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NORTHWEST



TURFGRASS TOPICS

The Official Publication of the Northwest Turfgrass Association

Vol. 36, No. 1 Fall 1992

NTA Officers and Directors Elected for 92/93

Rebecca (Becky) R. Michels, owner and operator of long time family business, Messmer's Landscaping Service, Inc., in Kent, Washington, was installed as the 1992-93 president of the Northwest Turfgrass Association during the recently concluded 46th Northwest Turfgrass Conference and Exhibition. Becky was first elected to the board as a director in 1987. During 91/92, she served as vice president and chaired the NTA Long Range Planning Committee.

Other officers installed to serve for the year are vice president-**Jon C. Hooper**, University of Washington Grounds Manager; treasurer-**William B. Griffith**, Golf Course Superintendent at Veterans Memorial Golf Course in Walla Walla, Washington; and, immediate past president-**Tom M. Wolff**, Golf Course Superintendent at Sahalee Country Club in Redmond, Washington.

New directors, elected during the annual membership meeting to serve for three year terms, include: **Tom A. Christy**, Golf Course Superintendent at Riverside Golf & Country Club in Portland, Oregon; and, **Tim J. Haldeman**, Parks and Facilities Manager for Clark County, Washington. New directors elected to fill-out unexpired one year terms are **Jim W. Dusin**, Greenkeeper for Apple Tree Golf Course in Yakima, Washington; and, **Randy H. White**, Golf Course Superintendent at Everett Golf and Country Club in Everett, Washington.

Directors with unexpired terms serving on this year's board include: **Tim R. Werner**, Parks Maintenance Supervisor for the City of Walla Walla, Washington and **Don A. Clemans**, O.M. SCOTT & SONS Senior Technical Representative based in Sisters, Oregon.

In addition to the elected members of the board, **Roy L. Goss** serves as a nonvoting Director Emeritus and **Blair Patrick** serves as the nonvoting Executive Director.

1992 Northwest Turfgrass Conference Attendance Sets Record

This year's 46th Northwest Turfgrass Conference and Exhibition, held at the Sunriver Resort in Sunriver, Oregon, September 21-24, 1992, was rated a great success by the largest number of participants at any conference in the history of NTA conferences. Everything-the professional development program, the exhibit/reception, the golf tournament, the turf facilities tour, the spouse/guest tour, the spouse/guest dream interpretation program and the "countryfied evening-all received high

marks by conference participants. Everyone commented on how much they got out of the conference and how much they enjoyed it.

The professional development program, with over 25 presentations, covered a wide range of timely turf management related topics. Presenters from throughout the nation served up a banquet of information. A conference **Proceedings**, to be published this winter incorporating all of the presentations made at the conference, will be provided to all NTA members as a member service.

Wrapping up the 1992 conference, out-going NTA President Tom Wolff urged everyone to make plans now to attend next year's 47th Northwest Turfgrass Conference and Exhibition scheduled for the Yakima Convention Center and Holiday Inn in Yakima, Washington, October 11-14, 1993.

Table Top Exhibit and Kick-off Reception Great Success

This was the third consecutive conference for the combined **Table Top Exhibit and Kick-off Reception** and it continues to grow as one of the social and information highlights of the conference. The combination of great "eats," socializing, product and services information and an evening of door prize drawings is drawing a larger crowd every year.

The suppliers who exhibited during the table-top exhibit deserve a real round of thanks for the contribution they make to this event and NTA members are urged to remember their contribution when it comes time to selecting services and products. These exhibitors not only pay an exhibition fee, which helps underwrite the cost of the event and provides funds for research, but they also provide the many outstanding door prizes for the evening. This year's 24 exhibitors participating in the exhibit were:

(continued on page 2)

Brochure Informs Lawn Care Customers

The Professional Lawn Care Association of America has developed a brochure, **What You Should Know About Lawn Care Products and Services**, to help lawn care professional communicate with their customers and the public. For a free sample of the brochure and information on ordering bulk quantities for customer distribution, send a self-addressed, stamped envelope to PLCAA, 1000 Johnson Ferry Rd. NE, Suite C-135, Marietta, GA 30068-2112.

President's Message

It is hard to believe that after all that planning, the 46th Annual Northwest Turfgrass Conference and Exhibition is over! It was a terrific conference from the opening tee-off to the final educational session. We had well over 400 attendees, making this a record attendance. I would like to thank all the board members for their tireless work and their willingness to pitch in and do the extra work when asked. Special thanks to Don Clemans and his wife Linda. He set up the educational programs, the turf tour and the spouse/guest tour.

A big thank you to Sunriver — a fantastic facility, beautiful accommodations, a variety of activities, and wonderful golf courses.

I would like to express our appreciation to all of the speakers. The educational sessions they provide keep us updated on the new and changing trends in our industry and they make our conference one of the best in the country.

Thanks to the staff who work hard making our lives easier. They were around to keep things moving and available to help with the "behind the scenes" glitches that always seem to turn up.

It was a pleasure this past year serving on the board with the outgoing board members, Alan Nielsen, Larry Farwell and David Jacobsen. They contributed valuable thoughts, attitudes, and insights at our meetings. Thanks, guys!

I'm looking forward to getting to know and working with the new board members — Tom Christy, Jim Dusin, Tim Haldeman and Randy White. The 1992-1993 Board will be addressing issues which the Membership Survey created. Changes have been implemented already, the most noticeable will be the timing of the conference. Beginning with the 1993 conference in Yakima the meeting dates will be in October (Oct. 11-14) rather than September. Other areas of concern are increasing the monies given to our Research and Scholarship Fund, increasing the NTA membership and how we, as an organization, can better serve you, the member. Feel free to call board members, the office, or me with any of your concerns, questions or comments.

