

JULY 2022

# Offshoot

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

[www.clcasandiego.org](http://www.clcasandiego.org)

Offshoot  
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Lawn Alternative Front Yard  
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# Demystifying Drought Webinar Tuesday, Aug. 9, 2022 at 11 a.m.

Get regional updates from the San Diego County Water Authority, as well as arboriculture and horticulture experts.

The severity of the current drought makes it important for everyone in San Diego County to take more water-saving actions. That's why we're partnering with the San Diego County Water Authority to help demystify the drought at a free webinar on Tuesday, August 9.

In addition to the news and resources provided by the Water Authority, landscape pros will hear from irrigation, arboriculture, and horticulture experts.

Speakers at this webinar include:

Efren Lopez, QWEL  
*San Diego County Water Authority*

Ian Campbell, ISA, TCIA  
*MSE Landscape Professionals*

Michael Madewell, CWM, QWEL  
*Hunter Industries*

Tiffany Faulstich, ISA, LEED  
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Takeaways of the webinar include:

- San Diego County drought response status and state restrictions.
- Local resources for property-specific information.
- Tree health: watering options and turf zone exemptions.
- Role of audits, monitoring/measuring, plant choices, and water budgets.
- Maintenance: what to do first, next, and what to reconsider.

**Register at [https://us02web.zoom.us/webinar/register/WN\\_7EGiObq2TrmpE\\_CYN\\_qEgg](https://us02web.zoom.us/webinar/register/WN_7EGiObq2TrmpE_CYN_qEgg)**



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According to the National Integrated Drought Information System, 45% of the US and 54% of the lower 48 states are currently in drought.

Scan the QR code for information and tools to help you offer solutions to your clients, all while explaining the benefits properly maintaining a landscape through a drought.

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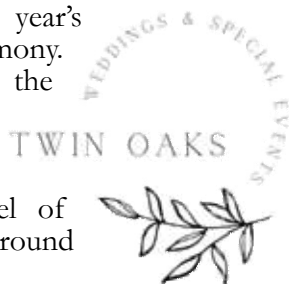
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## Chapter Beautification Awards Saturday, September 10, 5 p.m. at Twin Oaks in San Marcos

Join us at Twin Oaks for this year's Beautification Awards ceremony. Come mingle with friends in the industry, while dining on a delicious dinner, as you cheer on this year's winners being honored for the highest level of craftsmanship in landscaping around the county.



Entrants in the competition are encouraged to invite colleagues, clients, and business partners for a night of recognition and fun. This event is the premier public relations opportunity to show off your great work.

**Looking to sponsor and get in front of the largest crowd of contractors at any of our events?** Register to be a sponsor! There are a variety of opportunities available.

**Get more info and register at [www.clcasandiego.org](http://www.clcasandiego.org).**



### Facing employee issues?

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# Coming Events

Mark your calendar!

## August 9

### San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.  
Email [eyescales@yahoo.com](mailto:eyescales@yahoo.com) for the link to attend.

## September 10

### San Diego Chapter Beautification Awards.

*Twin Oaks: 1425 N. Twin Oaks Valley Road, San Marcos.*

## September 13

### San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.  
Email [eyescales@yahoo.com](mailto:eyescales@yahoo.com) for the link to attend.

## October 11

### San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.  
Email [eyescales@yahoo.com](mailto:eyescales@yahoo.com) for the link to attend.

## November 9-12

### CLCA Convention & Trophy Awards.

Hyatt Regency Indian Wells Resort & Spa.  
More information at [www.clca.org/convention](http://www.clca.org/convention).

## November 16-17

### The Landscape Expo.

More information at [www.thelandscapeexpo.com](http://www.thelandscapeexpo.com).  
*Anaheim Convention Ctr.: 800 W Katella Ave, Anaheim.*

