# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>President’s Message</td>
<td>Welcome message from PGMS President Jeff McManus, CGM. Page 4</td>
</tr>
<tr>
<td>PGMS School of Grounds Management Summer Conference</td>
<td>See a sneak peek of the tours lined up for the 2019 School of Grounds Management Summer Conference in Tacoma, WA. Pages 6 - 7</td>
</tr>
<tr>
<td>2019 PGMS School of Grounds Management Annual Conference &amp; GIE+EXPO</td>
<td>Take a look at all Louisville has to offer. Page 8</td>
</tr>
<tr>
<td>PGMS Proposes Bylaws Change</td>
<td>Take a moment and read what the proposed Bylaws changes will mean for PGMS. Page 10</td>
</tr>
<tr>
<td>Landscape Maintenance</td>
<td>Roger Conner, CGM walks through Landscape Maintenance from concept phase to planting. Pages 16 - 17</td>
</tr>
<tr>
<td>PGMS at the NCLC Competition</td>
<td>Joe Kovolyan, CGM explains PGMS’ involvement in the 2019 NCLC Competition. Pages 20 - 21</td>
</tr>
</tbody>
</table>

## PGMS Partners In Professionalism

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HOW CAN OUR INDUSTRY BE BETTER FOR YOU? Our strength is in our membership and especially in our branches. Several of our branch officers have served for many years and want to mentor new branch leaders. WE ARE STRENGTHENED WHEN WE COME TOGETHER AND LEARN NEW THINGS.

How was your spring? Wet, dry, windy, cold, maybe even warmer than normal. I know you, as a Grounds Professional, you were adapting and overcoming the challenges out in the field. Your PGMS Board members met in March for our spring Board meeting. It was a privilege to share some time together in New Orleans. It is motivating to see our PGMS members invigorated and so intensely involved in the green industry. Many thanks to all on the PGMS Board and Branch Board for serving so faithfully each season. Stephanie Bruno has been working with PGMS many years and serves as our Executive Director. She and her husband Joe recently celebrated the arrival of their first son, James. Congratulations Steph and Joe!

Have you gotten your hard working team the recognition they deserve? A great way to showcase your team and all their excellent work is to enter the PGMS Green Star Awards. This prestigious award is decided by your peers and sets you apart as a leader in the industry. Stop justifying why you don’t enter and just do it. You got this!

I am thrilled to report on a few exciting areas where PGMS members are working to make a difference. Jimmy Viars, CGM is working on having the Society’s Certified Grounds Technician (CGT®) program recognized by the Virginia Department of Education. If approved, this will allow high school students, who complete a rigorous course of study in grounds management, the opportunity to test for their CGT. Also, it was decided in our Board meeting that we would modify our PGMS Bylaws to add an Educator to our Board of Directors membership. This is going to give us much needed insights into the Higher Education platform and allow PGMS to reach our college students starting out in the industry.

PGMS is accepting nominations from our membership for our 2019 PGMS Awards. This is a new opportunity to recognize leading colleagues who serve our industry with excellence. To see more details click Submission form for Award Nominations. I hope you will participate by sending your nominations to Nominations Committee Chair, Gerald Landby, at: chinookwinds.gl@gmail.com. Nominations are now being accepted through Saturday, June 1, 2019.

PGMS is looking toward the summer 2020, that’s right, 2020. The PGMS School of Grounds Management will be in the Nations Capital, Washington, D.C. for our summer conference. You will not want to miss this. The details are being worked out now. Also, would your branch or city like to be considered for the PGMS Summer event in 2021? If so, email Lene McCollum at our PGMS office Lene@stringfellowgroup.net and maybe we will see your team in the next issue.

The 2019 PGMS School of Grounds Management Summer Conference will be held at the award winning Pudget Sound University, in Tacoma, Washington. This will provide an opportunity to view the NW United States and learn more about their unique environmental challenges and processes being used to manage them. These students always provide me with ways to save lots of time and money on my campus. I truly expect one of our best conferences this summer. Please be there.

As I close, I think about how I have become a better leader at work by being in PGMS. PGMS attracts leaders. My colleagues have made me a better listener and they are always teaching better ways to lead our group of colleagues. HOW can our industry be better for you? Our strength is in our membership and especially in our branches. Several of our Branch Officers have SERVED for many years and want to mentor new branch leaders. We are strengthened when we come together and LEARN new things. We share what has worked and not worked, discovered best practices and so much more. Leaders serve, they go the extra mile. We need you to serve at the local level. I honestly believe our industry will experience some big disruptors in technology in the coming years. It will be important to have a network of colleagues that may connect you to the next opportunity.

Leaders lead, they grow more leaders, but weeders just want a paycheck.

I look forward to seeing you continue on the path of learning, leading and serving this year.

Jeff McManus, CGM
PGMS President
**University of Puget Sound**
The 100-acre urban campus of the University of Puget Sound is home to one of the PGMS Green Star Award winners. This beautiful Pacific Northwest campus tour will include the native garden in Harned Hall Courtyard, campus tree canopy, lawns, seasonal flower displays, the last natural grass stadium in the Northwest Conference and Aquatic Center.

**Point Defiance Park**
Point Defiance Park is a 760-acre park is a popular Pacific Northwest destination that offers its more than 3.1 million annual visitors natural forest, saltwater beaches, spectacular views of the Olympic and Cascade Mountain ranges and boundless recreational opportunities.

**Chambers Bay Golf Course**
At the Chambers Bay Golf Course, visitors are shown breathtaking views of the Puget Sound, captivating landscapes throughout the golf course. Visitors will be awestruck by the panoramic views of water, islands, maritime activity, and the occasional passing by of the railroad. With the backdrop of the Olympic mountain range, it’s no wonder why people keep coming back to this gem of a site.

**Cheney Stadium**
Since 1960, Cheney Stadium has stood proudly as an anchoring crown jewel in the heart of Central Tacoma. In 2010, the stadium fondly regarded as “R House” underwent a massive transformation to compete as a state-of-the-art entertainment venue in the modern era of professional sports. Once merely the grounds for the Triple-A Tacoma Rainiers baseball team, Cheney Stadium is now also home to a pair of professional soccer clubs: Reign FC of the National Women’s Soccer League and Tacoma Defiance, the highest-level USL squad for Seattle Sounders FC.

