

Weed Awareness

Prepared by

Weed Control Authority
Lancaster County



The Weed Control Authority is responsible for implementation of the Nebraska Noxious Weed Control Act throughout Lancaster County. The authority has also provided the inspection and administration of the City of Lincoln's Weed Abatement Program since entering into an interlocal agreement with the city in 1996.

The County Commissioners serve as the Lancaster County Weed Control Authority. Currently Brent Meyer serves as the superintendent and supervises a seasonal staff of six weed inspectors with the assistance of Chief Inspector Barb Frazier and Julie Manske, Account Clerk.

444 Cherrycreek Road, Bldg. 'B', Lincoln, NE 68528 • (402) 441-7817 • <http://lancaster.ne.gov/weeds>

20 Years in Review: 1990–2010

This report highlights the Noxious Weed Program over the past two decades and the City of Lincoln's Weed Abatement Program since 1996 when the Weed Control Authority began its administration.

The Lancaster County Board of Commissioners serves as the Weed Control Authority. They appoint a superintendent to administer a coordinated county-wide weed control program. The staff also includes a chief noxious weed inspector, account clerk, and five to six seasonal inspectors.

The mission and goals of the authority is to:

1. Make landowners and the public aware of noxious weeds throughout the county and weed abatement in the City of Lincoln and the benefits of abiding by the required control and cutting,
2. Provide assistance in meeting the requirements,
3. Maximize the voluntary compliance in meeting the program requirements, and
4. Exercise authority, when necessary, to obtain acceptable compliance on these programs.

It is the responsibility of all landowners to control noxious weeds. It is the responsibility of landowners in the City of Lincoln to keep weeds and worthless vegetation cut below six inches.

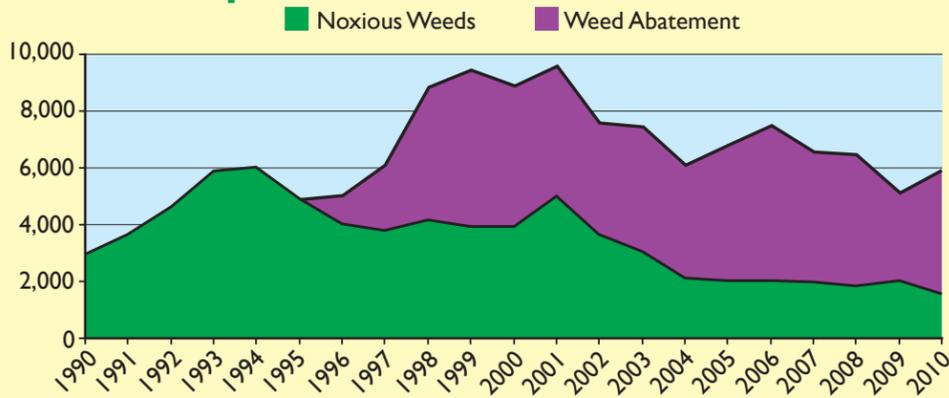
Lancaster County Noxious Weed Program

The following chart highlights the 20-year progress in the Lancaster County noxious weed program.

The number of acres of noxious weeds found dropped by 87% from 1990 to 2010, from 10,575 acres to 1,373 acres. The number of violations dropped 61% from its high of 2,496 in 1993 to 978 acres in 2010. The number of inspections dropped 66% from its high of about 6,000 in 1994 to about 2,000 in 2010.

Both public and private landowners are given credit for this outstanding progress. A kick-off meeting was held

Inspection Workload 1990–2010



in the spring of 1990 with 19 agencies and departments about the noxious weed program and their responsibilities as landowners. Contacts were established to allow quick communication. These public landowners have responded very well. There have been no forced controls required to obtain acceptable control during this period.

