

Meet Finance Director Rick Snyder

Rick Snyder joined Tompkins County government May 13th, selected as the County's Director of Finance as the result of a six-month-long national search.

Rick has 28 years experience in municipal finance, holding a B.S. in Accounting from Bloomsburg University of Pennsylvania and a Masters in Accountancy from the University of South Florida, Tampa, FL.

Rick offers the following message to County employees and retirees through *County Corridors*:

It's been an exciting, fast paced 6 months since my wife and I made our second long distance move within 2 years. The employees of Tompkins County have been warm and helpful as I made my transition to Finance Director.



I grew up in Pennsylvania's Pocono Mountains while my wife grew up on Long Island. After relocating to the West Coast of Florida, that is where we met, we spent almost 30 years there. Florida was a wonderful place to raise our six children. There was never a shortage of outdoor activities with beaches just a few steps from our door. Well, more like a little over a mile, but you get the idea. With the children grown and out of the house, we decided to move to a suburb of St. Louis, MO, in September of 2011 because we missed the changing of the seasons. Although we did enjoy the change of weather, it didn't feel like a good fit for us and we missed our children and family.

When I discovered the job opening in Tompkins County, I knew we would enjoy living in this area. The outdoor parks and activities, the strong sense of community, and an abundance of educational opportunities, fosters public engagement in community and civic affairs. I was right in my assumptions and it is a privilege to serve this interesting and vibrant community.

Moving to Tompkins County reminds me of the Poconos. My family is only three hours away and we have been able to visit with them four times already. My wife still has family in the area and our children are used to visiting the northeast. Our first Christmas here will be special as all six children and their families are making plans to visit. It really is like coming home!

After enjoying a delightful summer with music in the parks, followed by an amazingly colorful fall, I hope that our first winter will be as kind as the people of Tompkins County!



Rick Snyder
Director of Finance

Meet Karen Baer, Director of Human Rights

Karen Baer is Tompkins County's new Director of Human Rights. The Legislature confirmed her appointment in July, and she has served with Tompkins County since September 3rd.

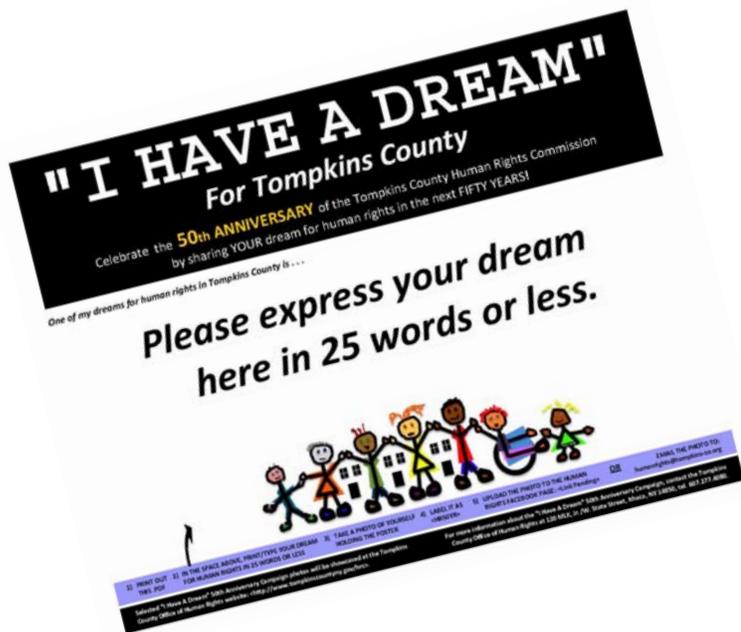
Karen provides the following message through *County Corridors*:

I was born on International Human Rights Day. But I did not realize until 34 years later that human rights work was what I was born to do.

I grew up in Penn Yan, NY — one of seven kids. My dad was black and my mom was white, and Penn Yan was a very small town. I always imagined I would live in a much larger and far-away city as an adult. As it turned out, however, I didn't venture very far from home.

After extensive travel throughout the U.S., I came to Ithaca and received my B.S. from Cornell in 1989. After graduation, I continued to work on campus until I left for Syracuse University College of Law, where I received my J.D. in 1995.

