

FERTILIZER

Amount of cadmium limits sludge fertilizer

Excessive cadmium in sewage sludge, a potentially dangerous metal in the food chain, hinders development of a sludge-fertilizer industry in Pennsylvania, say soil chemists at Penn State.

"A worthwhile goal is to develop such a fertilizer industry from sludge containing low amounts of cadmium, no more than 20 to 50 parts per million of cadmium in sludge," says Dr. Dale E. Baker. He describes 50 parts per million of cadmium as equal to 50 pounds in 500 tons.

According to Ann M. Wolf, graduate assistant in agronomy, cadmium in soil must be kept at very low levels since it remains within the plow layer and increases the plant and food chain concentrations of cadmium. Sewage sludge applied to Penn State test plots at 10 dry tons per acre for seven years increased soil test levels of cadmium from less than 1/2 pound per acre to 5 pounds an acre, an excessive level.

On properly limed soils, farmers can apply up to 30 tons per acre of low cadmium sludge without increasing levels of cadmium above 3 pounds per acre, Baker says. From this 30 tons an acre, farm crops will take on valuable nutrients, especially nitrogen and phosphorus.

EMPLOYMENT

Arborists speak on employee incentives

Two owners of large tree service firms specializing in private tree care spoke about employee incentives at a recent meeting of the National Association of Arborists.

Warren Tamke and Jerry Osborne have both implemented successful incentive programs, and in different ways. Both seem to be returning profits to their own company.

"We know how to make money in the tree business so we decided that our own corporation was our best investment," Tamke says. To follow through with this and motivate employees, Tamke says "an employer must set up a system to permit an employee to earn more money, share in profits, grow with a company, and have security."

Tamke's firm has used an ESOP, an Employee Stock Option Plan. This

is a government approved profit sharing plan which permits a company to contribute stock and cash in amounts up to 15 percent of the gross pay of all of the eligible employees to a trust fund.

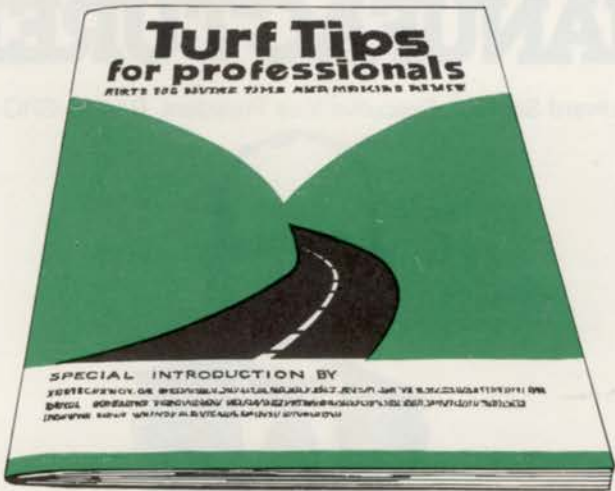
Government approval is necessary, Tamke says, because at the end of the year you are taking taxable profits, purchasing stock, and then giving the stock to or putting the stock in trust for the employees.

"In our case the fund is primarily invested in the stock of our corpora-

tion so that the employees who are eligible will become owners of the corporation," Tamke says. "We can also invest the money in bonds, saving accounts, purchase other companies, insure the life of key employees, and even purchase real estate. Whatever we do is funded totally by the corporation."

Advantages of an ESOP, according to Tamke, include improved productivity and morale, personal involvement for each employee, and security.

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Osborne started a profit sharing plan in 1970 which grows through investment and is compounded, independent of earning from physical labor.

"We have invested the proceeds in real estate and banks but now we invest in ourselves," says Osborne. "Sometimes instead of contributing cash to the plan at the end of the year, the company will contribute a piece of equipment and then lease it back. We also make car loans to the employees at 1 percent per month."

Pride in their job and equipment plus a friendly work atmosphere are also motivating factors for employees in Osborne's opinion.

His crew keeps their trucks clean and in top repair. Trucks and offices are all equipped with radios for communication among personnel. Tool boxes are well equipped for repairs.

Osborne also believes in company picnics and self-improvement programs. The company pays employees \$100 to complete each series of the NAA's Home Study Program.

"We also use our own operation for self improvement," says Osborne. "Climbers become bucket operators. Tree workers transfer to our landscape division or clearing operation. Instead of moving to another company, an employee can try something else within our own company."

