Gordon's®, and ProForm® are registered trademarks of PBI-Gordon Corporation. TZone™ is a trademark of PBI-Gordon Corporation. Always read and follow label directions. Not yet registered in all states. 9/14 03096

**October 7
Shoot Out
Minnesota Horse and Hunt Club
Host Mike Manthey**

**October 13
The Wee One
Brackett's Crossing Country Club
Host Tom Proscheck**

**November 19
Assistant's Professional Forum
Pinz Bowling Woodbury
Host Casey Andrus**

**December 3
Advanced Agronomic Forum
Medina Golf and Country Club
Host Erin McManus**

**January 15
Beer and Pretzel Social
Northern Green Expo
Hosts 27 Hole Challenge Affiliates**



How big Tim Fleegel?



EDITOR

DAVE KAZMIERCZAK, CGCS
DAVE@PRESTWICK.COMCASTBIZ.NET

CONTENTS

Vol. 48, No. 8 September 2014

Feature Articles:

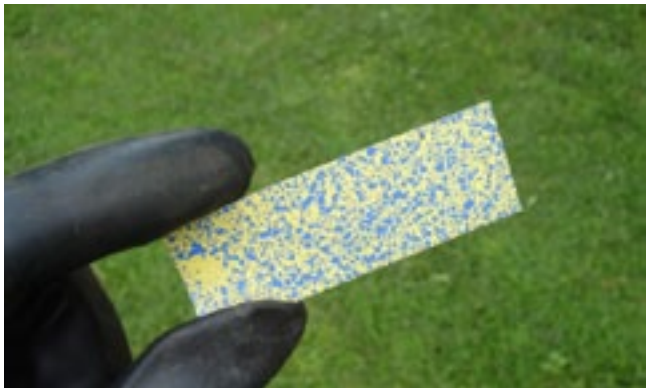
- Employee Problems-Finding Root Causes pages 14-17
Dr. Robert Milligan
- Effective Spray Patterns - Are You Really Covered? pages 20-24
Dr. Rebecca Masterman UMN Bee Squad Coordinator
- Protecting Bees and Beneficial Insects on MN Golf Course pages 28-39
Dr. Vera Krischik, UMN Extension Entomologist

Monthly Columns:

- Presidential Perspective page 6-7
Roger Stewart, CGCS
- In Bounds pages 10-12
Jack MacKenzie, CGCS
- Within the Leather pages 52-53
Dave Kazmierczak, CGCS

**Feature Article:
Creative Solutions to
Water Undersupply
Pages 40 - 49
Various Contributors**

**On the Cover:
Johnson Falls, BWCA,
clean water beginning
its journey to the
Atlantic Ocean**



...Even More Content...

- South West Exposure: Luverne Country Club page 27
Superintendent Joe Davelaar
- Badgerland Exposure Lake Wissota Golf Club pages 38
Superintendent Kris Wopprt

Covered?

Hole Notes (ISSN 108-27994) is digitally published monthly except bimonthly in November/December and January/February by the Minnesota Golf Course Superintendents' Association, 10050 204th Street North, Forest Lake, MN 55025. Jack MacKenzie CGCS publisher. Please send any address changes, articles for publication, advertising and concerns to jack@mgcsa.org.



Presidential Perspective

by Roger Stewart, CGCS Superintendent at TPC Twin Cities

I finally got around to reading a backlog of trade magazines this morning and while there were the usual compliment of technical articles and advertisements, there was also the section in GCM that lists all the member job changes that have come in since the last issue. I always seem to peruse these to see if there is anyone I know or if there has been a change at a course I may be familiar with. I have worked in four different states and have around 20 or so former assistants who are scattered around the country and I like to follow their careers, so this is a great way to do it. This exercise reminded me how quickly things can change and you need to keep up.

It is really a demonstration of the importance of staying connected. Everyone now relies on social media to stay connected and I guess if you are on Facebook or Twitter, you can pretty much accomplish that most of

the time. I noticed a friend of mine from the east coast who lost his job a couple years ago and has been looking ever since finally landed a superintendent position all the way across the country. I noticed that a superintendent (who I don't know) who was at a former TPC facility landed the job at Davenport C.C. and realized that a few other people from TPC facilities didn't get that same job. I doubt I would have known those things even if I was on Facebook, and nothing like this usually shows up on Twitter.

