



Mills County

Integrated Roadside Vegetation Management Plan

Version Date: 2-May-2022

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Preface

Mills County is committed to the management of safe, sustainable, and ecologically diverse roadsides. Through the Iowa Department of Transportation, the Mills County Secondary Roads Department will be implementing a newly formed Integrated Roadside Vegetation Management program. Integrated Roadside Vegetation Management (IRVM) promotes sustainable and environmentally friendly management through the use of native plant species and focused management practices. This document will serve as a guiding plan for the Mills County IRVM program.

Learn more about Integrated Roadside Vegetation Management in Iowa -

<https://iowadot.gov/lrtf/integrated-roadside-vegetation-management/irvm>

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Cover page photo: Native grass and wildflower planting along roadside bank of Pony Creek Lake. Pacific Junction, Iowa.

Executive Program Elements

Executive Summary

Mills County is committed to the management of safe, sustainable, and ecologically diverse roadsides. To that end, the Mills County Secondary Roads Department will be implementing a newly formed Integrated Roadside Vegetation Management (IRVM) program. IRVM principles promote sustainable and environmentally friendly roadsides using native plant species and focused management practices.

The landscape of Mills County is diverse, including the Missouri River lowland bottom, steep Loess Hills, and rolling agricultural uplands. Through this landscape runs 687 miles of secondary roadways whose associated rights-of-ways will be managed for erosion, drainage, and motorist safety through IRVM practices. The program will operate under the Secondary Roads Department, with a Roadside Vegetation Manager administrating the program.

Mills County IRVM Mission Statement

Create safe, sustainable, and ecologically diverse roadsides that provide native habitat, promote community enrichment, and preserve the natural heritage of Mills County.

Mills County IRVM intends to prioritize building capability to establish and manage native plant communities in roadsides. As a new program, Mills County IRVM has limited resources and lacks necessary equipment needed for seeding native plants and conducting safe prescribed burns for native stand management. Mills County IRVM is committed to using the tools we have and increasing our capacity as the program grows.

Goals

Through integrated roadside vegetation management of county road rights-of-way, Mills County Secondary Roads will work toward the following goals:

- Manage roadsides for motorist safety
- Use best management practices for conservation of soil, water, and wildlife
- Establish and manage diverse native plant communities whenever possible
- Minimize impact through targeted vegetation management techniques
- Identify, preserve, and protect remnant prairie roadsides
- Monitor roadside vegetation communities for composition and noxious weeds
- Promote community education about IRVM and native plant communities

Program History

Citizens of Mills County have historically taken pride and shown ownership in their roadways. In 1989, the stretch of Highway 34 to the west of Glenwood was the very first Iowa roadside to be adopted through the Iowa Department of Transportation's Adopt-A-Highway litter removal program. Like these early adopters, many unnamed conservationists in Mills County have worked to enhance, protect, and manage the county's many miles of roadsides. Stewardship of the land is a value common to many residents of Mills County, past and present.

An early local leader in native roadside plantings was Keith McGinnis, an educator and native plant and tree enthusiast. In his retirement from Glenwood Community Schools, Keith operated McGinnis Tree & Seed. In the late 1980's through the 90's, he devoted much of his time to planting native prairie and trees for the betterment of the community. Keith worked with the Mills County Conservation Board and Iowa Department of Transportation (DOT) on native roadway seeding projects in the county, most notably in the Levi Road corridor, south of Glenwood. [Keith passed away in 2006](#), leaving his work as an example of how native plants can enrich communities, while providing valuable spaces for wildlife.

Mills County Secondary Roads began implementation of some IRVM practices prior to the formation of an official program. In 2009, then Mills County Engineer, Kevin Mayberry, began working with the Iowa DOT to acquire native prairie seed through the Living Roadway Trust Fund. Kevin and the Secondary Roads Department staff partnered with Mills County Conservation to plant roadway construction areas to native grasses and wildflowers. Along the same line, Secondary Roads crews began to adopt a more-targeted approach to mowing and herbicide application. These practices continued to Kevin's retirement in 2019 and on to today.

The Integrated Roadside Vegetation Program for Mills County officially started in February of 2022 with the hiring of the county's first Roadside Vegetation Manager, Jason Andersen. This new roadside program was created in response to a growing local interest in sustainable roadside management, native plants, and wildlife conservation. The position was created by Jacob Ferro, Mills County Engineer, with support from the Mills County Board of Supervisors.

Program Type

The Integrated Roadside Vegetation Management Program for Mills County is administered by the Secondary Roads Department under supervision of the County Engineer.

