

Vegetation Management Plan (VMP)

Town of Shelburne, MA

2025-2029



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Prepared By:

Town of Shelburne-Highway Department

24-Colrain- Shelburne Rd

Shelburne, MA 01370

(413)625-0311

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Introduction

The Vegetation Management Plan (VMP) for the Town of Shelburne is designed to establish a five-year program to control vegetation along facilities considered rights-of-way (ROW) in compliance with the Rights-of-Way Management Regulations (333 CMR 11.00) as promulgated by the Massachusetts Department of Agricultural Resources (MDAR). ROWs according to CMR 333 11.02 include any “roadway or thoroughfare on which public passage is made and any corridor of land over which facilities such as railroads, power lines, pipelines, conduits, channels or communication lines or bicycle paths are located” This Vegetation Management Plan will seek to implement a set of standards to achieve vegetation management in the safest and most environmentally conscious manner.

The Town of Shelburne is located in Franklin County, Massachusetts. Shelburne is in the central portion of Franklin county about five miles west of Greenfield, four miles South of Colrain, Deerfield to the SE, Conway to the S, and Buckland to the W. The Town of Shelburne is around 23.4 square miles with .23 miles of that being water. Shelburne has a population of 1867 residents. The Town of Shelburne is rich in history dating back to the late 1700’s early 1800’s with Industry nestled alongside of the historic Deerfield River. Ranging from hand tool to knife manufacturers, power plants, and thriving farm-land. Shelburne is located quietly alongside the Deerfield River and the historic Mohawk Trail. The town hosts a variety of activities including hiking trails, theater showings, and scenic roadways for peaceful adventures weather on foot or vehicles.

1.0 Statement of Goals and Objectives

This VMP is intended to establish criteria for the Town of Shelburne to control vegetation along municipal ROW in compliance with the Rights-of-Way Management Regulations (333 CMR 11.00) as promulgated by the MDAR all while implementing an Integrated Vegetation Management (IVM) approach.

The primary objective of this VMP is to provide the public with safe and unobstructed ROWs while minimizing reliance upon herbicides. Vegetation management and subsequent maintenance is necessary along public ROWs including – roads, sidewalks, bike paths (also called shared-use paths) trails, flood control areas, storm water drainage infrastructure, parks and cemeteries- to manage unwanted vegetation that may pose a public nuisance, result in safety hazards, or cause damage to structures and infrastructure. The Town of Shelburne maintains considerable public infrastructure and must perform routine vegetation management along approximately 48 miles of roadways, one mile of river bank 40 miles of storm water drainage and approximately six public facilities including parks, cemeteries and public buildings.

The goal of the program is to manage undesirable vegetation while maximizing environmental protection and minimizing the use of herbicides. Only herbicides listed on the current ROW Sensitive Areas Materials List will be used. Periodic monitoring and inspection will aid in the success of the VMP which is expected to:

- Manage target vegetation while ensuring the protection of sensitive areas and the environment
- Reduce the amount of herbicide product applied over time
- Decrease the frequency of herbicide applications
- Ensure vegetation management activities are conducted in a safe and effective manner and in compliance with regulations.

This VMP will serve as technical guidance for individuals involved in ROW vegetation management and as an accessible source of information for residents and public officials.

Vegetation Management Plan (Town of Shelburne)

2.0 Target Vegetation

Targeted vegetation will be species that fall into the categories described below. The Town of Shelburne will submit a yearly Operational Plan (YOP) for MDAR approval to specify the herbicide(s) to be used, target species and application locations.

Hazard Vegetation

Vegetation considered to be hazard includes plants or plant species that pose a risk to public safety or that impede movement along public ways. Hazard vegetation may: obscure sight lines, signs and vehicular movement, create windfall hazards, and cause winter shading (causing ice/reduced melting).

Noxious Vegetation

This category includes vegetation that could cause problems to be the general public, employees or contractors. Generally, it includes poisonous plant species and those with thorns. Nuisance vegetation poses a risk to safety and health often due to dermal contact with plants that are poisonous, heavily thorned or densely colonized. Target vegetation in this category is primarily poison ivy and other noxious vegetation within 10 feet of the edge pavement.

Detrimental Vegetation

Detrimental vegetation applies to all vegetation that can destroy or compromise the function of infrastructure by growing in cracks along the roadway, pavement/bridge joints, medians/traffic islands, drainage structures/drainage ways, trails and bike paths.

