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CALIFORNIA LANDSCAPE CONTRACTORS ASSOCIATION
EAST BAY CHAPTER

JULY 2021

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On the cover: Brammer Residence by Garden Lights Landscape Development, winner of the Achievement Award in Large Design Build Installation category at the East Bay Chapter Beautification Awards in 2018.

Thursday, September 23 Northern California Golf Tournament

Yocha Dehe Golf Club in Brooks, CA
Presented by the Sacramento Valley Chapter CLCA

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Community Project Oakland Zoo

Saturday, July 10 | 8:30 a.m. to 1 p.m.

The CLCA East Bay Chapter is looking for volunteers to work on the installation of irrigation and sod in the new exhibit called the Hillside Aviary, which will be the new habitat for the Klipspringer, Rock Hyrax, and several bird species native to Africa. This aviary measures nearly 100 feet in length and 45 feet wide. The sod area is roughly 45 feet square with sections of boulders and rocks separating the grazing turf into organic sections. The irrigation system currently has a Hunter X Core Irrigation Timer. The zoo staff needs assistance with securing and installing the PVC fittings, valves and electrical connections between the two levels of the exhibit. Other volunteer opportunities include mulching a new planting at the Rainforest slope or detailing garden displays around the Children's Zoo.

Lunch will be provided. Children welcome when accompanied by an adult. Register at <https://conta.cc/3dzHLhI>.

Heat Warning! Proactively Protect Workers To Avoid Cal/OSHA Citations

As temperatures soar this summer, Cal/OSHA safety inspectors will be blanketing California to ensure that job sites are complying with "high heat" procedures to protect outdoor workers.

Among other measures, it is crucial that workers are actively monitored for early signs of heat illness. This helps ensure sick employees receive treatment immediately and that the symptoms do not develop into serious illness or death.

California's heat regulation requires employers to protect outdoor workers by taking these basic steps:

- Train all employees and supervisors about heat illness prevention.
- Provide enough fresh water so that each employee can drink at least 1 quart, or four 8-ounce glasses, of water per hour, and encourage them to do so.
- Provide access to shade and encourage employees to take a cool-down rest in the shade for at least 5 minutes. They should not wait until they feel sick to cool down.
- Ensure that emergency medical services can and will be summoned when an employee feels sick or exhibits signs of heat illness, such as nausea, exhaustion or mental confusion.
- Develop and implement written procedures for complying with the Cal/OSHA Heat Illness Prevention Standard.

Online information on the heat illness prevention requirements and training materials can be obtained at Cal/OSHA's Heat Illness web page or the Water. Rest. Shade. campaign site. A Heat Illness Prevention e-tool is also available on Cal/OSHA's website.



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5 Myths: Turfgrass Water Management

By Pat Gross, Ewing Irrigation. June 29, 2021

It's no secret that turfgrass needs water to survive. We all do! Although applying water to grass seems simple, here are five of the most common myths about how, when and where to apply water to turf.

Myth #1 – If it's brown, it must need more water.

We often equate brown turf and brown plants to dry conditions and a lack of water in the soil, but that is not always the case. Before breaking out the hose, it is important to check the soil to see if adequate moisture is present.

Sometimes brown spots can occur despite adequate soil moisture because of insects or fungal diseases. In these cases, adding more water could make the situation worse. It's good to always check the soil before adding more water.

Myth #2 – Watering during the day will burn the grass.

Some people mistakenly believe that drops of water remaining on turfgrass leaves on a hot day will act like a prism to intensify the rays of sunlight and scorch the plant. While this is an entertaining thought, nothing could be further from the truth.

It is important to recognize that water conducts heat. Any water that remains on turfgrass leaves will evaporate, and in the process, draw heat out of the plant much like sweat evaporating from a person's skin.

However, while this is true for turfgrass leaves, too much water in the soil on a hot summer day can heat up the rootzone and

damage the roots, a condition known as "wet wilt." Watering on a hot summer day is fine – just don't overdo it.

Myth #3 – If I have an automatic irrigation system, there should never be a need to hand water.

An efficient irrigation system is an indispensable tool to irrigate turf and plants when there is a lack of natural rainfall. But just because you have a state-of-the-art system doesn't mean you won't need to occasionally hand water a few dry spots.

Differences due to soil type, compaction, topography, sun and shade patterns will make it necessary to add a little more water to some areas to avoid over-saturating other areas. For example, a sprinkler with a 60 ft. radius covers 11,300 sq. ft. It doesn't make sense to turn on that sprinkler to address a 10 sq. ft. dry spot. Occasional spot watering is a prudent water conservation practice.

Myth #4 – Ultra-pure water is best for turf.

Although it sounds strange, water that is too pure and devoid of minerals can actually be detrimental to turf and landscape plants. Water that has a salinity level of < 0.3 dS/m is slow to infiltrate and can end up stripping calcium and magnesium from the soil. When this happens, you can see water sitting on the surface of the turf or running off the surface. Water with some salinity (0.3 to 0.5 dS/m) infiltrates into the soil more readily and does not harm plants.