**Seymour Conservatory and Wright Park**
Wright Park is a historical park ideal for a leisurely stroll or taking your kids to the playground or sprayground. This 27 acre arboretum is home to a rich collection of more than 600 trees. It is also home to the W.W. Seymour Botanical Conservatory. It is located in the heart of downtown and the Stadium Business District.

**A two-step process for tough terrain:**
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Registration for the School of Grounds Management Annual Conference is opening in May. PGMS has a wonderful line-up of speakers and you don’t want to miss the pre-conference field trip. Here are some photos of Louisville to get you thinking of the upcoming Conference.

Stay tuned for more details!

Volunteer

SHORT TERM OPPORTUNITIES

Mentor – Annual Conference: Attend the First Timers’ Orientation and welcome our newest attendees.

Present at the PGMS School of Grounds Management: Submit your proposal for an education session.

Scholarship Committee: Help review applicants vying for one of PGMS’ scholarships.

Mentor – Certified Grounds Manager Candidate: Serve as a mentor for a CGM Candidate or volunteer to review a Candidate’s Professional Grounds Manager Evaluation portfolio.

Green Star Awards – Reviewer: Assist in reviewing the applications received.

MICRO-VOLUNTEERING OPPORTUNITIES

Blog Posts: PGMS has a blog in our member portal and on our website. Be a guest writer.

Newsletter Articles: PGMS has a bi-monthly newsletter, The Forum, and we are always looking for valuable articles to share with our members and friends.

Paparazzi: PGMS has two large events each year and we could always use your help with photographs at our conferences. If you would like to be the designated photographer at one of our events, let us know and we will give you 25% off your registration.

LONG TERM OPPORTUNITIES

Branch Development/Leadership: One of the greatest member benefits is networking. Contact PGMS for details on developing a branch in your area.

National Committees: Opportunities are available on the Membership, Marketing, and Education Committees.

Host the School of Grounds Management Summer Conference: PGMS brings education and exclusive tours to a new city each Summer.

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Two amendments to the Bylaws of the Professional Grounds Management Society are being proposed for consideration of the Society members. Endorsed by the Society's Board of Directors, a vote on the proposed amendments will take place during the PGMS School of Grounds Management Annual Conference on Thursday Oct. 17, 2019, at the Galt House Hotel in Louisville, Ky. The Bylaws require a two-thirds vote of all those present and voting at the annual meeting.

The proposed amendments are to help PGMS stay more up-to-date with what's taking place on the educational side of the green industry. It seeks to add one educator member to the Board. Educator members are defined as "teachers, researchers, county agents, professors, or any individual employed full time as an instructor in the field of grounds management or closely related academic field."

Proposed amendments are:

**Article V – Board of Directors – Section 501:** The members of the Board of Directors shall be the President, President-Elect, Vice President, Treasurer, and the Immediate Past President of the Society, as well as the six Regional and three At-Large Directors as elected by members of the Society. **ADD: THERE SHALL BE ONE EDUCATOR REPRESENTATIVE OF THE EDUCATOR CATEGORY WHO SHALL BE BOARD APPOINTED.** There shall further be up to two (2) representatives of the Supplier category of membership who shall be elected by the supplier members who represent them. While the supplier members to the Board will have full voting privilege, they may not serve as members of the Executive Committee.

**Section 504:** Directors shall serve three (3) year terms of office. Two (2) Regional Directors shall be elected each year by mail ballot within their respective regions. One At-Large Director shall be elected each year by the general membership. **ADD: THE EDUCATOR REPRESENTATIVE SHALL BE ELIGIBLE TO SERVE TWO (2) OVERLAPPING THREE (3) YEAR TERMS OF OFFICE.** In the case of the supplier representatives to the Board, depending if there are one or two positions on the Board, they shall be selected for a three-year term; if a second position is created, that position will be filled by in the same manner of selection in the year after the selection of the first position.

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**PGMS PROPOSES BYLAWS CHANGE**

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3 WEEKS OF MANDATORY DOWNTIME.
4 WEEKS OF FALL PRACTICE.
1 INCREDIBLE FIELD OF DREAMS.

Practice. Practice. Practice. Fall practice is a time at Cleveland High School where the fundamentals are hit hard on the baseball field. That includes field maintenance. See how Cleveland High School Baseball and local John Deere Service and Support come together to build one incredible field of dreams.

JohnDeere.com/Sportsturf
The Virginia Branch of PGMS met at Woodberry Forest School on March 28th. There were fifteen members present for the meeting, hosted by Andy Clements, Grounds Manager for Woodberry Forest. Dr. Mike Goatley, Extension Specialist from Virginia Tech, presented a program on “Spring Programs for Grounds Managers”, along with a great discussion on new pesticide products that are available now or will soon be. Also, a look at what winter weather effects may have had on the different grasses that we all grow in the Transition Zone here in Virginia. Tours of the 1200-acre campus were available as well. Woodberry, founded in 1889, is an exceptional private boarding school for high school boys in grades nine through twelve. It is one of the top all-boys boarding schools in the country. The dorms and classroom buildings sit on a hilltop in the Virginia Piedmont, with views that stretch to the Blue Ridge Mountains. Down the hill are athletics facilities, a nine-hole Donald Ross golf course and trout fishing in the Rapidan River. Since the Virginia Branch covers from the western mountains, central piedmont to the eastern shore, all areas were represented for this meeting.

VIRGINIA BRANCH UPDATE
Submitted by: David Love

The Virginia Branch of PGMS met at Woodberry Forest School on March 28th. There were fifteen members present for the meeting, hosted by Andy Clements, Grounds Manager for Woodberry Forest. Dr. Mike Goatley, Extension Specialist from Virginia Tech, presented a program on “Spring Programs for Grounds Managers”, along with a great discussion on new pesticide products that are available now or will soon be. Also, a look at what winter weather effects may have had on the different grasses that we all grow in the Transition Zone here in Virginia. Tours of the 1200-acre campus were available as well. Woodberry, founded in 1889, is an exceptional private boarding school for high school boys in grades nine through twelve. It is one of the top all-boys boarding schools in the country. The dorms and classroom buildings sit on a hilltop in the Virginia Piedmont, with views that stretch to the Blue Ridge Mountains. Down the hill are athletics facilities, a nine-hole Donald Ross golf course and trout fishing in the Rapidan River. Since the Virginia Branch covers from the western mountains, central piedmont to the eastern shore, all areas were represented for this meeting.