Backgrounding the speeches is the difficulty the arborist industry has in attracting recruits and retaining those who have been trained.

A wage comparison from 1968 to 1978 shows that a groundman making \$2.26 an hour was raised to \$3.12 for a 38 percent increase in ten years; a climber making \$2.82 was raised to \$4.68 for a 66 percent increase; and a foreman making \$3.28 was making \$5.27 in 1978 for a 61 percent increase. Inflation figures show that today's dollar is worth only half as much as 10 years ago and the industry is not keeping pace.

WOOD

Wood makes alcohol; raw material for fuel

The use of wood to make alcohol for gasohol production could hike the nation's transportation fuel supply by at least 10 percent before 1985, says a wood industry executive.

Norval Morey, president of Morbark Industries, Inc., Winn, Mich., says through existing technology and government incentives, wood alcohol (methanol) can be produced at 34 cents a gallon for making gasohol. This proven technology is the cheapest way to make gasohol, an alcohol-gasoline blend.

Morey says methanol is the most feasible energy source for making alcohol fuel because wood is the nation's most abundant, renewable, alternate energy resource. He called "a tragic and monumental waste" the fact that vast quantities of wood now rot and die in the nation's forests.

"There is enough wood going to waste on private and public lands in this country, that if we were to use only one-third of this wood, it could provide gasohol for all the automobiles in this country," he says.

In another development, a new project at Georgia Tech's Engineering Experiment Station is teaching Georgia's industry how to use wood waste for fuel.

Carol Aton of the EES says the Department of Energy has provided almost \$1 million to push wood as an alternate energy source in Georgia.

AN OPEN MESSAGE TO LAWN AND GARDEN MANUFACTURERS

From C. Edward Scofield, Executive Vice President, RA-PID-GRO Corporation



“I've helped the lawn and garden industry to grow to an \$11 billion giant! It has been my privilege to frequently be a part of some of the great new changes and developments. I've also experienced my share of disappointments and mistakes. Without strong trade organizations, dedicated pioneers and competent leaders our industry would only be a fraction of what it is today. Your business would still be struggling, your outlook uncertain, were it not for the great work done by many trade organizations. Now we need one strong, overall lawn and garden association to knit manufacturers, producers and growers into a cohesive group. As President of LAGMA, I promise any time and money you invest in this association will pay off handsomely.**”**

Help develop and support a strong, effective trade association. For information on membership and benefits for your firm, ask Ed Scofield or contact:

LAGMA

THE LAWN AND GARDEN MANUFACTURERS ASSOCIATION

111 East Wacker Drive, Chicago, Illinois 60601 Telephone: 312/644-6610

"We are trying to stimulate the use of wood waste because of the current energy situation," says Aton. "Many forest-related industries are already using their wastes for fuel."

In this project EES engineers are looking at industries that have little or no experience with wood fuel. They have chosen the textile, food, carpet, and mineral-processing industries.

RECYCLING

Waste recovery creates huge service market

The recovery of municipal, industrial, and agricultural wastes for use as fuel and raw materials will give rise to a \$13 billion equipment and engineering services market over the next two decades, according to market research specialists.

In a 252-page study, researchers Frost & Sullivan, Inc., in New York City, say recent restrictive legislation on landfills will greatly increase their costs and such sites will disappear in the United States.

Only a few of the many competing solid waste recovery technologies will survive the test of time, the study says. These include Refuse Derived Fuel (a high-bulk density fuel that is easily transported and stored) and pyrolysis (the conversion of refuse to gaseous and liquid fuels).

Energy, one of the most coveted resources to be recovered from solid wastes, would only account for 2 percent of the U.S. energy need. Nevertheless, the study says, increasing energy prices plus long-range mineral shortfalls will spur the use of resource recovery.

SOD

Reed canarygrass: best crop on effluent land

"Reed canarygrass stands alone among eight forages tested as the species best suited for removing nitrogen from sewage effluent and for producing the most protein per acre," says Gordon C. Marten, research agronomist with the U.S. Dept. of Agriculture.

The three years of trials compared two rates of effluent application per week on alfalfa (Agate), smooth brome grass (Fox), orchardgrass (Nordstern), Kentucky bluegrass (Park), tall fescue (Kentucky 31),

timothy (Climax), reed canarygrass (Rise), and quackgrass.

Three harvesting patterns — two, three, and four cuttings per season — were evaluated. Marten, soil chemist Charles E. Clapp, and soil scientist William E. Larson checked the forages for persistence, yield, crude protein, and digestible dry matter.

