ATTACHMENT A

DRAFT

ORDINANCE # 08-01
AN ORDINANCE OF THE ALBANY CITY COUNCIL REGARDING INTEGRATED PEST MANAGEMENT (IPM) POLICY AND REGULATIONS

WHEREAS, Chapter XVII of the Albany Municipal Code deals with Public Health within the City of Albany; and

WHEREAS, in 2004 the City Council adopted the Albany Parks and Recreation Master Plan which contains the following goal: *"Develop a pest management policy that favors the use of organic or natural methods. Through a thorough and public process, consider the careful and limited use of chemicals of the least toxic nature"*; and

WHEREAS, the City wishes to formalize its current informal practice to refrain from the use of pesticides, herbicides, fungicides, or similar products for purposes of pest control with regard to City property through adoption of an Integrated Pest Management (IPM) policy applicable to all City property and all City departments and contractors; and

WHEREAS, the purpose of an Integrated Pest Management (IPM) policy is to protect human health and the environment, and to establish a set of standard practices for design, maintenance, and operation of buildings and landscaping to minimize pest problems, address any pest problems by non-chemical methods, and to employ only the least-toxic chemical methods as a last resort and in the context of carefully integrated pest management planning to prevent the need for repeated use of chemical controls; and

WHEREAS, the City wishes to ensure that its purchases and use of public resources are consistent with integrated pest management (IPM) policies and practices, that the City plays a leadership role in developing both ecologically sensitive and aesthetically pleasing landscapes and structures, and that the City models environmental stewardship in its buildings and grounds maintenance practices; and

WHEREAS, the City, in carrying out its operations, wishes to follow the Precautionary Principle that assumes that pesticides pose risks to human health and the environment, with special risks to children; and

WHEREAS, in 2006 the City Park and Recreation Commission established an Integrated Pest Management (IPM) Task Force charged with the task of developing a pest management policy for consideration by the Commission and the City Council; and

WHEREAS, the IPM Task Force conducted publicly noticed meetings during 2006 and 2007, where the members reviewed policy documents and regulations of other jurisdictions, consulted with an IPM advisor and City Public Works staff, and considered research material on the subject; and

WHEREAS, on October 15, 2007 the IPM Task Force held a publicly noticed meeting where it approved a draft IPM Policy for review and approval by the Park and Recreation Commission, and ultimate review and approval by the City Council, that focuses on long-term pest prevention to eliminate the use of pesticides to the maximum extent feasible with regard to City property; and

WHEREAS, the Park and Recreation Commission held a publicly noticed meeting and heard public testimony on the draft IPM Policy on November 15, 2007 and December 13, 2007; and

WHEREAS, the proposed ordinance is categorically exempt from the requirements of California Environmental Quality Act ("CEQA") per Section 15308, "Actions by Regulatory Agencies for Protection of the Environment" of the CEQA Guidelines, which exempts actions taken by regulatory agencies for protection of the environment; and

WHEREAS, the Albany City Council, on January 22, 2008 after due public notice, held a public meeting on the proposed amendment to Chapter XVII Public Health regarding integrated pest management, and following said public hearing introduced this Ordinance for First Reading, and approved Resolution # 08-3 adopting an Integrated Pest Management Policy.

NOW, THEREFORE, THE ALBANY CITY COUNCIL DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 17-XXX INTEGRATED PEST MANAGEMENT POLICY AND REGULATIONS

17-XX Purpose.

The Integrated Pest Management (IPM) Ordinance, which shall apply to all City owned, operated or maintained property, is adopted in order to protect human health and the environment and to authorize the establishment of a set of policies and standard practices for design, maintenance, and operation of building and landscaping to minimize pest problems, address any pest problems by non-chemical methods, and to employ only the least-toxic methods as a last resort and in the context of carefully integrated pest management planning to prevent the need for repeated use of chemical controls.

17. Definitions.

In accordance with the definitions contained in the Integrated Pest Management Policy and Regulations.

17.XX Contents of an Integrated Pest Management Policy.

The City Council shall establish by resolution, and review and update as necessary, *Integrated Pest Management Policy and Regulations,* and associated policies, and authorize the Park and Recreation Commission to periodically review these documents and forward recommended revisions if any. No Council action is necessary, if no revisions are proposed. The IPM Policy, and associated policies shall include, in the Council's discretion but not be limited to, the following elements:

a) Implementation process for developing an IPM Program
b) Designation of a City IPM Coordinator, City IPM Team, and professional IPM Advisor
c) Establishment of an IPM Oversight Committee, composed of citizens and City Commissioners
d) Procedures for Education/Training of Staff
e) Policy regarding Ban on Use of Toxicity Category I, II, and Certain Other Pesticides per state and federal regulations and other standards
f) Standards for Banning Certain Types of Fertilizers in keeping with the goal of using natural and organic fertilizers
g) Establishment of Special Protection Zones where pesticide use is prohibited except through the exemption process
h) Procedures for IPM Recordkeeping and Reporting
i) Identification of qualified pesticide applicators
j) Posting Procedures/Content of Notices of Pesticide Use
k) Methods of Product Selection and Placement on a Reduced Risk Pesticide List (RRPL)
l) Methods of Product Selection and Placement on an Environmentally Preferable Fertilizer List (EPFL)
m) Exemption and Appeal process
n) Storage of Pesticides and Fertilizers
o) Reviewing Plans for Public Landscape and New Construction projects
p) Community Education and Outreach

The Integrated Pest Management Policy shall be based on the recommendation of the Park and Recreation Commission.

17.XX Severability.

If any section, subsection, subdivision, paragraph, sentence, clause or phrase of this Article, or any part thereof, is for any reason held to be unconstitutional, invalid, or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Article or any part thereof. The City Council hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause, and phrase of this Article irrespective of the fact that one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases be declared unconstitutional, invalid, or ineffective. To this end, the provisions

of this Article are declared to be severable.

PASSED AND ADOPTED by the City Council of the City of Albany, after a duly notice public hearing, at its meeting held on the ____ day of _____, 2007, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

_____
Mayor Robert S. Lieber

ATTACHMENT B

INTEGRATED PEST MANAGEMENT POLICYAND REGULATIONS

Draft

12/13/07

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Section 1. Purpose and Goals

With the knowledge and understanding that we are all stewards of the earth, it shall be the policy of the City of Albany with regard to City property:

1) To focus on long-term pest prevention, to eliminate the use of pesticides to the maximum extent feasible, and to employ non-chemical methods first when it is determined that intervention is necessary to control a pest; and
2) To use natural fertilization methods and products to promote soil and plant health to the maximum extent feasible and to eliminate use of non-organic fertilizers.

