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## THRU THE GREEN

Published monthly by the  
Golf Course Superintendents'  
Association of  
Northern California

## From The President

It is days like the Monday meeting held at Old Del Monte Golf Course that reinforce the fact that as golf course Superintendents, Associates and Affiliate members, we are a very fortunate group. I don't know an industry which can bring so much diversity to a meeting and make it work. Think about it. We have the great outdoors, we have the opportunity to travel and to play some wonderful golf courses, but most of all and the one aspect I do cherish, is the friendship and support of my peers.

As usual Old Del Monte was in great shape and as usual Old Pete Bibber was once again the gracious host. Thank you, Pete and all of the staff for your hospitality. Our thanks also go out to Ted Horton and Robert Hedberg for a very timely presentation, "Safety and Risk Management for Golf Courses."

In the coming year, Bob Costa, Education Committee Chairman is working to obtain this same caliber of program for all of our meetings. The industry is in a evolving state with new regulations and environmental concerns and it is up to us as stewards of the land to keep up with these changes. Bob will do his part to educate and inform us.

On the Board of Directors this year, we have four new energetic members. They will need that energy as there is much to be accomplished. I know that with the existing Board members and counsel of Rich Lavine, outgoing President, this can and will be a successful year for our association. As for me, I will do my very best to guide and direct us towards a common goal.

Joe Rodriguez, CGCS  
President



Joe Rodriguez, CGCS  
GCSANC President 1996-1997

## Naumann's NorCal News

Sean Battistini is the new golf course superintendent at Hidden Valley Lake Country Club in Middletown. He is from Cour de' lane, Idaho and was previously the assistant to Gary Williams at Meadowood Country Club. He replaces Dana Waldor . . . Eric Eguares is the new golf course superintendent at Rancho Solano Golf Course in Fairfield. Eric was the assistant prior to his promotion. Gary Sayre is the new golf course superintendent at Hiddenbrooke Country Club in Vallejo. Gary, most recently has been working in Malaysia. Prior to that he was the superintendent at Overlake Country Club in the state of Washington.

## Office Notes

By: Barbara Mikel

Periodically I get asked about our newsletter supporters spaces. For the benefit of our new members, here is a review of what we can offer. Our Affiliate members are afforded an opportunity to help defray the cost of "Thru the Green" by subscribing to a newsletter sponsorship. We have three basic supporter listings available in the newsletter.

1. A "Supporter Listing" of approximately 5 lines. Donation amount \$150.00 for 12 issues.
2. A 2 by 3 graphic space for 12 issues with a donation amount of \$300.00.

3. One time company provided insert of one(1) 8 1/2" by 11" front and back of printed material. Donation amount of \$200.00 plus additional postage for mailing. You may have more than 1 page but each page is an additional \$200.00 and you might have more than an incremental postage amount with more than 3 inserts pages. Also depending on the paper weight the publisher may not be able to accommodate all kinds of inserts.

In order to coordinate the timely arrival at our printers you should contact the office for deadlines and prepayment arrangements.



## USGA

### Rebuilding Greens - The Gravel and Intermediate Sand Layer

By Pat Gross

Probably the most notable changes in the 1993 USGA Green Construction Recommendations were:

1. Including criteria that allowed for the exclusion of the intermediate sand layer, and
2. New recommendations for particle size and installation of the gravel blanket.

First, let's talk about the intermediate sand layer. The installation of the intermediate sand layer, choker layer, blinding layer - whatever you want to call it, was a big sticking point for many people. Eliminating this layer was the most common short cut to building greens because it saved time and money. This led to many people eliminating the choker layer then calling their construction method "modified USGA Greens."

Architects, builders, superintendents and even the USGA Green Section realized for several years that some courses were able to

build successful greens without an intermediate layer. But, there were many more failures than success stories as a result of this short cut. Since people were more likely to continue excluding the intermediate sand layer despite what the specifications said, the USGA asked Dr. Norm Hummel to research the subject and outline the conditions where the intermediate layer is not necessary. These guidelines were developed from existing specifications used by civil engineers for layered drainage systems. Briefly, the intermediate sand layer can be eliminated if the largest 15% of the root zone particles bridge with the smallest 15% of the gravel particles and a specific permeability ratio is maintained (i.e. the D15 of the gravel is greater than or equal to 5 times the D15 of the root zone). I know, it sounds like Greek to me too. The bottom line - **have both materials checked by a physical soils testing laboratory to see if**

**the intermediate sand layer is necessary.**

With the publication of the 1993 USGA Recommendations, many people incorrectly assumed that the intermediate sand layer was no longer necessary. Wrong! The intermediate layer can only be eliminated if strict gravel specifications are met. If this can't be accomplished, you will need an intermediate sand layer to prevent particle migration into the gravel. If needed, the intermediate material must have at least 90% of the particles between 1mm and 4mm, and the material must be placed by hand at a uniform depth of 2" to 4".