2019 GREEN STAR AWARDS
Bring National Recognition to Your Grounds!

The Green Star Awards salutes the grounds manager responsible for maintaining a well-manicured landscape year round. Grand, Honor, and Merit Awards are offered in 15 categories, covering all types of private, public, commercial, and industrial landscapes. To qualify for entry, a landscape must be at least two years old and under your continuous maintenance for at least two (2) years.

The 2019 Green Star Awards Application will be released Monday, March 15, 2019 and is available through Monday, July 15.

For more information, including eligibility, FAQs, and how to enter, please visit: pgms.org/green-star-awards/.

BOLD AND BEAUTIFUL
Don’t let these radiant annuals fool you – they are as durable in the landscape as they are beautiful in bloom. A balanced habit that doesn’t need shaping or deadheading, excellent heat tolerance and all-season flowering are three great reasons to love these new varieties making their debut this year. Learn more at www.provenwinners.com.
DC BRANCH UPDATE

Photos submitted by: Mark Oxley, Eric Wenger and Chris Erb

In April the DC Branch met at Tudor Place in Washington, D.C. On 5½ acres, Tudor Place remains one of America’s last intact urban estates from the Federal Period. Its open lawns and garden rooms are a delight and a useful historical record of land use over time. Thomas and Martha Custis Peter put their land to agricultural and ornamental uses. Trees and shrubs they cultivated still grow on the site today. Attendees were hosted by Josh Meyer of Tudor Place and learned about the installation of the new cistern under the south lawn that will absorb runoff from the house and grounds, and hold the water for use in irrigation. They also toured the new garden on the northeast corner. The loss of a large White Oak in a storm allowed for a more sunny plant palette in that area.

CALENDAR OF EVENTS

MAY 10
Northern Virginia Urban Forestry Roundtable
Fairfax, VA
http://treesvirginia.org/events/

MAY 22
Memorial Day Volunteer Event
Tacoma, WA
Hosted by the Western Washington Branch.

JUNE 22
Proven Winners Landscape Roadshow
Pinehurst, NC

JULY 22 - 23
PGMS School of Grounds Management Summer Conference
Tacoma, WA

OCTOBER 15 - 18
PGMS School of Grounds Management & GIE+EXPO
Louisville, KY
Information about the speaker line-up and registration will be available this spring.

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LANDSCAPE MAINTENANCE

Written by: Roger Conner, CGM

Landscape maintenance is the art and vocation of keeping a landscape healthy, clear, safe and attractive. For a landscape manager, this practice must start before a shovel ever penetrates the ground. At the concept phase of the project, the manager must know the designer’s intent for the plants once they are installed. A maintenance manager must know many things about the plants chosen for the project: growing height and spread, growing preferences and needs. A knowledgeable person must be involved with the tagging of plant material. Most of all the maintenance team must know the plantings are correctly installed to ANSI Standards. The actual maintenance of the plants begins at this time.

CONCEPT PHASE

In the concept phase of the project, the maintenance manager must be involved. Who better knows the site, especially at a University or College, than the people who work and maintain the areas? Plants have specific wants and needs. The people who maintain them have a working knowledge of which plant material works and which material doesn’t, within the microcosms and environments of their grounds.

Involving the staff who will be held responsible for the final outcome of the project, will help ensure the success of the landscape. This will help develop ownership and pride. Everyone works to make a plan succeed when they are part of the solution.

Simple issues, like where snow will be piled or how to mow a turf medium strip in a parking lot, which looks great on paper but is difficult to execute, are not always addressed by the designer. These simple issues can be averted by ideal plant choices. Place a salt tolerant grass or perennial that goes dormant in an area for snow accumulation or plant liriope or a dwarf ornamental grass in the median that needs little care to eliminate the mowing.

KNOWING THE INTENT OF THE DESIGNER

How the plant is to be used is very important to the person who must maintain, train and work to help the plant not only survive, but to thrive. Being involved in the designing and review process allows this person to learn whether the plant is a specimen focal point, a barrier for sight or sound, trimmed or pruned to form a hedge, or left natural.

Some designers are very involved declaring what type of fertilizer to use and how to prune a plant. The different techniques of pruning are various and more or less time consuming. Boxwoods could use a pinching, hand pruner or shearing method to keep the plant within boundaries and shape. These methods require more labor the more involved the person is with the plant. Other types of pruning or maintenance would include espalier, pleaching or pollarding, which change the natural growing habits of the plant to create or fit plants to an area by the designer.

Designers and architects are very concerned with form and function of a landscape design. The plants mature nature is not always taken into consideration. A manager needs to know the intent of the designer to help correctly choose the plant that can be managed most efficiently by his staff. If a row of trees are being planted, is there a natural screen or a hedge? If it is a row of shrubs, are they squared off, rounded, meat balled or left to grow naturally? This information is needed to pick the correct cultivar of each plant to reduce maintenance and improve health of the plants.

TAGGING PLANTS

Once a manager knows the design expectations, he or she needs to visit a nursery and tag plants, especially trees. Trees are the largest and longest living plant in most landscapes. The goal of the tagging trip is to choose the most healthy, structurally correct specimens without wounds, disease, insects or other damage. Knowing the trees’ natural growth habits is important as it allows the taggers to pick trees with apical leaders, non-crossing branches and proper form. Trees with multiple or v-branching will develop included bark in the v-branching causing future failure to the branching of the tree and potential risk to the environment around the tree. (We all know what happens with Bradford Pear trees.)

Visiting the nursery will give a firsthand view of what to expect when the plants arrive on site. Do the roots need to be unwarped and soil removed to expose root flaire of the tree? How will the plants be handled during the cultivating and shipping process? What is the average rootball size compared to the caliper of the tree or shrub? All this information is needed to properly handle and plant the material once it arrives.

PLANTING

No one knows the planting site better than the people who maintain the grounds. The employees know whether the areas stay wet or dry, are used by people or pets and the soil types and compaction. This is vital information when designing a planting program for each site. The manger, with the help of subordinates, should set minimum requirements of planting specification for the tree. A Landscape Architect or contractor may have more stringent planting details, but must meet minimum requirements. Requirements of how high a plant is set in the hole or how wide the hole must be dug. A program should evaluate individual site needs while taking ANSI Standards into consideration.

