Brian Cox's story

LM: Obviously, something must have kept you at the company for 20 years! What can a contractor do to hold people and develop them into long-term supervisors?

Cox: First, find somebody who has a definite interest in the business. I do. I have a degree in agronomy from Western Illinois University, so I came into the industry with some interest and background. And spending 20 years in the business has paid off. I now teach turf management at the local junior college here in town.

I really enjoy doing that, and it's probably our biggest route to finding people who are interested in the industry. We've had some success stories from the students I've had in my class. We think a future supervisor or two might come out of that. I'm introduced to a whole new sector of people that way...and they have friends too.

LM: Why did you stay at Robertson when you could have gone elsewhere?

Cox: Working conditions. I had a burning desire to get into this type of industry. You really can't prevent people from leaving, and we've had that happen, too. We're still good friends with those folks. But if you keep people happy, and they like what they're doing and get paid a competitive wage, the chances of retaining them are a lot greater. That tells you why I'm still here. You can actually form a working relationship and a friendship over the course of the years. And friends will try not to disappoint and let you down.

Mike Harris' story

LM: Your company must do something right because both of you have been there so long. That's staggering by today's standards.

Harris: Yes, it is. This is my 19th year.

LM: What explains that?

Harris: It's just enjoyable to come to work here.

LM: And what would you advise a contractor to do to develop -- and keep -- a supervisor like yourself?

Harris: Give people a job that they will enjoy doing. Don't force people to work long hours, which I know other companies do. The hours are good here. We don't have a large dollar quota to fill each day. And we get along really well. As I said, it's enjoyable to come to work here.

Later, we returned to Robertson:

LM: Your supervisors revealed your secret -- they enjoy coming to work!

Robertson (laughs): Imagine that -- what a concept!

-- The author is a contributing editor based in Mendham, NJ.

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WEED BARRIER ON GUARD

Well managed, weed free landscaped areas are a soothing presence. Until they're invaded by unsightly weeds and encroaching grasses. Then they look more like work to the landscape manager.

Barrier® Landscaping Herbicide creates a weed barrier that guards woody ornamental landscaped beds, stone-scapes and organic or stone mulched walkways and beds. Not just from germinating weed seed, but from grass encroachment as well -- all season.

And because Barrier offers both pre and post-emergent control, there is no need to remove previously germinated weed seedlings.

Let Barrier guard your landscape. So you can enjoy it.

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Some products live up to standards. Others set them. When Bayer brought the chloronicotinyl class of chemistry to the turf market with MERIT® Insecticide, it revolutionized grub control. Six years later, MERIT provides longer soil residual and broader spectrum grub control than anyone else. And one application is still all it takes to control grubs through the fall.
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Property at a glance

Location: Xavier University, Cincinnati, OH
Staff: Xavier University Physical Plant
Category: School or University Grounds
Total budget: Unavailable
Year site built: 1995
Acres of turf: 1.5
Acres of woody ornamentals: 2
Acres of display beds: 3 to 4
Total paved area: 12,000 sq. ft.
Total man-hours/week: 120

Maintenance challenges

► Entire site snow removal
► Working around students
► Having mall ready by May graduation
► Transplanting due to special soil mix

Project checklist

(Completed in last two years):
► Dance of Tears statue behind library
► Cohen Center
► Transplanting of plants around campus

On the job

► Three full-time staff, one seasonal employee, one licensed pesticide operator

Xavier University

The 1999 Honor Award Winner of the Professional Grounds Management Society for School or University Grounds

If the beauty of its campus is one of a college's selling points, then Xavier University can't have a problem recruiting new students for its freshman class.

Founded in 1831, Xavier is the fourth oldest of the 28 Jesuit institutions of higher education in the United States. The university sits on more than 100 acres in a residential section of Cincinnati, OH. Total enrollment is more than 6,500 students with 3,000 full-time undergraduates, 1,000 part-time undergraduates, and 2,500 graduate students.

In 1995, horticulturist Walter Bonvell oversaw the reconstruction of Academic Mall which, at one time, had a public road passing through it. It takes center stage on campus by serving as the venue for many outdoor functions and preparatory and orientation classes for incoming freshmen and their parents.

All of the landscape beds and turf are irrigated ensuring that everything is as green during the hottest days of summer as it is in the spring. The landscape beds were installed with eight to 10 in. of super soil, and the turf was all sodded. On either side of the walkways, 2 1/2 ft. of plastic turf has been placed under the sod for protection against any emergency vehicles that may have to drive down the mall.

Editors' note: Landscape Management is the exclusive sponsor of the Green Star Professional Grounds Management Awards for outstanding management of residential, commercial and institutional landscapes. The 2000 winners will be named at the annual meeting of the Professional Grounds Management Society in November. For more information on the 2000 Awards, contact PGMS at 120 Cockeysville Road, Suite 104, Hunt Valley, MD; 410/584-9754. Web-site: www.pgms.org

Part of Academic Mall planting and chapel.

