

GOVERNMENT OPERATIONS COMMITTEE

October 3, 2016 at 1:00 p.m.

Location: Legislative Chambers

Committee members: Mark Morris, Jim Multer, Earle Gleason, Bonnie Percy, Jim Smith

Mark and Jim Multer will do the audit this month.

- Public Comment
- Approve minutes of the September meeting

Legislative Operations

Soil & Water – Jim Balyszak

- Program updates

Cornell Cooperative Extension – Arlene Wilson

- Program updates

IT – Tim Groth

- Monthly statistics
- Program updates

Elections – Robert Brechko/Amy Daines

- Monthly updates

County Clerk – Lois Hall

- Statistical reports
- Department updates

Clerk of the Legislature – Connie Hayes

- Designation By County Of Official Tourism Promotion Agency

Personnel – Kerry Brennan

- Notifications

Discussion:

- EAP Peak Performance
- Policy Revision – Employee Blood Donation Leave
- Policy Revision – Alternate Test Date
- Personnel Office Vacancy Report

Resolutions:

- Proclamation of the Municipality Of Yates County Declaring October 6 – 22, 2016 “Freedom From Workplace Bullies Week”
- Adopt Policy and Procedure/Notices on Employee Communication and Abolish All Preexisting Employee Communication Policies
- Adopt Alternate Test Date Policy and Abolish All Preexisting Alternate Test Date Policies

County Administrator – Robert Lawton

- Nothing submitted

EXECUTIVE SESSION – If needed



**Soil and Water Conservation Districts
in New York State**

Protecting Today, Preserving Tomorrow

**Yates County
Soil & Water Conservation District**

417 Liberty Street

Penn Yan, New York 14527

315 536 5188 fax 315 536 5136

Government Operations Committee

Conservation Field Day:

Conservation Field Day is an annual event where the sixth grade classes from Yates county schools come together for a day of conservation education. This event is sponsored by your Soil & Water District and Cornell Cooperative Extension. This year's event was held on September 22nd at Keuka Lake State Park. The students rotated through ten stations that covered topics such as water quality, forestry, birds and migration, DEC law enforcement and others. There were approximately 175 students in attendance.

Annual agricultural district review:

Based on calls received from landowners and assessors, it appears that there will be some requests for additions to Yates County Agricultural District #1 during the November open enrollment period. This means that the county Agricultural Farmland Protection Board will need to prepare a report and recommendations for the legislature and that you will need to hold a public hearing which normally takes place in December.

Program Updates
Cornell Cooperative Extension of Yates County
Arlene Wilson, Executive Director
Governmental Operations Meeting
September 7, 2016

TANF Life Skills Program

- Vallie presented workshops on July 22nd and August 5th. To date she has completed 10 workshops with another 3 scheduled out.
- Nine families have graduated the 1:1 programming. Vallie currently is not working with any additional families and has had difficulty getting families to enroll this summer (which is not unusual). She is working with DSS, Early Head Start, Child and Family Resources, Inc., and Workforce Development to seek referrals. She is also planning to contact the Rushville Heath Clinic as a new contact to enroll families in the 1:1 programming.
- Summer youth budget programming with Workforce Development wrapped up on August 22nd. A total of 9 workshops were presented (with 3 topic areas) reaching 34 total youth.
- Vallie continues to attend Tier 1 meetings to promote workshops and Life Skills Programming.

Community Nutrition

- Barb helped staff the Baby Café on August 4th. Participation in the café is gradually growing among young mothers with infants and toddlers (up to 3 or 4 mothers at times.)
- Barb continues to attend Choose Health Yates committee meetings as a representative from CCE.
- Food preservation questions have been coming in and Barb fields them as they are received.

4-H and Youth Development

1. August 1st and 2nd – Sewing Camp, led by Dawn Dennis - 8 youth, 4 adult volunteers/helpers. Youth made duffle bags, letter pillows, and other small projects to continue their experience in sewing.
2. August 1st, 2nd, and 3rd – Rifle and Air Rifle Workshops. 5 youth total, with 1 receiving their certification.
3. August 4th – 4-H Teens visited the Corning Museum of Glass
4. August 8th – Outdoor Day at the Isaak Walton League – Postponed due to low registrations. However, families did try to sign up after the registration deadline, so we plan to offer a similar program again in the future.

5. August 9th - Gardening Workshop – In conjunction with a CCE-Yates Master Gardener a morning of hands-on activities related to gardening, plants, insects, and soil was held. 8 youth and 5 adults left with painted rocks, crafts, and seeds to grow.
6. August 9th – Open Shoot Night at the Branchport Rod and Gun Club. Two youth attended, with one youth completing his archery certification.
7. August 11th – Geo-Caching Day – Postponed due to low registration. Definite interest in the discipline, but will try again at a more convenient time for families.
8. August 14th – 4-H Alumni and Family Picnic at the Yates County Fairgrounds. A total of 26 current and past 4-H members, volunteers, and staff attended. The feedback was very positive and we will plan to have a similar event next year.
9. August 15th – Wrapped up summer library programming. Barb presented to Penn Yan (August 8 and 15), Branchport (July 26), and Dundee (August 15) utilizing activities from our Choose Health, Food, Fun, and Fitness curriculum. Total: 13 youth, 4 adults
10. August 15th, 16th, and 18th – Archery workshops at the Yates County Fairgrounds. Three participants. This was our first all-girls archery workshop series!
11. August 17th – Wrapped up summer programming with Rainbow Junction – 6-week series of nature study with Habitat Connections and Nature Detectives curricula. Included drawing a “Yard Map” of their center, exploring for living creatures, animal track and bird identification activities. Approximately 23 youth reached.
12. August 25th – September 5th – NYS Fair

Cornell Cooperative Extension Connection



Two television tapings of Yates CCE staff occurred as part of a regional media collaborative with CCE associations in the Southern Tier. A sixteen week programming series is running through the end of October that will highlight the educational services of Cooperative Extension.

This will show on an over the air [non cable] station: **WENY**. This station reaches into the southern, part of Yates County to Dundee, Starkey and Barrington. The staff will highlight water conservation [**Emily Staychock**] and food preservation [**Barb McGuffie**].

Cornell Vegetable Program:



On August 12th, a Dry Beans educational presentation and field walk hosted by Klaas and Peter Marten's farm in Torrey New York. Carol McNeil, a Senior Extension Association researcher facilitated discussions on growing pinto, kidney and black beans and identification of some of the signs of root damage and drought damage.



Finger Lakes Vineyard Update

Finger Lakes Grape Program

August 31, 2016

Additional Information



Become a fan of the [Finger Lakes Grape Program](#) on Facebook, or follow us on Twitter ([@cceflgp](#)) as well as YouTube. Also check out our website at <http://flgp.cce.cornell.edu>.

Got some grapes to sell? Looking to buy some equipment or bulk wine? List your ad on the [NY Grape & Wine Classifieds website](#) today!

Cornell University Cooperative Extension provides equal program and employment opportunities. CCE does not endorse or recommend any specific product or service. This program is solely intended to educate consumers about their choices. Contact CCE if you have any special needs such as visual, hearing or mobility impairments.

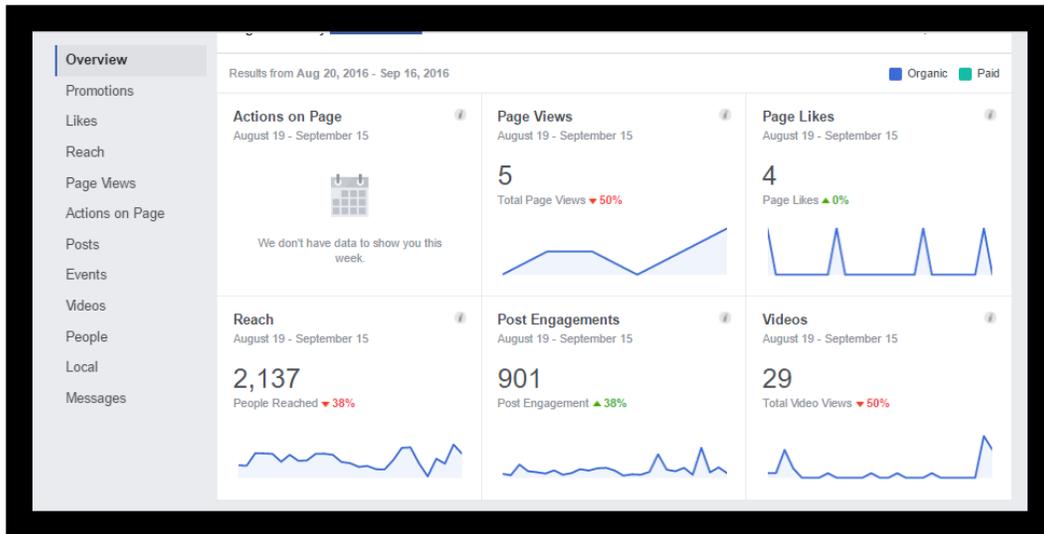


FINGER LAKES VINEYARD UPDATE
is published by
Cornell Cooperative Extension
Finger Lakes Grape Program
Ontario, Schuyler, Seneca, Steuben, Wayne and Yates Counties
417 Liberty Street, Penn Yan, NY 14527
315.536.5134

Cornell Cooperative Administration:

1. Budget Submitted
2. Legislative Luncheon September 12
3. Annual Meeting: December 1 [Elks Club]

Social Media Pages



12:00am 3:00am 6:00am 9:00am noon 3:00pm 6:00pm 9:00pm

- Overview
- Promotions
- Likes
- Reach
- Page Views
- Actions on Page
- Posts**
- Events
- Videos
- People
- Local
- Messages

All Posts Published

Search...
■ Reach: Organic / Paid
 ■ Post Clicks
 ■ Reactions, Comm

Published	Post	Type	Targeting	Reach	Engagement
09/16/2016 10:02 am	Cornell University Cooperative Extension Yates County's cover ph			3	0 0
09/14/2016 12:42 pm	From the Legislative Luncheon, a video presentation from Invasiv			61	3 1
09/14/2016 9:16 am	http://www.flit.org/savemoreland/video-a-conservation-story/			43	3 0
09/12/2016 10:09 am	Today is the 2016 Legislative Luncheon. While this event is closed			117	6 2
09/09/2016 8:38 am	On behalf of the educators, staff, and board members of Cornell C			78	14 4
09/08/2016 9:18 am	https://www.youtube.com/watch?v=bW747eyVJ_k The latest episo			74	4 3
09/07/2016 11:52 am	Nut Tree Orchard Public Tour Date: Saturday, September 24, 20			265	12 5
09/06/2016 4:00 pm	http://pallensmith.com/2015/02/19/what-to-plant-in-your-fall-veget			34	0 0
09/06/2016 8:45 am	Cornell University Cooperative Extension Yates County shared W			29	3 0
09/02/2016 2:30 pm	Labor Day weekend isn't the only thing predicting warm temperatu			103	6 0
09/01/2016 12:33 pm	In observance of Labor Day, CC E-Yates County office is closed M			92	5 0
08/31/2016 10:44 am	Cornell University Cooperative Extension Yates County shared Fi			57	1 0
08/30/2016 1:03 pm	Cornell University Cooperative Extension Yates County shared N			41	2 1
08/29/2016 10:33 am	On Monday, September 12, Cornell Cooperative Extension of Ste			131	6 0
08/28/2016 8:13 pm	Cornell University Cooperative Extension Yates County shared C			31	0 0