IRVM Decision Making Process

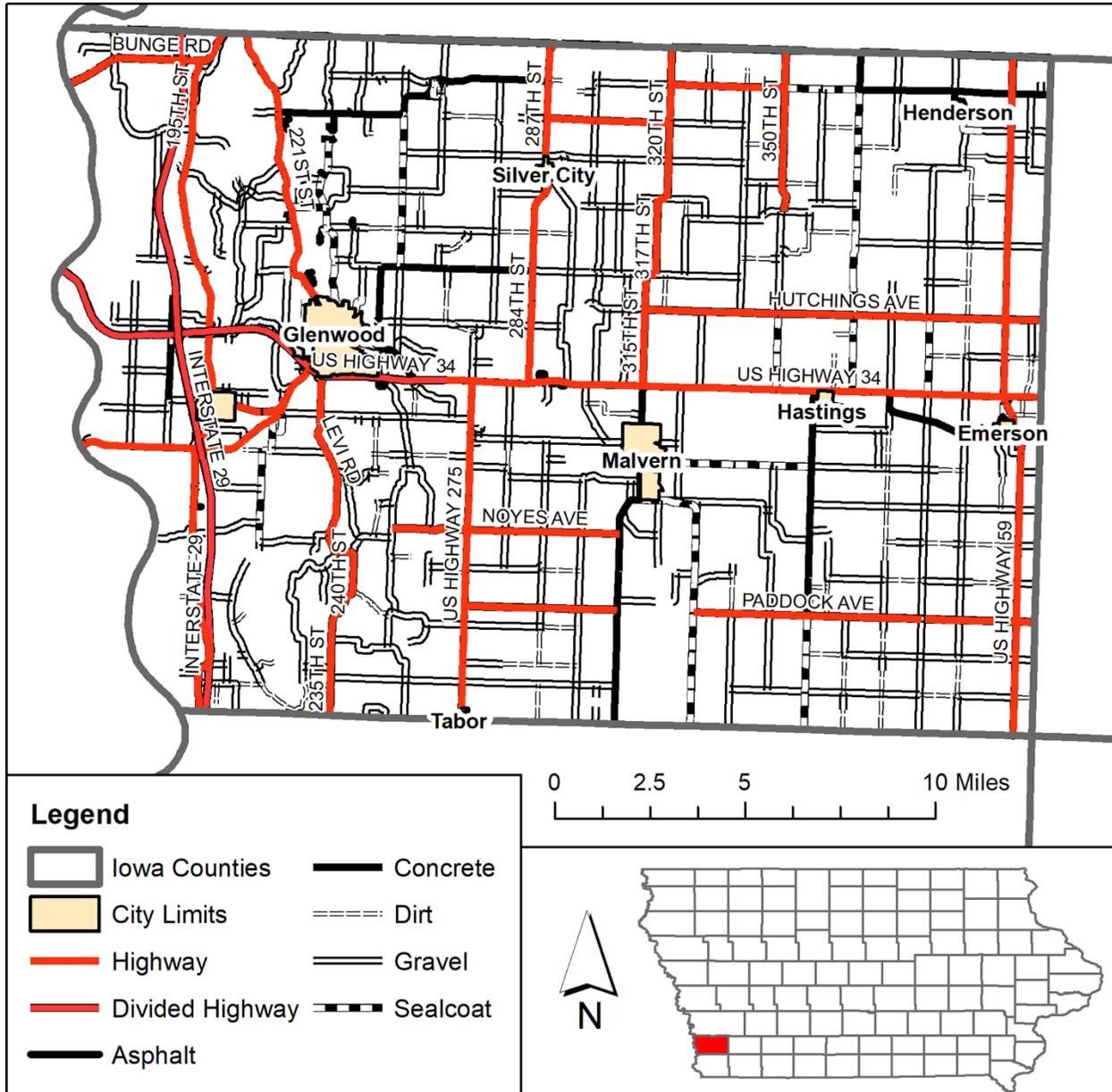
Program planning, grant administration, and day-to-day decision-making is performed by the Roadside Vegetation Manager with input from the County Engineer and Secondary Roads

Foremen. Program policy and budget is set by the County Engineer with input from the Roadside Vegetation Manager. The County Engineer is overseen by the Board of Supervisors.

Area Map

Mills County Secondary Roads maintains 687 miles of roadways and their associated rights-of-way. This includes 178 miles of hard surface, 439 miles of gravel, and 70 miles of earth roads.

Map of Mills County, Iowa



Jurisdictional Recognition and Approval

This section identifies who has authority for various IRVM activities, as well as state, county, and local ordinances that pertain to IRVM in Mills County.

Management

Mills County IRVM is overseen by the Roadside Vegetation Manager with input from the County Engineer and Secondary Roads Foremen. The Manager is responsible for day-to-day and project planning decision making and program administration. Program policy and budget is set by the County Engineer with input from the Roadside Vegetation Manager. The County Engineer is overseen by the Board of Supervisors. The Manager also fulfills the duties of Weed Commissioner on behalf of the Board of Supervisors. In that capacity, the Manager is responsible for enforcing Iowa noxious weed laws. See Appendix Exhibit 2 for a detailed description of Manager duties.

Board of Supervisors

The Mills County Board of Supervisors is committed to the management of safe, sustainable, and ecologically diverse roadsides through the implementation of an IRVM program. Support for the IRVM program has been given through resolution (see Appendix Exhibit 3).