This brings us to the next subject - gravel selection. How do you go about finding a gravel that allows you to eliminate the intermediate sand layer, and is it worth the effort? In most cases, finding the right gravel to eliminate the need for the intermediate layer is worth the effort and will save time and money for the overall project. You

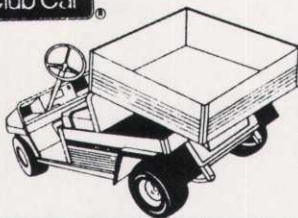
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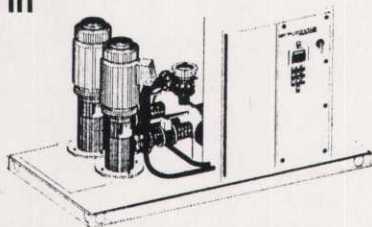
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## Adobe Creek - Site for June Meeting

Adobe Creek Golf Club has been chosen as the site for the June meeting, scheduled for Wednesday the 12th. The course is located amongst rolling farm land located just south of Santa Rosa in Petaluma. Adobe Creek was designed by the Robert Trent Jones Jr. design firm, with Kyle Phillips serving as the lead architect. Adobe Creek, home of the cut throat trout, traverses the property, adding substantial challenge to the layout.

Over the last several years a concerted effort has been made to improve the drainage of the golf course. Superintendent Pete Dempsey notes that approximately 2000', of drain tile has been installed each year, and boasts the course has only been closed for four days during the last two winters of heavy rain.

Pete comes to us from Australia. He arrived in the U.S. in 1966 and attended U.C. Davis, where he obtained his PhD. in Plant Ecology. His tenor at Adobe Creek began in 1988, at the start of construction. His career in the golf course profession is impressive, and has included positions as the Director of Golf Course Maintenance for the Tournament Players Clubs of the PGA, Director of the School of Golf Course Operations and Design in Lake City, Florida and a brief stint as the superintendent at Yolo Fliers Country Club in Woodland. His aspiration is to someday participate in the design of a more traditional type of golf course that tests your "game and not your equipment."

### GCSANC Superintendent - Professional Golf Tournament

July 22, 1996

San Francisco Golf Club

92 Player Limit

9:00 A.M. Registration

10:00 A.M. Shotgun

Lunch At Turn

2:30 P.M. Hors d'oeuvres (Coat and Tie)

2 man best ball net Competition

Maximum index allowed - 21.9

Entry Fee: Superintendents \$100  
Professionals \$120  
Guest & Affiliates \$100  
(Space Available Basis)

**Additional \$45. Per player caddy fee day of event to be paid by each contestant directly.**

**Completed entries must be received by June 24, 1996 - Postmarks not accepted. Completed entries include fees paid and copies of June Index.**

Eligibility Requirements:

A GCSANC Member Superintendent will team with A PGA Member Professional **each** with NCGA/USGA Indexes

Professionals to compete for Gross Cash Prizes

Superintendents to compete for individual net and gross prizes.

Confirmation of entry will be mailed by June 25th.

Guest and Affiliate Net and Gross Flights will be established in order of completed faxed entries received after 8:00 A.M. June 24, 1996.

Completed Guest and Affiliate entry includes copy of June Index or Declare not to play in Gross or Net Flight. Accepted entrants will be billed following confirmation of entry.



