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Field Notes

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Almond Bloom Disease Control

Almond trees are susceptible to blossom and foliar diseases when it rains at bloom time. Many of these diseases can be effectively managed with properly timed fungicide applications. We often receive rain during the bloom period that can result in favorable conditions for several diseases of almond, but often we cannot predict when and how much it is going to rain. The fungi that cause these diseases are usually present in almond orchards, depending on the previous year's disease incidence and current environmental conditions.

Not all fungicides are equally effective against all diseases. Growers should assess the diseases present in their orchards and select materials carefully. Please read the on-line publication "Fungicide efficacy and timing for deciduous tree fruit and nut crops and grapevines" that can be found at the UC IPM website at http://www.ipm.ucdavis.edu. This is the 'Bible' of bloom and foliar disease management; please print out the almond fungicide section. To reduce the risk of the fungi developing resistance to fungicides, fungicides with the same mode of action should not be used repeatedly. The Fungicide Resistance Action Committee (FRAC) has categorized fungicides into groups based on mode of action; those in different groups are suitable rotation partners in a resistance management program. When making fungicide applications, keep track of their FRAC numbers, and, if possible, make only one application each of FRAC numbers 1, 3, 7, 9, 11, and 17 per season. After using one of these fungicides rotate to another number, don't use the same number for two consecutive sprays. For fungicides with other FRAC numbers, make no more than two consecutive applications before rotating to a fungicide with a different FRAC number. Dr. Jim Adaskaveg has done a great job authoring the 'Fungicide Efficacy' document and has put together a color guide that shows the symptoms of different diseases. Dr. Adaskaveg was kind of enough to update and edit the following paragraphs on disease control during bloom. The Almond Board of California has printed a color handout that is available at www.AlmondBoard.com

With the spring rains of 2012, many growers had problems with late-spring and summer diseases such as scab, rust, and Alternaria leaf spot. Last year, we should have sprayed many of our orchards at 7 and 9 weeks after petal fall for protection, and not stopped at 5 weeks after petal fall. . Every year is different; in 2013 we may have a drought and only need one fungicide spray. Growers often concentrate their control measures on brown rot sprays at first bloom and often neglect their scab and Alternaria sprays that are typically done at 2-5 weeks after petal fall. It is common to spray Nonpareil at pink bud, but this is the least important time to spray this highly disease-resistant variety; yet cultivars Monterey and Carmel are often not sprayed for scab when they should be.

Usually two sprays are made for brown rot control. The first is usually done at 5-20% bloom using a systemic fungicide such as a DMI (FRAC 3) or AP (FRAC 9). The second spray should be done near 80% to full bloom or 7-10 days after the first spray. This is the most effective brown rot spray program! Depending on the weather, a third spray may be necessary for protecting against jacket rot and green fruit rot caused by *Monilinia*, *Botrytis*, and *Sclerotinia* species, as well as other diseases if rains persist and two weeks of protection have passed. This application can be with a systemic or a contact fungicide. The risk of resistance is reduced by using a multi-site compound (such as ziram or chlorothalonil).

Application techniques are important. Ground applications are better than air; but care must be taken that both are applied correctly. In general, use properly calibrated and directed nozzles while spraying and maintain a slow ground speed (<2.5 mph). The brown rot fungus (*Monilinia laxa*) attacks the tree by invading the stamens and pistils of the flower when it is open. From there, the fungus can move into and kill the spur or shoot. Young fruit are also susceptible in early spring and infection of fruit may extend to spurs and shoots. Although all culti-

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vars of almond are susceptible to brown rot, they vary in their degree of susceptibility. Nonpareil, Peerless, and Aldrich are less susceptible, whereas Butte, Wood Colony, Mission, and Livingston are some of the more susceptible varieties, followed by Sonora, Fritz, Monterey, and Carmel. Varieties that are susceptible to green fruit rot or jacket rot are Butte, NePlus Ultra, Merced, Carmel, Price, Wood Colony, or any variety with tight clusters. If bloom is extended and the weather is wet and rainy, no more than ten days should elapse between treatments.