The Board of Supervisors has ultimate authority over Mills County IRVM as overseen by the County Engineer and Roadside Vegetation Manager. The Board works with the County Engineer to set program budgets and staffing levels. When acting in their capacity as Weed Commissioner, the Manager is overseen by the Board of Supervisors.

Iowa Code and Administrative Rules-State Laws and Regulations

Mills County IRVM is administered in accordance with the following rules and regulations:

- [Iowa Code Section 314.22 Integrated Roadside Vegetation Management](#)
- [Iowa Code Section 314.17 Mowing Law](#)
- [Iowa Code Chapter 317 Noxious Weed Law](#)
- [Iowa Administrative Code Chapter 58 Noxious Weeds](#)
- [Iowa Administrative Code Chapter 45.26 Record-keeping requirements](#)
- [Iowa Code Chapter 481B Endangered Plants and Wildlife](#)
- [Iowa Administrative Code Chapter 77 Endangered and Threatened Species](#)
- [Iowa Administrative Code Chapter 45.31 Application of pesticides toxic to bees](#)
- [Iowa Code Chapter 318 Obstructions in Highway Rights of Way](#)
- [Iowa Code Chapter 331.429 Secondary road fund](#)

Local Laws and Regulations

Local regulations and policies concerning roadsides in Mills County follow those set in the Iowa Code. Management activities performed through Mills County IRVM will be performed in accordance with local, state, and federal regulation.

Permitting

Permits may be requested at the Secondary Roads Department office and approved at the discretion of the County Engineer. Permitting is required for the following activities:

- Alteration of Right of Way
- Driveway Construction
- Floodplain Development

Obstructions, Nuisance, and Enforcement

Mills County Secondary Roads can be notified of physical or visual obstructions creating unsafe roadways or nuisance vegetation by contacting the main office during regular business hours.

Mills County Secondary Roads
305 Railroad Avenue, Glenwood IA 51534
(712) 527-4873

Mills County IRVM will address all concerns in accordance with [Iowa Code Chapter 318 Obstructions in Highway Rights of Way](#).

Program Organizational Structure

This section details the present organizational structure of Mills County IRVM and identifies current and potential future needs for staff.

Staff Organization Chart

Mills County IRVM operates under the Mills County Secondary Roads Department overseen by the County Engineer. The Roadside Vegetation Manager administers the IRVM program with input from the County Engineer and Secondary Roads Foremen. The Manager directly reports to the Engineer who in turn reports to the Board of Supervisors. Below is an organizational chart showing the hierarchy of the IRVM program:

- Board of Supervisors
 - County Engineer
 - [Secondary Roads Department]
 - Roads Foremen
 - Road maintenance staff
 - Roadside Vegetation Manager
 - Roadside Vegetation Technician (future)
 - Seasonal staff (future)

The Roadside Vegetation Manager will supervise any staff dedicated to roadside vegetation management projects. It is intended to hire one full-time Roadside Vegetation Technician with the potential to hire seasonal staff to assist in the day-to-day activities in support of the IRVM program. See Appendix Exhibit 2 for a detailed description of duties for the Manager.

Staffing Needs

Mills County IRVM staff attend trainings and continuing education for roadside vegetation best management practices and science. This includes, but is not limited to, the following:

- Commercial Pesticide Applicator Certification (Categories 1A, 2, 5, 6)
- Annual Iowa Weed Commissioners' Association Invasive Species Conference
- Annual UNI Tallgrass Prairie Center's Roadside Conference
- Prairie management, native plants, prescribed fire, noxious weeds

Inventory and Analysis

This section describes the current state of Mills County IRVM as it relates to natural resources within the county and tools and equipment used to manage county road rights-of-way.

Natural Resources

Tools

Mills County IRVM uses a mixture of paper and digital tools for natural resource inventory and recordkeeping. IRVM projects and management practices are tracked digitally with Esri ArcGIS Online software and TopCon handheld GPS unit. Equipment maintenance and herbicide application records are currently kept on paper records. It will be an IRVM program priority to transition herbicide application recordkeeping to a digital platform as soon as feasible.

Vegetation

Mills County does not have a roadside vegetation inventory on file, and it is unlikely that one has ever been performed. Most county road rights-of-way are introduced cool-season grass with scattered brush thickets. Areas of native grass and wildflowers are present along some hard surface roads previously managed by the Iowa Department of Transportation (old state highways) or from recent contracted construction (ex. bridge approaches). There is increased presence of native plant communities in the Loess Hills landform region of the county. Many of these areas are likely adjacent to remnant prairie communities or remnants themselves.

It is a priority for Mills County IRVM to preserve and protect remnant roadsides in county rights-of-way. To this end, Mills County IRVM intends to conduct an in-house roadside vegetation survey, to be completed by May of 2023.

Watersheds

Two watersheds in Mills County are listed as impaired by the Iowa Department of Natural Resources. These watersheds could be improved, in part, by IRVM program practices.