This policy is developed to fulfill the following 2004 *Albany Parks and Recreation Master Plan* goal:

> *"Develop a pest management policy that favors the use of organic or natural methods. Through a thorough and public process, consider the careful and limited use of chemicals of the least toxic nature."*

The intent of this policy is to protect human health and the environment and to establish a set of standard practices for design, maintenance, and operation of buildings and landscaping to minimize pest problems, address any pest problems by non-chemical methods, and to employ only the least-toxic chemical methods as a last resort and in the context of carefully integrated pest management planning to prevent the need for repeated use of chemical controls.

Integrated pest management, or IPM, is an approach to pest control that utilizes regular monitoring to determine if and when treatments are needed and employs physical, mechanical, cultural, biological, and educational tactics to keep pest numbers low enough to prevent intolerable damage or annoyance. Least-toxic chemical controls are used as a last resort.

In IPM programs, treatments are not made according to a predetermined schedule; they are made only when and where monitoring has indicated that the pest will cause unacceptable economic, medical, or aesthetic damage. Treatments are chosen and timed to be most effective and least disruptive to natural pest controls.

This policy formalizes the City's current informal practice to refrain from the use of pesticides, herbicides, fungicides, or similar products for purposes of pest control.

The City wishes to ensure that its purchases and its use of public resources are consistent with IPM policies and practices, that the City plays a leadership role in developing both ecologically sensitive and aesthetically pleasing landscapes and structures, and that the City models environmental stewardship in its buildings and grounds maintenance practices.

The City, in carrying out its operations, shall follow the Precautionary Principle and assume that pesticides pose risks to human health and the environment, with special risks to children.

Section 2. Applicability

This Policy shall apply to all City owned, operated or maintained property, buildings or facilities, including sidewalk areas in the City's right-of-way, and shall apply to all City departments and contractors.

All contractors affected by this policy:

a) Shall submit to the City department an IPM implementation plan consistent with the terms of this policy and associated policies.
b) Shall comply with the recordkeeping provisions of this policy.
c) Shall be thoroughly informed regarding the requirements of the City's IPM Program.
d) May be invited to attend any relevant staff IPM education and training activities.

The IPM Coordinator is responsible for ensuring that all City contractors are educated about, and comply with, the requirements of the City IPM Program and the requirements of this policy and associated policies.

Residents renting community garden space from the City shall be considered contractors for the purposes of this policy and shall comply with the City's IPM program requirements.

Section 3. Fundamental Elements of IPM Program

City departments shall give preference to reasonably available non-pesticide alternatives and shall follow the IPM approach outlined below:

1. Design and Construction. Design, build, and remodel/repair indoor and outdoor areas to eliminate pest habitats and to be maintainable with organic fertilizers.

2. Pest Monitoring. When pests are detected, monitor each pest ecosystem to determine pest population, size, occurrence, and whether or not natural enemies are present. Identify decisions and practices that could affect pest populations and keep records of all of this monitoring.

3. Pest Thresholds. When pests are detected, set for each pest at each site a threshold injury level, based on how much biological, aesthetic, or economic damage the site can tolerate, and identify an IPM implementation plan for each pest at each site.

4. Treatment Alternatives and Criteria. Consider the full range of treatment alternatives for a pest, including no action. Develop precise criteria for determining when action is necessary and when an action has proven inadequate to manage a pest.

5. Employ Non-Pesticide Management First: If action is determined to be necessary, employ non-pesticide management tactics first, as follows:
   a. Modify maintenance and management practices, including but not limited to: fertilization, watering, mulching, waste management, and food storage;
   b. Modify pest ecosystems to reduce food and living space;
   c. Use physical controls such as hand-weeding, mechanical removal, traps, and barriers;
   d. Use biological controls (introducing or enhancing pests' natural enemies);
   e. Redesign the landscape or building environment to eliminate pests; and
   f. Monitor treatment to evaluate effectiveness, and keep monitoring records and include them in the IPM implementation plan.

6. Use Chemicals as a Last Resort: Consider the use of chemicals only as a last resort and a temporary measure within a long-term IPM treatment plan designed to eliminate the need for chemical controls, following the principles below. If chemicals are determined to be necessary:
   a. Select only the least-toxic chemicals that are least disruptive to the environment, as specified on the Reduced Risk Pesticide List (see item 8 below in this section);
   b. Apply pesticides in a manner that protects public health and demonstrates environmental stewardship;
   c. Determine the most effective treatment time, based on pest biology and other variables, such as weather, seasonal changes in wildlife use, and local conditions;
   d. If pesticides are to be used on a landscape, obtain a Pest Control Advisor Recommendation, as required by law;
   e. Have pesticides applied only by a licensed Pest Control Operator;
   f. Follow specific public notification and posting requirements as detailed in the Posting/Notice of Pesticide Use section of these regulations below; and
   g. Fertilize plants based on confirmed need (e.g., based on soil testing).

7. Criteria for Pesticide Use and Priorities During Transition to IPM: Pesticides will not be used to control pests for aesthetic reasons alone. Budget and staffing considerations alone will not be justification for use of chemical controls, and the City will strive to eliminate the use of chemical controls. As the City transitions to IPM, priority will be given to reduce or eliminate pesticides near watercourses and riparian areas and in areas heavily used by children.

8. Reduced Risk Pesticide List (RRPL): Establish, in accord with the provisions of this policy and associated policies, a *Reduced Risk Pesticide List (RRPL)* of chemical controls that can be employed if all other non-chemical methods have been attempted and it is documented that they have failed to control a pest that threatens significant health or economic damage.

9. Chemicals Banned from Use: U.S. Environmental Protection Agency (EPA)

Category I and II pesticides shall be banned from use in the City as well as any pesticide containing a chemical identified by the State of California as a chemical known to the State to cause cancer or reproductive toxicity pursuant to the California Safe Drinking Water and Toxic Enforcement Act of 1986, any pesticide known to be an endocrine disrupter or neurotoxin, and any pesticide classified as a human carcinogen, probable human carcinogen or possible human carcinogen by the United States Environmental Protection Agency, Office of Prevention, Pesticides and Toxic Substances, the State of California, the National Toxicology Program, or the International Agency for Research on Cancer.