Page		Messages	Notifications	Insights	Publishing Tools		Settings		
<ul style="list-style-type: none"> Overview Likes Reach Page Views Actions on Page Posts Events Videos People Local Messages 	Reach: Organic / Paid Post Clicks Reactions, Comments		Published	Post	Type	Targeting	Reach	Engagement	
	07/15/2016 4:00 pm		Photos from Cornell University Cooperative Extension Yates County			41		3 0	
	07/14/2016 7:28 pm		Timeline Photos			89		0 1	
	07/14/2016 8:40 am		Cornell University Cooperative Extension Yates County shared Y			6		0 0	
	07/13/2016 7:24 pm		Come visit the Master Gardener table! Get free seeds and take p			13		0 1	
	07/12/2016 7:31 pm		Come and see the Fairy Gardens (Gnome homes and beach hot			12		0 1	
	07/12/2016 2:48 pm		The Yates County Fair is in full swing! Click the link below to get t			28		5 1	
	07/11/2016 7:05 pm		Volunteers, student exhibitors and staff are getting the 4H Exhibi			95		12 2	
	07/09/2016 11:28 am		KLA Annual Meeting summary photos of presenters			68		5 0	
	07/09/2016 10:46 am		Cornell University Cooperative Extension Yates County was live.			162		3 1	
	07/09/2016 10:44 am		Dr. Tim Sellers (Keuka College Limnologist and KLA water quali			144		0 1	
	07/09/2016 10:15 am		Thanks to Yates Sheriff Ron Spikes for supporting the establish			158		0 0	

Program Updates
Cornell Cooperative Extension of Yates County
Arlene Wilson, Executive Director
Governmental Operations Meeting
October 3, 2016

TANF Life Skills Program

- Vallie has completed 12 workshops to date and has scheduled out all of her 17 workshops, with a final workshop date of November 2nd. All remaining workshops will be with JRT, except for 1, which is planned with the Finger Lakes Parent Network.
- Vallie and Jen met with the Workforce Development Job Coaches to brainstorm ideas for workshops for the coming year. Workforce would like to change up/offer more programming opportunities.
- Vallie has enrolled 3 families this month for 1:1 programming from both self-referrals and referring agencies.
- Vallie continues to attend Tier 1 meetings to promote her programming and seek referrals.
- Our Life Skills programming was highlighted at the Legislative Lunch via a display with our comparometer and handouts emphasizing cost savings tips.

Community Nutrition

- Barb helped staff the Baby Café on September 1st and also completed a 3 day Breastfeeding Management Course from September 19th – 21st. This course served as continuing education credit to assist in her role as a Certified Lactation Counselor.
- Food Preservation questions have been coming in and Barb continues to provide answers as our in house Master Food Preserver.
 - Barb also taped 2 installments on food preservation for the Cooperative Extension Connections for WENY.
 - A Food Preservation Workshop is planned for September 27th, featuring applesauce preservation.

4-H and Youth Development

1. August 15th – September 5th – NYS Fair
 - 31 exhibits were sent for judging by 17 youth: 2 exhibits earned rosettes
 - 18 exhibits were sent for display by 15 youth
 - 3 youth with an adult volunteer spent 4 days engaged in leadership opportunities such as staffing our county's booth, offering hands-on activities for fair-goers, and representing 4-H to the public.
 - Yates County sent 4 equine exhibitors and 1 goat exhibitor to compete in animal science competitions.
 - Animal Science Results:

- Dressage Training Level Test 1
 - Katie – 9th (Jr.), Melissa 3rd (Sr.), Bekah – 7th (Sr.)
 - Dressage Training Level Test2
 - Katie – 9th (Jr.), Melissa – 7th (Sr.)
 - Dressage Equitation
 - Bekah – 9th (Sr.)
 - Dressage Training Level Test 3
 - Katie – 2nd (Jr.), Melissa – 3rd (Sr.), Laura – 8th (Sr.), Bekah – 9th (Sr.)
 - Hunt Seat Trail
 - Katie – 6th (Jr.), Melissa – 2nd (Sr.), Bekah – 5th (Sr.)
 - Western Riding – Bekah – 3rd (Sr.)
 - Western Pleasure Pony – Bekah – 4th
 - Western Road Hack Pony – Bekah – 4th
 - Western Horsemanship Pony – Bekah – 6th
 - Sweetheart Barrels Pony – Laura 7th
 - Straight Line Barrels Pony – Laura 9th
 - Cloverleaf Barrels Pony – Laura 10th
 - Senior Hippology – Bekah 2nd, Team 1st (Qualified for Nationals)
 - LaMancha Doe Kid 3 ½ - 5months – Ginny – 3rd
 - Nubian Doe Kid – 3 1/2 – 5 months – Ginny – 4th
 - Nubian doe kid 16-24 months – Ginny 3rd and 7th
 - Nubian 1-2 year doe, in milk – Ginny- 2nd
 - Jr. Showmanship (Meat) – Ginny – 8th
 - Boer kid 3 ½ - 6 months, percentage – Ginny – 3rd and 4th
 - Boer Kid 3 ½ -6 months, full blood – Ginny – 4th
 - Boer Doe 2 – 4 years, kidded – 3rd
 - Boer Doe 4 years and older, Kidded – 3rd
2. September 9th – 11th – NYS 4-H State Shoot at 4-H Camp Wyomoco.
 - Blaise Cox competed taking 3rd place in FITA archery and 3D archery
 - This qualifies him to go to the National 4-H Shoot in June!
 3. September 13th – Archery Open Shoot – 3 youth in attendance
 4. September 20th – 4-H Parent Leader meeting – Attended by 1 leader, 2 parents, and 1 teen
 5. September 21st – International Harvesters met to make plans for the fall
 6. September 22nd – Conservation Field Days – Barb attended with a display on bird migration.
 7. September 22nd – Started afterschool programming with the Dundee Extended School Day Program. Barb is doing a cooking series with teens and pre-teens.
 8. September 26th – 4-H Teen meeting
 9. September 30th – Applesauce Preservation Workshop
 10. October 2nd – Nature Walk – highlighting 2 4-H Citizen Science projects

11. October 2nd – 8th – National 4-H Week
 - Banner on Main Street in Penn Yan
 - Display in lobby of County Building
 - 4-H information sent home to students
12. 4-H Shooting Sports receive a \$500 donation from the Canandaigua Tea Party Patriots, who have recently disbanded and chose to donate their remaining treasury funds to our shooting sports program.
13. A couple from Himrod (Bob and Sandy Ahnert) have donated a beef steer to our 4-H program. Ben and Ryan Clark will be receiving a young beef steer to raise and show in the 2017 Yates County Fair.
14. Barb is currently completing an Integrating Inquiry for Educators: Building Student Science Practices on-line course through the Lab of Ornithology.
 - This includes webinars, self-paced study of materials and curriculum, assignments, and quizzes

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Legislative Luncheon:

On September 12th, thirty-five Yates County Legislators and Yates governmental Department representatives attended a luncheon by CCE Yates. This biennial [every other year] event, highlights programs and services of Cooperative Extension. **Dennis Carlson** presented on the collaborative work of the Keuka Lake Association and CCE on the Boat Steward Program and its outcomes year over year. **Emily Staychock** provided a presentation on the current invasive species that are being successfully managed/eradicated and new ones that are being studied for remediation and removal strategies.

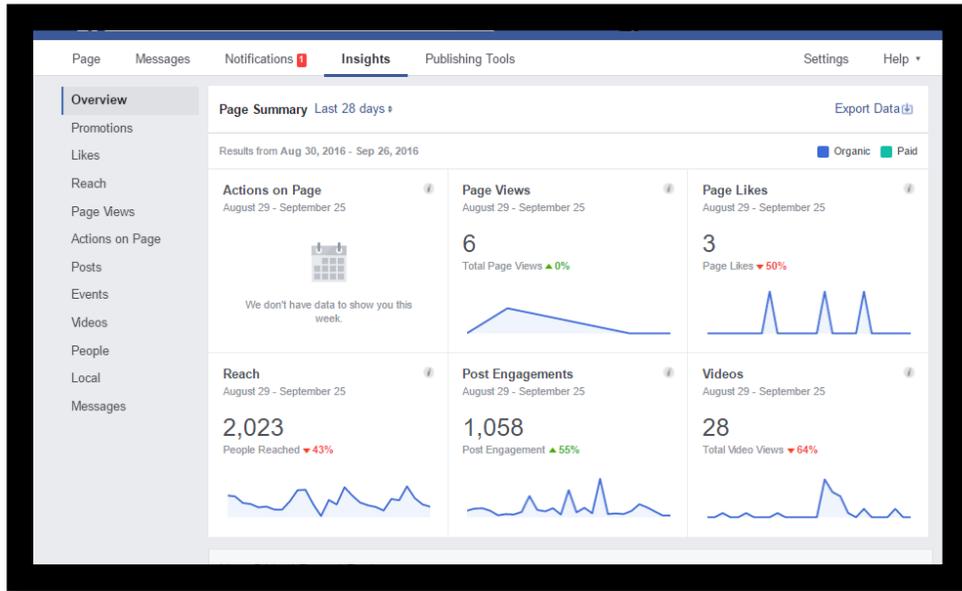
The foods provided were locally sourced. Meals and appetizers were prepared by CCE staff; recipes are available at the CCE office.