Target impaired watersheds:

- Keg Creek watershed
- West Nishnabotna River watershed

Water Bodies

Several major water bodies in Mills County are of concern for our IRVM program. These water bodies are open to the public and would benefit from adjacent IRVM practices.

Target water bodies:

- Folsom Lake
- Keg Creek Lake

- Mile Hill Lake
- Pony Creek Lake
- Willow Slough

Unique Geomorphological Considerations

Mills County is one of seven western Iowa Counties within the Loess Hills special landform ecoregion. The Loess Hills is a formation of steep hillsides formed by windblown silt deposits. Loess soil is very fine, similar to a powder, and is highly erodible. The Loess Hills are also home to several Federally and State-listed endangered and threatened plant and animal species.

It is a priority for Mills County to preserve, protect, and improve the local Loess Hills landform through IRVM practices.

Learn more about the Loess Hills of western Iowa:

- US Geological Survey - <https://pubs.usgs.gov/info/loess/>
- Loess Hills Alliance - <http://www.loesshillsalliance.com/about-the-loess-hills.html>

Wildlife

Providing wildlife habitat is a special focus for Mills County IRVM. It is intended to plant native grasses and wildflowers whenever possible. This will provide increased habitat for local wildlife including butterflies, songbirds, bees, and game animals. Special consideration will be given to species and habitats of greatest conservation need determined by the Iowa Department of Natural Resources (DNR).

Learn more about Iowa wildlife species and their conservation:

- Iowa DNR Wildlife Conservation - <https://www.iowadnr.gov/Conservation/Iowa-Wildlife>
- Iowa Wildlife Action Plan - <https://www.iowadnr.gov/Conservation/Iowa-Wildlife/Iowa-Wildlife-Action-Plan>
- Iowa DNR Natural Areas Inventory for Mills County - <https://programs.iowadnr.gov/naturalareasinventory/pages/RepDistinctSpeciesByCounty.aspx?CountyID=65>

Special Road Designations

The Loess Hills National Scenic Byway travels through Mills County and will be a focal area for IRVM program practices.

Learn more about the Loess Hills National Scenic Byway:

- Loess Hills Scenic Byway - <https://www.visitloesshills.org>
- Loess Hills Scenic Byway, Mills County - <https://www.visitloesshills.org/mills.html>

Equipment

As a new program, we have limited resources devoted specifically to roadside vegetation management. Some foundational equipment is primarily used for roadway construction projects and used secondarily for vegetation management. However, we are committed to the efficient use of the tools that we do have and increasing our capacity as the program grows.

Equipment used in IRVM includes:

- John Deere 7220 tractor with 50" boom brush cutter
- John Deere 6320 tractor with 60" ROW mower
- John Deere 6330 tractor with 60" ROW mower (2)
- John Deere 7230 STD front-assist tractor (shared)
 - Schulte XH-1000 126" batwing ROW mower
- Caterpillar 316F excavator (shared)
 - Blue Diamond 48" rotary forestry head
- Bobcat 590T and Caterpillar 259D skid steers (shared)
 - Blue Diamond 60" rotary brush cutter
 - Bobcat HS8 broadcast spreader
 - Bobcat 66" grapple
 - Trailers for skid steer transport (shared)
- Vermeer BC1000XL brush chipper
- Fimco 9-150C 150 gallon slip-in sprayer for pickup truck
- 3-point 300 gallon ROW boom sprayer for tractor
- Bag-style hand seeders (2)

A significant challenge is that Mills County IRVM is completely lacking in necessary equipment for the establishment and management of native plantings. Specifically, the seeders currently on hand are designed for grain crop seed and are not compatible with small wildflower seed or fluffy native grass seed. We also lack any prescribed burn equipment to manage existing native stands against cool season grass and brush encroachment. Acquisition of this equipment will be a high priority for our program funding.

Our program is currently able to meet demands for roadside mowing and brush management with the devoted and shared equipment on hand. Spraying equipment for the management of brush and noxious weeds is limited but adequate until higher-priority needs can be met.

Program Operations

This section discusses the annual operation of Mills County IRVM from year to year as well as what activities are performed regarding adjacent land uses.

Annual Operations

Mills County Secondary Roads personnel perform varied IRVM activities throughout the year. These activities generally include brush cutting, herbicide application, mowing, and prescribed burning, among other duties as the need arises. Personnel also attend ongoing trainings and see to day-to-day program administration. The following calendar shows the general timeline of activities performed throughout the year.

Mills County IRVM Annual Calendar of Activities

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Brush cutting											
Site preparation and seeding											
				Herbicide application							
						Mowing					
		Prescribed burning									

Work Area Types and Vegetation Types for Specific Uses

The land use of parcels adjacent to county rights-of-way will drive what IRVM activities are performed. Common land uses that Mills County IRVM considers are rural, urban, homesteads, specialty agriculture, and remnant prairie. Mills County IRVM is dedicated to targeted management practices and the responsible use of herbicides. Management will be as targeted as feasible within all work area types, with sensitive work areas requiring more focused and targeted practices.