Over 95% of the private landowners have responded with acceptable control. Required forced controls have gone from 128 in 1990 to 5 in 2010. A four-page Weed Awareness insert in THE NEBLINE was initiated in 1990 and has continued annually. Several hundred mailings have been made each year to provide information and reminders to landowners. The Weed Control Authority's Web site receives over 30,000 hits a year. An internal weed database was created and updated in 1994 to facilitate notification of the presence of noxious weeds. These notifications included personal contacts, cards for trace infestations, reminder letters, and legal 10-day notices. Over 60% of the notifications were by legal notice in 1991. Only 7% required legal notification in 2010.

City of Lincoln Weed Abatement Program

The Weed Control Authority began administering the City of Lincoln Weed Abatement Program in September 1996. The number of violations has varied from

1,000 to 2,000 a year. This variability has been due to weather conditions and more recently to an increased number of foreclosed properties. This has also caused an increased number of forced cuttings from a little over 100 to almost 200 per year.

Inspections are made on about 150 problem sites each year. Complaints are made on 1,600 sites a year. This program requires an average of about 4,500 inspections per year. Contacts have been established with landowners with multiple sites under development so a personal contact may be all that is required.

Inspection Workload

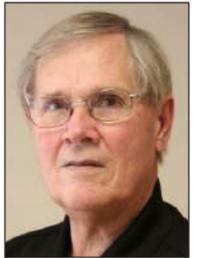
The inspection workload peaked at almost 9,600 in 2001. It now has leveled off to about 6,000 inspections a year. Each site requires an average of two and a half inspections — the initial inspection with one or more follow-up inspections.

The time to carry out an inspection has decreased over time. This has been accomplished by selecting noxious weed sites for inspection and preparing advance work orders with attached maps before the inspection season begins. The use of personal digital assistants (PDAs) to make digital entries in the field by the inspectors has eliminated office entry. Training has been provided to minimize errors. The database program is being continually improved to automatically generate notification, forms, and reports.

Staff Changes

Superintendent of 20 Years Retires

Russell Shultz, 76, retired at the end of last year after two decades as the county's top weed guy. It will be his second try at retirement. In 1990, he ended a 34-year career with the USDA Soil Conservation Service, now called the Natural Resources Conservation Service, retiring as Assistant State Conservationist for programs.



As Lancaster County's Weed Control Superintendent, he oversaw 537,000 acres — the entire county for noxious weed control. He began supervising the City of Lincoln's Weed Abatement Program in 1997 as a result of an interlocal agreement between the county and city.

During the 20-year period, many improvements were implemented, including:

- Web-based database used by staff to store all the inspections and related information to generate all needed reports and forms; with field data entry by inspectors using personal digital assistants (PDAs).
- Web site for the public with information, map of noxious weeds, weed complaints, search of all active inspections, possible weed special assessments, etc.
- Weed awareness campaign, including an annual Weed Awareness insert in University of Nebraska–Lincoln Extension in Lancaster County's THE NEBLINE, which has improved voluntary compliance of landowners.
- Use of surplus sheriff's cars for inspectors instead of paying mileage or purchasing new vehicles.

See article "20 Years in Review" for more results.

Shultz was active in many statewide, regional, and national weed organizations, task forces, and planning committees. His accomplishments include:

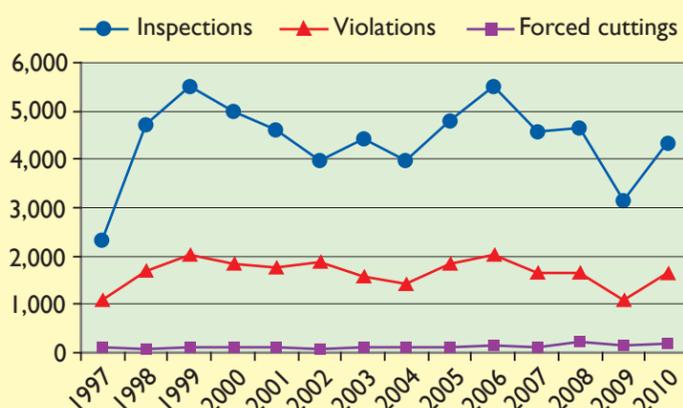
- Helped the Nebraska Weed Control Association (NWCA) to become a strong and effective leader in noxious weed control.
 - Developed a strong relationship with the Unicameral Ag Committee resulting in the riparian vegetation management grant program, emergency designation of noxious weeds, project general notice, etc.
 - Participated in the development of www.neweedmapper.org online weed management system and grants for its update.

