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HIRE & FIRE WITHOUT FEAR...Rightful Termination: Defensive Strategies for Hiring and Firing in the Lawsuit-Happy 90s was written to help employers and business owners regain control of their businesses with proven techniques for hiring and firing. The book is written by James Walsh. To order, contact Nolo Press, at (800) 992-6656.

GOLF & THE ENVIRONMENT...RGF Environmental Systems, Inc. is offering a free booklet entitled Environmental Guidelines for Golf Course Maintenance Facilities. The booklet is offered as a public service to golf course superintendents. It includes information on how to reduce the risk of contaminants entering the environment: EPA laws, maintenance shop housekeeping, mix & load operations, storm water run-off, managing hazardous waste and more. A complete list of RGF members and other industry-related contacts. For a copy, contact RGF, 12200 Sunrise Valley Dr., Suite 150, Reston, VA 22091; (703) 620-6363.

KNOW THE PLAYERS...The Associated Landscape Contractors of America (ALCA) has published its 1994 directory, Who's Who in Landscape Contracting. The directory is a reference source for landscape contractors, landscape designers, building owners and managers, facilities managers and more. It contains a complete listing of ALCA members and other industry-related contacts. For a copy, contact ALCA, 12200 Sunrise Valley Dr., Suite 150, Reston, VA 22091; (703) 620-6363.

IPM GUIDE TO PESTS...The University of California has published Pests of Landscape Trees and Shrubs. Included is emphasis on IPM methods of pest controls, hundreds of illustrations, and 50 pages of tables. Cost is $32. Contact ANR Publications, 6701 San Pablo Ave., Oakland, CA 94608-1239; (510) 642-2431.

SOIL & PLANT ANALYSIS...The Handbook on Reference Methods for Soil Analysis is a laboratory technique manual for the more common soil testing procedures. The latest edition includes several new procedures and new sections on nitrate and heavy metals. Cost is $49.95, and is available from St. Lucie Press, 100 E. Linton Blvd., Suite 403B, Delray Beach, FL 33483; (407) 274-9906.

IRRIGATION MANUAL...Troubleshooting Irrigation Control Systems. By irrigation consultant Bill Derryberry, covers electricity, meters and valve operation, simple electricity, how meters work and how they are used to diagnose typical problems. Contact Irrigation Publishers, 5818 East Oak St., Scottsdale, AZ 85257; (602) 423-0542.
JOBTALK

‘Living’ wall a nice landscaping niche

Milwaukee’s Kuehne Co. beautifies unique traffic barrier with landscape plants.

By Ron Hall, senior editor

The Milwaukee Journal described the unusual landscape project along I-94 as a huge “Chia Pet.” That description of a “living” highway noise barrier is pretty accurate.

The job of constructing this barrier, and then of making it both green and flowering, belongs to the Kuehne Co. (formerly the Kuehne Landscape Co.), Oak Creek. The project is unique in the Midwest, although a similar noise barrier was built in New Jersey. Another in Colorado should be done next spring.

This fall, Kuehne workers built the 515-foot-long soil wall out of huge, notched, A-shaped plastic sections. Beams were placed in the notches to give the structure strength. The wall stands 22 feet tall and is 7½ feet wide at its base, tapering to 18 inches across at the top. They filled it with earth and top soil.

Then they beautified its 5,318 built-in, terraced flower boxes with more than 14,000 plants. They planted the north side, which faces a neighborhood, with shade-loving hostas. The south side along I-94 contains a striking assortment of creeping evergreens, small deciduous shrubs, prairie plants, groundcovers and wildflowers.

Kuehne will maintain the plants for the next two years, replacing those that die. The company, whose main offices are nearby, will water the plants from water tank trucks. After two years, the plants—a vegetative support for the wall—are on their own.

How do you bid such a job?

“You estimate your labor,” Kuehne President Charles Johanneck tells Landscape Management. “You know what the price of your materials are. That’s a given. Then you take an educated guess, based on past experiences on others jobs, and you figure it from there.”