Rural

The majority of work areas for Mills County IRVM lie in rural areas with mostly agricultural lands adjacent to rights-of-way. Seedings in these areas will be native grasses and wildflowers wherever possible, with diverse seed mixes used in high-visibility areas or ones that can be managed as large blocks. Brush cutting and herbicide application will be used to manage against undesirable vegetation. Herbicide application will be conducted in a manner that does not impact nearby agricultural crops.

Urban and Homesteads

Roadways adjacent to urban areas and homesteads or occupied building sites will be managed to match the adjacent land use as appropriate. Most often this will mean the seeding of introduced grass lawn mixes but natives may also be used. When possible, the Roadside Vegetation Manager will consult with the adjacent landowner on what seeding will be used. Targeted use of brush cutting and herbicide will be necessary to provide for aesthetics and safety of nearby residents.

Remnant Prairie

A special focus of Mills County IRVM is the protection and enhancement of remnant prairies. Remnant prairies are areas where the sod has not been disturbed and the plant community remains intact since before European settlement. Prior to European settlement, Iowa was covered with approximately 86% prairie. Today, less than one tenth of one percent of that prairie remains intact, with the vast majority of those areas being in the Loess Hills. Remnant roadside prairies create a unique opportunity to preserve our prairie natural heritage and protect these special places.

Preservation of remnant plant communities will be a priority. Mills County IRVM will seek to minimize disturbance in areas identified as or adjacent to remnant prairies. Management of remnant roadsides or rights-of-way adjacent to remnants will be as targeted as feasible to preserve the diversity of plants found in those communities.



Native yucca indicates a diverse remnant prairie plant community present in this roadside. Glenwood, Iowa.

Specialty Agriculture

Mills County IRVM is committed to the safe and responsible use of herbicides as well as protecting local farmers whose livelihoods depend on specialty agriculture. Nearby specialty crops and organic operations are considered when planning herbicide and pesticide applications. Applications performed in areas nearby apiaries will be made in accordance with the [Iowa Bee Rule](#).

Mills County IRVM utilizes the [FieldWatch](#) platform to check for the presence of specialty crops and apiaries prior to herbicide and pesticide applications.

Learn more about specialty agriculture and how to register sensitive sites:

- Iowa Department of Agriculture and Land Stewardship (IDALS) Sensitive Crop Registry through FieldWatch - <https://iowaagriculture.gov/SensitiveCropRegistry>
- FieldWatch portal - <https://fieldwatch.com/>

Special Projects

Mills County IRVM will partner with local and state partners to identify areas that could be enhanced by native roadside vegetation. We intend to work with Mills County Conservation and the Iowa Department of Natural Resources to improve roadsides adjacent to public lands and increase recreation opportunities for county residents.

Methods

This section describes the techniques and best management practices that Mills County IRVM uses to accomplish our work.

Vegetation Establishment and Maintenance

Mills County IRVM follows guidance from the Tallgrass Prairie Center and Iowa Department of Transportation to implement roadside management practices. As a new program, we are actively developing how we want to manage our roadsides. We are committed to using targeted and effective practices based on the best available information. As we develop our techniques and procedures, we will use the Tallgrass Prairie Center's IRVM Technical Manual and Iowa Department of Transportation standards and specifications as a baseline guide. As our program matures, we will tailor those guidelines to best suit our program and the Mills County landscape. Updated details on the techniques we use to implement IRVM will be included in future versions of this plan.

Resources we use to accomplish our work:

- Tallgrass Prairie Center IRVM Technical Manual - <https://tallgrassprairiecenter.org/sites/default/files/irvm-technical-manual-2015-200.pdf>
- Iowa Department of Transportation Electronic Reference Library - <https://iowadot.gov/erl/>



Bridge approaches hold lots of opportunity for native plant communities. Left: dense native grass on the south slope of a bridge approach. Right: seed pods of Illinois bundleflower and other native wildflowers provide bridge approach habitat. Glenwood, Iowa.

Material Procurement

This section describes the Mills County IRVM procurement policy and how we store various materials used in our program.

Sourcing

Materials and equipment are purchased as needed at fair market price from local vendors when possible. The Roadside Vegetation Manager is responsible for all purchases and recordkeeping. Material prices are reviewed annually, and purchases are made at the lowest price when feasible. Equipment purchases over \$500 require approval from the Board of Supervisors.

Material Handling and Storage

We store most materials at the Mills County Secondary Roads yard with sensitive materials, including native seed, being stored off-site in a partnership with Mills County Conservation.

Seed

Seed stock is stored in an off-site, dry, climate-controlled building shared by Mills County Conservation. Seed is protected in sealed containers to protect it from rodents.

Herbicide

Herbicides are handled and stored in accordance with the product labelling. Herbicides that tolerate freezing are stored in a dry, non-climate-controlled building. Herbicides sensitive to freeze are stored in an off-site, dry, climate-controlled building shared by Mills County Conservation.