continued on back page of Weed Awareness

Noxious Weeds 1990–2010



Weed Abatement 1997–2010



Weed Awareness

Learn to Recognize Lancaster County's Noxious Weeds

The Nebraska Noxious Weed Control Act states it is the duty of each person who owns or controls land to effectively control noxious weeds on such land. Pictured are Nebraska's noxious weeds which are common in Lancaster County.

Noxious weed is a legal term used to denote a destructive or harmful weed for the purpose of regulation. The Director of Agriculture establishes which plants are noxious. These non-native plants compete aggressively with desirable plants and vegetation. Failure to control noxious weeds in this state is a serious problem which is detrimental to the production of crops and livestock, and to the welfare of residents of this state. Noxious weeds may also devalue land and reduce tax revenue.



Musk Thistle



Phragmites



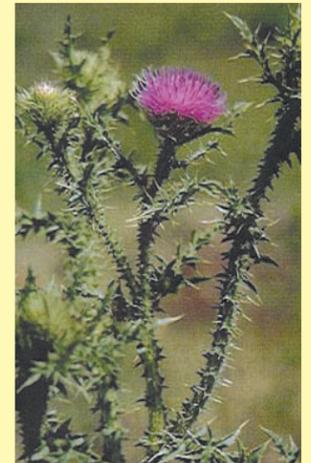
Leafy Spurge



Purple Loosestrife



Canada Thistle



Plumeless Thistle

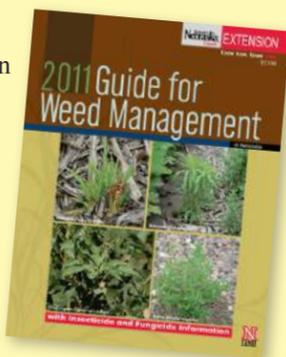
Weed Control Resources

University of Nebraska–Lincoln Extension's current Guide for Weed Management in Nebraska (EC130) is the Nebraska Department of Agriculture's (NDA) official reference for the herbicide control of noxious weeds. The guide has a special section on noxious weeds prepared in cooperation with NDA. This section provides information options for herbicide control for each noxious weed. Cost for printed book is \$10 plus tax or it can be viewed online free.

UNL Extension and the NDA have developed a series of free publications on the biology, identification, distribution, and control of the state's noxious weeds.

- Canada Thistle (EC171)
- Plumeless Thistle (EC172)
- Spotted & Diffuse Knapweed (EC173)
- Leafy Spurge (EC174)
- Musk Thistle (EC176)
- Purple Loosestrife (EC177)
- Saltcedar (EC164)
- Common Reed (Phragmites) (EC166)

These UNL Extension publications can be obtained at County Weed Control offices, extension offices, or viewed online at www.ianrpubs.unl.edu.



Phragmites on the Rise

Common reed, or Phragmites continues to be on the rise in Lancaster County with 287 sites scheduled to be inspected in 2011. Phragmites has moved past Leafy spurge into second place behind Musk thistle on number of infestations. Most sites are recent infestations with potential to grow larger and to contribute to new infestations by the wind blown seeds. It is very important infestations be controlled to prevent this spread.

Phragmites is a tall, perennial grass that can grow to over 15 feet in height. Phragmites forms dense

stands which include both live stems and standing dead stems from previous year's growth. Leaves are elongate and typically 1–1½ inches wide at their widest point. Flowers form bushy panicles in late-July and August and usually purple or golden color. As seeds mature, the panicles begin to look "fluffy" due to the hairs on the seeds and they take on a grey sheen. Below ground, Phragmites forms a dense network of roots and rhizomes which can go down several feet. The plant spreads horizontally by sending out rhizome runners which can grow 10 feet or more in a single growing season if conditions are optimal.