## December 8

### San Diego Chapter Holiday Party.

*Brigantine: 3263 Camino del Mar, Del Mar, CA 92014.*

## San Diego Chapter Member Milestones

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

### 20 Year Member

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### 3 Year Members

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### 13 Year Member

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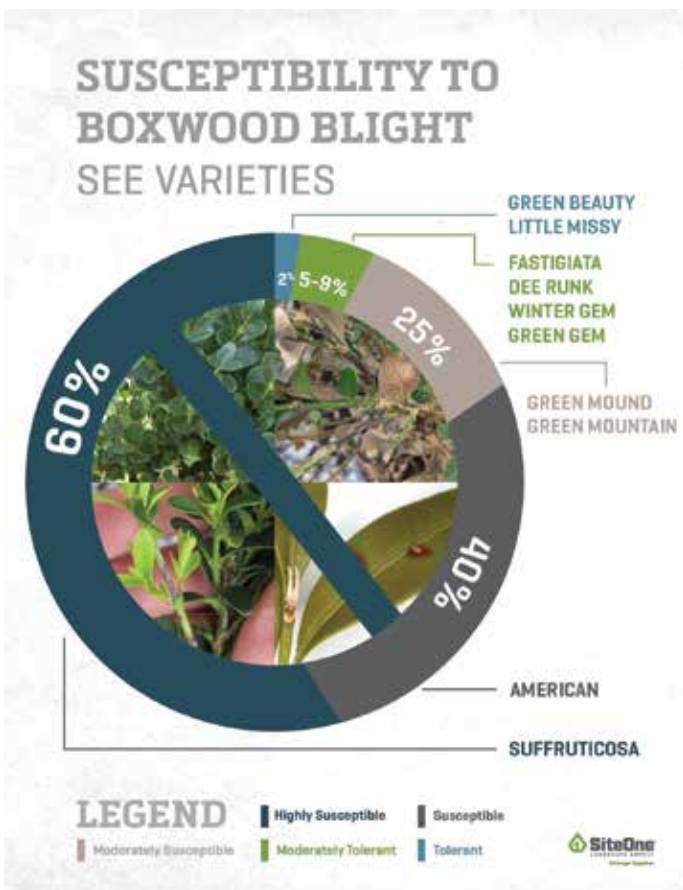
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# How to Identify Boxwood Blight

Boxwoods are a genus of around 90+ species within the Buxaceae family, with new varieties hitting the market every year. They are broadleaf evergreen shrubs that are a staple of many landscapes and grow in a variety of climates. Used as foundation plantings, hedges, and more, they require part or full sun depending on yearly climate for optimal growth.

Boxwoods are typically low maintenance, unless they are used as a formal hedge and need regular shearing. However, they can become diseased, most commonly with blight and Phytophthora. These diseases can look similar. Use our guide below to help identify boxwood blight.



## Identifying Boxwood Blight

Boxwood blight is a fungal disease caused by *Calonectria pseudonaviculata* and *C. henricotiae* that affects *Buxus*, *Pachysandra* and *Sarcococca* genuses. Research states a wide range of boxwood cultivars are susceptible to boxwood blight, but the most susceptible species are *B. sempervirens* with *Buxus sempervirens* ‘Suffruticosa’ (English boxwood) and *Buxus sempervirens* ‘American’ (common or American boxwood) topping the list.

Originally discovered in the United Kingdom in the 1990’s, boxwood blight came to the United States in 2011. This disease has now been found in 23 states. As shown in the image on the opposite page, it significantly impacts the plant’s aesthetics and eventually kills it. Symptoms include leaf spot, rapid defoliation, severe dieback, and black cankers on stems. Circular leaf spots appear before leaf blighting, and the spots often look brown or purple. You may also notice dark brown or black stem lesions. In areas of high humidity, you might notice white fuzzy masses of spores on stems and leaves, but this is less common. It can take over quickly during wet periods and can go dormant in warmer and drier conditions, only to reappear when the weather changes.

## Avoiding Blight

The fungal spores can last over 10 years in the soil. They stick to anything exposed to the infected plant, such as gloves, tools, equipment, tires, clothes, and more. Some states, such as Pennsylvania, Virginia, and Tennessee now have Boxwood Compliance Agreements to abate this infectious disease. The agreements contain strict protocols for boxwood shipping and care.

To limit infection, you should follow these guidelines:

- Make sure to purchase boxwood from reputable suppliers.
- Water the plant roots (not leaves) in the morning, as evenings can have low temperatures and fungus thrives on wet leaves.

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# How to Identify Boxwood Blight

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- Clean your tools in a 10% bleach solution after pruning different blocks of plants. Use a fresh solution after each job.
- Properly dispose of any infected plants, typically by burning the plant on-site.
- Do not work in landscape beds when the plants are wet.
- Consider using mulch around boxwoods to prevent water splash onto leaves, keeping them drier.
- Wash off shoes and clothing between landscaping jobs, especially in areas noted to have boxwood blight.
- Apply preventative fungicides regularly in areas noted to have boxwood blight.

