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San Luis Obispo Chapter
California Landscape Contractors Association
Representing the Landscaping & Irrigation Industry

CLCA Trophy Awards: You Can't Win If You Don't Enter!

The California Landscape Contractors Association is now accepting entries for the 2021 Trophy Awards, a celebration of excellence in landscaping. The California Landscape Contractors Association presents the Trophy Awards to:

- Encourage interest in landscaping
- Recognize the professionals who produce outstanding landscapes
- Bestow public recognition on companies, institutions, municipalities and residents for their contribution to a beautiful California

Why Enter?

Because winning a Trophy Award can:

- Attract and amaze potential clients
- Motivate your crews
- Remind prime contractors of the valuable contributions your firm provides
- Strengthen your relationships with current clients
- Silence grade-school teachers and other naysayers who claimed you would never amount to anything
- And, make your competition green with envy

Judging

CLCA's Events Committee plans on conducting "boots on the ground" in-person judging for the 2021 Trophy Awards.

Save \$100!

Enter by August 8 and save \$100 off your entry fees. The entry deadline is August 15, 2021. Entries received after August 15, 2021 will not be accepted. Download entry at: www.clca.org/wp-content/uploads/2021/04/trophy-2021-entry-form.pdf

Awards Ceremony

Trophy Award winners will be announced November 5, 2021 at the CLCA Annual Convention in Maui.



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Interview Preparation

Steven Cesare, Ph.D. The Harvest Group, Landscape Business Consulting | harvestlandscapeconsulting.com

A business owner from Colorado called me the other day to discuss her company's approach to interviewing job applicants. Like most companies, the interview process at her organization is time-consuming, semi-structured, and critical to building the right team. I offered some practical advice to increase the consistency, rigor, and value of her company's interview selection process.

I suggested that the owner mandate that all interviews be conducted with at least two interviewers. This recommendation is predicated solely on minimizing the likelihood of an interviewee's claim of harassment, bias, or discrimination in the interview setting. Many discrimination lawsuits occur when a protected class member does not get a job. By having a 2-on-1 format, the probability of a "s/he said- s/he said" dispute is virtually eliminated.

With the interview panel structure in place, I recommended that the interviewers review the candidate's job employment packet (e.g., application, resume, assessment), job description and performance appraisal form, and interview protocol two days before the scheduled interview. We have all been there: We know when an interviewer is unprepared, reviewing the applicant's documents for the first time during the interview. That posture does initial and indelible damage to the company's brand image and organizational culture. Be professional. Be prepared.

Make sure to schedule the interview in a manner to minimize job conflict and ensure ample time and space availability. This is the candidate's first impression of how the company conducts business; the role modeling process is underway.

Based upon the pre-work related to the em-

ployment interview, here are some key points to remember:

1. Bring the candidate's job employment packet, job description, and interview protocol to the interview.
2. The less the interviewer talks the better it is; being professional is better than being personable.
3. Welcome the candidate; provide an overview of the job based solely on the job description.
4. Ask only the questions that are listed; specific job-related follow-up questions may be asked.
5. Take notes regarding the candidate's responses; don't try to remember what was said.
6. Rate the candidate's response to each question as soon as the answer has been completed.
7. When the interview is over, ask if the candidate has any questions, and address them appropriately.
8. Thank the candidate for the interview and escort the candidate out of the office.
9. Debrief the interview with the other interviewer, translator, or witness.
10. Calculate the candidate's interview score and determine next steps; document all paperwork.

It is important to remember that the Equal Employment Opportunity Commission views all employment interviews as selection tests, by which claims of discrimination can be judged. To that end, it is incumbent upon business owners to take necessary steps to increase the fairness of all selection interviews in order to defeat the inevitable claims of employment discrimination.

If you have any questions or comments about this topic or anything else related to human resources, simply call me at (760) 685-3800.

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New Water Use Laws and Pressure-Regulated Irrigation Systems

From Hunter Industries, www.hunterindustries.com

Water is our planet's most precious resource. And with only 1% easily available for human use, installing pressure-regulated irrigation systems is an efficient method to conserve water in the communities where we live, work, and play. That's the idea behind the recent wave of stricter water use legislation nationwide.

To be offered for sale in California, spray bodies manufactured on or after October 1, 2020, must be pressure-regulated to encourage reduced water use.¹ This requirement applies to spray bodies sold for installation in both new systems and retrofits. Vermont, Washington, Colorado, and Hawaii have introduced similar regulations with more states to follow.²

But why have states begun targeting the irrigation industry?

