



News

May, 2016

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www.treeandlawncareCO.org



The 8th Annual Day of Service project at Riverside Cemetery was held on Friday, April 22 with the above members present: Front row: Rick Roehm, Michael Reis. Back row: Andrew Roehm, Terry Dwyer, Chris Martin, Emilie Hudson, Dan Defibaugh, Donna Ralston, and Michael Sundberg. 20 trees were plants, staked, protected by wire fencing and watered, the raised xeric demonstration beds were also cleaned. A second day will be held on Friday, June 10 to plant buffalo grass plugs.

President's Message

Rick Roehm

Hello Everyone...hope spring has been kind to all in some way so far. Who's ready to let the Mark Sanchez era begin? Me neither. They'll run him and others out there next fall in orange shirts but it won't be the same. But this, and many more changes are coming. Somebody let Tre sing with a different band last summer. I'm told it went okay but wasn't the same. We all adapted. In our industry, change will be the norm. We'll no longer look at an Ash as the first choice of tree to plant. Impatiens too, may have a limited time left as an annual flower choice. There will be replacements for both. We'll need to focus as an industry and as a trade organization on how we'll procure workers for our companies. CALCP will continue to lead this charge. Our new executive director, will be committed to this goal. Yes, that's another change coming too. Some other changes I see coming include the use of technology to track our credits and pesticide applications. I'm seeing higher levels of scrutiny on labels, timing and rates of pesticide apps because of this. I'm also seeing conferences and trade organizations, like CALCP, having to attract and serve broader markets. I think you'll see more collaboration among trade organizations. This will allow more lobbying clout with law makers and higher regard from the general public.

Cont. on page 3

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These tree donors made a contribution of \$150 toward our tree planting day. Other donations came from hat sales at STC.



Day of Service Friday, April 22, 2016



Cont. from page 1... From a pesticide standpoint, this is in my wheelhouse, you'll see fewer new products. But the ones you do see will be safer to you, me and the environment. There will be less active ingredients released into the environment, think lower use rates. And they will be more timing and pest specific. I think there will also be more places that don't allow spraying and spreading. This probably isn't a good thing from a business point of view, but this is a change I see coming. You'll also see adjuvants that perform more than one function in the tank. This is a progression of technology. A better mousetrap is being produced. This will help your bottom line, and make for a happier public. I think you'll also see less companies making and selling pesticides. They tend to be expensive. But the ones that do, will do it better. There will be less of a "one size fits every market" mentality.

I'm not an irrigation guy, but I'm told that's the industry in which there will be the most change. The systems will be more efficient and advanced to operate. They'll require experts but will indeed save water (dollars) and will be legislatively mandated. I was told recently that a business should invest in those people and equipment more than anything else.

Perhaps little of these changes will come about. But some will. And I could probably write more but I've got to check the yellow pages and see if I can find a repair shop for my pager. I don't think its been working for some time. Have a good spring.



CALCP gives 3 scholarships



Kory Kachel, sophomore at CSU

Growing up as a kid I played baseball, golf, and hockey. I have always had a love for sports and the outdoors. After my senior year of high school I was unsure of what I wanted to pursue at college. Undecided I went and played two years of junior hockey in California. After my two years of playing hockey, I was still a little unsure about what I wanted to go to college to study. For the previous three summers I have been lucky enough to be employed by the City of Colorado Springs parks and recreation maintenance. While working for the city I found a passion for grounds keeping. The specific park I work at has nine baseball fields and nine soccer fields. I became so proficient at prepping baseball fields and mowing that these became my two duties every day. When it came time for me to apply to college I thought long and hard about what I wanted to major in. I reached out to my older brother, Andrew, who is the assistant baseball coach for the University of Sioux Falls South Dakota's baseball team for some advice. After speaking with my brother, we came to the realization that turf management would be the perfect degree for me. Colorado State University is one of few schools that offer this major. So in my pursuit to continue with my passion for grounds keeping, I decided that CSU was the school for me. My plans for the future are to work in the baseball field industry and to fol-

low my passion into one day working for baseball fields in the MLB.



