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CALIFORNIA LANDSCAPE CONTRACTORS ASSOCIATION  
EAST BAY CHAPTER

September 2022

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*On the cover: Perry Residence by Past the Gate, winner of the Small Design Build Installation award at the 2022 CLCA East Bay Chapter Beautification Awards.*



September 15

## James R. Huston Estimating Workshop

Join us on Thursday, September 15 for an all day workshop on Estimating with James R. Huston. The workshop will take place at The Veterans Hall in Lafayette Veterans Memorial Center, 3780 Mt Diablo Blvd. in Lafayette, and will run from 8am to 4:30pm.

This one-day workshop trains Landscape and Irrigation contractors and/or key staff on how to:

- Prepare a general and administrative (G&A) overhead and field-labor hour budget
- Calculate labor burden, average wage, and equipment costs
- Price/bid projects by lump sum method
- Measure, allocate, and control G&A overhead costs
- Benchmark their business and compare them to Green Industry critical numbers and standards
- Attendees will receive numerous MS Excel worksheets developed by Mr. Huston

(that they can use over and over) to create their budget, calculate equipment cost per hour rates, calculate crew rates for their various crews (installation, maintenance, irrigation, tree, irrigation service, etc.).

- Attendees will receive a free copy of the Bid Board software created by Mr. Huston to track their leads and to track their progress toward their annual budget.
- Differentiate the six methods of estimating used in the Green Industry today.
- And more.

Attendees must bring a laptop.

Cost includes lunch:

CLCA Members \$200

Non Members \$275

Register online at <https://conta.cc/3Sk6eKq>.

**REGISTRATION IS REQUIRED by September 9th.**

### James R. Huston

James R. Huston, MBA, CPE, has over thirty-five years of diverse business management experience and holds an MBA degree in finance. He is also a member of the American Society of Professional Estimators. He is a Certified Professional Landscape Estimator and he is one of only two such CPLE's in the world.

As a Captain in the U.S. Marine Corps, he held positions in finance, aviation supply inventory management and procurement. After his tour of duty, he became a senior production control analyst for the Electronics Division of General Dynamics.

Since 1987, he has been a management consultant to the Green Industry. Early in his career, he was in charge of the consulting division for Charles Vander Kooi and Associates, Inc.; and in 1989 he formed J. R. Huston Consulting, Inc.

Mr. Huston has written seven books that deal specifically with the Landscape, Irrigation and Tree Service Industries.



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# Would You Give a Bonus for This?

Steven Cesare, Ph.D.

The Harvest Group, [harvestlandscapeconsulting.com](http://harvestlandscapeconsulting.com)

A business owner from California called me the other day to talk about her employees' lack of administrative compliance. In specific, several of her employees have consistently refused to sign their timesheets, which obviously delays payroll processing, while at the same time, puts the company at legal risk in that in California, like most states, the employer is solely responsible for tracking accurate time records for all its employees.

The actual reasons for her employees' non-compliance are embarrassingly trite: They simply do not want to sign their timesheets. Nothing deeper than that.

Yes. I know. I am still shaking my head.

While employees do not have to sign their timesheets, it is a common practice nationwide. As such, I instructed the owner to have a witness present to corroborate the signatory refusal, as the supervisor approves each non-compliant employee's time sheet as precautionary documentation.

The compassionate business owner has tried to be understanding, though is quickly running out of patience with these puerile antics. She is now contemplating establishing a policy stating that if an employee does not sign his/her timesheet, the employee will forfeit his/her access to Direct Deposit, thus requiring the employee to receive a paper check each week.

During our conversation, she expressed sincere hesitancy in being so punitive, conveying reluctance that she must resort

to a "stick" approach rather than something more akin to the "carrot." In turn, I informed her of several instances of companies that provide team bonuses based on procedural compliance.

For example, there are instances of companies that pay all field employees a monthly bonus (\$100) if the entire field organization does not have any employee absences for a month. Similarly, there is precedent for paying all field employees a similar bonus for attending and signing the roster sheet for all safety tailgate sessions during a month. Thus, by way of extension, it is not difficult to apply that same "carrot" to reinforce all employees for signing their timesheets each week for a month.

Just to be clear: I am not supportive of providing a bonus for completing an assignment that is part of an employee's current job. Being a capitalist, I believe bonuses represent rewards for performing an achievement beyond standard work expectations. Bonuses are intended to reward extraordinary effort, not incidental administrative compliance.

Having had similar discussions with multiple business owners over the years, one of my inevitable refrains is "Where does it stop?" For example, should we offer bonuses to employees for wearing their uniform to work every day, for not breaking any equipment during a workweek, or cleaning debris from their trucks and trailers at the end of each work shift? Once

it starts, it becomes very difficult to stop.

Thus, I would not propose a bonus of this nature, due both to its intent and eventual consequences. Instead, I would suggest that employees be written up for a policy violation of not completing their timesheet fully and accurately each workweek.

That said, I will wholeheartedly defer to a business owner to make that specific decision based on his/her business model, unique company culture, and organizational circumstances. After all, it is their company.

That is, until the time comes when the employees begin receiving a bonus, for receiving a bonus from the owner.

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## Free HR Hotline

You're a landscape contractor, but you are also an employer. California's laws, rules and regulations about the employer/employee relationship are complex and confusing. We all have questions and CLCA's Human Resources (HR) Hotline helps with answers!

- What forms are required by law when I hire a new employee?
- Can I ask if an applicant has a criminal history?
- My employee is chronically late for his shift. How can I manage the situation?
- Can my employees work through their lunch as long as I provide the pizza?
- Do I have to pay for the tools used by my employees?
- What about medical marijuana?