10. Exemption Process: Establish, in accord with the provisions of this policy and associated policies, an exemption process for use in a particular, limited situation of a particular pesticide not on the RRPL when all non-chemical methods and appropriate products from the RRPL fail to control a pest that threatens significant health or economic damage. Establish appropriate time frames for requesting emergency exemptions in situations when there is an immediate threat of health or economic damage. The exemption procedure will also be required for use of any chemical control in designated Special Protection Zones (which are defined in the Special Protection Zones section of this policy).

11. Environmentally Preferable Fertilizer List (EPFL): Establish, in accord with the provision of this policy and associated policies, an Environmentally Preferable Fertilizer List (EPFL).

12. Conduct Ongoing Educational Programs:
    a. To acquaint staff with pest biologies, the IPM approach, new IPM strategies as they become known, and toxicology of pesticides proposed for use; and
    b. To inform the public of the City's attempt to reduce pesticide use, to respond to questions from the public about the City's pest management practices, and to inform the public about the dangers of pesticides and synthetic fertilizers, and to encourage residents to use non-toxic strategies for pest and landscape management.

13. Staffing and Oversight Committee: Employ a professional IPM Advisor, designate an IPM Coordinator for the City, form an IPM Team made up of City staff involved with execution of the City's IPM policy, and form an IPM Oversight Committee made up of City Park and Recreation Commission members and members of the public.

14. IPM Implementation Manual: Prepare and update at least annually an *IPM Implementation Manual* with IPM plans for each City site and identified pest.

15. Annual Report: Prepare, at a minimum, an annual report to the City Council

detailing pest management practices and all pesticide use, including: the product used, method of application and notice given, reason for pesticide use, long-term plan to control the identified pest without additional chemical control, and outcome of pesticide use.

16. Federal, State, and Local Laws: Nothing in this policy is intended to apply to pesticide applications that are required to comply with federal, state, or local laws or regulations.

Section 4. Definitions

As used in this document, the terms below are understood to mean:

Best Management Practices (BMPs) – best management practices (BMPs) are a set of guidelines or procedures that have been determined, as part of an overall program, to be an effective and practical (technically, socially, and economically) method for reducing, preventing, or controlling undesirable effects of management; promoting or maintaining beneficial effects of management; and/or protecting the environment or natural habitat.

Chemical methods – pest control methods involving use of chemical agents that fall under the definition of "pesticide" below.

Contract – a binding written agreement, including but not limited to a contract, lease, permit, license, or easement between a person, firm, corporation, or other entity, including a governmental entity, and the City, which grants a right to use or occupy property of the City for a specified purpose or purposes.

Contractor – a person, firm, corporation or other entity, including governmental entity, that enters into a contract with the City.

Emergency – pest outbreak that poses an immediate threat to public health or risk of significant economic or environmental damage.

Exemption – process by which materials not on the Reduced Risk Pesticide List or Environmentally Preferable Fertilizer List can temporarily be used, but only after all alternatives have been reviewed, evaluated, and/or implemented.

Fertilizer – a single or blended substance containing one or more recognized plant nutrient(s) that is used primarily for its plant nutrient content and that is designed for use or claimed to have value in promoting plant growth.

Integrated pest management (IPM) – an approach to pest control that designs and maintains landscapes to prevent pest infestation (including promotion of soil health), gives priority to natural and organic methods of pest management and soil maintenance, utilizes regular monitoring to determine if and when treatments are needed and employs

physical, mechanical, cultural, biological, and educational tactics to keep pest numbers low enough to prevent intolerable damage or annoyance. Least-toxic chemical controls are used as a last resort. In IPM programs, treatments are not made according to a predetermined schedule; they are made only when and where monitoring has indicated that the pest will cause unacceptable economic, medical, or aesthetic damage. Treatments are chosen and timed to be most effective and least disruptive to natural pest controls.

IPM Implementation Manual – a regularly updated reference and guidance document that contains all the information, methods, strategies, and responsibilities for day-to-day use by city staff in carrying out the City's IPM program. Information will include, but not be limited to, pests identified on City property, pest ecosystems and natural enemies, behaviors and cultural practices that could affect pest populations, pest thresholds, treatment alternatives, and preparation and use of an IPM Plan, with non-chemical methods to be attempted first and least-toxic chemical methods that may be advisable if non-chemical control methods fail, long-term plans to avoid need for use (or re-use) of chemical controls.

IPM Plan – a living and adaptable reference and planning document that incorporates all available information from any source on the pest, the site, and all available tactics and methods that can be used to manage the pest. From this information a strategy is formulated, implemented, and monitored for efficacy. Adjustments to the plan, based on monitoring, are made as needed to increase the effectiveness of the strategy to manage the pest problem within acceptable limits.

Least-toxic pesticide – pesticide that has the desired effect on the target pest while having the lowest adverse effects on non-target species and the environment. Substance known to cause extremely limited or no adverse physiological effects in animals, plants, humans, or the environment.

Non-chemical methods – physical, mechanical, biological, cultural, and educational strategies for pest control.

Natural fertilizer – substance designed to promote plant and soil health and derived from mineral, plant, or animal matter that does not undergo a synthetic process [as defined in section 6502(21) of the Act (7 U.S.C. 6502(21))] (see also *Synthetic fertilizer*).

Organic fertilizer – substance designed to support plant growth and soil health and made up of unrefined minerals from natural deposits and other nutrients derived solely from the remains of (or that are a by-product of) once-living organisms. In general, organic fertilizers release their nutrients slowly over a fairly long time. Organic nutrients depend on microbial organisms in the soil to break down the material and make it available to plant roots.

Non-organic fertilizer – see *Synthetic fertilizer*.

Pesticide – as defined in Section 12753 of the California Food and Agricultural Code. Pesticides include any spray adjuvant, substance, or mixture of substances that is intended to be used for defoliating plants; regulating plant growth; or for preventing, destroying, repelling, or mitigating any pest which may infest or be detrimental to vegetation, man, animals or households, or be present in any agricultural or non-agricultural environment, including fungicides, herbicides, insecticides, nematicides, rodenticides, dessicants, defoliants, and plant growth regulators.

Precautionary Principle – when a proposed treatment action raises threats of harm to human health and the environment, precautionary measures should be taken, even if some cause-and-effect relationships are not fully established scientifically. In the context of an IPM program, the burden of proof for the safety of a proposed treatment action shall be with the person/department proposing use of the material, its manufacturer, and/or its supplier.