Erosion Control Materials

Erosion control materials including hydromulch, straw wattles, and erosion blanketing, are stored in a dry, non-climate-controlled building. Most erosion control materials are ordered as needed to prevent stock from deteriorating or attracting rodents.

Appendices

Exhibit 1: Mills County Iowa Secondary Roads Map

Exhibit 2: Roadside Vegetation Manager Position Description

Exhibit 3: Board of Supervisors Resolution - Support for IRVM Program

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MILLS COUNTY IOWA



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WWW.IOWADOT.GOV/MAPS



In Cooperation With
United States
Department of Transportation

JANUARY 1, 2020



LEGEND

- INTERSTATE HIGHWAY
- PRIMARY HIGHWAY-DIVIDED
- PRIMARY HIGHWAY
- PORTLAND CEMENT CONCRETE ROAD
- ASPHALT ROAD
- BITUMINOUS ROAD
- GRAVEL ROAD
- EARTHEN ROAD
- INTERSTATE HIGHWAY
- UNITED STATES HIGHWAY
- STATE HIGHWAY
- COUNTY HIGHWAY
- RAILROAD
- PIPELINE
- AIRPORT
- HYDROLOGY
- BRIDGE
- STATE BOUNDARY
- COUNTY BOUNDARY
- CORPORATE BOUNDARY
- TOWNSHIP LINE
- SECTION LINE
- ROAD NAMES
- UNINCORPORATED PLACE
- STATE PARKS
- STATE INSTITUTIONS
- FEDERAL LAND

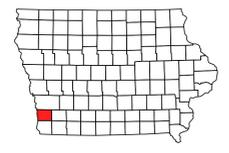
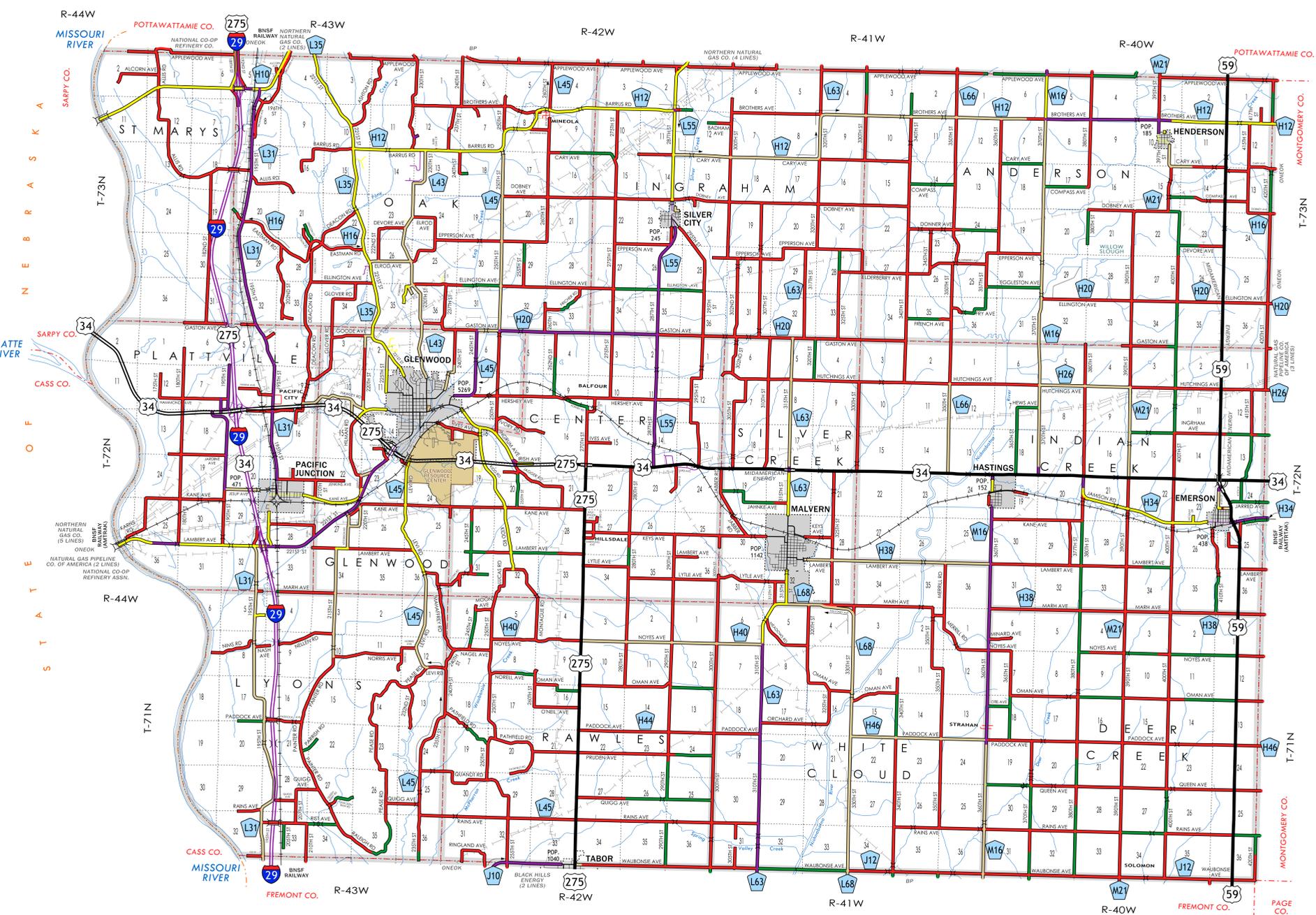