Johanneck started with the Kuenhe Co. in 1968. He and two other veteran employees, Andy Nalewajko and Charles “Chuck” Wolter, bought the company in 1992. Actually, it was known as the Kuenhe Landscape Co. then. “We took the word ‘landscape’ out. It didn’t accurately describe all that we do any more,” he says.

The company does a lot of work for the Wisconsin Department of Transportation, but it takes on other large jobs too. It’s built several soccer fields and, more recently, several outdoor volleyball courts too.

“You have to be ready to accepts new ideas, otherwise you’re left by the wayside,” says Johanneck. “It’s hardly ever dull around here because you never know what you’re going to be involved with next.”

Kuehne Company built this 22-foot-high traffic noise barrier using triangular-shaped frames of recycled plastic called Recy-walls by Sanders Enterprises Inc.
Soil moisture sensor helps plan irrigation needs at low cost

The Horizon irrigation controller from Automata is based on soil moisture measurements.
Irrigation takes place on demand, in all types of soils at all moisture levels.

Horizon uses the Aqua-Tel soil moisture sensor for monitoring soil moisture content. It has an integral set point adjust. When the moisture level drops below the set point, it closes a relay which allows irrigation to take place.

The relay may be used to directly energize a valve to irrigate on demand, or it may be put in series with a timer or controller to limit the time of day an irrigation may take place.

Circle No. 191 on Reader Inquiry Card

Tackifier applicator needs no hydroseeding gear

The new TA-150 tackifier applicator from Reinco can be used with a garden hose to apply tackifier to hay or straw.
The TA-150 sprays virtually any powdered or liquid tackifier up to 180 feet from the machine to stabilize soils, hold seed in place and bring remote plantings into easy reach for watering.

With a 150-gallon tank, the portable TA-150 provides the maximum capacity allowed by law for transport and operation with most common half-ton pickups.

Circle No. 192 on Reader Inquiry Card

Boring attachment installs irrigation and sprinklers

A new boring attachment from McLaughlin attaches to skid-steer loaders.
The M-4500 is designed for use by landscape and general contractors for irrigation pipes, sprinkler systems, CATV and utility lines under landscape areas, lawns, sidewalks and other areas where surface restoration is time-consuming and costly.

The tool slides into a mounting plate attached to the inside surface of the skid-steer bucket and is pinned into place. Hydraulic lines with quick disconnects from the loader are attached.

Circle No. 193 on Reader Inquiry Card

Electric trimmer comes in three sturdy blade lengths

Little Wonder electric hedge trimmers are available in 16-24- and 30-inch blade lengths and are guaranteed to cut any growth up to \( \frac{1}{4} \) inch thick.
The double-insulated motor is sealed in a metal gear box and is surrounded by high impact material to increase the durability of the product.

The double-reciprocating blades are activated by dual-action switches located in each handle to automatically stop when either handle is released.

Circle No. 196 on Reader Inquiry Card
**Product Review**

**Walk-along trencher available with two engine options, Honda or Kohler**

The Model 1220 walk-along trencher from Ditch Witch comes with two 12-hp engine options: a Honda GX390 and the Kohler Command CH12.5.

Both engines are quiet, fuel-efficient and meet all current California emission standards.

The 1220’s standard outboard bearing support and longer head shaft help make the 1220’s digging drive assembly more rugged and trouble-free. The trencher also features a new ground drive gearbox that’s integrated with the engine, to eliminate mounting and coupling parts.

The gearbox features larger gears, O-ring cover seals and increased mounting and coupling parts.

There is no drive chain to adjust and there are only three grease service points, for easy routine maintenance.

**Circle No. 197 on Reader Inquiry Card**

**Software tells which regs apply to your inventory**

Gaia Systems of Menlo Park, Calif. now has a PC-based ChemCheck computer software program. The program lets environmental, health, or safety professionals to determine which federal and state environmental regulations may apply to their own hazardous materials inventories.

ChemCheck 2.0 cross-references user-created chemical inventories to more than 10,000 hazardous chemicals listed in federal and state environmental regulations. The user can also select a particular regulation to view the list of chemicals covered by that regulation.

