Nothing's more aesthetically pleasing to any landscape treatment than a lake or pond. And nothing ruins a beautiful lake more than dirty, algae-ridden water.

The Otterbine® Aerator is an economical and beautiful way to keep water clean. Available in a variety of sizes and spray patterns, the Otterbine Aerator is easy to install and dependable—perfect for golf courses, commercial and recreational use and retaining ponds.

Don't be misled by fountains or nozzles that claim to aerate the water. Designed for aeration, an Otterbine can pay for itself thru the savings you'll have from not having to repeat costly chemical treatments.

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KEEPING THEM HAPPY

Keep your employees’ morale high during peaks, valleys and trying times of the year using ‘carrots,’ motivation and psychology.

by Ed Wandtke

Most companies welcome the nice weather, which brings with it the first of many busy periods of the year. But few managers look forward to the high stress levels associated with these times.

Depending on the location of your company in the different climatic zones, these periods of favorable weather can last from two months to much longer.

What can you do when employees are asked to work extended hours for weeks on end? How do you deal with the issue of no summer vacations? What can you do to encourage your employees to make additional sales when the prime sales season is over? When the temperature reaches 100 degrees for several weeks in a row, how do you motivate the workforce?

Morale boosting
Morale is one of the key ingredients to the success of most lawn service industry companies. It is the thread of cohesiveness that holds a company together year-round, through varied conditions. It is therefore important for the owner of the company to pay attention to conditions in the market that may cause a change in company morale.

Are you seeing competitive pressure, causing you to lose customers? Have you experienced faster than usual growth this spring, causing you to promote someone faster than anticipated?

Any of these conditions can affect the morale of your employees. Now is the time to get your feelers out and determine how the employees are feeling about the company. Don’t ask supervisors about employee morale. Get input from the troops and determine their condition for yourself.

Once you know the current company morale, then look to the future. Determine what action may need to be taken to improve the performance of your employees and increase the probability of achieving your annual company goals.

Creating incentives
Using incentives to encourage employees is a way to reward employees for making an extra effort. But if the reward is merely for enduring the weather elements or for working an extended period of overtime, you are not employing the right incentive system.

Instead, you need to determine how you can better use part-time personnel to provide your employees a shorter work week, or develop a plan to give production personnel additional time off during the hot summer season.

Time is frequently the most valuable benefit that can be provided to these individuals. Do not overlook this benefit in lieu of heavy hourly production pressure or extremely trying working conditions. Stay tuned to the condition of your employees during high stress times and you will learn when the entire workforce needs a break.

Motivation
Using incentives to motivate means that you create plans that appeal to the needs and desires of your employees. For most employees, short-term incentive plans work because they last less than 30 days. In addition, it’s a quick payoff. That pumps up the individuals for having done the extra that earned the incentive.

Payoffs can be either cash or non-cash. I have found that service personnel seek cash payoffs most often. But if you have a workforce that treasures other types of rewards, develop a plan to deliver the rewards the employees want most. The success of most incentive plans lies in allowing all employees to win and offers rewards that all of the employees are seeking.

Stroking egos
Judicious use of no Saturday work and “flex” schedules that allow four 10-hour days are methods of offering employees options that will serve to keep their morale up. Dealing with the many egos in any company requires that you engage in constant communication with your employees about how they feel about their job. In addition it is important for you to know what motivates each of your employees. Keep track of the individual needs of your employees and keep pushing their personal reward button.

The art of growing a company requires that you manage your company differently from others in the industry so that your employees enjoy working for your company.

Keeping your employees excited about working for your company means you must constantly monitor employee morale. It is not adequate to merely manage production and assume that your employees are excited about having a job.

As the minimum wage continues to increase, only those companies that attend to the needs of their employees will maintain a stable workforce. We have seen many companies increase productivity and customer loyalty because they paid attention to their employees. This effort is hard and requires that you attend to knowing the morale of your company year round.

The payoff in increased profitability and lower employee turnover will be worth it.
Water is a Precious Resource!

Hydro-Wet® Can Help Conserve Water. Maintain Quality Turf and Save Money Too!

Hydro-Wet Makes Water Wetter

Hydro-Wet reduces both the surface tension and cohesive tension of water. It helps water move rapidly through thatch and soil into the root zone providing uniform wetting of soil.

Because Hydro-Wet reduces water loss from run-off and evaporation, watering can be reduced 30% to 50%.

Hydro-Wet Boosts Soil Moisture

With Hydro-Wet you increase the soil moisture reserve even on slopes and compacted soils. And that’s especially important when water is in short supply.