Synthetic fertilizer – any fertilizer formulated or manufactured by a chemical process or by a process that chemically changes a substance extracted from naturally occurring plant, animal, or mineral sources, except that such term shall not apply to substances created by naturally occurring biological processes.

Toxicity Category I Pesticide Product – any pesticide product that meets United States Environmental Protection Agency criteria for Toxicity Category I under Section 156.10 of Part 156 of Title 40 of the Code of Federal Regulations.

Toxicity Category II Pesticide Product – any pesticide product that meets United States Environmental Protection Agency criteria for Toxicity Category II under Section 156.10 of Part 156 of Title 40 of the Code of Federal Regulations.

Section 5. Implementation of IPM Program

A. *Timeframe and Contents*: Within three (3) months of the passage of this policy, the City will commence an IPM program and development of an IPM Implementation Manual. Until such time as the manual is adopted, the City shall endeavor to implement the policy of the City to avoid the use of pesticides as reasonably practicable.

Within six (6) months of the passage of this policy, the following portions of the first draft of the IPM Implementation Manual will be completed:

- inventory of City properties and pests; and
- list of priorities for phasing in the IPM program.

Within one (1) year of the passage of this policy, the Implementation Manual will include a:

- clear process for setting pest thresholds
- description of all materials (Reduced Risk Pesticide List, Environmentally

Preferable Fertilizer List) and methods of permissible pest control and fertilization for use on or in City-owned, operated or maintained property, buildings or facilities, including sidewalk areas in the City's right-of-way, and a detailed exemption procedure

- plan for regular training and updating training of the City IPM Team
- plan for ensuring that all City contractors are informed about the requirements of the City IPM Program and this policy and associated policies and a plan for ensuring contractor compliance (i.e., by using an IPM Qualification RFQ) with the City IPM Program and this policy and associated policies
- plan for a public education effort focusing on non-toxic pest control, including educational signage at City sites; this plan should identify the appropriate entity to carry out the education program
- guidance on preventative pest control measures, including but not limited to pest exclusion techniques for new and remodeled building construction, and for household and commercial sanitation

B. *Revision and Update Process*: The IPM Implementation Manual shall be revised and updated on a regular basis (at a minimum annually) as needed by new and/or changing conditions.

The IPM Implementation Manual, and all revisions thereto, shall be reviewed by the IPM Oversight Committee, which will make recommendations to the Park and Recreation Commission regarding the Manual and revisions.

Section 6. Designation of IPM Coordinator

The City will designate and maintain at all times a staff member to serve as the IPM Program Coordinator (IPM Coordinator). The IPM Coordinator will be responsible for duties including but not limited to the following:

- working with the City IPM Advisor to oversee the development and execution of the IPM Program
- working with the City IPM Advisor and IPM Oversight Committee to develop and revise the IPM Implementation Manual
- working with the City IPM Advisor to arrange for staff education and training in accordance with this policy and applicable policies
- managing the City IPM Team
- maintaining IPM records
- working with City contractors affected by this policy to ensure that contractors are thoroughly informed of, and comply with, the requirements of the City IPM policy and associated policies
- working with the IPM Oversight Committee, and
- preparing, with the Oversight Committee, the Annual IPM Report to the City Council.

Section 7. Services of IPM Advisor

The City shall engage a professional, experienced IPM Advisor who has demonstrated success in advising municipalities on how to manage buildings and landscapes in a manner that reduces or eliminates the need for chemical pest control.

Section 8. City IPM Team

A. *Responsibilities and Procedures*: The City IPM Team will consist of staff responsible for carrying out the City IPM Program. This includes the City IPM Coordinator and all staff with oversight responsibility for IPM-related recordkeeping and practices for specific building and landscape sites. The City IPM Team will meet a minimum of six (6) times per year for the first two (2) years of the IPM program, for education/training directly related to successfully carrying out the IPM Program and to review the program's records and activities for the prior period of two (2) months. After the first two (2) years of the program, frequency of meetings may be reduced to quarterly.

B. *Education and Training*: In consultation with the City IPM Advisor, the City will maintain a regular program of education and training in IPM methods and practices for staff responsible for carrying out the IPM Program. The purpose of the IPM education and training program is to ensure that staff are well-acquainted with all elements of a successful IPM program, including but not limited those listed in the Fundamentals Elements of IPM Program section above, and are kept abreast of advances in IPM practices and methods. The City will hold no fewer than six (6) IPM training events per year for the first two (2) years of the IPM program, and a minimum of four (4) IPM training events per year thereafter

Section 9. IPM Oversight Committee

A. *Membership*: The City IPM Oversight Committee will consist of two (2) Park and Recreation Commissioners and no less than three (3) and no more than five (5) members of the public, with assistance from the IPM Coordinator. The Commission members will be appointed by the Park and Recreation Commission to serve a term concurrent with each member's term on the Commission. The members of the public will be appointed by the Park and Recreation Commission on the basis of applications demonstrating interest and qualifications in the area of pest management, organic/natural buildings and/or landscape maintenance. Members of the public will serve for two-year terms and may be reappointed.

B. *Meetings and Responsibilities*: The Oversight Committee will meet a minimum of four (4) times per year and will be convened by the IPM Coordinator in case of an Emergency Exemption request. The Oversight Committee's responsibilities include but are not limited to:

- review and recommendation of the RRPL and the EPFL in accordance with the terms of this policy and any associated RRPL or EPFL policy or policies.

- review and recommendation or approval/disapproval of all requests for exemptions under the terms of this policy and any associated Exemption Policy
- annual review and approval of the IPM Implementation Manual
- quarterly review of IPM Program activities to ensure the program is operated under the terms of this policy and associated policies
- review and approval/disapproval of additions or deletions to the list of Special Protection Zones in the City
- recommendations to the IPM Coordinator and Park and Recreation Commission regarding changes in the IPM Program

All meetings of the IPM Oversight Committee shall be in accordance with the Open Meetings Act (Brown Act) and shall be open to the public. Emergency meetings to address applications for Emergency Exemptions shall be noticed as Emergency meetings under the Brown Act.