Ever since that time, I have been fully engaged in social justice efforts. It has become my life's work, spending the last 16 years as Executive Director of the Geneva Human Rights Commission (albeit the one in New York State, not Switzerland). Doing human rights work in Geneva was a great challenge for me, although I enjoyed my share of successes. But coming back to Ithaca and Tompkins County has become a milestone for me, my family, and my work.



Moreover, it's an exciting time to be engaged in human rights work in Tompkins County, as my agency commemorates its 50-Year Anniversary (1963-2013).

To help us celebrate, I ask that Tompkins County employees participate in our **"I Have A Dream" 50th Anniversary Campaign** by visiting our new Facebook page and sharing your human rights dream for Tompkins County for the next 50 years:

<https://www.facebook.com/pages/Tompkins-County-Office-of-Human-Rights/422858674507479>. You may also get

further details about our activities and programs at our department website:

<https://www.tompkinscountyny.gov/hrc>.

I look forward to collaborating with each of you — County administrators, department heads, and employees — in order to help create a more inclusive and meaningful workplace environment for all of us.

Karen Baer, Director
Office of Human Rights

Farewell and Thank You to Departing Legislators

A fond good-bye and warm wishes for three Legislators who are ending service on the County Legislature with the end of this legislative term.

Pat Pryor (who represents District 6-Town of Lansing) is departing after four years; Pamela Mackesey (District 1-City & Town of Ithaca) after eight years; and Frank Proto (District 7-Towns of Caroline, Danby & Ithaca), the Legislature's most senior member, after 29 years of service.

At their final Legislature meeting December 17th, all three thanked their colleagues and County staff and said that serving had been an honor and a privilege. The three departing members were thanked by their colleagues again and again for their hard work, commitment to service, and what they had added to the culture of the Legislature. County Administrator Joe Mareane also expressed his deep appreciation.

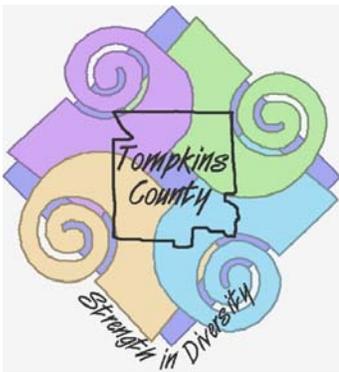
Legislators also thanked outgoing Chair Martha Robertson for her service as chair for the past four years. Robertson has indicated she will not seek the chairmanship next year.

Pat, Pam, and Frank, we will miss you. You all have our thanks for a job well done!



Legislature Adopts County Diversity and Inclusion Policy

On December 3rd the County Legislature, by unanimous vote adopted the Tompkins County Diversity and Inclusion Policy, a comprehensive policy that codifies the County's commitment to "create a workplace environment that is inclusive, and to recruit, retain, and support a workforce that supports the diversity of our community."



The policy builds upon the Diversity Statement adopted by the Legislature in 2005 and Diversity and Inclusion Guidelines adopted by the Legislature in 2006 as the initial framework for policy development. The policy includes objectives, expectations, functions, responsibilities, and accountability measures related to Diversity and Inclusion.

Development of the Diversity and Inclusion Policy was initiated in response to responses to the Climate Survey of employees, sponsored by the Workforce Diversity and Inclusion Committee.

Please take a look at the new policy, which is posted online on the County website: <http://tompkinscountyny.gov/files/ctyadmin/policy/01-43.pdf>.

A link to the policy appears both in the County Administrative Manual (Policy 01-43) and on the WDIC website.

The Legislative Policy Statement included in the new policy notes: "The Tompkins County Legislature believes that a diverse and inclusive workforce provides internal and external advantages. Internally, cultivating an inclusive culture enhances employee potential and encourages a variety of perspectives that ultimately drives creativity and innovation. Externally, a diverse workforce increases the County's ability to serve the entire community. The Tompkins County Legislature is committed to creating and sustaining a diverse, fully inclusive, and flexible workplace environment that continually strengthens the organization and demonstrates this commitment."

Stay tuned for more information about this important new policy, and what it means for all of us, beginning next month.



Pat Pryor



Pam Mackesey



Frank Proto

Food Scraps Recycling: Fork 'Em Over



TC Solid Waste Management Division

Submitted by: *Kat McCarthy, Waste Reduction and Recycling Specialist*
Geoff Dunn, Communications and Administrative Coordinator

Hey... R you gonna recycle that?