Myth #5 – Turfgrass is a huge water waster.

Like all plants, different turfgrass species vary in the amount of water needed for healthy growth and survival. Water demand is typically measured as a percentage of the water that evaporates from the soil surface and transpires through the plant, also known as evapotranspiration (ET).

Cool season grasses such as tall fescue and perennial ryegrass typically use 80% of ET while warm season grasses such as bermudagrass and zoysiagrass typically use 60% to 70% of ET.

Many turfgrass species can also survive extended periods of drought and then spring back to life when water is supplied. When it comes to water waste, it's not so much the plant as it is the person holding the hose or programming the irrigation system who is to blame.

Pat Gross

After a 28-year career with the USGA, Pat Gross joined the Ewing Golf Inside Sales team. Pat completed more than 2,000 on-site consulting visits for the USGA.

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Stay Out of the Circle

Steven Cesare, Ph.D.

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A business owner from Minnesota called me the other day to talk about his leadership approach toward his fledgling management team. As a pretext to our discussion, I asked the business owner to describe the strengths and weaknesses of each direct report. Much like the owner himself, the management staff was routinely characterized as “aggressive,” “creative,” “collaborative,” and “gets stuff done.” Beyond those competencies, the owner suggested the managers periodically needed “direction,” “have to be reminded of the big picture,” and “are learning business acumen.”

The “hands-on” business owner continually revealed his unvarnished predisposition that when an issue or problem presented itself, he would instinctively jump into the ordeal, take charge, lay out the plan, assign specific roles and responsibilities, and then exit the management group, thinking that he had solved the problem, which allowed his team to move forward.

In response, I simply asked the business owner if every one of his managers could directly recite the overall empirical company goals (e.g., revenue, gross margin, customer retention, employee retention) and the specific empirical goals for his/her division (e.g., maintenance, sales, enhancement, installation) at any given time.

He replied “Yes.”

At that point I told the owner to get a piece of paper and a pencil. Using the pencil, I asked him to draw a circle in the

middle of the paper. Then, I asked him to draw a dot maybe an inch or so outside of the circle and put down the pencil.

I said, “We’re done.” To which, he said, “What do you mean ‘we’re done.’ What the heck is this?”

I informed the business owner that the circle represented his company’s management team, and he was the dot. Prescriptively, I told him to stop being the “answer man” who parachutes into every scenario, provides the solution, and then leaves thinking he did the right thing. Instead, I told him to “Stay out of the Circle.”

Given the skill set of his managers, their proclivity for collaboration, their innate bias for action, their varied arrays of resourcefulness, underscored by a commitment to a results-based team-oriented culture, the business owner must allow them to generate solutions on their own, develop their own critical thinking collectively, and hypothesize plausible contingencies based on potential contextual variance. Let them become a team, not a group of followers.

As a business owner, he should only be focused on results, not tactics. He’s already coached them; he has already taught them the goals; he has already role modeled the company culture to them. Now it is time for them to perform, to demonstrate resilience, to adopt the mindset of managerial problem solvers. It’s the time for the business owner, to let them do the job that he is paying them to do. Stay out of the circle.

You Can’t Win If You Don’t Enter

The California Landscape Contractors Association is now accepting entries for the 2021 Trophy Awards, a celebration of excellence in landscaping.

The California Landscape Contractors Association presents the Trophy Awards to:

- Encourage interest in landscaping
- Recognize the professionals who produce outstanding landscapes
- Bestow public recognition on companies, institutions, municipalities and residents for contributing to a beautiful California

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Because winning a Trophy Award can:

- Attract and amaze potential clients
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- Remind prime contractors of the valuable contributions your firm provides
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Enter by August 8 and save \$100. The entry deadline is August 15, 2021. No entries accepted after August 15, 2021.

Judging

CLCA’s Events Committee plans on conducting “boots on the ground” in-person judging for the 2021 Trophy Awards.

Awards Ceremony

Trophy Award winners will be announced November 5, 2021 at the CLCA Annual Convention.

More Info

For more info and entry forms, visit clca.org/events/enter-the-2021-trophy-awards/

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East Bay Chapter Monthly Board Meetings

Board meetings are held on the 1st Thursday of the month at 4:00 p.m. (some exceptions). Check the calendar for locations.

The CLCA East Bay Chapter newsletter is published monthly. Copy and advertising deadlines are the 10th of the month preceding publication. Materials may be mailed to: Jerrie Beard & Associates, PO Box 96, Coloma, CA 95613. Or email to: jsb@beardassociates.com. For information on advertising and rates, contact Jerrie Beard at (530) 621-1701.

