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OUR OBJECTIVE: The collection, preservation, and dissemination of scientific and practical knowledge and to promote the efficient and economical maintenance of golf courses. Information contained in this publication may be used freely, in whole or in part, without special permission as long as the true context is maintained. We would appreciate a credit line.



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WASH-OFF DATA SURPRISES RESEARCHERS

Storms pose no more problems than showers.

It's not the intensity but the volume of rain that counts when it comes to washing pesticides off plants.

The first tenth of an inch of rain removes almost all of the pesticide that is going to wash off, regardless of how long it takes for that amount to fall, according to studies by USDA Agricultural Research Services soil scientist Guye H. Willis.

"It doesn't matter whether it takes a minute or an hour-a heavy storm or a sprinkle-for a tenth of an inch of rain to fall, it's that volume that's the significant factor, not how hard the raindrops hit the leaves," said Willis, who works at the ARS Soil and Water Research Unit in Baton Rouge, La.

The studies, indicate that organochlorine pesticides are the least susceptible to being washed off by rainfall. Water-soluble chemicals are the most susceptible.

For example, one-tenth inch of rain will wash off about 50 percent of a water-soluble pesticide that was on the plant when the rain began. Only about 2 percent of the organochlorine pesticide, which has very limited solubility in water, would wash off in the same amount of rain.

Previous studies didn't consider which is the significant factor in pesticide washoff-the amount of rain, the size of raindrops or the energy with which they fall.

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PRESIDENTS MESSAGE

1992. The start of a New Year. That time when we make our New Years Resolutions and swear we're going to stick to them ...this time.

Many of you are in the same position I am, where our clubs ask us to write an article each month for their newsletter. Usually they contain information as to the status of the golf course, project update, troubled areas with possible solutions and an overall begging and pleading with our members to take care and respect the golf course. Realistically what happens is no one reads them. With this in mind I take each January issue and offer a list of resolutions. The membership is to pick three of them and try to keep them until the end of the day or February first whichever comes first. I thought I'd share some of these resolutions with you. See how many pertain to your golf course. I think you'll be surprised.

While I'm on the first tee, I'll make a point of telling my playing partners to stop and rub their hands over the letters on the sign "carts on paths only!" This is for those who need help understanding it you see, we've incorporated Braille into the letters.

2. While I'm standing on the first green preparing to putt, I'll be very careful not to touch the ballmark repair tool in my pocket after all, I've poked myself in the hand before.

3. When I'm standing on par three holes, I'll try to remember that the seed boxes are for repairing divots, not trash.

4. When my playing partner remark at how many divots are not replaced, I won't reply with "the birds flip them over looking for

worms." This would indicate that they had been replaced and, if I'm correct, I think birds fly a little farther south than #18 fairway for the winter.

5. After scraping my windows off in order to get here in the morning, I won't complain about the frost delay. Instead I'll share my agronomic secrets with my Superintendent since my lawn will be the only one in the Bay Area without frost.

6. I won't practice putting on my living room carpet, then come to the club and complain about our greens being too fast. Last time I did, someone showed up and topdressed my living room.

7. After being told carts are not allowed on fairways, I will not answer with the question, "I thought we could use the H-system now?" The response might be "what are you supposed to be using all season?:"

8. Before beginning my round I will read the blackboard outside the Pro Shop with the days conditions. This is important in order to justify the cost of chalk.

9. I will not hit balls down 18 fairway to warmup. I think somewhere on the property I saw a driving range.

10. I will not stand on our new benches with my golf spikes unless of course I plan to replace them.

These are only a few of the numerous resolutions I've come with over the years. I'm sure you can come up with several of your own. If you can use them feel free. If not appreciate the humor. For in this business of day to day uncertainty a sense of humor can go a long way-

Happy New Year,

Mike

NAUMANN'S NORCAL NEWS

Steve Good has left Napa Muni GC to become a sales and service representative for Filtomat...Dan Nordell has left Island Club at Bethel Island to become the supt. at Auburn Valley CC replacing Mike Phillips...Steve Smith has become the new supt. at Del Rio CC in Modesto. Steve was the supt. at Cherry Island GC in Sacramento...Charles Pratt has left California Club in South San Francisco to replace Blake Swint at Sequoyah CC in Oakland...Dana Waldor has left Meadowood CC in St. Helena to become the supt. at Hidden Valley Lake CC in Middletown. Dana is replacing Robert Leas who has moved on to become the supt. at Cold Springs CC in Placerville.