Cornell Cooperative Administration:

1. Annual Meeting: December 1 [Elks Club]

September Social Media Pages



Published	Post	Type	Targeting	Reach	Engagement
09/23/2016 5:35 pm	Cornell University Cooperative Extension Yates County shared yo	Image	Public	0	0
09/23/2016 4:30 pm	The temperatures outside may be getting cooler, but that doesn't	Image	Public	92	1
09/22/2016 1:29 pm	Another year, another successful Conservation Field Day. We woul	Image	Public	42	3
09/22/2016 9:57 am	Today marks the 50th Annual Conservation Field Day. What a wa	Image	Public	160	5
09/21/2016 11:30 am	Rotational Grazing Pasture Walk: "Planning Even In A Drought" Fri	Image	Public	21	0
09/20/2016 12:30 pm	With Fall comes changing leaves, apple picking, cooler temperat	Image	Public	111	1
09/16/2016 1:30 pm	We are just a stone's throw away from \$2,000. Click the donate bu	Image	Public	109	6
09/16/2016 10:02 am	Cornell University Cooperative Extension Yates County's cover ph	Image	Public	20	0
09/14/2016 12:42 pm	From the Legislative Luncheon, a video presentation from Invasiv	Video	Public	71	3
09/14/2016 9:18 am	http://www.flit.org/savemoreland/video-a-conservation-story/	Link	Public	43	3
09/12/2016 10:00 am	Today is the 2016 Legislative Luncheon. While this event is closed	Image	Public	117	6
09/09/2016 8:38 am	On behalf of the educators, staff, and board members of Cornell C	Image	Public	78	14
09/08/2016 9:18 am	https://www.youtube.com/watch?v=bW747eyV_k The latest episo	Video	Public	74	4
09/07/2016 11:52 am	Nut Tree Orchard Public Tour Date: Saturday, September 24, 20	Image	Public	293	14
09/06/2016 4:00 pm	http://pallensmith.com/2015/02/19/what-to-plant-in-your-fall-veget	Link	Public	34	0



CORNELL small FARMS PROGRAM

Related Posts:

Summer 2016 Quarterly

[Cornell Small Farms Update 2016](#)

[Know Your Costs](#)

["One Stop Shop" – Starting a New York Winery](#)

[Farmers Should Know Their Responsibilities, Workers Their Rights](#)

[Incorporating Forage Brassicas into a Grazing System](#)

[Successful Farm Succession](#)

[DIY Farm Fixes: Conflict](#)

[Northeast Ag Safety & Health Coalition Meets for their Second Annual Meeting](#)

[Cornell Crop and Pest Management Guidelines – A Management Tool for Small Farmers](#)

[Making Connections through Soil Health](#)

[Crucifer Cover Crops for Small Farms](#)

[Climate Smart Farming](#)

[Old Order Farmer has Ivy League Role](#)

[A Frosty Night from a Young Farmer's Perspective](#)

[Pig Production Grows Quickly](#)

[Certified Naturally Grown offers Mushroom Certification Program](#)

[A Vegetable Farm Covered in Green](#)

[Bloom Where You're Planted: Local Farmers Purchase Conserved Land](#)

OLD ORDER FARMER HAS IVY LEAGUE ROLE

by R.J. Anderson

In Penn Yan, NY, commercial vegetable grower Nelson Hoover does not own a car, a computer or a PhD. In fact, as a member of the Groffdale Conference Mennonites, Hoover's formal schooling ended after eighth grade. But, for over a decade, the 28-year-old has been at the forefront of vegetable growing innovation in the Finger Lakes region. He's also one of the Cornell Vegetable Program's (CVP) most trusted research and outreach partners.



Nelson Hoover, a Mennonite farmer from Penn Yan, New York who conducts research trials with Cornell Cooperative Extension educators, waters grafted tomatoes in one of his two greenhouses.

Sitting on just 3.8 acres, Hoover's tidy five and a half year old farm is just a stones throw from rolling hillside vineyards that overlook Keuka Lake. Pulling into the driveway, visitors are greeted by a modern barn that houses a horse and buggy. Across the driveway, a swing set where his two young daughters play stands next to the entrance of the family home. A pair of cats wander about.

Behind the barn sits the heart of Hoover's growing operation: a trio of plastic-covered, climate controlled high

tunnels. Spanning 30 feet wide and stretching more than 100 feet long, the tunnels along with his two greenhouses lengthen Hoover's growing season and give him more control over the production process.

"The high tunnel and greenhouse system allows me to do three things," says Hoover. "The controlled environment helps me optimize yield, have better control of the quality of the fruit, and take advantage of higher market prices generated by early season demand."

In addition to bringing his own fruit to market, Hoover specializes in starting early-season plants for other commercial growers. This past March, he sold plants to growers from as far away as the Ohio-Kentucky border.

"What's unique about Nelson's operation is that he's a successful wholesale grower operating on just a few acres," says Judson Reid, a Cornell-trained horticulturalist and CVP Extension Vegetable Specialist. "The high tunnels help minimize his footprint and allow him to get the most bang for his buck through intense crop turnover."

They also make him an ideal research partner for CVP. A Cornell Cooperative Extension regional agriculture team, CVP assists farmers in 12 western New York counties—the largest vegetable producing region in the state—by helping them apply Cornell research and expertise to their local growing operations.



Cordelia Hall and Judson Reid (center) of CCE's Cornell Vegetable Program collaborate frequently on research trials with Penn Yan, New York Mennonite farmer Nelson Hoover.

Two of those counties, Yates and Seneca, are home to high concentrations of Old Order communities. Within these communities, Amish and Mennonite vegetable farms have experienced significant growth in both numbers and influence in recent years. They now operate 99 percent of the dairy farms in the area, and a Mennonite-run produce auction is the region's largest.

Working to maximize vegetable quality and output in Yates and Seneca Counties is Reid, who specializes in small farm operations and high tunnel growing. Over the years, he has become one of the region's most trusted agriculture education voices—even within those communities typically separate from outside influence.

"Jud is recognized as a resource through his programming and his work getting the state's produce auctions going," says Hoover, who estimates he and Reid have known each other for 16 years – back to when Hoover's father, Howard, began sharing his first high tunnel designs with CCE educators. "Jud's research and knowledge carry a lot of weight in this community and others. A lot of growers around here factor Jud's insight into what type of varieties they plant and sell and how they use their high tunnel space."

Though CVP's science is respected across the state, Reid recognizes the success of his team's work ultimately is seeded in the interpersonal relationships cultivated by its educators. "Without earning trust and buy-in from our constituents, CVP's expertise would be wasted," says Reid. "By no means do I work exclusively with Old Order farmers; it's just that in this area they happen to own the majority of vegetable-growing operations. So it's important I spend time learning their techniques and gauging their results. Our research is a two-way street."

One of the keys to accessing that street has been Reid's successful work with Hoover, with whom he conducts two to three research trials a year.

"Nelson's farm is ideal for researching whether a technique can be implemented on a wider scale," says Reid. "Because he is such a competent technician and fastidious record-keeper on what grows and sells well, I have real-life data that I can present to other farmers in the region as well as farmer groups throughout the state in the form of educational programming."

Together, Reid and Hoover have conducted trials in areas such as pest management, disease resistance and crop revenue maximization. A recent project examined optimal practices for growing hanging baskets of flowers in combination with tomato plants.



Old Order farmer Nelson Hoover and Cornell Vegetable Program Educator Judson Reid evaluate a high tunnel tomato plot at Hoover's Penn Yan, New York farm.

"That one was very successful," says Reid. "We measured if the shade created by hanging baskets impacted tomato yield while also collecting data on the overall economic performance of the high tunnel with both crops. We found that hanging baskets at a density of 16 square feet per basket allowed Nelson to maximize the yield of his greenhouse space without limiting yield of his in-ground crop."

The success of those trials also has mutually benefitted Nelson and CVP.

And it's also helped Reid and his colleagues build credibility with other Old Order farmers.

"By seeing the output that results from our relationship with Nelson, other Mennonite and Amish farmers are more apt to interact with our program to exchange ideas and information," Reid says. "Forty out of the 41 high tunnels in Yates County are on Old Order farms, so those relationships are extremely important for furthering and sharing our research."

Reid recognizes, however, that data points alone are not enough to earn buy-in from practitioners of Old Order faiths, and he's spent years studying the customs and conventions of Amish and Mennonite cultures. Most of his breakthroughs, though, can be traced to a willingness to roll up his sleeves and get his hands dirty.

"Early in my career, I would spend entire days on Amish and Mennonite farms pruning and harvesting tomatoes right alongside the growers like Nelson's father," says Reid. "That led to getting invited in for a meal or to sit down for a cup of coffee on the porch and laid the groundwork for more involved interactions down the road.

"Over the years, I've been fortunate to develop friendships within those communities which has led to getting invited to events such as weddings, funerals and baptisms," continues Reid. "Accessing those social circles has further allowed me to understand the subtleties of how to move in those communities without offending people. Doing so has yielded some outstanding and important research and fulfilling friendships."

Like all tunnel growers, Nelson Hoover is focused on expanding and maximizing his spring and fall growing windows. But he also puts a lot of effort into improving the high tunnel soil during the winter. To help facilitate that, he grows winter grains such as barley and triticale.

"Few other growers are doing cover crops in their high tunnels," says Reid. "It's



Penn Yan, New York vegetable farmer Nelson Hoover adjusts the height of a sidewall on one of his three high tunnels. The tunnels are frequently used to conduct research trials with Cornell Cooperative Extension educators.

another unique aspect of Nelson's farm."

For Hoover, cover crops represent a vital step in protecting the indoor soil that supports his livelihood. "Soil care is supremely important to me and cover crops are a big part of that," he says. "I've found that the triticale is good for feeding the biology of the soil, managing its nutrients and the addition of vegetative material improves its physical state.

"Watering it regularly is also key," Hoover adds. "It's important to keep the soil moist so that the biology stay active. You have to treat soil as an active as living system. When it gets dry, the biology is turned off—and that's a very bad thing."

R.J. Anderson is a communications specialist/staff writer for Cornell Cooperative Extension.



Claire Cekander category: High Tunnels

posted: 07/5/16 8:00 AM by Claire Cekander

[1 Comment](#)

COMMENTS

ONE THOUGHT ON "OLD ORDER FARMER HAS IVY LEAGUE ROLE"



1. *David Reid* says:

July 6, 2016 at 8:11 am

The dynamic of these two men working together, farmer and extension specialist, is based on the personal integrity of each person.

There is a direct connection between what they say and what they do.

Leave a Reply

Your email address will not be published. Required fields are marked *

Comment

Anti-spam*

To prove you are a person (not a spam script), type the words from the following picture or audio file.



