

Section XV. – Staffing Descriptions

The implementation of this IPM Policy will create a need for staff to manage the process for further reduction of pesticide use. Additional staff in the field will also be needed to perform tasks previously accomplished by the use of pesticides. Following are positions necessary when instituting the IPM policy. These positions may be filled with existing staff. The Parks and Recreation Department Director will be responsible for appointing these positions.

The first appointment needed is an IPM Program Coordinator. In addition to their normal duties, this staff member will be responsible for:

- Coordinating and monitoring the IPM program for the department.
- Reviewing requests by staff for amendments to the IPM manual, and if justified submitting the request to the IPM committee and Park and Recreation Advisory Board.
(The Parks & Recreation Advisory Board will act as the public advisory board for this program. The role of the board is to grant support to the Parks and Recreation Department for IPM progress and to review and comment on amendments and reports on an annual basis to ensure progress is made on the stated goals.)
- Devoting time to field inspections and becoming familiar with park sites and conditions and troubleshoot problems.
- Oversee staff training through conferences, guest speakers, and interdepartmental training to educate best management practices and achieve measurable goals.
- Facilitate IPM committee meetings.
- Presenting an annual report to the Department Director for presentation to the Park and Recreation Advisory Board on an annual basis.

The second staffing appointment will be a group of 3-4 existing staff to form an IPM committee. The IPM committee will meet to review and discuss IPM policy.

The committee will be responsible for:

- Knowledge of IPM methods, as well as existing and new pesticide information.
- Determining and approving considerations for pesticide zones in each park.
- Field monitoring and testing of new IPM strategies.
- Reviewing, approving, and/or adopting any amendment requests to the IPM policy.
- Assist in staff training on the least hazardous alternatives, long-term IPM methods and pesticide safety, and environmental risks.
- Review and approve changes to the pesticide list to allow for changes in control conditions.
- Ensuring that education on IPM policy and changes to the policy are communicated to the public.
- Preparing an annual IPM report to be presented by the IPM coordinator to the Park and Recreation Advisory Board.
- Annual review of IPM policy and suggesting revisions to the Park and Recreation Advisory Board, making certain the policy is meeting its original goals.

The third staff position needed will be an administrative support person. This person will be responsible for:

- Collecting and retaining field data from staff including current application records, weather reports, and other useful information.
- Assist in typing IPM Reports.
- Maintaining website information to inform the public of departmental activities.

In addition to existing staff, the total number of full-time and seasonal workers will need to be evaluated and increased annually to manage the workload created by alternative cultural control methods. This will be a budgetary issue that will need to be requested and approved as part of the department's annual budget request.

Dependable volunteer groups will be essential for keeping up with weed growth, previously eliminated by the use of pesticides. These volunteer groups need to be coordinated by a staff member or individual citizen. When these groups

are available to assist with the workload, and help meet the goals of IPM, then the organization of volunteer groups will be a success. In the past volunteer help has been inconsistent and unreliable.

XVI. - Conclusion

This IPM policy developed by the City of Lawrence staff will initially pertain to properties defined as parks, cemeteries and athletic complexes maintained by the Parks and Recreation Department. This policy will exclude the City of Lawrence Eagle Bend Golf Course. The goal of this policy is to correlate pesticide application processes throughout the entire department.

The City of Lawrence Parks and Recreation Department is committed to reducing the amount and types of pesticides used throughout the Park system. Pesticides used will be evaluated by the IPM coordinator and IPM committee and approved annually by the Park and Recreation Advisory Board. This policy will assist the department in maintaining the high-quality park properties and the health and safety of its citizens, staff and the environment. The Parks and Recreation Department currently has 92 percent of park properties zoned green. The goal is for this percentage to increase annually and for the quantity of pesticides applied to decrease.

In creating the IPM policy, budget adjustments will need to be made. Maintaining properties at a high level with a reduction in pesticides will require an increase in staff. Also, other budget adjustments for landscape modification, training, and other improvements are necessary for long term establishment of the policy. Proposing an increase annually in the percentage of green zone areas and a reduction in the quantity of pesticides applied assumes these budget recommendations will be supported.

The City of Lawrence will be recognized as a leader in the Integrated Pest Management field and acknowledged as one of the first municipalities in the Midwest to institute an Integrated Pest Management policy. It is important the citizens of Lawrence continue enjoying park properties. This continued park quality will garner public support for IPM and retain the City of Lawrence's Parks and Recreation tradition.