When irrigation systems exceed ideal pressures, it

wastes huge amounts of water. It also shortens irrigation system life.

Optimizing pressure extends the system's lifespan by preventing damage to pipes, fittings, and emission devices. In addition, reducing excessive flow rates maximizes system performance and efficiency. This lessens misting from overhead devices and increases uniformity across zones for more efficient water use.

The good news? Hunter Industries has a proven lineup of pressure-regulated irrigation products to help you comply with new irrigation requirements for spray bodies. Hunter also offers a range of other solutions to optimize pressure regulation in any irrigation setup, from rotors to valves to micro irrigation.

Whether you live in a state that requires pressure regulation for sprays, or you simply want to ensure maximum water savings for rotor setups or drip irrigation, Hunter has your back with the most advanced pressure regulation technology in the industry.

Controlling Pressure for Peak Performance

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Choosing a specific pressure regulation solution de-



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depends on the needs of each site. With different types of pressure-regulated Hunter products available, you can choose the method that works best for you.

Pressure-Regulated Sprays and Rotors

For overhead irrigation, you can regulate at the head level. Controlling pressure at the sprinkler heads ensures all nozzles operate at the same, ideal pressure for balanced performance. The result is higher uniformity, minimal misting, and lower flow rates.

Hunter's pressure-regulated Pro-Spray® PRS lineup complies with state restrictions for spray body pressure regulation. Pro-Spray PRS sprinklers are the first in the industry to earn WaterSense Certification from the U.S. Environmental Protection Agency (EPA). That means it meets the EPA's stringent criteria for water efficiency and performance. When you use our industry-best Pro-Spray models, you'll save energy while using 30% less water.³

Not sure which spray body to use? The Pro-Spray PRS30 with the brown cap delivers peak performance of traditional sprays at 30 PSI. For 40 PSI applications, opt for the gray-capped 40 PSI Pro-Spray PRS40 with a high-efficiency MP Rotator® nozzle.

If you're using rotors instead of spray bodies, pressure regulation can still help maximize water savings and prolong system life. For larger areas of coverage, look to pressure-regulated PGP® Ultra and I-20 PRB rotors. These rotors take incoming pressures of 50–100 PSI and reduce them to 45 PSI. As a result, PGP Ultra and I-20 rotors operate at peak efficiency without extra wear on the internal components. Since the pressure regulator resides inside the rotor body, it remains in place and functional even if servicing requires removal and replacement of the original riser.

Valve Pressure Regulators

Want to achieve optimal pressure for the entire zone? Try regulating pressure at the valve with an Accu Sync® pressure regulator. Designed to work with all Hunter control valves, the adjustable model lets you set the zone pressure anywhere between 20 and 100 PSI.

If you prefer, you can instead choose one of our fixed regulators, which allow you to operate at a set pressure. Choose from 30 PSI or 40 PSI models.

For systems with higher pressures, use two-step pressure regulation to protect irrigation equipment and optimize performance. Step the pressure down at the mainline or at the valve with Accu Sync to protect the downstream equipment. Then step down

the pressure again at the heads for balanced, optimal performance across all the sprinkler nozzles.

Drip Control Zone Kits

If you have irrigation that delivers water with pinpoint accuracy, Drip Control Zone Kits are excellent pressure-regulated solutions. Designed specifically for micro irrigation applications, each convenient, all-in-one kit includes a pre-assembled valve, filter, and pressure regulator for quick and easy installation.

Ideal for various applications like gardens, vineyards, or conservation areas, these low-flow systems apply water evenly at a slower rate. This gives water more time to soak in for maximum absorption and minimal soil erosion.

Water policy leaders agree that drip irrigation provides tremendous water savings. For example, the EPA recommends using micro irrigation in landscape applications to achieve water savings up to 50%.⁴ The Southern Nevada Water Authority, a regional regulatory agency in the arid Southwest, advises drip irrigation as part of their Water Smart Landscapes initiative, which has helped save billions of gallons of water since the program was established in 1999.⁵

Uniting Performance and Compliance

As more states pass pressure regulation laws for spray bodies, switching now to compliant systems will save you time, money, and energy. To maximize water savings beyond spray bodies, be sure to add pressure regulation to valves and micro irrigation systems as well. With water-saving Hunter irrigation products, you'll be able to protect our most precious resource, maximize the efficiency and longevity of your irrigation system, and avoid costly upgrades later on.