In closing, I was asked to introduce myself, not necessarily an easy task, but...I have an Associates Degree in Turf Management and I am a WSU (Cougar) alumni with a B.S. in Landscape Architecture. I grew up in a family owned landscape maintenance company and spent summers and weekends working. I worked full time after graduating and in 1985 my sister and I took over the family business. It is a business geared to small commercial and residential landscape maintenance. I also do consulting work for new and existing landscapes. I have attended the NTA Conferences since 1979 and am honored that the board gave me the opportunity to serve the association which has given me so much. I would like to thank the board and the NTA members for their support and encouragement. I'm looking forward to the coming year and the opportunity to meet and talk with many of you.

Becky Michels, President

Table Top Exhibitors *(continued from page 1)*

- AQUATROLS
- BENCH CRAFT
- CIBA-GEIGY
- COUNTRY CLUB SALES
- EAGLE GOLF CARS
- EVERGRO SALES
- ISLAND SAND SALES
- JACKLIN SEED
- MACHINERY COMPONENTS
- NORTHWEST TURF PRODUCTS
- NORTHWEST OUTDOOR EQUIPMENT
- O.M. SCOTT & SONS
- PAC-WEST DISTRIBUTING
- PICKSEED WEST
- PROFESSIONAL TURF CENTER
- SELECT SAND & SOD
- SPRAYING SYSTEMS
- STABILIZER NORTHWEST
- SUPERIOR TURF EQUIPMENT
- THE MCGREGOR COMPANY
- UNITED HORTICULTURAL SUPPLY
- UNITED PIPE & SUPPLY
- VICTORY INTERNATIONAL
- WILBUR ELLIS

Golf Tournament "Sponsor a Hole for Research" Sponsors

Other suppliers who should be recognized are those who "sponsored a hole for research" during the conference R.L. Goss Golf Tournament for Research. Seventeen suppliers sponsored a hole at \$100 each in exchange for a sponsorship sign on a tee. All of the sponsor's funds, other than the cost of the tee sign, became a donation to the NTA Research and Scholarship Fund. Tournament hole sponsors included:

- BENCH CRAFT
- COUNTRY CLUB SALES
- D-F MARKS
- KUHN ASSOCIATES
- NOR-AM CHEMICAL
- NORM WHITWORTH
- NORTHWEST OUTDOOR EQUIPMENT
- O.M. SCOTT & SONS
- PBI GORDON
- RANSOMES
- SUPERIOR TURF EQUIPMENT
- TEE-2- GREEN
- THE MCGREGOR COMPANY
- UNITED PIPE & SUPPLY
- WESTERN EQUIPMENT
- WESTERN TURF MANAGEMENT MAG.
- WILBUR ELLIS

CONFERENCE GOLF TOURNAMENT WINNERS

145 players participated in this year's conference R.L. Goss Golf Tournament for Research. Five flights were involved on both the north and south courses at Sunriver.

The 1992 tournament top winners were as follows:

First Flight (0-10 handicap)

Low Gross (73)	John Alexander
Low Net	Rick Styer
K.P. (3rd hole)	Jon Hooper
K.P. (8th hole)	Shane Riley
K.P. (16th hole)	Mike Kingsley
L.D. (1st hole)	Dan Kukla

Second Flight (11-17 handicap)

Low Gross (83)	Norm Whitworth
Low Net	Ralph Stading
K.P. (3rd hole)	Randy Scrafton
K.P. (8th hole)	Ralph Stading
K.P. (16th hole)	Tom McCarthy
L.D. (1st hole)	Tim Wolters

Third Flight (18-30 handicap)

Low Gross (84)	Stan Taylor
Low Net	Keith Hansen
K.P. (3rd hole)	Tom Groves
	Nadyne Snipes
K.P. (8th hole)	Fred Haase
K.P. (16th hole)	Frank Zook

Ladies Flight

Low Gross (103)	Linda Whitworth
Low Net	Ella Riach
L.D. (10th hole)	Lori Yandle

Callaway

Low Gross	Al Dieckman
Low Net	Robert Robillard

1993 Conference Later Than Usual

Following the direction provided by the members in their response to a membership survey conducted two years ago, the NTA Board of Directors has changed the scheduling of annual conferences from the third week in September to the second week in October annually. The first conference to be held in accordance with the new scheduling will be the **47th Northwest Turfgrass Conference and Exhibition** to be held in Yakima, Washington, **October 11-14, 1993**.

1993 Membership Dues Billings Go Out Soon

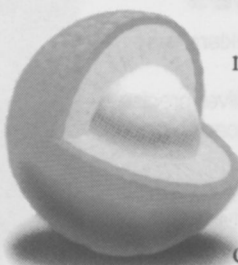
Annual dues statements for 1993 will be mailed later this month or the first of next month. The dues are \$75.00 for active members (individuals engaged in the turfgrass industry or in the development or application of turfgrass industry technology); \$25.00 for subscribers (any person employed and sponsored by an active member), and \$15.00 for student members (any person enrolled in a university, college, community college or vocational school turfgrass or related industry program of studies).

The Northwest Turfgrass Association (NTA) is a nonprofit corporation founded in 1948 to help all people interest in turf grass culture. The association membership has nearly doubled over the past six years increasing from around 230 members to over 450. Members represent a variety of interests in the turf and grounds management industry including: golf course superintendents; parks, school, university and college, and other public grounds management personnel; sports field management personnel; cemetery grounds management; commercial and residential grounds and lawn care management personnel; et al. In addition, lawn spray services, landscape designer services, landscape contractors, irrigation services and equipment and chemical suppliers, et al. all participate as members in the organization. Through its many activities, the NTA has benefited all of these people by helping them learn more

(continued on page 4)

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DON CLEMANS 503/549-3933
MARK JONES 509/255-6033
RICK STYER 206/859-6610

Scotts
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Membership Dues *(continued from page 3)*

about their industry and professions. The NTA's annual conference and publications provide timely and pertinent information specifically aimed at turf culture needs in the Pacific Northwest.