Planting into sandy soils will be different than planting into heavy clays. The manager must consider compaction and nutrient values when planting. A plant located in heavy clays will need to be planted slightly higher than one planted in sandy soils to allow for proper drainage. Planting into sandy soils will require more water and fertilizer to maintain healthy roots. Standard planting holes are three times the diameter of the rootball, a 12” rootball would need a 36” hole. This may vary if the plant is being installed into a prepared bed or a bed where street signs have been added to raise the bed higher than the root zone of the plant being installed.

What is the makeup of the plants root zone? Does the plant have a container or ball and burlap (B&B) root system? To avoid girdling roots, containerized stock will need to have the rootball scored to allow the roots to grow into the soil and not continue to circle the plant, thus girdling it. Bartlett Tree Lab in Charlotte, NC will advise that a containerized tree be aggressively loosened, almost bare rooted, to allow for proper root formation. Trials over the last couple of years at their lab have shown that trees survive and thrive better when this process is followed.

B&B plant material must follow ANSI Standards of a minimum of 10” of root ball per inch caliper on trees. A bigger rootball is welcomed but never a smaller one. B&B plants loose over 90% of their roots when dug, so the plant material is stressed and has less roots to absorb nutrients and water, requiring more time and energy to maintain.

Once all of the above has been completed, the manager and staff now begins the maintenance process. Knowing the plants, the expectation of the designer, the quality and that proper installation process was followed makes the next years easier to plan and complete. A landscape plan can be developed by the crew to ensure the plants not only survive but thrive to be the next generation of beauty on campus, in parks or at home.
HUNTER INDUSTRIES ANNOUNCES 2020 RETIREMENT OF LYNDA WIGHTMAN, INDUSTRY RELATIONS MANAGER

SAN MARCOS, Calif. — April 4, 2019

Lynda Wightman has announced her retirement from Hunter Industries to coincide with her 35th anniversary as an employee, effective February 18, 2020. Lynda has served as Hunter’s Industry Relations Manager for Landscape Irrigation and Outdoor equipment, improving uptime, time and has held various other sales and leadership roles over the past 34 years. Education has been her passion throughout her career, as seen in her stewardship of the NALP National Collegiate Landscape Competition, STMA Student Challenge, and countless seminars she personally taught at colleges, universities, and markets domestically and abroad.

Lynda’s contributions have been appreciated and celebrated throughout the green industry. She has received numerous awards during her career, including the Sam Tobey Lifetime Achievement Award (ASCA), the STMA Harry C. Gill Founders Award, and induction into the Green Industry Hall of Fame. She also held leadership and Board of Directors positions with numerous green industry organizations including the Irrigation Association, American Society of Landscape Architects, American Society of Irrigation Consultants, Sports Turf Managers Association, National Association of Landscape Professionals, and Professional Grounds Maintenance Society, among several others.

“Lynda’s steadfast leadership of our industry relations efforts will be missed,” said Gene Smith, President of Landscape Irrigation and Outdoor Lighting. “Our commitment to our industry partners will remain an integral part of our culture.”

Plans are currently being formed to continue support and leadership of industry organizations and partnerships.

“Lynda was there in the very early years of Hunter’s existence,” said Greg Hunter, CEO of Hunter Industries. “Her impact on our company, the Hunter family, and the green industry was monumental. We will miss her.”

JOHN DEERE CONSTRUCTION AND FORESTRY DIVISION ANNOUNCES JOHN DEERE CONNECTED SUPPORT™

MOLINE, III. (April 24, 2019) — Designed to improve customer service and machine monitoring, John Deere announces the new John Deere Connected Support™. Enabled through the JDLink™ telematics connection, John Deere Connected Support leverages a suite of dealer and factory tools to deliver increased productivity, uptime and lower daily operating costs.

“With John Deere Connected Support, dealers take a proactive approach, efficiently improving service and the customer experience,” said Jim Wagner, Manager, Connected Support. “Dealers remotely monitor machines, leveraging two key tools - Service ADVISOR™ Remote and Expert Alerts – which provides them with the information needed to act quickly to avoid or reduce machine downtime. This strategy was designed to ensure John Deere machines are kept in peak operating condition, resulting in increased productivity.”

A key to the Connected Support offering is Service ADVISOR Remote, which allows the dealer to diagnosis and repair a problem from a remote location. The dealer is able to analyze machine conditions in real time, or set a trigger point to record intermittent conditions, providing a deep look into the machine’s health. Additionally, the remote diagnostic capabilities can reduce troubleshooting time and eliminate a trip to the machine.

Another supporting feature is Expert Alerts, created by John Deere machine health analysts monitoring fleetwide machine data to identify emerging trends. Working directly with the factory product teams, John Deere is able to develop solutions used by John Deere dealers and technicians to repair machines onsite. Expert Alerts also equip technicians with information needed to bring the right part the first time so machines are back on the job as quickly as possible.

John Deere Connected Support creates a partnership between the John Deere dealer and factory teams that work tirelessly to minimize equipment, improve uptime. This allows machines to become more profitable and reduces potential delays to construction project schedules.

To learn more about John Deere Connected Support, visit www.johndeere.com or contact your local dealer.

CUSTOMERS SUBMIT SELFIES FOR CHANCE TO WIN IN TORO’S SIT2WIN SWEEPSTAKES

BLOOMINGTON, Minn. – Selfies will score prizes for three lucky winners in Toro’s Sit2Win sweepstakes, going on now through June 3, 2019. In this promotion, customers can submit a photo of themselves sitting on a Toro® zero-turn mower with the revolutionary MyRIDE® Suspension System for a chance to win one of three top-of-the-line Toro mowers.

The promotion is designed to give customers a reason to experience Toro’s MyRIDE Suspension System, which features adjustable rear shocks, a suspended operator platform and a premium padded seat that work together to isolate bumps and vibrations and provide an ultra-cushioned ride. This one-of-a-kind technology — previously only available on commercial mowers — is now available to homeowners as well.

“To understand how comfortable the innovative MyRIDE Suspension System is, you really have to sit on it and try it for yourself,” explains Tom Werner, Toro marketing manager. “The Sit2Win giveaway is a fun way to get people to experience the comfort, and potentially win a brand-new mower in the process.”