Food scraps are now on the long list of items you can recycle in Tompkins County. Whether you are a resident, employee, institution, or business owner, there are a multitude of options to save some cash while making our community a little bit greener by recycling food scraps.

Home composting has been a strong initiative in this community for many years, thanks in part to the efforts of Cornell Cooperative Extension's Compost Education Program, in partnership with Tompkins County Solid Waste (TCSW). While that program focuses primarily on supporting backyard composting efforts, a partnership between TCSW and Cayuga Compost has expanded your options.

Do you find yourself with spoiled dairy products, unwanted meat scraps, or leftover bones? What do you do with those compostable plastics from last night's take-out dinner? Perhaps you've just hosted a party where the meal was served on paper plates and napkins. Where these materials were once a waste headache, they now represent an opportunity. From home composters who choose not to include this material in their pile, to residents who have no space or time for backyard composting, there is a new option: food scraps recycling.

A food scraps recycling drop spot has popped up at the Recycling and Solid Waste Center in Ithaca, as well as at Cayuga Compost in Trumansburg. Simply collect food scraps in a 5-gallon bucket and bring it to your favorite drop spot. Stop by the TCSW office weekdays between 8:00 a.m. and 4:30 p.m. to get your free introduction kit, including a kitchen collection caddy, compostable bags, and an informational bookmark. Since collected materials are processed at Cayuga Compost, you can

recycle bread , grains, beans, paper napkins  and  cups, fruits , vegetables , meat , fish , bones , eggs , dairy , and, compostable disposables. Keeping food scraps in compostable bags provided in the kits makes collection and transportation to the drop spots clean, comfortable, and convenient.

Some residents on West Hill in the City of Ithaca were given another opportunity starting November 15th, America Recycles Day: curbside collection. This Central NY first will last 25 months through a series of pilot phases that expand to other locations in the County, pending budget approval. In the meantime, for residents living outside of the pilot area, TCSW plans to site more drop-spots throughout the County.

If you live in a large apartment complex, starting next year your property manager will be able to take advantage of a program that brings food scrap recycling closer to your door. Through this program, you'll be able to recycle the same materials, only they will be collected in a bin placed at the complex.

Schools, businesses, and organizations can also receive support through the ReBusiness Partners program. Participants receive hands-on assistance, troubleshooting, and recycling bins free of charge. These custom resources are designed to help launch and sustain a successful composting program.

Welcome to the next frontier of recycling. Initiatives like these are taking place beyond our County, across the state and country. Through participation in these programs, we support a County-wide goal of 75% waste diversion by the year 2016. It just makes sense - keep resources local, reduce waste sent to the landfill, and save yourself some cash. By cutting back on how much waste you create, you can save money on trash tags and hauling services. Taking smelly food scraps out of the garbage reduces its weight and lets you go longer between buying trash tags. And while you're saving money, you're also making our community that much greener. So remember, once you're done enjoying your food, 'fork 'em over,' and recycle your food scraps.

For more information, visit www.recycletompkins.org, or contact recyclefood@tom-pkins-co.org, or (607) 273-6632.

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Having second thoughts about driving today? Other options to consider....

Morning dawns and looking out your door is a winter wonderland. Duty calls and you must be on your way despite the poor driving conditions.

Before the winter weather has you worried, check out these options to driving

- **Leave the driving to TCAT and reduce the price of your ride!** TCAT operates 33 routes within Tompkins County. Busses run 22 hours a day, seven days a week and 360 days a year, only shutting down five days a year to allow all of TCAT's employees to observe major holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day and Christmas Day. Ride cost per adult is \$1.50 if boarding the bus in Zone 1, generally downtown Ithaca, or \$2.50 if boarding the bus in Zone 2. Learn more about this cost saving and fun way to get around at: <http://www.tcatbus.com/> or call TCAT for your bus route information at 277-7433.
- **How about joining one of our local vRide Vans to work?** A vanpool is a group of 5 or more people who ride to work together on a regular basis in a commuter van. The commuters live near each other and/or work near each other. The price per passenger per month is anywhere between \$50 to \$80 depending on the number of passengers and round-trip mileage. Learn more : <http://www.tcatbus.com/vanpool.php> or call 1-800-Van-Ride (826-7433).
- **Share the drive with a neighbor or coworker.** Find a rideshare using Zimride our localized tool to find rides or riders to share driving and costs of trips. It's easy and fun plus can save you a lot of money! Learn more: <http://www.zimride.com/tompkins/>