The shot hole fungus (*Wilsonomyces carpophilus*) is notoriously more prevalent in wet years. This fungus requires water for all its activities, so periods of extended rainfall create a situation that favors shot hole disease epidemics. The fungus can cause lesions on leaves and fruit, but most of the time it infects the leaves as they emerge from the leaf bud. Leaf infections lead to defoliation, which usually occurs in early spring. Shot hole infections of young fruit, shortly after they emerge from the jacket, can cause the fruit to drop. As fruits enlarge, shot hole infection results in a lesion, but the fruit no longer fall. About the first of May, when the embryo of the nut begins to grow, the hull becomes resistant to infection and no further lesions develop. Shot hole is usually controlled by fungicide applications after bloom (when leaves emerge after bloom), usually from petal fall to two weeks after petal fall. An IPM strategy for shot hole control is to monitor orchards in the fall and spring for shot hole lesions and fruiting structures. Fruiting structures appear in the center of leaf lesions as small black spots (sporodochia) and can be seen with a hand lens (www.ipm.ucdavis.edu). If fruiting structures are present in leaf lesions in fall, then a treatment the following spring should be applied at leaf emergence (sometimes this can be concurrent with bloom). If fruiting structures are not present, you can hold off the petal fall spray and monitor leaves in the spring for lesions. As soon as fruiting structures are evident, however, apply a fungicide as long as conditions are wet. If fruiting structures are not present, delay treatment until they are. Zinc sulfate (10-20 lb/acre) applied in late October to early November will hasten leaf fall and prevent shot hole inoculum from increasing.

Scab (*Cladosporium carpophilum* or *Fusicladium carpophilum*) was initially controlled with the strobilurin or QoI fungicides (Group 11, e.g. Abound, Gem), but resistance to these fungicides has developed and we now recommend not using group 11 fungicides unless in premixtures or tank mixtures and in orchards without known resistance. Dr. Adaskaveg has developed a three-spray strategy for scab control that includes a delayed dormant application of copper-oil, a two-week after petal fall spray that includes chlorothalonil (Echo, Bravo, Equus; group M5), and a 5-week after petal fall spray that includes Captan (group M4), Ziram (group M3), or pre-mixtures of DMI (group 3), SDHI (group 7), or QoI (group 11) fungicides. Ph-D (FRAC 19) can also be used in tank mixtures. Mixtures and pre-mixtures include for example 3+9, 3+11, 3+19, or 7+11 fungicides. Other fungicides such as maneb (recently cancelled) can be used until supplies are exhausted. The mancozeb product (FRAC M3) was registered as Manzate (http://www.cdms.net/LDat/ld72F000.pdf) in 2012. All of these multi-site mode of action fungicides will have little chance of resistance developing to them. Syllit (FRAC U12; unknown mechanism) was federally registered in Dec. 2012 and is currently under registration review in California.

Recent work by Dr. Adaskaveg also has shown that delayed dormant applications of chlorothalonil and oil are even better than copper and oil at reducing scab inoculum. *Cladosporium (Fusicladium)* causes greasy black spots on fruit, leaves, and green shoots. The shoot lesions are the overwintering sites for the fungus and the source of new spores in the spring. No apparent damage is done to the fruit, but leaves may fall prematurely. Scab can completely defoliate a tree in a short time. All cultivars appear susceptible, but Carmel, Peerless, and Monterey are especially vulnerable. One of the more complicated aspects for managing this disease is that it is slow to develop and symptoms apparently develop all at once. When this happens, most growers and PCAs want to start treating, however, it is very difficult to manage the disease at this stage and use of single-site mode of action fungicides may lead to resistance due to high inoculum levels. Under these conditions only multi-site mode of action materials like sulfur or captan should be used.

An extremely damaging fungal disease, anthracnose (*Colletotrichum acutatum*) can be severe in warm, wet springs, with average daily temperatures above 63F. We saw more anthracnose in 2011 because of all the spring rain and an El Nino spring. Usually, we don't see anthracnose commonly in the San Joaquin Valley. On fruit, anthracnose can cause deep crater-like lesions; the affected area turns a rusty-reddish brown, and older fruit often gum profusely, and the nut meat is usually destroyed. The fungus is reported to invade the wood, and the branches upon which infected fruit reside weaken and die. In addition to destroying the crop, long-term damage and weakening of the tree may occur. A good scab control program will usually control or reduce anthracnose. Orchards that have a history of anthracnose should be treated during bloom, starting even at pink bud (your brown rot spray to protect blossoms), to help reduce inoculum build-up. Ideal conditions for disease are warm rains, and protecting trees before every rain is necessary for ideal control. All cultivars appear to be susceptible to anthracnose; Thompson, Merced, Price, Peerless, Winters, Monterey, NePlus Ultra, Fritz, and Butte appear quite susceptible; while Harvey, Carmel, Padre, and Mission are moderately susceptible. Nonpareil is considered to be less susceptible. In orchards that have a history of anthracnose, apply fungicide sprays every 10 to 14 days if rains persist after bloom. Late spring rains may necessitate additional applications into

