



New Jersey
Irrigation

NEWS

The Newsletter of the Irrigation Association of New Jersey

Vol. 18 No. 1 April 2016

President's Message

I am honored to serve a second term as President of your organization. We made major progress last year passing the legislation to transfer of the Licensed Irrigation Contractor Examining Board (LICEB) from the Department of Environmental Protection (DEP) to the Department of Community Affairs (DCA). Our emphasis for 2016 will be on enhancing IANJ's educational opportunities for earning CECs for license renewals.

The IANJ Board of Trustees welcomes our two new members elected at the Winter Meeting held in Atlantic City last December: Jon Gumm of Toro Corporation and Gaetano Virone of Environmental Designers Irrigation, Inc. We wish these gentlemen good luck on their term as Board members. Also, good luck and good fortune to retiring Board members Joe Maucieri and Paul Munz.



IANJ President Roy Nau and Vice President Dan James at the 2016 Winter Tech

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Thank you for your invaluable service to the Board.

The transfer of LICEB is under way with meetings being held between DEP, DCA, and LICEB. The goal is to complete the transition by June 1, 2016. IANJ has offered to assist in any way necessary to insure a transparent transition to the DCA. As part of the transition LICEB will be renamed to Board of Landscape Irrigation Contractors. There will be new addresses, telephone numbers, and WEB site access as the transition progresses. We will keep you informed as soon as that information becomes available. All of the existing LICEB regulations remain in effect, i.e., license renewal, CECs, business permits, etc. Tim Martin of MBI GluckShaw will have more on the transition in his update.

As we start the 2016 season, I would encourage all contractors to promote water conservation measures to all of our clients. We have a responsibility as professional contractors to make sure the systems we install and maintain are effective and efficient. Rain sensors are a must on all systems. Smart controllers, ET based sensor systems, soil moisture sensors, and WEB based systems are available to aid in the water conservation efforts. Usually, the cost of the upgrade can be offset by water savings in approximately two seasons.

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New Jersey Irrigation NEWS

The Newsletter of the Irrigation Association of New Jersey

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Gaetano Virone

Executive Director

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President's Message

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The deadline for 2016 license renewal cycle has just passed (January 31, 2016).

Many issues have come to light during this renewal cycle. The main one being: Don't wait to the last minute to send in your CECs. The invoices for the renewal fee will not be sent to the contractors who are due for renewal unless the proper and verifiable CECs have been submitted. LICEB reviews all submitted CECs for validity. After the validation process and insuring the proper quantity of CECs have been submitted, the invoice will be sent to the renewing contractor. This is not an overnight process. The best way to avoid any delays in renewing your license is to submit the necessary CECs prior to November. That is anyone renewing in 2017 cycle should submit their CECs by November 2016, 2018 renewals by November 2017. IANJ will be offering educational courses throughout 2016 to allow everyone to earn enough CECs to renew their license. The first offering is the Contractor Exam Prep Course (16CECs) on April 21 & 22, 2016. IANJ will be holding the 2016 Summer Tech in August offering new courses for all to take. The CEC submission for is available on the IANJ Web Site and the LICEB Web Site. Links can be found on the IANJ Web Site for both.

Every contractor doing irrigation work in New Jersey (regardless of what state the company's office is located in) must have a Licensed Irrigation Contractor Business Permit. There is no fee for the Business Permit. It takes less than 10 minutes to complete the application for the Business Permit. The contractor company must have a NJ Licensed Irrigation Contractor on their staff to obtain the Business Permit. The Business Permit number must be displayed on all vehicles, letterhead, contracts, business cards, WEB Sites, advertising, etc. If you have not applied for a Business Permit, please do so. Business Permit application can be found on the IANJ Web Site and the LICEB Web site. Links can be found on the IANJ Web Site for both.

The Board will be providing more information on the IANJ Scholarship Fund in the near future. The scholarship will be open to all high school children of members and their employees. Details will be announced on the IANJ Web Site when finalized.

Also the Board will be rolling out a new set of member benefits announced at the Winter Meeting last December. The details will be on the IANJ Web Site under the Member Benefits Tab.

Everyone have a safe and prosperous 2016 season and we will look for you at Summer Tech and the 2016 Winter Meeting which will be held at the Borgata, Atlantic City, in December 2016.

