

THRU THE GREEN

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Thru the Green

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Major Health Study to Examine Mortality Among Superintendents

A new independent scientific effort to study the causes of death among golf course superintendents is being underwritten by the GCSAA Scholarship and Research Program.

The study is designed to provide basic evidence about what links, if any, exist between long-term pesticide exposure and certain cancers and illnesses that have been previously identified as "pesticide-related."

"We're taking a giant step forward in research on the health questions surrounding golf course management,"

said William R. Roberts, CGCS, past-president of GCSAA and a member of the advisory panel that reviewed the proposed study. Roberts said that the study will provide a baseline for an ongoing study of mortality among GCSAA members. "The study also opens up the door for a whole new area of GCSAA-sponsored research programs," he said.

The study will have two parts. First, researchers will perform a thorough review of all scientific literature dealing with human exposure to the pesticides typically used on golf courses. Second, an independent team of epidemiologists will conduct a statistical mortality study of GCSAA

members who have died since 1970.

Earlier last fall, a special advisory panel including scientists, superintendents, federal regulatory officials and industry representatives met at GCSAA headquarters to review plans for the study and recommend qualified researchers.

In November, GCSAA S&R sent a request for proposals to a selected group of scientists.



PRESIDENT'S MESSAGE

The Environmental President
Part II

Those of you who had the opportunity to attend the Christmas Party and tournament were once again offered a spectacular time. Thanks again to Pete Bibber for a great day of golf before our annual Christmas party down in Monterey. It's amazing that even though I'm a hacker and keep score by how many balls I lose per round, I always have a great time when I play at Old Del Monte Golf Course. Of course, this year the beautiful weather and fantastic condition of the course didn't hurt any.

Thanks also to Westar Distributing and Shelton Transfer for sponsoring the "refreshment" cart.

It's that time of the year

when we begin to reflect back on our challenges and accomplishments of the past 12 months. Now that we've had our first rains of the season and everything is hopefully looking greener, it's time to take a well-deserved deep breath after what has been, for some, a long summer.

The newsletter is doing great. We've gotten a lot of comments and compliments and we're continuing to improve with age. Next year should see our advertising support up. Thanks to the hard work of the newsletter committee, especially Randy Gai, Leon Sneten, Mike Basile, and Don Naumann, the content and newsworthiness of the newsletter is

exceptional. One of the disadvantages of having such a competent newsletter committee is that all the important news is covered elsewhere in the newsletter by some one else. But I'm not complaining, just signing off... Happy New Year See you in Dallas

"For 7 1/2 years I've worked alongside President Reagan. We've had triumphs, made some mistakes, we've had sex...uh...setbacks.."

George Bush

Respectfully submitted
Brian Bagley
President

Carey Kreff
NSTC/Farmtec

There are any number of ways to achieve your wastewater management and treatment goals. The order of treatment is somewhat flexible.

The first order treatment are sediment collection and Coalescing.

Sediment Collection and Natural Settling

This component of the wastewater (sand, grit, heavy dirt) will generally want to settle out by itself, and right away. This element of the wastewater has a specific gravity of around 2.5 times or greater than water itself. If you allow for this au-natural settling to occur in the sump, you should choose a sump design that anticipates cleaning out the sump area where it collects.

Generally speaking, a good basic wash pad design includes:

- ◆ **A sloping floor** leading to a sump
- ◆ **A sump** of a minimum of three cubic feet with a draw-off pipe somewhere near the top that leads to the recycling system
- ◆ **Electrical power** (may

include pressure washer power, as well as treatment system power)

- ◆ **Domestic water supply** for cleaning and makeup water
- ◆ **Electrical power** in the sump, if a sump pump is used
- ◆ **Important:** make the sump easy to clean, it will need it often as it will fill quickly.

1. Anything (grit, sand, etc.) that could clog or damage the sewer piping system is prohibited
2. TSS (total suspended solids) some districts have limits for this, usually around 1000ppm. Easy to exceed when washing a tractor that's been in a dirty or muddy situation.

process that is based on the laws of attraction and of gravity.

Oil is lighter than water. It has a specific gravity lighter than that of water, so therefore it floats, or it wants to. However, in microscopic size, or with an emulsifier present (soap), it floats **VERY, VERY SLOWLY!** This can allow enough oil to get through to cause problems down the line, either with further treatment or with regulators.

To speed up this floating/separation process we put a maze of special plastic in the waste stream. This plastic attracts the microscopic droplets and gathers them with many others. This is called **COALESCING**. When enough have gathered on the plastic, they break free and float to the surface where they are trapped, skimmed and removed.

Another approach is to treat chemically. There are chemicals and specially formulated detergents that can "give up" the emulsified oil. Once this "split" is accomplished, the oil may be coalesced and separated mechanically.

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Environmental Compliance

Sediment and Oil Treatment Systems

This method costs less than filters or chemicals. This process may be accomplished in a free standing tank if need be.

