



President Bob Costa, CGCS, is on an extended vacation. His message will return next month.

Office Notes

By Barbara Mikel

Glad to see so many new faces at the DeLaveaga meeting. The "First Assistant Superintendent Tournament" was a real success. Hope some of those attending will take advantage of the 75th Anniversary discount and join the GCSANC AND GCSAA this year. I just received a Career Development Kit prepared by GCSAA. There are many valuable items in this kit. Surveys on salary ranges for positions, job descriptions, job requirements, interview techniques, career-planning college guides resume samples etc. Employment Resources Kit is just one example. It contains five printed Professional Tool Kits. Employment Development Planner is a very concise method of keeping track of your career development. You track

many things in the course of your work, but how many of you track yourselves? If someone were to ask what your work schedule for the week might be, you could answer. What would you say about your "career" schedule? Could you provide, dates, degrees, employment history, personal awards and recognitions? Personal references, previous salary and benefits structure? Employment history? With course employment averages in the golf industry being what they are, you can expect to change positions more often than not. Do you know how to begin negotiation for compensation and benefits? How about a sample employment contract? You certainly know the "course conditions" but do you know your "employments condi-

tions"? The resources available through the Associations are vast. You can learn from the GCSAA Web site as well as printed material. I know many of you have grown up on the Internet. GCSAA web site is a real "gleaning" tool for future help on future advancement. Check it out. California GCSA and GCSANC www.gcsaa.org/ [cgcsa](http://cgcsa.org/), GCSAA www.gcsaa.org.

If you need to establish a golf index, please give me a call. If you have an established index or have had one in the last two years, I need your GHIN membership number and club number to transfer your membership to GCSANC. Other than that, I'll take care of getting it transferred or established. This is a membership benefit and no cost to you. Updates

are mailed monthly to the association office (beginning in September.) You can retrieve your information at any time by using the NCGA web site. www.ncga.org. You will need your member number for currently listings etc. The updated cards are available for pickup at monthly meetings.

Credit card payments for association activities have been well received. I am currently working with my Web provider to offer new membership applications, renewal applications and meeting notices on the web site. Credit card payment makes reservation easy and timely. /

Naumann's NorCal News

Bob Killian has retired from the City and County of San Francisco after over 30 years of service. Bob was the Director of Golf Course Maintenance for all of the City Golf Courses..... **John Farley** has left Sharpe Park GC in Pacifica and is now the Director of Maintenance for Golden Gate Park..... **Scott Stewart** has been elevated to the position of Superintendent at Adobe Creek GC in Petaluma. Scott was the Assistant under Cliff Peterson prior to his promotion.... **Ken Schwark** has left Roddy Ranch in Antioch and has become a Superintendent in Wisconsin. Replacing Ken is his Assistant, **Ryan Zuelsdorf**.... Since leaving Skywest Golf Course in Hayward, **Zane Bentley** has joined Florentine Products and is now making calls on parts of the Bay Area..... Replacing **Chuck Pratt** (who is now at Skywest), is **David Snyder**. Dave was a Superintendent in Arizona prior to his move..... **Steve Agin** is the new Superintendent at Ruby Hill GC in Pleasanton. Steve most recently built and maintained a 36-hole Nicklaus Facility in China.....