Exhibit 2: Roadside Vegetation Manager Position Description

Job Title: Roadside Vegetation Manager

Department: Secondary Roads

PURPOSE

Administer the Integrated Roadside Vegetation Management (IRVM) program by coordinating and performing duties related to brush control, erosion control, spraying, seeding, burning and weed eradication; manage permanent and seasonal employees; maintain IRVM equipment; document vegetation activities; manage inventory of vegetation species; formulate and monitor IRVM budget; prepare annual report; pursue, apply and execute grants and funding opportunities; research, train and implement progressive trends and techniques related to vegetation management; perform related duties as assigned or as may be appointed. Assume responsibilities as Mills County Weed Commissioner as outlined below.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The following duties are typical for this position. These are not to be construed as exclusive or all inclusive. Other duties may be required or assigned.

Oversee and manage day to day operations of the IRVM program. Perform and coordinate seeding, spraying, brush control, mowing, controlled burns, weed eradication and other activities related to roadside vegetation management. Manage employee(s), records, budget, reports, equipment, training and education, communication, grants and funding.

Assume all responsibilities as the County Weed Commissioner, which include completing and submitting the annual weed commissioner's report to the state of Iowa. The report shall be completed based on records and documents maintained throughout the year. These documents shall include, but are not limited to, an inventory of invasive/noxious weeds encountered throughout the county and material types and quantities used throughout the year.

Report to the County Engineer regarding progress of the IRVM program, prepare annual reports on program activities and future plans, monitor budget and assist in the preparation of IRVM

grants and funding. Stay up to date on statewide IRVM programs, updates and regulations. Prepare and execute educational program to inform the public of the benefits of IRVM.

Coordinate, monitor, and document use and service of mowers, brush mower, mobile spray equipment and seeding equipment. Cut brush from roadsides using chainsaws, axes, and related hand and power tools. Determine seeding and/or mulching needs for disturbed areas. Operate and maintain all IRVM equipment and chemicals in a safe and efficient manner. Plan and perform controlled burning in a safe and efficient manner. Manage roadside vegetation species, seed, mulch, and chemical inventories.

Operate trucks and heavy equipment. Operate mobile spray truck, hydro-seeder, all seeding equipment, tractor, brush mower, mowers, dump truck, tanker truck, pickup, similar equipment in such tasks as hauling sand and gravel, removing snow, transporting machinery and equipment to job sites, picking up parts and supplies and related maintenance operations. Occasionally plow snow and maintain roads during winter conditions.

Maintain and service assigned vehicles. Wash; grease; lubricate; change oil, filters, blades, hoses, tires, lights and related parts. Clean and remove dirt and debris from spreaders, hoppers and other moving parts to ensure equipment functions properly. Service, document and repair assigned equipment and related parts; assists mechanics as may be necessary.

Maintain records. Document use and service of assigned equipment used in maintenance operations. Keep daily records of the workday and maintenance operations for particular jobs. Document seed and chemicals used, roadways maintained, fuel used and other related operational functions.

Clean shop. Sweep, wash and vacuum. Pick up items that could create unsafe conditions. Put tools away for easy access. Apply oil dry. Generally keep shop work and storage areas neat, orderly and clean.

Perform miscellaneous labor. Erect various types of traffic control devices, flag traffic, maintain and repair Road Department property and buildings, fabricate parts and equipment. May perform bridge and pavement maintenance duties, duties associated with an Equipment Operator II position and/or assist in snow removal operations.

Respond to Emergency situations. Must be available to respond to emergency or safety issues and report within 30 minutes to the assigned facility. During emergencies or other designated periods, perform any maintenance, equipment operation or related tasks as assigned. May be called out after hours and work overtime in these situations. The schedule of being "on-call" will rotate weekly with the other foreman of the county.