University trials show Hydro-Wet can significantly increase soil moisture and improve turf quality. The beneficial effects of Hydro-Wet remain for months.

<table>
<thead>
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<th>Treatment</th>
<th>Soil Moisture (%)</th>
<th>Turfgrass Quality</th>
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<td>Increased soil moisture</td>
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Increased Soil Moisture Improves Turf Quality

A higher soil moisture content reduces drought stress. The results are greener, lusher turf. And noticeable dry spots are eliminated.

Hydro-Wet Available As Liquid Or New Granular

Both the liquid concentrate and easy-to-spread granular can be broadcast or applied as a spot treatment. No special equipment or handling precautions are necessary.

Hydro-Wet can also be applied through irrigation systems or incorporated with liquid fertilizer and pesticide programs.

New Hydro-Wet TG granular combines Hydro-Wet with Terra-Green®, a proven soil conditioner. This high analysis granule contains 22.5% Hydro-Wet, 50% more active ingredient than other granular agents, making it more economical.

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RESEARCH UPDATE

Field days: a valuable information source
by J.R. Hall III, Virginia Tech

The author confers with an attendee at a recent Virginia Tech Field Day in Blacksburg.

Most state universities conduct annual turfgrass field days at their research stations to inform turfgrass professionals of current research results. In many cases, written summaries are provided which are invaluable to professionals wanting to stay on the cutting edge. Virginia Tech's fall 1988 Turfgrass Field Day program provided participants with an 86-page booklet filled with preliminary results of ongoing research. Much of it could help professionals produce higher quality turf in 1989.

Variety performance
Tall fescues performing particularly well in the transition zone are Arid, Jaguar, Apache, Bonanza, Rebel, Mustang, Adventure, Olympia and Finelawn 5CL. All of these are performing significantly better than Kentucky 31 tall fescue.

Fineleaf fescue cultivars performing particularly well in full sun trials are SR 3000, Aurora, Scaldis, Biljart, Spartan, Bighorn, Waldina, Longfellow, Reliant and Flyer.

Kentucky bluegrasses showing real strength in the transition zone climate are Blacksburg, Midnight, Princeton 104, Lofts 1757, Bristol, Asset, Eclipse, A-34, Challenger, BA73-540, America, Trenton and Estate.

These annual observations of quality data are helpful in selecting varieties. However, it is always advisable to contact your local university cooperative extension service before making the final decision. Other factors such as seed quality, certified seed availability, long term potential to produce quality, resistance to pests and heat, drought and shade tolerance may also be important factors to consider.

Establishment enhancement
Extremely important work by Drs. J.M. Goatley and R.E. Schmidt is showing exciting responses on seedling creeping bentgrass and Kentucky bluegrass. Six-week growth measurements on seedling bentgrass is showing more than a doubling in leaf number, lateral buds per plant, and shoot dry weight per plant with the application of 1 oz. of propiconazole (Banner) per 1000 sq.ft. This same treatment on seedling Kentucky bluegrass more than doubled the number of leaves per plant and lateral buds per plant, while more than tripling shoot and root dry weight. This work bears close watching as the researchers continue to refine the conditions necessary to produce consistent results. Obviously this work will have significant impact on sod production as well as speed of establishment in general turf situations.

Weed control
Extensive work by S.W. Bingham, W.J. Chism and R.L. Shaver on pre-emergence herbicides indicates good crabgrass control is possible with several of the commercially-available materials. Pendimethalin, prodiamine, oxadiazon and benefin + trifluralin showed excellent control in the 1988 studies. J.L. and J.G. Vollmer and S.W. Bingham reported on studies evaluating annual bluegrass control in Bermuda grass using October and February applied herbicides. They reported that the best combination of consistent annual bluegrass control and least Bermuda grass phytotoxicity was provided by either the fall application of Princep or Kerb. The soil mobility of Kerb was noted as it moved an average of two to five feet out of the plots following a heavy rainfall six days after the application.

Houston B. Couch reported on standard and candidate fungicide trials for red thread and dollar spot control. Excellent red thread control was provided with experimental fungicides RH-3486 and SDS 66608, however they were not significantly better than several commercially available materials. SDS 66608 also provided very good dollar spot control.

Disease control
Other research in the field day booklet included studies examining:
- Senescence on Kentucky bluegrass
- Effect of fall applied nitrogen on Bermuda grass cold tolerance
- Effect of Aquagrow and Scott's TGR on Poa annua inflorescence suppression
- Municipal solid waste for turfgrass production
- Use of gypsum to correct soil sodium problems
- Broadleaf weed control
- Growth regulators

ED. NOTE: A limited number of copies of this field day report are available free of charge upon request. Address requests to: J.R. Hall III, Agronomy Dept., Virginia Tech, Blacksburg, Va. 24060.
Call-backs can be costly, and aggravating. Lock moisture in the plant and increase plant survival—use FOLICOTE® transpiration minimizer.