Help with local & regional transportation is available:

Call 211 for transportation help, 24 hours a day, 7 days a week or chat with them at: www.hsctc.org

Way2Go, your local transportation hub is available to help with more detailed transportation questions by phone at 272-2292 or on their website at www.way2goinfo.org

Tompkins DSS Mobility Program serves you with information & conversations on your local & regional transportation concerns, and can be reached at 607-274-5022 or go to: <http://tcmobilitynetwork.weebly.com/dss-mobility-program.html>

Submitted by Cynthia Kloppel, Mobility Program Specialist, DSS

Also...Don't forget the County TCAT Bus Pass program!

Any full or part-time County employee is eligible for the TCAT Bus Pass, which may be used for free trips on the TCAT bus system for work-related purposes only. See Personnel to obtain the application form or download it from the Employee Intranet (under "All Departmental Forms/Personnel.")



School Property Tax Relief

If you receive the STAR property tax exemption, then you **must** register with the Tax Department to continue receiving the exemption. Watch your mail for important information from the Tax Department.

Fast, Easy Registration

Register today at www.tax.ny.gov or call (518) 457-2036.

Act Now!

The deadline to register is **December 31, 2013**. Do not risk losing your Basic STAR exemption by failing to register.

Senior Citizens

Seniors receiving the Enhanced STAR exemption **do not** need to register with the Tax Department, but must continue applying annually with their local assessor or sign up for the Tax Department's Income Verification Program.

“Med Return” Drop Box Program: An Ongoing Opportunity for Safe Medication Disposal

In Tompkins County, we are fortunate to have ways to dispose safely of unneeded medications. There are nine medication drop boxes, open year-round, located across the county. One is at the Sheriff’s Office; another is at the County Human Services Building. Dropping off medications at any of the drop boxes is quick, easy, free, and anonymous. Even if you don’t mark out the label, no personal information is collected from prescriptions.

Another option is to bring medicines to an organized collection event. Over the past four years, the Coalition for Safe Medication Disposal* has held 8 events spread across 19 Tompkins locations. To date, over 3½ tons of medicines have been collected locally from the collection events and drop boxes.

Some local pharmacies also take back medicines. Visit www.healthyyouth.org for details.

Why can’t I just flush medications or toss them in the trash?

Medications flushed down the drain contaminate our water bodies and harm the environment. Wastewater treatment facilities are not currently designed to remove some of these contaminants. When disposed of in the trash, these medicines can contaminate the leachate (water that comes in contact with trash) from the landfill and end up in drinking water supplies.

Why not just hold on to these medications?

There is a risk that someone may take your medication without your knowledge. Many children are accidentally poisoned each year by consuming medications found in their or a relative’s home. Even pets can be harmed by swallowing medication not intended for them. Keeping unneeded medications also increasing the chance that adults will get confused and take the incorrect type or dose. And most teens who have misused prescription drugs reported easy access from friends or family.

What happens to the collected medications?

All medications are taken to Oswego for incineration. They cannot be “recycled” to people in need, overseas or here in the U.S., for several reasons. The integrity of the medicines cannot be guaranteed (medicines may not have been properly stored, medicines in the containers may not be what the label says, etc.) Brand names differ and often recipient countries may have no knowledge or need of the medicines. And Black Market operations are often very active in less developed countries where deliveries of medications can be intercepted.

Where are the drop boxes and when are they open?

Information on the location and schedules can be obtained by calling **2-1-1** or visiting www.healthyyouth.org.

If you would like posters about the drop boxes or a supply of drop box refrigerator magnets to share with your office or clients/customers, please contact Kris Bennett, County Youth Services, 274-5310 or kmbennett@tompkins-co.org.