To enter the Sit2Win sweepstakes, customers must visit a Toro dealer or retailer, take a selfie on a Toro zero-turn mower with the MyRIDE Suspension System, upload the selfie to www.toro.com/sit2win, and complete and submit the online entry form. One online entry is allowed per person, per week, during the promotion period. No purchase is necessary to win. Official sweepstakes rules with photo guidelines are available at www.toro.com/sit2win.

One Sit2Win sweepstakes winner will be drawn in April to receive a 22-inch PoweReverse™ Personal Pace® SMARTSTOW® high-wheel mower, and one winner will receive a 30-inch TimeMaster® Personal Pace® mower. The grand prize, a 50-inch iCutter® MX zero-turn mower equipped with the MyRIDE Suspension System, will be awarded in June.

To learn more about Toro zero-turn mowers with the MyRIDE Suspension System, visit www.toro.com/myride. For details about the Sit2Win sweepstakes, visit www.toro.com/sit2win or your local Toro dealer.

VICON EQUIPMENT OFFICIALLY TAKING ON THE KUBOTA BRAND NAME

GRAPEVINE, Texas (April 9, 2019) – Kubota Tractor Corporation today announced that Vicon hay tool equipment and pendulum spreaders will now be distributed and serviced by Kubota dealers in the United States. Kubota Corporation acquired Kverneland Group, Vicon’s parent company, in 2013. The rebrand of Vicon products to the Kubota brand is the latest development in the company’s growth strategy to deliver on its vision to offer full-service equipment to Kubota customers across product lines.

“Vicon customers are now officially part of the Kubota family,” said David Paredes, Kubota senior product manager. “We want to extend a warm welcome to our Vicon customers and ensure they have access to us from the start. The long-term value of Vicon’s products, along with the quality of Kubota parts and service, will continue under the trusted Kubota brand name.”

Kubota’s Customer Satisfaction team stands ready to help existing Vicon customers with any questions they may have regarding this announcement by calling (888) 4-KUBOTA or (888) 458-3682. Customers can also locate their nearest Kubota dealer at KubotaUSA.com/find-a-dealer.

DOOSAN BOBCAT NORTH AMERICA RECOGNIZES NATIONAL ENGINEERING WEEK BY HOSTING STEM ACTIVITIES FOR STUDENTS

(WEST FARGO, N.D. — March 29, 2019) Doosan Bobcat North America partnered with middle and high schools in North Dakota and North Carolina as part of National Engineering Week – a week dedicated to increasing students’ understanding of and interest in science, technology, engineering and mathematics (STEM) careers.

While National Engineering Week occurs during the last week in February, Doosan Bobcat – through its Bobcat® compact equipment and Doosan® portable power equipment brands – organized events throughout the months of February and March in and around Brookings, South Dakota; Fargo and Wahpeton, North Dakota; and Statesville, North Carolina. Each location offered students hands-on engineering activities, including understanding robotics, participating in computer simulations and learning about heat transfer and electrical circuit boards.

“At Doosan Bobcat, we are dedicated to raising awareness of and building interest in STEM-related programs,” said Stacey Breuer, director of corporate communication and public affairs. “Our goal is to bring engineering to life for students through hands-on activities and to provide them with resources to help them reach their full potential. We value STEM students and believe they are our future innovators who will move our communities and businesses forward.”

Under the umbrella of Doosan Bobcat’s engineering education efforts, the company engaged in three different STEM programs in February:

1. At Brookings High School, Doosan Bobcat’s commercial dealer, SDTractors, hosted a Doosan Bobcat Education Day that included several presentations from Doosan Bobcat engineers.

2. Doosan Bobcat partnered with Brookings Public Schools (BPS) to host the annual Brookings Robotics Competition and work with students enrolled in BPS Robotics 1 and 2. Doosan Bobcat provided the students with parts and equipment to build robotic vehicles that can be used in industrial settings, and staff worked with the students to build and operate the robots.

3. Doosan Bobcat partnered with the SD Department of Education, Brookings Public Schools and South Dakota State University (SDSU) to host the 2019 SOUTH Dakota State University Robotics Competition. Doosan Bobcat sponsored the competition’s digital design phase, which included a Doosan Bobcat-motivated design challenge.

“Doosan Bobcat is proud to be a part of this important STEM-focused event,” said Tracy Johnson, Doosan Bobcat’s Director of Customer Development. “We believe the future is bright for our students and we hope to continue to engage and educate students about the value of engineering.”

For more information about Doosan Bobcat’s STEM programs and initiatives, please visit www.doosanbobcat.com/education.
Last fall in Louisville during a discussion about the future of our industry, the National Association of Landscape Professionals (NALP) National Collegiate Landscape Competition (NCLC) at Colorado State University came up. We then discussed if and how PGMS could get involved. Luckily for us PGMS Board Member Lynda Wightman has played a big role in the event over the years with Hunter industries being a key contributor and supporter of the irrigation competition.

Calls were made and victims, I mean volunteers were requested and the next thing you knew two members from two different coasts were meeting in Denver this March. Jimmy Viars, past President of the Virginia branch and I headed off to Ft Collins to be volunteers and judges for:

LANDSCAPE MAINTENANCE OPERATIONS

Description
A two-person team (maximum of one team per school) take an online pre-qualifying exam (individually), with the top scoring teams advancing to the field exercise. The online exam measures the participants’ knowledge of surface area calculations, sprayer calibrations, fertilizer application rates, and chemical dilution rates and anything else covered in the Maintenance Manual. Both the inside and outside of the facility maintenance needs for the competition.

Teams that advance to the field exercise are required to demonstrate knowledge of maintaining a property.

Students had to present to the judge the following:

- Reduced Downtime (Maintenance) –
  A knowledge of the key components on the above mentioned equipment that need preventative maintenance. What that maintenance is, and how often.

- Jobsite Assessment –
  Assess a job site and provide a description of how you would properly maintain the property with the above mentioned equipment.

- Mower Operation –
  Demonstrate a working, hands-on knowledge of the operation of any commercial zero turn mower.

This event was Sponsored by Husqvarna and Jimmy and I were a part of their team for the week representing PGMS. We judged PPE, Safety features knowledge of key components and preventative maintenance needs for the competition.