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IRRIGATION SYSTEM PROGRAMMING GUIDELINES

How have you programmed your irrigation system? Are all of your sprinklers set to water for the same length of time? Or do you have your greens, tees, fairways and roughs set up to water for appropriate lengths of time depending on their water needs? Does each of your controllers run every valve for one long cycle every night? Or do you have your sloped areas set up to water a few times a night for shorter lengths of time than you're running the level areas of your course? Do you run your system seven nights a week for six months out of the year and three nights a week for the rest of the year unless the forecast calls for rain? Or are you adjusting your watering program on a monthly, weekly, or even daily basis? Depending on how you answered these questions you are either wasting a lot of water, energy and money, or you are probably managing your water and financial resources effectively.

You have an irrigation system on your course because you need to replace the water that is currently being used by your turf and trees. They draw water from the soil for nutrients, temperature control, and structural support but they eventually lose that water to the atmosphere through evaporation and transpiration. It doesn't help the turf or trees (or your budget) to add more water than they need to survive and grow. It doesn't help the root system development (or your drainage problems) if you supply the water faster than the soil can soak up and store it. Your turf doesn't need too much help from your irrigation system when the weather is cool or rainy. But, when it's the hot and dry season, you and your irrigation system are the turf's only chance for survival.

In order to effectively manage the programming of your irrigation system you need to evaluate how it operates according to the specific areas of your course. Here is a check list of some general irrigation items that you should evaluate and correct where necessary:

- * Spacing between sprinkler heads is relatively uniform and spray pattern is throwing "head to head".
 - * Sprinkler nozzles are matched in size when operating from the same controller station.
 - * Full circle sprinklers are on separate controller stations from part circle sprinklers.
 - * Controller stations are separated according to zones with similar water requirements and soil characteristics, similar use patterns, similar slope gradients and similar weather patterns or sun exposures (refer to "Thru The Green" December 1991 for typical examples of these zones).
 - * All sprinklers are operating properly.
- After evaluating your system and correcting any layout or mechanical deficiencies you can use a series of relatively simple calculations to develop a more efficient irrigation programming schedule. To achieve the highest level of efficiency your program should account for the following factors:
- * Seasonal weather patterns for your area.
 - * Actual or historic daily evapotranspiration rates and estimated daily water requirements for your type of turf (expressed in inches).
 - * How much time you have available for irrigation each day.
 - * At what degree of efficiency is your system providing water to your turf area (expressed as a percentage of perfection).
 - * How deep is the root zone of your turf and how quickly does your soil accept water.

In the next few months "Thru The Green" will analyze each of these programming factors in more depth.

These programming concepts are dealt with thoroughly in the California Department of Water Resources' "Landscape Water Management Program". This educational program is designed as a two-day seminar format. Upon completion of the seminar sessions, a test is offered to those who desire to become state certified as a Landscape Irrigation Auditor. Anyone interested in this program can call (800) 287-5310 for more information.

Doug Macdonald A.S.I.C is an associate design consultant with Russell D. Mitchell & Associates, Inc., an irrigation system design



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OUR HOST SUPERINTENDENT AND HIS COURSE FOR FEBRUARY

Rick Key, host superintendent, began employment at Ridgemark in June 1971 working summer and after school while attending a local junior college. He graduated from Gavilan Junior College in 1973 with an Associate of Science degree.

Rick attended California State University at Chico and graduated with a Bachelor of Arts Biological Science degree in 1976. After college Rick traveled throughout Europe with a college buddy until 1978.


Rick began full-time at Ridgemark in 1978 as assistant superintendent to Ray Sabbatini. With the addition of the second 18 holes in 1986 he became co-superintendent with Ray Sabbatini. August 1990 the membership purchased Ridgemark from the original developers, Ray Sabbatini left and Rick became the superintendent.

David Lewellen, assistant superintendent, graduated from Fresno State University in May 1990 with a Bachelor of Science in Plant Science and emphasis in Turf Management. He has worked at such courses as La Rinconada G & CC, Sunnyside G& CC as the first assistant. After one year with Brighton Crest he was able to upgrade himself to a 36 hole facility under the direction of Rick Key.