Walk area between Alter Hall and library.
You are invited to enter the Green Star Professional Grounds Management Awards, co-sponsored by Landscape Management magazine and the Professional Grounds Management Society.

This annual program recognizes excellence in landscape management and complements other national programs for landscape design and construction: Grand and Honor Awards are offered in 13 categories of private, public, commercial, and industrial landscapes. To qualify, a landscape must be at least four years old and under continuous maintenance for at least two years. See page 48 for details.

The awards will be presented during the Professional Grounds Management Society Annual Meeting, Nov. 6 in Indianapolis, IN. Several winners will be featured in Landscape Management and PGMS Forum.

Entry Categories
1. Small site (budget under $80,000)
2. Residential landscape
3. Public works sites (includes parkways & intersections)
4. Shopping area
5. Hospital or institution
6. Government building or complex
7. Cemetery or memorial park
8. Industrial or office park
9. Park, recreation area or athletic field OR — multiple sites under same management
10. School or university grounds OR urban universities
11. Condominium, apartment complex or planned community
12. Hotel, motel or resort

Judging
A distinguished panel of judges selected by PGMS and Landscape Management determines the winners.

This program aims to:
• Bring national recognition to grounds care.
• Recognize individual efforts leading to high landscape maintenance standards.
• Challenge landscapers to achieve a level of excellence.

Eligibility
An entrant must be professionally engaged in, and responsible for, the maintenance of grounds described in ENTRY CATEGORIES. Projects for which an entry was submitted in a design or construction award competition are eligible in the Green Star program, even if the project won an award, because maintenance is the criterion upon which an entry is judged.

Grand Award winning projects cannot re-enter this program for two years (1999 Grand Award winning projects are ineligible until 2001).

Any landscape for which the entrant has the main responsibility for maintenance and beautification may be entered. The size of the landscape operating budget is not a criterion for judging. Rather, the judges will consider the quality, challenge and performance in maintenance of the grounds for a period of at least two years.

How to Enter
All entries must include:
1. Fifteen (15) color 35mm slides — ten (10) showing the beauty of the total landscape project and five (5) showing the crew at work. DO NOT USE 'POSED' SHOTS. Put a descriptive caption on each slide.
2. Ten (10) 5- by 7-in. color prints — five (5) showing the beauty of the landscape and five (5) showing crew members working in areas that are difficult to maintain. DO NOT USE 'POSED' SHOTS. Label each with a descriptive caption.

Note: Put your best scenes on the slides, which are critical to judging and awards display.
3. One recent photograph of yourself, as the person in charge, working in the landscape.
4. INDIVIDUALLY LABEL all slides and photographs with the name of the entrant and the site. DO NOT USE TAPE to mount — put in plastic or metal mounts.
5. Include a brief description of the site.
6. All entries must contain a COVER LETTER releasing the material for publication at the discretion of Landscape Management magazine. All entries become the property of the sponsors and may be published in Landscape Management magazine or used for other purposes the magazine deems appropriate. NO MATERIALS WILL BE RETURNED.
7. Enclose a check for the ENTRY FEE: $125 for members of PGMS or $180 for nonmembers. To qualify, all elements of the entry must be COMPLETE in one mailing envelope, including entry fee.

Deadline
The deadline for entries is Aug. 4, 2000. All entries must be submitted to the Green Star Professional Grounds Management Awards, c/o Professional Grounds Management Society, 120 Cockeysville Road, Suite 104, Hunt Valley, MD 21030.
When someone suggests you spend more money on a less effective preemergent, it's time to hold on to your wallet.

Field trials confirm that PENDULUM® consistently gives you more dependable, broad-spectrum weed control than any other preemergent herbicide. So, even when compared to premium-priced products, PENDULUM controls more weeds. You can take that to the bank.

For the PENDULUM herbicide distributor nearest you, call 1-800-545-9525, ext. T2611.

Or visit our website at www.turffacts.com.

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Please PRINT CLEARLY or type the information requested below. Check for accuracy. This information will be used for publicity purposes and awards.

Each entry must include this completed form and entry fee:
* PGMS members — $125
* Combination PGMS membership and entry fee — $250
* Non-members — $180

Make checks payable to the Professional Grounds Management Society.

SEND COMPLETE ENTRY AND FEE TO:
Professional Grounds Management Awards
do Professional Grounds Management Society
120 Cockeysville Road, Suite 104
Hunt Valley, MD 21030
Call 410/584-9754 with any questions.