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May. Alternate fungicides as we have discussed using FRAC numbers (3, 7/11, 11, M3, M4, M5) rotating materials starting at pink bud using azoxystrobin (Abound) or DMI fungicide , followed by a pyraclostrobin/boscalid (Pristine) or propiconazole/azoxystrobin (Quilt Xcel), azoxystrobin/difenoconazole (Quadris Top), followed by a tank mix of chlorothalonil, captan or mancozeb with thiophanate-methyl (Topsin) a DMI, or a QoI fungicide. Pruning out dead, infected wood reduces inoculum. If sprinkler irrigation is practiced, use low-angle nozzles to prevent the tree canopy from being wetted by sprinklers. Fortunately, we have a number of new fungicides that were recently registered that will have built-in resistance management. The newest one of these is Luna Sensation (registered for the 2013 season), and additionally, Merivon is pending registration.

Brent Holtz, Pomology Farm Advisor and County Director

Soil Leaching Requirement of Alfalfa

The Sacramento-San Joaquin River Delta region – for its soil type, climate, and irrigation and groundwater sources – is a unique agricultural region of California. Diverse crops are grown in the Delta region, but alfalfa is a particularly important one. According to the Agricultural Commissioners, alfalfa was grown on approximately 72,000 acres throughout the five-county Delta region in 2012, making it the second most widely grown crop. Border check flood irrigation using surface water is the primary method of irrigating Delta alfalfa.

As a forage crop, the marketed product of alfalfa is the vegetation, or alfalfa hay. Hay yields are directly related to crop evapotranspiration (ET), or the water transpired by the crop plus the water evaporated from the soil. As crop ET increases, so does alfalfa yield. Nevertheless, agronomic and economic reasons put constraints on this relationship. For example, irrigation must be managed properly due to the susceptibility of alfalfa to *Phytophthora* root and crown rot disease. This is one of the most common diseases of alfalfa and occurs in poorly-drained or over-watered conditions.

In the Delta region, soil salinity can also affect the relationship between evapotranspiration and yield. In general, plants are stressed by saline conditions because they must expend more energy to take up water, leaving less energy for plant growth. This can cause plant stunting and reduced yields. To prevent harmful accumulation of salts, the soil profile must be leached periodically with an amount of water in excess of what is used by plant ET. The leaching requirement is defined as the minimum fraction of the total amount of applied water that must pass through the soil root zone to prevent a reduction in crop yield from an excess of salts. Leaching occurs whenever irrigation and rainfall exceed ET.

Two quantities establish the leaching requirement: the salt concentration of the applied water (including rainfall) and the salt tolerance of the crop. Some crops are more tolerant of salinity than others; alfalfa is moderately sensitive. Beyond a soil salinity threshold (EC_e) of 2.0 dS/m, alfalfa yield reductions are expected (Ayers and Westcot, 1985).

Soil salinity in the Delta is a sporadic problem in the short term – varying with the quality of the surface irrigation water, depth and quality of the groundwater, and volume of winter rainfall. Additionally, many Delta soils growing alfalfa are rated in the slow and very slow permeability category. Water tables in the area are typically within 1.5 meters of the soil surface, and the groundwater quality is near the threshold water quality tolerance for alfalfa (EC_{sw}) of 1.3 dS/m. At an EC_e of 2.0 dS/m and an EC_{sw} of 1.3 dS/m, the leaching requirement necessary to maintain alfalfa yields is calculated to be 15% of the total applied water. If a 15% leaching requirement is not possible due to poor soil permeability, proximity of groundwater, or of other agronomic considerations, lower salinity irrigation water may be necessary to maintain yields. Thus, salinity will continue to be an issue in the Delta in the long run, especially under conditions of reduced water flows or a higher salinity standard for surface water sources.