The NTA organization is directed by its membership through a board of directors. Board representation takes into account industry interest groups and the geographical make-up of the organization. Board members, elected by the general membership during the annual meeting, serve 3 year terms. The officers of the association are elected by and from the board for 1 year terms.

The NTA offers an opportunity to participate should to shoulder with leading turf management professionals and the suppliers supporting the industry in the Pacific Northwest.

Research Grant Proposals and Scholarship Applications

Research proposal/grant requests and scholarship application information for 1993 will be included in the Winter edition of the Northwest **Turfgrass Topics**. Individuals interested in requesting financial assistance for research or research-related activity and students interested in applying for a scholarship for 1993 should check for detailed information in the next edition of the topics.

Winter Turf and Landscape Trade Shows

Two conferences and trade shows for turf and grounds professionals are on tap for this winter. The first event, **Growing Crazy**, is sponsored by the Western Washington Golf Course Superintendents Association, the Washington State Nursery and Landscape Association and Washington State University cooperative extension, and is scheduled for **December 3 & 4, 1992** at the Washington State Convention and Trade Center in Seattle, Washington. The event includes seminars and a products and equipment show. Registration for the event ranges from \$50 to \$60. For more information, call: (206) 292-9198.

The second event, the sixth annual **Inland Northwest Turf and Landscape Trade Show**, is sponsored by the Inland Empire Golf Course Superintendents Association, and is scheduled for **February 17, 1993** at the Spokane Interstate Fairgrounds in Spokane, Washington. The event includes a products and equipment show. There is no registration and admission is free for this event. For more information, contact: Julie Boyce, 1708 N. Lee, Spokane, Washington 99207 (509) 534-4161.

The biennial **Turf Equipment Show and Pesticide Recertification Program**, sponsored by the Oregon Golf Course Superintendents Association, will not be held this year. The event will be held in December of 1993 in Portland, Oregon, in accordance with the traditional alternating-year-scheduling.

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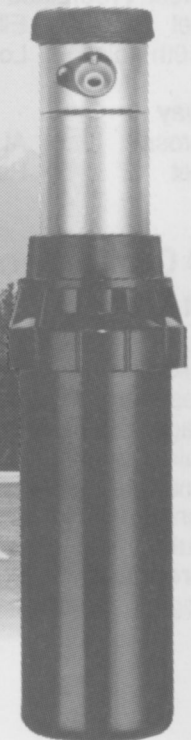
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1993 Scholarships Awarded

The NTA Research and Scholarship Committee awarded five scholarships for the 92/93 academic year. Recipients were all graduate students working toward a degree in turfgrass science. Below is a list of the scholarship recipients:

Charles Anfield	Oregon State University \$1,000
J. Eric Chapman	Washington State University \$1,000
Derek Hofer	Washington State University \$1,000
Joel Kachmarek	Oregon State University \$1,000
Christian Schilling	Washington State University \$1,000

NTA Joins Green Industry Councils

The NTA Board of Directors has decided to join and participate in the Oregon and the Washington green industry councils. Representatives of the NTA have also been appointed to both councils. Don Clemans and Pat Nibler will represent the NTA on the Oregon council and Jon Hooper will serve as the NTA representative on the Washington council.

Being a Better Boss

by Bill Pensyl

Because it's service-oriented, the green industry's most important asset is its employees. Well-trained and dedicated employees are its backbone.

Start out by letting all employees know exactly what's expected of them and what they can expect from you set up rules and make sure *everyone* follows them.

But always remember to treat them as human beings. They are not machines. They have needs and desires that must be respected. They have families, and occasionally may need time off from work to attend to family matters.

Good performance should always be recognized and, on occasion, be rewarded in some way. However, don't make praise too cheap. People need to know that the boss sees their good work and appreciates it.

The boss also needs to let employees know when they've "messed up." Don't make this an embarrassing moment for them. Take them aside, away from the other employees, to speak to them about what went wrong. Ask them if they recognize what happened and how they can avoid making the same mistake again.

Rewards for good performance don't have to be a big expense. Often, simple recognition at a group meeting is enough. One idea for a simple award could be an "Attagirl" (or "Attagirl") Award presented to employees that come up with time- or money-saving ideas.

If you want, you might even include a small cash

award along with a certificate as an extra incentive. Ideas for awards could be: "Best Site Crew of the Year," "Most Improved Employee of the Year" or "Rookie of the Year."

Individual dealings—When dealing with individual employees on a daily basis, keep some of the following ideas in mind:

- 1) Treat everyone as an individual with individual needs.
- 2) The "shop steward" idea for a small company does not work. Allow all employees to talk directly to the boss. Plan any sensitive meetings you may need to have during off-hours or away from the office. Any employee can be made to feel very low if asked to please leave the office so the "big bosses" can talk.
- 3) Listen to what all your employees have to say.
- 4) Ask them for their opinions and input on such things as daily work assignments.
- 5) Put up a suggestion box for the shy ones who find it difficult to talk to the boss face to face. You'd be surprised how many good ideas there are out there, but not talked about because of a person's fear of ridicule.
- 6) Share good news with your employees, such as the birth of a child or the discovery of a good fishing hole. Doing this may lead to your people opening up a little. They will become less afraid of talking about what might be on their minds.
- 7) Be personable, not personal.
- 8) When you're wrong, admit it!