Ft Collins also happens to be the hometown to PGMS Silver Partners Walker mowers. Being that close I gave them a call to see if we could come over and thank them for their support and visit the factory. This led to an amazing tour with marketing manager Tim Cromley. It was an impressive facility but what really stood out was how many of the employees took a second to show us what they were working on, pulling out finished examples, sharing with us how long they had worked for the company and wishing us a good trip with a handshake. This was just the first of many times Jimmy and I were to be impressed and inspired by others. To top it off Bob Walker himself came over to talk with us, shared some stories and posed for a photo. It was a great experience.

Wednesday night we went to the Industry/Faculty Welcome Reception where we spent time with several instructors from across the country not only talking about PGMS and their curriculums but the changes in the industry along with the decline of enrollment and closure of so many programs. We also had the pleasure of meeting several large landscape management companies, that actually sponsored teams this year and how they felt about supporting the youth of our industry.

Thursday would be the opening ceremony and we followed along with a group of student to the hall and walked into a college football game day atmosphere!! 64 teams and over 840 students along with the faculty, staff, volunteers and exhibitors were jamming into a stadium seating event room with teams wearing distinctive team colors and carrying their school flags. The one Canadian team had the horns and noise rattlers going fully decked out. Multiple Contests, sound tracks speeches and school cheers made it into a huge pep rally and we both just soaked it all in.

It was then off to visit the job fair and watch the companies interact with the students, we also went around and visited all of our other PGMS partners like Toro, John Deere, Hunter, Bartlett Tree Experts, Proven Winners, Rainbow Treecare, Bobcat, Ewing and Kawasaki. It was nice to see some familiar and friendly faces. We were also able to talk to several other organizations that had booths set up to learn as much as we could in case we decide to do one in the future.

Friday was a 10 hour nonstop blur of judging, coaching, supporting, and encouraging 64 teams through the event. Next to us was the Irrigation contest and we had front row seats watching those teams read the plans and then construct their system, then watch it be pressurized, tested and graded. For Jimmy and I the day also gave us time to talk with individual student competitors; they had plenty of questions for us and we were able to learn not only a little about them but what they wanted to do when they graduated. To be around some may young adults with the passion and desire that we had 30 years ago was such a rewarding experience.

Jimmy and I later at dinner that night ran into some of those same students and for them to remember us and say “fit” finished the day off perfectly. Our bodies were sore.
Tell us about your background and how you chose a career in the green industry. I started working on a golf course as a summer job after high school. That summer job turned into a way to pay for college. I worked on the golf course for 5-6 years when I realized I could make a living doing this and went to school for a degree in Turfgrass Management. I worked in Golf for about 12 years then I took a job at the New York Botanical Gardens in the Bronx as a gardener. I worked there for a couple years and while there I taught myself about trees and became a certified arborist. After NYBG I became manager of Grounds at a resort hotel in the Catskills of NY called Mohonk Mountain House. There I helped with all aspects of the grounds and horticulture. I was able to learn more about horticulture and Green house operations working with the other managers. I then took a Job at Fresno State in California as Manager of Grounds and Arboretum. I oversaw all of campus as well as the athletic facilities including a 60,000+ seat football stadium, Baseball and softball facilities. It was during this time that I became a Certified Grounds Manager. I moved back east in 2009 to be Manager of Grounds at UMass Lowell, outside of Boston on the New Hampshire Border. That was my first experience in major snow removal operations, we received 8 feet of snow my last year there. While in Lowell I became a Certified Sports Field Manager. I accepted a position at Penn State in 2013.

Where are your currently working? What is it known for? I am currently working at Penn State University in University Park, PA. It is a large public institution and main campus. I think Penn State is known for a few things, football and other sports being up there with academics. Campus is known for its beauty and collection of large mature trees. We have over 120 Elms still on campus that we actively manage and treat.

What is your current job title and what are your primary responsibilities? My title is Manager of Grounds, Equipment and Solid Waste. I am also known as the Snow Marshall. I am responsible for all of campus grounds excluding athletic and intramural facilities. I have a staff of 75 full time people who take care of 1,100 acres; campus is 8,300 acres in total. I oversee the repair, maintenance and purchase of all the vehicles for the physical plant which is over 2,000 pieces. I also manage the waste and recycling operation on campus as well as the compost facility. Last year we removed 17,000 tons of waste, recycling and compost from campus. Our compost system is a closed loop where we take all the green waste and wood waste from campus and make the mulch we use on campus. Along with this, all of the leaves and food waste from campus are used to make compost which is then used in the landscape or mixed to make our soil.

What are your biggest challenges? I think the biggest challenge is people on campus and weather. We do the best we can to plan for weather and be proactive but we are not always successful. Depending on the weather we can have a short winter because we need to get our leaves cleaned up. Then, you hope for a short winter because all the leaves on the ground are a much bigger deal in the spring than in the fall.

We have 45,000 students on campus plus another 15,000-20,000 faculty and staff during a typical school day not to mention visitors and tourists. It makes it hard to get around not to mention try to use landscape equipment. In addition to the sheer volume, each person has an expectation of what campus should look like. We have different groups that maintain different areas of campus so our goal is that when a person comes to campus for possibly their one and only time that from when they park their car until they get back in it, campus looks consistent regardless of who does what or whose area is whose. For a football weekend we will have 200,000 people on campus for the day tailgating and walking around campus.

What is the greatest satisfaction that you derive from what you do at work? There are a few things that give me satisfaction. I love seeing the change of an area after my crew has done their job. From installing a new bed or planting to a freshly mown lawn, the idea of leaving things better than we found it is a big motivator. I also enjoy helping my staff be better; our goal is to be the best. The reason I am successful is because of them. My supervisors are experts in their field and my job, to make sure they stay that way, is to give them what they and the crews need to succeed, and then get out of their way.

What do you like to do in your free time? In my free time I spend a lot of time with my family and working around my house. I have 2 boys in high school who play lacrosse and golf. A lot of my free time is as Uber for them but I also started playing golf again so I could help them and spend time with them. I am also getting back into running, I started running when I quit drinking and ran 6 marathons but stopped a few years ago as priorities shifted.

What enticed you to become a member of PGMS? How long have you been involved with PGMS? I became a member of PGMS when I was working at Mohonk because the former Director of Grounds, (John Van Etten) was a big part of it. Coming from golf and knowing what a big part the Golf Course Superintendent Association of America (GCSAA) played there, it was only natural to be part of the PGMS especially if I wanted to continue to progress and grow in this field. I have been a member since 2003 and became a Certified Grounds Manager (CGM) in 2008. I am CGM #115.