Gian Panicucci, junior at CSU
Employee scholarship winner at
Harmony Golf Club, Timnath, CO

The summer before college I got a summer job at the Omni Hotel and Resort Golf Club in Broomfield, CO. I loved every minute of working here. Then I went off to college and started studying Civil Engineering. Next summer I went back to the Omni because I loved working there so much. I loved the early mornings, being outside, and being around a sport I love. I grew up playing golf and having an appreciation for it. After my 3rd semester of engineering, I decided it wasn't for me. I then found out CSU had a turfgrass management program and didn't think twice. Ever since I switched majors I have enjoyed school and have an appreciation for this field even more. This past summer I got an internship at a top 100 golf course in the US. I went up to Scarsdale, New York and worked at Quaker Ridge Golf Club. This was an experience I would never change. I learned so many new things and got to experience the life of working on a premier golf course. I learned many things that are different from Colorado courses due to weather and climate. This spring and summer I will be working at Harmony Club in Timnath, CO to learn even more ways of taking care of turfgrass.



Allen Lin, Grad student at CSU

My love of natural sciences began from my childhood. All the credits should go to my mom. She was a natural science teacher in an elementary school and shared her love of nature with me. She would take me mountain climbing and on national parks tours. I later developed an interest in biology and excelled in related courses throughout junior and senior high school. My undergrad studies were instrumental in my decision to pursue a career in horticulture. One of the turning points in my college life was the time when I took a course entitled Turfgrass Management, in which professor Kuo elucidated how the science could bring benefits that I had never imagined. He covered basic knowledge from lawn care to recreational grounds and golf courses management. After graduation, I embarked on an overseas work assignment for the Taiwan government. Specialists are sent abroad on technical missions to share modern agricultural practices with diplomatic allies. I was assigned as an assistant to the mission in Fiji and later was given the position as formal technician in the Marshall Islands. Job duty of my eight years in these two places was demonstrating techniques to improve cultivating systems for domestically grown vegetables such as tomatoes, cucumbers, sweet corn and asparagus. The mission had a model farm that worked on experimental cultivation methods as well as conducting related extension trips to outlying islands. Overall it was a remarkable opportunity for me to share growing knowledge.

.....Cont. page 5

Allen Lin cont.... No bigger excitement can be compare with working in the Professional Sports fields. In 2014 summer I enrolled my graduate study at CSU. Last summer I was informed of an opportunity to apply for the internship in Denver Broncos' home field turfgrass crew. I am extremely grateful that I was chosen to participate in the 2014-15 Denver Broncos season. The excitement of working at home games such as the AFC Championship matchup with Patriots was beyond description. The involvement with Broncos is exceptional and enrapture to me like a dream come true. During my internship, I become more familiar with some cultivation practices such as aeration with tractor mounted equipment of tines and cores, hand watering to dry spots and late winter turfgrass protection from frost and snow. The novelist facilities implemented in Sports Authority Fields at Mile High such as sub-air blowing and hot water heating systems help natural grasses maintain optimum condition, with that the short-cut turf serve better playability for football players to perform agile movements.

My thesis research is aim to see the influences of landscape facilities (public park, golf course) receiving treated municipal wastewater for irrigation. Here in Colorado with the semi-arid climate, the culture practice is to supply water during April to October. With the scarcity of water resources and growing publication, utilizing reclaimed water seems to be an alternative approach. Project from CSU cooperates with Denver Water since 2004, we examine soil, turf and tree under reclaimed water irrigation for 10 years. From the research, there is valuable information for superintendent's future consideration toward to properly manage urban landscape with reclaimed water irrigation.

Where's the Talent?

By Carole Richter, CR Consultant

She was a speaker from the CALCP winter breakfast meeting in January.

If you are experiencing high turnover, poor retention or lower margins due to higher payroll costs then it is time to consider strategies for attracting and retaining talent. First, you want to prioritize and maintain an ongoing search for talent. Second, you want to consider the means, with the best returns, for that search. Finally, you want to retain the talent you worked so hard to obtain!