The current leaching requirement actually being achieved in Delta alfalfa soils is unknown. A goal for the future is to develop a project to understand it better. The study will provide a field assessment of surface water quality effects on the soil leaching requirement and alfalfa yield in the Delta, and it will offer information on irrigation water management for growers. Stay tuned for more information.

Michelle Leinfelder-Miles, Farm Advisor, Delta Crops
Terry Prichard, Irrigation Water Management Specialist Emeritus

Rice Variety Trial Results

The following table shows the results of the 2012 San Joaquin County rice variety trial. These are results for the very early, advanced lines and varieties. Additionally, results for the preliminary lines and varieties are available from my website, http://ucanr.edu/sites/deltacrops/. Click on “Rice” in the left navigation bar. The trials and data analysis were conducted by Ray Wennig, Ray Stogsdill, and Dr. James Hill of UC Davis.

When interpreting the results, keep the following in mind. The mean represents the average of all varieties (the sum of values divided by the number of values). The CV, or coefficient of variation, is a measure of variability of the data in relation to the mean (the standard deviation divided by the mean). The LSD (0.05), or least significant difference at 95%, is used to compare means of different varieties. When the difference between two varieties exceeds the LSD value, we are 95% certain that the two varieties performed differently; the results are not due to random chance. For example, the LSD of the Grain Yield at 14% Moisture is 470. This means that if the yields of two varieties differ by at least 470 lbs/acre, then we can conclude that the two varieties yielded differently. In this case, the top five ranking varieties had statistically similar yields, which means that some advanced lines had a comparable yield to M206, a common variety for this region.

Michelle Leinfelder-Miles, Farm Advisor, Delta Crops

2012 San Joaquin Very Early Advanced Rice Variety Trial

Advanced Lines and Varieties

Variety	Grain Type	Grain Yield at 14% Moisture lbs/acre	Grain Moisture at Harvest (%)	Seedling Vigor (1-5)	Days to 50% Heading	Lodging (1-99)	Plant Height (in)
06Y575	L	9080 (1)	20.8 (8)	5.0	109 (13)	1	35 (16)
M206	M	8990 (2)	22.1 (6)	5.0	106 (9)	1	34 (13)
09Y2141	SWX	8890 (3)	22.2 (5)	5.0	102 (6)	1	37 (17)
08Y2049	SSR	8800 (4)	20.4 (10)	5.0	100 (2)	1	31 (5)
09Y2036	S	8640 (5)	20.8 (9)	5.0	104 (7)	1	35 (15)
10Y3286	M	8600 (6)	20.2 (11)	5.0	100 (2)	1	32 (7)
M104	M	8460 (7)	21.9 (7)	5.0	100 (4)	1	33 (11)
11Y1005	L	8240 (8)	20.2 (12)	5.0	106 (9)	1	34 (14)
S102	S	8180 (9)	16.7 (17)	5.0	99 (1)	1	34 (12)
CH201	SPQ	8070 (10)	18.0 (15)	5.0	107 (12)	1	31 (3)
CH202	SPQ	8000 (11)	18.8 (13)	5.0	105 (8)	1	32 (6)
CM101	SWX	7880 (12)	17.7 (16)	5.0	101 (5)	1	33 (9)
08Y3310	M	7630 (13)	24.6 (3)	5.0	114 (14)	1	31 (4)
L206	L	7570 (14)	18.7 (14)	5.0	106 (9)	1	30 (1)
M202	M	7490 (15)	24.2 (4)	5.0	115 (15)	1	33 (9)
08Y3269	M	6910 (16)	26.2 (2)	5.0	118 (16)	1	32 (8)
M205	M	4570 (17)	29.3 (1)	5.0	126 (17)	1	30 (2)
MEAN		8000	21.3	5.0	107	1	33
CV		4.1	3.3		0.9		3.4
LSD (.05)		470	1		1		2

S = short; M = medium; L = long; PQ = premium quality; WX = waxy; SR = stem rot resistant; LA = low amalose; BG = bold grain.
Subjective rating of 1-5, where 1 = poor and 5 = excellent seedling emergence.
Subjective rating of 1-99, where 1 = none and 99 = completely lodged.
Numbers in parentheses indicate the relative rank in the column.

