

"PennLinks is Paradise at the End of 'Hell's Half Acre' "



"Our Number 14 'Hell's Half Acre' is certainly the most discussed hole on our course. A 600 yard, par five with bunkers across the fairway 400 yards from the championship tee, it's a treacherous trek to paradise.

"The reward for powerful strokes and crafty strategy is the PennLinks green that finishes the hole.

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"All 18 greens were redone in the fall of 1991, and were in play the following spring. We gassed the existing grasses before renovating and reseeded our soil greens. Based on my prior success with PennLinks creeping bentgrass, I felt secure in

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"Once our members reach the paradise at the end of 'Hell's Half Acre', they never look back.

"But they sure do talk about it".

Douglas Petersan

Douglas W. Petersan, Supt.
Baltimore Country Club
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AS WE SEE IT

RON HALL, SENIOR EDITOR



Some people out there say we're making them 'sick'

Multiple chemical sensitivity (MCS) is something we all must continue to monitor.

People who claim to suffer from MCS say that exposure to chemicals causes them terrible health problems. Just about any man-made chemical can do it, they say—newspaper ink, solvents, deodorizers, hair spray, aftershave included.

Whenever the topic of MCS arises, a discussion of pesticides always follows.

The two are linked. In this context, the words "pesticides" and "poisons" are often used interchangeably. To MCS sufferers, careless and/or uncaring applicators can rightly be described as poisoners. That's how we fit into this equation, even if unwillingly.

Their message to all pesticide-using professionals is clear: stay away. Far away.

These sufferers believe that MCS is initially triggered by one overwhelming exposure to a particular chemical. Or, in some individuals, to a long term and persistent exposure to a particular chemical.

Whatever the cause, MCS victims (that's how they describe themselves) are absolutely convinced that the exposure has so traumatized their bodies that even the most minute presence of chemicals in their environment causes them extreme discomfort.

They often go to incredible lengths to avoid exposure to chemicals. They may remove all chemical products from their homes. They may wear gas masks when they leave their homes. Sometimes they even relocate themselves and their families to the country to escape whatever chemicals their neighbors use.

These victims say MCS robs them of their health; it destroys their careers; it sometimes even denies them the association of friends.

Their lives seem to be consumed with the fear of chemicals, and any illnesses that result from contact with chemicals.

How many people suffer—or claim to suffer—from MCS?

Depending on who's talking, the number can vary from thousands to as many as 10 million people nationwide.

Some belong to community support groups. There may be as many as 20 people in such groups.

It's unlikely that any city of any size in the nation doesn't have, at least, a few people who believe that at least some of their health problems are caused or worsened by exposure to chemicals. But the term "multiple chemical sensitivity" is just now gaining more usage.

The mainstream medical community doesn't seem to know what to do about MCS. In fact, the number of physicians recognizing it as a problem is still small. But, like MCS sufferers themselves, this number will probably grow.

We, as professional chemical users, don't know what to do about MCS either.

Certainly, we can't say that it doesn't exist. That it's so much bunk. That the people who claim to suffer from it, really don't.

We're not medical experts. How can we know what they're feeling?

Mostly, it seems, we must do everything we can to keep it from becoming a bigger problem, either for ourselves and our businesses, but particularly for those who say they are its victims.

LANDSCAPE MANAGEMENT

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ASK THE EXPERT

DR. BALAKRISHNA RAO



Selectively managing woody plants

Problem: Last year we cleared several acres of land along a river bank and planted it with grass. Is there any herbicide that can be used to prevent the reoccurrence of woody plants from along river banks without injuring the grass?

Solution: Since the wooded area has been cleared and grass has been planted, consider maintaining the area as a low maintenance grass area with proper mowing and broadleaf weed control as needed. Broadleaf weed herbicides, used in the lawn maintenance program, might be beneficial. Read the product label to see whether that product can be used along river banks. Mechanical means, such as proper mowing, may help manage some of the plants because once the plant's terminal bud is removed it may fail to grow further.

If the woody plants or branches are close to—or hanging over—the water, consider using herbicides that contain glyphosate, such as Accord or Rodeo. These herbicides can be applied directly over the plants and can be applied over water. These are non-selective herbicides, and will kill the grass. Reports indicate that glyphosate can be applied using a backpack and spot-treating as needed using a “low volume” application technique. With this method, the herbicide products do not have to be applied over the entire plant. The objective is to apply a five percent concentration of mix, quickly, over the the plant foliage—enough to translocate and help manage the undesirable vegetation. Be careful not to get this product on the grass.

