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NEWS from page 18

For these reasons, Scott Harrison of Penn State University believes the industry must consider the influence of turfgrass and landscape management on water quality, and how lawn care is perceived in the public eye.

Harrison has collected data with respect to nutrient and pesticide use in urban/suburban landscapes. He knows the present aggressive regulatory stance on pesticide use will affect every company's programs, but he does not recommend a defensive posture.

"We have to adjust our management procedures. The industry must police itself rather than be negative," he says. He advises high standards of cleanliness, chemical disposal and personnel training. He also recommends "more intelligent landscape designs," using low maintenance, low nutrient requirements, and more customer education on en-

vironmental issues.

"If we're going to deal with the regulatory situation and a high degree of public scrutiny," concludes Harrison, "we must keep these things in mind." □

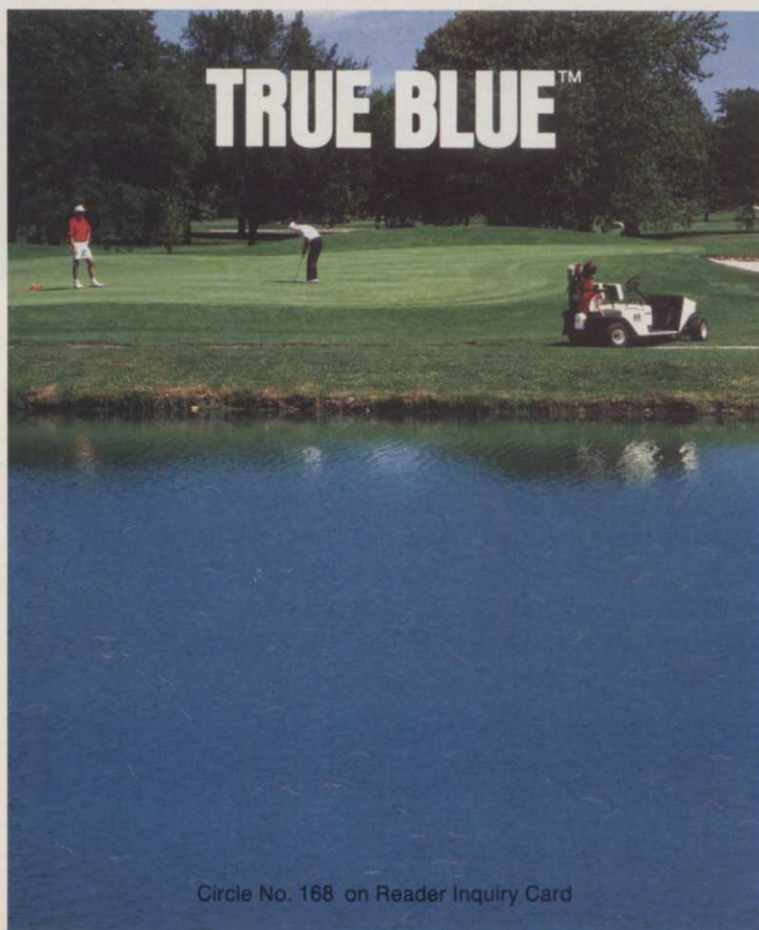
MANAGEMENT

Assist programs fight drug abuse

BALTIMORE — If you live in Maryland and believe employee drug abuse is a problem at your company, call Bill Lowry at (301) 225-6873.

Lowry, an official with the Maryland Department of Alcohol and Drug Abuse, addressed the Maryland Turfgrass Conference recently on how to identify and deal with drug abuse among employees, something he believes affects many companies at alarming rates.

According to Lowry, generally 20 percent of the nation's workforce is im-



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This adds even more knock-down power to Rubigan's extended disease control. Just one application can clean out even a heavy presence of brown patch for 10-14 days.

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Extends brown patch control up to seven days when tank-mixed with a contact fungicide.

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Compare Fylking's competitive price and advantages! Fylking forms a thick, lush turf that has improved disease and drought resistance. Fylking greens up earlier, stays green longer; can be cut as low as $\frac{3}{4}$ inch—even $\frac{1}{2}$ inch. Fylking has been proven over many years of international turf testing.

