

Action Plan for  
European Naiad Management  
at Milton Three Ponds  
in 2016

## Background

In August through October 2015, we discovered E-Naiad (European Naiad) in Northeast Pond. See Figure 1.

E-Naiad is a fast growing IAP (Invasive Aquatic Plant). If left unrestrained it will likely spread to all Three Ponds, overwhelm the ecosystem, severely limit recreational activities, and reduce everyone’s property values.

IAP Program managers from ME-DEP and NH-DES, herein referred to as the “State Agencies”, told us that controlling E-Naiad will be difficult, may take years, and that the only lakes and ponds in which management of IAS has been successful are those whose surrounding communities provided substantial leadership, and support.

So TPPA (Three Pond Protective Association) recommended to Boards of Selectmen of Lebanon ME and Milton NH that both towns reach a formal Agreement to form a Partnership against IAS (Invasive Aquatic Species) on Three Ponds.

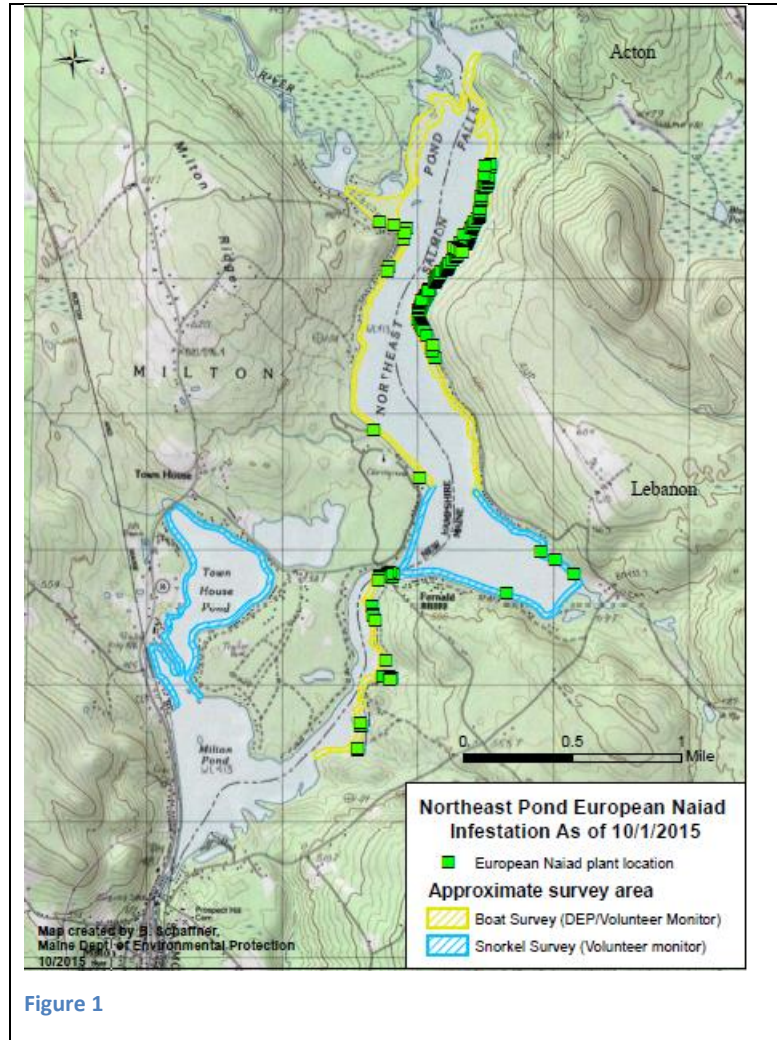


Figure 1

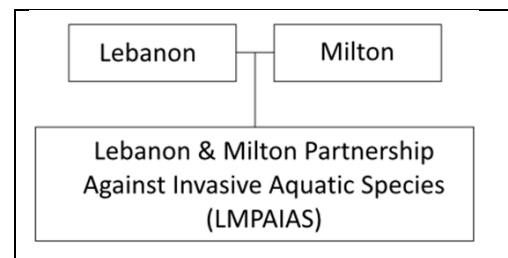
An Agreement:

- whose spirit and Intent is to share resources,
- that defines the services each town will provide,
- that expresses a strong commitment to control IAS,
- that includes formulae to determine each Town’s share of the Partnership’s annual budget.

A Partnership that is:

- a lawfully organized municipal entity,
- authorized and empowered by both Towns,
- reports to both Towns,
- manages our community’s IAS Control Program

In consideration of the foregoing recommendation, a



Steering Committee was formed to start by developing this Action Plan for the E-Naiad management program for the 2016 season.