A wick-type applicator can treat woody growth selectively. It could be time-consuming, but it should manage the undesirable vegetation very well.

If the woody plants or branches are not close to or hanging over the water, you could consider using Krenite herbicide; but it should *not* contact the water. Apply from June to October.

Cold weather injury tough to prevent

Problem: Last year, soon after winter, a number of Quanzon cherry trees showed severe injury from exposure to low temperature. Affected trees had extensive bark splitting and/or peeled bark. In some instances, the bark was peeled all around the stem. Is there an antidesiccant (drying agent) or protective wrap we can use to prevent this from happening again? (Michigan)

Solution: Last year, sub-zero temperatures in many parts of the U.S. caused frost crack on a number of plants. Generally, evergreens are less subject to cracking than are deciduous trees. Plants such as linden, oak, elm, London plane, horse chestnut, willow, apple, beech, crabapple, golden rain tree, walnut and many other thin barked trees are commonly sensitive to frost crack.

The problem with cherry may be due to sun scald, frost canker and/or cup shakes resulting from exposure to low temperatures. The following explanation from an arboriculture text by Dr. R.W. Harris might be helpful in understanding the problem.:

“On sunny days in winter, a tree trunk may be warmed as much as 10° C (18° F) above air temperature. If a trunk or branch so warmed becomes shaded by a dense cloud or opaque object, the bark temperature may drop quickly to a critical level, causing injury or death to the bark and cambium. This is generally called *sun scald*, even though it is actually a freezing injury. It has also been called a *frost canker*.

“Wide fluctuations above and below and freezing temperatures of wood may also cause *cup shakes*, or separations of the wood along one or more annual rings. These occur when a frozen trunk warms quickly upon exposure to the sun. The warmed outer wood expands and separates from the inner wood, which has expanded less rapidly. Cup shakes are not evident until the trunk is cut or breaks, but cause serious defects in lumber and may weaken a living tree. Longitudinal frost cracks usually occur in the bark and wood parallel to the grain and extend to the center of the trunk.”

Generally, there is no known practical solution to protect the sensitive plants from these injuries. Some researchers believe that frost cracks can be prevented by preventing wounds, making proper cuts and preventing root injuries. Others believe that wounds may be a factor in frost cracks, but are not the primary cause.

Reports indicate that shading a trunk or painting it with white latex exterior paint can moderate temperature extremes and may reduce frost crack, sun scald and cup shakes. Another option may be to paint the trunk using whitewash (calcium carbonate and water) in early fall. The drawback with painting is that in the spring the trunk may remain white and may not be aesthetically pleasing.

In my opinion, it is better to install a burlap barrier 8 to 10 inches away from the trunks of cherry trees. This can be done by placing four wooden stakes about 10 inches away from trunks and then wrapping them with burlap. This 8 to 10 inches of air space is needed to maintain constant temperature and help prevent the injury. Other wrapping materials such as tubes, aluminum, craft wraps or white cloth do not seem to protect against frost cracks.

Generally, plants going to winter, which are under some sort of stress, are more likely to be affected by low temperature exposure. Therefore, follow proper watering, mulching, fertilizing, pruning and pest management as needed to help improve plant health.

Dr. Balakrishna Rao is Manager of Research and Technical Development for the Davey Tree Co., Kent, Ohio.

Mail questions to “Ask the Expert,” LANDSCAPE MANAGEMENT, 7500 Old Oak Blvd., Cleveland, OH 44130. Please allow two to three months for an answer to appear in the magazine.



ALL THE ANSWERS FROM KUBOTA

When the question is how to work smarter, Kubota gives you multiple choices!

Kubota's new L-35 has performance features that include a GST transmission for clutchless shifting on the go through all 8 forward and reverse speeds, hydrostatic power steering, and a roomy ISO-mounted operator's platform that reduces vibration. An optional hydraulic port offers the versatility to use hydraulic breakers and other tools.

The rugged B-20 offers a liquid-cooled 20 HP diesel engine with hydrostatic transmission, integral power steering, and standard 4WD for greater traction and power.

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When the question is how to work smarter, Kubota responds to your needs with tractors that are at the top of their class!