If you suspect boxwood blight, quarantine the plants as soon as possible. Gather sample stems and leaves and take pictures. Take these pictures into your local SiteOne Nursery or your local state extension office to discuss your next steps and to inform them of the disease in the area.

If boxwood blight is prevalent in your area, consider asking your customer to choose a boxwood variety that is more resistant, such as Portfolio® Little Missy, Green Gem, Winter Gem, or Dee Runk. Other alternative



plants are Ilex glabra and Ilex crenata, which mimic the boxwood look without the disease pressures.

Monitor your clients' plants when doing preventative maintenance and pruning to avoid costly spread of disease.

*This article was excerpted from Site One Landscape Supply's blog at [www.siteone.com](http://www.siteone.com).*

**~KURAPIA~**

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## **We Enjoyed a Tour of San Pasqual Valley Soils & Frank Konyn Dairy on June 9**



## **Our Networking Mixer on June 23 Was a Really Fun Time**



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Thank you to all who participated and supported these events.



# We Learned All Things Electric Equipment at Our Lunch and Learn on July 14



Thank you to Dennis with Husqvarna for sharing his time and expertise with us and for providing lunch!

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# The Six B's Of Staffing

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

An insightful business owner from Kansas called me the other day to discuss the short-term and long-term staffing issues confronting her growing, successful company. While the conversation began with the standard topics addressing recruitment, interviewing, and selection practices pertinent to support her company's ambitious growth, I expanded the scope of discussion by introducing the *6 B's of Talent Management* (Ulrich, 1997).

**Given current labor shortages, it is incumbent upon owners, managers, and staffing professionals to expand their orthodox mindset beyond the conventional to a more comprehensive set of alternatives.**

practices include: Internet recruiting, accessing previously-filed job applicants, leveraging employee networks/affinity groups to reach out to targeted communities, employee referrals, keeping in contact with and re-hiring former employees, client involvement in recruitment and hiring processes, and positioning the organization as an "employer of choice," by building, developing and maintaining employer brands and employee value propositions.

This orientation is intended to extend a business owner's awareness across vertical, horizontal, and temporal dimensions as a multi-lateral paradigm to better address employee talent management resources fundamental to meeting ongoing business goals. That said, all six of the following options should always be considered when facing any type of staffing need.

**Buy:** Acquiring the necessary employees by recruiting them from outside the organization. Some best

**Build:** Developing internal talent to fill future staffing vacancies. Some best practices include: Internal training programs, coaching and mentoring, offering on-the-job growth and development opportunities including special projects and job rotation, stretch assignments like learning estimating skills, overseeing different work teams, and aligning their growth with a career ladder.

**Borrow:** Contracting, outsourcing, or bringing in other labor sources. When conducting succession planning, it helps to look at capabilities both from a long-term and shorter-term perspective. Once you've identified any capabilities you may need in the next 12 months, but not necessarily far into the future, you may want to consider outsourcing or using external labor sources to satisfy this short-term strategic need. A short-term application would include the H2B Visa program for field workers.

**Bind:** Retaining those employees with high growth potential and valued talent. This aspect addresses the identification and retention of the company's most important and high-potential employees. The emphasis here is to cultivate an inextricable bond between the

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# The Six B's Of Staffing

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organization's culture and the valued employee to sustain continued employment. Key practices include: employee engagement, access to managerial/ executive level decision processes, and a 12-18 month development plan blending anticipated skill sets with employee growth aspirations.

**Bend:** Modifying a position or employee's role to fill a staffing need. In this situation, the job description can be temporarily expanded to allow an employee to serve a broader-based function, or the employee's role is altered such that s/he is asked to perform extra duties beyond normal expectations. This instance may include a Foreman bending his position to include additional irrigation, plant health care, or safety responsibilities until a full-time replacement is found.

**Bounce:** Removing low-performing or underperforming individuals. Examples of this practice include: terminations, early retirements, layoffs, severance packages, outplacement services, and restructuring or downsizing existing organizational departments, services, and redundancies. By eliminating these impediments, the company is now in command of additional fiscal assets capable of being applied to other staffing options mentioned above (e.g., training, pay raises, resources).

Given current labor shortages, it is incumbent upon owners, managers, and staffing professionals to expand their orthodox mindset beyond the conventional to a more comprehensive set of alternatives.

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

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

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