What does that mean? Well for me, it means that there is still more to networking than social media. Staying connected in this profession yields so many opportunities in addition to job opportunities. Then I realized why the BOD of MGCSA is so adamant about providing those opportunities for face to face networking for our members. When the economic downturn started in 2008, everyone hunkered down,

didn't leave their course for anything, lost funding for education and thus networking, and just plain did everything to keep their job. We, as a profession, and MGCSA as a professional organization, lost something when that happened. We have been able to resurrect the networking, camaraderie and personal exchange of information. But like the golf business itself, we never got it all back. Take some time this fall, now that the hustle and bustle of the season is behind us and get together with other members at the Wee One event or the Fall Shoot and reconnect, recharge and participate in something we are all proud to be a member of, MGCSA.

Here's a topic that face to face networking could yield some really valuable information about, the Minimum Wage increases. Next year, in August, the minimum wage goes to \$9.00/hour. I recently surveyed a number of clubs in the metro area about their current situation and what their plans were for the impending minimum wage. Most responded that they would

be raising their entry level pay to meet the minimum wage and most likely be raising the wages of at least their laborer staff a commensurate amount. Most of the respondents indicated a .50 raise would be what they anticipated.

Good information. But if I would have been able to speak to them face to face or in a discussion with several of them at the same time, I might also have learned what the estimated impact to their budget would be, whether they thought they might not be able to have the same number on their staff next year, or whether they thought that the increased wage would provide better, more stable seasonal workers, or how they felt about now being a minimum wage employer. Instead, I got raw data which was very helpful and in some cases revealing, but didn't provide some of the details I could have gotten out of a conversation at a MGCSA event. For me, there is still great value in the MGCSA "get togethers".

Just sayin'



The Legends at
Giants Ridge

Precisely Blended Soils

Delivered or Mixed On-site

Topdressing Sands
Bunker Sands
Green Colored Topdressing
Black Dirt & Peat
Horticultural Mixes

As the Midwest's leading golf course supplier, consistent product quality is critical. We carry a full line of topdressing sands and mixes containing top-grade Minnesota peat. For special needs such as increasing CEC ratio, we custom blend topdressing with fertilizer or humates using our computerized **Accublender™**.

Landscape Rock & Mulch
Retaining Walls & Pavers
Field Stone Boulders
Construction Sand
Cart Path & Road Base

Call our technical service team for soil testing or soil mix recommendations. Visit our website to view the full product offering.

THE SOIL EXPERTS.



Elk River, MN • plaistedcompanies.com • 763.441.1100

Your best educational value of the year is at Northern Green Expo – just look at these speakers!

There are many more great seminars and speakers to look forward to at the 2015 Northern Green Expo! To view the entire preliminary schedule-at-a-glance, visit www.NorthernGreenExpo.org.

FUNGICIDE CHEMISTRIES AND MODES OF ACTION

This seminar will provide a review of the major classes of fungicides used for disease control on golf courses. Mode of action, systemicity and resistance development will be a focus for the talk. The best uses for the control of key diseases will also be covered. This seminar will also highlight new fungicide products and how they can be best used.

POA ANNUAL DISEASES – BROWN RING PATCH, ANTHRACNOSE, & SUMMER PATCH

This seminar will highlight information on three key diseases of annual bluegrass used as golf course turf: brown ring (*Waitea*) patch,

anthracnose, and summer patch. Identification, timing and key cultural and chemical controls will be discussed. Integrated management of these diseases in seasonal programs will be featured.

DISEASE MANAGEMENT TIPS FOR HARD TO CONTROL DISEASES

This seminar will highlight information on “hard to control” and emerging diseases of golf course turf. Tips and tricks for the control of fairy ring, fungicide-resistant dollar spot, and bacterial diseases will be highlighted. Cultural and chemical controls will be discussed, including the development of seasonal control programs.