Root rot problems limited alfalfa on the effluent treated plots, Marten said, and timothy and smooth brome grass failed to persist very well.

Tall fescue and Kentucky bluegrass failed under the high nitrogen applications when cut only twice per season, but did excellently when they were cut four times per year.

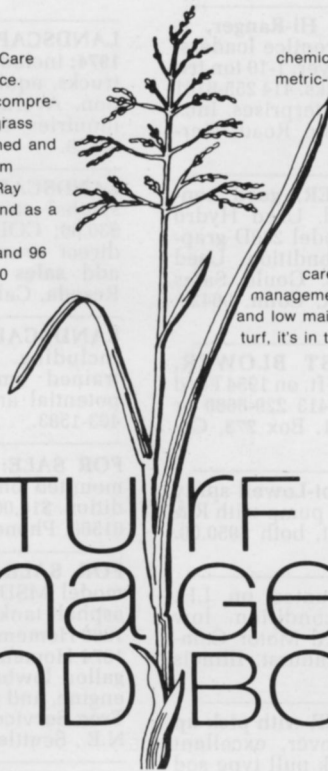
The average yields of all eight species, after three years, was 4.7 tons of dry matter per acre under the 4-inch per week effluent treatment and 4.5 tons per acre from the conventionally treated plots receiving well water and commercial fertilizer.

Finally, An Aid For Teaching Turfgrass

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chemical applications, and extensive metric-imperial conversion. Business and technical aspects of turfgrass management are covered in this 424-page Planning, purchasing, hiring, construction, and plant selection are put together for easy on-the-job reference. Markets covered include lawn care, sod production, golf course management, cemeteries, athletic fields, and low maintenance areas. If it concerns turf, it's in the Turf Managers' Handbook.

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Rates: All classifications 65¢ per word. Box number, \$1. All classified ads must be received by Publisher the 5th of the month preceding publication date and be accompanied by cash or money order covering full payment. Mail ad copy to: Dorothy Lowe, Weeds, Trees & Turf, P.O. Box 6951, Cleveland, Ohio 44101.

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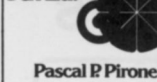


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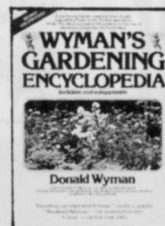
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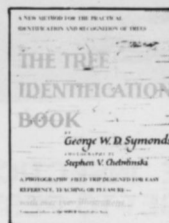
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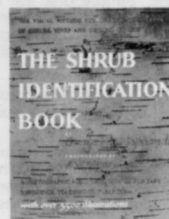
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EVENTS

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International Society of Arboriculture (Mid-Atlantic Chapter), Potomac Sheraton Hotel, Gaithersburg, MD, **October 7-9**. Contact Ervin C. Bundy, executive director, P.O. Box 21 — 5 Lincoln Square, Urbana, IL 61801. 217/328-2032.

Florida Turf-Grass 27th Annual Conference and Show, Holiday Inn Central and Curtis Hixon Convention Center, Tampa, FL, **Oct. 14-17**. Contact FT-GA Executive Office, 1520 Edgewater Drive, Suite E, Orlando, FL 32804. 305/425-1581.

Turf Irrigation course, San Diego, CA, **Oct. 16-18**. Contact the Irrigation Association, 13975 Connecticut Ave., Silver Spring, MD 20906. 301/871-8188.

International Society of Arboriculture (New England Chapter), Sheraton Islander Inn, Goat Island, Newport, RI, **October 21-23**. Contact Ervin C. Bundy, executive director, P.O. Box 71 — 5 Lincoln Square, Urbana, IL 61801. 217/328-2032.

Environmental Management Association National Educational Conference, Caribbean Gulf Hotel, Clearwater Beach, FL, **October 21-25**. Contact Harold C. Rowe, 1701 Drew Street, Clearwater, FL 33515. 813/446-1674.

National Institute on Park and Grounds Management 9th Annual Conference, Opryland Hotel, Nashville, TN, **October 28-November 2**. Contact National Institute, Box 1936, Appleton, WI 54913. 414/733-2301.

Washington State Weed Association 29th Annual Conference, Town Plaza Motor Inn, Yakima, WA, **Nov. 7-9**. Contact the Weed Science Society of America, 113 North Neil St., 311 Illinois Bldg., Champaign, IL 61820. 217/356-3182.

