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Offshoot

The Official Publication of the California Landscape Contractors Association San Diego Chapter

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Marybeth MacNaughton

President's Message

Happy New Year! Can you believe we are already in the year 2023? How many of you remember when we partied like it was 1999, and it *was* 1999? The turn of the century and the Y2K scare? Cell phones the size of a brick? And now we are almost a quarter of the way into the 21st century.

The changes we have seen over the years are mind-blowing. Social media, computers in everyone's pockets, and civilian space travel were things most people never considered. And yet, those of us in the green industry are still working in much the same way as we did at the turn of the century.

Well, hold onto your seats my friends. Change is coming and it's coming fast! Climate change and extreme weather are real things. Labor costs are at an all-time high. Skilled labor like masons, welders, and irrigation technicians are even higher costs with fewer and fewer people willing to learn these skills. Topping it off... new regulations, and more of them, are being introduced seemingly every week. COVID protocols, the ban on gas-powered equipment, and the ever-changing water use rules are just a few.

As contractors, we are going to have to deal with these challenges by working smarter. We need to embrace technology and science whenever we can. We must educate our clients on the benefits they will see in their landscapes by using smart controllers, battery-powered equipment, and plant health care products. We need to elevate our workforce to believe they are qualified technicians and *not just gardeners*.

There are no better people to do this than us, CLCA members. It's time to step up our game and embrace the change. Our vendor partners are ready to educate and train us on the latest and greatest and your CLCA

SD Chapter is also planning lots of educational events to get you up to speed! The first two educational events are coming in March. Attend a webinar on March 2 to get a Clean Off-Road Equipment (CORE) voucher update from CLCA's Executive Director, Sandra Giarde. She will provide updates on where the program stands, available funds, and who is still eligible. Then, tour the Devil Mountain Wholesale Nursery Growing Grounds in Oceanside on March 16 to learn about the newest plant introductions for 2023.

Lastly, I'd like to thank the 2022 board for all of their hard work and also the incoming board for volunteering their time and talent. This is going to be an exciting year! Our challenge, as was in the past, is in recruiting members and the next generation of leaders. Let's all keep that at the forefront of our minds as we go about our days.

In the words of Ray Kroc, "None of us is as good as all of us."

I hope to see you all at our kickoff event on Thursday, February 23! ~Marybeth

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San Diego Chapter Member Milestones

Congratulations to the following companies for reaching membership milestones this month.

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Heritage Landscape Services

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Promise Path Landscaping

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SPJ Lighting

8 Year Member

Eco Minded Solutions

3 Year Member

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San Diego Chapter Kickoff Event Thursday, Feb. 23



Don't Miss the Premier Networking Event of the Year!

Kick off the new year with CLCA San Diego at Second Chance Beer Co! You won't want to miss this fun event that offers a great opportunity to meet new members and reconnect with industry partners.

CLCA San Diego Webinar Thursday, March 2, at Noon Clean Off-Road Equipment (CORE) Voucher Update

Late last year, the California Air Resources Board voted to update California's Small Off-Road Engine Regulations. This effectively banned the sale of gas-powered equipment — including all lawn and landscape equipment — in 2024.

To financially help green industry professionals and other impacted industries transition to a battery-powered future, the board developed the Clean Off-Road Equipment (CORE) Voucher Incentive Project. The board invited landscape professionals to apply for \$27 million in transition funding from the state.

Join us for this educational webinar where CLCA's Executive Director, Sandra Giarde, will provide updates on where the program stands, what funds remain available, and who is still eligible.

Devil Mountain Wholesale Nursery Growing Grounds Tour Thursday, March 16, at 10 a.m.

Join us for a tour of the Devil Mountain Wholesale Nursery Growing Grounds in Oceanside on Thursday, March 16, at 10 a.m. Learn about the newest plant introductions, the nursery's best practices, and contract growing opportunities. Network with other landscape industry professionals and enjoy a tasty lunch too!

Register for these events at our chapter website: www.clcasandiego.org.

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Coming Events

Mark your calendar!

February 14

San Diego Chapter General Meeting, 9 a.m.

February 23

San Diego Chapter Kickoff Mixer, 5 p.m.
Second Chance Beer Company, San Diego.

March 2

Clean Off-Road Equipment (CORE) Voucher Update, noon.
This webinar is presented by the San Diego chapter.

March 14

San Diego Chapter General Meeting, 9 a.m.

March 16

San Diego Chapter Tour of Devil Mountain Wholesale Nursery Growing Grounds, 10 a.m.

April 11

San Diego Chapter General Meeting, 9 a.m.

May 9

San Diego Chapter General Meeting, 9 a.m.

May 12

San Diego Chapter Golf Tournament, Twin Oaks.



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We would love to hear from you! Please contact anyone on our team for more information.