Name *

Email *

Website

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Small Farms
News &
Events



YATES COUNTY INFORMATION TECHNOLOGY

417 Liberty Street, Suite 2027

Penn Yan, New York 14527

Phone: 315-531-3444

Fax: 315-531-3226

MEMORANDUM

To: Government Operations Committee

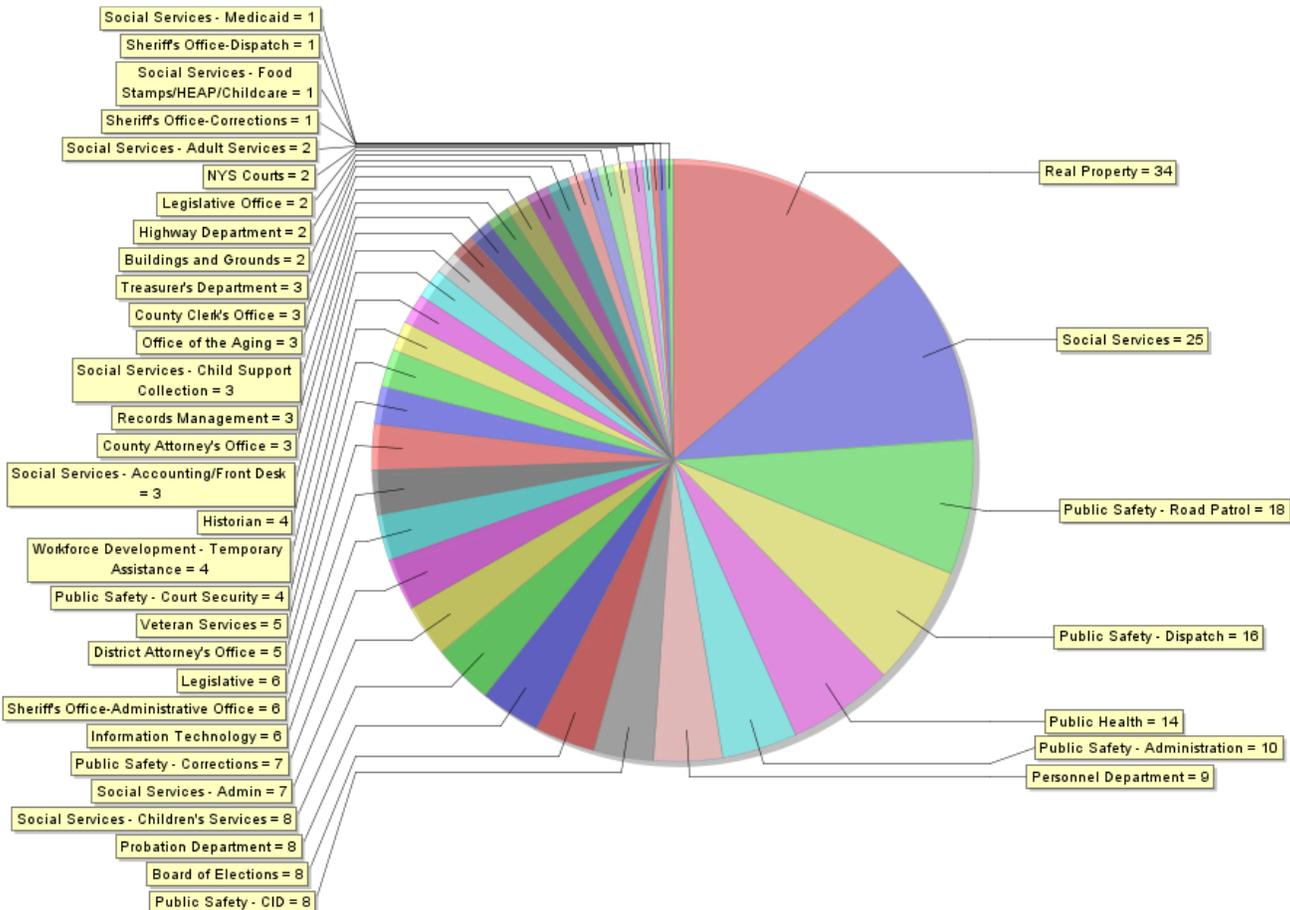
From: Tim Groth
I.T. Director

Date: September 27, 2016

Re: Report for September 2016

Help-Desk calls

In the month of August the helpdesk took in a total of 247 calls.



2016

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Count
Board of Elections	8	7	18	7	19	9	12	8	88
Buildings and Grounds	0	0	0	4	1	7	7	2	21
Community Services	0	0	1	0	1	0	0	0	2
Conflict Defender	0	0	1	0	0	1	0	0	2
Cornell Cooperative Ext.	0	0	0	0	1	7	4	0	12
County Attorney's Office	0	0	0	3	2	2	1	3	11
County Clerk's Office	3	1	1	5	4	9	5	3	31
District Attorney's Office	2	5	0	5	11	16	3	5	47
Highway Department	1	3	0	2	3	6	3	2	20
Historian	2	1	0	1	5	10	4	4	27
Information Technology	1	7	3	2	3	6	5	6	33
Legislative	7	7	6	9	5	8	12	8	62
NYS Courts	0	0	0	0	0	11	1	2	14
Office of the Aging	0	1	0	0	2	5	7	3	18
Personnel Department	22	16	8	13	13	9	7	9	97
Planning	0	0	1	0	1	0	0	0	2
Probation Department	3	4	10	1	6	14	8	8	54
Public Defender	0	1	0	0	0	0	0	0	1
Public Health	9	14	28	23	34	27	12	14	161
Public Safety - Administration	21	16	5	14	8	28	21	16	129
Public Safety - CID	5	4	0	10	3	10	5	8	45
Public Safety - Corrections	5	7	17	18	13	27	9	8	104
Public Safety - Court Security	1	4	2	5	4	4	2	4	26
Public Safety - Dispatch	18	32	17	28	14	23	14	17	163
Public Safety - Marine Patrol	3	1	0	0	1	0	0	0	5
Public Safety - OEM	3	2	3	1	1	4	3	0	17
Public Safety - Road Patrol	5	14	24	15	12	8	7	18	103
Real Property	9	3	21	18	19	30	16	34	150
Records Management	0	0	0	0	0	0	0	3	3
Social Services	45	41	45	68	57	106	45	50	457
Soil and Water	0	1	1	0	0	3	0	0	5
Treasurer's Department	1	3	11	7	3	7	9	3	44
Veteran Services	2	1	2	2	1	7	11	5	31
Workforce Development	10	5	8	3	6	23	4	4	63
Count	186	201	233	264	253	427	237	247	2048

2016 Email & Internet Statistics

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
<u>Traffic Summary</u>								
Inbound Messages	61014	72288	142483	104743	142459	66523	65980	82027
Average Inbound Messages / hour	82	103.9	191.8	145.5	191.5	92.4	88.7	110.3
Outbound Messages	10175	10404	12101	10956	10333	10750	24181	20998
Average Outbound Messages / Hour	13.7	14.9	16.3	15.2	13.9	14.9	32.5	28.2
<u>Bandwidth Summary</u>								
Inbound Total Bandwidth	4.1 GB	4.4 GB	4.4 GB	4.4 GB	4.5 GB	4.7 GB	4.7 GB	5.0 GB
Average Inbound Message Size	69.7 KB	63.2 KB	32.6 KB	44.4 KB	33.3 KB	74.4 KB	73.9 KB	63.8 KB
Outbound Total Bandwidth	1.6 GB	2.4 GB	2.6 GB	3.3 GB	2.5 GB	2.9 GB	1.9 GB	2.4 GB
Average Outbound Message Size	162.9 KB	237.5 KB	228.4 KB	315.5 KB	248.9 KB	281.0 KB	83.8 KB	118.6 KB
<u>Inbound Threat Summary</u>								
Total Viruses	285	635	2152	474	1144	499	339	671
Infection Rate	1/214	1/114	1/66	1/221	1/125	1/133	1/195	1/122
Total Spam Identified	10002	9837	10806	12092	8602	4287	4412	5083
Spam Volume	16.4%	13.6%	7.6%	11.5%	6.0%	6.4%	6.7%	6.2%
Spam Beacons Detected	40152	41462	46266	43261	42832	43219	48063	52225
Content Policy Violations	0	0	0	0	0	0	0	0
Attachment Policy Violations	12	19	539	164	301	18	45	156
<u>Outbound Threat Summary</u>								
Total Viruses	0	0	0	0	0	0	0	93
Infection Rate	0/10175	0/10404	0/12101	0/10956	0/10333	0/10750	0/24181	1/226
Total Spam Identified	37	116	52	80	288	82	68	159
Spam Volume	0.4%	1.1%	0.4%	0.7%	2.8%	0.8%	0.3%	0.8%
Content Policy Violations	10	16	11	25	30	29	24	28
Attachment Policy Violations	0	4	0	0	0	0	0	0
<u>Attachment Summary</u>								
Average Attachment Size	143.3 KB	162.5 KB	178.3 KB	213.9 KB	180.9 KB	224.2 KB	233.4 KB	221.1 KB
Executables	9	1	3	6	2	0	20	3
Scripts	5	13	535	157	299	11	27	153
Office Documents	2866	3946	3846	3029	3082	3537	2397	2635
Audio	0	17	28	25	7	14	13	10
Images	16975	17800	14032	14389	15584	12730	10625	12903
Compressed Archives	42	70	588	228	484	65	63	192

To: Government Operations Committee
From: Bob Brechko, Amy Daines
Date: September 29, 2016
Subject: Monthly Report for October 2016 Meeting
State Legislative Update: Nothing to report.

September Accomplishments:

- Held a training class for new Inspectors on September 8th to work in the Primary.
- Held the State and Local Primary on September 13th. Canvas the returns of the Primary and certify the Election September 27, 2016.
- Prepared and mailed the ballot for the Military and Special Federal overseas voters for the Federal Candidates for the General Election.
- Presented our 2017 Budget.
- Held voter registration at the local high schools on September 27th observing National Voter Registration Day. We registered 6 people. We were set up outside the cafeterias during their lunch hour.

October Objectives:

- Produce the State and Local portion of the General Election ballot and mail it to the Military voters by October 7th.
- Prepare for Audit by the State of the Voting Systems.
- Produce the General Election ballot for non-military absentee voters and mail them to current list of absentees.
- Prepare for the Budget workshop.
- Hold at least one more Inspector training for new Inspectors needed for November.
- Hold mandatory voter registration on October 13th and 15th.

Please stop by our office to discuss these topics or any others that may be of concern. Thank you.

INTER-OFFICE CORRESPONDENCE

YATES COUNTY

TO: Mark Morris, Chair
Legislators Government Operations Committee

FROM: Lois Hall, County Clerk

SUBJECT: Updates—County Clerk's Office

DATE: September 27, 2016

STATISTICAL REPORTS

January 2016 through August 2016, Statistical Report, including two- year prior totals for transactions processed in the Recording Office, is attached. Also, the DMV report indicating collections from January through August 2016 with 13-month comparison.