State of New Jersey
Landscape Irrigation Contractors Examining Board

MAIL CODE 401-04E

PO Box 420

Trenton, New Jersey 08625-0420

Tel: 609-984-6507

April 7, 2016

PROGRAM RELOCATION NOTICE

Dear Landscape Irrigation Contractor,

On June 1, 2016 the Landscape Irrigation Contractors Examining Board (LICEB) will be transferred from the Department of Environmental Protection to the Department of Community Affairs (DCA).

The Landscape Irrigation Contractors Examining Board (LICEB) will be renamed the Board of Landscape Irrigation Contractors.

All of the requirements for maintaining and renewing your landscape irrigation certificate (“license”) including: earning and submitting continuing education credits, business permits, and two year renewal period remain the same. Your current certificate and business permit remain in effect until their expiration date.

If you have a current certificate and business permit, NO ACTION is required by you.

The board will establish new Department of Community Affairs (DCA) contact information and forward it to you.

At this time any actions necessary to maintain or renew your certificate or business permit should be done using the current LICEB contact information LICEB@dep.nj.gov.

Sincerely,



George M. McCarthy, Chairman

Winter Tech 2016

Over 200 irrigation contractors earned CECs at the recent Winter Tech 2016 seminars, held in Jamesburg, NJ. With 16 classes in four different learning tracks, it was a busy week of learning!

15 Classes in three tracks were held: Business, Design and Maintenance with over 70 Continuing Education Credits available to contractors who needed them for their license renewal. Owners and Managers of landscape and irrigation companies could extend their business acumen with new courses taught by Chris Pine in finding new opportunity in today's labor market, best management practices, and transforming your irrigation business into a water management firm.

Irrigation design classes were taught by Bill Wise of Hunter Industries, Ted Moriarty and Scott Stetser of Atlantic Irrigation. These classes cover basic irrigation design, site water management, and rainwater harvesting – all water conservation accredited classes.

Maintenance classes covered a wide spectrum of topics including Craig Borland's basic and advanced electrical troubleshooting, hydraulic troubleshooting, and the new Certified Irrigation Technician course and exam. 22 contractors took the CIT class and exam and all passed! Ted Moriarty also taught water conservation classes in drip irrigation, water scheduling and budgeting, and the very popular site water management which had over 70 attendees. Art Elmers also taught a class on how to bid and estimate an irrigation project. Thanks to all our instructors for their excellent classes and presentations.

13 industry suppliers were on hand to showcase their products and expertise. Our thanks to:

Alliance Risk Management

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Attendees enjoying lunch during Tuesday's Trade Show portion of the event..



Bill Wise (Hunter Industries) teaching the basics of irrigation design.

Winter Tech 2016 Photos



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Annual Meeting 2015

In conjunction with the **New Jersey Turf Grass & Landscape Conference** at The Borgata Hotel, Casino & Spa, Atlantic City, NJ, IANJ board of directors held its Annual Meeting on Wednesday, December 9, 2015 to report on association activities and honor its lifetime achievement award recipient. IANJ President Roy Nau chaired the event which had over 200 members in attendance.

The Irrigation Association of New Jersey held two classes in advance of the association's annual meeting on December 9 at The Borgata in Atlantic City. John Raffiani presented a class on Plant, Soil & Turf Types and Craig Borland (The Toro Company) taught a class on Irrigation Design for Water Conservation. Both of these classes provided contractor attendees with 8 continuing education credits to meet their license renewal deadlines. George McCarthy and Bob Dobson of the LICEB Board also updated members on the new contractor CEC directory managed by the nation IA.



*2015 IANJ Lifetime Achievement Award Winner – C. George Ecks, Swan Pump.
Mr. Ecks' grandsons, Kevin and Brian, accepted the award on his behalf.*



IANJ Lifetime Achievement Award Winners with Kevin & Brian Ecks: George McCarthy, Phil DeMarco, Ed Santalone, Sr., and Bob Dobson.

Lifetime Achievement Award Winner, George Ecks of Swan Pump was named the 2016 recipient and his grandsons, Kevin and Brian, current managers of Swan, accepted the award for him. Mr. Ecks diversified Swan's business to include irrigation products and services. He was an active member of IANJ and served on the board from 1984-86. His energetic and active leadership helped the association grow and serve its members in the commercial and residential industry.

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Scenes from the IANJ 2015 Meeting at The Borgata, Atlantic City...over 200 members attended!