Ridgemark G& CC consist of 36 hole. The first 18 holes were developed on the site of an old turkey ranch in the early 1970's. The second 18 holes were developed in the mid 1980's. The 36 holes can be played in four different ways:

- Gabilan Course consists of 9 new holes and 9 original holes
- Diablo Course consists of 9 new holes and 9 original holes
- North Course is the original 18 holes
- south Course is the new 18 holes.

North and south are set-up and used mostly just for special tournaments.



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A LOOK AHEAD

- February 25 Ridgemark G&CC
- March 26 USGA/NCGA
- April 27 Palo Alto Hills CC
- May 4,5 CGCSA Annual Meeting
Ojai Valley Inn
- June 19 U.S. Open-Pebble Beach
- July 13 Lake Merced-Supt/Pro
- August open
- September open
- October 8 Sierra Nevada Chapter
joint meeting
- November 11,12 GCSANC /UC
Cooperative Extension
Golf Course Institute
- December 4 Christmas Party

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Class B

Daniel Sakai, Napa Valley CC
(subject to B exam)

ASSOCIATE

David Saly, formerly Saratoga CC
Scott Pajak, Chimney Rock GC
Tracy Shanahan, Auburn Valley CC, NCGA
Intgem
Larry Stone, Oakhust CC

AFFILIATE

Edward Suacci, Big 4 Rents, San Pablo

PASSED CLASS A EXAM

Rick Key, Ridgemark GC
Michael Simpson, Los Altos CC

PASSED CLASS B EXAM

Brad Hines, Pebble Beach GC

THANKS BOBBY

Many thanks to our host **Bobby Cox** for hosting the January meeting at Canyon Lakes Country Club. The breakfast buffet was great and we all found Mac Takeda from the Department of Pesticide Regulations presentation informative. The 1.5 hours of CDFA educational credit was an added perk.



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THREE R'S OF HIRING THE RIGHT EMPLOYEE: RECRUITMENT, REVIEW AND REFERENCES

Good equipment and chemicals are important tools for golf course maintenance, but the most valuable assets to a superintendent are good employees.

Some superintendents may not spend much time considering potential crew members, but filling vacant positions is one of their most important jobs. Training new employees is expensive so hiring-and keeping- good people is imperative.

According to Ed Walsh, Superintendent at Ridgewood Country Club in Daramus, N.J., the secret to success is finding the right people and providing an environment that encourages them to stay.

"When I hire someone, it's because I have high expectations for them," says Walsh. "If a person does a good job, I want them to be long-term member of our team."

Start by recruiting

Finding good employees starts with the search for candidates. Walsh says superintendents often overlook the best recruitment tools: existing staff members.

"When I plan to hire a person, I'll often post the job listing in the shop," says Walsh. "The people who work here know the type of employee we're looking for, and they won't recommend someone who doesn't meet our standards."

In addition to internal postings, advertising in local newspapers may provide leads. To ensure that you attract qualified applicants, include an accurate job description.



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Review Applicants

The purpose of an interview is to evaluate potential employees. You want to determine-in a short time-whether applicants can handle the job responsibilities and if they will fit in with current employees.

"I ask them about their experience and expectations," says Walsh. "It's important to find out their potential."

Walsh recommends asking questions that require more than a yes or no answer. For example:

- *With what type of management style do you work best?
- *What is your strongest attribute?
- *Do you prefer working in a group or by yourself?
- *How will working here challenge your abilities?

In addition to getting to know the candidates, an interview should give the applicant a chance to learn more about the job. Walsh says candidates who ask meaningful questions show that they are genuinely interested in the position.

References help ensure a good hire

Together with an interview, references provide a good picture of the potential employee's work habits. Talking to previous employers can give you valuable insight about the candidate's attendance record, experience and skills.

While questions to former employers can't be too specific or personal, you do have the right to ask work-related questions. If possible, check references after the interview. This allows you to target specific issues concerning that person.

An experienced and well trained maintenance crew keeps golf course in top condition. But the value of a skilled maintenance team doesn't necessarily show up on the bottom line. It does, however, show up on the course.

Credit: Ed Walsh, Ridgewood Country Club as seen in The Ballmark, Winter 1991.

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