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KENTUCKY BLUEGRASS

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paired by alcohol, drugs or emotional problems, and probably 12 percent of any given workforce has a measurable alcohol or drug problem, resulting in massive financial losses for companies.

"We estimate that a company that has 1,000 employees with a \$25,000 per capital salary will lose \$1,125,000 due to absenteeism, overtime, tardiness and insurance claims." That figure does not include the costs incurred by poor decision-making on the part of the employee.

Lowry believes the antidote lies in employee assistance programs, a means whereby company superintendents report problem employees, or the employees are encouraged to come forward on their own with no threat of dismissal.

According to Lowry, most companies are too small to afford a program on their own. He notes that some companies are contracting with private, outside consortiums which establish a group assistance program for a number of companies.

In the meantime, Lowry recommends you look for signs that indicate drug or alcohol use is a problem: poor attendance, frequent absences, especially after weekends or holidays, unexplained disappearances, long lunches, or an adverse change in the employee's performance or personal appearance. □

LANDSCAPING

More production to meet goals

NASHVILLE, Tenn. — Do you envision your landscaping company as a "production company?" Are you fluent in "production language," and do you generate "production numbers" to set goals and judge the output of your employees?

If not, perhaps that's the reason why business

is up one month, down the next.

In a back-to-the-basics seminar at the Landscape Expo here, Phil Christian of PDC Consultants seemed to be saying that the idea of "production" is a mind-set needed for consistency.

A production company should be organized so the entire company serves as a support system for each crew or "production unit." The units consist of labor, equipment, material and transportation. The production company must make timely and accurate production numbers on a project-by-project basis. Production goals are set by management, which monitors each crew's progress, making the necessary adjustments as needed.

Safety is another benefit of the production company. Training activities are structured around safe and correct procedures, strictly enforced by the crew chiefs.

"Increased productivity should produce an increase in quality if the production procedures are followed," advises Christian, "and projects are produced on schedule."

According to Christian, the importance of each production unit stems from policies and procedures designed to promote quality production. Good policies meet with little interference from management or managers.

Christian's theory of over-production says that the production units should be structured to meet any goal. □

Correction

On page 46 of the February issue, a riding mower was misidentified. What was a Woods/Hesston Model 3150 is mistakenly identified as an Exmark 3150.

Woods/Hesston is an Oregon, Ill.-based manufacturer of professional lawn mowers. Exmark is based in Beatrice, Neb.

Three ways Mazda trucks outperform the competition.



1988 Mazda B2200

If you're about to commit your company's resources to building a truck fleet, you've probably looked at Ford Ranger, Chevrolet S-10, Toyota and Nissan. But your shopping list isn't complete until you've taken a good look at Mazda. Because Mazda trucks offer some very important advantages over the competition.



Mazda trucks: Number one in overall customer satisfaction for three straight years:

1986	1987	1988
MAZDA #1	MAZDA #1	MAZDA #1
TOYOTA #2	TOYOTA #2	TOYOTA #2
NISSAN #5	NISSAN #3	NISSAN #4
CHEVROLET S-10 #6	CHEVROLET S-10 #7	FORD RANGER #8
FORD RANGER #9	FORD RANGER #9	CHEVROLET S-10 #10



Mazda B2200 Cab Plus. Combining spaciousness with practicality, the Cab Plus is the first extended-cab compact truck that allows two adults to sit facing forward in optional rear jump seats.

Mazda trucks: Offer a 36-month/50,000-mile "bumper-to-bumper" warranty—The best in the truck business.*

MAZDA	TOYOTA	NISSAN	FORD	CHEVROLET
36 MONTH 50,000 MILE WARRANTY	36 MONTH 36,000 MILE WARRANTY	12 MONTH 12,500 MILE WARRANTY	12 MONTH 12,000 MILE WARRANTY	12 MONTH 12,000 MILE WARRANTY