"We are all responsible for using water efficiently while supporting the development of green infrastructure," said Kelsey Jacquard, Senior Product Manager at Hunter Industries. "Our efficient pressure-regulated irrigation products make it easy for you to save water and energy right away."

Need help meeting the new requirements for water conservation? Learn more about our proven lineup of pressure regulators at hunterindustries.com. Or contact your local Hunter representative directly for tips on becoming pressure compliant.

Chapter Sponsor Spotlight

CLCA Insurance Solutions

Members of California Landscape Contractors Association can find a total insurance solution at CLCA Insurance Solutions™. We are CLCA's ONLY endorsed program and provide members with competitive insurance placement while providing support beyond the quoting and binding experience. Our extensive knowledge of insurance, expertise in risk management, dedicated and personal service enables us to be effective in addressing clients' needs and developing appropriate solutions to fill those needs. Whether you need a quotation, to make a policy change, have a question about billing, or need to report a claim; our professional service staff will be there to assist you.

We at CLCA Insurance Solutions™ help protect your substantial assets and secure your future by providing individualized attention to your account. As your business grows, your insurance needs become more complex. Our dedicated team of knowledgeable professionals will help you determine the appropriate levels of protection your business — your future — requires.

Landscaping companies need insurance that adapts to the fluxes of a seasonal business. In peak season, you need a carrier who is flexible with vehicle and

equipment coverage or when your payroll is lower in the slow season, you need that reflected in your premiums. When you need to make changes, you need an agent who responds quickly! And you need an agent who understands the local environment and can match coverage options to your situation.

Who we are

We make a careful analysis of the risks unique to you and your company. Our staff is knowledgeable and has extensive experience and will discuss the best way to minimize your risks and close possible gaps in your coverage. We will provide a custom-fit insurance plan based upon your risk profile and your budget.

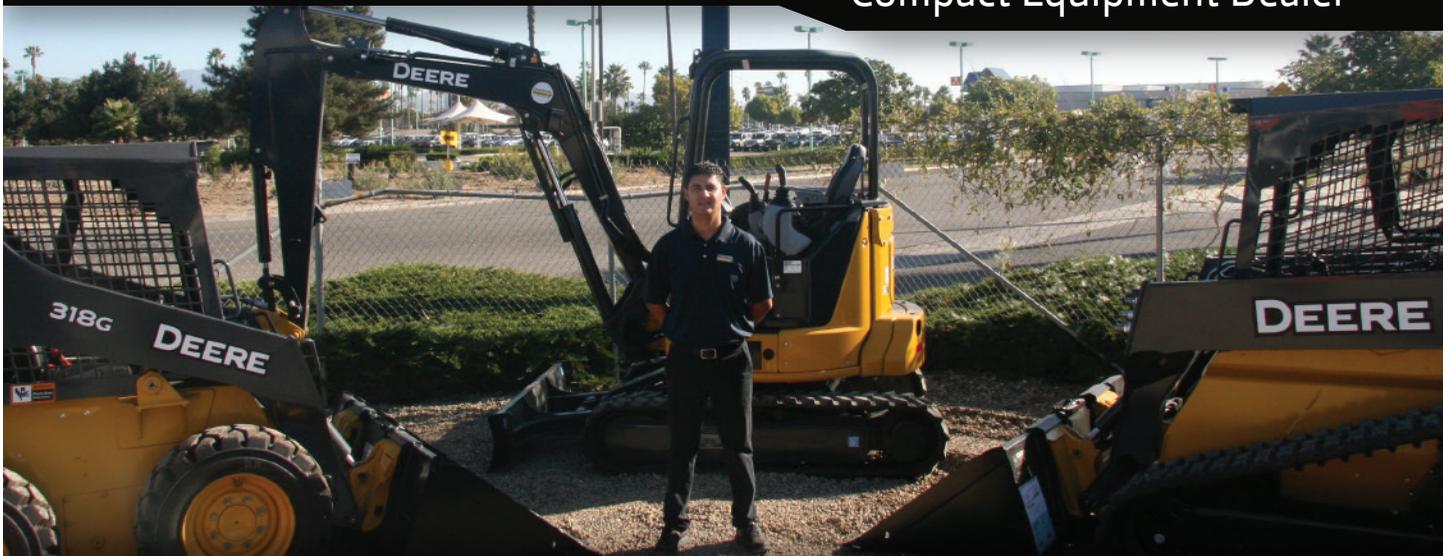
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