Regulatory Note

The regulators will look for sediment under two categories:

Treatment for Oil in Water: Coalescing

Now is the time to remove the majority of any oils if present. If most or all of the oil is removed here, it will have less chance of fouling whatever treatment method lies ahead. Treatment for oil in water is fairly simple. Usually it's a mechanical

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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

Continued from page 1
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.
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Continued on next page



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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

Continued from page 1

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.

JANUARY MEETING

Continued from page 5

severely limited the amount of play he can get in.

Bill has been at Salinas Golf and Country Club for just over two years now. There are still a lot of projects to complete, but he and his crew keep chugging away one by one.

Bill has been a member of GCSANC for two years. He was elected to the board last April and serves on the programs committee. Bill is a member of GCSAA and became a certified Golf Course Superintendent in April.

RESOLUTIONS

Continued from page 5

- 7. Occasionally invite a neighboring superintendent to your course for lunch or a game of golf. It is amazing how many good ideas are generated during casual get-togethers and the opportunity to "talk turf" with one of your colleagues.
- 8. Write an article for your association newsletter. Most newsletter editors

are always looking for original articles or a different perspective on a common problem. This is another good way to share information and give something back to your profession.

- 9. Volunteer to speak at a local school or civic group meeting about golf course management. It can be frightening to speak to a large group, but there are many people who love golf and would like to learn more about what you do as a golf course superintendent. Personal contacts such as this can make a positive impact on school children, politicians, and members of the community.

- 10. Make contact with your local legislator and offer yourself as a resource of information on issues pertaining to golf courses. Your input and professional expertise can have a positive influence on the laws and regulations that affect our industry. Most legislators would value having such a source of information in their district. The same holds true for local newspapers. They want to hear all sides of an issue. Make yourself available for quotes and rebuttals.

If you are like me, many of my new year's resolutions are out the window by February. But it is important to keep on trying. Even if I can

tackle two or three of my goals, I will have made significant progress. Happy New Year!

Watch Out For That First Step!

Both Jack Nicklaus and his opponent placed their drives on the edge of the 80-foot oceanside cliff at the eighth hole at Pebble Beach during the 1961 U.S. Amateur. The green was on the far side of the chasm, and the referee, Joseph Dey, could not tell who was away. He was about to toss a coin when, as he later told *Golf* magazine, Nicklaus made a suggestion: "Why don't you pace it off?"

NAUMANN'S NORCAL NEWS

Jed Noonkester has replaced **Ed Manry** as superintendent at Napa Muni Golf Course. Jed was the superintendent at Mace Meadows in Pioneer prior to his move. Ed has moved to the Eastern seaboard to do some golf construction work...**Ken Schwark**, Superintendent at Tony Lema Golf Center in San Leandro, and his wife Sarah are the proud parents of a new

daughter, Julia Fay...**Phil Brown** has accepted the superintendent position at Stockton Golf & Country Club. Phil was the superintendent at the Villages CC in Lompoc prior to his move. Phil is replacing longtime member **Charles "Bill" Fountain** who is retiring after being a superintendent for over 25 years, the last eight at Stockton CC.



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An Ounce of Prevention

Instituting a worksite Injury Prevention Program can save your course a lot of time and money by recognizing and avoiding potential hazards *before* someone gets hurt. Worksite injury prevention program requirements:

1. Identify a person or persons responsible for implementing and overseeing the program.
2. Establish a system for identifying workplace hazards including scheduled, periodic inspections.
3. Have methods and procedures for correcting unsafe conditions and work practices in a timely manner. Establish time frames to eliminate hazards found.
4. Develop and maintain a safety training program designed to instruct all employees, new and old, in general safe and healthy work practices.
5. Develop a system for communicating with employees on occupational safety and health matters.
6. have a system (including

disciplinary procedures) for ensuring that employees comply with safe and healthy work practices. Implement steps your company will take to ensure that all workers obey safety rules.

7. Train all employees when the program is first established. Train all new employees when hired and all employees who are given a new job assignment. Also, train employees whenever new substances, processes, procedures, or equipment are introduced.

From the San Diego County Farm Bureau

ENVIRONMENTAL COMPLIANCE

Continued from page 3

Regulatory Note

The regulators look for Oil in Water as: Mineral oil or Oil and Grease (O&G). Usually 100ppm is allowed in the sanitary sewer. Easy to exceed when washing a motor or a hydraulic system.

In the next article we are headed for the more fascinating aspects of this science.

CLASSIFIEDS

Employment Opportunities

Golf Course Superintendent.

Nine-hole course. Position opens March 1, 1994. Apply by January 21, 1994. Salary range \$28,000-\$32,000, free housing, health and life insurance. Lake Almanor Country Club, 501 Peninsula Drive, Lake Almanor, CA 96137. (916) 596-3282.

Golf Course Equipment Mechanic.

Sharon Heights Golf and Country Club is seeking a qualified equipment mechanic. Applicants must have a thorough understanding of the operation and repair of golf course maintenance equipment, and must be able to perform general overhaul of all types of small engines. Send resume to: Sharon Heights Golf & Country Club, 2900 Sand Hills Rd., Menlo Park, CA 94025, Attn: Ross Brownlie. Or call 415/854-0467.

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