PGMS offers many benefits to its members. What benefits would you rate as most important to you? Some of the things that are important to me are the Certification program, it gives you a chance to really take a deep dive into your organization and learn all about it. The CGM at the end of your name also sets you apart from others because it shows that you will make an effort and go above and beyond to be better. I also took part in the Accreditation program for my campus, we received 4-star accreditation in 2016. This program shows the campus community that we are professional and leaders in what we do. It gives them better insight to all that is involved in maintaining campus in an aesthetically pleasing way that is also environmentally friendly. We are the original green industry and should set the example for others. What I love most about PGMS are the networking events, it is great to get together with others who are doing the same thing I am doing and learn from them. We all have the same/similar issues it’s just a matter of scale.
Welcome to the Professional Grounds Management Society! What enticed you to become a member of PGMS? An invite from a fellow professional.

Can you tell us about yourself and your decision to have a career in the green industry profession? I grew up in the Pacific NW, Vancouver WA. I attended Fort Vancouver High School that had a very strong horticulture and FFA program. After high school, I earned my Associates degree in Horticulture at Ricks College, Rexburg, ID and my Bachelors of Horticulture Science at Brigham Young University, Provo UT.

I have gardened since I could walk, every year my father and I would plant a vegetable garden and flowers in the yard. My Grandparents also had a large garden, my other Grandmother grew houseplants. I did FFA in high school and studied Horticulture in College. I love the people/plant interaction! I did an internship at a Wholesale/Retail Plants organization. I am the Director of Horticulture at The Mirage in Las Vegas, NV, about 4 years now.

My first job out of college took me to Southern Nevada, Las Vegas, and I ran and operated the Desert Garden Center for The Community College, I would part-time teach horticulture evening classes. I did a short time teaching High School Horticulture. I moved on to work at Wynn |Encore as a Horticulture Supervisor and Manager. My next move was to Mirage as Director of Horticulture, I have been here about 4 years now.

What is your position and responsibilities at your organization? I am the Director of Horticulture at the Mirage - a world class luxury resort. I oversee all the horticulture operations on a 60-acre property that includes an interior atrium, outside landscaping, interior plants, villas, and floral displays.

Tell us about your place of work and why it's important to have a well-maintained landscape there. As our guests enter the Mirage, they are immediately transported from the Mojave desert to experience a lush tropical paradise. In this setting, guests easily forget the desert and dream of the Polynesian islands! We could not achieve this experience without all of the large palm trees and other tropical plants that are here on property.

What do you like to do in your free time? I like to garden whether it's roses, vegetables, seasonal color in pots, or houseplants. Because I love the desert and Mojave native plants, the challenge of creating beauty in the Mojave desert gives me great pleasure. My wife, children and I spend as much time outdoors as we can. Swimming helps me endure the desert heat.
PGMS: John, several years ago you were not ready to retire, but were looking to work for a few more years. As an experience Grounds Manager what lead you to the job at the beautiful Mackinac Island in Michigan?

Earlier in my career I managed grounds for Mohonk Mountain House. I did this for 17 years so I had a great understanding of the hospitality industry. The job was quite diverse as I managed a golf course, flower shop, greenhouses and extensive grounds totaling up 1,200 acres. We had two ancillary revenue venues for the resort as well. Here I worked with a dynamic team of 24 professionals. We earned 2 Grand and 2 Honor Greenstar Awards as well as many certificates from Audubon International as we earned the distinction of a Cooperative Sanctuary for our Golf Course.

PGMS: Why is Mackinac Island so unique and famous?

Simply put, there is no place like it! It has its own life slice of Americana, community parades, sailboat regattas, a lively main street with upwards of 25,000 visitors daily. Boy Scouts and Girl Scouts camp here, daily they honor the flag ceremoniously raising and lowering it to taps heard all around the island! Not to mention the value and significance horticulture has on the island as well as the first Proven Winner Signature Garden by master Gardener Jack Barnwell!

PGMS: John, before you retired, you were active in PGMS at the regional and national level. How did PGMS assist you in your overall career? Did PGMS relationships help you get the Mackinac job? The job was posted on the PGMS web site, that combined with my Mohonk experience garnered me an instant response to my application. My wife was in Florida, I called her and told her I was going to apply there, we had visited there a couple years earlier and it intrigued her. I sent in my resume and application and two hours later around 10:00PM. The phone rang and caller ID said Michigan. I laughed thinking it was a coincidence I would hear from one of my wonderful Michigan colleagues after I applied there, lo and behold it was the hiring agency that posted the job. PGMS has definitely assisted me my entire career by giving me the opportunities to expand my education through classes, CGM program and networking.

PGMS: John, what would you tell someone who might say that you landed a great job like the Mackinac job, but they never could land a great job like that?

Any Grounds person that commits themselves to strive to be the best professional they can be, can land any job they want! Through dedication, persistence and perseverance anything is possible.

PGMS: John, what advice do you have to those that want to upgrade to a better position or work at a prestigious property, but feel stuck in the job they are in now?

I feel if you continue to grow in your profession and refuse to be static, if you constantly grow your skills and abilities you won't get stuck. The more you network you will gain tools and other opportunities to continue to advance in your career. I've seen jobs where the lead person will likely be there in twenty years, blocking your ability for advancement, why wait? My additional advice is to strive to be happy and fulfilled. If you're not, it is time to move on!

PGMS: What are you doing now that you're retired?

I will be embarking on an epic journey. That is I will be hiking/backpacking from Georgia to Maine ( The Appalachian trail - AT), it's essentially a long walk (2,189 miles) give or take, depending on many variables. I love nature, plants, pizza and summits - so there will be many pictures along the way! I love rescue dogs and appreciate our veterans and first responders, so I plan to help them along the way! If you want to follow my journey, there are two ways to do so – e-mails from my blogging site -https://thetrek.co/author/jc-van-etten/or utilizing facebook and instagram. I've been planning for a year and followed a buddies hike last year, it was super cool! You can also Facebook - friend me at JC Van Etten or Instagram - Catmando2019

PGMS: John, thank you for sharing your insights and wisdom, is there anything else you would like to share?

