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## THRU THE GREEN

Published monthly by the  
Golf Course Superintendent's  
Association of  
Northern California

## From The President

I hope that everyone had an opportunity to read Steve Carlton's article in "Thru The Green" in last month's issue. I felt it was an excellent article and very timely. The title was "A Tribute To The Old Timers" and it was certainly deserved. I am sure that if we all stopped to reflect on our careers in the turf industry, we could point to many of the same people mentioned as being instrumental in our approach to our chosen profession.

One quality that stands out among the superintendents that I have encountered along the way is the willingness to share the knowledge they have to help you solve problems. This is typical and very unselfish of this group. So, thanks Steve for reminding and remembering some exceptional old timers who have made a difference.

Your Board of Directors has been busy. A board meeting was held on June 6th at H.V. Carter in Livermore. Some of the items covered were the approval of Liability Coverage for Officers and Directors, reports from the National and State Associations and progress reports on up coming events, such as the Educational Institute and the Christmas Tournament. Your Association is in good hands and is alive and financially sound. The previous boards along with the guidance of Barbara Mikel, our Executive Secretary, have kept us on course and I will work to keep us in the same positive position. See you at the next meeting and please introduce yourself. I see a lot of new faces out there.

Joe Rodriguez, CGCS  
President

## Office Notes

By: Barbara Mikel

The GCSAA has a lot of information available to members. Professional Development Catalog for 1996-97 is just one example. I was perusing the catalog and discovered you don't have to attend each and every seminar to have the resources of the Association available to you. The audiovisual section is over 4 1/2 pages single line entries of available materials, videos, slides, CASSETTES and notebooks which can be BORROWED. No purchase necessary, you simply pay the postage and handling fee. There are also audiovisuals translated into Spanish. This resource



Joe Rodriguez, CGCS  
GCSANC President 1996-1997

## Naumann's NorCal News

Bob Tyler, Superintendent and Director of Golf at Fountaingrove Golf Course in Santa Rosa has retired. Replacing him as Superintendent is Gary Skolnik. Gary was the Superintendent at Incline Village G.C. prior to his move . . . Jeff Roberts is the new Superintendent at Seascape Golf Course in Aptos. Jeff was the Superintendent at the Falls Course at Blackhawk Country Club in Danville before his move . . . Sean Nicholson is the new Superintendent at Shoreline Golf Course in Mountain View. Sean has been the assistant under Mike Roshenberg at Sharon Heights Country Club . . . Ross Brownlie is the new Superintendent at Mariners Point Golf Course in Foster City. Ross has been working with Farwest before accepting this new position.

could be a valuable, inexpensive resource for education of your staff. The "Par For The Course" episodes 1 to 15 are available as well as lists seminars, correspondence courses, conference and show education, environmental management programs, certification program and so forth. There is one on "String Trimmer Maintenance" I may be forced to order for myself! I have a few copies of this catalog in the office. Call if you would like to look, I am sure I can get more!!!



## Rebuilding Greens - Where The Rubber Meets The Road, Ideas To Take To The Field

By Mike Huck, Agronomist

I am sure that many of you were surprised to read that the test for saturated conductivity (commonly referred to as infiltration or percolation rates) has the most "slop" in it, plus or minus 3.8" per hour! Of all the performance tests this is the most difficult to repeat with any accuracy. In fact, this inconsistency was the reason that infiltration rates were omitted from the 1989 revision of the construction recommendations. The fact that contractors, suppliers, architects and superintendents screamed so loud is why these guidelines were included in the 1993 revision of the recommendations, even considering their shortcomings.

Admittedly, I was also guilty of placing too much emphasis on infiltration rates when selecting a mix. So, let me borrow a quote from Tom Hoogheem of Monsanto and say "Don't base past actions on present knowledge." Since we now know infiltration is an extremely variable number, be the wiser for it, place more emphasis on particle size distribution and porosity. Particle size distribution is the most accurate and

repeatable data. If you have good particle size distribution, good internal drainage should follow, the same applies with air-filled and capillary porosity. With that behind us let's move onto a few hints to take to the field.