On September 19, 20 and 21 we attended the NYSACC conference in Saratoga Springs. It was very informative.

Items that were discussed: Legislative Agenda, Flat Fees, DMV, Invasive Species, and CPLR Changes.

A letter from County Clerk Betsy Larkin, has been sent to Governor Cuomo in response to the sweeping of funds from the Local Government Records Management Improvement Fund (LGRMIF) to the General Fund. The County Clerk Association believes that a united effort by the Clerks, Town Clerks, etc. may have an impact on this sweeping of funds from this designated fund by signing into law S6708/A10527. It was asked if all could make an effort to communicate with the Governor's office if regards to this.

Numerous CPLR regulations and rulings were addressed. These are New York Civil Practice & Procedures.

Invasive Species information was given out. I have information from Adirondack Landowners Association or they can be contacted directly e-mail tom@westrick.com or call 518-828-4240.

DMV

Real ID is on hold until after the election. Starting in October 2020 all New Yorkers will need a REAL ID compliant license or ID to board a domestic flight or enter a federal building without secondary forms of identification, as per the Department of Homeland Security.

EDL licenses and ID's are compliant to board a domestic flight now but are also accepted for re-entering the U.S. at land and sea borders to demonstrate U.S. citizenship. The EDL is the only document produced by New York State that serves such a purpose. These documents are accepted for access to federal buildings also. If you already have an EDL license or ID now, you would not be required to obtain the REAL ID in 2020. Anyone can obtain an EDL with the proper identification requirements. The cost is \$30.00 at the time of renewal or \$ 42.50 at any other time.

REAL ID information is available in my office for your information.

Discussion was that the revenue sharing bill A8201 and S4964A for increasing our share of DMV fees from 12.7% to 25% will be addressed again.

New access to the DMV help desk is available when systems go down. Hopefully this added support will help.

2016	2016	2016	2016	2016	2016	2016	2016	2016	2015	2015	2015	2015	2015
	JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUGUST	AUG	SEPT	OCT	NOV	DEC
VEHICLE REGISTRATIONS	907	882	1390	1629	1495	1313	1029	1091	1047	887	1080	1392	1536
2 YR ORIGINAL	84	172	182	164	192	167	174	184	181	157	175	108	123
2 YEAR RENEWAL	240	294	373	393	383	381	337	382	342	319	350	271	260
BOATS	11	24	58	106	207	236	145	94	86	48	12	10	15
SNOWMOBILES	74	17	1	0	0	0	3	5	0	10	8	19	41
MISC	47	64	55	90	109	94	77	69	59	26	63	46	31
INTRANSIT PERMIT	0	0	1	1	1	3	4	1	3	1	1	2	2
DUP TITLE	13	14	23	21	19	25	19	16	25	20	24	31	10
TITLE ONLY IRP	15	13	14	12	17	9	12	10	11	12	7	9	2
LICENSES	136	127	160	146	162	199	178	191	139	184	168	126	130
PHOTO ID	26	29	36	42	31	33	35	35	40	23	43	18	39
LICENSE ABSTRACTS	22	22	32	23	26	28	29	30	28	27	21	20	13
PERMITS	23	39	60	69	75	75	43	58	54	40	45	32	25
PLATE SURRENDER	155	168	178	171	177	176	172	194	182	190	237	223	164
DUPLICATE SURRENDERS	6	6	13	20	20	21	4	16	18	8	17	8	11
PLATES SURRENDER FS	45	42	44	24	36	47	42	36	40	38	32	37	40
FS CIVIL PENALTY	13	15	12	7	8	14	7	8	14	15	15	12	11
AMOUNT	\$ 2,508.00	\$ 1,666.00	\$ 3,040.00	\$ 776.00	\$ 966.00	\$ 2,138.00	\$ 1,524.00	\$ 1,716.00	\$ 1,712.00	\$ 2,428.00	\$ 2,740.00	\$ 2,210.00	\$ 1,740.00
INQUIRY LETTER NO LAPSE	0	0	1	0	0	0	0	0	0	1	0	1	0
FS RECISION	0	1	0	0	1	0	0	1	0	2	1	1	0
DRA	18	23	18	13	18	15	14	14	13	16	21	10	16
AMOUNT	\$4,425.00	\$7,175.00	\$4,275.00	\$3,225.00	\$3,525.00	\$4,650.00	\$2,850.00	\$3,875.00	\$3,150.00	\$ 4,700.00	\$ 4,125.00	\$ 2,350.00	\$3,485.00
ESCORT CERTIFICATION	0	0	\$0.00	0	1	0	0	0	0	1	0	0	0
ESCORT CERT FEES	\$				\$ 40.00					\$ 40.00			\$ 80.00
CIVIL PENALTY	0	1	0	0	1	0	2	1	3	1	0	1	1
AMOUNT	0	\$750.00	\$0.00	0	\$750.00	\$0.00	\$1,250.00	\$750.00	\$ 1,625.00	\$500.00	0	\$500.00	\$500.00
LICENSE COMPLIANCE	10	11	7	7	5	11	18	9	20	6	2	12	12
\$25.00 SUSPENSION TERM	6	8	6	3	2	6	12	7	11	3	2	7	7
DDP PROGRAM	3	2	0	2	1	5	3	1	5	2	0	4	2
CONDITIONAL LICENSE	1	2	0	0	2	1	3	1	2	1	1	1	2
RESTRICTED LICENSE	2	3	5	2	2	1	3	0	1	2	3	1	2
FULL LICENSE RESTORED	9	10	9	10	7	5	10	4	12	2	2	4	4
CONDITIONAL LICENSE	2	3	1	5	0	0	2	1	5	2	2	4	0
RESTRICTED LICENSE	4	1	2	2	2	2	1	2	7	0	2	0	0
SALES TAX RECEIPTS	159	221	307	306	368	410	346	335	320	246	229	176	185
SALES TAX ONLY RECEIPTS	15	15	15	16	18	9	12	10	13	13	9	11	13
VOTER REGISTRATION - YES	14	9	18	8	23	31	25	28	16	21	18	11	20
FEE PAYMENT RECEIPTS	24	35	34	44	45	46	28	31	23	35	43	28	28
FEES TO STATE (DMV)	\$45,530.78	\$34,659.73	\$53,550.14	\$38,374.41	\$43,961.07	\$42,582.34	\$32,597.03	\$37,153.86	\$39,174.73	\$39,916.94	\$38,409.36	\$48,824.69	\$79,096.26
SALES TAX	\$26,766.86	\$26,423.83	\$63,325.76	\$42,295.68	\$50,860.67	\$44,233.13	\$41,455.05	\$36,872.78	\$52,496.52	\$32,963.47	\$36,019.97	\$34,687.89	\$29,357.24
CREDIT CARD PAYMENT	\$36,194.24	\$48,051.41	\$65,501.29	\$72,742.87	\$76,313.55	\$73,901.84	\$62,170.13	\$66,537.99	\$56,489.69	\$48,876.39	\$55,697.81	\$40,179.14	\$53,839.90
FEES TO COUNTY (DMV)	\$11,383.73	\$12,217.55	\$16,559.57	\$15,377.47	\$16,601.43	\$16,356.90	\$13,202.51	\$14,371.39	\$13,219.68	\$12,320.17	\$13,112.33	\$12,482.17	\$18,807.84
FEES TO COUNTY (ST)	\$147.00	\$220.00	\$287.00	\$291.50	\$334.00	\$374.00	\$302.50	\$315.50	293.00	\$243.00	\$215.50	\$171.50	\$186.00
TOTAL REVENUES	\$129,039.61	\$121,572.52	\$199,223.76	\$169,081.93	\$188,070.72	\$177,448.21	\$149,727.22	\$155,251.52	\$161,673.62	\$134,319.97	\$143,454.97	\$136,345.39	\$181,287.24

Department, Group, Class Statistical Report

Yates County, Lois E. Hall, Yates County Clerk

(Aug 01, 2016 thru Aug 31, 2016)

	08/01/2016	08/31/2016	08/01/2015	08/31/2015	08/01/2014	08/31/2014
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Official Records

			1 Year Ago		2 Year(s) Ago	
Charge Account Pymnts						
Account Payment	6,241.82	17	8,013.50	12	6,712.46	11
	6,241.82	17	8,013.50	12	6,712.46	11
Court Fees						
Criminal Search					240.00	24
Index Number	4,620.00	22	1,680.00	8	1,470.00	7
Index Number Divorce	210.00	1	420.00	2	840.00	4
Index Number Exempt	.00	3	.00	8	.00	2
Index Number Exempt Divorce	.00	1	.00	1	.00	1
Index Number Foreclosure			420.00	2	210.00	1
Index Number Foreclosure Add Fee			380.00	2	190.00	1
Motion Exempt	.00	2				
Motion/Cross Motion	630.00	14	855.00	19	990.00	22
Note of Issue Exempt	.00	1	.00	4	.00	1
Note of Issue With RJI PD	90.00	3	150.00	5	60.00	2
Notice of Appeal			65.00	1	65.00	1
Request Judicial Inventn	1,140.00	12	760.00	8	285.00	3
RJI Exempt	.00	1	.00	2	.00	2
Stipulation of Settlement			70.00	2	135.00	1
Voluntary Discontinuance	210.00	6	350.00	10	210.00	6
Equalization Asment						
RP-5217 Commercial	4,500.00	18	3,750.00	15	4,000.00	16
RP-5217 Resid/Agric	8,250.00	66	10,500.00	84	5,875.00	47
Filing Fees						
Affidavit					15.00	3
Affidavit - Attachment	130.00	26	110.00	22	75.00	15
Agreement Deed Book					170.00	3
Assignment Deed Book	478.50	7	472.50	6	191.50	3
Boundary Line Agreement					266.00	5
Building & Loan Agreement	75.00	3	75.00	3	25.00	1
Corporation \$\$ Only	1,199.00	2			1,386.00	3
Corporation-From NY	.00	4				
County Map	6.00	2	3.00	1		
Doing Business As	350.00	14	300.00	12	275.00	11
Doing Business As - \$\$ Only	25.00	1	25.00	1	25.00	1
Doing Business As - From NY	.00	7	.00	15	.00	20
Fed Tax Lien	120.00	3	40.00	1	80.00	2
Federal Tax Lien Release	40.00	1	200.00	5	120.00	3
Lis Pendens	105.00	3	105.00	3	35.00	1
Map Filing	270.00	27	300.00	30	210.00	21
Mechanics Lien					30.00	2
Notice of Lending	30.00	2	45.00	3	15.00	1
TP-584	450.00	90	500.00	100	365.00	73
TP-584 Additional					25.00	5
Judgement Fees						
Judgment Exempt	.00	22	.00	38	.00	35
Judgment Transcript	40.00	4	30.00	3	80.00	8