You are most welcome – but I do wish to Thank our dynamic board for making PGMS – THE best Grounds Management organization in the world!!

PGMS: What is your dream job?

THRU hiker - which means I plan to thru hike it all from February and completing my journey in August. It will take me 5-5 1/2 months or longer...
I am working on a proposal for employee advancement. We have six levels of grounds keepers but due to old language and requirements no one can move up to the higher two levels. Our Director is looking for data from other public institutions in regards to challenges in retaining grounds keepers due to low pay or poor advancement opportunities. And, if other institutions have had retention challenges for grounds keepers what they may have implemented to mitigate this retention challenge. I know for us that neighboring cities and the county pay more than we do.

Brent Chapman

If you have any information or ideas that would be helpful please respond to Brent at brent.chapman@des.wa.gov.
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Classifieds

Grounds Manager
Kent State University
Responsible for the care and enhancement of the landscapes, hortscapes, athletic playing fields including but not limited to parking lots, lawns, grass playing fields, artificial turf fields and snow and ice removal. To apply visit: http://joblist.kent.edu/cw/en-us/job/476408/manager-ground.

Landscape Maintenance Crew Leader
Central Michigan University
Lead, oversee, coordinate and assist in the work of all Landscape Maintenance Operators. Keeps campus grounds well maintained, tidy, attractive and presentable year-round. Contact Derek Morton at morto1dr.cmich.edu to apply.

Assistant Horticulturist
Wellesley Country Club
Assistant horticulturist at Wellesley Country Club would report directly to the horticulturist and participate in the maintenance of all landscape beds on the entire property including golf course, tennis, clubhouse and pool. To apply contact Beth Harrington at Tenbethnis@aol.com.

Arborist
North Carolina State University
The primary purpose of this position is to perform needed maintenance for North Carolina State University’s urban forest as a team member. The position is responsible for identification of pest problems within the urban forest and treating these problems with Integrated Pest Management techniques. Position will also identify any nutrient deficiencies and soil problems and treat as necessary by fertilization and/or aeration, etc. To apply, please visit: https://apotrkr.com/1432310 Position #102416.

Gardener
University of Minnesota
This position is responsible for performing landscape maintenance and construction activities for FM Landcare on the Twin Cities Campus. To apply please visit: https://hr.myu.umn.edu/jobs/ext/329499.

Plant Healthcare Specialist
Architect of the Capital
The Architect of the Capitol/Capitol Grounds & Arboretum has an exciting opportunity for an inter-disciplinary plant care professional. Further information and details on how to apply can be found on usajobs.gov by searching on the keyword “Architect of the Capitol” or by clicking the following link: https://www.usajobs.gov/GetJob/ViewDetails/530295300.

Automotive Mechanic
Architect of the Capital
The Architect of the Capitol/Capitol Grounds and Arboretum is seeking an Automotive Mechanic who will maintain, troubleshoot and repair major components and systems for the Maintenance Division. Job can be found on https://www.usajobs.gov.

Groundskeeper, Horticultural Worker
Pennsylvania State University
The Arboretum at Penn State is looking for an experienced and creative horticulturist for their children’s garden, Childhood’s Gate. Duties will include garden design, annual and seasonal (Spring, Summer, Fall, and Holiday) display design, routine and specialized garden maintenance, volunteer coordination, intern coordination, and event coordination and support. The Horticulturist works as part of the larger Office of Physical Plant Horticulture and grounds maintenance activities for the University’s main campus. Has an extensive working knowledge of Texas native and adaptive plants and how to care for and maintain them. Participates in the development of policies, procedures, goals, and standards for campus-wide landscaping and grounds maintenance. Supervises Grounds Department staff and contractors, and administers approved budgets and expenditures by performing the Essential Duties and Responsibilities listed in the Job Description. To apply please download the employment application at: www.hputx.edu/jobs.

Group Leader Maintenance Worker/Horticulture
Penn State Health
Responsible to assign, assist, instruct and check the work of Maintenance Worker General B employees and other assigned staff in landscape and grounds keeping duties while adhering to departmental/organizational standards as well as incorporating best practices, procedures and techniques of the landscaping and grounds keeping professionals. Assign and assist with snow removal activities as required. Perform all campus landscaping and grounds keeping duties to provide a safe, environmentally responsible and pleasing campus environment. To apply please contact Elsey Rider at erider@pennsatehealth.psu.edu.

INTERNSHIP OPPORTUNITIES

Horticulture Internship
Smithsonian Gardens – Washington, D.C.
Smithsonian Gardens seeks a motivated and energetic interns interested in working in the gardens at the Smithsonian. Internships with Grounds Management Operations are designed for students who seek work-related experience in a public garden with a diverse workforce. Internships involve manual labor; exposure to adversity; and expenditures by performing the Essential Duties and Responsibilities.

Required Skills:
- Knowledge of native and adaptive plants
- Ability to work in adverse conditions
- Experience in horticulture and grounds maintenance
- Willingness to learn and adapt to new situations

Contact Information:
- Phone: 202-357-3232
- Email: horticultureinternships@smithsonian.gov
- Website: www.smm.org
The Professional Grounds Management Society (PGMS) is an individual membership society of grounds professionals advancing the grounds management profession through education and professional development.

**Key membership benefits include:** Annual conference and Green Industry Expo, bi-monthly newsletter, membership certificate, certification programs (Certified Grounds Manager and Certified Grounds Technician), free educational manuals, local branch meetings, “Who’s Who in Grounds Management” membership directory, site awards, free industry magazine subscriptions, etc.

The Society believes that there are four (4) essentials to remaining a professional in the industry:

1. Being a member of the appropriate membership organization or organizations.
2. Attending educational conferences in the field.
3. Reading industry publications.
4. Becoming certified at the level you wish to operate.

**Other Key facts About PGMS:**

- It is the only membership organization for institutional grounds managers.
- It is the only membership organization serving the breadth of the service arm of the Green Industry which professionals can join as individuals.
- It is the oldest individual membership organization for grounds professionals.
- For membership categories and to sign up as a member please click here.

We offer Green Industry Suppliers the opportunity to meet their marketing needs by becoming a [PGMS Partner in Professionalism](http://www.pgms.org/partnersinprofessionalism/). For more information visit [www.pgms.org/partnersinprofessionalism/](http://www.pgms.org/partnersinprofessionalism/).