As of 5/10/2016, Steering Committee members are:

Tom Gray	Milton Selectman
Ruth Gutman	Lebanon Conservation Committee
Bob Myrick	TPPA President
Steve Panish	Milton Conservation Commission
Ben Thompson	Lebanon Selectman
Norm Turgeon	TPPA Board Member

The Steering Committee began by preparing a draft version of this Action Plan for European Naiad Management at Milton Three Ponds in 2016. The purpose of the Action Plan is to define measurable goals and to keep everyone involved focused on what we hope to achieve. These goals and related tasks and assignees are defined in the “Goals, Tasks, and Assignees” section of the Plan. The Steering Committee will serve as the Local Communities’ agent to manage the execution of this Action Plan.

The original draft of this Plan, dated 1/8/2016, was necessarily based on assumptions about what the State Agencies would recommend regarding management actions and the division of responsibilities among State Agencies and local communities.

Most of those assumptions were confirmed during a meeting on 1 March 2016, when State Agency representatives Amy Smagula (NH-DES) and John McPhedran (ME-DEP) presented the States’ recommended actions to manage E-Naiad on Three Ponds in 2016. Those are described in the next section.

At that meeting we learned that the States will hire and fund contractors to accomplish the management actions in 2016. The States describe this as “Rapid Response Management”, because the “Only opportunity for eradication is rapid response early in growth”. See Figure 2.

#### Rapid Response/Long-term Management

- Most invasive aquatic plants are difficult, if not impossible, to eradicate
- Only opportunity for eradication is rapid response early in growth
- European naiad is an annual, so with strategic management we may be able to eradicate it in the system if management can take place before new seeds drop
- Management should involve an integrated approach, using techniques that are appropriate to the location, size and other factors related to the infestation, water uses, etc.
- Time will tell: rapid response may blend into long-term management in local/state partnership

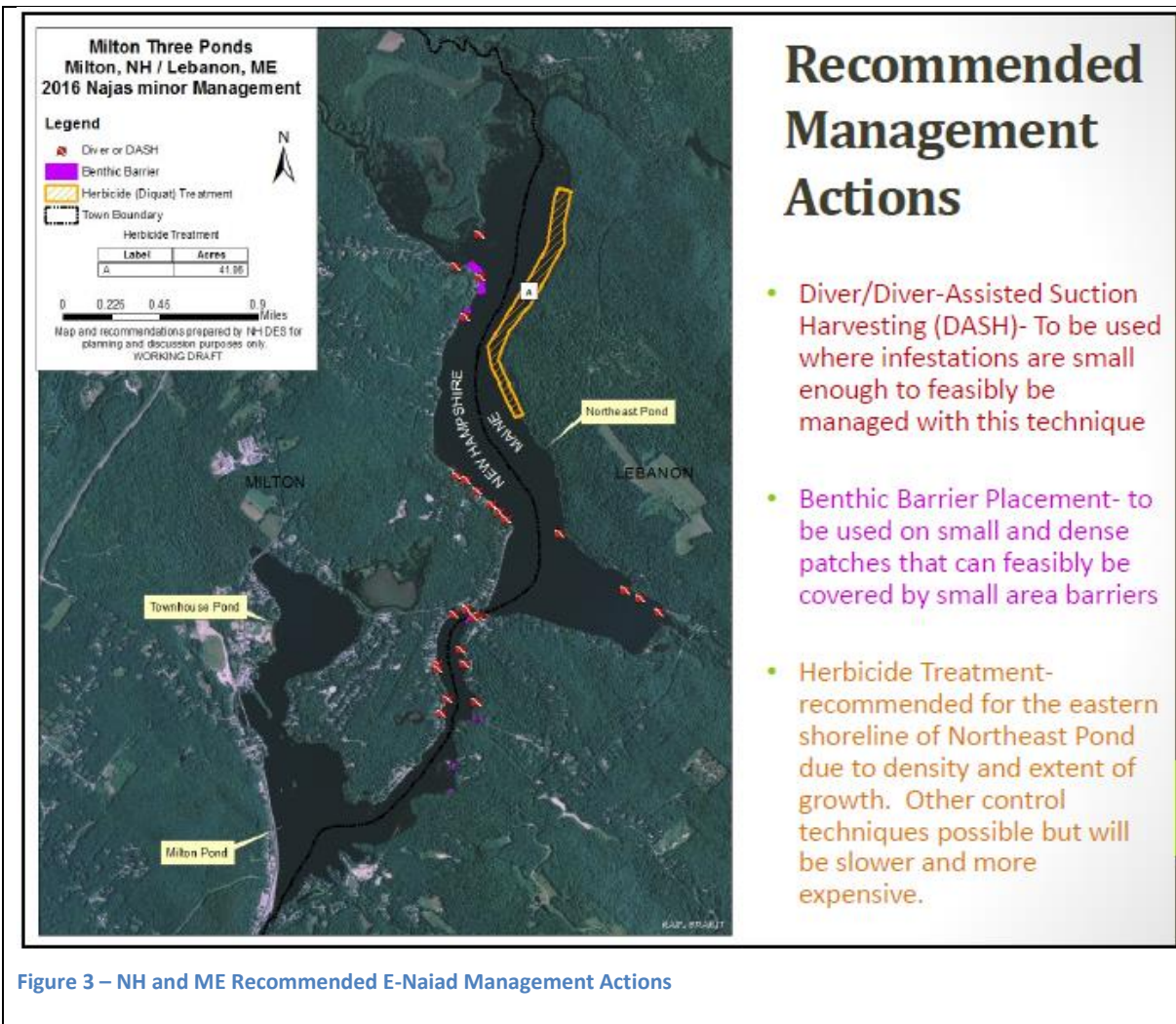
Figure 2 -- Slide from State Agency presentation on 3/12/2016