Rob Austin, NJ Department of Community Affairs Construction Code Director, was the keynote speaker at the annual meeting. Mr. Austin is primarily responsible for verbal and written code interpretations to construction offi-

cials, architects, engineers and any other interested parties on technical and administrative aspects of the NJ Uniform Construction Code (UCC), specifically building, mechanical and energy conservation codes; this includes research and preparation of articles for the educational UCC newsletter, Construction Code Communicator. With the move of LICEB to DCA in 2016, Mr. Austin's knowledge of code enforcement was particularly enlightening.

Mr. Nau also recognized two members of the IANJ board who ended their terms on the board, Joe Maucieri of Quench Irrigation and Paul Munz of Wet Yet. Both Joe and Paul were members of the IANJ education, golf and PAC committees, and Paul also served as our membership chair, making those important calls to ensure members were engaged and involved. Our thanks to Joe and Paul for their service to IANJ.



Get Motivated

By Angela Talocco
Lawn and Landscape

The first few months of the year are full of excitement and a sense of optimism to achieve great things. Resolutions to cut out bad habits and achieve various goals fill our minds. Why is it that some people accomplish these resolutions yet so many others fail? The most successful people write these goals down, share them with friends and family, and do their best to sustain their effort well past the start of a new year. But one key ingredient for any sustained change is motivation. It keeps our will strong and allows us to continue moving toward our goals.

What motivates each one of us can vary. It may be inspirational quotes, an encouraging word from someone we respect or articles we read.

Motivation is important for us personally, but also especially as supervisors, manager and business leaders. In these roles we must find ways to motivate and encourage our employees to not only accomplish their own goals but also those of the business.

So how do we motivate our employees to realize success? How do we move from a series of short bursts of motivation that eventually fizzle out to sustained, consistent motivation that will drive success for you and your employees?

Here are five specific things you can do this year to help motivate your team to long-term success.

1. **Set a vision and goals.** Motivating employees is much easier when they understand the why and how behind what you are doing. Make it a priority to spend time with your employees and help them understand the goals you need them to reach. Help select and set smart goals. (Smart here stands for specific, measurable, achievable, relevant and timely). The idea is to help your team go from setting a goal of “increasing profits” to “increase gross profit by 2 percent in the first quarter.”



2. **Plan to reach goals.** Don't simply tell employees where they're going. Work with them to create a clear road map to success. Identify milestones that will allow you and your employees to know that they are on track. Knowing the goals and the plan to get there will help you identify and celebrate the smaller achievements allowing you to motivate your team along the way.
3. **Work the plan.** Make a point to take time throughout your day, week or month to check in on how everyone is progressing toward their own goals. Consider putting systems in place that allow you to track, reward and recognize success. Don't underestimate the importance of providing feedback, coaching and encouraging your team along their journey.
4. **Participate in team goals.** The more invested you are in your employees, the more likely it is that they will accomplish their own goals and the goals you have set out for them. If they want to read two books this year, show them you are invested in their success by helping them find these books or – better yet – reading on with them. This will make you much more likely to be able to align your goals with your teams' and cre-

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Get Motivated

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ate energy and accountability to one another.

5. **Be genuine.** Each of us is busy. We have many responsibilities at work and at home, but don't allow yourself to be so busy that you can't truly check in with your employees. Unless you can genuinely connect with your team to see where they are in the journey to reach their goals, you will undermine all of the other work. Remember to stop long enough to have uninterrupted, focused conversations with your employees. By taking time to understand where your employees want to go, making a plan to get there, encouraging them along the way and removing potential

We have many responsibilities at work and at home, but don't allow yourself to be so busy that you can't truly check in with your employees.

road blocks when possible, they will achieve great things and will be happier. Then, so will you. Don't simply hang a poster in the office with a motivational quote on it. This year, use these five tips to find out what drives your team and help motivate them to achieve greatness.



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Cody has been with Atlantic Irrigation since 2014. He started working in irrigation when he was just a kid alongside his father. Cody has become a valued resource not only to clients, but to our team as well. His knowledge and enthusiasm continue to benefit all that cross his path.

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The Importance of Ethics in Organizations

By Luanne Kelchner, Demand Media
Small Business

Ethics are the principles and values an individual uses to govern his activities and decisions. In an organization, a code of ethics is a set of principles that guide the organization in its programs, policies and decisions for the business. The ethical philosophy an organization uses to conduct business can affect the reputation, productivity and bottom line of the business.