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2021 CLCA State Executive Board

clca.org/about/board-of-directors/

Past CLCA State Presidents from the East Bay Chapter

2018	Aaron Huxley
2017	Tim Hendricks
1996	John Redmond Jr.
1986	Roger D. Fiske
1978	Joe Tanouye

East Bay Past Chapter Presidents

2019-2020	Leeanna Schoeder
2018	Eric Santos
2017	Roxy Wolosenko
2016	Calvin Craig
2014-15	Peter Rosen
2012-13	Tim Hendricks
2011	DeeAnn Schuttish
2009-10	Nate Silin
2007-08	Barry Minor
2006	Gregory Wrenn, Rick Martens, CLT
2005	Dennis Brewer
2003-04	Rick Martens, CLT
2000-02	Gregory Wrenn
1999	Rob Solomon CLT, CLP
1997-98	Dave Wolkenhauer, CLT
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1993	Steve Schlitt
1992	Matt Schiller
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1986-87	John Nishizawa
1985	Thomas A. Adan
1984	David Burnley
1983	Don Young
1982	David Gutru
1981	Joe Tanouye
1979-80	J. Warren Thurston
1979	Peter Rumore
1978	Pat Nichols
1977	Joe Korematsu
1976	Chuck Rich

East Bay Chapter Life Members

Congratulations and Thank You to the following CLCA East Bay Chapter Members for their continued support for over 25 years.

Roger Fiske	Ken Gerlack
Jeffrey Jones	Joe Korematsu
George Sunayama	Jack Rydman
Thomas Raeth	Kevin Berndt

CLCA East Bay Chapter Contractor's Honor Code

The CLCA East Bay Chapter exists to support Contractor's AND their employees. To successfully meet this objective, and encourage the involvement of all levels of the landscape industry, the Board of Directors is committed to supporting the following Contractor's Honor Code:
The solicitation, recruitment of, or attempt to hire another Contractor's employees while attending any CLCA function is strictly prohibited.

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12 Year Members

Daniel Rivera, Rivera LS & Construction

8 Year Members

Scott Burbank, Burbank Botanical LS

2 Year Members

Damion Rosby, Golden Gate Truck Center

1 Year Members

George Pacheco, Splash of Class Painting and Construction

The East Bay Chapter Thanks Our

2021 Partners for Success

Gold - \$1500

- Four Dinner Tickets to the Beautification Awards Banquet and sponsorship of a Judges or Sweepstakes Award plaque.
- Four Tickets to the Baseball Event (includes tailgate party).
- Free Admission to All Dinner Meetings during the year.



Silver - \$1000

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- Three Tickets to the Baseball Event (includes tailgate party).
- Free Admission to Three Dinner Meetings of your choice during the year.



Bronze - \$750

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- Two Tickets to the Baseball Event (includes tailgate party).
- Free Admission to Two Dinner Meetings of your choice during the year.



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- Company Name recognition in the chapter's monthly newsletter, Inside Scoop and the mid-monthly electronic newsletter E-Scoop. Company event promotion in electronic newsletter, E-Scoop.
- Company Name recognition at every event, logo on table-tents or event fliers, Company logo on the chapter website and event announcements.

For information, or to become a sponsor, call Laura Leuer at (510) 207-4350.

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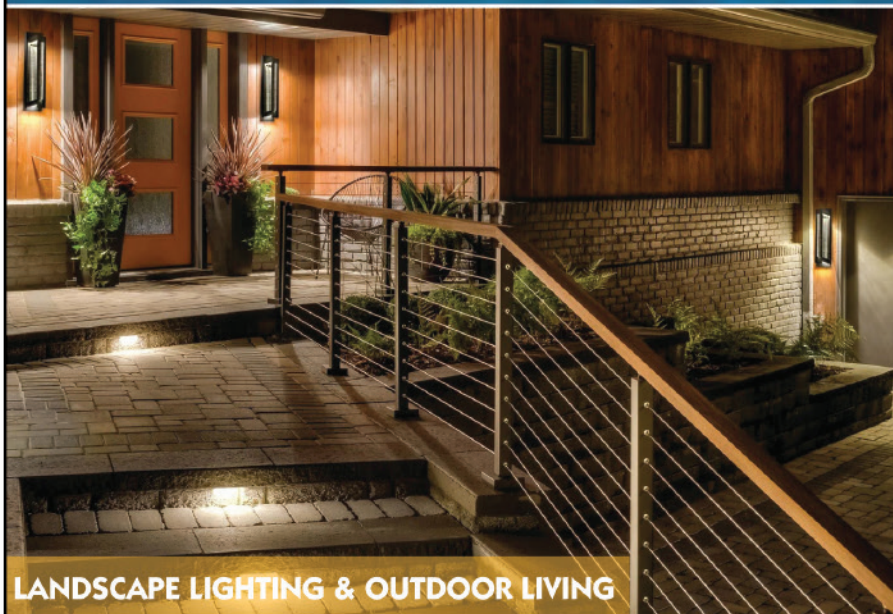
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