Crop Digest: Grapes

After a very good grape harvest in 2012, which seemed to benefit from moderate temperatures, a dry winter, wet spring and two years "rest" through short crops; most varieties and sites produced some of their biggest yields since 2005 (statewide) and 2009 (Lodi). Potential wine quality also appears to be very good for 2012 wines; a double win.

Fall and early winter of 2013 were much above normal in rainfall with 12.5 inches versus 12.2 inches total for 2012. A dry January has brought us back to about average pace , but the heavy rainfall events that did occur, have recharged the deep soil profile beyond last year's extremely dry conditions.

Chilling hours (hours below 45º F) got off to a slow start, but have accumulated to above average levels in recent weeks currently as of January 875 hours. This is about double the minimum needed for most grape varieties, to see a strong and uniform budbreak. As to whether it will be early or on time; a lot of things can happen yet.

The season past was relatively moderate in most respects, but did result in a very large crop; the biggest for the state and the second biggest on record for the Lodi district and San Joaquin County (2009 - biggest crush, 2005 third). There is cautious optimism for 2013 and with some continued luck could be another good one for local growers.

There does still seem to be concern by some bloggers, journalists and even some "climate scientists" that "Global Warming/Climate Change/Extreme Weather" is trending towards ecological disaster. All the data and evidence (including a cold winter so far) suggests otherwise; local, national and global.

Unfortunately, it seems a good number of people in research, education and legislative/regulatory offices are under the false assumption that science works on consensus rather than observations; data collection and a rigorous analytical protocol to verify or reject a proposed hypothesis. With that concern in mind, I provide the information I have from my field observations, data collection and literature searches, to answer some of these ongoing postings and writings. I have listed a few questions that don't seem to be asked or are ignored in public discussions. Maybe this can help you formulate questions and find your own answers, not based on sound bites and headlines.

Is there climate change?

Yes, always has been and it will continue.

Are there cycles of warming and cooling?

Yes. Seven Ice Ages (with warmings) and more recently in the 1970s "Global Cooling" was significant and a concern (especially if you were a teenager looking forward to a swim day). Warming occurred during the late 1980s and 1990s. But since 2000, the data is less clear.

Is the Earth still warming?

In spite of some heat waves off and on since 2001, there has been either no increase in temperatures or only a fraction of what predictions have been, even though CO_2 levels are continuing to increase. A recent article in the *L.A.Times* indicated continental average temperature increased, but that study didn't include Alaska and it seems the new average included many new weather stations in more southern and southwestern states. The Stockton Record article last year indicted warming also, but the only data in the article stopped at 2000; with 2001 –present represented by predicated temperatures. Last year there were seven 100º F or higher days, the long-term average is 17 to 19 per season.

Are carbon dioxide levels still increasing?

Yes. CO_2 levels have increased steadily over the last century, but global temperatures have not increased the last 12 years, even by NASA data. And a closer look at both data sets indicates CO2 levels seemed to have increased **after** temperature increases from the 1980s to 2000. Since 2001 actual average maximum temperature increases are either zero or significantly less than all current climate models, depending on location.

Are the polar ice caps melting?

Yes and no. The arctic ice caps has decreased, but long term records show it has happened before and increased before. The Antarctic ice cap seems to be thickening! Also of note, the polar ice caps on Mars are shrinking! With only three NASA Rovers currently there, indications are this is not caused by Man.

Are summers trending warmer than previously?

No. Growing degree days (GDD) from the last 30 years of weather data for San Joaquin County show no trend in warming, although short periods of warming and cooling can be selected. GDD are calculated by average daily temperature minus 50 F as a threshold. So maximum temperature for a day at 75ºF and a minimum at 55ºF would be average daily temperature of 65º; minus 50º equals 15 GDD for that day. See chart 1 on page 6.