Invasive Vegetation

Invasive plants can aggressively colonize areas along ROWs, blocking sight distances and compromising infrastructure. Many invasive plants, such as Japanese knotweed and Common Reed (phragmites), are difficult to control using mechanical means alone. Mechanical methods can also result in spreading these plants to new locations. In addition, invasive plants pose a threat to biodiversity of naturalized areas. Herbicides are the most effective method of treatment for many invasive plants. Invasive plants can include those listed on the Massachusetts Prohibited Plant List located at <https://www.mass.gov/service-details/Massachusetts-prohibited-plant-list> and those voted as 'invasive' by the MA Invasive Plants Advisory Group.

3.0 Vegetation Management Methods & Actions to Minimize Herbicides

Vegetation management methods will include both non-chemical techniques and chemical application where necessary. Vegetation management may involve the following methods:

- Physical Control – street sweeping, sealing cracks, resurfacing.
- Mechanical Control – hand cutting, mowing, selective trimming.
- Chemical Control – foliar herbicide treatments, cut stump surface treatment.

The management methods selected will be chosen based on a variety of factors and with the goal of achieving a long term, vegetation management program.

Physical

Physical management methods will rely primarily on pavement maintenance. Pavement maintenance will consist of sealing cracks and general ROW repairs including resurfacing and installing new sidewalks. This helps to eliminate

weeds by preventing seeds from imbedding in pavement cracks. The Town also completes routine street sweeping. The buildup of sediment and other material can provide a medium for plant growth. Regular street sweeping can help eliminate this material from accumulating as a base for weed establishment.

Mechanical

Mechanical management methods may include hand-cutting, mowing and or selective trimming.

Hand-Cutting

Hand-cutting consists of the mechanical cutting of target species using chainsaws and brush saws. Target species are cut as close to the ground as practical. Hand-cutting is used to protect environmentally sensitive sites. It is also used on target vegetation greater than twelve feet in height. Hand Cutting is used on those restricted sites where terrain, site size or environmental sensitivity renders mowing impossible or impractical. Hand-cutting may be practiced at any time during the year.

Mowing

Mowing consists of the mechanical cutting of target vegetation using push mowers, large rider mowers, rear deck mowers, brush mowers, brush cutters, pole-saws, edger's and line trimmers. Selection of the specific equipment is based on terrain, target vegetation species, size and density of the target vegetation area, and equipment availability. Mowing will be used in areas where terrain and target stem size permit safe and efficient use of the above machinery. Mowing will be the principal method for vegetation management along road shoulders and where herbicide use is prohibited. Mowing will be conducted seasonally when weather conditions allow.

Selective Trimming

Selective trimming consists of the mechanical pruning of encroaching limbs of tall trees that may block roadway, sidewalk and trail and bike path access. Trimming will be accomplished using aerial lifts via trucks or tractors, or by climbing crews if terrain or obstruction prevents equipment access.

Chemical

Chemical management may include foliar treatment and/or cut stump surface treatments. Selected chemicals are limited to those listed on the MDAR Rights of Way Sensitive Area Materials List.

Foliar Treatment

The application of herbicides per label requirements, to the leaves, stems, needles or blades of target vegetation. The equipment consists of backpack and vehicle mounted sprayers: both use low pressure at the nozzles per 333 CMR 11.02. Foliar applications take place when the leaves are fully developed in the spring until early fall and the beginning of leaf abscission-i.e., when leaves begin dropping.

Hand-held backpack sprayers: hand-pump or motorized backpack sprayers or squirt bottles. This technique is excellent for spot treatments, such as localized poison ivy infestations.

Poison Ivy or other noxious vegetation- Must be growing within 10 feet of a Right-of-Way. Spot treatment will be made using low volume sprayers.

Grasses – Spot treatment of grass growing along guardrails or in cracks where mowing or cutting is not practical.

Low Growth- Terrain prevents mowing or hand cutting. Also used on rapid growing species.

Pre-emergence Treatment

The use of pre-emergence herbicide using the same equipment described in the foliar treatments above. Pre-emergence applications are used where season long vegetation control requires “vegetation free conditions: such as along curbing, sidewalks, under guardrails/guiderrails, and on paved traffic islands. This method is used from early spring to early fall.