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Business Smarts: Offering Different Electronic Payment Methods

To keep your landscape business running smoothly, you need steady cash flow. One consideration to improve that cash flow is making bill payment for customers as easy as possible.

While cash or check are still viable options, more companies are opting to include additional electronic payment methods. Depending on the size of your company, determine how many payment methods you want to offer. Keeping up with all the different apps can make things more complicated than necessary. Below is a breakdown of some of the popular electronic payment options, as well as their features and types of fees.

Square

Probably one of the more well-known and used electronic payment methods is Square. Square charges the same 2.6 percent plus \$0.10 for every transaction for every major credit card, whether they pay in person, online, or with their card on file.

Square has a free account option for businesses and also has Plus and Premium offerings that include advanced features. No matter the tier, each Square account type includes transfers as soon as the next business day, end-to-end encrypted payments, dispute management, and active fraud prevention.

If you are wanting to take advantage of a subscription-based service model, you can use the card on file to set up recurring or subscription-type payments with Square as well.

PayPal

PayPal is a payment platform that enables customers to connect their checking account, credit card, or both. PayPal's fees vary based on the type of commercial transaction. For invoicing, the rate is 3.49 percent plus \$0.49. Standard debit or credit card payments have a 2.99 percent plus \$0.49 rate. PayPal also allows scheduled or recurring billing



through PayPal Subscriptions.

The basic PayPal business account doesn't charge a monthly fee and is ideal for those looking for a no-frills checkout option.

Zelle

Unlike some of the other electronic payment options, Zelle allows users to send money directly between almost any U.S. bank account within minutes. Customers can schedule a recurring payment on Zelle if the amount is the same every time. Nearly 1,700 banks and credit unions offer Zelle. Zelle does not charge a fee to send or receive money, but individuals' banks or credit unions might charge additional fees.

Zelle does not report transactions made on the Zelle Network to the IRS. The law requiring certain payment networks to provide forms 1099K for information reporting on the sale of goods and services does not apply to the Zelle Network. If payments you receive on the Zelle Network are taxable, it is your responsibility to report them to the IRS.

Cash App

More often used as a peer-to-peer payment app, Cash App allows users to send, receive, and invest money. Businesses can receive payments from customers using Cash App as well. There is a 2.75 percent processing fee automatically deducted on each payment received. Cash App does allow people to

set up an automated transfer and schedule it.

Cash for Business accounts do not pay fees for instant deposits meaning companies can access their funds instantly. Setting up a Cash App business account is free. Cash App business accounts are liable for customer chargebacks. This can incur two separate fees – one for processing the chargeback and one for any mediation or investigation required by the app to determine if the chargeback is legitimate.

Venmo

Another popular peer-to-peer payment app, Venmo is more commonly used between friends when money is owed, but it can also be used to make purchases with authorized merchants. Business profiles are charged a standard rate of 1.9 percent plus \$0.10 of the payment. Standard transfers take one to three days and are free. Instant transfers cost 1.75 percent of the amount transferred, with a minimum fee of \$0.25 and a maximum fee of \$15.

Venmo doesn't offer automatic recurring payments or charge requests. Business accounts can refund customers directly from the Venmo app and the app provides tax documentation for business profiles.

This article by Jill Odom was originally published on the National Association of Landscape Professional's blog at <https://blog.landscapeprofessionals.org/>.

Staffing Supersedes Safety?

By Steven Cesare, Ph.D., The Harvest Group

A landscaper from South Carolina called me the other day to talk about her company's drug and alcohol testing program. Historically, this issue was predictable, widespread, and uneventful, with most landscapers utilizing pre-employment, post-accident/injury, and reasonable suspicion drug and alcohol testing; with union-based organizations frequently incorporating random drug and alcohol testing.

The traditional process was highly routinized: The applicant does well on the interview, receives a written conditional job offer, takes a drug and alcohol test at the affiliated occupational health clinic, the company gets the negative results within a day, and the new employee begins work on Monday morning.

That was then; this is now.