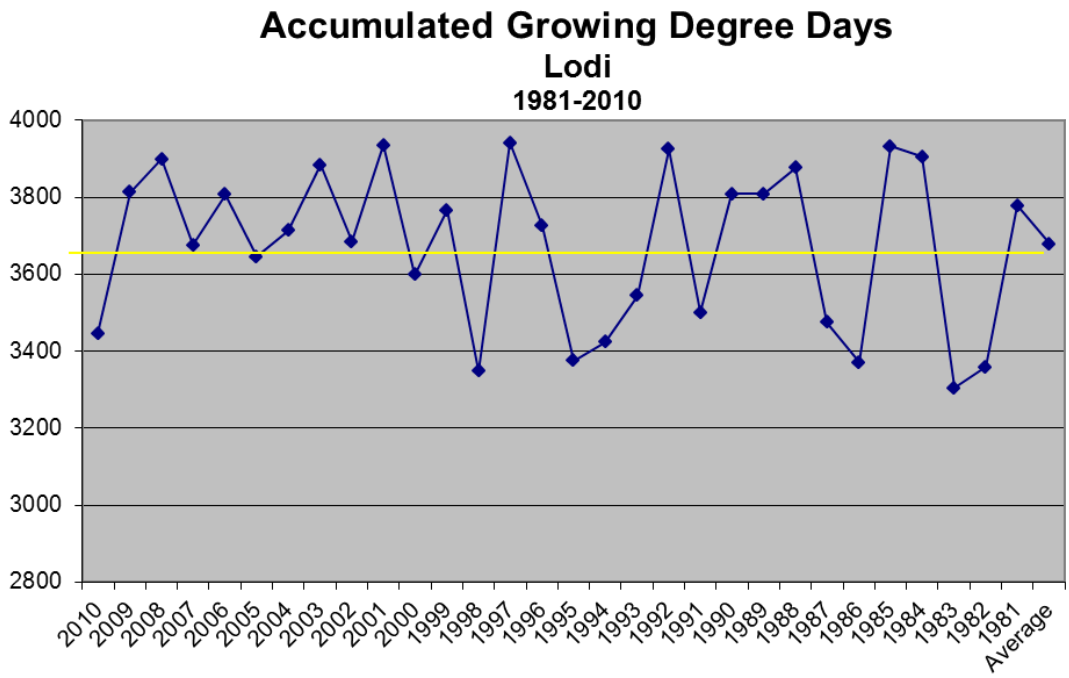

Chart 1

Is budbreak of vineyards occurring earlier each year?

No. Budbreak as indicated by Chardonnay (one of the earliest varieties to break dormancy) indicates no trend in earlier budbreak over the last 26 years. See table 1 below.

Year	Date in March	Year	March	Year	March
1986	9	1996	15	2006	15
1987	26	1997	1	2007	14
1988	13	1998	14	2008	12
1989	17	1999	25	2009	20
1990	23	2000	17	2010	15
1991	21	2001	17	2011	17
1992	13	2002	13	2012	15
1993	22	2003	10		
1994	14	2004	13		
1995	5	2005	2		

*Budbreak=10$ of buds at 1/2 inch shoot length or first leaf unfolding

Table 1

Are winters warming?

No. The chilling hours; number of hours each day below 45ºF from November 1 to March 1, are not trending less. This year 2013, the accumulated chilling hours is about average being the fourth coldest winter in the last 20 years. See chart 2