Feature	B20	New L35
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Loader Maximum Lift Height, (in)	85"	105.5"
Backhoe Digging Depth, (in)	92.9"	111.3"

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Financing available through Kubota Credit Corporation

by Ed and Aaron Wandtke

■ The green industry, like most other service industries, is increasingly feeling the strain for better, more professional employees. And many of you are suffering through an inability to attract valuable employees.

If you finally discover a promising employee, retaining him or her for any period of time often becomes a challenge. Business owners continually claim that most promising employees never stay

with a company more than two years. Why are employees leaving? Where are they going? What criteria should you evaluate future employees on?

Packing their bags—The two most common reasons for leaving a company are money and job security. Clearly, the old-fashioned six-to-dark worker has disappeared; today's employee wants more money for working less.

Unfortunately, the green industry is creating its own problems. Today, companies are offering pay for seasonal work that is no better than a fast food restaurant. They are discovering that employees want the opportunity to make money the entire year rather than only during the growing season. Offering lower pay and seasonal employment are proven ways to limit the pool for professional and reliable employees.

The minimum wage—now being discussed in the halls of Congress—appears to be headed for a change in the next year or two. Here's a general rule of thumb: if you are not paying twice the minimum wage, then perks must be used as an inducement to retain good employees. Offering additional money through incentives can be an opportunity for personnel to earn increased pay. If, on the other hand, higher wages are already being offered, then perks will be the alternative to keep payroll costs reasonable.

Not just a job—Good employees often leave because of limited security,

overlong hours, or lack of advancement opportunities. Employees are looking at green industry employers for a career, not just a job. Promising employees invariably seek:

- long-term opportunity;
- hours that allow them to have a "personal life;"
- a retirement plan; and
- increasing benefits through seniority.

If you don't offer these benefits and opportunities, these promising employees will leave.

Employees with potential often can be found in other service industries where they may start with lower pay. Job security, benefits, training, shorter work weeks and promotional opportunities are usually found at an employer who has good employees.

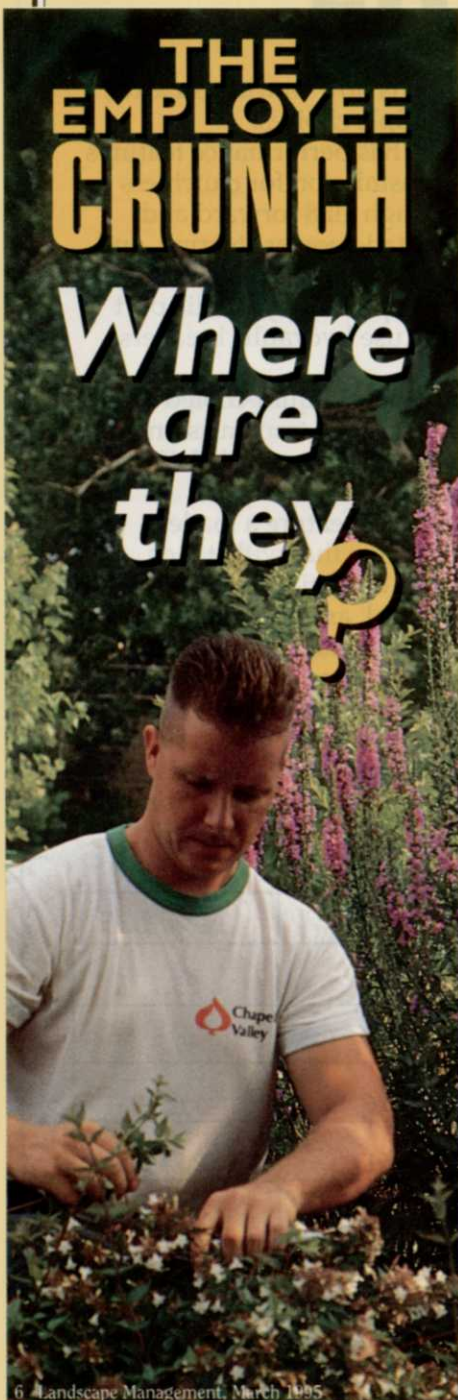
Criteria—Seeking and primarily offering seasonal employment is the surest means to attract sub-par employees.