Cut-Stem Treatment

Cut-stem treatments consist of mechanical cutting of target species using chainsaws immediately followed by herbicide treatment applied with a squirt bottle, a hand-held pump sprayer, or painted on the freshly cut surface of the stump. Treatment will include spraying the root collar area, sides of the stump, and the outer portion of the cut surface, including the cambium, until thoroughly wet, but not to the point of runoff. Cut-stump application can be effective during the dormant period, however, it may not be effective during times of sap flow (i.e., maple and birches during the months of February through early April, as flowing sap will limit the herbicide from being absorbed into the stump down to the roots. All herbicides are to be applied to freshly cut stems to be effective.

Low Volume Basal Herbicide Treatments

Involves the application of an oil soluble herbicide mixed with an oil carrier instead of water. The basal mixture is then applied directly to the bark of the woody plants less than 6 inches in diameter.

Monitoring

All ROWs proposed for chemical management will be visually surveyed by the Town of Shelburne Highway Department prior to any scheduled treatment program. Monitoring will be conducted by the Highway department on foot and/or by vehicle. Monitoring of areas may result from request from the public. All monitoring records will be maintained by the highway department.

Record Keeping

A log of areas surveyed will be maintained by the Highway Department for future planning and reference. Areas maintained through chemical management will be recorded.

Management Tactics

The decision to use one or a combination of vegetation management techniques will depend on the site-specific situation. The management techniques selected will control target vegetation in the most environmentally sensitive and efficient manner.

4.0 Justification of Herbicide Use

Vegetation management along public ways is necessary to (based on the goals and objectives stated in the VMP (page 1)):

As discussed in this VMP, physical and mechanical methods are sufficient to manage most plants that interfere with traffic, visibility and safety. However, chemical treatment is necessary where topography, access, growth and reproduction characteristics or concerns regarding the worker safety limit the potential for management by physical or mechanical methods.

Chemical management is the preferred method or only method of management for plants that pose a health hazard for the technician in the field. Poison ivy, for example is extremely hazardous to handle and re-sprouts after cutting, making it difficult to achieve cost-effective management along roadsides can put worker safety at risk due to high speed traffic. The Climbing characteristics of poison ivy over stone walls, up tree trunks, and around guardrails/guidrails, make mechanical management impractical for safety and economic reasons.

Mowing will manage most herbaceous species. Herbicide applications, however, are used where mechanical management is not feasible due to location, stem density, and/or height. Although herbaceous species are more often a desirable vegetative cover along public ways, in areas where it is difficult and sometimes dangerous to remove by mechanical treatment methods, herbicides are used. These areas include, but are not limited to, crack in asphalt, along guardrails/guidrails, paved traffic islands, sidewalks, and curbs. In these instances, herbaceous species are considered target vegetation.

Woody vegetation growing along the ROW that interfere with pedestrian or vehicle safety is managed by a variety of techniques. Pruning or ground cutting using hand tools or chainsaws is typically sufficient to manage large woody vegetation. Depending upon the species of plant removed and its proximity to other vegetation, these stumps may be treated with an herbicide to prevent re-sprouting.

Small woody plants that are growing along the road shoulder in an accessible location will usually be mowed along with the roadside grass. Woody plants that are growing over obstacles that would impede the mower, or have a vinery growth habit that not practical to hand-cut or chip, or that grow very rapidly can be managed with foliar application of herbicides.

Finally, invasive plant management is usually required along ROWs for sight distances and to prevent destruction of infrastructure. Treatment can allow native, more stable vegetation to establish. Managing invasive plants via mechanical means can be ineffective and depending on the species, may encourage the spread of an existing population or inadvertently result in the introduction of a new population. In these situations, the use of herbicide can be most effective method of managing invasive plants. Working in conjunction with the Conservation Commission, the Town may treat invasive plants to encourage the growth of native species. 1

5.0 Identification of Sensitive Areas

Sensitive areas are defined within the 333 CMR 11.00 as areas within the ROWs in which public health and environmental concerns warrant special protection to further minimize risks of unreasonable adverse effects of herbicides. These include public groundwater sources, Class A public surface water sources, associated surface water bodies, tributaries, Class B drinking water intakes, private wells, state listed species habitat, wetlands, waters over wetlands, riverfront areas, verified vernal pools, inhabited areas and agricultural areas. Sensitive areas will be identified through the use of existing data and verified when necessary, in the field. The Town of Shelburne Draft Sensitive Areas Base map is located in the Appendix Section of this VMP.