Once Phragmites invades

a site, it quickly can take over riparian communities, crowding out native plants and altering wildlife habitat. Its high biomass blocks light to other plants and occupies all the growing space below ground so plant communities can turn into a Phragmites monoculture very quickly. Phragmites can spread both by seed dispersal and by vegetative spread via fragments of rhizomes breaking off and transported elsewhere. New populations of the introduced type may appear sparse for the first few years of growth, but due to the plant's rapid growth rate, they will typically form a pure stand choking out other vegetation very quickly.

Lancaster County's Invasive and Noxious Weed Alert List

This list focuses on invasive and noxious weeds — rare to nonexistent in the county — posing the greatest threat.

This list has been developed as a tool to focus management efforts on the early stages of plant invasions. The public and land managers can assist in this effort by being on the look out for plants on this list and report any findings to the Lancaster County Weed Control Authority.

Japanese Knotweed

Nebraska's newest noxious weed is the knotweed family. We would like reports of any wild infestations or ornamental plantings. See next page.

Saltcedar

A Nebraska noxious weed, saltcedars are still rare in Lancaster County, with 9 total sites found in 2010. Only 7 were wild infestations. The other 2 were ornamental plantings.

Most saltcedars, or tamarisks, are deciduous shrubs or small trees growing 12-15 feet in height and forming dense thickets. Saltcedars are characterized by slender branches and gray-green foliage. The bark of young branches is smooth and reddish-brown. As the plants age, the bark becomes brownish-purple, ridged and furrowed. Leaves are scale-like, about 1/16-inch long and overlap each other along the stem. They are often encrusted with salt secretions. From March to September, large numbers of pink to white flowers appear in dense masses on 2-inch long spikes at the branch tips.

Saltcedars have long tap roots allowing them to intercept deep water tables and interfere with natural aquatic systems. Saltcedar disrupts the structure and stability of native plant communities and degrades native wildlife habitat by outcompeting and replacing native plant species, monopolizing limited sources of moisture and increasing the frequency, intensity and effect of fires and floods. Although it provides some shelter, the foliage and flowers of saltcedar provide little food value for native wildlife species depending on the nutrient-rich native plant resources.

Spotted and Diffuse Knapweed

These are state noxious weeds with only one site ever found in Lancaster County.

Spotted and diffuse knapweeds are a biennial or short-lived perennials. They typically form a basal rosette of leaves in the first year and



Saltcedar



Spotted and Diffuse Knapweed



Sericea Lespedeza

flowers in subsequent years. Flowers are purple to pink, rarely white, with 25–35 flowers per head. Plants bloom from June to October, and flower heads usually remain on the plant.

Spotted knapweed infests a variety of natural and semi-natural habitats including barrens, fields, forests, prairies, meadows, pastures, and rangelands. It out competes native plant species, reduces native plant and animal

biodiversity, and decreases forage production for livestock and wildlife.

Sericea Lespedeza

Sericea Lespedeza, also known as Chinese bush-clover, is a noxious weed in Kansas and some southeast Nebraska counties. A few sites have been planted in Lancaster County. Only one wild site has been detected.

It a warm-season, perennial herbaceous plant. It has an erect growth form, ranging from

3–5½ feet in height, and leaves alternate along the stem. Each leaf is divided into three smaller leaflets, ½–1 inch long, which are narrowly oblong and pointed, with awl-shaped spines. Leaflets are covered with densely flattened hairs, giving a grayish-green or silvery appearance. Mature stems are somewhat woody and fibrous with sharp, stiff, flattened bristles. Small (about ¼ inch) creamy-white to pale-yellow flowers emerge either singly or in clusters of 2–4, from the axils of the upper and median leaves.

Sericea lespedeza is primarily a threat to pastures and CRP. Once it gains a foothold, it can crowd other plants and develop an extensive seed bank in the soil, ensuring its long residence at a site. Established dense stands of lespedeza and its high tannin content make it unpalatable to native wildlife as well as livestock.