Following that meeting, Amy Smagula prepared a draft Long Term European Naiad Management Plan for Milton Three Ponds, and provided it to us on 9 March 2016.

This version of our local Action Plan updates the January draft version to bring it in synch with the States’ draft Long Term Plan. The biggest changes are:

1. we will not be doing any of the plant removal with volunteers, and
2. we will significantly increase our Volunteer Invasive Plant Survey activities.

## Recommended Management Actions



These consist of Diver/Diver Assisted Suction Harvesting (DASH), Benthic Barrier Placement, and Herbicide Treatment with Diquat. See Figure 3 for proposed sites for each of these actions.

The State Agencies recommended the actions be accomplished by professional contractors in mid to late June, once plants are up, and before they flower and form seeds. The States will hire, direct, and pay the contractors.

Herbicide treatment will require the consent of Berwick ME and Somersworth NH who use the Salmon Falls River as a public drinking water source. The State Agencies will work with these towns to secure their consent. If consent is denied the plan is to control the areas with harvesting.

## Program Overview

Table 1 lists the recommended actions, responsible parties, and schedules in Amy Smagula's draft Long Term European Naiad Management Plan for Milton Three Ponds for the 2016 season.

Action	Responsible Party	Schedule
Weed Watching/Invasive Plant Patroller refresher training followed by regular volunteer plant monitoring and marking/reporting of European naiad growth	Local Weed Watchers/Invasive Plant Patrollers	Training in April/May then biweekly surveys from May through September.
Survey and planning for summer/fall European naiad control actions	NH DES and/or ME DEP	May/July
Diver/DASH work as needed and recommended (areas to be determined based on updated spring survey)	DES Divers	May through September
Herbicide treatment of larger/denser patches of European naiad growth	SOLitude Lake Management (a ME-DEP contractor)	June
Lake Hosting at public access site, if applicable, or other prevention/education activities	Local volunteers	Popular Boating Use Times
Survey waterbody and planning for next season's control actions	NH DES and/or ME DEP	September

Table 1 -- Recommended Actions, Responsible Parties, and Schedules for 2016 Season.

## Goals, Tasks, and Assignees

Each goal describes a desired outcome by a specific date.

Tasks describe what needs to be done to accomplish the goal.

Assignees are the individuals who will lead the accomplishment of the tasks. They will determine when and how to accomplish the tasks such that the goal is achieved. Assignees will obtain approval from the Steering Committee before expending funds to accomplish the tasks.

### **Goal 1: Determine final State approved Management Activities and Functions and Responsibilities by mid-February 2016.**

*Assignee:* Norm Turgeon

*Tasks:*

E-mail attached Functions and Responsibilities document to State Agencies requesting their concurrence.



Follow up with State Agencies to schedule late Jan or early Feb meeting

*Record Notes: F&R document was emailed on 12/28/2015. Meeting with State Agencies took place on 3/1/2016.*

**Goal 2: Have a systematic volunteer contact and recruitment plan by 31 January 2016.**

*Assignee: Norm Turgeon*

*Tasks*

Issue a letter to all shoreline property owners seeking help.