Sensitive Areas Base map

There are several readily available sources of information that can be used to develop a draft sensitive areas base map. These sources include:

- Massachusetts Department of Environmental Protection (MassDEP) Water Supply Maps (1:25000)
- Aerial Photographs
- MassDEP Wetlands Conservancy Maps (scale 1:1000).
- Municipal Maps and records including those from the Shelburne Heath Department to identify private water supplies
- Regional Planning Agency maps and records
- U.S. Fish and Wildlife Service National Wetlands Inventory Maps
- Ortho Photo Information-MassDEP (1:5000)
- Massachusetts Division of Fisheries and Wildlife Natural Heritage and Endangered Species Program (NHESP)
- Available MassGIS Maps
- Town Maps, records or institutional Knowledge
- Correspondence, meetings, and input- from the Chief Elected Official, Board of Health, Conservation Commission, public water suppliers, and the public.

Identification of Treatment Areas

With the sensitive areas base map complete, the Shelburne Highway Department staff will identify and mark the proposed treatment zones on the base map. Shelburne Highway Department staff will visually survey treatment zones in the field for any additional sensitive areas not already on the base map. Sensitive areas identified in the field that are not already on the base map will be added or adjusted as needed. Similarly, Treatment zones located within the sensitive areas will be adjusted according to the Sensitive Areas Restrictions listed in Table 1. An updated base map will be developed, as needed.

Field Verification of Sensitive Areas

With the draft sensitive areas base map complete, Shelburne Highway Department staff will identify the treatment areas in the field. All treatment areas will be identified and marked on the sensitive areas maps. Sensitive areas in the vicinity of the treatment areas will be confirmed during this field effort and any additional sensitive areas identified in the field or corrections will be applied to the base map. Treatment areas located within the limited spray areas will be adjusted according to the Sensitive Areas Restrictions listed in Table 1.

Table 1. Sensitive Area Restrictions

Sensitive Area	No Spray Areas	Limited Spray Areas	Where Identified
Wetlands and Water over Wetlands	Within 10 feet (unless provisions of 333 CMR 11.04(4)(c) are followed	10-100 Feet: 12 months elapse between applications: Selective low pressure, using foliar techniques or cut stem-applications	YOP maps and identify on site
Certified Vernal Pool	Within 10 feet	10 feet to the outer boundary of any Certified Vernal Pool Habitat: 12 Months must elapse between applications: Selective low pressure, using directed spray or cut-stem applications	YOP Maps and identify on site
Public Ground Water Supply	Within 400 feet (Zone 1)	Zone II Or IWPA (Interim Wellhead Protection Area which is the Primary Recharge Area) 24 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	YOP Maps
Public Surface Water Supply	Within 100 feet of any Class A public surface water source	100 feet to the outer boundary of Zone A: 24 months must elapse between applications: Selective chemical , using directed spray or cut-stem applications	YOP Maps
	Within 10 feet of any tributary or associated surface water body located outside of the Zone A	10 feet to the outer boundary of the Zone A: 24 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	

	Within 100 feet of any tributary or associated surface water body located within the Zone A of a Class A public Surface water source		
	Within a Lateral distance of 100 feet for 400 feet upstream of any Class B Drinking Water Intake	Within a lateral distance of between 100-200 feet for 400 feet upstream of intake: 24 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	
Private Water Supply	Within 50 feet	50-100 feet: 24 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	In YOP will list and identify on site

Surface Waters	Within 10 feet from mean annual high water line	10 feet from the mean annual high-water line and the outer boundary of the Riverfront Area: 12 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	In YOP will list and identify on site
Agricultural and Inhabited Areas	N/A	0-100 feet: 12 months must elapse between applications: Selective chemical, using directed spray or cut-stem applications	YOP Maps and identify on site
State-listed Species Habitat		No application within habitat area except in accordance with a YOP approved in writing by the Division of Fisheries and Wildlife	YOP Maps 1

6.0 Operational Guidelines for Applicators Relative to Herbicide Use

As Required by MDAR regulations, individuals applying herbicides to ROWs must hold a valid Core license as long as an individual with a Category 40 pesticide certification from MDAR is physically onsite during the entirety of the application. The applicator(s) will be Town Staff and/or a certified contractor working under the supervision of the Town of Shelburne. All applicators and their supervisors will have a copy of the VMP and YOP accessible to them in the field at all times for reference during the herbicide application. A Daily Vegetation Management Report form will be filed at the end of each day with the individual supervising the YOP. This will include the following information:

- Applicator name and pesticide license
- Weather conditions during application
- Identification of site/work area
- Type of equipment and hours used
- Method of application
- Target vegetation
- Herbicide, amount/concentration used
- Identification of adjuvants or dilutants and amount/concentration used
- Unusual conditions or incidents noted
- Public inquiries noted
- Recording/verification of sensitive areas
- Miles of roadway treated
- Total amount of herbicide used
- Man hours (actual spray hours) vs. total herbicide used

In addition to the applicable rules and regulations, applicators will adhere to the following operational guidelines:

Weather

Herbicide applications will be restricted during certain adverse weather conditions, such as rain or wind. Herbicide applications will not be conducted during periods of moderate or heavy rainfall. Foliar applications can be effective in light mist situations: however, any measurable rainfall that creates leaf

runoff will wash the herbicide off target vegetation. If foliar applications are interrupted by unexpected rainfall, the treatment will not resume until the rain ends and active leaf runoff has ceased.

To minimize off- target drift, the applicator will comply with the following restrictions:

- During periods of wind, which are strong enough to bend the tops of the main stems of trees on the roadside, the applicator will periodically observe the application of the foliar treatment to ensure that there is no significant movement of the herbicide. If the applicator can see the herbicide moving off target, the application will immediately stop until the wind has subsided enough to permit further applications.
- Herbicide solution to be used for a foliar application may contain low drift agents. Low drift agents may be added to the foliage herbicide solutions as per the low drift agent label. In moderate wind conditions, as per label recommendations, more low drift agent may be added, at the discretion of the applicator to manage increased drift.
- Foliar treatment will not be made to target vegetation that exceeds twelve feet in height.

Equipment calibration

Foliar application equipment will be calibrated prior to application and in accordance with manufacturer's recommendations. Applicator nozzles will be adjusted to apply a coarse spray pattern.

Equipment will be adjusted to deliver an herbicide solution that minimizes herbicide overspray or drift. Herbicide solutions will be delivered at low pressures not to exceed 60 psi.

Sensitive Area restrictions

Vegetation Management Plan (Town of Shelburne)

In defined sensitive areas, there exists a no-spray area where herbicide use is prohibited and a limited spray area where herbicide use is allowed under certain conditions. In places around sensitive areas where herbicide use is allowed, only the minimum labeled rate of application for the management of target species can be applied.

7.0 Alternative Land Use Options

Every effort will be given for alternative land use options. However, there are specific criteria to be met for adoption of alternative land use options. The alternative land use option must effectively manage vegetation as required for ROW access and safety and must not cause a negative impact to the environment.

8.0 Remedial Plan to Address Spills and Related Accidents

All mixing and loading of herbicides will be conducted at the facility where the herbicides are stored. This will be a town facility if the application is completed by a Town employee, or offsite, if the application is being completed by an outside contractor. Only the amount of herbicide necessary to carry out the vegetation management, based on monitoring results, will be mixed daily to ensure that there will be no waste and will minimize potential problems. The vehicles carrying out the spray operations will be equipped with absorbent, activated charcoal, leak-proof containers, a broom and a shovel, in case of minor spills. A log of herbicides on the vehicle will be kept in the vehicle. Herbicide labels and fact sheets will be carried on-site by the applicator.

Spills requiring action, include but are not limited to: herbicides, fuels, oils and other motor/hydraulic fluids. As soon as any spill is observed, immediate action will be taken to contain the spill and protect the spill area. The cause of the spill must be identified and secured. Spill containment will be accomplished by covering the spill with absorptive clay or other absorptive material or, for large spills, building clay or soil dikes to impede spill

progress. Until completely remediated, the spill area will be protected by the placement of barriers and by the delineation of the spill area by crew members. If a fire is involved, care will be taken to avoid breathing fumes from any burning chemicals.

Minor spills of liquid herbicide will be remedied by soaking up the spill with absorption clay or other absorptive material and placing it in leak-proof containers, removed from the site and disposed of properly. Minor spills involving dry herbicides, such as granular, will be swept up or shoveled up directly in leak proof containers, removed from the site and disposed of properly. All contaminated soil will be placed in leak-proof containers, removed from the site and disposed of properly. Any minor spill will be reported to the MDAR, Division of Crop & Pest Services.