FOLICOTE reduces transplant shock and transportation stress by limiting foliar moisture loss. And FOLICOTE protects established plants from winter damage caused by sun or wind and summer drought conditions.

FOLICOTE is a wax emulsion transpiration minimizer that reduces moisture loss by partially blocking stomates, without interfering with plant growth. When used as directed, FOLICOTE has been proven effective and non-phytotoxic on a wide range of plants.

**EASY & ECONOMICAL TO APPLY**

FOLICOTE mixes easily with water and stays mixed. It forms a thin, natural-looking waxy layer on foliage. And it cleans out of spray equipment with warm, soapy water.

At a cost of about $0.87 per finished gallon (including surfactant), FOLICOTE costs about half as much as its nearest competitor.

Consider offering your customers an economical FOLICOTE summer or winter protection application.

**PRICE COMPARISONS OF FINISHED GALLON OF SPRAY**

Apply FOLICOTE when shipping, transplanting and protecting...it adds up to greater profits for you and customer satisfaction. Can you afford to plant without it?

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On insuring wildflower germination

The interest in and availability of wildflower seed has increased greatly in recent years. Unfortunately, there are numerous misconceptions about what constitutes the best mixtures to use and how to establish and maintain them properly. In addition, the landscaper should be aware of the "state of the art" in the seed industry in order to make logical and economical decisions.

The use of wildflowers can be divided into two general categories: 1) ornamental landscaping by professional landscapers, homeowners and landscape management personnel, and 2) reclamation, or by mining and construction companies and highway departments. Although these usages are similar in many ways, there are some factors that are unique to each category.

The right seed
First of all, to insure that you are getting the most for your money, buy wildflower seed that is of high quality. Seed should meet state standards for germination, have high purity (more than 95 percent) and contain no noxious weed seeds.

The composition of the mixture is a critical factor. Many companies sell regionalized seed mixtures and making the best selection will require some research. The most desirable regionalized mixtures contain annuals and perennials that are either native or have become naturalized in that particular region.

Native/naturalized annuals are highly desirable because they provide color for long periods during the growing season and may reseed year after year if growing conditions are suitable.

Unfortunately, a limited number of annual species of wildflowers exist in nature throughout most of North America. Notable exceptions include the regions west of the Sierra and Cascade Mountains in California, Oregon and Washington, and the states bordering the Gulf of Mexico. For this reason, most seed companies offer regional mixtures that contain non-native or non-naturalized annuals.

Annuals are essential
These annuals are essential in ornamental landscaping because they provide a colorful display the first year and they act as a nurse crop for the slower-developing perennials. Without annuals in mixtures, most plantings of perennials will be overrun with weeds in the first season.

Also important in ornamental landscaping are height restrictions. Because tall wildflower mixtures tend to look unkept or too wild, low-growing mixtures have been in great demand in suburban and urban settings. Mowing in the fall eliminates tall, dead flowering stalks and helps disperse the seed. Very low-growing mixtures (10 inches or less) do not require fall mowing.

For best results, approach a wildflower planting as you would a garden. Throwing seed out into an area with established vegetation rarely produces a meadow of flowers. Start with bare soil that has been tilled. Water the soil thoroughly, allow weed seeds to germinate, then spray them with Roundup or Kleenup. Rake out the debris. For added protection, repeat this procedure one more time, without tilling the soil again.

If seed is broadcast, rake or drag the area lightly. For large areas, drilling or hydroseeding may be appropriate. Moisture during the early stages is critical. Do not allow the seedbed to dry out for at least four to six weeks. To keep wildflowers at their peak, supplemental watering of up to 1/2 inch per week may be required, especially in hot, dry weather.

A second method
Here is an alternative planting method to consider when weeds are a major problem: First spray existing vegetation with Roundup or Kleenup. When vegetation is dead, use a slit-seeder to sow seed directly into the debris. This method eliminates tilling the soil, which often brings many weed seeds up to the surface.

Until wildflowers are well established, weed control is important and may be an ongoing activity for at least two growing seasons. Once you can identify the weeds, cutting, spot-spraying and/or hand pulling of weeds are effective ways to eliminate them.