Determine e-mail addresses for TPPA volunteers and members where not currently known

Prepare an e-mail address list

Create a list of tasks for which volunteers will be needed

Provide e-mail address list to task Assignees for their use in recruiting

Maintain a Volunteer database

*Record Note: Letter sent From TPPA to 461 shoreline property owners on 11/26/2015. Volunteer recruitment plan is complete and recruitment is ongoing.*

**Goal 3: Acquire GIS Mapping capability to support management activities and monitoring survey by 12 March 2016.**

*Assignee: Norm Turgeon*

*Tasks:*

Determine how and by whom GIS Mapping is done for the State Agencies

Design mapping scheme, data requirements, and recording forms

Procure GPS coordinate finders

*Record Note: Amy Smagula agreed to design the data recording and mapping plan and to accomplish the mapping work. The task to procure GPS coordinate finders has been moved to the updated Goal 5.*

~~**Goal 4: Be ready to accomplish manual plant removal by 1 June 2016.**~~

~~*Assignees: Steve Baker and Dennis Roberge*~~

~~*Record Note: Goal 4 was deleted because the State Agencies will hire contractors to accomplish management actions in 2016.*~~

**Goal 5: Recruit, organize and train Volunteer Invasive Plant Surveyors to conduct Spring to Fall monitoring surveys at Milton Three Ponds by late June/early July.**

**VIPS will survey our shorelines from small boats to confirm where the E-Naiad is growing, to determine its growth rate, and to measure the effectiveness of the eradication activities.**

*Assignees: Rich Egan and Laurie Callahan*

*Tasks:*

Identify survey support jobs.

Recruit volunteers and hired help to accomplish those jobs.

- Maintain a volunteer contact list
- Design the survey process and prepare a written Process Instruction.
- Develop data collection requirements and form(s).
- Schedule and conduct training sessions.
- Develop a survey strategy and schedules.
- Procure and provide equipment and provide assistance to volunteers when needed

**Goal 6: Provide periodic status briefings to Town Officials – starting in June 2016.**

*Assignees:* Tom Gray and Ben Thompson

**Goal 7: Have a financial management team in place by 1 October 2016 to plan for 2017 and beyond**

*Assignees:* Wayne Sylvester and Jill Guptill

*Tasks:*

- Enlist volunteers to serve on a financial management team
- Research for available grants
- Prepare grant applications
- Develop budgets
- Set up a financial accounting system, for example QuickBooks
- Organize fundraising activities

**Goal 8: Develop an Action Plan for forming the LMPAIAS (Lebanon Milton Partnership Against Invasive Aquatic Species) organization by TBD .**

*Assignees:* Steering Committee

*Tasks:*

TBD

**Goal 9: Conduct 2 Educational Outreach Meetings to inform the public about E-Naiad on Three Ponds by the end of July 2016.**

*Assignees:* Norm Turgeon and Laurie Callahan

*Tasks:*

- Design the presentations
- Enlist presenters
- Determine meeting locations, dates, and times
- Host the meetings

### Functions and Responsibilities Matrix for Three Ponds E-Naiad Management in 2016

FUNCTIONS	RESPONSIBLE PARTY			
	DES & DEP	Local Community	Contractors	Volunteers
<b>Manual Removal via DASH</b>				
Develop Cost Estimates	X			
Provide Funding	X			
Hire Contractor[s]	X			
Define Process Requirements	X			
Measure Quantity Removed			X	
Map Results - GIS	X			
Supervise the work	X			
Pay the Contractor	X			
Waste Disposal			X	
<b>Other Manual Removal - Hired</b>				
Develop Cost Estimates	X			
Provide Funding	X			
Hire Contractor[s]	X			
Define Process Requirements	X			
Measure Quantity Removed			X	
Map Results - GIS	X			
Supervise the work	X			
Pay the Contractor	X			
Waste Disposal	X			
<b>Other Manual Removal – Non Hired</b>				
Develop Cost Estimates		X		
Provide Funding		X		
Enlist Volunteers		X		
Train Volunteers	X			
Certify Volunteers	X			
Define Process Requirements	X			
Measure Quantity Removed				X
Map Results - GIS		X		
Supervise the work		X		
Waste Disposal				X
<b>Benthic Barrier Installation/Removal</b>				
Develop Cost Estimates	X			
Provide Funding	X			
Hire Contractor[s]	X			
Procure Materials	X			



FUNCTIONS	RESPONSIBLE PARTY			
	DES & DEP	Local Community	Contractors	Volunteers
Define Process Requirements	X			
Measure Area Covered			X	
Map Results - GIS	X			
Supervise the work	X			
Pay The Contractor(s)	X			
<b>Herbicide Treatment</b>				
Develop Cost Estimates	X			
Hire Contractor[s]	X			
Procure Materials	X			
Define Process Requirements	X			
Measure Area Covered	X			
Map Results - GIS	X			
Supervise the work	X			
Pay The Contractor(s)	X			
<b>Fall Monitoring Survey</b>				
Develop Cost Estimates		X		
Provide Funding		X		
Enlist Volunteers		X		
Train Volunteers		X		
Hire Trained Surveyors		X		
Define Process Requirements		X		
Measure Size of Regrowth		X		
Map Results - GIS		X		
Supervise the work		X		
Pay Hired Surveyors		X		
<b>Plan the Program for 2017</b>	X	X		