Major spills will be handled in a similar manner as minor spills, except in cases where the spill cannot be contained and/or removed by the crew. In this case, the MassDEP Emergency Response Unit and the MDAR, Division of Crop & Pest Services must be contacted.

Emergency first responders (including, but not limited to, fire and police) shall be immediately notified of a major spill and/or any size incident deemed a possible risk to public health, safety and the environment.

MassDEP will be contacted when there is a spill of a reportable quantity, regardless of major or minor spill status and in accordance with 310 CMR 40.0000 Massachusetts Contingency Plan.

In the event of a spill, information on safety precautions and clean up procedures may be gathered from (but not limited to) the sources listed in Table 2.

Vegetation Management Plan (Town of Shelburne)

Table 2. Emergency Resources	
Resource	Location/Phone #
Herbicide Safety Data Sheet (SDS)	Approved YOP
Herbicide Manufacturer <ul style="list-style-type: none"> • Corteva Agriscience (formerly Dow/Dupont) • NuFarm • Bayer • Monsanto 	(800) 992-5994 (877) 325-1840 (866-99-BAYER (314)-697-4000
MDAR, Division of Crop & Pest Services Clayton Edwards	(617)-626-1700
Massachusetts Department of Environmental Protection Emergency Response	(888)-304-1133
Department of Public Health Environmental Toxicology Program	(617)-624-5286

Massachusetts Poison Control Center 24- hour Hotline	(800)-222-1222
Town of Shelburne Highway Department	(413)-625-0311
Town of Shelburne Fire Dept.	(413)-6256796 or 911
Town of Shelburne Police Dept.	(413)-625-8200-non emergency Or 911
Town of Shelburne Board of Health	(413)-625-0300 Ext. 8
Chem-Trec	(800)-262-8200
National Pesticide Information Center	(800)-858-7378
National Animal Poison Control Center	(800)-426-4435

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9.0 Notification Procedures

Once approved, a copy of the VMP will be provided to the Town of Shelburne Selectboard Chairperson, Board of Health, and Conservation Commission. Upon approval of the VMP and YOP and 21- days in advance of the application of herbicide to a ROW, the Town will notify MDAR, Board of Health, and water supplier, Board of Selectman Chairperson, Town Administrator, and the Conservation Commission of the application.

Notification will include: method and location of application, herbicide fact sheet, U.S. EPA registration number for herbicide and applicator contact information. Additionally, at least 48 hours prior to a ROW herbicide application, the applicant will publish in a local newspaper the following information: methods and location of herbicide application, approximate dates of herbicide application, name of herbicide(s) to be used, description/purpose of application and contact information for the designated individual representing the town whom citizens can contact. Section 9.0 was developed per 333 CMR 11.00.

10.0 Monitoring Plan

On an annual basis, the Town will evaluate the success of the Vegetation Management Program. The goal of this monitoring plan is to evaluate the relative success of vegetation control efforts. Following application after an appropriate period of time, treatment areas will be revisited. The survivorship or regrowth of nuisance vegetation will be recorded and evaluated at an annual meeting to determine whether the program is meeting its goals. Discussion items at this annual meeting will include where the herbicide was used, where it worked and how much herbicide was used per lane mile. Recommendations on location and use will be reflected in the next year's YOP as applicable.

11.0 Qualifications of Individual Developing & Submitting a Plan

Jeffrey Johnston is the Town of Shelburne Highway Superintendent and oversees its department employees as well as outside contracted services that deal with roadway infrastructure, such as paving, culvert repair and/or replacement, tree removals and trimming, and roadside maintenance in town ROW's to name a few. I moved my services to the Town of Shelburne from the Town of Heath where I started as a Highway Department operator/laborer for three years. I was then promoted to Highway Maintenance Forman for two years before eventually accepting the superintendents role in April of 2019 and held that position until July of 2025 when the superintendent position in Shelburne became available. I was also a shift/floor supervisor for Mayhew Steel Products for fifteen plus years prior to going into the municipal field making hand tools via CNC lathes and forging machines.

Vegetation Management Plan (Town of Shelburne)

Appendix:

List of Approved Herbicide Active Ingredients and Products:

The following is a list of Approved Herbicide Active Ingredients and Products for use in ROW Sensitive Areas as specified by the Massachusetts Department of Agricultural Resources (MDAR). This list and more resources from MDAR can be found at this link:

Rights of Way Sensitive Area Materials List/[Mass.gov](https://www.mass.gov).

Vegetation Management Plan (Town of Shelburne)