Section 10. Ban on Use of Toxicity Category I, II, and Certain Other Pesticides

Except for pesticides granted an exemption under the terms of the Exemptions section of this policy and any associated Exemption Procedures Policy, no City department shall use any Toxicity Category I or Toxicity Category II Pesticide Product, any pesticide containing a chemical identified by the State of California as a chemical known to the State to cause cancer or reproductive toxicity pursuant to the California Safe Drinking Water and Toxic Enforcement Act of 1986, any pesticide that is a known endocrine disrupter or neurotoxin, and any pesticide classified as a human carcinogen, probable human carcinogen or possible human carcinogen by the United States Environmental Protection Agency, Office of Prevention, Pesticides and Toxic Substances, the State of California, the National Toxicology Program, or the International Agency for Research on Cancer.

Section 11. Standards for Banning Certain Types of Fertilizers

Except for fertilizers granted an exemption under the terms of the Exemptions section of this policy and any associated Exemption Procedures Policy, no City department shall use any fertilizer product containing a chemical identified by the State of California as a chemical known to the State to cause cancer or reproductive toxicity pursuant to the California Safe Drinking Water and Toxic Enforcement Act of 1986, any fertilizer that contains a known endocrine disrupter or neurotoxin, and any fertilizer containing one or more ingredients classified as a human carcinogen, probable human carcinogen, or possible human carcinogen by the United States Environmental Protection Agency, Office of Prevention, Pesticides and Toxic Substances, the State of California, the National Toxicology Program, or the International Agency for Research on Cancer.

No sewage/sludge-based fertilizers shall be used because of their high heavy metal content.

Section 12. Special Protection Zones

Special Protection Zones are designated sites or areas within a site designated as "Special Protection Zones" to further reduce and eliminate pesticide use in areas of high public exposure, particularly to children, or areas with high environmental sensitivity. Any pesticide use deemed necessary, because of significant health or economic risk in these zones, will only be authorized through the exemption process.

The following are established as Special Protection Zones:

- playgrounds – No pesticides will be applied on children's playgrounds, except as provided above.
- creeks and riparian areas – No pesticides will be applied to the water of any creek or wetland or within the high point of the bank of any creek or wetland, except as provided above.

Section 13. Recordkeeping and Reporting

A. *General.* Each City department/building/landscape site shall keep records of all IPM activities including:
   1) pest prevention methods used
   2) observation and monitoring for pests and pest thresholds

   If pest problems are identified, records shall include:
   1) identification of the pest
   2) establishment of a threshold and an IPM Plan for the pest that is designed to prevent the need for chemical control
   3) if applicable: determination that the pest exceeds the established threshold
   4) control efforts attempted, in accordance with the hierarchy established in this policy as well as: the City IPM Implementation Manual; consultation with the City IPM Advisor if Implementation Manual Guidelines are not sufficient; time frames allotted for each control method; and justification for these time frames.

B. *Records of Use of Chemical Control.* If all non-chemical control methods fail, and it is determined that the pest poses a threat to health or of economic damage, the IPM Coordinator may determine that chemical control is necessary using an appropriate product from the RRPL. Records shall include the:

   1) type and quantity of chemical control used
   2) site of the chemical control application
   3) record of public posting of site, if applicable
   4) date of the chemical control application
   5) name of the person or entity applying the pesticide, if applicable
   6) application equipment used
   7) follow-up observations and monitoring to assess the success of the treatment
   8) IPM Plan that describes the preventative methods that will be used to eliminate the need for further chemical control

C. *Exemptions*. Records must be kept of any exemptions granted, with the same information as in Section B above.

D. *Monthly Submission of Records*. Each City staff member responsible for IPM recordkeeping and practices for City buildings and/or grounds (i.e., IPM Team Members) shall submit the IPM records required by Sections A and B above to the IPM Coordinator on a monthly basis. The IPM Coordinator shall submit a quarterly report of these records to the IPM Oversight Committee for review. Pest management records shall be made available to the public upon request.

Section 14. Pesticide Applications

Any pesticide product used will be applied in accordance with state and local regulations governing pesticide applications. Certified/licensed applicators will be used as required. If a certified/licensed applicator must be used, s/he must be a qualified IPM practitioner.

Section 15. Posting/Notice of Pesticide Use

A. *General*. For application of any chemical pest control or soil management product, except as described in Section B below, the following notice provisions will apply:

1) Signs shall be posted at least <u>three (3) days before</u> application of the pesticide product and remain posted at least <u>four (4) days after</u> application of the pesticide.
2) Signs shall be posted:
(i) at every entry point where the pesticide is applied if the pesticide is applied in an enclosed area; and
(ii) in highly visible locations around the perimeter of the area where the pesticide is applied if the pesticide is applied in an open area.
3) Signs shall be of a standardized design that are easily recognizable to the public and workers.
4) Signs shall contain the name and active ingredient of the pesticide product, an indication of where the full contents of the pesticide label can be viewed (e.g., on line) the target pest, the date of pesticide use, the signal word indicating the toxicity category of the pesticide product, the date for re-entry to the area treated, the name and contact number for the City department responsible for the application.
5) Notice shall be posted on the City's website.

B. *Change or Exception to Notice Provisions*. Any request for an exception to or change of notification procedures shall be submitted to the IPM Oversight Committee for review and approval/disapproval.

C. *Non-Recreational (Right-of-Way) Locations*: City departments shall <u>not</u> be required to post signs in accordance with Section A above in right-of-way locations that the

general public does not use for recreational purposes. In this context, sidewalks, parking strips, and street areas are considered recreational areas. However, each City department that uses pesticides in such right-of-way locations shall:

1) Post a public access telephone number, in the public posting locations for official City notices, about pesticide applications in the right-of-way areas.
2) Make information readily available to the public who call the public access number, for any pesticide that will be applied within the next three (3) days, or has been applied within the last four (4) days. This information shall include:
   - description of the area of the pesticide application
   - name and active ingredient of the pesticide product
   - target pest
   - date of pesticide use
   - signal word indicating the toxicity category of the pesticide product
   - re-entry period of the area treated
   - name and contact number for City department responsible for the application

D. *Notice Requirements for Exemptions Granted.* City departments granted exemptions under the Exemptions section of this policy shall post notice as follows:

1) For non-emergency exemptions for one-time use of a chemical control, posting shall be according to Section A above.

2) For non-emergency exemptions covering more than one application over a period of time longer than 21 days, a durable sign shall be posted:
   a. in each building or vehicle where such pesticides are used;
   b. at City Hall and any similar location where the public would obtain information regarding the particular site of pesticide application; and
   c. when such pesticides are used outdoors to control rats and other pests, in a conspicuous location outside of the area where the pesticides are used.