BIOGRAPHY

Frank Wong, Ph.D., is a technical specialist and part of the Green Solutions Team at Bayer Environmental Science. He is based in the Washington, D.C. area and focuses on the Mid Atlantic and Northeastern U.S. Prior to joining Bayer, Dr. Wong was an associate professor and turf disease specialist at the University of California, Riverside, from 2001-2011, where he had statewide research and extension responsibilities. He earned a B.S. in Biochemistry from the University of California, Davis and a Ph.D. in Plant Pathology from Cornell University. Dr. Wong currently has national responsibilities for technical service for Bayer’s fungicide portfolio for turf grass use. He has been an



Dr. Frank Wong

associate editor for Plant Disease and editor in chief of Plant Disease Management Reports. In addition to participation in many state and regional turfgrass conferences around the United States, he has also lectured internationally on turfgrass disease identification and management. He has been a GCSAA faculty member since 2003 and is an instructor for the warm season turf disease course.

USGA RULES OF GOLF AND HOW THEY AFFECT COURSE MAINTENANCE

Golf course maintenance and the Rules of Golf should work hand-in-hand with each other. However, they can be at odds with each other if not handled properly. This session will offer superintendents and administrators a look at

how to improve day-to-day maintenance procedures (e.g. course signage, hazard marking, etc.) while also affording the golfer a proper field to play on.

BIOGRAPHY

Tyler Riggan is a graduate of The University of Tennessee and has 11 years of experience

in golf administration with The Golf Association of Philadelphia, The Pennsylvania Golf Association, and United States Golf Association. Riggan is currently Director, Regional Affairs - Great Lakes Region (representing 7 states).

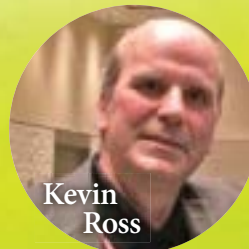


Tyler Riggan

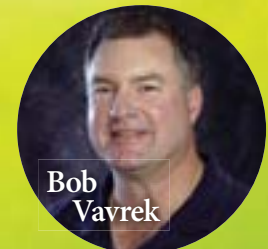
Grow your knowledge with these golf course speakers and more at the 2015 Northern Green Expo!



Michael J. Hurdzan



Kevin Ross



Bob Vavrek

Generously Supported by:



Now one week later!
JANUARY 14-16, 2015

Minneapolis Convention Center
www.NorthernGreenExpo.org



In Bounds

by Jack MacKenzie, CGCS

On your behalf, over the last two and one half years I have

had the opportunity to pursue and develop positive relationships with influential individuals who work at our state agencies in the Departments of Natural Resources, Agriculture, Pollution Control and the Bureau of Water and Soil Resources. Prior to these partnerships our industry was synonymous with mineral mining in northern Minnesota and viewed as a spoiler of finite natural resources, simply for a recreational pastime.

Heads lifted when told the “good economic story of golf”; the 2.4 billion dollars of economic impact and the 35,000 jobs maintained annually by our industry, the 75,000 acres of green space, wildlife and pollinator habitat, the responsible attitude adopted when utilizing water, applying nutrients and plant protectants and the willingness to partner with public entities for the betterment of our community at large. Not only do heads lift, but also they

spin real quickly once the positives of golf are touted.

It has been hard work, but the Environmental Stewardship Committee, led under the direction of Scottie Hines CGCS and Superintendent at Windsong Farm, has continued to creep forward with baby steps as they have learned that nothing moves fast when working with state agencies. It has been an education, with each department having their own special requests for consideration.

The catalyst of everyone’s concern is water; its distribution, allocation and availability. It has been said often that the land of 10,000 lakes couldn’t possibly have issues with water, yet we do, because much of the water that drops from the sky eventually runs off our state to the Hudson Bay in the north, the Atlantic Ocean to the east or the Gulf of Mexico via the Mississippi River. We have clean water, the best in the country. Yet without the ability to create a reservoir system, the state agencies have taken the attitude that everyone must take care of and not