International Society of Arboriculture (New York Chapter), Holiday Inn (downtown), Syracuse,

NY, **November 11-13**. Contact Ervin C. Bundy, executive director, P.O. Box 71 — 5 Lincoln Square, Urbana, IL 61801. 217/328-2032.

North Carolina Recreation & Park Society Annual Conference, Civic Center, Raleigh, NC, **Nov. 11-14**. Contact William J. Scott, President NCRPS, PO Box 1668, Laurinburg, NC 28352.

Southern Turfgrass Conference, Little Rock Convention Center, Little Rock, AR, **November 18-21**. Contact Southern Turfgrass Association, Drawer CP, Mississippi State, MI 39762. 601/325-3138.

Appropriate Horticulture II: Planting Out workshop, Vacation Village, San Diego, CA, **November 19**. Contact University Extension, University of California, Davis, CA 95616. 916/752-0880.

Center Pivot Irrigation course, Lincoln, NE, **Nov. 27-29**. Contact the Irrigation Association, 13975 Connecticut Ave., Silver Spring, MD 20906. 301/871-8188.

Tidewater Shade Tree Conference, Norfolk Botanical Gardens, Norfolk, VA, **November 29**. Contact Roger R. Huff, city arborist, Municipal Center, Virginia Beach, VA 23456.

International Society of Arboriculture (Kentucky Chapter), Holiday Inn South, Fern Valley Road, Louisville, KY, **December 3-4**. Contact Ervin C. Bundy, P.O. Box 71 — 5 Lincoln Square, Urbana, IL 61801. 217/328-2032.

National Agricultural Aviation Association Convention & Exposition, Las Vegas, NV, **Dec. 10-13**. Contact Sue Shaffer, registration chairman, suite 459—National Press Building, Washington, D.C. 20045.

Northeastern Weed Science Society 34th Annual Meeting, Grossinger Hotel and Country Club, Grossinger, NY, **January 8-10**. Contact J. V. Parochetti, USDA SEA-Extension, Room 5535 South Bldg., Washington, D.C. 20250.

Mid-Am Trade Show, Rosemont, IL, **Jan. 20-23**. Contact Mid-Am Trade

Show, 4300-L Lincoln Ave., Rolling Meadows, IL 60008. 312/359-8160.

Pumps and Pump Controls course, Denver, CO, **Jan. 22-24**. Contact the Irrigation Association, 13975 Connecticut Ave., Silver Spring, MD 20906. 301/871-8188.

Landscape Ontario Annual Congress & Trade Show, Sheraton Centre Hotel, Toronto, **January 22-24**. Contact Bob Cheesman, Landscape Ontario Show Manager, 416/276-6177 or Landscape Ontario Congress, 3034 Palstan Road, Suite 103, Mississauga, Ontario L4Y 2Z6.

Mid-Atlantic Agricultural Chemical & Equipment Trade Show, Richmond Arena, Richmond, VA, **January 23-24**. Contact N. D. Thomson, publicity chairman, Virginia Pesticide Assn., Rt. 1, Box 126, Providence Forge, VA 23140.

Massachusetts Horticultural Congress, Dunfey's Hyannia Resort, Cape Cod, MA, **January 23-24**. Contact Deborah Fanning, 715 Boylston Street, Boston, MA 02116. 617/266-6800.

Annual Turf & Landscape Conference, Tappan Zee Inn, Mountain View Avenue, Nyack, NY, **January 30**. Contact Frank Claps, 136 Laurel Avenue, Larchmont, NY 10538. 914/834-6846.

ALCA Annual Meeting and Trade Exhibit, Town and Country Hotel, San Diego, CA, **February 3-8**. Contact ALCA, 1750 Old Meadow Rd., McLean, VA 22102.

Associated Landscape Contractors of America 1980 Trade Exhibit and Equipment Demonstration, Town & Country Hotel, San Diego, CA, **February 5-6**. Contact ALCA Trade Exhibit, 1750 Old Meadow Rd., McLean, VA 22102.

Weed Science Society Annual Meeting, Toronto, Canada, **February 5-7**. Contact WSSA, 113 North Neil St., Champaign, IL 61820.

Wastewater Irrigation course, Denver, CO, **Feb. 5-7**. Contact the Irrigation Association, 13975 Connecticut Ave., Silver Spring, MD 20906. 301/871-8188.



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