Weed Awareness

Knotweed Family is Nebraska's Newest Noxious Weed

All potentially invasive members of the knotweed family have been designated a Nebraska noxious weed. These invasive weeds are considered to be some of the worst in the world. They now occupy site(s) every 10km of England. There has been a more rapid spread in the United States. They are now found in 42 states with only a few sites detected in Nebraska. This early designation in Nebraska will allow us an opportunity to eradicate the small infestations detected and to stop the sale of plants on the ornamental market to prevent major infestations of riparian areas and streambeds across the state.

This designation includes Japanese knotweed and giant knotweed, including any cultivars and hybrids. There are several Japanese knotweed cultivars developed for the ornamental market included in this designation since they can contribute to the Japanese knotweed invasion by providing pollen necessary for Japanese knotweed to produce viable seed. Two of the cultivars are being sold in Nebraska: Pink Fleece Flower and Variegated Fleece Flower.

There are several more cultivars available across the country including Compacta, Crimson Beauty, Devon Cream, Milk Boy, and others. If you have any of these cultivars, they are included in the noxious weed designation and are required to be controlled.

Weed Risk Assessment

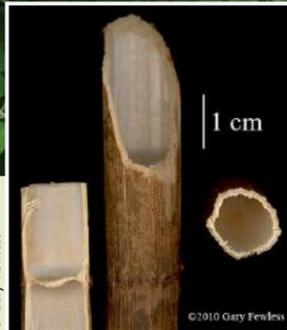
An assessment was made of Japanese knotweed and it was found to be very high risk to establish, spread, and cause harm in the state. It has the potential to invade all riparian areas in the state as well as establishing in 55% of the state's upland areas receiving over 20-inches of rainfall.

It threatens open and riparian areas where it spreads rapidly and forms dense near-monoculture stands by reducing species diversity, altering habitat for wildlife, increasing the risk of flooding, and river bank erosion. It's preferred habitat is similar to phragmites, and if not eradicated as it enters the state, it has the potential to invade areas previously controlled for phragmites, i.e., see the river infestation below in the state of Connecticut.

Wild and planted knotweed plants have been found in the Omaha area. Planted knotweed plants have been found in



Randy Westbrook, U.S. Geological Survey, Bugwood.org



© Gary Fewless

Japanese knotweed cross-section of stems.



Japanese knotweed in winter.

Ohio State Weed Lab Archive, The Ohio State University, Bugwood.org



Japanese knotweed leaves are attached alternately to a zigzag branch.

Japanese knotweed infestation in North Carolina.

Japanese knotweed *Fallopia japonica*

Whole plant may be over 10' tall. Stems are stout, cane-like, HOLLOW between the nodes, reddish-brown, and profusely branched. Leaves are SPADE SHAPED, about 6" long by 3-4" wide attached ALTERNATELY to a ZIGZAG BRANCH. Stems die back in the fall and are reddish through the winter (a good time to spot it).



Photo by Richard Old www.xidservices.com

Richard Old, XID Services, Inc., Bugwood.org

Giant knotweed leaves are almost twice as big as Japanese knotweed leaves.



Bohemian knotweed is a hybrid of Japanese and giant knotweed.

Giant Knotweed *Fallopia sachalinensis*

8-12' tall and branches sparingly, leaves are thin heart shaped, 6-12" long and two-thirds as wide.

Bohemian Knotweed *Fallopia bohemica*

7-15' tall, zig-zag stems, leaves heart-shaped with size between Japanese knotweed and giant knotweed.



Pink Fleece Flower is a Japanese knotweed cultivar.

Pink Fleece Flower *Fallopia japonica* 'Reynoutria'

Vigorous ground cover, red-veined leaves, showy clusters of red buds open to pale pink flowers.



Variegated Fleece Flower is a Japanese knotweed cultivar.

Variegated Fleece Flower *Fallopia japonica* 'Variegata'

3' tall with coral-pink flushed leaves have splashes of white variegation, red stems, and bottlebrush spikes of white flowers.