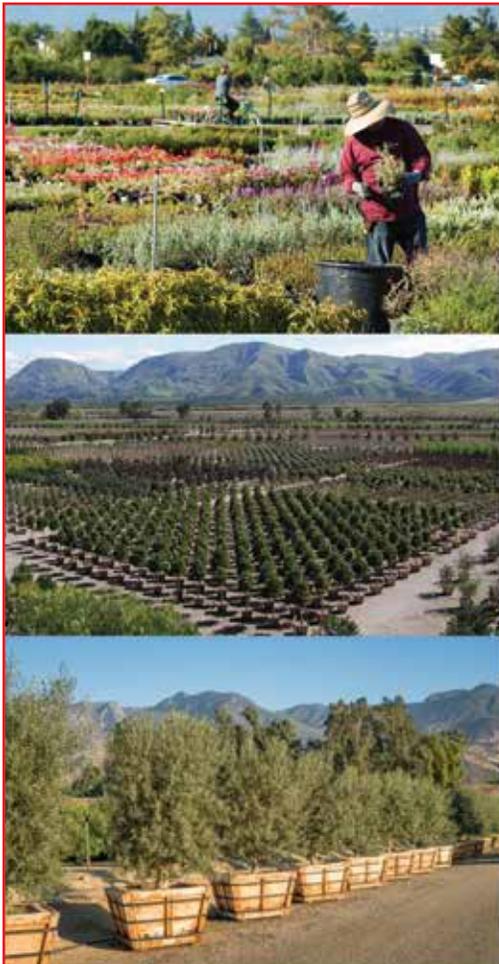
Maybe you have noticed marijuana is legal almost everywhere, an increased number of people are on some

type of medication, and most importantly, there is a dire staffing shortage across the green industry. Forced to adapt, many landscapers are moving briskly toward a position in which they now only have a reasonable suspicion drug and alcohol testing policy.

Remember a decade ago when only a couple of people had tattoos? At that point, landscapers began to implement a No-Tattoo Policy for their employees. What happened next? More people got tattoos. Landscapers adapted by implementing a No Visible Tattoo Policy. What happened next? More people got tattoos. With each iteration, the applicant pool got smaller. All those applicants with tattoos began working with the competition. Corporate adaptation became disadvantageous.

By way of analogy, the same process is now evident with drug and alcohol testing.

Continued on next page...



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Staffing Supersedes Safety?

...continued from previous page

Society has changed, norms have changed, and policies have changed.

Let me be clear: I am not advocating unrestricted drug use. No chance in hell. That said, my personal opinion does not sway my professional advice given to my clients, readers, or colleagues. My professional advice is aimed singularly at their success. If the issue becomes spiritually challenging for me, I will sever the business partnership, immediately. Until then, I work for their success.

It's almost to the point now, that what was once illegal, is now legal; and what was once legal, is now illegal.

If an applicant fails a pre-employment drug and alcohol test with your company on Monday, rest assured that the applicant will be employed by a competitor on Wednesday. If one of your employees is involved in an accident or is injured on the job, and tests positive for marijuana, do you really think the worker's compensation vendor will reflexively deny the claim, its cost, and your liability? The rules have changed. In either case, you have just lost two employees, further exacerbating your staffing problem.

I prefer the reasonable suspicion drug and alcohol testing policy. This standard focuses on employees' behavior at work. If an employee has bloodshot eyes, slurred speech, or irregular gait, send the employee to the clinic for a test before something calamitous happens. If the results come back positive, you still have the option of termination, suspension, coaching, reprimand, etc. That discretion remains with you.

I do not view this adaptive stance as moral surrender, contributing to societal demise, or selling out. Neither should you. Talk about this with your management team; either way, I support your decision completely. Wholeheartedly. I really do! Think about your business goals: Does your company have too many drug-related instances or too few employees?

I may not agree with the change. But that doesn't mean it isn't changing.

That was then; this is now.

If you have any questions or comments about this topic or anything else related to human resources, sign up for Steve's HR Helpdesk at harvestlandscapeconsulting.com/product/virtual-human-resources/

This article was excerpted from the Harvest Group blog, Tuesdays with Steve Cesare.



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CSLB Reminds Licensees of New Laws Beginning Jan. 1, 2023

Increased fees for contractors, discounts for veterans, and enhanced workers' comp insurance requirements for holders of a D-49 Tree Service license are just some of the new laws impacting green industry professionals, the Contractors State License Board reports.

Heading into 2023, the Contractors State License Board wants to remind licensees of new laws taking effect in the new year.

SB 216 (Dodd)

This bill, which amends Business and Professions Code (BPC) Section 7125, requires contractors who possess a C-8 Concrete, C-20 Heating, Warm-Air Ventilating and AirConditioning, C-22 Asbestos Abatement, or D-49 Tree Service license to hold valid workers' compensation insurance as of January 1, 2023. By July 1, 2023, if workers' compensation insurance has not been acquired, the license classification will be removed. Additionally, this bill requires that by January 1, 2026, all contractors, except for joint ventures without employees, hold valid workers' compensation insurance, whether or not they have employees.