In the new release, the number of chemicals has been expanded and the number of regulatory lists increased from 30 to 48. The program now includes parameters for regulations—exposure limits, reportable quantities, threshold planning quantities and federal waste codes.

**Circle No. 198 on Reader Inquiry Card**

**Root growth regulator improves root quality, reduces shock**

Spin Out root growth regulator from Griffing Industries of Houston, Texas can be used by wholesale and retail nurseries to produce a higher-quality nursery stock, reducing risk of plant loss.

Spin Out is a liquid formulation applied to the inside of plastic nursery containers. As the plant grows, Spin Out prevents root spiraling and matting, which can cause contain-grown plants to become root-bound, increasing the risk of plant death once they are transplanted.

Plants grown in pots treated with Spin Out begin growing almost immediately after transplanting because their root systems are healthy, more fibrous and ready to move into “new soil.”

This fibrous root system allows the plant to absorb water and nutrients more efficiently and establish themselves in a garden quickly.

**Circle No. 200 on Reader Inquiry Card**

**Walk-behind has 14 hp engine, high lift blades**

Encore’s Eliminator walk-behind mower 36- and 48-inch models with gear-drive and 14 hp Kawasaki engines.

These mowers offer many standard features:

- five-speed transmission with reverse assist;
- heavy-duty reinforced steel decks and high-lift blades;
- matching dual V-belts and taper lock pulleys;
- yoke-style casters; six-inch brake drums; parking brake.

**Circle No. 199 on Reader Inquiry Card**

**Mask pesticide odors with wintergreen spray scent**

Terra International, Inc. has introduced Riverside Spray Scent W to the green industry.

Spray Scent W features a “wintergreen” scent that can be added to weed and brush sprays to mask objectionable pesticide odors.

Spray Scent W can be used in ditch banks, and around residential and industrial areas. The product is packaged in one-gallon jugs.

Terra recommends 2 to 4 ounces of Spray Scent when used with a water carrier and 8 to 10 ounces per 100 gallons of oil or oil emulsion.

**Circle No. 202 on Reader Inquiry Card**

**Insecticide soon available in a new low-odor formulation**

DowElanco Specialty Products announces the introduction of Dursban Pro insecticide to control chinch bugs, cutworms and a variety of other insects. Dursban Pro, an emulsifiable concentrate, was designed to provide turf and ornamental professionals with the same proven performance they’ve come to expect from Dursban in a new low-odor formulation.

"By using Dursban in a new, state-of-the-art formulation, turf and ornamental professionals can continue to rely on the effectiveness they’ve come to expect from Dursban and still respond to public desire..."
for low odor, says Mark Neterer, DowElanco product marketing manager. Dursban Pro will replace other Dursban formulations, including Dursban 2E, Dursban 4E and Dursan Turf Insecticide. The company will continue, however, to support formulators with their formulations of Dursban 2E and 4E. According to the company, Dursban Pro has low odor due to its unique carrier system. Other benefits include two pounds of active ingredient—chlorpyrifos—per gallon; an expanded label, allowing for more uses and a broader-spectrum control of insects; a “Caution” label signal word. According to Neterer, Dursban Pro is a more effective product, but is safe to use near sensitive plants outside the application area. There are also improvements in Department of Transportation compliance, which makes it easier to transport to the job site. Dursban Pro is slated to be released in February.

Circle No. 203 on Reader Inquiry Card

New bentgrasses feature better heat tolerance

From E.F. Burlingham & Sons comes Syn92-1 and 92-5, varieties developed at Texas A&M’s breeding program in conjunction with the USGA and Bentgrass Research, Inc. Syn92-1 has a moderately fine leaf texture with very good genetic color. It is anticipated that it will be an excellent performer in golf greens as far as the transition southern zone. The parents’ root systems of both varieties were screened for survival at temperatures of 120 degrees Fahrenheit for heat tolerance.

Circle No. 204 on Reader Inquiry Card

Expanded label broadens herbicide use to 70 plants

The Environmental Protection Agency has approved an expanded label for Pendulum WDG herbicide from American Cyanamid. The new label enables landscapers, nursery growers, lawn care operators and golf course superintendents to use the product over the top of an additional 70 species of ornamental plants. With the new label, Pendulum WDG herbicide may be used to control grasses and broadleaf weeds in more than 260 species of trees, shrubs, flowering beds and ground covers.