Simply stated, how many people look for and are satisfied with seasonal employment? Most of you don't understand that career-oriented, professional workers are not looking for seasonal jobs—yet, this is what most employers want. If you want the best employees, you must make the effort both financially and professionally to do what is necessary to retain them.

The criteria each employer uses when hiring employees is usually different from other employers in a market. The following criteria may be helpful when recruiting and evaluating employees.

THE EMPLOYEE CRUNCH

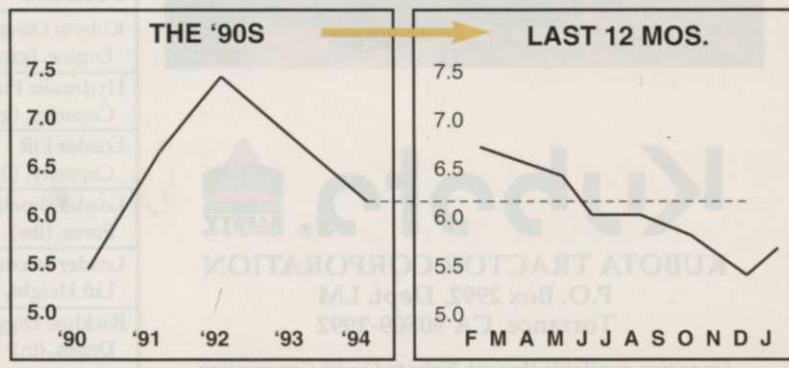
Where are they?



A RECENT HISTORY OF UNEMPLOYMENT

The national unemployment rate either stayed the same or fell for 10 straight months, until January (the most recent month for which

statistics are available), when it rose 3-10ths of a point. Overall, the unemployment rate has been decreasing steadily since 1992.



HOW DO YOU STACK UP?

Benefits offered by Landscape Management reader companies/departments:

	GREEN IND AVG.	GOLF COURSE	ATHLETIC FIELD	LAWN CARE	LAND- SCAPE
Paid holidays	82.1%	82.0%	96.4%	65.4%	69.0%
Paid vacations	82.4%	88.0%	96.4%	62.7%	66.5%
Paid sick leave	61.6%	64.5%	95.8%	37.3%	38.1%
Monetary bonuses	46.4%	39.9%	6.6%	64.7%	64.0%
Health insurance*	70.1%	78.1%	93.4%	47.7%	48.2%
Dental insurance*	34.5%	36.6%	62.3%	15.7%	17.8%
Retirement plan**	30.9%	31.7%	41.3%	20.9%	23.9%
Paid tng./educ.	68.8%	74.9%	76.0%	59.5%	52.3%

*Partial to full coverage

**Includes 401(k), pension, profit-sharing, etc.

Base: 666

Source: LM survey, Sept.-Dec. 1994

First, determine what type of work the individual is looking for. Does the potential employee view the opportunity as temporary employment while he looks for other work, or does he or she want this job to be a career move? If absolutely necessary, temporary employees may be sufficient, but for professional employees, temporary employment is not practical.

Second, determine what experience or specialty skill the employee brings to the company. Employees who can complement services already offered by the company will improve the company's opportunities. Discussing services is also a good time for prospects to address how they feel about training and their willingness to acquire additional skills through training.

Third, ask the individual why he or she chose your company to apply for a job. This is a great way to discover the employee's intent. If he or she simply flipped through the phone book and picked your company, that's probably not the best person for the job. A person who has researched the golf or landscape market in your area and is evaluating a couple of companies is likely a more promising employee.

Fourth, ask direct questions to determine both how he/she responds to pressure and how quick and favorable his/her responses are. After all, you are in the people business and employees must be able to communicate with clients, management, and

their immediate supervisors. The responses from the prospective employee will serve as another indication of his/her potential.

Fifth, determine—through questions—the style of management under which the potential employee works best. This may be determined through questioning of previous jobs and previous managers. Find out where potential conflicts may arise and how he/she solves conflicting situations. If a future employee appears to have many areas of conflict or has a quick temperament, that candidate is not likely the best for the job.

The above-mentioned points all funnel into one single issue: what type of person is this individual? Do you like him or her as a person, and would you like to work every day next to this person? If you don't like the candidate, what are the chances he/she will get along with other supervisors and employees?

Good employees begin with attitude, image and the ability to socialize with other employees, customers and managers. If employees have a bad attitude, they are more detrimental to the company than they are worth the investment.