SB 607 (Min)

This bill, which updates numerous sections of the BPC, increases the CSLB qualifier, license, and minimum disciplinary bonds from \$12,500 and \$15,000, respectively, to \$25,000 for all three bonds as of January 1. The bill, which passed in 2021, also increased the CSLB licensing and application maintenance and service fees on January 1, 2022 and requires Department of Consumer Affairs (DCA) boards and bureaus to waive application and license fees for military family members as of July 1, 2022. (Chapter 367, Statutes of 2021)

SB 1237 (Newman)

The bill amends BPC 114.3 and updates current law that requires DCA boards, including CSLB, waive renewal fees for a licensee who is called to active duty as a member of the U.S. Armed Forces or California National Guard if the licensee or registrant is stationed outside of California. The bill expands the definition of "called to active duty" to align with definitions elsewhere in federal and state law and extends existing law to licensees on active duty during a "state of insurrection" or a "state of extreme emergency." (Chapter 386, Statutes of 2022)

AB 2105 (Smith)

This bill, which amends BPC Section 7137, requires the board to grant a 50% fee reduction for an initial license or registration fee to an applicant who provides

specified documentation to the board that the applicant is a veteran who has served as an active-duty member of the United States Armed Forces, including the National Guard or Reserve components, and was not dishonorably discharged. This bill applies to initial license fees for contractors and registration fees for home improvement salespersons. (Chapter 156, Statutes of 2022)

SB 1443 (Roth)

This bill amends BPC 7000.5 and 70111 by amending the statutory sunset date of CSLB from January 1, 2024, to January 1, 2025. (Chapter 625, Statutes of 2022)

AB 1747 (Quirk)

This bill increases the civil penalty from \$8,000 to \$30,000 for every violation of BPC Section 7110 (violations of building laws) and amends Section 7099.2 (assessment of civil penalties). In addition to building permit violations specified in BPC 7110, the bill clarifies BPC 7110 to include the failure to comply with certain health and safety laws, water laws, safe excavation requirements, pest control requirements, illegal dumping, and other state laws related to building and insurance requirements. (Chapter 757, Statutes of 2022)

AB 2374 (Bauer-Kahan)

This bill, which amends Penal Code Section 374.3, requires courts to notify CSLB or other DCA board or bureau when a licensee is convicted of an illegal dumping crime in order for the board to publish it on their website. This bill increases the fines a court may impose for this crime. This bill also requires the court to order a person convicted of dumping commercial quantities of waste to remove, or pay for the removal of, the waste matter that was illegally dumped. (Chapter 784, Statutes of 2022)

AB 2916 (McCarty)

The bill, which amends BPC Section 7124.6, updates the CSLB Letter of Admonishment (LOA) program to allow CSLB to determine whether it should be issued for one or two years, rather than the current one-year limitation. In making that determination, CSLB is required to consider the gravity of the violation, the good faith of the licensee or applicant being charged, and the history of previous violations. (Chapter 293, Statutes of 2022)

Toro Introduces the All-New Groundsmaster® e3200

A world-class out-front rotary mower — now with battery power!

Toro is excited to announce that its world-class out-front rotary mower, the Groundsmaster 3200 two-wheel drive unit, will be available as a battery-powered option in 2023. Building on a 50-year history from the introduction of the Groundsmaster 72 back in 1973, the battery-powered Groundsmaster e3200 features the same rugged chassis, commercial-grade mowing deck, and intuitive operator controls as the current diesel-powered platform.

“We are very excited to offer Toro’s proven Groundsmaster mower platform with a battery-powered option for turf maintenance crews,” says Tony Ferguson, senior product manager for Toro. “We understand that customers who want to eliminate engine exhaust emissions and reduce operational noise by transitioning to electric-powered equipment will not sacrifice power, functionality, or performance in any way — and the new Groundsmaster e3200 achieves that goal.”

This mower is powered by Toro’s proprietary HyperCell™ battery technology which must pass extensive environment and third-party certification testing. The distributed Battery Management System (BMS) optimizes battery performance to enhance reliability

and longevity. Because the BMS is integrated, HyperCell lithium-ion batteries communicate with each other to optimize efficiency and extend the lifecycle, well beyond the 5,000-hour design life of the traction unit. HyperCell batteries provide diagnostic information to simplify and streamline any service needs. A third-party recycling program is available for batteries that reach end-of-life.

The all-new Groundsmaster e3200 comes standard with 11 HyperCell batteries, but can be configured with up to 17 HyperCell batteries for heavy-users in more demanding applications to achieve all-day runtime. Equipped with a 3.3 kW on-board charger, the Groundsmaster e3200 makes recharging overnight easy and ready to tackle another day.

Smart controls optimize power consumption by providing continuous and efficient power without bogging down the mower. Additionally, the customizable reserve power setting allows the supervisor to establish a minimum discharge level, notifying the operator of low battery charge status and ensuring plenty of power to safely return the mower to the charging location.



This mower comes with Toro’s InfoCenter™ display with battery charge status, hours, alerts, customizable settings and more. It features the same rugged 60-inch (152 cm) side or rear discharge mowing deck options built with high-strength steel for ultimate durability, and impact bumpers as featured on our popular diesel-powered Groundsmaster models.

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