**Call CLCA's HR Hotline at  
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## Design Qualification Training

September 28, 29, October 5, 6

8:30am-1pm. This course will be presented in a live, online webinar format.

This training provides landscape design professionals with practical tools for designing and constructing healthy landscapes that protect local watersheds, conserve resources and address our changing climate. Participants will learn about regenerative landscape practices from leading experts in soil health, stormwater, plant selection, landscaping policy, integrated pest management, and more.

Register at <https://bit.ly/3RqAgL9>

## MWELO for Landscape Designers & Architects

September 30- 8:30am-12:30pm. Webinar

Join us for an interactive webinar for anyone that needs to submit plans for landscape projects that must comply with MWELO. MWELO compliance can leave you scratching your head.

This half-day training includes an interactive exploration of regenerative landscape design strategies that meet the State's Model Water Efficient Landscape Ordinance (MWELO). The webinar will cover MWELO basics, the two compliance pathways, water budget calculations, irrigation best practices, climate-appropriate plant selection, optimal use of compost and mulch, plan submittal requirements, and ordinance clarifications followed by hands-on design exercises. Taught by a MWELO plan reviewer, inspector, and creator of the DWR MWELO Guidebook and a Landscape Architect that will address designers top 100 most asked questions.

Experts will walk you through the permit application process and explain the basics of MWELO, the different compliance pathways, plan submittal requirements, inspection/audit requirements while addressing the top 100 most asked questions regarding plants, irrigation, soil, mulch, water features and more.

Register at <https://bit.ly/3KzFCBN>

## Firescaping Qualification Training

October 19, 20 - 9am-1pm. Live online.

This program educates, aligns and empowers public agencies, commercial and institutional property owners, and landscapers to work collaboratively across departments and organizations to implement whole-systems firescaping strategies to protect people, assets and our future welfare.

ReScape's Resilient Regenerative Firescaping Qualification Training (FQT) is based on our 8 Principles for Regenerative Landscapes (8 Principles) and establishes a more sustainable long-term approach to managing fire hazards beyond current vegetation management practices. The course provides comprehensive best practices in regenerative landscaping, specifically oriented to reducing fire hazards and preparing cities and large property owners/managers for safety before, during and after a firestorm. It offers cities and communities a pragmatic framework to limit wildfire damage by developing and managing landscapes, advocating for maintenance on others, and supporting property owners to design, build and maintain for fire.

ReScape's 8 Principles approach to firescaping protects properties and landscapes

and considers the best practices to mitigate climate change and create beauty with carbon landscaping, green infrastructure, waste plant debris prevention and decrease in landfill costs, regenerative landscape features, water capture and purity, embodied energy reduction and cost and maintenance savings.

Register at <https://bit.ly/3cFndqu>

## Maintenance Qualification Training

November 1, 2, 3 and 8, 9, 10

8:30am-12:30pm. Live online format

This training provides landscape maintenance professionals with practical tools to manage healthy landscapes. Learn about regenerative landscape practices from leading experts in soil health, irrigation, plant care, integrated pest management, and more.

Register at <https://bit.ly/3Ra9nM8>

## Design/Maintenance Qualification Renewal Training

November 18 8:30am-1pm

In-person Practicum

ReScape wants you to dig in the soil! For our renewal trainings we will be identifying several practicum sites for you to refresh your soil assessment skills, measure out irrigation, identify native plants, refresh your knowledge of MWELO and SB 1383 and more. Trainings include:

- Soil fertility management
- Plant selection and care
- Irrigation evaluation, design, maintenance and management
- Carbon farming and carbon sequestration
- Integrated pest management strategies
- Green stormwater infrastructure measures

More info at <https://bit.ly/3AEahtf>



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### East Bay Chapter Newsletter

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) 990-3580.

### CLCA State Headquarters

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### 2022 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

2021	Paul Wong
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
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2000-02	Gregory Wrenn
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1983	Don Young
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1979-80	J. Warren Thurston
1979	Peter Rumore
1978	Pat Nichol
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.

## Sponsor Spotlight

# Horizon Distributors

With over 60 years of experience in the landscape and irrigation industry, Horizon knows how to take care of its customers. Horizon focuses on what's important to you—the products you need, in stock, with experienced professionals available to answer your questions.

Horizon is a full-service distributor specializing in every major area of products and services that your business needs.



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## Irrigation

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## Conservation Resources

As an EPA WaterSense Distribution Partner, Horizon Distributors is devoted to keeping you at the forefront of the water conservation movement. Horizon has developed a number of resources and solutions to help you educate your organization and your customers.



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Tony Franchetto (1991)

### Life Members

George Sunayama, Joe Korematsu, Roger Fiske, Paul Schultz, Ken Gerlack, William Rogers, Thomas Raeth, Dan Berger, Robert Battinich, Kevin Berndt, Stephen Lambert, Calvin Craig

### 26 Year Members

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Kevin Jackson, Tom Wilhite, Marcos Perez,  
Dan Dachauer, Tree Sculpture Group

### 1 Year Members

Jesica Goldhammer-Zebouah, Down to Earth Landscaping  
Ed Froeliger, Nature Building LS Const.

[www.clcaeastbay.org](http://www.clcaeastbay.org)

# The East Bay Chapter Thanks Our 2022 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

- Three Dinner Tickets to the Beautification Awards Banquet and Sponsorship of an Award plaque for one of the award categories.
- Three Tickets to Baseball Event (includes tailgate party).
- Free Admission to Three Dinner Meetings of your choice during the year.



## Bronze - \$750

- Two Dinner Tickets to Beautification Awards Banquet and Sponsorship of an Award plaque for one category.
- Two Tickets to the Baseball Event (includes tailgate party).
- Free Admission to Two Dinner Meetings of your choice during the year.

## All Partners Receive

- 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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