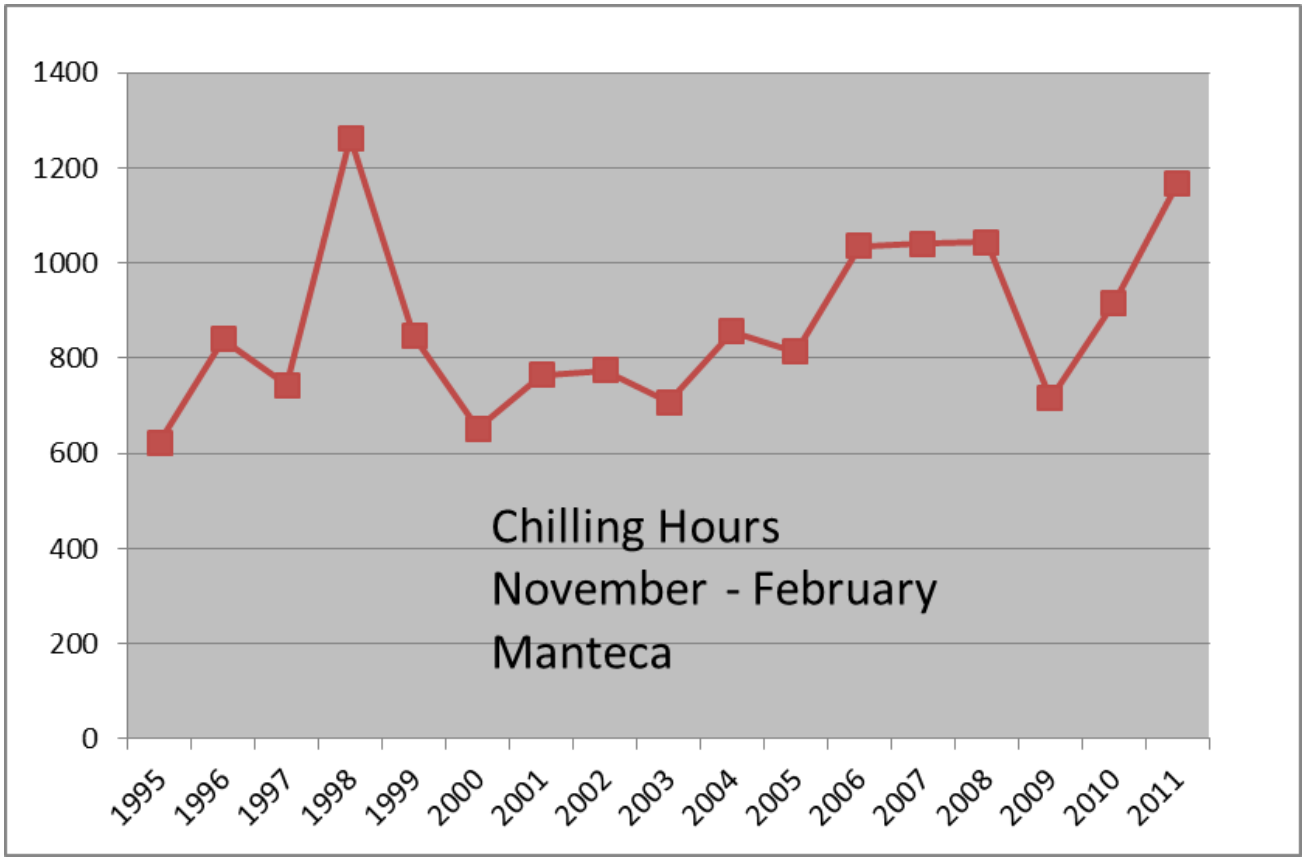

Chart 2

Is rainfall pattern changing?

No. It appears to be the same, which has best been described for California as "always one season away from drought". See table 2.

			Rainfall Seasonal		**2002-12**				
			Lodi		inches				
	Total	**% Avg**	**Oct/Nov/Dec**	**Jan**	**Feb**	**Mar**	**Apr**	**May**	**Jun**
2002	**16.3**	**92**	9.7	2.0	1.0	2.5	0.2	0.9	0
2003	**15.2**	**86**	8.7	0.6	4.7	1.1	0.1	0.1	0
2004	**15.3**	**87**	9.2	0.6	0.9	0.6	3.6	0.4	0
2005	**23.1**	**131**	10.4	3.2	3.3	3.5	1.4	1.3	0
2006	**23.4**	**132**	7.1	5.4	1.1	5.2	3.8	0.8	0
2007	**12.1**	**68**	4.6	0.3	4.3	0.6	2.3	T	0
2008	**13.7**	**78**	4.5	7.3	1.8	0.1	0	0	0
2009	**15.1**	**85**	4.0	1.9	5.3	1.9	0.7	1.3	0
2010	**19.2**	**109**	6.1	4.5	3.6	1.8	2.9	0.3	0
2011	**26.3**	**149**	12.1	1.4	4.1	5.8	0.2	1.4	1.3
2012	**12.4**	**70**	3.0	2.9	1.3	3.3	1.9	T	0
2013	**12.5**	**69**	11.0	1.5					
Average	**17.8**		7.5	2.6					

Table 2

A final question for which I have no answer, but might be good for thought:

If Climate can be defined as the summation of short term weather and we can't control the weather; how can we control the climate?