Group dealings—When dealing with your employees as a group, some of the following suggestions might be helpful:

- 1) Set up regular meetings to discuss plans and set up daily work schedules. Keep them "on track."
- 2) Get them involved in some of the decision-making process, such as when purchasing a new piece of equipment. Because they're the ones that must use this equipment every day, they'll know what they need to make the job easier and faster.
- 3) Let them know how the company is doing. Tell them as much as you can. They need not know everything—just those things that concern them on their job. Talk about new contracts that might be coming up. Tell them where you see the company being in 5 to 10 years, and what role they might play in it.
- 4) Provide plenty of training, either on a group or individual basis. Get your more seasoned people involved in training newer ones.
- 5) Go out and work with the crews whenever your schedule allows.
- 6) If you have a building or room set aside for your employees' use, put up a bulletin board for safety posters, assignment sheets, a listing of "house rules," and other notices.
Make sure you—or someone on your staff—inspects its condition on a regular basis. Don't just stick things on it and forget them.
- 7) Set up some kind of after-hours events such as softball games or a bowling night. Try to get as many of your people to attend as possible, and make sure that either you or one of your staff members also attends.

(continued on page 6)

1992 Professional Grounds Maintenance Society Salary Survey

Below are summaries of the responses to the 1992 Salary Survey of Grounds Managers conducted by the Professional Grounds Maintenance Society in June of 1992.

FAR WEST REGION (AK, WA, OR, ID, MT, CA, NV, UT, AZ, CO, HI & W. Canada) - 21 Replies

GROUND MANAGERS	High	Low	Average		
Salary	\$69,700	\$23,000	\$37,455		
Pd. Sick Days	20	0	9		
Pd. Holidays	14	6	9		
Pd. Vacation Days	25	10	16		
Life Insurance (% Pd. by Employer)	100%-12	90%-3	25%-1	None-5	
Health/Hospital Insur. (% Pd. by Employer)	100%-11	65 to 90%-6	50%-1	None-3	
Retirement	100%-4	75-90%-2	50%-8	2 to 10%-2	None-5
Fringe Benefits	Bonus-4	Vehicle-3			

	Low	Average	High	Normal Hire Rate	Health Ins.	Bonus	Life Ins.	Retirement
Assistant	\$11.40	\$12.50	\$17.03	\$10.79	10	5	10	9
Foreperson	8.93	10.95	12.13	8.48	16	4	12	11
Mechanic	8.75	9.36	11.83	8.93	12	3	11	11
Seasonal Laborer	5.27	5.90	8.30	5.27	2	1	2	1
Permanent Laborer	7.90	8.95	10.56	6.67	17	3	14	11

Being A Better Boss (continued from page 5)

8) Last, but not least, when things don't go exactly the way you expected them to, *keep your cool!* People need stability, even in the workplace.

You'll find that good employee relations are as important as good customer relations and should receive as much attention, if not more, in their development and maintenance. Good employee relations will, in the end, improve your customer relations because your employees will develop pride in *their* company and will want to see it flourish.

Source: *Landscape Management*, July 1992

Snyder Receives OGCSA Superintendent of Year Award

Mark Snyder, CGCS, was the recipient of the 1992 OGCSA Superintendent of the Year Award. The award was presented during the banquet following the Pro-Sup't-Mgr-Director Golf Tournament held at the Eugene Country Club. Forrest Goodling, President of the Oregon Golf Course Superintendents Association made the presentation.

Mark was commended for his service to OGCSA where he has served for several years as director and as president. He has also served on the board of the Northwest Turfgrass Association and as president. He is a long time member of the Golf Course Superintendents Association of America and received his Certified Golf Course Superintendent designation several years ago. Mark is active in community affairs and devoted to his family. He has been superintendent of the Salishan Resort Golf Course for a number of years.



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NORTHWEST TURFGRASS ASSOCIATION
1992/1993
SCHEDULE OF EVENTS

DATE	EVENT	LOCATION
September 23, 1992 (Wednesday)	BOARD LUNCHEON	Sunriver Lodge & Resort Sunriver, OR
October 26, 1992 (Monday)	BOARD WORK SESSION (Orientation and Conf. Site Visitation)	Holiday Inn Yakima, WA
	BOARD FIRST REGULAR BUSINESS MEETING	
November 23, 1992 (Monday)	BOARD SECOND REGULAR BUSINESS MEETING	NTA Office Olympia, WA
January, 1993 (TBD)	BOARD WORK SESSION (Fund Raising Strategic Planning)	(Site TBD)
February 21, 1993 (Sunday)	EXEC & FINANCE COMMITTEE MEETING (93-94 Annual Budget Work Session)	NTA Office Olympia, WA
February 22, 1993 (Monday)	BOARD THIRD REGULAR BUSINESS MEETING	NTA Office Olympia, WA
May 16, 1993 (Sunday)	EXEC & FINANCE COMMITTEE MEETING (93-94 Annual Budget Work Session)	Skamania Lodge Stevenson, WA
May 17, 1993 (Monday)	BOARD FOURTH REGULAR BUSINESS MEETING	Skamania Lodge Stevenson, WA
August 9, 1993 (Monday)	BOARD FIFTH REGULAR BUSINESS MEETING	Rio Mirada Motor Inn Yakima, WA
October 10, 1993 (Sunday)	BOARD SIXTH REGULAR BUSINESS MEETING	Holiday Inn Yakima, WA
October 11-14, 1993 (Monday-Thursday)	47TH NORTHWEST TURFGRASS CONFERENCE & EXHIBITION	Holiday Inn & Yakima Center Yakima, WA
October 12, 1993 (Tuesday)	ANNUAL MEMBERSHIP MEETING	Holiday Inn & Yakima Center Yakima, WA

Industry Field Day Contacts:

OSU – Tom Cook (503) 737-3695
 WSU – Stan Brauen (206) 840-4511

Jacklin Seed (208) 773-7580
 Turf-Seed Products (503) 981-9571

President

Rebecca R. Michels
MESSMER'S LANDSCAPING
SERVICE INC.
24664 156th SE
Kent, WA 98042
206 228-5779

Vice President

Jon C. Hooper
Grounds Manager
UNIVERSITY OF WASHINGTON
Physical Plant FG-10
Seattle, WA 98195
206 685-1407 FAX 206 685-1753