Lancaster and Garfield Counties. There are likely planted sites throughout the state as well as additional sites with wild plants. There will be planned ongoing surveillance across the state.

Prevent New Infestations by Blocking Invasion Pathways

Small segments of the plant are able to regenerate into new plants. These plant segments are commonly transported by water and regenerate new plants on the banks of streams.

These plant segments may be transported to new sites by foot traffic, equipment, mowing, and improper disposal of vegetation. Sexual reproduction is also possible in the United States as evidenced by viable seeds collected from two Japanese knotweed sites in Lincoln. The seeds move easily by water and wind.

Eradicate Any Plants Found or Report to Weed Control Authority

Timing is key to eradicating knotweed. Treat from July 1 to the first killing frost when carbohydrates produced in the leaves are moved to the rhizomes for growth and storage. Foliar applied herbicides move through the plant with the carbohydrates.

For Small Sites and Ornamental Plantings:

1. Cut the stems about two-inches above ground level. Immediately apply a 25% solution of glyphosate (e.g.,

Roundup®, or use Rodeo® if applying in or near wetland areas) and water to the cross-section of the stem.

For Larger Sites:

Some products may not be available in small quantities.

1. Apply two quarts per acre of imazapyr (e.g., Arsenal®, or use Habitat® if applying in or near wetland areas), use non-ionic surfactants or methylated seed oil (MSO) (consult label) or,
2. Apply two quarts per acre of Garlon 3A, use non-ionic surfactants (consult label) or,
3. Apply one quart per acre of glyphosate (e.g., Roundup®,

or use Rodeo® if applying in or near wetland areas), use non-ionic surfactants (consult label).

READ AND FOLLOW LABEL DIRECTIONS.

DO NOT COMPOST ANY GREEN PORTIONS OF THE PLANT. PUT IN PLASTIC BAGS FOR REGULAR GARBAGE PICKUP.

Provide Follow-up

To prevent re-establishment, CONTINUE WITH FOLLOW-UP MAINTENANCE ANNUALLY. It is very important all planted and wild sites be controlled and kept controlled.

We Need Everyone's Cooperation

Everyone's cooperation is needed in preventing new infestations, spotting new infestations, taking actions needed to assure eradication with follow-up to prevent re-establishment. This early vigilance and action will prevent the potential harm and huge cost of controlling large, established stands of the knotweed family. Contact your local county weed control authority for assistance and information.



River infestation of Japanese knotweed in Connecticut.

Leslie J. Mehrhoff, University of Connecticut, Bugwood.org

Weed Awareness

New Approach for Designating Noxious Weeds

The Nebraska Weed Control Association (NWCA) — which consists of all county weed superintendents — and the Nebraska Department of Agriculture (NDA) — which regulates the Noxious Weed Control Act in Nebraska — have worked together to create and implement a new approach to designating new noxious weeds.

This new approach is proactive and involves all those with an interest and/or responsibility in preventing and controlling invasive plants that have a high potential to enter, spread, and cause harm in the state. It is a process that identifies these high risk invaders, designating them noxious before they enter the state or soon after they enter the state, so they can be detected, eradicated, and implement a strategy to contain large established infestations and place priority on eradicating all small, new infestations spreading from the established infestations. This new approach includes:

1. Noxious weeds designation of highly invasive plants in early invasion stage.
2. Control strategies for each state and county noxious weed.
3. Mapping, notification, and monitoring.
4. Early Detection/Rapid Response Program.