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## Results From GCSA of NC Golf Tournament at Peacock Gap CC 4-25-96

Gross		Net	
1. Ross Brownlie	72	1. Jim Brown	67
2. Craig Kilcoyne	73	2. Gale Wilson	67
3. Ken Drew	74	3. Rick Silva	68
4. Dana Waldor	74	4. Hal Lauth	69
5. Ed Stocke	76	5. Don Paul	70

## Results From Del Monte GC 5-13-96

Superintendent Gross		Affiliate Gross	
1. Don Paul	77	1. Jeff Sunseri	80
2. Dana Waldor	77	2. Mike Ligon	81
3. Mike Nunemacher	77	3. Jim Bantrup	82
Net		Net	
1. John Grant	67	1. Jerry Hardy	64
2. Blake Swint	67	(Guest of L. Tallo)	
3. Howard Fisher, III	70	2. Steve Franzen	65
		3. Tom Jackson	66

## Did You Know?

Alien registration cards, which have long been known as "Green Cards", have been replaced with a new pink card. A March 1995 deadline for replacing old green cards was extended to March 20, 1996, but one-third of the 1.5 million affected workers have still not obtained the replacement cards. Employers can no longer accept the old green card as verification of employment eligibility.

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## For Richer, Or For Poorer

The GCSAA recently released the 1995 Compensation and Salary Report for California Chapters. The report details salary information by chapter, as well as other employment related topics. GCSANC superintendents median salary was \$57,728 ranking them fourth in the state. Membership in both the GCSAA, and a local chapter appears to have a profound effect on income on a statewide basis. Those who held dual membership had an average salary of \$57,927 as opposed to an average salary of \$39,565 for those who held a local membership only. Surprisingly, those superintendents in the GCSANC who did not earn a college degree, or certificate, posted a higher annual salary than those who did, bring home an average salary of \$59,482 compared to \$55,947.

For a complete copy of the report contact the GCSAA Career Development Department.



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## A Tribute (Cont'd)

USGA Agronomist. His passion for the profession and his appreciation of innovation inspired me at a time when I was thinking of changing professions.

**Frank Hannigan** - retired USGA Executive Director. Frank taught me tournament set up during the 1975 USGA Senior Amateur Championship at Carmel Valley Golf & Country Club. He was the USGA Tournament Director at the time and we spent an entire week working together. I will always enjoy listening to Frank because he has spent a lifetime associated with the game of golf and he is a great storyteller.

The late **Leonard Feliciano**, Golf Course Superintendent at Pebble Beach Golf Links for 38 years - Leonard was an inspiration to me at the beginning of my career. He was the innovator who invented the Del Monte Rake which was the forerunner of today's verticutting equipment. After his retirement he was eager to share his knowledge and experience. Leonard's sons Larry and Gary carry on the family tradition as Golf Course Superintendents.

**Clifford Wagoner**, retired Golf Course Superintendent at Del Rio CC - Cliff taught me about professionalism. I remember getting into an argument with Cliff because I said that a golf course superintendent was just a farmer growing irrigated pasture. I will always have the ultimate respect for Cliff because he did not let that argument end a friendship that has endured over the years.

**Tom Thatcher**, retired Golf Course Superintendent at Stanford Golf Club - Tom taught me how to lower the height of cut and produce fast greens over 15 years ago before it was the popular thing to do.

The late **George Santana**, Golf Course Superintendent and Golf Course developer. I remember George telling me about how he built the #6 green at San Jose Country Club in the 1920's with a team of horses and a Fresno Scraper.

**Roy King**, retired Golf Course Superintendent at Sharon Heights Golf & Country Club - Roy taught me about excellence in turf management because his golf course was always immaculate and although he worked at Sharon Heights G & CC for 12 years he said that he did not like to work at a club for more than five years because he didn't want to get bored and lose his enthusiasm. His sons, Carl and Tim, both work in the golf profession.

**Dr. John Madison**, retired professor at U.C. Davis - I had the privilege of learning how to grow grass from the man who wrote

the book. John has a brilliant mind and a keen intellect. He taught me about the power of observation and how to "think like a grass plant". I would not have been successful in growing grass in different climates without his wisdom and philosophy.

**William B. "Bill" Davis**, retired U.C. Extension Specialist - Bill inspired me with his enthusiasm and innovation. Bill is a talker and you can learn a great deal from him if you have the patience to just sit and listen. He taught many of today's Northern California Superintendents through his dedication to Adaptive Research and Extension Education.

**Robert E. "Bob" Hanna**, retired NCGA Executive Director - Bob is a real gentleman and he taught me the importance of superintendents working with the NCGA and other organizations which 20 years later has become a popular idea with golf course superintendents.