Also, if employees have a self-image problem, they will not be helping the company image, either.

Finally, if employees can't communicate and explain their feelings or needs, they are not a fit for a company because of their inability to communicate with others.



*Build a strong
foundation of
employees through
proper recruiting,
training,
compensation,
and the right
mix of
personalities.*

Hiring good employees is not an easy task. These employees are looking for both an opportunity and a future with an employer. If you are not offering a future and opportunity for good employees, these quality employees will gradually leave your company.

—The authors own and run Wandtke & Associates, a green industry business consulting firm. They can be reached at (800) 966-3546 or by fax at (614) 891-7698.

Nuts and bolts: shopping for mower parts and more

by John B. Calsin, Jr.

■ Some of the following tips will save you money on equipment parts and service. They come from Tim Yearsley and Jim Hash of M.S. Yearsley & Sons of West Chester, Pa., and Bill Neff of Main Line Mowers in Berwyn, Pa.

● **Shop around for the right dealer.** Talk with sales, parts and service people. Do your peers recommend one place over another? Location sometimes makes a difference, too. In some areas, there are numerous equipment and parts sales companies. Competition works in the buyer's favor. In other areas, your options are more limited.

● **Buy back-ups for your high-wear parts.** Some of these might include extra filters, belts for mowers, spare blades, gauge wheel and pins, etc.

● **Check with the dealer to see if commonly-needed parts are normally in stock.** Ask for several parts by their specific number rather than just accepting the counterman's "sure, we carry it." This extra homework on your part, will pay off.

● **Ask if the dealer's parts department has a next-day or overnight policy.** Are their suppliers set to handle rapid shipments?

● **Ask how much experience the mechanics in the service department have.** How long have they been there? Is there a lot of turnover? A new mechanic, under pressure during the busy season, may create more problems rather than solve them.

During the off-season, other factors may apply.

● **Ask about special discount plans.** Often unadvertised, special stock order plans are offered by some manufacturers. Shipment might take three weeks or longer. But the dealer may be able to pass on an extra discount if the part isn't needed quickly. Usually, with this plan, you have to buy in volume to help the dealer buy in volume from his supplier.

● **Change the oil and clean filters at least once a week** during the busy season. You might want to change as many as two or more times a week, depending on the equipment's total running hours. Service costs are in the \$40 to \$60 per hour range, so 30 minutes of preventive maintenance can save money and allow you more cutting time.

● **Have a spare parts kit or "breakdown box."** The kit should contain, at the least, mower blades, belts, air filters, fuel filters, spark plugs, tools to make the changes, lubricant to spray cables, and perhaps a spare tire, plugging kit or tube.

Some of these suggestions will take a little extra time and up-front money. But at year's end, the bottom line should be healthier, and your stress level lower.

—The author is a freelance writer based in West Chester, Pa.

**Chart,
list of mowers,
page 10**

Gravely Pro 300 series with gravity feed fuel system.

Bunton: 28- and 60-inch cutting decks.



Howard Price handles knolls and berms well, company claims.



