

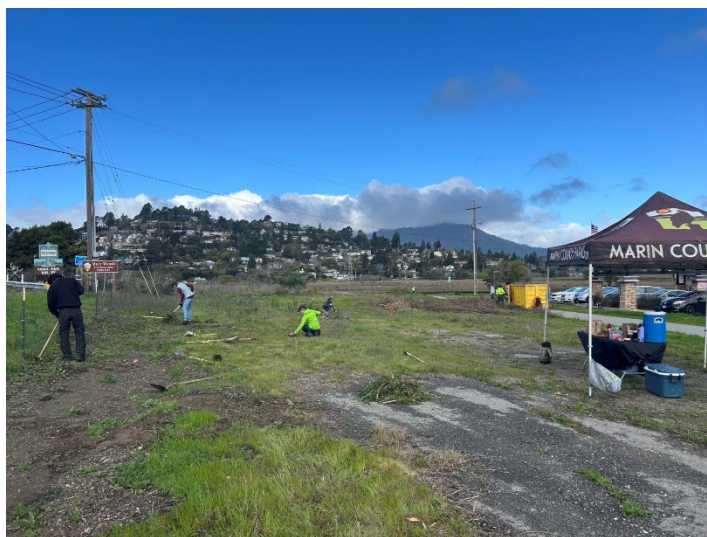
**Non-Chemical IPM Management & Practices
Through the 1st Quarter of 2025**

| Month | Staff Labor Hours | Volunteer Hours | Contractor Labor Hours | Total Hours |
|------------------------|--------------------------|------------------------|-------------------------------|--------------------|
| <i>January</i> | 906 | 410 | 881 | 2197 |
| <i>February</i> | 1099 | 191 | 787 | 2077 |
| <i>March</i> | 1162 | 513 | 940 | 2615 |
| <i>Quarter 1 Total</i> | 3167 | 1114 | 2607 | 6888 |
| <i>Annual Total</i> | 3167 | 1114 | 2607 | 6888 |

What does Non-Chemical IPM Methods mean?

Weed whipping, mulch installation, turf aeration and renovation, gopher and ground squirrel control, hand weeding, flaming, irrigation repair and adjustments to prevent weed growth, flail mowing, sheet mulching, pruning diseased branches, trash removal to prevent rodent pests, and many more tasks that support the County IPM program that do not include applying pesticides.

Below: Photos from Mill Valley and Bothin Marsh in the first quarter of 2025, which display a variety of non-chemical weed removal method



Above: Digging weeds using spades, and cutting broom with clippers to remove from the site.



Above: Chainsaws for brush and fuel removal



Above: local boy scouts worked to renovate the entrance median at Stafford Lake Park in January, 2025. The project involved removal of existing soil, installation of hardware cloth to exclude gophers from the planted area, soil amendment work, rock work, planting, drip irrigation installation, mulching, and construction of a new fence, with adjacent posts for securing the park entry gate. The new plant palette includes native plants such as yarrow, California fescue, ceanothus, and monardella (Coyote Mint).



Above: Monthly volunteer events in January, February, and March, led to extensive progress in removing mature French broom plants from Bothin Marsh and the Mill Valley Pathway corridor, as well as treatment of broom seedlings, which were the result of last year's pulling efforts. Densely populated broom seedlings were scraped away using hoes and shovels; the timeliness of this work helped greatly reduce the workload required to retreat these areas.



Above: Broom removal at Buck's Landing on February 16, 2025.