Noxious Weed Designation

The NDA has revised the Noxious Weed Program, procedures, and policies to provide the following designation process:

1. Nebraska Invasive Species Council (NISC) — which coordinates invasive species management and research across the Nebraska for the prevention and detection of invasive plant and animal species — develops and

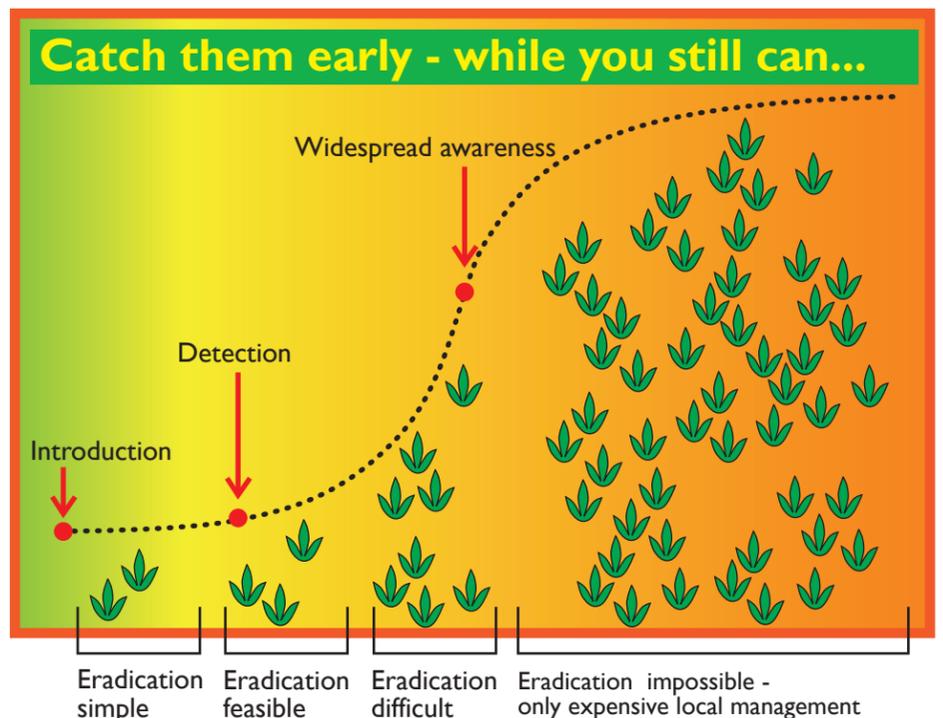
maintains lists of invasive weeds (replaces the previous watch list).

- a. potential invaders
- b. priority invaders with only limited sites in the state
- c. established invaders

2. NWCA prioritizes the species on these lists.
3. NWCA carries out an assessment of the weed risk potential of the highest-priority weeds from each list using the federal Animal Plant and Health Inspection Service's (APHIS) weed risk assessment model.
4. NWCA reviews the species rated as having a high risk to enter, spread, and cause harm in the state and recommend the species they feel should be designated noxious and/or be quarantined to the Nebraska Noxious Weed Advisory Committee — which is appointed by the governor.
5. The Nebraska Noxious Weed Advisory Committee reviews the recommendation and determines whether to forward it to the director of the NDA.
6. The director of the NDA then makes a decision on this recommendation. He may reject the recommendation, make a temporary designation, or initiate the process to make a permanent designation.

Weed Management Strategies

County weed control authorities need weed management strategies for each state and county designated noxious weed. Priority is to prevent potential invaders and eradicate new invaders while suppressing and preventing spread of established invaders. The strategy includes biology information for each



noxious weed including attributes and means of spreading, identify pathways contributing to spreading, and measures required to control, eradicate, or restrict the spreading of a weed during each stage of invasion.

Early Detection/Rapid Response Program

NISC carries out an awareness and education effort. This includes Invasive Species Web site <http://snr.unl.edu/invasives>, publications, billboards, and education events. They are currently developing a protocol for reporting detections and recruiting and training invasive plant spotters. If eradication programs are to be successful, a large

number of individuals need to be attuned to the priority weed list to assure early detection and reporting of all sightings.

The new approach is more focused on invasive weeds that pose the greatest threat to Nebraska and directed at exclusion, prevention, early detection, and effective responses. It establishes like-priorities for all local weed control entities and their partners and improve noxious weed management assistance to landowners. Landowners will be provided with weed specific strategies to prevent new infestations, to be vigilant and eradicate new infestations and to contain larger established infestations. This is the least-cost approach providing the most effective long-range control.

