

THRU THE GREEN

THE OFFICIAL PUBLICATION OF THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF NORTHERN CALIFORNIA

JANUARY 1994

THE MEETING PLACE

January Meeting Salinas Golf and CC Host Superintendent: Bill Kissick, CGCS

The Course. Set in open pasture land in the hills north of Salinas, Salinas Golf and Country Club is a private members course of just over 5,000 yards and 300 members. It was originally completed as a nine-hole course in the 1940s. Some time in the late fifties the other nine was added.

The course rewards well-placed shots to pars and birdies, but if your tee shot finds the wrong place the score can soar. The course

went through some renovations in 1992 with a new driving range, a lake, nine new greens, and a new maxi 5 irrigation system.

The Superintendent.

Superintendent Bill Kissick, CGCS, came to the golf maintenance industry in a round about manner. He started out in the horticulture program at Cal Poly Pomona to become a nurseryman. He went into landscape construction while at school and formed a company after finishing the program that continued for the next four and a half years in the L.A. area.

A career change put Bill in the Palm Springs area for

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Larry Lloyd Memorial Golf Tournament Scoreboard

Superintendent Low Net

Jeff Gorham - 62
Larry Lloyd Mem. Trophy
Gary Carls 68
Jim Banthrup 69
Patrick Burgess 71

Superintendent Low Gross

David Hayes 77
Ed Stocke 80
Mike Garvale 81
Mike Phillips 82

Affiliate Low Net

Ibsen Dow 67
Jim Karrick 68
Mike Ginelli 69

Affiliate Low Gross

Dave Bingham 73

Mike Ligon 75
Ron Maio 82

Guest Low Net

Mark Rogers 68
Neal Hottelling 95

Guest Low Gross

Brad Langley 80
Bob Zoller 85

Ladies Low Net

Vallerie Schmidt 70
Brenda Pfabe 78

Closest to the Pin

#4 - Pete Bibber, 15"
#6 - Ray Story, 32'7"
#12 - Tim Greenwald, 7'3"
#14 - Jess Pifferini, 26'4"

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Leon Snethen (rt) and Tom Jackson check in golfers for the Larry Lloyd Memorial Tournament

Christmas in Monterey

Leon Snethen

The annual Christmas party was held on December 3rd. The festivities started with the Larry Lloyd Memorial Tournament at Old Del Monte Golf Course, and continued with a cocktail hour and dinner at the Doubletree Hotel at Fisherman's Wharf.

Pete Bibber had the golf course in excellent condition

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How to Keep Good Workers

When you can't offer cash or promotions to keep good workers on board, try these incentives:

- **Acknowledge** their sacrifices. And don't err by suggesting that they should be grateful for keeping their jobs during the recession.
- **Remind them** often to "keep in mind how much we value you here."
- **Involve them** more deeply in decision-making.
- **Offer them** the chance to learn new skills -- inside or outside the company.
- **Give them** new titles and greater visibility
- **Build bonds** by having lunch and an occasional coffee break with them.
- **Give them** some tangible award. *Example:* One company recognized outstanding performers by giving them antique Waterman fountain pens.



Host Superintendent Pete Bibber (rt) describes his prize-winning shot to Mike Garvale (Palo Alto Hills CC) and Blake Swint (Castlewood CC)

CHRISTMAS

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for the tournament. Great work, Pete. The only complaint I heard was that your guys took most of the birdies out of the greens. Thanks to you and your staff for a great 18-holes of golf.

The winner of the Larry Lloyd Trophy is **Jeff Gorham** of Spyglass Hills Golf Course. He came in with a net 62. The closest competition was **Gary Carls** with a net 68, **Jim Banthrup** with a net 69, and **Patrick Burgess** with a 71.

Tim Greenwald won the television set donated by H.V. Carter for closest to the pin on #12.

Our thanks to Westar and Shelton Transfer for sponsoring the beverage cart. We received \$85.00 in donations for the Scholarship and Research Fund. Thanks to all who chipped in with your donations.

Check the Scoreboard for the balance of the results.

The cocktail hour started at 6:00pm with dinner at 7:00. This year the band was the Original Substitutes from

the Monterey area.

Mr. and Mrs. Claus made their appearance around 9:00 and handed out gifts ranging from watches, and binoculars to champagne, and many more goodies. Thanks Santa and Mrs. Claus.