Leadership Ethics. The ethics that leaders in an organization use to manage employees may have an effect on the morale and loyalty of workers. The code of ethics leaders use determines discipline procedures and the acceptable behavior for all workers in an organization. When leaders have high ethical standards, it encourages workers in the organization to meet that same level. Ethical leadership also enhances the company's reputation in the financial market and community. A solid reputation for ethics and integrity in the community may improve the company's business.

Employee Ethics. Ethical behavior among workers

in an organization ensures that employees complete work with honesty and integrity. Employees who use ethics to guide their behavior adhere to employee policies and rules while striving to meet the goals of the organization. Ethical employees also meet standards for quality in their work, which can enhance the company's reputation for quality and service.

Ethical Organization Culture. Leaders and employees adhering to a code of ethics create an ethical organizational culture. The leaders of a business may create an ethical culture by exhibiting the type of behavior they'd like to see in employees. The organization can reinforce ethical behavior by rewarding employees who exhibit the values and integrity that coincides with the company code of ethics and disciplining those who make the wrong choice.

Benefits to the Organization. A positive and healthy corporate culture improves the morale among workers in the organization, which may increase productivity and employee retention; this, in turn, has financial benefits for the organization. Higher levels of productivity improve the efficiency in the company, while increasing employee retention reduces the cost of replacing employees.



Welcome New Members

John Kiskiel
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Jeffrey Cymansky
Breton Woods Irrigation
 Brick, NJ

James Cilento
Elite Irrigation & Drainage
 Saddle Brook, NJ

Everett Carr
Evergreen Sprinklers
 Butler, NJ

Joshua Frankl
Lien Pros LLC
 Rockaway, NJ

Matt Rutkowski
Penny Green
 Glendora, NJ

Joe Sperone
Rainforest Irrigation
 Parsippany, NJ

Robert Debonis
Rain Man Lawn Sprinklers
 Maywood, NJ

Joh Sura, Jr.
Sprinkler Head & Collar Irrigation
 Toms River, NJ



2016 Industry Calendar

August 8-12
Summer Tech

September 12
IANJ/NJLCA Golf Outing

October 18-19
Study Course – CIC License Exam

December 7
IANJ Annual Meeting

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IANJ Movie Review

For this issue we will be reviewing a film entitled “Concussion”

Title: Concussion

Director: Peter Landesman

Cast: Will Smith, Gugu Mbatha-Raw, Luke Wilson, Alec Baldwin, Bitsie Tulloch, Stephen Moyer

“I am the wrong person to have discovered this,” Dr. Bennet Omalu, played in this movie by Will Smith, laments to his wife Prema, near the final quarter of “Concussion.” Omalu, a practitioner who has such pride in his profession that he corrects people who refer to him as “Mister” with “Doctor,” but who is so kind-hearted, brilliant, enthusiastic and likable that the tic doesn’t play here as irritating, is in an unusually American fix in this fact-based drama.

Omalu is the real-life doctor who, while working as a forensic pathologist in Pittsburgh, discovered a new and terrifying brain disorder that he named Chronic Traumatic Encephalopathy, or CTE. He discovered it performing an autopsy on a retired Pittsburgh Steeler named Mike Webster. Webster left the game as a hero and began losing his mind well before his death at fifty; scenes shortly before his death show him living in his pickup truck, huffing turpentine. A fellow player, himself to suffer a similar fate in the movie, tries to help him out. Neither man understands what’s happening to them. Omalu figures it out: the persistent head injuries sustained in football play shake up the brain—as the character explains, unlike some other mammals, humans don’t have built-in shock absorbers for their grey matter—and release a protein that builds up and causes hallucinations, memory loss, and much more trauma.