When sending samples for analysis, enclose a letter to the lab to let them know about your local climate, irrigation requirements, water quality, and any site specific information that may influence their recommendations. You cannot expect a laboratory located across the country to be aware of local conditions at each site, so help them out. Don't just perform a physical analysis, also test the mix's chemistry. Soil pH, and lime content are important to know. In fact, an Arizona lab reported a sand, fitting particle size guidelines, were so calcareous it nearly dissolved when treated with acid used to estimate lime content. A sand like this would fail following a few years of acidic fertilizer applications.

Generally, during large projects the sand supplier blends large batches to stockpile for

the project. Prior to accepting delivery, visit the supplier and collect samples from each "batch" for laboratory testing to be sure you will receive what was specified. Also test each delivery to your site. Who is to say that a loader operator at the sand plant did not mistakenly take the mix out of the wrong pile! Testing every third green at delivery would be a minimum. Testing every green would be ideal.

If there is no way to build adequate funds into the budget for testing, then collect rootzone mix samples from each green and store them in 1 gallon paint cans in the shop. If a problem develops at a later date you will have a representative sample of the original mix from each green. Testing the mix a year down the road will deliver different results because things change as roots grow, slough off and decay, not to mention what may be introduced by poor quality water.

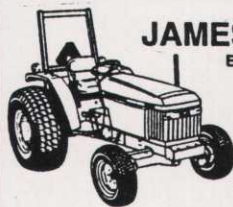
If you are concerned about moisture being drawn from the rootzone into the native

Continued on page 7

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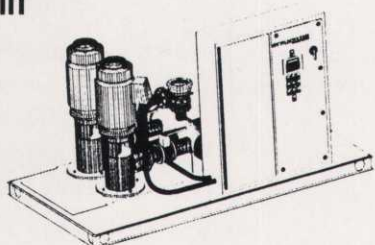
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## GCSAA

### Crenshaw to Receive GCSAA's Highest Honor

Ben Crenshaw, one of the PGA Tour's most talented and popular players will receive the 1997 Old Tom Morris award from the GCSAA. The presentation will take place in Las Vegas at a gala banquet February 11th, during the Associations International Conference and Show.

GCSAA's most prestigious honor is presented annually to an individual who, "through a continuing lifetime commitment to the game of golf, has helped mold the welfare of the game in a manner and style exemplified by Old Tom Morris."

A dedicated student of golf history and golf course architecture, Crenshaw is one of the best known members of the Golf Collectors Society. In addition to the paintings and sculptures, miniature clubs and other memorabilia he has acquired over the years, Crenshaw owns about 800 golf books, many of them rare editions printed in Britain at the turn of the Century.

Crenshaw has transferred his love of the game into a successful golf course architecture business developed with Bill Corre. The Corre/Crenshaw combination have remodeled such notables in Riviera Country Club, in Southern California, as well as designed the Plantation Course in Kapalua, and Barton Creek in Austin, Texas.

### GCSAA Goes On-line

A new World Wide Web site has been developed which will make information available to the general public about golf course management and the role superintendents play in course conditioning. The initial phase will focus on the environment. General information about the Association and its programs; educational seminars and bookstore offerings; selected articles from Golf Course Management and Association news will also be part of the public access portion of the site.

Starting July 1, GCSAA members will have a private member service area they can log into at their convenience, day or night, to access some of the same member services they currently enjoy. The address of this new site is —

<http://www.gcsaa.org/gcsaa>



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### GCSAA Membership Dues Slashed

Membership dues for GCSAA Class C members has been reduced 50% to \$105.00. The move is designed to provide a more affordable membership fee for Assistant Superintendents. All the services available to Class A and B members apply to Class C members, with the exception of voting privileges. This is a great opportunity for Assistant Superintendents to become a part of the national association and to reap its many benefits and services. For membership information contact the membership department at 800-472-7878.

### Boardroom Briefs

- A fee for the new student membership was approved at \$25.00. The membership status is available to all students who are currently enrolled in horticulture or turfgrass curriculums.
- Approval was granted for a 3 panel color brochure that will focus on the many advantages of becoming a GCSANC member. The brochure will be used as a recruitment tool and should be available by late summer.
- Dr. Harivandi provided a summary of the current research projects he has underway, assisted by GCSANC funds. Input from the membership will be solicited for future projects.
- A decision was made to redirect the \$5.00 applied to the monthly meeting registration fee. Prior to the board decision, \$3.00 was used for prizes, the remaining \$2.00 was applied to the research/scholarships fund. With the recent board decision, all \$5.00 will be applied to the prize fund.
- An insurance policy was approved providing coverage of GCSANC Directors and Officers. The insurance is required by the chapter affiliate agreement with GCSAA.
- Approval was granted for the printing of the 1996 membership directory. The format will be similar, however for ease of use members names will be listed last name first. Fax numbers will also be included if available. Look for your new directory sometime in August.