   The sign shall indicate the name and active ingredient of the pesticides used in and around the building or vehicle, the target pests, the signal word indicating the toxicity category of the pesticide product, the area or areas where the pesticides are commonly placed, and the contact number for the City department responsible for the application.

3) For emergency exemptions when public health emergency or worker safety requirements do not permit the required advance notification, signs meeting the requirements of Section A above shall be posted no later than at the time of application and remain posted four (4) days following the application.

E. *Special Protection Zones.* Any use of pesticides in Special Protection Zones will require a fourteen (14)-day advance posting in accordance with the requirements of Section A above, if an exemption is approved by the IPM Oversight Committee. Posting shall remain in place for three (3) days after the application. If a situation is

deemed an emergency, the IPM Oversight Committee can approve emergency posting requirements per Sections B or D above.

Section 16. Methods of Product Selection and Placement on Reduced Risk Pesticide List (RRPL)

The IPM Oversight Committee:

1) Will establish a Reduced Risk Pesticide List Policy and Procedure document for placing products on and removing products from the RRPL. The intent of this policy is to base the procedure for developing and reviewing the RRPL on a: thorough toxicological review and hazard assessment by a recognized expert; consideration of the potential human and environmental exposure that may result from product use; and a combination of the prior two steps into a decision by the IPM Oversight Committee.
2) Shall consult with the City IPM Advisor and IPM Coordinator, regarding whether a product should be added to or deleted from the list.
3) May elect to base toxicological and hazard assessments on those performed by the IPM programs of other municipalities.
4) May elect to attach designators, to products on the list, which place gradations of limitation on their use (e.g., "limited use" or "limited use-special concern").

B. *Annual Review of List and Procedure*

The IPM Oversight Committee:

1) Will review the Reduced Risk Pesticide List and Procedure annually in consultation with the City IPM Coordinator and City IPM Advisor.
2) Will recommend the RRPL to the Park and Recreation Commission annually for approval.
3) May add or delete specific products to or from the RRPL during the year if new research indicates a compelling reason to add or delete.
4) Will research a least-toxic alternative if an item is deleted and no other product on the RRPL can address the problem that the deleted product is intended to treat
5) Will report to the Park and Recreation Commission any decision to add a product to or delete a product from the EPFL during the year.

Section 17. Methods of Product Selection and Placement on Environmentally Preferable Fertilizer List (EPFL)

A. *Establishment of List*

1) The IPM Oversight Committee will establish an Environmentally Preferable Fertilizer List Policy and Procedure document for placement and removal of products from the EPFL. The intent of this policy is that the Procedure for developing and reviewing the EPFL shall be based on the following criteria:

- a thorough toxicological review and hazard assessment by a recognized expert selected by the IPM Oversight Committee in collaboration with the City IPM Advisor and/or performed by the IPM Oversight Committee in collaboration with the City IPM Advisor.
- consideration of the potential human and environmental health impacts, including but not limited to the potential for runoff and air emissions, that may result from product use.

2) The IPM Oversight Committee will decide whether a product should be added to or removed from the EPFL, based on a combination of the prior two steps, in consultation with the City IPM Advisor and City IPM Coordinator.

The criteria for placement or removal of products on this list shall be their contribution to:

- the long-term health of the soil, including aeration (prevention of compaction);
- the health of soil microbial life;
- the long-term health of the plants to be maintained in that soil.

Consideration shall be given to the environmental effects of fertilizer production, with preference given to sustainably produced fertilizers (i.e., those that do not deplete non-renewable resources or produce significant waste or environmental pollution).

Preference shall be given to natural and organic fertilizers, with particular preference given to products that use naturally produced rather than industrially fixed nitrogen.

3) The IPM Oversight Committee may elect to:
   a) base toxicological and hazard assessments on those performed by the IPM programs of other states or municipalities, or that have been developed by recognized experts, as determined by the IPM Oversight Committee in collaboration with the City IPM Advisor and City IPM Coordinator.
   b) assign designators to products on the list that place gradations of limitation on their use (e.g., "limited use" or "limited use-special concern").

4) Best management practices will be established that meet generally accepted cultural guidelines for soil health and plant health and vigor.

Sources of information for best management practices and toxicological/hazard information regarding products may include, but not be limited to: University of California staff, publications, and web resources; Appropriate Technology Transfer for Rural Areas (ATTRA), National Sustainable Agriculture Information Service managed by the National Center for Appropriate Technology (NCAT); Pesticide Action Network (PAN); Organic Materials Review Institute (OMRI); Biocontrol Network; National Pesticide Information Center (NPIC); Center for Integrated Pest Management (CIPC), and Washington State Department of Agriculture (WSDA)

B. *Annual Review of List and Procedure*

The IPM Oversight Committee:

1) Will review the Environmentally Preferable Fertilizer List and Procedure annually in consultation with the City IPM Coordinator and City IPM Advisor.
2) Will recommend the updated list to the Park and Recreation Commission annually for approval.
3) May add specific products to the EPFL or remove specific products from the EPFL during the year if new research indicates a compelling reason to do so.
4) Will research the least-toxic alternative if an item is deleted, and no other product on the Environmentally Preferable Fertilizer List can address the fertilizer requirement addressed by the deleted product.
5) Will report to the Park and Recreation Commission any decision to add a product to or delete a product from the EPFL during the year.

Section 18. Exemptions

A. *Improving and maintaining water quality*. Notwithstanding any other provision of this policy, this policy shall not apply to the use of any pesticide for the purpose of improving or maintaining water quality.

B. *Exemption Process*. For all exemptions below, the decision steps will be as follows:

1) An exemption request is presented to the IPM Oversight Committee by the Public Works Manager.

2) The IPM Oversight Committee, in consultation with the City's IPM Advisor, will review the exemption request following the procedures outlined in these regulations and any associated exemption policy. The purpose of this review and those procedures is to ascertain, at a minimum, the following:

a) whether all non-chemical methods have been tried,
b) whether there is any reasonable alternative to using the requested product,
c) what the long-term IPM plan is for avoiding future use of chemical controls for this problem,
d) on what basis the use of the requested product can be justified (including consideration of liability, public relations impacts, whether a non-chemical method may be less costly, etc.),
e) whether there is reliable scientific information from an authoritative source based on which to evaluate the product's safety, and
f) whether the hazards of the proposed product can be adequately mitigated.

3) The IPM Oversight Committee will make a recommendation to the Park and Recreation Commission regarding the granting or denying of the exemption.

C. *Exemption Decision-Making Options*. The relevant minimum findings required for recommending the granting of an exemption request are indicated in each subsection

below.