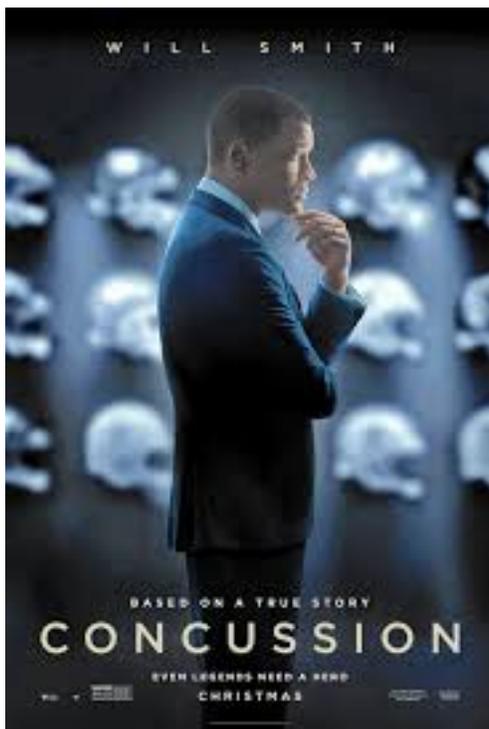
This film, written and directed by Peter Landesman and based in part on a 2009 magazine article, portrays Omalu as a cheerful, quietly religious man who, as a Nigerian-born immigrant, believes strongly in the American Dream, and believes that doing the right thing is part of that whole trip. The response his findings elicit from the NFL quickly prove him mistaken. As Omalu’s boss and mentor, played by Albert Brooks with a nice mix of world-weariness and faith, puts it, Omalu is going up against an organization that “owns a day of the week.” Omalu thinks the NFL will be glad of his findings, and use some American ingenuity to do something about the problem. This is not what occurs.

The movie depicts Omalu’s personal life. You know that feeling when you have no social life because you’re devoted to your work and your church, and some of the church elders ask you to provide a room from a recent immigrant from abroad, and that immigrant turns out to look just like Gugu Mbatha-Raw? No, I don’t either. But that’s what happens to Smith’s character, and soon enough

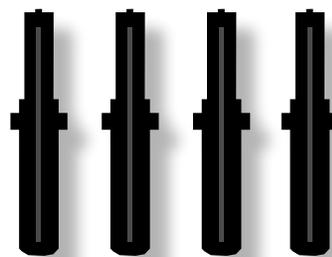
Mbatha-Raw’s character, Prema, is more than a roommate. The movie treats the couple’s relationship, and their strong faith, with refreshing delicacy and respect. And Mbatha-Raw makes Prema more than a long-suffering helpmate as the hostility against Omalu and his findings begins to mount.

The movie is engaging and fascinating for much of its two hours. The editing, by Oscar-winner William Goldenberg, is brisk and inventive, managing to imbue excitement into montages in which Omalu is doing nothing more pulse-pounding than looking at a bunch of slides. Once Omalu finds fans, players, and the football industry itself giving him the very aggressive side-eye, the narrative begins to diffuse a bit. The movie isn’t shy about implicating that NFL chief Roger Goodell is a corporate weasel and liar. But as certain bad things

begin happening around Omalu and his colleagues and his wife, things grow vague. I found that this possibly involuntary discretion worked to the movie’s advantage; the non-ratcheting up of the drama somehow made the story feel more true, more honest. The real story, in a sense, is how Omalu’s belief in the goodness of some institutions came under assault, and how he refused to become a cynic even after all that. When he’s called an American hero near the end of the movie, the truth of that phrase, as well as all the contradictions that trail in its wake, are vividly felt.



The Concussion gets 4 Rotors



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Non-certified contractors can be reported

In an effort to provide enforcement to the New Jersey Landscape Irrigation Contractors Certification Act, N.J.S.A. 45AA-1, the Irrigation Association of New Jersey has received a copy (through the New Jersey License Examining Board) of a Contractor Certification Verification form. This form may be used by Certified Irrigation Contractors to give the Examining Board the names of contractors they observe to be operating without the required certification. **ALL FORMS MUST BE FILLED OUT COMPLETELY OR THEY WILL BE RETURNED.**

**New Jersey Landscape Irrigation Contractor Examining Board
Department of Environmental Protection
Bureau of Revenue
CN 417, Trenton, NJ 08625-0417**

Gentlemen:

I have observed the below named contractor installing a landscape irrigation system. I request that the New Jersey Landscape Irrigation Contractor Examining Board verify that the contractor has obtained certification pursuant to Landscape Irrigation Contractor Certification Act, N.J.S.A. 45AA-1.

Date of Inquiry: _____

Name of Contractor Firm in Question: _____

Address: _____

Phone Number: _____

Address at which contractor was observed installing a landscape irrigation system:

I request that, should the contractor in question not be certified, the Board notify the contractor that he/she will be in violation of the Landscape Irrigation Contractor Certification Act as of January 1, 1997. I trust that the Board will send such notice in a timely manner and understand that I will receive further correspondence from the Board stating that said notice was made. I further resolve to make only this one request for verification for the above named contractor in question.

Signed: _____

Name of Contractor

Firm making inquiry: _____

Address: _____

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