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### July - 1996

July 10 Rowland Heights  
Hands On  
July 23 San Jose  
July 30 Fresno

### August - 1996

August 6 Ventura  
Hands On  
August 27 Petaluma  
August 28 Bakersfield

### September - 1996

Sept. 10 Santa Ana  
Sept. 11 Gilroy  
Hands On  
Sept. 18 Vacaville  
Hands On  
Sept. 24 Palm Desert  
Sept. 25 Stockton

### October - 1996

Oct. 2 Salinas  
Oct. 8 El Cajon  
Oct. 9 Redding  
Oct. 22 Hayward  
Oct. 22 Bakersfield  
Oct. 23 Pomona/Walnut

### November - 1996

Nov. 6 Long Beach  
Nov. 6 Santa Maria  
Nov. 12 Visalia  
Nov. 14 Victorville  
Nov. 14 Chico

### December - 1996

Dec. 3 San Jose  
Dec. 4 Sacramento  
Dec. 11 Ventura  
*Pending - Woodland/Yuba*

Call 408-442-3536 for Seminar Information

### Did You Know?

Did you know that gift certificates obtained at GCSANC events can be redeemed for merchandise and books available through GCSAA. Contact Barbara Mikel for details. 916-626-0931



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## Strictly Business

By Bob Costa

Marketing is usually a term we associate with advertising, a process designed to expose a product or service to a consumer. Its role in a job search is no different than if General Mills was unveiling a new breakfast cereal. The message is essentially the same. Here I am, and here's why you should consider me.

Marketing's role in the job search process is to help us convince those individuals that are in a position to hire us, to take notice. The point to remember here is to concentrate your efforts on those individuals that are part of the decision making process. You can waste a lot of time and effort with people who you may impress, but ultimately have no say in a hiring decision.

Your first contact with a potential employer may begin with a phone call. Be prepared. Your about to make your first impression, you know the one you only get one chance to give. During the course of your conversation one question you shouldn't fail to ask is if you can send a resume, or better yet arrange for a personal meeting. Remember, the objective is to out sell the competition. You won't accomplish this by standing in the on deck circle.

If there's one word that is synonymous with a job search, it certainly has to be resumé. I can remember falling asleep in my high school English class to a discussion on resúmes. And in college, one of the last classes I took was devoted almost exclusively to developing a resumé. So what's the deal? A resumé is a key component of your marketing plan not because it

is necessarily vital to an employers hiring decision, but more so it provides a written summary of who you are, your experience and qualifications. In many instances, employers use resúmes to help screen the good, from the not so good. A poor resumé means, before you get to the plate, your being replaced by a pinch hitter.

There's not enough space in a newsletter to discuss what constitutes an effective resumé, there are plenty of sources for that information. Let me just offer these suggestions. Put some effort into the cover letter, Include brief statements about your objectives, your skills, and your knowledge of the golf course, or operation in which your expressing an interest. Also, consider including an addendum to your resumé.

One that specifically describes your skills in the various areas of golf course management. The more information you can provide about yourself, the less likely you will be receiving one of those two paragraph letters. You know the one that begins by thanking you for your interest....

If you're still standing at the plate, consider yourself fortunate. Up till now your marketing plan is working. Clean your spikes and dig in. It's time to put it all together in the interview.