It's just my estimate, but wine grape production locally should be stable over the long term with no disastrous shift in growing conditions, yields or fruit quality, for many generations to come. The only shift in varieties or wine styles will be the result of market conditions, consumer taste, invasive species or regulatory actions.

Weed Control in 2013

There are some good new alternatives for weed control becoming labeled for vineyards. However resistance is a concern in some cases and also Rely (glufosinate) herbicide is in short supply for the next year or two. Some considerations about weed control this year going into next:

1) After strip sprays are applied, retreat with spot applications if possible to finish off "escapes".

2) Don't walk away after irrigation starts; Repeat spot sprays during the growing season to mitigate breakdown of strip applied materials as irrigation occurs, especially around drip emitters.

3) Control noxious and perennial weeds before they flower and seed. Just as flowering occurs is the best time for glyphosate; except for nutsedge, always treat before 4-6 inches tall. Any time before flowering is good for contact materials.

4) Smaller, younger weeds are less resistant, tolerant or hard to thoroughly cover than larger older weeds.

5) Ignore some weeds that are small in size, annual in cycle and more "ephemeral" as conditions dry, such as annual bluegrass, red maids, chickweed, etc.

6) Rotate type of residual herbicides and post-emergent foliar sprays periodically.

7) When time, budget and available labor (in house or contract) allow; as other things are done in the vineyard and a perennial or noxious weed is seen use a hoe or shovel, either before or after flowering of the weed. No resistance to steel has been documented.

8) Make a list of weeds present at the beginning and the end of the season.

Remember three key words for weed control; coverage, timing, calibration. For more detailed information on weed ID, registered materials, modes of action groups and general topics check:

Weed Research Information Center http://wric.ucdavis.edu/

Weed Science Society of America http://wssa.net/Weeds/ID/PhotoGallery.htm

Paul Verdegaal, Farm Advisor, Viticulture, Small Fruits and Almonds

"Employee of the Month" Flaw

The pervasive *Employee of the Month* incentive is a poor strategy for motivating employee productivity. Normally the contest for Employee of the Month will take place merely among the top 15% of your workforce. These top employees will be the only ones motivated to compete for the award. The rest will either ignore the incentive or hold a grudge towards the company and the award recipients.

As a result, most organizations with Employee of the Month awards soon create rules limiting the frequency that personnel may earn the award—to avoid having the same few individuals always win the award. At the end, the honor is little more than *taking turns* to celebrate different employees.

An employee shared that she needed some extra cash in October so she was "going to go" for the award that month. She reported back that indeed she earned the October Employee of the Month award and then went back to her normal performance level after that—until she was eligible for the award again.

The fallacy of this incentive revolves around having employees compete for a fixed price. It would be better to design an incentive so that every employee who surpasses a certain performance level may earn the award—even if this means smaller awards.

Gregorio Billikopf
Farm Advisor, Labor Management

Calendar of Events

Breakfast Meeting on New Research on Barn Owls for Vineyard Rodent Control
Thursday, February 28, 2013
9:00 AM
Burgundy Hall, Lodi Grape Festival Grounds
413 E. Lockeford St., Lodi, CA
Presenter: Mark Browning

LWC Mechanical Pruning Field Day
March 13, 2013
9:00 AM—11:00 AM
Field Trials and Discussion
For information contact: Lodi Winegrape Commission
209-367-4727

Save the Date!

UC Davis Viticulture & Enology On-the-Road in Lodi
April 9, 2013
9:00 AM—1:00 PM
Woodbridge Mondavi, Constellation Wines US
Lodi, CA

2013 California Grazing Academy
April 26-27, 2013, All Day
UC Sierra Research & Extension Center
8279 Scott Forbes Rd., Browns Valley, CA
Sponsor: Placer/Nevada Livestock & Natural Resources
For more information contact Roger Ingram (530) 889-7385, rsingram@ucanr.edu

Fees & Enrollment: $160.00 (includes meals, and course materials-some lodging available at the center. Limited sleeping space available-first come, first served, bring your own sleeping bag and towel.) **No walk-in registrations accepted** due to set-up needed for hands-on activities. **NO REFUNDS**. Your payment guarantees your space.

Register: http://ucanr.org/sites/Roger_Livestock/?calitem=177121&g=29082

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Notes from the Field

February 2013

The University of California working in cooperation with San Joaquin County and the USDA.