There is a tipping point, when the person(s) conducting the talent search is unable to devote the time needed or unable to give it the priority it deserves. At that point, you want to consider hiring a recruiter because of their unique skills, honed for identifying and sourcing the best talent. But, regardless of who is responsible for recruiting, keep people in every stage of the process - applications, screening, interviewing, background checks ... and you will be ready when you need to hire.

The most common source of new hires are from employee referrals. Find the sweet spot – the bonus amount that sparks employee interest! Also consider social media, H2B Visa workers, rehires or “boomerang” workers, and targeting the underemployed. Offer part time work to stay at home parents or work with nonprofits that facilitate finding jobs for the disabled, veterans, retired, previously incarcerated, and homeless populations.

Finally, the more you retain, the less it costs you. Total Rewards is a concept trending in business today which encompasses more than just pay and benefits. The strategy considers work-life balance, performance and recognition, development and career opportunities. It suggests that if one goes beyond having a business strategy and includes a human resource strategy that your organizational culture will be enhanced. The entire package allows you to attract and retain the best, yielding higher employee satisfaction and engagement and, in turn, better business results!

Carole Richter, CRichter ~ HR Consulting strives to "Build HR Competences in Business Leaders." She consults with small to medium sized business owners to support, complement or develop their skill set in talent management. Whether dealing with an isolated or systemic problem, she provides business and HR advice, training, and project management services. Contact her at 720-934-2722 or crichter@crhrconsulting.com

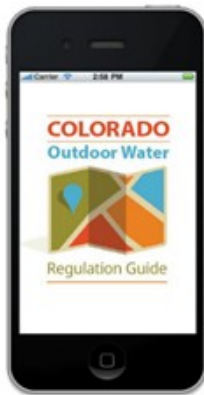
New Member

Harmony Golf Club
Mitch Bowers
6432 Grand Tree Blvd
Tinmath, CO 80547
970 224-4622
mitch@harmonyclub.info

STC Summary

March 1 & 2 were the dates for the 28th Spring Training Conference held at the Ramada Plaza Hotel. We surpassed all previous records with a high attendance of 347 professionals! With our 30 exhibitors, 23 speakers, and 11 board members that brought the total participants to 411. The board has determined to stay at the Ramada Plaza Hotel for another year but there will be some changes to the layout and set up. Dates are March 7 & 8, 2017.

Water Smart Phone App



The app is available to download onto your phone or tablet and has info from the following cities concerning water restrictions, permits and other info you might find helpful in the field this season. Go to <http://m.h2oregsco.org> or in your app store or Android store search for **H2Oregsco**.

Aurora

Colorado Springs Utilities (City of Colorado Springs)

Denver Water (Denver and some surrounding cities)

City of Fountain

City of Thornton

City of Greeley

Town of Castle Rock

Centennial Water and Sanitation District

Loveland Water and Power

City of Fort Collins

Those working on entering it include:

City of Boulder

Pueblo

Town of Breckenridge

Grand Junction and surrounding cities

Planned cities include:

Parker, Englewood, and others.

Calendar of Events:

May 3—GreenCO Legislative Committee at ALCC office. Call 303 756-5611.

May 11— end of legislative session. Watch for summary in next issue.

May 17—GreenCO wrap up of Legislative session and plans for summer at ALCC office. Call 303 757-5611.

June 2—send out RFP for new Executive Director. Call 303 850-7587.

June 10—Finish Day of Service at Riverside Cemetery—plant Buffalo grass plugs. Call 303 850-7587.

July 10-12—NALP Day-on-the-Hill & Renewal & Remembrance in Washington DC. Call 303 850-7587.

July 28—CALCP Board meeting at the US Bank on 38th St. Call 303 850-7587.



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Chuckles

Don't talk about family things you want to do "someday". Do them.

Be willing to admit, "I need some help".

Know your neighbors. When someone new moves in, take a fresh baked pie or loaf of bread and start a relationship!

Take your family to a nursery and let everyone buy a new plant. Then plant it and encourage each family member to take care of their plant.

Draw out those who are less talkative.

Make family birthdays count. Build memories.

Remain vigilantly on the lookout for potential accident situations. Practice prevention.