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Circle No. 121 on Reader Inquiry Card
Fence guard protects against injury, looks good

Athletic field managers at Northwestern University have installed Fence Guard, by Oly-Ola Recreational Edgings, Villa Park, Ill. on the fence at Well's Baseball Field and Anderson Softball Field.

Fence Guard, a yellow vinyl safety cover, is attached to the top of the chain link fence surrounding the fields. The product protects against possible injury to a player who leaps for a fly ball, and adds to the aesthetics of the field.

Fence Guard is available in three colors—yellow, orange and white—and is easily installed in 8-foot sections.

Pipe, cable locator tells placement of buried lines

The new Spot D Tek II Pipe & Cable Locator by McLaughlin pinpoints buried utilities to avoid the often devastating consequences of accidentally cutting through electrical lines, fiber-optic telephone cable, gas and water lines or other existing services.

This microcomputerized detection system takes the guesswork out of locating buried utilities, and even non-metallic PVC pipe with the use of a remote probe. You can quickly determine the precise location of services at depths to 14 feet below the surface, using any of four active detection frequencies. Live power and telecommunication lines are located without the need of a transmitter in any of three passive modes.

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38 Landscape Management, December 1994
HELP WANTED

PRODUCTION/OPERATIONS MANAGER: One of Atlanta's leading full service landscape management companies has an immediate need for experienced commercial maintenance managers. Environmental Design Group was established in 1978 and is one of the largest firms in the region. We seek a candidate with a great eye for detail and strong organizational and leadership skills. We provide a stable environment, formal training and competitive salary and benefits. Please fax (404)242-1745 or send resume to EDG, Human Resources Dept., P.O. Box 1302, Norcross, GA 30091. EOE/Drug Free Workplace. 12/94

MAINTENANCE MANAGERS & SUPERVISORS: One of the nation's largest and fastest growing full service landscape companies has an immediate need for experienced maintenance managers and supervisors. As well as entry level maintenance supervisors in the Midwest, Southwest, Mid-Atlantic, Northeast and Southeast states. The company seeks energetic, team oriented college graduates with proven leadership, communication and interpersonal skills. The company offers full-time positions, excellent advancement opportunities and exceptional compensation and benefits with an industry leader celebrating 54 years of uncompromising customer service. For immediate confidential consideration, please send or fax your resume to: The Brickman Group, Ltd., Corporate Office, 375 S. Flowers Mill Road, Langhorne, PA 19047, 215-757-9630, EOE. 12/94

LANDSCAPE MAINTENANCE: Large Delaware company has opened for aggressive self-motivated individual to work directly with owner. Position responsibilities would involve all aspects in maintenance, scheduling and customer interaction. Agromonomic/horticultural degree or equivalence required. Please send resume to LM Box 515. 12/94

GROUNDS MANAGEMENT SALES: Central N.J. area, Background in sales to corporate clientele. Strong motivation, proven sales experience. Must be articulate, organized, aggressive. Duties: prospecting, estimating, sales. Send resume, Control Services, 737 New Durham Road, Edison, NJ 08817. Fax (908)548-4359. 12/94

Ornamental Horticulture Instructor. Primary duties include landscape construction and design, irrigation systems, turf management, and soils and fertilization. Secondary includes disease and insect control, plant pathology, entomology, weed control, plant identification, greenhouse, nursery management, and botany; student recruitment, and fund raising activities. Act as liaison between the college and professional organizations. Coordinate maintenance of horticultural facility and equipment, commodity maintenance and furniture and snow removal. Ensure compliance with all federal, state and local codes and regulations related to grounds management. Successful candidate must be able to lift loads at up to 50 pounds. Must be able to effectively lead members of this department. Familiarity with equipment operation and maintenance to ensure safe and effective use of vehicles and equipment required. Minimum of seven years experience in horticulture, and grounds management with at least five years in a supervisory capacity. Valid New Jersey Automobile Driver's License required. Candidate must hold or be able to obtain an NJ Pesticide Applicator License. Bachelor's degree in Ornamental Horticulture preferred. Excellent interpersonal, organizational and communication skills required. Excellent fringe benefits, including tuition waiver for employee, medical and IRS dependent children. Applicant should forward a current resume no later than December 16, 1994 to Kathleen Hauck, Personnel Officer, Monmouth College, Cedar Avenue, West Long Branch, NJ 07764. An Equal Opportunity/Affirmative Action Employer. 12/94

