

Superintendent Pro Results

Team Gross

Michael Basile	69	Santa Clara Golf & Tennis Club
Mike Paul	69	
Michael Garvale, CGCS	70	Palo Alto Hill Country Club
Jim O'Neal	70	
James T. "Ty" Abraham	71	Mountain Springs Golf Course
Mike Cook	71	
Michael Clark, CGCS	72	The Oakmont Golf Club
Jeff Pace	72	
Timothy Thilo, CGCS	73	Peachtree Golf & Country Club
Greg Hanway	73	

Team Net

Terry Grasso	64	Burlingame Country Club
Joby Ross	64	
Richard Scholes	65	Corral De Tierra Country Club
Gerry Greenfield	65	
Roger Robarge	66*	California Golf Club
Mark Doss	66*	
Thomas Wallick	66*	Pruneridge Golf Course
Jeff Johnson	66*	
Douglas Holcomb	67	Delta View Golf Course
Joseph Fernandez	67	

Low Gross Pro

Mike Paul	70	Santa Clara Golf & Tennis Club
Gerry Greenfield	73	Corral De Tierra Country Club
Mark Doss	75**	California Golf Club
Tom Ringer	75**	Blackhawk Country Club
Shane Balfour	75**	Diablo Grande, Ranch Course
Jim O'Neal	75**	Palo Alto Hills Country Club

Superintendent Individual Net

Terry Grasso	71	Burlingame Country Club
Randy Gai	72*	Claremont Country Club
John Grant (Retired)	72*	San Mateo Golf Course
Blake Swint	76	Castlewood Country Club
Forrest Arthur	77	Links At Spanish Bay

Individual Gross

Bruce Olsen	77	Emerald Hills Golf Course
David Hayes	80*	Salinas Golf & Country Club
Dave Davies	80*	Palo Alto Municipal Golf Course
Walt Barret	81	Green Hills Country Club
Ross Brownlie	81*	Links At Mariners' Point

* Tie Breaker Matched Cards

** Third Place Tie

Strictly Business

By Bob Costa

The most common form of harassment in the workplace occurs between a supervisor and a subordinate. But what about the actions of co-workers. As hard as you may strive for teamwork and harmony amongst your staff, some form of employee confrontation is inevitable. As a manager, you may be held responsible not only for your own actions and behavior, but also the interactions of those employees under your supervision.

Harassment, whether motivated by discrimination or some other form of conflict can result in arguments and disputes in the workplace. When it involves co-workers, your responsibility as a manager is to respond quickly and attempt to diffuse the situation. Failure to do so may result in future issues of liability for both you and your golf club.

As I mentioned, the key is to respond quickly as soon as you become aware of a conflict amongst employees. All members of your staff have a right to work in an environment that is safe and non threatening. It's your responsibility to ensure that those conditions exist.

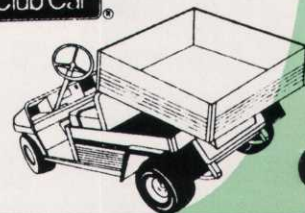
Disputes among employees can often be resolved before any formal disciplinary action needs to occur. Here are some suggestions about how you can mediate disputes before they escalate into major conflicts, or even lawsuits.

- ◆ **Speak to Each Employee Individually** — It's important to get each side of the story.
- ◆ **Meet privately with other employees who may have witnessed a confrontation or dispute** — This can be helpful to help sort out the facts. You may find that other employees may not be willing to provide information simply because they don't want to be involved.
- ◆ **Gather the disputing employees in a private location to talk** Privacy is important because it generates trust. Set rules for meeting. Such as, allowing each individual to speak uninterrupted. Allow each individual to state his, or her version of the conflict. Summarize your understanding of the problem. Make it clear that the behavior which resulted in the dispute is unacceptable and will not be tolerated. A solution must be reached.

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