**Goeffery Cornish**, Golf Course Architect - I learned about the history of golf course architecture from Goeff but my strongest impression is of his abiding love for the natural environment within which golf courses exist.

The late **Larry Lloyd**, Golf Course Superintendent at Rancho Cañada Golf Club - Larry invented and patented the Turf Groomer used extensively in turf management today. I was certainly inspired by someone who had time to maintain 36 holes of golf and invent new maintenance equipment in his spare time.

The late **Babe Brinkworth**, Toro Co. Manufacturers Representative - Babe taught me how to choose the right mower to do the job. He was also a great club fitter and refinisher who had a deep love for the game of golf.

**George Frank**, retired Service Manager for West Star Distributing - George taught me the importance of preventative maintenance and showed me many tricks on how to properly maintain the large investment in golf course maintenance equipment.

**Jim Mercer**, retired Golf Course Superintendent - I worked with Jim in 1979 on the construction of the La Quinta Hotel Golf and Tennis Resort. He was the man who helped me develop from a working superintendent into a professional superintendent.

To Jim and all the others I want to say **thank you!** Thank you for your help and thank you for being a friend. And to all the younger superintendents - next time you see an "Old Timer" why don't you say hello - you might just learn something.

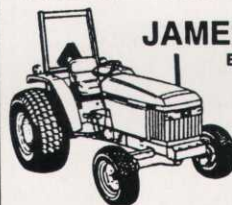
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## Strictly Business

By Bob Costa

In last month's Strictly Business, I described the job search as a three step process, and summarized the persecutors for performing a personal evaluation. The outcome of that exercise was a list which defined the qualities you would seek in a new position. The objective now is to match those qualities with potential positions. A procedure I refer to as the search.

The process of searching for a position that matches your employment needs is not an easy one, be prepared to be frustrated and to have your patience tested. What's important here is to maintain realistic expectations, don't assume you will be successful overnight.

There are many resources that can be used to uncover potential job opportunities, none probably more important than contacts. A word of caution here, depending on your employment status be selective as to whom you "get the word out to". Most people

are not very good at maintaining confidentiality, and we shouldn't have to go to Disneyland to be reminded that "it's a small world". Talk only to those people who are really in a position to help you, and that you can trust. Tell as few close personal, or business associates as possible.

With that said, now is not the time to be shy. Don't be afraid to develop new contacts. You should develop an intimacy with your telephone which you never knew before. If your interest is in new projects, contact those who are in the know, well in advance of the project being started, such as construction firms, architects, developers etc. There are publications which do nothing but list pending projects and trade magazines which highlight development. Use them as a resource. Standard referral services can be helpful too, but don't count on them to be your only source for a new job. The point is to be resourceful and aggressive. The old adage, "No harm, no foul," is

well applied here.

As you begin to cast your bait into the employment waters you're likely to have a few nibbles, have your bait disappear, and get hooked on a few rocks. **Be patient.** If you are fortunate enough to catch a few, don't assume their keepers. It's time now to do a little research.

Research involves under-cover work, asking a lot of questions of a lot of people. The purpose is simply to determine whether or not the job you have an interest in has the potential to meet your employment needs. Again, rely on your contacts for some of this information. Talk to current or previous employees, including the superintendent, or schedule a preliminary meeting with someone involved with the project or operation. Some of this vital information can only be obtained as part of a formal interview. I'll discuss how that can be accomplished next month when we talk about marketing. ♦

## Rebuilding Greens (Cont.)

should check local suppliers and submit various gravel samples to the laboratory for comparison against your root zone. It may take extra time and testing but it could save you the time and expense of installing the intermediate layer. Generally, a good 1/4" gravel with an angular to sub-angular shape will meet the criteria, but again, have the material tested. Keep in mind that the gravel can be too small and end up pulling water out of root zone.

Finally, one of the most

interesting changes in the 1993 USGA Recommendations was that the gravel layer does not have to conform exactly to the subgrade. This means that you can slope the subgrade for optimum removal of water and then shape the gravel blanket to conform with the finish grade of the root zone. Shaping the gravel blanket will be difficult unless you have an angular to sub-angular gravel. The gravel blanket must be a minimum of 4" deep but can be deeper as long as it follows the general slope of the subgrade.

Now that all the materials have been properly selected, it's time to build the green. Next month, Mike Huck will write Part IV of the series - Putting It All Together, Quality Control During Construction. ♦

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