Department, Group, Class Statistical Report

Yates County, Lois E. Hall, Yates County Clerk

(Aug 01, 2016 thru Aug 31, 2016)

	08/01/2016	08/31/2016	08/01/2015	08/31/2015	08/01/2014	08/31/2014
Official Records			1 Year Ago		2 Year(s) Ago	
Judgement Fees	65.00	31	30.00	41	80.00	43
Judgment Transcript Issue	25.00	5				
MISC - Other Fees	4,671.60	666	4,277.20	776	3,530.25	597
Autobill - Auto Account Print			273.00	134	237.25	115
Certificate					5.00	1
Copies and Map Copies	1,850.10	139	893.70	143	893.00	106
Coversheet	1,460.00	292	1,475.00	295	1,125.00	225
Coversheet Exempt	.00	2	.00	4		
Execution Issued	5.00	2			5.00	1
Miscellaneous Filing	93.50	17	110.00	20	66.00	12
Miscellaneous Filing No Fee					.00	2
Mortgage Tax Miscellaneous Filing	11.00	2	5.50	1		
Notary Certificate	21.00	7				
Other	36.00	17	521.00	25	479.00	15
Passport Photo	260.00	26	390.00	39	310.00	31
Photo	350.00	35	190.00	19	110.00	11
Pistol Permit	140.00	14	70.00	7		
Pistol Permit Amendment	180.00	60	144.00	48	135.00	45
Pistol Permit Duplicate	260.00	52	195.00	39	160.00	32
Pistol Permit Transfer	5.00	1	10.00	2	5.00	1
Mortgage Taxes	87,969.00	86	82,366.00	70	57,167.25	47
Mortgage Tax	87,969.00	86	82,366.00	70	57,167.25	47
Notary	40.00	2	120.00	2	720.00	12
Notary Public			120.00	2	720.00	12
Notary Public - NY	40.00	2				
Other Fees	15,258.57	108	14,302.43	111	13,678.61	106
Dept Motor Vehicle	14,154.07	23	13,006.68	21	12,645.61	21
Dept Motor Vehicle Sales Tax	331.50	23	293.00	21	264.50	21
Dept Motor Vehicle Voluntary Surrender	218.00	23	213.00	21	229.00	21
Dissolution of Marriage	30.00	6	20.00	4	20.00	4
Non Refundable Fees	33.50	10	61.25	10	79.50	16
Passport	475.00	19	700.00	28	425.00	17
Postage	16.50	4	8.50	6	15.00	6
Recording Fees	19,307.50	285	18,801.00	289	13,468.00	216
Deed	4,601.50	85	5,271.50	99	3,487.50	64
Easement	110.00	2			180.00	3
Easement Public Utility			150.00	3	100.00	2
Estate Tax Recording	273.00	6	465.00	10	182.00	4
Judgment Assignment					.00	1
Land Contract with MTGTax					.00	1
Land Contract with RETT					70.00	1
Lease	419.50	5	205.00	4		
Miscellaneous Recordings	367.00	8	320.50	6	709.00	14
Mortgage	8,658.00	84	7,165.00	68	4,664.50	46

Department, Group, Class Statistical Report

Yates County, Lois E. Hall, Yates County Clerk

(Aug 01, 2016 thru Aug 31, 2016)

	08/01/2016	08/31/2016	08/01/2015	08/31/2015	08/01/2014	08/31/2014
Official Records			1 Year Ago		2 Year(s) Ago	
Recording Fees	19,307.50	285	18,801.00	289	13,468.00	216
Mortgage Agreement	608.50	6	856.00	7	372.50	3
Mortgage Assignment	443.00	9	450.50	9	288.00	6
Mortgage Discharge	3,351.50	73	3,442.50	75	3,123.50	67
Mortgage Release			200.00	4	101.00	2
Power Of Attorney	475.50	7	275.00	4	190.00	2
Transfer Taxes	47,220.00	90	55,721.00	104	22,348.00	82
Transfer Tax	47,220.00	90	55,721.00	104	22,348.00	82
UCC	160.00	4	320.00	8	240.00	6
Uniform Commercial Code	160.00	4	320.00	8	240.00	6
Veteran Cards	.00		.00	6	.00	3
ID CARD			.00	6	.00	3
	203,861.99	1631	205,526.63	1794	135,723.07	1437

**DESIGNATION BY COUNTY OF OFFICIAL TOURISM PROMOTION
AGENCY**

RESOLVED, that the Yates County Legislature designates the Yates County Chamber of Commerce as the county's Tourism Promotion Agency (TPA) in order to apply for, receive and distribute tourism promotion funds on behalf of Yates County pursuant to the New York State Tourism Promotion Act, and be it further

RESOLVED, that this designation is effective January 1, 2017 through December 31, 2017 and be it further

RESOLVED, that the Clerk of the Legislature file a certified copy of this resolution with the appropriate agencies, including the Yates County Chamber of Commerce, and be it further

RESOLVED, that a copy of this resolution be given to the County Treasurer and the Yates County Chamber of Commerce.



YATES COUNTY PERSONNEL DEPARTMENT

417 Liberty Street, Suite 1007

Penn Yan, New York 14527

Phone: (315) 536-5112

Fax: (315) 536-5118

personnel@yatescounty.org

www.yatescounty.org

www.facebook.com/YatesCountyPersonnel

Kerry M. Brennan
Personnel Officer

Karen L. Bradley
Personnel Assistant

Government Ops Committee Agenda 10/3/2016

Notifications:

- September 7th, Blood Drive – 23 people participated
- September 15th, Online Benefits Management Training – 20 participants, additional training's will be held
- September 30th, EEO-1 report submitted
- October 11th, Workers Compensation quarterly phone conference
- October 14th, CSEA Negotiations Start
- October 19th, New Federal and State Wage and Hour Rules meeting in Pittsford

Items for Discussion:

- EAP Peak Performance
- Policy Revision – Employee Blood Donation Leave
- Policy Revision – Alternate Test Date
- Personnel Office Vacancy Report

Still in Progress:

- Pre-Employment Physicals and Policy Update
- Employee Handbook Update/Administrative Guide
- Various Policy Updates
- Health Insurance:
 - New employees Insurance Policy
 - Retiree Policy
- Local Rules Update
 - Possibly adopt NYS Civil Service Model Rules
 - Need to complete a side by side comparison

Resolutions:

- PROCLAMATION OF THE MUNICIPALITY OF YATES COUNTY DECLARING OCTOBER 16 – 22, 2016 “FREEDOM FROM WORKPLACE BULLIES WEEK”
- ADOPT POLICY AND PROCEDURE/NOTICES ON EMPLOYEE COMMUNICATION AND ABOLISH ALL PRE EXISTING EMPLOYEE COMMUNICATION POLICIES
- ADOPT ALTERNATE TEST DATE POLICY AND ABOLISH ALL PRE EXISTING ALTERNATE TEST DATE POLICIES

Continuing Education Resources:

The County has contracted with a company called Lynda.com for the past couple of years for the purpose of providing a leading online learning platform that helps employees learn business, software, technology and creative skills to achieve personal and professional goals. Lynda.com was implemented by IT Director Tim Groth in the hopes that the video library of engaging, top quality courses taught by recognized industry experts would be beneficial to our staff, so 30 licenses were purchased. Over the last couple of years Lynda.com has not been utilized to its full capacity and is getting minimal use.

While working with Tim on coming up with an alternative solution so the training’s he would like to see offered (i.e. cyber security, Microsoft Upgrade Trainings etc.) are incorporated into our mandatory training program we would like to offer the following:

- Reduce Lynda.com licenses from 30 – 5, in case the EAP Peak Performance option doesn’t offer something. If the EAP Peak performance is adequate, we could phase out of Lynda.com completely for the 2018 Budget. By reducing the licenses we would be going from spending \$7,800 to \$1,750.
- Implement the Peak Performance Training through our Employee Assistance Program that will enable us access to hundreds of training that include trainings for Cyber Security, Microsoft Office updates etc. The additional cost to add this to our current contract with the EAP would be \$1,500.
- In summary, by implementing the above suggestions there would be a cost savings of approximately \$4,500.
- If approved Tim and I will work with Nonie on the budget aspect of things.

Employee Blood Donation Leave Policy Revision:

It was recently brought to my attention that the Blood Donation Leave policy needs to be revised. As the policy is currently written it does not include the definition of an “employee” leaving ambiguity as to who the policy applies to. Below you will see how the policy is currently written and the suggested policy revision that the County Attorney and I have put together:

Current Language	Proposed Language
Pursuant to New York State Labor Law Section 202-j and the Guidelines for Implementation of Employee Blood Donation Leave issued by the New York State Department of Labor, an employer must either: allow an employee three (3) hours of leave time in any twelve-month period to donate blood; or allow an employee to donate blood two (2) times a year during work hours at a convenient time and place set by the employer, without use of accumulated leave time. Yates County meet’s its obligation under the law by granting employees the opportunity to donate blood, two (2) times per year, at scheduled blood drives hosted at the Yates County Office Building. Such donation shall occur during work hours, without charge to leave credits. Departments may implement specific procedures and guidelines for their employees with regard to requesting leave to donate blood.	Pursuant to and in accordance with Section 202-j of the New York State Labor Law, Yates County allows any employee, as that term is defined herein, without the use of accumulated leave time, to donate blood during work hours at least two (2) times per year by way of participation in blood drives held at the Yates County Office Building. To this end, Yates County hosts two (2) blood drives at the Yates County Office Building in any given calendar year. Should an employee choose to participate in said blood drive(s) by donating blood, he/she may do so during work hours and without charge to leave credits. Departments may implement specific procedures and guidelines for their employees with regard to requesting leave to donate blood as set forth above. For the purposes of this Employee Blood Donation Leave policy, the term “employee” shall mean a person who is i) employed by Yates County and ii) works for an average of twenty (20) or more hours per week pursuant to said employment.