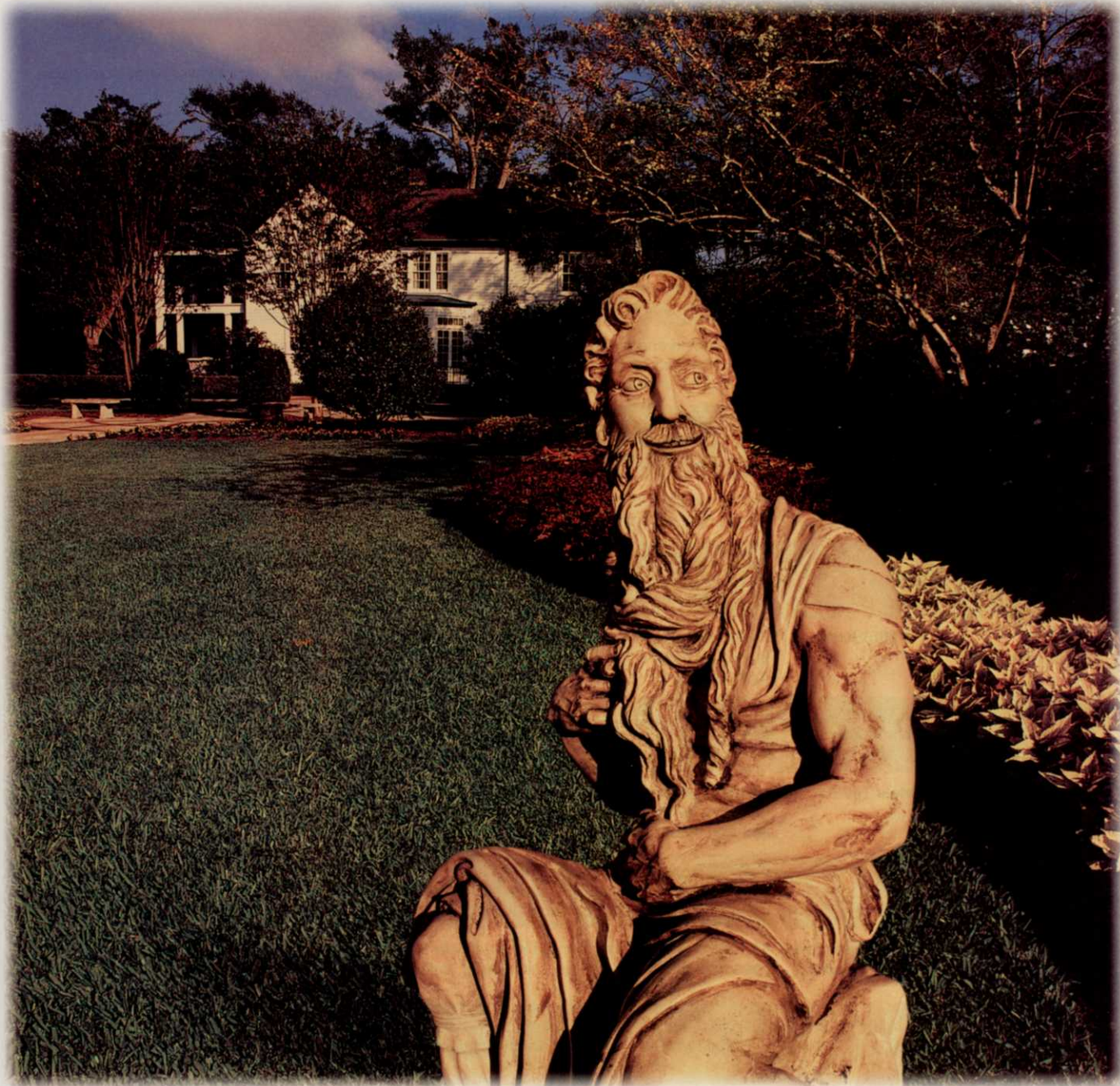
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Grasshopper: with Quik-D-Tach decks, mulching units.



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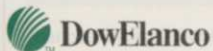


Dependability is what lawn care and landscape professionals look for in a preemergence herbicide. And dependability is what you get with the time proven Team* herbicide. Since 1985, Team has proven itself effective at stopping a broad spectrum of troublesome grassy weeds, especially crabgrass.

With the rock solid performance of Team, you can expect consistent, season long control.

Because nothing, pound for pound, prevents crabgrass better than Team, you know you've got a preemergent you can depend on to bring a smile to the face of any customer.

For further information on Team, or any other product in the extensive line of DowElanco products, give us a call at 1-800-352-6776. Always read and follow label directions.