In summary, when purchasing wildflower seed for ornamental landscaping, select high quality mixtures with the most desirable species for the area. Use native or naturalized species whenever possible, with some annuals as a nurse crop. Sow seed on prepared soil. Moisture and weed control are very important. Using these guidelines will insure your success with wildflowers.

LM
Entry forms are now being accepted by the Professional Grounds Management Society and LANDSCAPE MANAGEMENT magazine for their third annual "Landscape Manager of the Year" award.

The purpose of the award is to recognize superior job performance among landscape managers, to challenge those involved in the industry, to achieve higher standards of excellence and to bring national recognition to deserving managers.

Any person directly responsible for the professional maintenance of one or more landscapes is eligible to enter. Applicants will be judged according to job performance, honors and awards, procedures and philosophies, and contributions to the green industry. Applicants will be asked, at the time of entry, to submit four 5 x 7 black-and-white glossy photos and 10 color 35mm slides of current work areas with a short narrative on each.

(clip and mail)

Applicant's name

Title

Applicant's company

Official entry form should be sent to:

Name

Title

Company

Address

City/State

Zip Code

Mail to: PGMS, Landscape Manager of the Year, 1201 Galloway Ave., Suite 1E, Cockeysville, MD 21030, 301-667-1833
New granular battles mole crickets, white grubs
Chipco 5G insecticide effectively battles mole crickets and white grubs, Rhone-Poulenc says.

The 5 percent granular product was recently registered for control of the pests and other sub-surface turfgrass bugs on home lawns and commercial turf such as golf courses and sod farms.

The product is also registered for control of chinch bugs, black turfgrass atenius beetles, bluegrass billbugs, sod webworms and nematodes.

To control mole crickets, apply at the rate of 4.5 lbs. per 1000 sq. ft. or 200 lbs. per acre. Irrigate immediately after application to increase safety and efficacy.

For white grub control, apply at the rate of 2.25 lbs. per 1000 sq. ft. or 100 lbs. per acre. Irrigate immediately afterward.

Circle No. 201 on Reader Inquiry Card

Hybrid flower shrubs hardy and are easy to maintain
The Meidiland family of hybrid flowering shrubs is especially bred for color, texture, hardiness and low maintenance.

The Conard-Pyle Co.'s new family of hybrid flower shrubs is now available in five varieties, consisting of three hedge types and two ground covers.

The Pink Meidiland, Bonica and Ferdy provide upright growth that is well suited for hedges or barriers, masses for color and texture and as free standing plants.

The groundcover varieties are the White and Scarlet Meidiland, which provide a dense carpet of foliage and blooms that cover slopes and banks well, says Conard-Pyle.

Circle No. 202 on Reader Inquiry Card

Aerator goes the extra foot
The Olathe Model 71 Deep Shatter Aerator is designed for heavily-compacted, high traffic areas. It is useful in loosening compaction below levels reached by conventional coring machines.

Vibrations have been recorded down to one foot below the surface, at a blade depth of 4½ inches. Other features include PTO-powered, ratchet PTO shaft for drive line protection, 42 blades on seven inch centers, adjustable in ½ inches from 4½ inches deep to one inch positive. Seeder and dragmat are optional.

Circle No. 203 on Reader Inquiry Card

Hand-held blower has many features
Maruyama’s new commercial hand-held blower moves 400 cu. ft. per minute at 140 mph. The 21.2 cc engine, built to commercial specifications, features a chrome cylinder and heavy duty ball bearings.

The primer-type carburetor and electronic ignition permit easy starting. The variable throttle also features high, medium and low settings so that the operator can set it to run without continually working the throttle itself.

Optional vacuum attachments are available, making this a versatile blower/vac.

Circle No. 204 on Reader Inquiry Card

Wheel loader has operator in mind
The new JI Case Model 621 wheel loader was designed with the operator in mind, the company says. Two of the features designed into it are a 359 cu. in. turbocharged engine and an operator compartment with a four-level systems monitor.

The 621 has working speeds of 4.1 and 7.4 mph and a maximum road speed of 23.9 mph. A simple twist-grip lever gives the operator precise control of speed, power and direction. Its heavy duty loader arms provide a breakout force of almost 25,000 lbs. when equipped with a 2.25 cu. yd. bucket. It’s Z-bar loader linkage increases performance and component durability, the company notes.
The Model 621 lifts more than 10,000 lbs. to full height, and has a dump clearance of 9 ft. 4 in. Circle No. 205 on Reader Inquiry Card

**Hydraulic reel mower has 3 cutting units**
The Huxley TR84M hydraulic reel mower is equipped with three cutting units that give it a maximum working width of 2.13 meters.