Staff Changes

from front page of Weed Awareness

- Worked with Nebraska Department of Agriculture in developing the new approach to noxious weed program (see article on this page).
- Bringing the Nebraska Invasive Species Council into the new approach.
- Helped form and lead the 10-county Lower Platte River Weed Management Area in getting control of the invading riparian weeds that served as a model for the rest of the state.
- Promoted and assisted with the formation of four additional weed management areas along the Platte and Republican Rivers.
- Board member of the North American Weed Management Association (NAWMA) for seven years helping to establish it as a recognized leader in the management of invasive plants.
 - Initiated position statements on legislative needs and federal agency operations.
 - Served on the steering committee of the National Fish and Wildlife Foundation Pulling Together Grant Program.
 - Developed a self-improvement program for weed managers.
 - Designed the certification program for Certified Managers of Invasive Plants.
 - Prepared a model state/province noxious weed control act which was used to guide improvements to the Nebraska act.
 - Served as the program chair for three NAWMA Conferences including the 2009 conference that drew 250 attendees.
- Chairperson on planning committee for the 2006 "Threats to Nebraska Rivers — Invasive Plants Conference" held in Kearney, Neb. that led to the Riparian Vegetation Management Task Force

appointed by Gov. Dave Heineman in 2007 where Shultz served as vice-chair and led the work group on streambed ownership and responsibility.

New Superintendent

Brent Meyer became the new Weed Control Superintendent on Jan. 1, 2011. However, Meyer began his duties on Nov. 29 as the Deputy Weed Control Superintendent. Meyer was hired as a deputy for a transition period until the current Weed Superintendent, Russell Shultz, retired at the end of the year. He was appointed by the Lancaster County Board of Commissioners.



Meyer served as Noxious Weed Control Superintendent for Nuckolls County from 1991 through 2005 and then took a job in the private sector. During this period, he was very active in noxious weed control activities in Nebraska and in North America.

He served as the President of the Nebraska Weed Control Association and later as the President of the North American Weed Management Association. In 2007, Meyer was hired by the Nebraska Department of Agriculture as a Noxious Weed Inspection Specialist. He covered 37 counties in southeast-central Nebraska including Lancaster County providing assistance and to make sure they complied with state laws regarding the control and eradication of noxious weeds.

New Account Clerk

Julie Manske began work on Dec. 27 as the Account Clerk. She will be responsible for managing all of the office operations.



Chief Weed Inspector Receives Commissioner's Award of Excellence

Barb Frazier, Chief Noxious Weed Inspector, was selected as the Commissioner's Award of Excellence winner for December 2010. She was also selected as an honorable mention winner of the 2010 annual Commissioners Award of Excellence.



Barb Frazier and Russell Shultz

Frazier began working for the County on Oct. 9, 1997, in the county Weed Control Department. She was nominated for the award by Russell Shultz in the category of Productivity.

Frazier is an excellent example of someone who gives her best and encourages and promotes co-workers to perform their best. She continually strives to improve her capabilities and to assist in the improvement of the overall operation of the office. She has taken college classes on her own and has made a point to take training which will assist her in performing her duties.

She is responsible for training, oversight, and assisting the seasonal employees in making over 5,000 inspections on more than 2,500

properties with noxious weed and weed abatement violations. With her leadership, the inspection program deals with the public in a professional and courteous manner, resulting in more than 95 percent voluntary compliance by the landowners. She also works with contractors in doing

forced-control work as necessary on over 150 sites.

She has taken the lead in the use, training, and improvement of the weed database program, digital inspection entry with personal digital assistants (PDAs), owner verification, and use of mapping programs. Frazier makes the necessary preparations for the inspection season by updating training handbooks, determines equipment needs, selecting properties for inspection based on past compliance history, and generates advance work orders with maps to minimize preparation work for the seasonal inspectors.

Her use of a team approach and performance of work by example has contributed greatly to the Lancaster County Weed Program as being the best in the state and a leader in the country.