Well before that office door swings open, and your name is called. You should have been diligently doing your homework, preparing yourself so you can fulfill the three interview objectives; making a good impression, gathering information, and sharing your experience and skills. How much information you have been able to

gather **prior** to the interview helps you ask the right questions, and emphasize those aspects of your background that are pertinent to the job. Listen well, and often, and ask questions. You should be prepared to play the role of both the interviewee and the interviewer. Remember the list you developed at the outset? Now is your opportunity to determine whether the position has the potential to fulfill your job objectives. One final footnote regarding the marketing process, regardless of the outcome, a quick thank you note is never a bad idea. No sugar coating please, the objective is not to lessen your chances of being offered the position, just a note of appreciation will do. ♦

### Results from GCSANC Tournament at Adobe Creek GC

#### Superintendent

##### Gross

- |                   |    |
|-------------------|----|
| 1. Mike Clark     | 72 |
| 2. Mike Garvale   | 75 |
| 3. Tracy Shanahan | 77 |

##### Net

- |                 |    |
|-----------------|----|
| 1. Terry Grasso | 72 |
| 2. Ted Munnely  | 72 |
| 3. Joel Ahern   | 73 |

#### Affiliate/Guest

##### Gross

- |                  |    |
|------------------|----|
| 1. Mike Ligon    | 74 |
| 2. S. Healy      | 81 |
| 3. Tom Hendricks | 82 |

##### Net

- |                  |    |
|------------------|----|
| 1. Mitch Frasier | 69 |
| 2. Bill Hagan    | 71 |
| 3. Dave Archer   | 73 |

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## Rebuilding Greens (Cont.)

surrounds, install a wicking barrier. A wicking barrier also serves a second purpose of keeping warm season grasses rhizomes from invading the rootzone.

Daylight the main drain tube at a high point behind the green in a valve box. This allows easy access to clear any future blockages. Also run the drain through a catch basin or valve box on the downstream end as an observations point to inspect flow after heavy rains or leaching. Placing a wire in each trench and stub it into the valve box where the drain is daylighted. This allows you to find exact locations with tracing equipment in the future. Also, placing a wire at perimeter of the green cavity will allow you to maintain the exact shape in years to come as mow lines

move or warm season grasses encroach.

If using a wheel tractor or skid steer loader to place the gravel, fill drain line trenches first and then place 3/4" plywood over them to protect tubing from being crushed. It is not advised to place or spread rootzone mix with a wheel tractor, it is too easy to spin the tires and mix the sand and gravel.

Finally, continue to sample and test topdressing materials regularly. In reality each delivery of topdressing purchased should be tested! If you budget can't afford lab tests then get a set of sieves, a good scale, and a calculator monitor particle size distribution. It does no good to go through all the pain, agony and hard work of constructing greens properly if

you just screw it up with bad topdressing. (You certainly wouldn't use contaminated motor oil in a brand new engine now would you?)

As mentioned earlier, be sure you are receiving what you specify and don't be afraid to let suppliers know when you are not happy with their product. Don't be bullied, don't accept any materials that are not within the guidelines. If you don't monitor the standards for your course, why would your supplier? If suppliers know you are testing on a regular basis, they will be forced to deliver a quality product. If you would like a more extensive quality control checklist, give our office a call, we have an excellent article written by Jim Moore on this subject. ♦

## Golf Writers Encourage Communication

By Bob Costa

A panel discussion among three local golf writers and a golf course superintendent triggered a lively debate at the June meeting held at Adobe Creek. Ralph Chatoian - Marin Independent Journal, Bruce Meadows - Santa Rosa Press Democrat, Doug Saunders - Independent and Rick Hansen - Windsor Golf Club maintained a captive audience during the hour long discussion. The group of writers encouraged golf course superintendents to get to know their local writers. Developing a relationship with local writers and other members of the media, they felt, provides a conduit for communicating with golf course staff. As a result, future stories

involving the golf course are likely to appear more accurate and technically correct.

Hansen, who's course plays host to a Nike event spoke first hand about how his relationship with a local writer resulted in a fair and accurate story regarding course conditions. He felt because of the relationship he had established, every effort was made to obtain the facts before the article went to press. And when it did, the story was more forgiving than he expected.

Doug Saunders, who has written several articles for Golf Course Management Magazine, emphasized how golfers awareness and curiosity about course conditions has grown,

increasing the exposure of the superintendent. As a result, he believes there is a need to educate golfers about the nuances of course maintenance. Saunders went on to say that superintendents need to be recognized by members of the media as the spokesperson for course conditions. "All too often," he said, "the General Manager, and Head Professional are quick to accept this role." Meadows, brought laughter to the group when he likened the superintendent to the crazed uncle who lives out back. "It's time for superintendents to step forward and be recognized," he said.

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