*Trademark of DowElanco



ROTARY MOWERS FOR THE PROFESSIONAL MARKET

SUPPLIER	MODEL	SPECIFICATIONS
Alamo Circle No. 311	Grass Flex	Cuts grass evenly and quickly. The three wings are supported by four caster wheels on each wing. Wings fold up to a maximum width of 8.5' for transport.
Bunton Circle No. 312	28"-60" commercial mowers	Variable-drive walk-behind mowers have indexed speed control, quick mower blade disengagement and outstanding maneuverability. Safety interlock system.
Dixie Chopper Circle No. 313	X-Series	The X-Series features 2-cylinder, Kohler engines, at 20hp or 22hp. Maximum speed 8mph; wheel base 44"; overall width 54"; overall length, 75"; six-gallon fuel tank.
Dixon Circle No. 314	ZTR mowers	These riding mowers have 42", 50" or 60" cuts. Electric clutch; Kohler engines; all models have electric start. The zero turning radius reduces mowing time.
John Deere Circle No. 315	F1145 series front mowers	Yanmar diesel; three cylinders; hydrostatic U-type transmission; heavy-duty rear-wheel-drive axle; hydraulic PTO clutch. The transmission, differential, 2-speed axle and planetary final drives are also used on the company's 855 utility tractor. Wet-disk brakes allow constant side-hill feathering with almost no wear or adjustment.
Encore Circle No. 316	Pro-Line walk-behind mowers	Walk-behind and steerable sulky. Dual V-belts to each rear wheel; six-inch brake drums; 52" deck; 20-hp liquid-cooled Kawasaki engine. Zero-turning ability for tight spots and trimming; heavy-duty, impact resistant anti-scalp roller is standard on the Pro 60.
Exmark Circle No. 317	Turf Tracer hydro	60" or 52" TriVantage decks are fully-welded, gauge steel. centered speed controls for left- or right-handed operation. Cutting heights from 1.5" to 4.5". Optional 3-bushel grass catcher; electro-magnetic clutch PTO; 5-gallon tank. 12-volt battery.
Ferris Industries Circle No. 318	Commercial mowers	Rotary mowers from 13hp/32" walk-behinds to 22hp/72" riders; belt drive and hydro models; Pro Series riders are designed to cut up to a full 72" at normal mowing speeds; 5-year warranty.
Grasshopper Circle No. 319	Zero-Turn Front Mowers	PTO shaft-driven outfront decks; Quik-D-Tatch Combo Mulching Deck (U.S. patent pending) in five sizes from 44" to 72." The Quik-D-Tatch mounting system (U.S. patent pending) with self-contained deck stand lets operator remove and re-attach deck or other accessory.
Gravely Circle No. 320	Pro 300 Series	Kawasaki, air-cooled engine; gravity feed fuel system; manual recoil start; max speed 5.4 mph; individual band-type wheel brakes; the latest in hydrostatic transmission benefits; hand controls make it easier to operate; two independent pumps and motors for zero turning radius.
Howard Price Circle No. 321	Turf Blazer walk-behind mowers	Kawasaki engines; 12.5-17 hp; one cylinder; solid state ignition; 4-gallon tanks. The company has a new 91" deck which is available on choice of three traction units, ideal for large projects with a capacity up to 4.6 acres. Handles knolls and berms well.
Jacobsen Circle No. 322	Turfcats T422D	Hydraulic 4-wheel drive and differential lock; diesel power; hydraulic PTO; wide-core radiator; full-pressure lubrication; superior hill-climbing traction; wide stance and low center of gravity for stability; hydraulic PTO means quieter operation.
Kubota Circle No. 323	GF1800	4-wheel drive; can switch to 2-wheel drive; turning radius of 17.3"; bevel-gear drive system; hydrostatic transmission; 8.4-mph maximum forward speed; designed to be very versatile; three mower decks can be used; hopper-type or bag grass catchers.
Lesco Circle No. 324	Walk-behind mowers, three decks	48", 36" and 32" decks; 4-cycle Kawasaki or Kohler engines; 5-gallon fuel tank; four forward speeds; 6-inch drum brakes. Extra-deep, balanced cutting decks for excellent maneuverability.
Ransomes America Corporation Circle No. 325	Bob-Cat T-3100	48" or 61" cutting decks; Kohler engines; durable hydrostatic transmission; 7-mph top speed. Optional features include an electric deck lift, grass collector and leaf mulcher.
Scag Circle No. 326	SWZ Zero-Turn	Designed for high productivity and profitability; the company says the SWZ will reduce cutting time by 20-40 percent. Independent power to each wheel allows no-scuff zero-radius turning.
Snapper Circle No. 327	Pro 7 Series	The company reports its mid-size walk-behinds have been redesigned for easier maintenance.
Toro Circle No. 328	Groundsmaster 300 Series	Traction and stability are improved with extra large turf tread tires; 4-wheel drive in the 325-D model; operator comfort a priority; liquid-cooled engines.
Walker Circle No. 329	Mid-size commercial mowers	Features custom designed sealed gear drive axle with machine cut gears, ball bearings and ductile cast iron axle and hub; dual hydrostatic zero -turn radius.

Source: LM survey, February 1995. Not all-inclusive due to space limitations.