Past President

Tom M. Wolff
Golf Course Superintendent
SAHALEE COUNTRY CLUB
21200 NE Sahalee Country Club Dr.
Redmond, WA 98053
206 868-1600 FAX 206 868-2877

Treasurer

William B. Griffith
Golf Course Superintendent
VETERANS MEMORIAL
GOLF COURSE
P.O. Box 478
Walla Walla, WA 99362
509 527-4336 FAX 527-3745

Directors**Position A-1**

Thomas A. Christy
Golf Course Superintendent
RIVERSIDE GOLF & COUNTRY
CLUB
8105 NE 33rd Drive
Portland, OR 97211
503 288-3471 FAX 503 282-1383

Position A-2

Timothy J. Haldeman
Parks & Facilities Manager
CLARK COUNTY PUBLIC WORKS
4700 NE 78th Street
Vancouver, WA 98665
206 699-2446 FAX 206 576-0304

Position B-1

Randy H. White
Golf Course Superintendent
EVERETT GOLF AND COUNTRY CLUB
PO Box 2300
Everett, WA 98203
206 353-7028 FAX 206 355-4570

Position B-2

James W. Dusin
Greenkeeper
APPLE TREE GOLF COURSE
PO Box 731
Yakima, WA 98907
509 965-9844 FAX 509 575-3711

Position C-1

Tim R. Werner
Parks Maintenance Supervisor
CITY OF WALLA WALLA
925 Whitman St.
Walla Walla, WA 99362
509 527-4403 FAX 509 527-3745

Position C-2

Donald A. Clemans
Sr. Technical Representative
O. M. SCOTT & SONS
14437 Pole Court
Sisters, OR 97759
503 549-3933 FAX 503 549-8111

NORTHWEST TURFGRASS ASSOCIATION

1992-1993 Directory Supplement No. 1

New Members

(Mar 1 - Oct 31, 1992)

Anfield, Charles W.

OREGON STATE UNIVERSITY
1026 NW 10th St
Corvallis OR 97330
503-757-6665 Fax #

Buley, Scott S.

Turf/Horticulture Consultant
HIGHTECH TURF
PO Box 1321
Solvang CA 93464
805-688-3058 Fax #

Chitty, Barbara L.

President

GROUNDWORKS, INC.
PO Box 4365
Tumwater WA 98501
206-493-0299 Fax #

Groves, Thomas E.

President

NORTHWEST TURF PRODUCTS, INC.
6139 Tollgate
Sisters OR 97759
503-549-0869 Fax #

Haeck, Phil

Landscape Manager

BURNSTEAD CONSTRUCTION CO.
1215 120th Ave NE #201
Bellevue WA 98005
206-454-1900 Fax #

Moore, Marky A.

CLOVER PARK TECHNICAL COLLEGE
2804 C Garden Ct
Steilacoom WA 98388
206-584-7535 Fax #

Much, J. Vance

Golf Course Superintendent

SEMAIHMUO GOLF AND COUNTRY CLUB
8720 Semiahmoo Pkwy
Blaine WA 98230
206-371-0606 Fax #

Myers, Dennis W.

Owner

MYERS MASTER LAWN CARE
31220 3rd Ave SW
Federal Way WA 98023
206-529-0822 Fax #

Robinson, Scott R.

CITY UNIVERSITY
2020 S 360th
Federal Way WA 98003
206-661-9734 Fax #

Schuldt, Matt

500 NE Maiden Ln #3
Pullman WA 99163
Fax #

Thomas, Jeffrey C.

General Manager

WALLA WALLA COUNTRY CLUB
PO Box 2246
Walla Walla WA 99362
509-525-1780 Fax #

Welcome Aboard !

**Please Remember
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1993 Budget**

Please allow for a \$100, \$200, \$300, \$400 or a \$500 donation. We all benefit from this type of research so please do your part and set aside funds for this worthy cause.

Thanks,
NTA R & S Committee

1992 Grounds Maintenance (Magazine) Salary Survey

The median salary of the respondents to the 1992 Grounds Maintenance (Magazine) Salary Survey is up 5 percent over last year at \$34,948. This is only one of the findings of this year's salary and benefits survey. A copy of the complete results of the 1992 Grounds Maintenance Salary Survey may be obtained by sending a \$50 check and a request to: Kim Walter, Grounds Maintenance, P.O. Box 12901, Overland Park, Kansas 66282..

Below is a Summary of the salary levels for each group of the 646 respondents. Median salaries are given for each group, as well as the group percentage that falls into the various salary ranges. (Median, or middle, means half of the responses were above and half below the number. Percentages are rounded, so some figures do not add up to 100 percent.)

SALARY SUMMARY									
Category	Median	Under \$20,000	\$20,000 to \$24,999	\$25,000 to \$29,999	\$30,000 to \$34,999	\$35,000 to \$39,999	\$40,000 to \$49,999	\$50,000 to \$74,999	\$75,000 or more
Golf Courses (120 responses)	\$37,000	7%	14%	13%	13%	13%	14%	23%	5%
Landscaping/ Grounds Care (224 responses)	\$34,359	5%	13%	17%	17%	11%	19%	14%	3%
Lawn Care (117 responses)	\$30,938	19%	16%	13%	14%	5%	11%	14%	9%
Landscaping/ Contractors (83 responses)	\$34,545	10%	13%	16%	13%	7%	12%	22%	7%
Other (102 responses)	\$39,688	5%	5%	11%	16%	16%	28%	19%	2%

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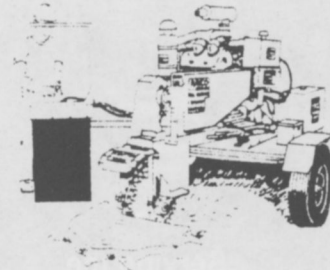
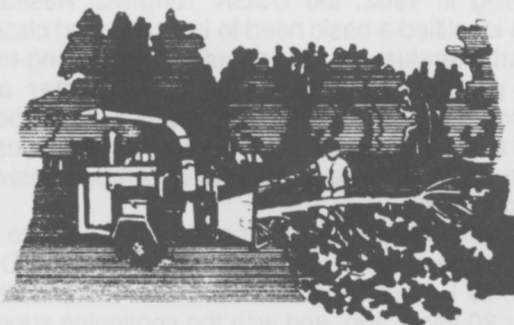
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Future of Turf Management

Dr. James Bear outlined 10 trends he felt vital during a presentation at the Michigan Turfgrass Conference, just a few miles from Michigan State University where he taught from 1961 to 1975.