Mazda trucks: Offer the most truck for your money.†

Standard Features	Mazda B2200 Base	Toyota Standard	Nissan Standard	Ford Ranger "S"	Chevrolet S-10 "EL"
5-speed	Standard	N/A	N/A	Standard	Standard
Automatic transmission	Optional	N/A	N/A	N/A	N/A
Double-wall cargo bed	Standard	Optional	Standard	Standard	Standard
Tinted glass	Standard	Optional	N/A	N/A	Optional
Steel-belted radials	Standard	Optional	Standard	Standard	Standard
Full carpeting	Standard	N/A	N/A	N/A	N/A

To find out even more ways Mazda outperforms the competition, contact:
Fleet Department, Mazda Motor of America, Inc.
7755 Irvine Center Drive, Irvine, CA 92718.
Or call (714) 727-1990.

*J.D. Power & Associates 1986 and 1987 Compact Truck CSI and 1988 Light-Duty Truck CSI customer satisfaction with product quality and dealer service. **See your Mazda Dealer for limited-warranty information.
†Comparisons with other makes based upon available competitive data.



It Stopped Just To Have Its P

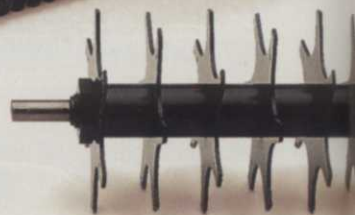
You're witnessing a rare sight. Toro's Reelmaster® 450-D actually standing still. A rare sight because the Reelmaster 450-D is so dependable that it goes and goes and goes. Giving you the high capacity mowing and precise even cutting you've been looking for.



Each cutting unit is connected to a universal joint, so it can float freely in any direction, following the contour of the turf for an even, uniform cut. Or can be locked in a fixed position.



The Toro 450-D gives you protection against hydraulic fluid leaks. Wherever possible, hoses have been replaced with strong steel lines and O-ring seals protect connections. A hydraulic warning system flashes an alarm when the fluid level drops. For easy servicing, test ports for the hydraulic system are right on the side of the machine.



The Reelmaster 450-D can be customized with these accessories: ROPS, Cab, 5- and 7-bladed reels, rollers and thatching reels.

Long Enough Picture Taken.



Toro's exclusive variable clip control allows you to calibrate reel speed and mowing speed to give you the highest quality of cut in varying course conditions. Combine that with faster mowing speeds, up to 7.5 mph and 12.5 mph transport speed, and you're going to witness an increase in productivity. All controls are in easy reach of the operator to provide greater comfort.

The 450-D is designed with its weight evenly distributed around a center-mount 50 hp engine for better balance. This means more up-hill climbing ability than other machines and better traction.



Compared to tractor gang mowers, the Toro 450-D weighs less and is equipped with wide 31-inch tires that spread the weight for the lowest PSI, further minimizing turf marking.

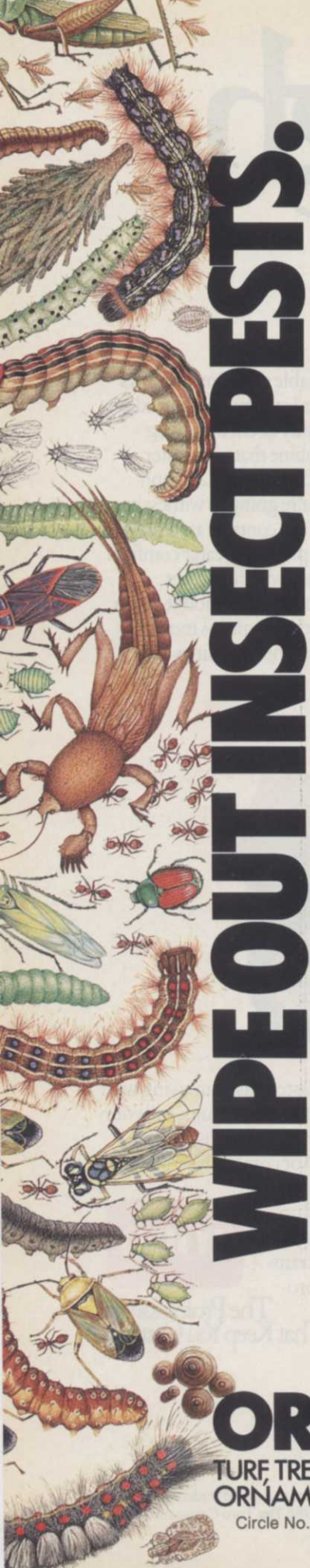


For faster, easier mowing with more beautiful results, call your local Toro distributor for a demonstration of the Reelmaster 450-D or contact Toro at the address below. A machine built from the ground up with proven Toro design experience. And that translates into the kind of productivity no one can argue with.