PERSONNEL OFFICE VACANCY REPORT

<i>Vacancy Report</i>							
Vacant Position	Account Number	Department	Personnel Status	Vacancy Start Date	Position Status	New Hire - Recent Activity	Current Staffing Level
						9/2016	
Administrator	A1230.51035	Administrator	FT – 40 Hrs	12/5/2015	Employee started 9/6/2016	1	1
Cook	A3150.51975	YCSO - Jail	PT – 17 Hrs	6/28/2016	Currently recruiting	0	1
E & T Counselor	CD6292.10A	Workforce	FT – 35 Hrs	6/30/2016	Employee started 9/6/2016	1	1
E & T Supervisor	A6010.51301	Social Services	FT – 35 Hrs	9/1/2016	Employee started 9/26/16	1	0
Deputy Elect.	A1450.51595	Elections	PT – 17.5 Hrs	8/19/2016	Elections to fill – still vacant	0	1
Deputy Sheriff	A3110.51755	YCSO – LE	Temp – 40 Hrs	10/6/2016	Temp - FT on 10/6/16 (back to 13)	0	14
ES Dispatcher	A3021.51707	YCSO – E911	FT – 40 Hrs	8/12/2015	Employee started 9/25/2016	1	7
ES Dispatcher	A3021.51714	YCSO – E911	FT – 40 Hrs	9/7/2016	Vacancy Review in October	0	7
Planner	A8020.51085	Planning	FT – 35 Hrs	2/26/2016	No activity – Current Temp	n/a	1
Public Health Nurse	A4010.51330	Public Health	FT – 35 Hrs	5/6/2016	Currently recruiting	0	3

Currently Recruiting means the Personnel Office has advertised the position and is collecting applications

<i>Continuous Recruitment</i>					
<i>(Applications are excepted on a continuous basis)</i>					
Position Title	Account Number	Department	Personnel Status	New Hire - Recent Activity	Current Staffing Level
				9/2016	
Corrections Officers	A3150.51990	YCSO – Jail	Part Time	0	9
Corrections Officers	A3190.51981	YCSO - Court	Part Time	0	5
Deputy Sheriff	A3110.51985	YCSO – LE	Part Time	0	4
Dispatcher	A3021.51986	YCSO – Dispatch	Part Time	0	1
Marine PO	A3110.51995	YCSO – LE	Seasonal	0	7

**PROCLAMATION OF THE MUNICIPALITY OF
YATES COUNTY
DECLARING OCTOBER 16 – 22, 2016 “FREEDOM FROM WORKPLACE BULLIES WEEK”**

WHEREAS, the Municipality of Yates County has an interest in promoting the social and economic well-being of its employees and citizens; and

WHEREAS, that well-being depends upon the existence of healthy and productive employees working in safe and abuse-free environments; and

WHEREAS, surveys and studies have documented the stress-related health consequences for individuals caused by exposure to abusive work environments; and

WHEREAS, abusive work environments can create costly consequences for employers, including reduced productivity, absenteeism, turnover, employee health-related expenses and if left unchecked, costly litigation; and

WHEREAS, protection from abusive work environments should apply to every worker, and not limited to legally protected class status based only on race, color, gender, national origin, age, or disability;

NOW, THEREFORE, the Municipality of Yates County hereby proclaims October 16 – 22, 2016 “Freedom From Workplace Bullies Week”.

Signature / Title

Attest:

Signature/Title (Seal)

2007 U.S. Workplace Bullying Survey

WORKPLACE BULLYING DEFINED

- as repeated mistreatment manifested as either
- verbal abuse, or
 - conduct which is threatening, humiliating, intimidating, or
 - sabotage that interferes with work or some combination of the three

THE LARGEST SCIENTIFIC SURVEY OF BULLYING IN THE U.S.

RESEARCH PARTNERS



AND



Zogby International conducted **7,740** interviews to create a representative sample of all American adults. The margin of error was +/- 1.1 percentage points.

KEY FINDINGS

- 37% of workers have been bullied
- Most bullies are bosses (72%)
- Most Targets (57%) are women
- Bullying is 4 times more prevalent than illegal harassment
- 62% of employers ignore the problem
- 45% of Targets suffer stress-related health problems
- 40% of bullied individuals never tell their employers
- Only 3% of bullied people file lawsuits

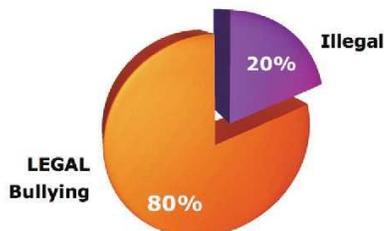
The complete results of the 2007 WBI-Zogby survey can be found online at bullyinginstitute.org.

PREVALENCE

37% of the U.S. workforce (an est. 54 million Americans) report being bullied at work; an additional 12% witness it. **49% of workers**. Simultaneously 45% report neither experiencing nor witnessing bullying. Hence, a "silent epidemic."

A DIFFERENT KIND OF HARASSMENT

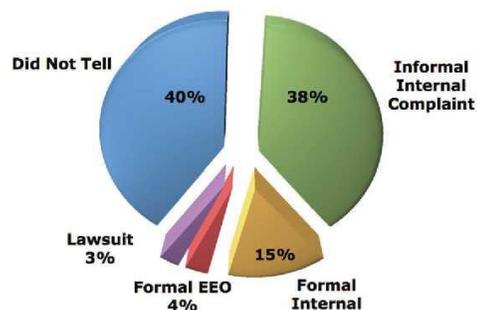
Bullying is 4 times more common than harassment (based on illegal discrimination). In only one of five bullying cases does discriminatory conduct play a role.



BULLYING DAMAGES EMPLOYEES' HEALTH

The mythology surrounding bullying is that targets complain and litigate frequently. **However, 45% of targets had stress-related health problems.** Past research found that targeted individuals suffer debilitating anxiety, panic attacks, clinical depression (39%), and even post-traumatic stress (PTSD, 30% of women; 21% of men). In addition once targeted, a person has a 64% chance of losing the job for no reason.

Despite the health harm, **40% never report it. Only 3% sue and 4% complain to state or federal agencies.**



BULLYING COSTS EMPLOYERS

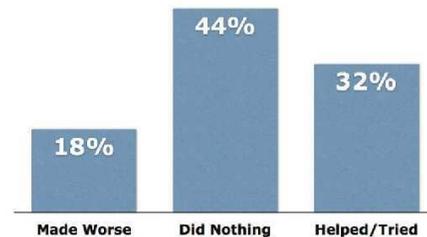
Tangible Costs

- Turnover: recruitment, interviewing, hiring
- Absenteeism/ Lost Productivity
- Workers' Compensation
- Disability Insurance: Short- & Long-Term

Intangible Costs

- Employee Sabotage
- Difficult Recruitment & Retention
- Tarnished Reputation: "Worst Place to Work"

When they are informed about the bullying, U.S. employers either worsen the problem or do nothing. Doing nothing is not a neutral act. But bullying is mostly legal and can be ignored by law.



It might take a law to compel employers to look after their self-interest.



Survey results © 2007
Workplace Bullying Institute
bullyinginstitute.org

About the Survey

The Workplace Bullying Institute (WBI) wrote the survey and commissioned Zogby International to collect data for the second representative study of all adult Americans on the topic of workplace bullying. WBI conducted the first national study in 2007.

There were two 2010 surveys - one with several items and 4,210 survey respondents (MOE +/- 1.5 percentage points), and one single-item survey with 2,092 respondents (MOE +/- 2.2 percentage points). Each sample was representative of all American adults in August, 2010.

What is Workplace Bullying?

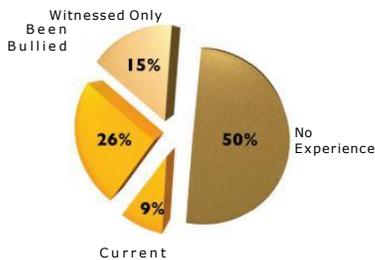
In Survey 1, Workplace Bullying was defined as "repeated, health harming abusive conduct committed by bosses and co-workers." In the single-question survey (Survey 2), Workplace Bullying was defined as "repeated mistreatment: sabotage by others that prevented work from getting done, verbal abuse, threatening conduct, intimidation, & humiliation" in order to make the direct comparison to the 2007 WBI-Zogby prevalence question.

Key Findings

- 35% of workers have been bullied (37% in 2007)
- 62% of bullies are men; 58% of targets are women
- Women bullies target women in 80% of cases
- Bullying is 4X more prevalent than illegal harassment (2007)
- The majority (68%) of bullying is same-gender harassment

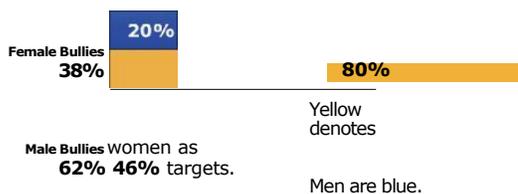
Prevalence of Workplace Bullying

35% of the U.S. workforce (**an est. 53.5 million Americans**) report being bullied at work; an additional 15% witness it. Simultaneously, 50% report neither experiencing nor witnessing bullying. Hence, a "silent epidemic."



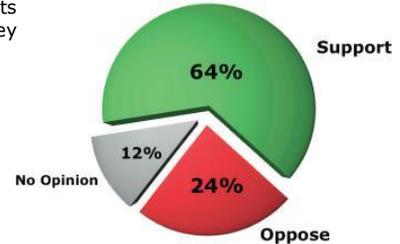
Gender and Workplace Bullying

Both men and women bully, but the majority of bullying is same-gender harassment, which is mostly legal according to anti-discrimination laws and workplace policies. Women target women.



Public Support for the Healthy Workplace Bill

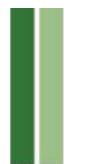
Survey 1 respondents were asked if they supported or opposed workplace bullying legislation to protect workers from "abusive conduct" as contained in the original HWB language. Support is 2.5 times the level of opposition.



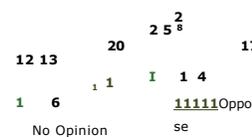
Support and Race

The strongest support comes from groups which enjoy protected status under current civil rights laws. Support from African Americans (73%)

73 and Hispanics 63 66 White (66%) shows that



Hispanic African American Asian inadequate when

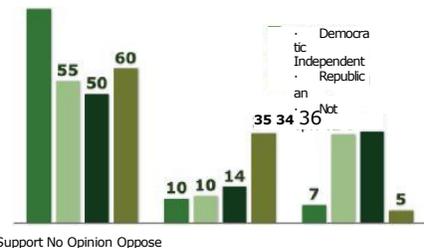


workplace cruelty is the issue. In fact, in 2009 the NAACP endorsed HWB as a necessary law.

Political Party Affiliation and Support

Since 2003, the HWB has enjoyed bipartisan support in several state legislatures.

Both Republicans and Democrats have been prime sponsors of the bill. In the 2010 WBI-Zogby survey, people identified themselves as members of the Democratic or Republican parties,



or as Independents or not specified. Strongest support for the HWB came from Democrats (84%), Not Specified (60%), followed by Independents (55%) and half of Republicans. Thus, constituents of both parties want elected officials to address workplace bullying.