1) *One-year exemption.* A City department may apply to the IPM Oversight Committee for up to a one-year exemption from the pesticide ban imposed by these regulations (see the Ban on Use of Toxicity Category I and II and Certain Other Pesticides section) for a particular pesticide for a particular use. The application for an exemption shall be filed on a form specified by the IPM Oversight Committee and shall be signed by the member of the City IPM Team responsible for the proposed application site and the Public Works Manager. The Oversight Committee may grant the one-year exemption upon a finding that the requesting entity has:

a) Made a good-faith effort to find alternatives to the banned pesticide;
b) Demonstrated that effective, economic alternatives to the banned pesticide do not exist for the particular use; and
c) Developed a reasonable plan for investigating alternatives to the banned pesticide during the exemption period.

2) *Limited-use exemption.* A City department may apply to the IPM Oversight Committee for a limited-use exemption for a particular pesticide banned pursuant to these regulations (see the Ban on Use of Toxicity Category I and II and Certain Other Pesticides section) and not covered by a one-year exemption. The application for an exemption shall be filed on a form specified by the IPM Oversight Committee and shall be signed by the member of the City IPM Team responsible for the proposed application site and the Public Works Manager. The Oversight Committee may grant the limited-use exemption upon a finding that the requesting entity will use the pesticide for a specific and limited purpose and for a short and defined period and the City department has identified a compelling need to use the pesticide.

3) *Reduced-risk pesticide exemption.* The IPM Oversight Committee may exempt a pesticide from the ban imposed by these regulations (see the Ban on Use of Toxicity Category I and II and Certain Other Pesticides section) upon a finding that it is a reduced-risk pesticide that is commonly used as part of an IPM strategy. The IPM Coordinator and IPM Oversight Committee shall maintain a list of reduced-risk pesticides granted an exemption pursuant to this subsection.

~~3)~~*4) Emergency exemption.* A City department may apply to the IPM Oversight Committee for an emergency exemption in the event that an emergency pest outbreak poses an immediate threat to public health or significant economic damage will result from failure to use a pesticide banned by these regulations (see the Ban on Use of Toxicity Category I and II and Certain Other Pesticides section).

The Emergency exemption process shall be as follows:

a) City department files the application for an exemption on a form specified by the IPM Oversight Committee.
b) IPM Coordinator calls an emergency meeting of the IPM Oversight Committee to review the request for an emergency exemption within 24 hours.
c) IPM Coordinator must make a good faith effort to contact all members of the

IPM Oversight Committee. If a quorum of IPM Oversight Committee members cannot meet, the decision will be made by the members who can meet.

d) City IPM Advisor or a designated backup advisor must be consulted.

e) IPM Oversight Committee shall respond to the application in a timely manner. The decision of the Oversight Committee on an emergency application exemption shall be final.

f) Signs meeting the requirements of the Posting/Notice section of these regulations shall be posted no later than at the time of an emergency application and remain posted for four (4) days following the application.

g) Any emergency applications shall be reported to the Park and Recreation Commission and City Council at the next regular meeting of those bodies.

h) IPM Oversight Committee may impose additional conditions for emergency applications.

Section 19. Storage of Pesticides and Fertilizers

Any pesticides or fertilizers stored on City property shall be stored in a secure location that is not accessible to members of the public, particularly children, or unauthorized staff. Pesticides and synthetic fertilizers shall be stored and disposed of in accordance with state regulations and label directions registered with the U. S. Environmental Protection Agency.

Section 20. Reviewing Plans for Public Landscape and New Construction Projects

City projects that include the design of new buildings or landscapes, or renovation of an existing building or landscape, shall be designed and constructed consistent with IPM design specifications.

The IPM Coordinator and IPM Team member for the relevant department will review all project plans to ensure that, where possible, the design considers IPM measures and the following strategies.

In planning, designing, and installing a landscape, facility, or road right-of-way, owned and managed by the City, site objectives shall:

1. include future management and maintenance practices that protect and enhance natural ecosystems.
2. take into account parameters that will enhance the intended use of the land and minimize pest problems.
3. take into account such factors as types of uses, soils, grading and slope, water table, drainage, proximity to sensitive areas, selection of vegetation, and vector control issues.

City grounds designers, planners, managers, crews, and their contractors shall give priority to IPM strategies when designing new and renovating existing landscaped areas. These include:

- using proper soil preparation and amendment

- specifying weed-free soil amendments
- using mulches to control weeds, conserve water, and build healthy, biologically diverse soils
- using biodegradable weed control fabrics or barriers such as cardboard or newsprint under organic mulches
- using site-adapted and pest-resistant plants: "the right plant for the right place"
- grouping together plants with similar horticultural needs
- retaining and using regionally native trees, shrubs, and perennials where appropriate, preferably from genetic stock
- pre-plant controlling of noxious weeds and invasive, non-native plant species
- planting for erosion and weed control
- pruning selectively and properly to maintain plant strength.
- keeping vegetation at least 18 inches away from buildings and appurtenances so as not to become an access route for rodents and insects.
- assessing whether landscapes can still meet the intended site use objectives while modifying the aesthetic standard and/or applying less maintenance
- matching maintenance standards to site objectives in the design stage
- constructing walkways to prevent weed intrusion
- planting vegetation that will encourage the presence of beneficial insects and birds
- submitting a Maintenance Impact Statement (MIS) for any proposed landscape design

On new public construction and renovation projects:

- design for minimum building and hardscape footprints and little or no grading
- protect soil from compaction
- where topsoil would be impacted, remove and store it during construction
- minimize/eliminate impervious surfaces to lessen runoff

Section 21. Community Education and Outreach

The City shall undertake an ongoing community education and outreach effort related to IPM and least-toxic building and landscape maintenance practices, including but not limited to:

- interpretive signage explaining the City's IPM Program and specific activities at highly visible public sites.
- interpretive signage explaining why certain conditions that are highly visible (e.g., the presence of bees in a public area) are not being controlled in keeping with IPM principles.
- other public education efforts encouraging residents to follow the City's lead in non-toxic building and landscape maintenance and pest control activities, state and county laws and regulations governing use of chemical controls, and other related topics.

The City department responsible for this program shall be determined by the Recreation and Community Services Department with assistance from the IPM Coordinator.

