



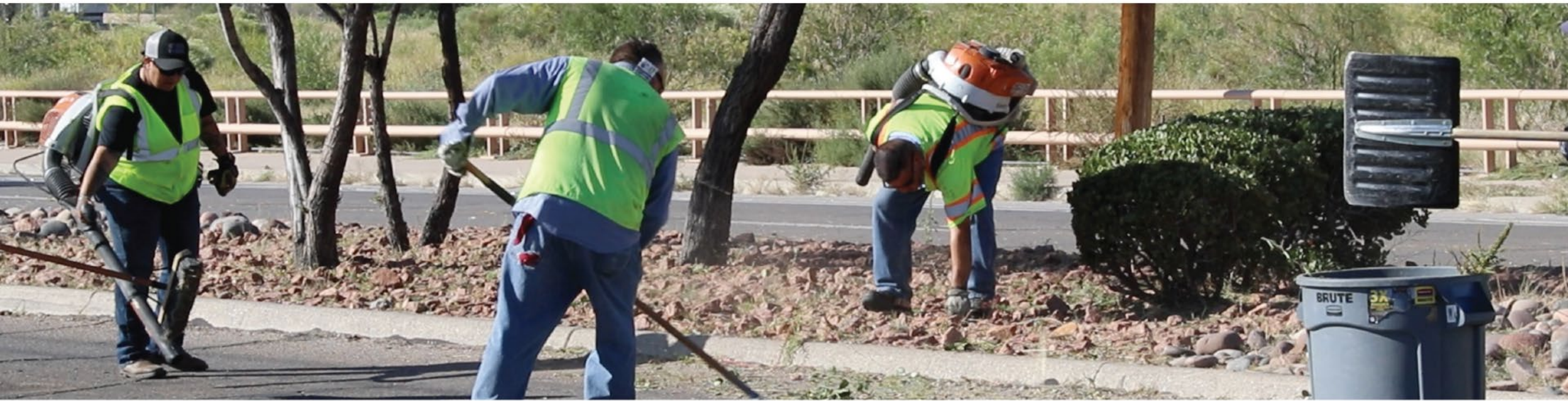
# **WEEDS MITIGATION ACTION PLAN AND IMPLEMENTATION OPERATIONS UPDATE**

**November 8, 2022**



# WHAT WE WILL COVER

- Weeds Mitigation Operations
- Enhanced Incentives for Staff
- Response Actions (Staff & Outside Contracts)
- Completed Median Maintenance
- Community, volunteer engagement



Medians represent more than 20.8 million square feet

- Includes about 7.4 million square feet located along TXDOT right-of-way

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# WEEDS MITIGATION OPERATIONS

- In-house crews are responsible for maintaining medians to include:
  - Irrigation
  - Herbicide Application
  - Leaf Removal
  - Litter Pickup
  - Mowing
  - Trimming
  - Edging
  - Pruning
  - Plant Bed Maintenance
- To keep up with maintenance needs, City has activated outside contracts to assist with herbicide application and median cleaning



# WEEDS MITIGATION ACTION PLAN

## ENHANCED INCENTIVES FOR STAFF

- Median maintenance program has 28 employees
- Program has a 40 percent vacancy rate
- Employees average 16 hours of OT per week





# WEEDS MITIGATION ACTION PLAN

## ENHANCED INCENTIVES FOR STAFF

- OT pay adjusted to compensate staff for after-hour median maintenance work
- Staff is now earning Double Time Pay instead of Time and a Half for each OT hour
- Employees will earn \$22 to \$44 per OT hour with Double Time Pay
- Pay varies based on the job title
- Most employees earning Double Time Pay are General Service Workers



# WEEDS MITIGATION ACTION PLAN

## RESPONSE ACTIONS

### STAFF ACTIONS

- Median maintenance crews cleaning medians and spraying a herbicide
- Activated an emergency contract in late September using a non-competitive procurement process. Hired Mean Clean to assist with median maintenance
- Continually working with MG Evergreen to spray herbicide on the public right-of-way

### ADDITIONAL OUTSIDE CONTRACTS

- Median maintenance crews will continue spraying herbicide as they clean medians
- Contract with Xceed Resources for median cleaning and herbicide spraying after two unsuccessful attempts to bid the project

# WEEDS MITIGATION ACTION PLAN

## COMPLETED MEDIAN MAINTENANCE

- Since July, crews have cleaned more than 100 medians along streets in all eight districts
- Crews are concentrating on medians located on El Paso's Top 50 Most Traveled Arterials
- Examples of medians recently cleaned are located along segments of Alabama, Alameda, Airway, Edgemere, Dyer, Hawkins, Montwood, North Loop, Pebble Hills, Railroad, Resler, and Westwind





# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                        | Street                | Date      | District |
|-------------------------------|-----------------------|-----------|----------|
| Central 39 & 40b              | Paisano               | 7/19/2022 | 2        |
| Northeast 2 & 3               | Martin L King/Dyer    | 7/20/2022 | 4        |
| Mission Valley 5,6,7 & 8      | Stiles                | 7/21/2022 | 3        |
| East 101, 102 & 103           | McRae                 | 7/22/2022 | 3 & 7    |
| East 101                      | McRae                 | 7/25/2022 | 3        |
| Central 1 & 2                 | Alabama               | 7/26/2022 | 2        |
| Central 1 & 2 Northeast 7 & 9 | Alabama/Sean Haggerty | 7/27/2022 | 2 & 4    |
| Northeast 7 & 9               | Sean Haggerty         | 7/28/2022 | 4        |
| Northeast 8                   | Sean Haggerty         | 7/29/2022 | 4        |
| Northeast 8                   | Sean Haggerty         | 7/30/2022 | 4        |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                             | Street                    | Date      | District |
|------------------------------------|---------------------------|-----------|----------|
| Westside 14 & 55 2                 | Brown, Isela Rubalcava    | 8/1/2022  | 1 & 8    |
| Westside 18a                       | Borderland / Westside Dr. | 8/1/2022  | 1        |
| Mission Valley 21                  | Knights                   | 8/2/2022  | 7        |
| Mission Valley 20                  | Knights                   | 8/3/2022  | 3 & 7    |
| Mission Valley 20 & 21             | Midway & Knights          | 8/4/2022  | 3 & 7    |
| Westside 4 & 5                     | Resler                    | 8/8/2022  | 1        |
| Westside 30, 39a & 39c             | Resler                    | 8/9/2022  | 1        |
| Westside 30, 39a 39b 39c Central 3 | Resler                    | 8/10/2022 | 1        |
| Westside 39d                       | Resler                    | 8/11/2011 | 1        |
| Northeast 11 & 12                  | McCombs                   | 8/11/2011 | 4        |



# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median            | Street         | Date      | District |
|-------------------|----------------|-----------|----------|
| Northeast 12      | McCombs        | 8/12/2022 | 4        |
| Northeast 15      | McCombs        | 8/13/2022 | 4        |
| Northeast 14 & 15 | McCombs        | 8/15/2022 | 4        |
| Northeast 14      | McCombs        | 8/16/2022 | 4        |
| Northeast 15      | McCombs        | 8/16/2022 | 4        |
| Northeast 15      | McCombs        | 8/17/2022 | 4        |
| Northeast 13      | McCombs        | 8/18/2022 | 4        |
| Eastside 51       | Saul Kleinfeld | 8/18/2022 | 6        |
| Eastside 51 & 52  | Saul Kleinfeld | 8/19/2022 | 6        |
| Eastside 51 & 52  | Saul Kleinfeld | 8/22/2022 | 6        |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                     | Street              | Date      | District |
|----------------------------|---------------------|-----------|----------|
| Westside 62 & 62d          | Mesa                | 8/23/2022 | 8        |
| Westside 62, 62a & 62d     | Mesa                | 8/24/2022 | 8        |
| Westside 62a               | Mesa                | 8/25/2022 | 8        |
| Westside 62a & 62b         | Mesa                | 8/26/2022 | 8        |
| Westside 62a, 62b & 62c    | Mesa                | 8/27/2022 | 8        |
| Westside 39a & 41          | Resler              | 8/29/2022 | 1 & 8    |
| Eastside 29 & Westside 39b | Lee Trevino /Resler | 8/30/2022 | 1 & 3    |
| Eastside 29 & Westside 39c | Lee Trevino /Resler | 8/31/2022 | 1 & 3    |
| Eastside 28 & Westside 39d | Lee Trevino /Resler | 9/1/2022  | 1 & 3    |
| Eastside 28 & Westside 40  | Lee Trevino /Resler | 9/2/2022  | 7 & 8    |



# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                              | Street                          | Date      | District |
|-------------------------------------|---------------------------------|-----------|----------|
| Westside 41                         | Resler                          | 9/5/2022  | 8        |
| Eastside 29 & Westside 41           | Lee Trevino/Resler              | 9/6/2022  | 7 & 8    |
| Eastside 41 ,54/Mission Valley 22   | Edgemere/Lee Trevino            | 9/7/2022  | 6 & 7    |
| Eastside 54/Mission Valley 22       | Edgemere/Lee Trevino            | 9/8/2022  | 6 & 7    |
| Eastside 54, 55/Mission Valley 22   | Edgemere/Lee Trevino            | 9/9/2022  | 5 & 7    |
| Eastside 12                         | Hawkins                         | 9/10/2022 | 3        |
| Mission Valley 22/Eastside 55/MVNL1 | Lee Trevino/Edgemere/North Loop | 9/12/2022 | 3, 5 & 7 |
| MVNL 2/Eastside 56                  | North Loop/Edgemere             | 9/13/2022 | 5 & 7    |
| MVNL 3/Eastside 78                  | North Loop/Edgemere             | 9/14/2022 | 5 & 7    |
| MVNL 5/Eastside 93                  | North Loop/Edgemere             | 9/15/2022 | 5 & 7    |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                | Street            | Date      | District |
|-----------------------|-------------------|-----------|----------|
| MVNL 5 / Northeast 16 | North Loop / Dyer | 9/16/2022 | 5 & 7    |
| Migrant               | 200 Chihuahua     | 9/17/2022 | 4        |
| Migrant               | 200 Chihuahua     | 9/18/2022 | 4        |
| Northeast 16 / MVNL 5 | Dyer / North Loop | 9/19/2022 | 4 & 7    |
| Northeast 16 / MVNL 5 | Dyer / North Loop | 9/20/2022 | 4 & 7    |
| Northeast 16 ,23 & 29 | Dyer              | 9/21/2022 | 2 & 4    |
| Northeast 16 ,23 & 30 | Dyer              | 9/22/2022 | 2 & 4    |
| Northeast 16 ,23 & 31 | Dyer              | 9/23/2022 | 2 & 4    |
| Northeast 18 / Cohen  | Dyer / Camp Cohen | 9/26/2022 | 4        |
| Northeast 18 / Cohen  | Dyer / Camp Cohen | 9/27/2022 | 4        |



# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median            | Street                    | Date      | District |
|-------------------|---------------------------|-----------|----------|
| Northeast 18/West | Camp Cohen/Sunland        | 10/3/2022 | 1 & 4    |
| Mission Valley 2  | Dale                      | 10/3/2022 | 3        |
| Northeast         | Railroad                  | 10/3/2022 | 2        |
| Northeast 18/East | Camp Cohen/Pebble Hills   | 10/4/2022 | 4 & 5    |
| Westside          | Westwind                  | 10/4/2022 | 1        |
| Central           | Alameda                   | 10/4/2022 | 2        |
| Mission Valley    | Knights                   | 10/4/2022 | 7        |
| Northeast         | Railroad                  | 10/4/2022 | 4        |
| East              | Pebble Hills              | 10/4/2022 | 5        |
| Northeast 18/East | Camp Cohen/McRae/Railroad | 10/5/2022 | 3 & 4    |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median              | Street                   | Date      | District |
|---------------------|--------------------------|-----------|----------|
| Westside            | Westwind                 | 10/5/2022 | 8        |
| Central             | Alameda                  | 10/5/2022 | 2        |
| East                | Pebble Hills             | 10/5/2022 | 5        |
| Mission Valley      | Stiles                   | 10/5/2022 | 3        |
| Northeast 18 / East | Camp Cohen/McRae/Airport | 10/6/2022 | 3 & 4    |
| Westside            | Westwind                 | 10/6/2022 | 1        |
| Central             | Alameda                  | 10/6/2022 | 2        |
| East                | Pebble Hills             | 10/6/2022 | 5        |
| Mission Valley      | Stiles                   | 10/6/2022 | 3        |
| East 103/Cohen      | Camp Cohen/McRae/Airport | 10/7/2022 | 4 & 7    |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                           | Street                    | Date       | District |
|----------------------------------|---------------------------|------------|----------|
| Mission Valley                   | Stiles                    | 10/7/2022  | 3        |
| Central                          | Alameda                   | 10/7/2022  | 3        |
| East Event Pebble Hills          | Pebble Hills              | 10/8/2022  | 3        |
| Northeast/East                   | Camp Cohen/Viscount       | 10/10/2022 | 3 & 4    |
| Northeast 31/East                | Magnetic/Viscount/Stahala | 10/11/2022 | 2, 3 & 4 |
| Northeast 31                     | Magnetic/Stahala          | 10/12/2022 | 2 & 4    |
| Northeast 31/Eastside Montwood 3 | Magnetic/Montwood         | 10/13/2022 | 2 & 5    |
| Eastside 15, 8                   | Montwood                  | 10/14/2022 | 5 & 6    |
| Eastside 15                      | Montwood                  | 10/15/2022 | 5        |
| Eastside 8, 15                   | Montwood                  | 10/17/2022 | 5 & 6    |



# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                 | Street                | Date       | District |
|------------------------|-----------------------|------------|----------|
| Eastside 8, 15         | Montwood              | 10/17/2022 | 5        |
| Eastside 15,8          | Montwood              | 10/18/2022 | 5 & 6    |
| Eastside 15,8          | Montwood              | 10/19/2022 | 5 & 6    |
| Eastside 15,30         | Montwood/Pebble Hills | 10/20/2022 | 5 & 6    |
| Eastside 57, Central 1 | Pebble Hills/Alabama  | 10/21/2022 | 2 & 6    |
| Mission Valley Event   | Knights               | 10/22/2022 | 3 & 7    |
| Eastside 57, Central 1 | Pebble Hills/Alabama  | 10/24/2022 | 2 & 4    |
| Eastside 57, Central 1 | Pebble Hills/Alabama  | 10/25/2022 | 2 & 6    |
| Eastside 57, Central 1 | Pebble Hills/Alabama  | 10/26/2022 | 2 & 6    |
| Eastside 57, Central 1 | Pebble Hills/Alabama  | 10/27/2022 | 2 & 6    |

# LISTING OF COMPLETED MEDIAN MAINTENANCE

Medians cleaned since July

| Median                 | Street               | Date       | District |
|------------------------|----------------------|------------|----------|
| Eastside 57, Central 1 | Pebble Hills/Alabama | 10/28/2022 | 2 & 6    |
| Eastside Event         | John Hayes           | 10/29/2022 | 5        |

# COMMUNITY, VOLUNTEER ENGAGEMENT

- Seven cleanup events organized
- More than 1,100 volunteers
- More than 30 schools and nonprofits
- Working to formalize the development of a volunteer corps to support persons with disabilities and seniors with parkway and alley cleanups





"I personally think that everyone was helpful, and amazing, so no improvement, perfect!"

"yall did good"

"it was great, loved my experience"

How likely you are to recommend participating in future cleanup and other volunteer events to your friends and family

9.4

AVERAGE RATING



"This was great!"

"great experience for our youth"

"It was very organized"

"Everything was well done."

"We can help the community more and help out environment."

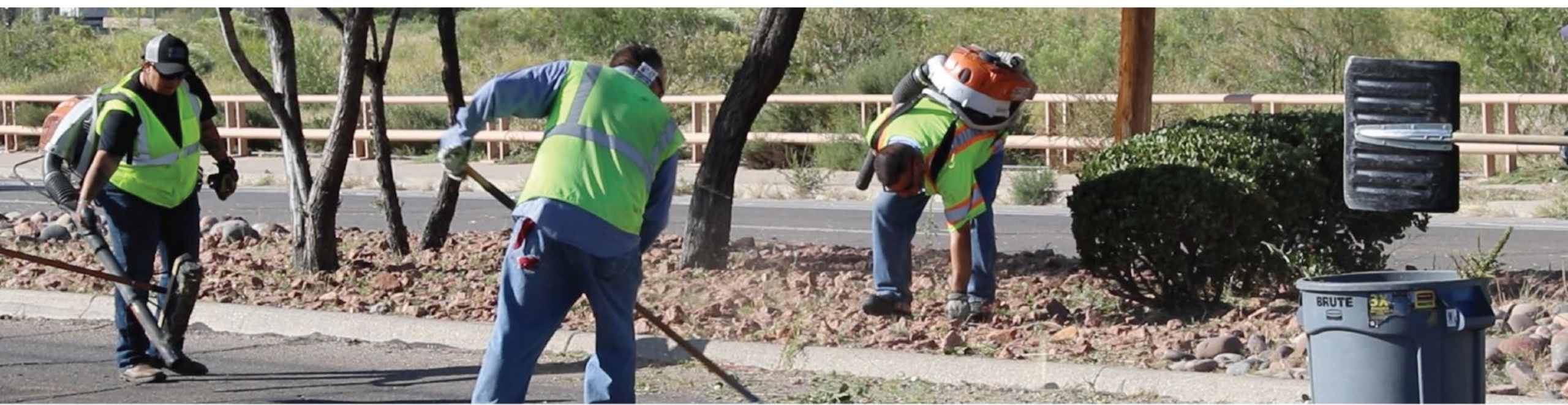
# COMMUNITY, VOLUNTEER ENGAGEMENT

VIDEO



# WHAT WE COVERED

- Weeds Mitigation Operations
- Enhanced Incentives for Staff
- Response Actions (Staff & Outside Contracts)
- Completed Median Maintenance
- Community, volunteer engagement





# QUESTIONS