Lawn Technician and Salesperson - join fast growing company in start-up of a new outlet in Central N.J. College Town. Must be self starter, motivated, sales oriented and field experienced. $40k plus full benefits. Send resume to Mr. Bellis, P.O. Box 158, Mt. Freedom, N.J. 07970. 1/94

Key positions available with an expanding full-service landscaping company in the nation seeking individuals with 3-4 years experience. Must be able to motivate crews, etc. If you are the type of individual that thrives on responsibility and challenges, and can coordinate all resources including arborist, chemical applicators, mowing crews, special service crews, etc. If you are the type of individual that thrives on responsibility and challenges, and can operate with little direction, we would like to hear from you. Please submit or fax your resume to: Torre and Bruglio, Inc., 850 Featherstone, Pontiac, MI 48342, Attn: Stuart Pohl, Fax: (810)452-9293. Equal Opportunity Employer. 12/94

Landscape Maintenance Foreman-KT Enterprises, Inc., a large Northern VA landscaping firm, is currently seeking highly qualified individuals to supervise within our commercial maintenance division. Candidates must have strong supervisory skills, solid horticulture background. CDL licensing and certified pesticide applicator license. Excellent wages, complete benefit package, 401K retirement plan and unlimited advancement. Submit resume with salary history to: Human Resources Department, 4001 Westtlake Dr, Chantilly, VA 20221. (703)222-0449, fax (703)222-0278. EEO/AA. 12/94

Manager of Grounds and Horticulture. Monmouth College seeks individual to direct, plan, coordinate and supervise all grounds functions, with special care to be given to formal gardens and athletic fields. The manager will be responsible for overseeing landscaping projects, turf management and maintenance of vehicles and equipment, recyclables collection and removal. In addition, the successful candidate will be responsible for coordinating all work as well as training and supervising all grounds personnel. The manager will be responsible for purchasing, budget development, maintenance of inventory, identification of vendors, operation and maintenance of irrigation systems, delivery of equipment and furniture and snow removal. Ensure compliance with all federal, state and local codes and regulations related to grounds management. Successful candidate must be able to lift loads at up to 50 pounds. Must be able to effectively lead members of this department. Familiarity with equipment operation and maintenance to ensure safe and effective use of vehicles and equipment required. Minimum of seven years experience in horticulture and grounds management with at least five years in a supervisory capacity. Valid New Jersey Automobile Driver's License required. Candidate must hold or be able to obtain an NJ Pesticide Applicator License. Bachelor's degree in Ornamental Horticulture preferred. Excellent interpersonal, organizational and communication skills required. Excellent fringe benefits, including tuition waiver for employee, medical and IRS dependent children. Applicant should forward a current resume no later than December 16, 1994 to Kathleen Hauck, Personnel Officer, Monmouth College, Cedar Avenue, West Long Branch, NJ 07764. An Equal Opportunity/Affirmative Action Employer. 12/94

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ADVERTISER INDEX

101 American Cyanamid 29
102 Andersons 11
103 Ciba 27
104 Dow Elanco Insert 17-20
105 Excel 31
106 Grasshopper 15
107 John Deere 2L-3L 12/94
108 John Deere 2G-3G
109 John Deere 6L-7L
110 John Deere 6L
111 Sandoz (Winter) 9L
112 Sandoz (Spring) 11L
113 Sandoz (Summer) 13L
114 Sandoz (Fall) 15L
115 Tee 2 Green CV4
116 Terra Int'l CV3
117 Toro (Proline) CV7
118 United Horticulture 4-5
121 Wells Cargo 36

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