The two forward units can be folded vertically for safe, convenient transport or to assist operation in confined areas. Circle No. 206 on Reader Inquiry Card

**Mower has 135-inch reach to each side**
The Micro-Mower model MP135T is available for tractors from 19- to 30-inch horsepower. Reaching 135 inches horizontal either left or right side, the mower’s cutting is controlled via electric/over hydraulic valve from tractor seat.

There is a choice of a 52-inch multipurpose or 44-inch finish flail cutting heads. In addition, a three-point hitch with mounting stabilizers is included. Circle No. 207 on Reader Inquiry Card

**Maxi System offers Flo-Manager feature**
Rain Bird’s Maxi System IV computer control system features the Flo-Manager. The Flo-Manager manages the water flow demand placed on the pumping system while maintaining flow rates throughout the course to be consistent with piping network capacities. Rain Bird says this results in a balance that lets the system operate consistently at maximum capacity and efficiency, while also staging pumps to eliminate shock, surge and overloading. Circle No. 208 on Reader Inquiry Card

**Fungicide gets EPA approval**
Ciba-Geigy has obtained label approval for its Pace fungicide, which the company says provides superior control of Pythium blight and yellow tuft in all turfgrasses, and downy mildew in St. Augustinegrass.

Pace is packaged in water-soluble bags and sold in GreenPaks. Each GreenPak contains two one-pound bags, enough to treat a 5,000 square-foot golf green. The recommended rate is 6.3 oz. per 1,000 sq. ft. in three to five gallons of water.

The water soluble packets dissolve within three minutes. Circle No. 209 on Reader Inquiry Card

**Remote sensing system helps save water**
The Irrometer Co. of Riverside, Calif., now markets its new generation of soil moisture sensing equipment. Irrometer says the Remote Sensing System utilizes the true tensiometric method of soil moisture measurement which has been the industry standard for more than 60 years. From a central location, the system reports on demand the soil moisture status at various locations throughout continued on page 90
the landscape or golf course. An added feature is information on problem "locations" which are being severely under-irrigated and causing the Irrometers to break suction due to irrigation problems.

It also eliminates the inaccuracies of weather-based estimates of ET and the complicated formulas using crop coefficients to establish an estimate of plant/turf "need for water."

Circle No. 211 on Reader Inquiry Card

Durable safety fence strong and flexible

Plastic Safety Systems, Inc. introduces its HI-VIZ Safety Fence. An alternative to traditional wood slat snow fences, HI-VIZ is equal to and even exceeds retention of drifting snow.

Plastic Safety Systems says the fence is ideal for construction and excavation sites where heavy equipment is being used, as well as other danger zones. Made of durethene polyethylene, a wide mesh pattern with greater surface area provides high visibility.

The HI-VIZ fence is acid and salt resistant. Available in 100 foot rolls.

Circle No. 212 on Reader Inquiry Card

Growth Products line expands in 1989

Growth Products of White Plains, N.Y. has expanded its professional liquid slow-release fertilizer line. Four new products are available in addition to the exclusive Nitro-26 CRN Methylene diurea product. Nitro-26 is currently sold in the U.S. and Canada in bulk and drum quantities.

The lead product is a complete liquid blend of slow release nitrogen, potassium, phosphorus and EDTA micronutrients. Product is available in 2-1/2 gallon containers for special turf, tree and ornamental applications.

Circle No. 213 on Reader Inquiry Card

New weapon in war against Lyme disease

Damminix from EcoHealth, Inc. has been proven to be effective in controlling the deer tick, the main carrier of Lyme disease. EcoHealth says tests have been soaked in permethrin, a mild insecticide. The tubes are placed in a grid pattern in the affected area in the spring and late summer. Mice gather the cotton balls for nesting material. In the nest, the treated cotton kills the ticks feeding on the mice.

Circle No. 214 on Reader Inquiry Card

Moisture sensing system cuts water consumption

Toro's Irrigation Division says its new Soil Moisture Control System effectively reduces irrigation water consumption by an average 50 percent while maintaining excellent turf quality.

The system is designed to tell the irrigation controller when to stop irrigating rather than when to start. A

Circle No. 215 on Reader Inquiry Card

Hustler 275 cuts down tall, wet grass

The Hustler 275 from Excel features a 23-hp, air-cooled Kohler engine. The fully pressurized lubrication system ensures continuous protection of critical engine parts for long service life. Improvements include new Ross ME high-torque motors with 1/4 shaft and an improved bearing for longer wear. A 10 micron filter replaces the 25 micron filter on the hydraulic system for even better protection of the drive motors.

The 275 utilizes the Dual-Path hy-