"Some of the things I say will probably be wrong, but the challenge is to think of the future," said Bear who was visiting from Texas A & M University.

1. More computer use in turfgrass management. "You're going to come in and turn that computer on and you're going to get a series of readouts that there is a high probability of this disease in the next four day, or the prime time for winter overseeding is coming up, or a period of root stress is approaching," he notes. Computers, networked to libraries, will provide an immediate source of information for turfgrass managers.

2. Reduced pesticide use. More corrective and fewer preventive applications. More pesticide applications will be target-specific.

3. More emphasis on pest management approaches. The key to solid turfgrass management? - "understanding and manipulating the environment in favor of the growth of the turfgrass plant, and minimizing the chances of stress," says Beard.

4. Water conservation. Expect less water available for turfgrass use, higher water costs, increased use of effluent water, government control or allocation, says Beard, noting that the industry has had a hard time convincing the public that turfgrass is actually vital in preserving and protecting groundwater.

5. More use of controlled-release fertilizer products. The presence of nitrates in groundwater will continue to be an issue. He asks for improvements in slow-release fertilizer carriers.

6. Less energy waste. Expect steadily rising costs for petroleum-based products and internal combustion machinery, causing turfgrass managers to plan their programs with energy saving in mind.

7. Improved stress tolerances in turfgrass cultivars. Plant breeders will accelerate their efforts to develop grasses that provide quality turf while requiring less energy, water, fertilizer, and pesticides.

8. Innovative rootzones for turfgrass getting lots of traffic. Beard refers to a mesh element system in place in the upper six inches of turfgrass rootzone at the 14-acre Santa Anita (Calif.) Race Track. He said it significantly reduced divoting and improved turf at the track. Systems based on similar principles might be developed for golf tees/greens and sports fields.

9. Growing focus on employee safety. Employee training programs will focus on safety practices, use of equipment, product safety, etc.


10. More education needed to keep abreast of technological advances. Turfgrass managers will have to be well versed in turfgrass, and also in cost control, system organization, personnel management, budgeting, etc.

11. The heart of this message? "Efficiency through better management of water use, pesticide use, energy use, equipment use, labor use, and fertilizer use," says Beard.

Source: *Landscape Management/March 1992*

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Electronic Access to the Turf Science Literature

by Peter O. Cookingham

Throughout the business world, technology continues to alter the way we act and produce. Car phones, FAX machines, and personal computers sprout up everywhere. Seemingly, a library could be one of the last places to feel the influence of "the electronic age."

But not so. In fact, libraries have long been recognized as a "natural" candidate for automation. Much effort is currently underway to use this "new technology" to help users of libraries, and the world of turf culture is no exception.

Beginning in 1982, the USGA Turfgrass Research Committee identified a basic need to inventory and classify existing turf literature as it embarked on a long-term research program to reduce turfgrass water and maintenance requirements. Much research has been conducted over many years on a wide range of issues in turf culture. How do you quickly and comprehensively identify such work?

The MSU Libraries was chosen to be the home for this project primarily because of the presence of the O. J. Noer Memorial Turfgrass Collection at MSU. This collection began over 20 years ago, and with the continuing support of the O. J. Noer Foundation has grown to become one of the best of its kind in the world. Originally based on the personal literature collection of the late turf agronomist O. J. Noer, materials continue to be donated and purchased.

The role of the Turfgrass Information File: Owning literature and having it easily accessible are two different

Electronic Access (continued from page 8)

things, however. The link between the prospective user and the collection itself is the role of the USGA Turfgrass Information File. USGA TGIF is an electronic index file to the turf literature, or bibliographic database you need access to the "raw materials," of such databases: the published literature. At MSU, we attempt to collect everything published on turf, index and abstract the material, and make it available through mail, telephone, or direct computer-to-computer access.

Many bibliographic databases exist in a wide range of academic and business areas. AT present over 2,000 are commercially available; some small like USGA TGIF, while others in far more general areas contain millions of records. Used in the past primarily by academics, these tools are increasingly being exploited by practitioners, following the lead of the medical and legal professions. But no one else worries about turf, and only turf.

Under construction since 1984, USGA TGIF currently has over 24,500 records in it, and continues to grow daily. Current publications relevant to turf research or turf culture are monitored for items which relate to turf. Each is indexed and abstracted as necessary. We intend to "keep current" with materials as they are produced today and into the future, and also to work back into time to make the wealth of the past more accessible. Ever wonder how you would keep track of all the articles or presentations you saw or heard or read? Over a span of years this becomes a sizable amount of remembering to try and do, and numerous professionals maintain their own indexing files to keep the "good stuff" organized and accessible. The computer is an ideal way to do this organizing. At the Turfgrass Information Center (TIC), we use the computer to organize access to the mass of published material in turf science; thus USGA TGIF. TGIF can serve as a collective index to your materials as well as ours.

What can it do?

1. Act as an index to guide you to sources that may contain the information that you seek.
2. Identify names, products, researchers, cultivars, etc., thus serving as a reference source.
3. Function as a textbook, by overviewing (but not synthesizing) published material on a given topic.
4. Sometimes it can locate a specific piece of information and thus "answer a question."
5. Act as a clearinghouse for the cumulated published experience of turf research and management.