For more information about the survey please contact WBI
workplacebullying.org
info@workplacebullying.org
 (7) 2010 Workplace Bullying Institute

To sponsor the Healthy Workplace Bill please contact the HW Campaign
healthyworkplacebill.orginfo@healthyworkplacebill.org
 Your State Coordinator will contact you
 National Office: 360.656.6630

Bill

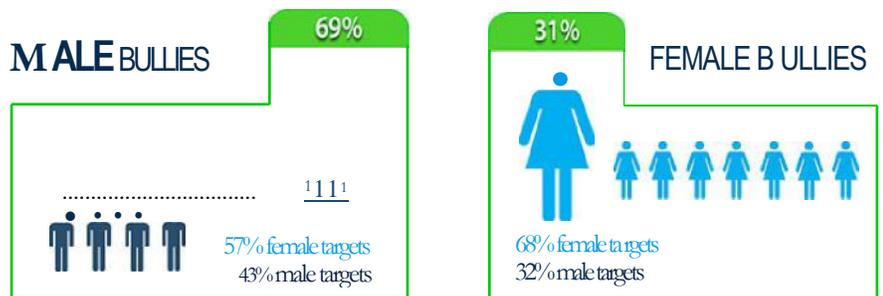
PSYCHOLOGICAL VIOLENCE • EMOTIONAL ABUSE AT WORK • MOBBING

Workplace Bullying remains an American epidemic as documented by the 2014 WBI U.S. Workplace Bullying Survey. Clearly men and women bully both men and women. The consequences for women are more severe. Discrimination laws are not adequate. The American public wants a law.

GENDER

Men were more likely than women (69% vs. 31%) to be bullies at work.

"... what bothers people about abusive workplace conduct, after all, is not the fact that it maybe discriminatory but that it is abusive in the first place - *Washington Post Editorial*, 1998

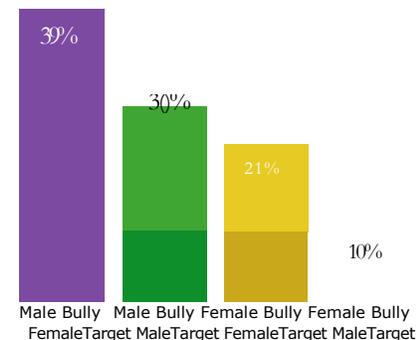
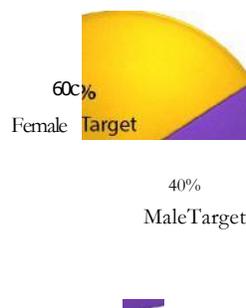


Women targets of workplace bullying nearly always lose their jobs (83%). Male perpetrators dominate the bullying world. The majority (60%) of bullied targets are women regardless of perpetrator gender.

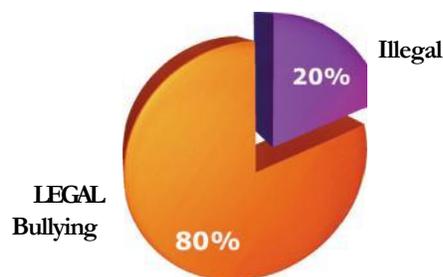
Legal bullying is 4 times more prevalent than cases in which women would have the right to file an EEOC claim of sexual harassment.

This explains why the public overwhelmingly supports the Healthy Workplace Bill (HWB).

WORKPLACE BULLYING DISPROPORTIONATELY AFFECTS WOMEN



DISCRIMINATION IN ONLY 1 OF 5 CASES



2007 WBI U.S. Workplace Bullying Survey

Sexual harassment rarely applies to bullying.

KEY FINDINGS

- 27% have current or past direct experience with abusive conduct at work
- 72% of the American public are aware of workplace bullying
- Bosses are still the majority of bullies
- 72% of employers deny, discount, encourage, rationalize, or defend it
- 93% of respondents support enactment of the Healthy Workplace Bill

SUPPORT FOR HWB



2014 WBI U.S. Workplace Bullying Survey

HEALTHY WORKPLACE BILL

healthyworkplacebill.org

In the past five years, all of the following New York municipalities have issued Proclamations recognizing “Freedom From Workplace Bullies Week”

Towns/Villages

Alden; Amherst; Arkport; Blooming Grove; Boonsville; Camillus; Catskill; Castle-on-Hudson; Champlain; Cheektowaga; Chili; Clarkstown; Clyde; Colonie; Cortlandville; Dobbs Ferry; East Syracuse; Elbridge; Fishkill; Greenburgh; Greenwich; Hamburg; Hamptonburgh; Henrietta; Irondequoit; Islip; Keeseville; Lake George; Larchmont; Massena; Maybrook; Mountour; Nelsonville; Orchard Park; Oriskany; Poughkeepsie; Remsen; Schoharie; Skaneateles; Smithtown; Stamford; Unionville; West Seneca

Cities

Batavia; Binghamton; Buffalo; Cohoes; Hornell; Jamestown; Niagara Falls; North Tonawanda; Oneida; Oswego; Peekskill; Rome; Saratoga Springs; Schenectady; Utica

Counties

Albany(County Executive and County Legislature); Broome; Cayuga; Clinton; Columbia; Dutchess; Erie; Lewis; Oneida; Ontario; Orange; Oswego; Putnam; Rensselaer; Rockland; Saratoga; Schoharie; Suffolk; Sullivan; Tomkins; Warren

Boroughs of New York City

Bronx; Brooklyn; Manhattan, Queens, Staten Island

ADOPT POLICY AND PROCEDURE/NOTICES ON EMPLOYEE COMMUNICATION AND ABOLISH ALL PRE EXISTING EMPLOYEE COMMUNICATION POLICIES

WHEREAS, the term “employee” needed to be defined under Blood Donation Leave, and be it

RESOLVED, that effective October 12th, 2016 the Policy and Procedure/Notices on Employee Communications is hereby adopted and shall be added to the Yates County Employee Handbook and all pre-existing policies and resolutions be abolished, and be it further

RESOLVED, that a copy of this resolution be forwarded to all department heads and employees.

YATES COUNTY EMPLOYEE COMMUNICATION ON POLICIES/PROCEDURES/NOTICES

POLICY COMMUNICATION

- Employee Blood Donation Leave (NYS Labor Law Section 202-j)
- Leave of Absence for Bone Marrow Donation (Resolution 320-13)
- Cancer Screening Leave Policy (Resolution 273-16)

The following summary of the above listed policies, procedures and/or notices is hereby distributed to all employees of Yates County. Full versions of each policy and/or notice will be accessible in the Public Folders in Outlook, and if required by law will also be posted on the Personnel Office bulletin board, as well as at remote work sites. Individual departments may also maintain electronic and/or paper copies as per their customary operating procedures. Requests for full version paper copies may be made to your Department Head or the Personnel Office as applicable.

Employees will be required to sign the attached acknowledgement statement that they have received and read the policy communication. It is the responsibility of each employee to seek clarification from their Department Head or the Personnel Office if they have any questions related to the content of a policy or communication.

Disclaimer: Where there exists a provision in a collective bargaining agreement (Agreement) related to a communicated policy, the Agreement generally governs.

EMPLOYEE BLOOD DONATION LEAVE

Pursuant to and in accordance with Section 202-j of the New York State Labor Law, Yates County allows any employee, as that term is defined herein, without the use of accumulated leave time, to donate blood during work hours at least two (2) times per year by way of participation in blood drives held at the Yates County Office Building. To this end, Yates County hosts two (2) blood drives at the Yates County Office Building in any given calendar year. Should an employee choose to participate in said blood drive(s) by donating blood, he/she may do so during work hours and without charge to leave credits. Departments may implement specific procedures and guidelines for their employees with regard to requesting leave to donate blood as set forth above. For the purposes of this Employee Blood Donation Leave policy, the term “employee” shall mean a person who is 1) employed by Yates County and 2) works for an average of twenty (20) or more hours per week pursuant to said employment.

LEAVE FOR CANCER SCREENING

Full time employees of Yates County are entitled to take up to eight (8) hours of paid leave each calendar year, for the purpose of cancer screening scheduled during the employees’ regular work hours. Cancer screening includes physical exams, and subsequent follow-up visits, for the detection of cancer; Travel time is included in this eight (8) hour cap; Employees who undergo screenings outside their regular work schedule do so on their own time; Absence beyond the eight (8) hour cap must be charged to leave credits, or be unpaid (employees are granted compensatory time off for cancer screenings that occur on a day off or a holiday; Leave for cancer screening is not cumulative and expires at the close of business on the last day of each calendar year. Yates County employees must comply with Yates County, Department, and applicable Collective Bargaining Agreement leave policies and practices, and follow the customary leave procedures for their office/department. Failure to follow the proper procedures may result in disciplinary action.

ADOPT ALTERNATE TEST DATE POLICY

WHEREAS, the Yates County Alternate Test Date Policy for Civil Service examinations is revised to include the procedure for military applicants, and

NOW, THEREFORE BE IT RESOLVED, that effective October 12th the Yates County Legislature hereby adopts the aforementioned policy and all pre-existing policies and resolutions be abolished, and be it further

RESOLVED, that a copy of this resolution be forwarded to the, Personnel Officer, Department Heads, Town, Villages, School Districts and Special Districts

YATES COUNTY ALTERNATE TEST DATE POLICY

I. PURPOSE:

To facilitate the security of examination materials, a test shall be administered only on the announced date (if any), with due provision being made for religious observance; provided, however, the Yates County Civil Service Agency may provide for rescheduling the administration of a test to a candidate under such circumstances of personal hardship and under such conditions as defined by that office.

II. SCOPE:

It is the policy of the Yates County Civil Service Agency to provide alternate test dates to those candidates who are unable to appear on the announced scheduled dates for written tests because of religious beliefs, emergencies, or scheduling conflicts beyond their control. However, with respect to each written test administration, this policy will be weighed against the overriding need of the Civil Service Agency to maintain the security and integrity of the written test. Because written tests require considerable planning, preparation, and expense, candidates are expected to make every effort to take tests on the scheduled dates. When an alternate test date is requested, appropriate documentation acceptable to the Yates County Civil Service Agency must be submitted to verify the need for the alternate test date.

III. ALTERNATE TEST DATE POLICY:

An alternate written test date will be provided for a candidate who can establish one of the following:

A death in the immediate family or death of a member of the household in which the candidate resides within the week immediately preceding the announced written test date.

Religious beliefs which preclude a candidate from taking an examination on the announced date.

Military duty.

A conflict with a previously scheduled commitment to participate as a member of a ceremonial party, such as a wedding, baptism, bar or bat mitzvah, or graduation, or as a member of the family or household of the individual for whom the ceremony is being held.