Thanks to all who helped, particularly **Becky Naumann** for the great table decorations, **Mike Basile** for setting up the whole party, **Barbara Mikel** for handling all the reservations, and **Karen Snethen** for helping spend the money for presents and then wrapping most of them.

See ya all next Christmas.

We wish to thank our sponsors for making the gifts possible.

Adrian Bertens/Hydro Eng.
Bob Guadagni/Rainbird Golf
Chuck Dal Pozzo/OM Scott
Don Kuhlman/Buckner
Don Naumann/Sierra Pacific
Emil Yappert/Western Farm
Emory Hunter/Hunter Assoc
Frank Hicks/Assoc. Chemical
Frank Martin/Martin's Irrigation Supply, Inc.
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James Duhig/Contra Costa Landscaping, Inc.
James Karrick, Jr./NAIAD Co., Inc.

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Steve Franzen
Area Manager

FYI

Is Your Renewal In?

Renewal cards for 1994 are being mailed as we receive the renewal checks and forms. If you have sent your money but not your form, you won't be getting your card until the office has your renewal form on file. It is important for us to have this form on file as it updates the Association's database for the directory and newsletter, monthly meeting notices, job notices, and all other communications of the Association.

If you haven't sent your dues renewal check and form you are now delinquent. All renewals received after December 31, 1993, are assessed an additional \$20 late fee. So, unpile the desk, look under the chair and in the drawers, find and mail your renewal form along with your check for membership dues. ..oh, yes, and the additional \$20.

CHRISTMAS

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Lynn Quinzon/PW Pipe Co
Mike Kearby/Hunter Golf Signs
Robert T. Scafe/Pacific Golf Signs
Ronnie Rogers/Automatic Rain Co
Russell D. Mitchell/Russell D. Mitchell and Assoc.
Steve Pasalich/Bay Counties Sand and Gravel

JANUARY MEETING

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the next 3 1/2 years working on golf course construction and irrigation at several courses: Mission Hills CC, Monterey CC, Desert Horizon CC, and Shandon Hills GC.

Bill wanted to get into golf maintenance about that time, but opportunity knocked elsewhere.

Friends in Kuwait informed him of the money and opportunity available there working on landscape and irrigation projects. It was

quite an experience working in a foreign country -- much of it prepared him for working with Boards of Directors later on. The last project over there was a contract to landscape 26 kilometers of just-finished freeways. This took about 2 1/2 years for completion. During that time, he met his wife, Pam, who is from Michigan; his daughter, Carolyn, who is now seven, was born in Kuwait.

After 4 1/2 years it was time to go home.

Upon returning to the states, he was finally able to realize his goal of becoming a golf course superintendent. He was hired as superintendent at Del Rio CC in Brawley, California, south of the Palm Springs area, where he stayed for four years. Like many superintendents, Bill chose the profession because of his love of the game. However, he found, as most of you have, that the challenges and time commitment involved in the job have

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Tips from the USGA New Year's Resolution

*by Pat Gross,
USGA Agronomist*

The beginning of a new year is traditionally the time when we look back over the past year's successes and failures, and resolve to make improvements. This is basically another way to set personal goals. Golf Course superintendents know better than anyone the importance of setting goals and planning for the coming year. As I was going through this exercise myself, some ideas came to mind that I thought would be worth sharing with you.

1. Develop an interest outside of golf. For your own health and well being, it is important to get away from the golf course to relax and recharge your batteries. Spend more time with your family or develop an interest in a non-golf related hobby to take your mind off the pressures of the job.
2. Brush up on specific topic related to golf course management. Review one of your books on soils or entomology, or any topic of your choice to refresh your knowledge base and keep up with current technology.
3. Learn more about wildlife enhancement and the environment on your golf course. These are significant topics for today's superintendent. It is important to learn as much as possible about these issues for the betterment of your golf course, your profession, and your community.
4. Establish an I.P.M. program for your golf course. Many superintendents already practice integrated pest management, however, very few have a formal, well-documented program.
5. Take frequent photographs of your golf course and develop a photo journal. Pictures of projects, problems, new equipment or other items can be an important tool for communicating with golfers and club officials.
6. Make room on your staff for a student intern. Many superintendents started out as a student intern and this is one way of giving something back to your industry and profession. Contact local colleges with turfgrass management programs and offer your course to interns.