End

ATTACHMENT C

City of Albany
IPM Implementation Cost Estimate

Task	Provider(s)	Hours to Implement	Hourly Rate	Total Labor Cost	Materials Cost	Misc. Cost	Totals	Notes
One-time Start-up Costs								
Development of the IPM Implementation Manual (Section 5A).								
	IPM Advisor	30	$125.00	$3,750			$3,750	
	IPM Coordinator	Incl 1/4time	$0.00	$0				1/4 time staff
	City Maint Supv.	10	$43.26	$433			$433	
Development of appropriate storage facilities including location, cabinet design, and markings. (Section 19).								
	IPM Advisor	0	0					
	IPM Coordinator	Incl 1/4time	$0.00					
	City Maint Supv.	4	$43.26	$173			$173	
Total of one-time start-up costs							$4,356	
Annual Costs								
IPM Coordinator @ 1/4 FTE. The Coordinator would oversee all the projects listed below and be responsible for specific duties defined the sections below.		339	$44.24	$14,997			$14,997	
Annual revision and update of the IPM implementation manual (and annual report to the Park and Rec Commission) (Section 5B).								
	IPM Advisor	Incl #3	0					see #3
	IPM Coordinator	8	$44.24	$354			$354	1/4 time staff
	City Maint Supv.	8	$43.26	$346			$346	
Support services as the IPM advisor. (Section 7).	IPM Advisor	80	$125.00	$10,000			$10,000	
Education and training of city (and contractor) staff (Section 8B).								
	IPM Advisor	16	$125.00	$2,000			$2,000	Separate from #3
	IPM Coordinator	Incl 1/4time	$0.00					
	City Maint Supv.	16	$43.26	$692			$692	
Development and training on the use of an acceptable IPM recordkeeping system including storage, usage, exemptions, monthly reporting, and disposal. (Section 13)								
	IPM Advisor	Incl #3	0					see #3

Task	Provider(s)	Hours to Implement	Hourly Rate	Total Labor Cost	Materials Cost	Misc. Cost	Totals	Notes
	IPM Coordinator	Incl 1/4time	$44.24					See Pesticide Safety Information Series- Cal-EPA
	City Maint Supv.	10	$42.20	$422			$422	
Development and training on the design and posting of pre-application signage including the Special Protection Zone provisions (Section 15).								
	IPM Advisor	Incl #3	0					
	IPM Coordinator	Incl 1/4time	$0.00					
	City Maint Supv.	10	$42.20	$422			$422	
Development and review of the Reduced Risk Pesticide List, in areas where it would differ from the foundational list used by SF's Dept. of Environment (Section 16).	IPM Advisor	Incl #3	0					#7 thru #10 will require work from the IPM Coordinator, Maintenance Supervisor, IPM Oversight, & Park Commission
Development and review of the Environmentally Preferred Fertilizer List (Section 17).	IPM Advisor	Incl #3	0					
Development of an "Exemption Request" application form (Section 18).	IPM Advisor	Incl #3	0					#9 & #10 are the same
Development of application forms for the "Exemption Decision-making Options: One-year, Limited Use, Reduced Risk, and Emergency unless they are a part of item 9	IPM Advisor	Incl #3	0					
Community outreach program. (Section 21).	IPM Advisor	Incl #3	0					
	IPM Coordinator	Incl 1/4time	$0.00					
Site analysis of the city's buildings and other similar fixed facilities including pesticide requirements, if any.								
	IPM Advisor	Incl #3						Pest Control Contractor- Part of their contract
	IPM Coordinator	Incl 1/4time	$0.00					
	City Maint Supv.	8	$43.26	$346			$346	
Site analysis of the city's parks and landscaped areas including pesticide requirements, if any.								Can't know without square footage and # of sites, this is on-going and will be part of the 2 to 3 year transition period
	IPM Advisor	Incl #3						Teaches IPM Coord & Maint Sup how to do
	IPM Coordinator	Incl 1/4time	$0.00					
	IPM Site Analyst	16	$42.20	$675			$675	
	City Maint Supv.	16	$43.26	$692			$692	

Task	Provider(s)	Hours to Implement	Hourly Rate	Total Labor Cost	Materials Cost	Misc. Cost	Totals	Notes
Site analysis of the city's parks and landscaped areas for fertilizer requirements.								
	IPM Advisor	Incl #3	0					
	IPM Coordinator	Incl 1/4time	0					
Based on site analysis of parks and landscaped areas, a recommendation of appropriate fertilizer, fertilizer sources and costs, fertilizer application rate, application labor requirements based on application rate, application equipment requirements, and crew training on equipment.								Need to know # of sites and square footage. Labor for applications and equipment should already be in budget
	IPM Advisor	Incl #3						
	IPM Coordinator	Incl 1/4time						
Two additional fertilizer applications per year (in excess of the current two per year); Memorial South and Terrace Park;	City Crew(s)	8	$33.99	$272	$162.00		$434	"California Organic Fertilizer Pelleted Blends" from Harmony Farm Supply (8-5-1 nutrient values)
Three additional fertilizer applications per year (in excess of the current two per year); Memorial North and Ocean View athletic fields	Contractor Crew(s)	16	$25.00	$400	$666.00		$1,066	Additonal feeding required because athletic fields are heavier users of fertilizer than casual-use turf; "California Organic Fertilizer Pelleted Blends" from Harmony Farm Supply (8-5-1 nutrient values)
Two additional fertilizer applications per year (in excess of the current two per year); Ohlone Greenway	City Crew(s)	16	$33.99	$544	$506.00		$1,050	"California Organic Fertilizer Pelleted Blends" from Harmony Farm Supply (8-5-1 nutrient values)
Total of annual costs							$33,497	
Total of one-time start-up costs							$4,356	
Rate table, includes salary (and benefits, if any)								
IPM Advisor (contract)	$125.00							
IPM Coordinator (city staff)	$44.24							
IPM Site Analyst - performed by CD Asst. Planner	$42.20							
Contract maintenance worker	$25.00							
City maintenance worker	$33.99							
City maintenance supervisor	$43.26							

Cell: F68
Comment: rcunningham:
300 lbs per acre x 1.1 acres @ Memorial and .34 acres @ Terrace = 9 each 50 lb sacks @$18/sack

Cell: F69
Comment: rcunningham:
500 lbs per acre (athletic field rate) x 1.8 acres @ Memorial and 1.9 acres @ OVP = 37 each 50 lb sacks @$18/sack

Cell: F70
Comment: rcunningham:
300 lbs per acre x 3.8 acres = 23 each 50 lb sacks @$18/sack