USGA TGIF provides us the ability to identify relevant works on a given topic. The Noer collection provides a known location for the majority of those works. The two elements play complimentary and mutually-supportive roles.

How can you use USGA TGIF? Several alternatives are possible, depending on your needs and computer capabilities.

1. If you do not have a microcomputer, you can call or write us at TIC, describe the subject or objective of your search, and we will take it from there. Search results will be mailed to you, generally within 48 hours. The search results will consist of a customized bibliography of items relating to your topic, including abstracts in most cases.

2. If you have access to an IBM-PC (or compatible) with a modem, you can sign-up to conduct your own searches via your machine. You can thus directly construct a search and download the results to your computer. This is possible seven days a week. 18 hours per day.

In an effort to make USGA TGIF as self-supporting as possible, a fee schedule has been established relating to services. Subscribers sign up on an annual basis, and can search the database directly (as directed above) or receive searches via mail at reduced rates. Non-subscribers are billed on a pay-as-you-go basis for searches and other services.

What if you need or want an entire article that you have identified via a search, but do not have access to yourself? We can provide document delivery in many cases, on a cost recovery basis, using mail, overnight delivery, or fax, as necessary.

What kinds of materials are present in USGA TGIF? Included are journal articles reporting the results of original research (e.g. *Crop Science*, *Agronomy Journal*, *Plant Disease*, etc.) state-by-state annual reports (*Kentucky Turfgrass Research*, etc.) conference proceedings (*Virginia Turfgrass Conference*, *Michigan Turfgrass Conference*, *Northwest Turfgrass Conference*, etc.), professional magazines (*USGA Green Section Record*, *Turf News*, *Golf Course Management*, *Greenmaster*, etc.), trade publications (*Grounds Maintenance*, *SportsTurf*, *ALA*, etc.) and newsletters (*The Grass Roots*, *The Florida Green*, etc.) Add in theses and dissertations, special reports, books, films, software, extension publications, overseas periodicals and reports, etc., and USGA TGIF includes a wide range of sources.

How can we search this mass of material to try and identify only those materials which we want?

USGA TGIF can be searched by subject or subjects, author or authors, year of publication or a range of years (eg. 1985-1988 only), etc. each alone or in combination with any other factor which is present in our TGIF record. We thus could search and identify all published (and acquired) research on:

1. Bluegrass Billbug control.
2. Comparative quality evaluations of tall fescue cultivars.
3. Review articles on white grub control alternatives.
4. All articles written by Dr. James Beard on heat stress.
5. Bahaiagrass control in Centipedegrass sod.
6. Pendimethalin effectiveness.

Searches will be successful to the extent that the subject has been discussed in the published literature of turf agronomy. If not; then no results. Several other caveats are in order, too:

1. USGA TGIF is still under construction; it is big and getting bigger, but much of the older material remains to be processed. In other words, just because it isn't in TGIF (yet) doesn't mean the work wasn't done (or published).
2. Our primary focus is on turf culture. Related materials on business operation issues, marketing, etc. will probably *not* be present in USGA TGIF.
3. We don't evaluate the contents of what is published. Our role is not to filter; it is to transmit. As the information

(continued on page 10)

Electronic Access (continued from page 9)

user, you are the professional who must evaluate the content of any report or conclusion. There are contradictory materials present in the database, just as there are contradictory opinions in the real world.

1993 Efforts: A new quarterly publication, *The Turfgrass Index*, will provide printed access to all records added to TGIF over the previous three month period. The *Index* will be sent to all TGIF subscribers, and will include the scientific, trade, and professional aspects of the turf literature, across all sectors.

Beginning in 1993, the Turfgrass Information Center will have an external Advisory Council, made up of industry representatives, professionals, and academics from throughout the country. This group will provide needed leadership to advise on services, new opportunities (including international cooperation), and increase industry awareness of TGIF's potential role in business and management. Additional databases (eg. question and answer formats, PVP registration statements), alternative means of delivery (eg. CD-ROM disks), increased use of "full-text" sources, and fund-raising are all challenges facing the Council and Center in the year ahead.

What does the USGA Turfgrass Information File do? It uses the computer as a tool to provide access to the published literature of turf science. We intend to continue to make this access easier, quicker, cheaper, and more efficient, based on industry needs and available technology.

To obtain complete information regarding the USGA Turfgrass Information File and its associated services, call or write: Turfgrass Information Center, W-212 Main Library, Michigan State University Libraries, East Lansing, MI 48824-1048; (517) 353-7209.

Landscapers, Retailers Hurt by Northwest Drought

by Miles McCoy

Contradicting its normal reputation as a wet region, the Northwest this year faced its most serious drought in many decades.

Large population centers throughout the Northwest have responded to the lack of water with varying degrees of water restrictions. This created a public perception that all landscaping activities should halt, despite public relations efforts to explain the many activities could continue even with restrictions.

While fall rains will be welcomed, this could cause the pent up demand for landscaping to explode. The landscape industry, which has been forced into dramatic size reductions in response to curtailed demand, could have difficulty handling the work.

Landscape Industries Hurt by Restrictions

First Seattle, WA, then Portland, OR, faced with extremely low snow packs in the Cascade Mountains, declared drought emergencies. Other communities in the Northwest followed as the dry, hot summer taxed the region's local water supplies.

Portland's water restriction plan includes limiting law watering, restricting the use of water to clean a house or hose off sidewalks, patios or driveways, prohibiting leaky hoses or the use of hoses without shut-off nozzles, and curbing the watering of shrubs or a garden between 10 a.m. and 6 p.m.

"The biggest single summer use is law watering," says Ross Walker, of the Portland Water Bureau. "Lawns represent almost half of the water usage in the summer months, according to horticultural and turf care extension agents."