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ATHLETIC TURF

Kurtz leaves STMA

Kent Kurtz, Ph.D., has resigned as executive director of the Sports Turf Managers Association after four years.

Kurtz, a member of LANDSCAPE MANAGEMENT's editorial advisory board, is a professor at Cal Poly/Pomona. With those duties and all the advisory positions he holds, he was finding his schedule too full to continue as executive director. "Four years is a long time, too," he told LM.

Mark Hodnick, president of STMA and supervisor of landscape services at Cal Poly/Pomona, is handling what were Kurtz's responsibilities.

Are you a prudent manager?

If you're worried about being sued by someone who was injured using your field, ask yourself if you manage that field in a reasonably prudent manner, says Elyzabeth J. Holford, J.D., of Virginia Tech University.

"Your duty in a nutshell is to refrain from creating a situation where there is an unreasonable risk of injury," says Holford.

Holford told attendees of the 29th Annual Virginia Turfgrass Conference that lawsuits against athletic field managers are more and more common. That's because of an increase in leisure time, which means more athletes are suffering more injuries; more lawyers "who have no qualms about taking any case to court"; and the "consumeristic" society of today that says: "I paid to use this field so it better be safe."

What can you do to protect yourself? "Often the simplest things are overlooked," says Holford. She stresses the importance of meeting all federal, state and especially local regulations regarding athletic fields. Also:

- clearly post warning and exit signs;
- rehearse evacuation procedures;
- conduct and document regularly scheduled maintenance checks;
- keep a file of all your requests for maintenance and repair, and the responses you received; and
- use quality materials and personnel for turf installation and repair.

"If you can't afford the highest quality people or materials you're telling me you can't afford a lawsuit, yet you're willing to take the risk of incurring one," she adds.

Making playgrounds safer

Though playground equipment ranks fifth on the list of the 100 most hazardous consumer products, there are steps a facility

manager can take to make playground areas safer, says William C. Hoover, Department of Parks and Recreation, City of Charlottesville, Virg.

"It is my opinion that proper design, construction, inspection and maintenance are the key elements in providing a safe and enjoyable playground area," said Hoover at the 28th Virginia Turfgrass Conference.

Important construction considerations include a good drainage system, enclosing the area with a border that is at least eight to 10 feet away from any apparatus and increasing many of the manufacturer's installation recommendations. "We recommend increasing the amount of concrete and the size of holes dug for footing," says Hoover. "All footings should be a minimum of two inches below rough grade finish to avoid problems with the concrete protruding into the finished area."

There are many organic and inorganic materials you can use to provide a surface that offers a maximum cushioning effect. He recommends a combined depth of no less than 10 to 12 inches. "It has been our experience that the most effective surface materials are shredded rubber and pinebark mulch," says Hoover. "The shredded rubber is our best surface because it's safe, has good longevity and durability and is easy to maintain."

Athletes prefer new turf

Researchers at the University of California, Riverside (UCR) say that the new cool-season turf varieties adapted to the Southwest climate provide better cushion and are therefore safer for athletes than existing varieties.

"Results from our study indicate that new perennial ryegrass varieties offer important safety features for football and baseball players, especially during the winter months when Bermudagrasses are dormant," says Stephen T. Cockerham, leader of UCR's sports turf research program.

UCR researchers tested 53 varieties during the four-year study. Citation II was reported to have performed the best under the stress of serious sports traffic, but not statistically better than eight other varieties.

"As improvements continue in the development of cool-season turfgrasses adaptable to the Southwest, sports field management will change dramatically," predicts Cockerham.

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