MINIMUM EXPERIENCE, EDUCATION AND QUALIFICATIONS REQUIRED

- Class A CDL
- Commercial Pesticide Applicators License-Category 6 – Right of Way
- High school diploma or General Education Degree (GED)
- Experience of one to three years in the operation of heavy trucks or equipment used in construction, farming, maintenance or tractor-trailer operations. Sufficient knowledge to teach others or evaluate their work.
- Proficient on computer/laptop/cell phone and Microsoft Word, Excel and Outlook.
- Knowledge in weed (noxious and invasive), woody plant, native grass and forb identification

Special consideration will be given to those with the following qualifications:

- Commercial Pesticide Applicators License-Category 5-Aquatic Pest Control
- S-130/190 Wildland Fire Certification
- 1-3 years experience in managing employees

MINIMUM MENTAL AND PHYSICAL COMPETENCIES REQUIRED

Language Ability

Requires the ability to understand and follow oral or written instructions and to interact with the public and fellow employees in providing and/or receiving basic operational information either directly or via two-way radio.

Mathematical Ability

Uses basic arithmetic operations (addition, subtraction, multiplication, and division) in completing time and operational reports. Must be able to calculate proper mixing rates for proper seeding, spraying, mulching operations and planning.

Cognitive Ability

Requires knowledge of the mechanical and related operational characteristics of multi-purpose trucks, related heavy equipment and occupational hazards and appropriate safety precautions used in equipment operation as well as the basic principles and techniques utilized in the effective maintenance of gravel and paved roads and vegetation in the secondary road system. Requires reasoning development sufficient to carry out operational tasks independently and to deal with problems that involve several variables in standardized situations. Ability to read with sufficient comprehension to compare similarities and differences between words and numbers and write numbers, letters and simple sentences. Requires the ability to coordinate eyes,

hands, fingers, arms and legs and to make a movement response accurately and swiftly, to respond to visual stimuli in turning and maneuvering operations, depth perception, spatial and field of vision to see objects 20 feet or more and keep alert while operating equipment.

Physical Ability

Work involves regular standing, walking and occasional crouching, crawling, stooping, kneeling, pushing, pulling, lifting and carrying heavy objects up to 100 pounds. Extensive use of hands, fingers, legs, arms in grasping objects, driving equipment and using hand and power tools involved in maintenance functions. Climb into and out of cabs of various equipment (trucks, motor graders, backhoes, tractors, ATVs, etc.) Uses hoists, jacks and related mechanical equipment to lift and align heavy parts and equipment in repair and operational tasks.

Operating Ability

Ability to properly operate including, but not limited to the following types of equipment:

- Dump truck, tanker, tractor-trailer, bucket truck
- Hand tools, air tools, electric drills, grinders and various power tools
- Tractors, mowing, spraying, and seeding equipment
- Telephone/fax/computer
- Pickup
- ATV

Environmental Adaptability

Primarily outside work subject to temperature extremes at various times of the year. Work is performed in an environment with exposure to numerous undesirable conditions including noise, dust and fumes, and exposure to moving parts. Potential for serious injury such as loss of limb or life exists due to the nature of the work, such as blind corners, gravel road surfaces, slow moving farm equipment, speeding traffic, storm and related damages to roads. Normal winter hazards associated with winter duty such as glare, ice, etc. Willingness to work alone or apart in physical isolation from others for prolonged periods.



Mills County Board of Supervisors

Richard Crouch • Carol Vinton • Lonnie Mayberry

RESOLUTION 22-14

RE: ADOPTION OF INTEGRATED ROADSIDE VEGETATION MANAGEMENT PLAN

WHEREAS, Iowa Code Section 314.22 declares it “to be in the general public welfare of Iowa and a highway purpose for the vegetation of Iowa’s roadsides to be preserved, planted, and maintained to be safe, visually interesting, ecologically integrated, and useful for many purposes.”

WHEREAS, the Iowa Department of Transportation provides a state-wide plan for Integrated Roadside Vegetation Management, hereafter referred to as “IRVM”, to accomplish the objectives of Iowa Code Section 314.22.

WHEREAS, Iowa county, city, and other local governments may adopt their own IRVM plan to accomplish the objectives of Iowa Code Section 314.22, thereby participating in the state-wide IRVM plan and supporting programs.

BE IT RESOLVED by the Board of Supervisors of Mills County, Iowa, that:

1. The Board of Supervisors, hereafter referred to as “the Board”, is committed to the management of safe, sustainable, and ecologically diverse roadsides through IRVM principles.
2. The Board supports the implementation of a county IRVM program, administered by the Mills County Secondary Roads Department, with a mission to “create safe, sustainable, and ecologically diverse roadsides that provide native habitat, promote community enrichment, and preserve the natural heritage of Mills County.”
3. The Board adopts the Mills County Integrated Roadside Vegetation Management Plan, Version Date 2-May-2022, and agrees to manage Mills County roadsides according to the provisions described therein.

Dated at Mills County, Iowa, this 3rd day of May, 2022.

Board of Supervisors, Mills County, Iowa

Recommended:

absent
Carol Vinton, Chairperson

 Aye Nay

Jacob Ferro
Jacob Ferro, County Engineer

Richard Crouch
Richard Crouch

X Aye Nay

Attest:

Lonnie Mayberry
Lonnie Mayberry

X Aye Nay

Carol Robertson
Carol Robertson, County Auditor

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