The extension agents also indicated that grass will go into drought stress, or turn brown. Once the rains start, most lawns should recover well.


The OAN worked closely with the Portland Water Bureau to limit unnecessary restrictions and insist on the proper publicity of those limits that were selected. Local landscape and maintenance firms also responded to the situation.

"We've made our customers aware of what they can and cannot do," says Ron DePietro, president of the Oregon Landscape Contractors Association and owner of Landscape East. "We've sent letters to basically get to people before they panic."

Still, the restrictions created a public perception that all landscape activities severely curtailed, through these steps were not actually state in most restriction programs. This dramatically reduced the demand for both maintenance services and new landscape installations.

"The drought has hurt the industry on three levels. The small business, mowing lawns, is dead," De Pietro says. "The medium businesses are hurting pretty bad. The larger businesses, like mine, are down 20-25 percent, others are down 70-75 percent. It depends on what you offer and depends on the type of work. I would say anywhere from 20-100 percent shutdown."

(continued on page 11)



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Retailer and Drought (continued from page 10)

While almost all the region's landscape contractors and maintenance firms have experienced a decrease in business, some contractors may be down as much as 40 percent or more, says Barclay Bullock, OLCA president-elect and owner of Barclay's Gardens.

"Some landscapers are about to go under with the continued restrictions," he says. "Others have laid off employees and sold equipment to stay afloat."

These cutbacks will make it hard for businesses to recover, if and when the rain starts to fall.

"Landscape installation and maintenance is a third of what it was last year, for the last two months, and we don't see any improvement for at least the next month," says Ray Myer, of Tree Care Unlimited. "We have let everyone off except three key people."

The restrictions have affected everyone in the turf care business, not just the landscapers.

"It has affected me much more than the landscapers. My business depends completely on the water situation," says Brian Muchmore, of Turf Care Products. "No water, no fertilizer. Measure 5 has affected me also, in the school districts cutbacks on spending on turfcare products. My business is probably off 65 percent."

Action now is being taken to declare a drought emergency so that the region's landscapers can apply for disaster funds or low interest loans.

"I've been working with Rep. Ron Wyden on the drought declaration and working on freeing up federal funds," Bullock says.

Gov. Barbara Roberts has declared 19 Oregon counties to be in a state of emergency because of the drought. This makes it easier to change some rules regarding water use (see below). It also sets up the next step, which may be to ask the secretary of agriculture for a disaster declaration. This, in turn, could open the door for disaster aid or the availability of low interest loans for businesses affected by the drought.

But, it may be difficult for landscape businesses to apply through the Oregon Department of Agriculture. They may not be considered "agriculture," which would exclude them from applying for this specific aid. These businesses would need to go through the Federal Emergency Management Agency, which requires a presidential declaration in addition to the county and gubernatorial declarations.

Unfair Burden?

Many within the landscape industry are questioning the water bureau's strategy. They feel that too much of the conservation burden was unfairly placed on their industry and on homeowners with lawns.

"Other industries who are heavy water users have not been taken to force them to conserve water," DiPietro wrote in a letter to the water bureau reprinted in the OLCA August Update. "Property owners are also being unfairly burdened while individuals who do not have lawns have not been asked to sacrifice."

About one-third of Portland water is used by industry, businesses, hospitals, parks and schools. While the restrictions that were imposed on July 2 apply to businesses as well as residents, the Water Bureau has not imposed restrictions that would force businesses to curb production.

The Portland Water Bureau has recently backed efforts by the Port of Portland to substitute alternative water sources for the cleaning of ships. The port is seeking permission to use Willamette and Columbia river water to scrub ships and on other port jobs not requiring high-quality drinking water. The Port uses about 1.2 million gallons a day, or about one percent of the total consumption.

Steps such as these could ease some of the landscape industry's criticism that other industries are not sharing the burden of water restrictions.

Portland Studies Future Water Supplies

Even before the current drought hit Northwest Oregon, Portland water officials had started studying the area's water resources. They realized that current growth estimates for the Portland metro area, which predicted 500,000 more people over the next 50 years, indicated that current water sources would not meet normal demand, let alone speak summer loads.

"We've got to do something about water supplies," Myer says. "We can't assume that conservation will do it all."

Over 18 months ago, the city organized a three-stage water study. The first stage was completed early this summer. It listed all the current and potential water sources and ranked them according to a priority system.

The options include building another reservoir in the Bull Run Watershed and using water from the Columbia River, which would need to be filtered and treated to meet water quality standards.

"We've got the source in our backyard (the Columbia River)," says Dennis Snodgrass, owner of Dennis' 7 Dees nursery in Portland. "And we need to figure out how to use it."

"The Water Bureau needs to move their plans ahead on the third reservoir in Bull Run," says Jon Denny, owner of Portland Nursery, and to get the Forest Service to stop cutting the timber in the watershed."

Retail Sales Also Hurt

Snodgrass estimates that the drought has reduced his firm's sales by up to 50 percent.

Other local retailers have also felt the drought's effects.

"We have water and they're still not planting," says Martin Tsugawa, manager of Tsugawa Nursery, in Woodland, WA. "I think it's due to the hot weather. Our retail business is way down."

Local retailers are encouraging their customers to continue watering their shrubs and trees, since these plants were never included in the watering ban. They are also pointing to the many drip systems now available in most garden centers as a solution to watering most plants.

"We've been promoting drip irrigation, better water management, getting the customers better educated," Bullock says. "I'm spending a lot of time talking to and educating our customers."

As Snodgrass points out, letting plants dry out can kill them outright, or set them up for winter damage.

"Plants in stress are more easily damaged by a cold winter," he says. Weather experts are predicting that since the El Nino current is changing from the pattern it has been in, we should expect a colder, wetter winter than we had last year.

Source: *The Digger* 9/92

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