NUMBER OF EMPLOYEES:

Full time (year round): ____________________________
Seasonal: ____________________________
Other (please specify): ____________________________
Licensed pesticide applicators: ____________________________
Total man-hours per week: ____________________________

ANNUAL EXPENDITURES:

Total budget for this site: (Including salaries) $________
Equipment: $________
Chemicals and fertilizers: $________
Seed and plant material: $________

SPECIAL MAINTENANCE CHALLENGES:

1. ____________________________
2. ____________________________
3. ____________________________

SPECIAL PROJECTS COMPLETED IN THE LAST 2 YEARS:

1. ____________________________
2. ____________________________
3. ____________________________

If selected a winner, I request the name on the award to be
(check one or both):

☐ Name of entrant (name which will appear on plaque):
   (please print) ____________________________

☐ Name of organization or agency:
   (please print) ____________________________

WHO IS RESPONSIBLE FOR MAINTAINING THIS LANDSCAPE?

☐ In-house staff ☐ Outside contractor

Name: ____________________________
Address: ____________________________
City: ____________________________ State: ____________________________ Zip: ____________________________
Telephone (_____) ____________________________

SIGNATURE OF THE COMPANY OR AGENCY OFFICIAL CONSENTING TO THIS ENTRY AND A RELEASE FOR PUBLICITY:

Signature: ____________________________
Title: ____________________________

(IMPORTANT) Year site was built: ____________________________
Years I have maintained this site: ____________________________
Total acres maintained: ____________________________
Acres of turf: ____________________________
Acres of woody ornamentals: ____________________________
Acres (or sq. ft.) of display beds: ____________________________
Total paved area: ____________________________

I certify that all information provided on this form and in the accompanying entry is accurate to the best of my knowledge. I understand that no materials will be returned and that all material may be used for publication in Landscape Management magazine or for other purposes deemed appropriate.

Signature of entrant ____________________________ Date ____________________________

ENTRIES MUST BE RECEIVED BY AUGUST 4, 2000
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When you use Talstar® insecticides, we'll guarantee long-lasting performance against a broad spectrum of insects, or your money back. That's because Talstar® insecticides have the longest proven residual in the industry, providing up to 6 months control of target pests.

The active ingredient, bifenthrin, is the only biphenyl pyrethroid available in the industry. And since bifenthrin contains no alpha-cyano group, Talstar® insecticides won't cause the skin or throat irritation experienced with other pyrethroids.

Talstar® insecticides can solve your toughest insect problems. In and around buildings, on lawns and ornamentals, even on golf courses, Talstar® insecticides control a broad spectrum of insects and mites.

The water-based flowable and the granular formulations can both be safely applied to sensitive turf and ornamentals without damage or burning. Plus, they're easy to handle and are odor-free at label rates.

Find out more about our new money-back guarantee for Talstar® GC Granular Insecticide, Talstar® GC Flowable Insecticide/Miticide, Talstar® PL Granular Insecticide and Talstar® Lawn & Tree Flowable Insecticide/Miticide.* Contact your FMC authorized distributor or call 1-800-321-1FMC.

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*See Program Guidelines for details.
We're talkin'

Dependability, price and everything nice — that's what landscape managers want trucks to be made of

Some landscape managers are fans of Ford and Dodge trucks. Others couldn't part with their Isuzus or Chevys. From super-duty one-ton trucks to lighter utility vehicles, landscape managers will use whatever they need to get the job done in the shortest amount of time, without sacrificing quality or profits. From different backgrounds and various parts of the country, our landscape managers talk trucks.

GMC's/Chevrolet's full-line

Product: The WT5500 — a new model to the W-Series tilt cab lineup for Classes 3-5.
Best features:
- A new Duramax 7800 6-cyl. diesel engine with 200 hp at 2400 rpm and 441 lbs. per foot of torque at 1500 rpm.
- Better visibility.
- More maneuverability.
- Extra space and cab comfort — a standard bench seat with adjustable back rests.
- Allows companies in states with more restrictive CDL weight limits to maximize their load/work capabilities.
- All-steel cab with a 76.2-in. bumper-to-back of cab (BBC) dimension.

Product: C-Series medium-duty trucks — Classes 5-8
Best features:
- Available with either Caterpillar's 3126B turbocharged/aftercooled, in-line, 6-cyl. 7.2-liter (439 cu. in.) medium duty diesel or GM's Vortec 7400 MD gasoline V-8 with sequential port fuel injection and a distributorless ignition.
- Government Vehicle Weight Ratings (GVWR) range from 18,000 to 61,000 lbs.
- The Vortec 7400 MD, available in 210 hp/325-lb. torque and 270 hp/405-lb. torque, provides better acceleration, passing and hauling/towing capability.
- Shorter lengths and tighter turn radius especially popular in congested areas.

Product: GMC Sierra 3500 HD, Chevrolet C3500 HD — the 3500 HD chassis cab, with 15,000-lb. GVW capacity, is the highest-capacity work truck in GMC's Sierra line and the heavy-duty workhorse of Chevrolet's C/K lineup.
Best features:
- Appeals to companies moving down in weight class to avoid the ex-