**The Coalition for Safe Medication Disposal includes representatives from Tompkins County Youth Services, Administration, Health Dept., Sheriff’s Office, and Dept. of Emergency Response; Lifelong, City of Ithaca Wastewater Treatment Facility, and community volunteers.*

PREVENT
PRESCRIPTION DRUG ABUSE

Tompkins residents dropped off **3 1/2 TONS** of meds at area collection events.

Bring your unwanted medications to one of Tompkins County's year-round drop boxes:

Tompkins County Sheriff, ITHACA
Ithaca Police Dept., ITHACA
Tompkins County Probation Dept., ITHACA
Cornell University Police Dept., ITHACA
Cayuga Heights Police Dept., CAYUGA HEIGHTS
Dryden Police Dept., DRYDEN
TCS Police Dept., DRYDEN
Groton Police Dept., GROTON
Trumansburg Police Dept., TRUMANSBURG

For schedules and addresses, call **2-1-1** or visit www.healthyyouth.org

Healthy Youth
TO LEARN MORE ABOUT preventing abuse of prescription drugs contact the Community Coalition for Healthy Youth: 607-274-5310 or www.healthyyouth.org
SUPPORTED BY THE U.S. SENATE DRUG FREE COMMUNITIES SUPPORT PROGRAM #071201

Submitted by Kris Bennett, Youth Services

2013 Halloween Costume Contest



The winners are.....

Group



“Gilligan’s Island”

l-r – Mitzi Banner, Val Flynn, Beth Ticknor, Edmund Tadros,
Laura Capogrossi, Nancy Hopkins, Gerry Kilpatrick
(DSS)

Individual



“Pirate”

David Weiner
(DSS)

See all the great entries on the *County Corridors* website, at:
<http://www.tompkinscountyny.gov/files/2013%20posting.pdf>.
Thank you to all the participants who “dressed” for the
contest, to all who voted, and to the Vending Committee for
providing the awards (\$20.00 Group and \$10.00 Individual).



Department News



Highway Division

The Highway Division welcomes **Carl Martel**, Assistant Highway Director, and **Nathan Emery**, Motor Equipment Operator.

Facilities Division

The Facilities Division welcomes **Alan Lockett**, Assistant Facilities Director.

Finance Department

The Finance Department, and all of County government, thanks **David Squires**, who retired August 9th after more than 20 years as Director of Finance. (*Note: We hope to include something from David in the next issue of County Corridors.*)

County Administration

County Administration bids a fond farewell to **Kevin Sutherland**, Executive Assistant and Budget Coordinator, and a warm welcome to **Kevin McGuire**, Program Analyst.

Kudos Korner

(Note: This award was received earlier this year, and was recognized publicly; however, it has not been yet been recognized in Corridors, so we wanted to make sure to do that. Congratulations, again, to all for this well-deserved honor!)

Personnel Staff Receives State Association's Highest Honor

At their annual dinner on June 4, 2013, the New York State Association of Personnel and Civil Service Officers (NYSAP&CSO) bestowed the **2013 NYSAP&CSO Merit & Fitness Award for Contributions in Support of the NYS Constitution, the Civil Service Law and the Association** on the members of the Tompkins County Online Application Team. This team consists of Jackie Thomas (Team Leader), Heather Buck, Doreen Lauper, Anna Smith and Stephen Estes. Each participant was presented with a plaque in recognition of their accomplishment. The project was submitted to the State Association judges who compared the project to a number of other projects throughout New York State.



Pictured, from left to right, are Doreen Lauper, Jackie Thomas, Heather Buck and NYSAP&CSO President, Nancy Smith

This group of County employees worked as a team to: define an online application system designed to post exams/vacancies; enable candidates to apply electronically; administer the civil service examination process; manage eligible lists; certify eligible lists; as well as to enable the various county departments, towns, villages, school districts and special districts to access approved applications remotely, in real time, through a cloud-based online application system. The new software tripled the number of applications, eliminated the problem of appointing authorities hiring someone before their application has been approved, provides greater transparency and accessibility to local government employment opportunities by job seekers, and contributes to a paperless, sustainable initiative that reduces printing, postage and processing costs.

This is the second recognition of this group's efforts to create an online system which serves the public and employers of this civil service jurisdiction. In December of 2011, (shortly after the program was implemented) Tompkins County Personnel received a **Sign of Sustainability** award from Sustainable Tompkins recognizing the many environmental advantages of a paperless application process. This team effort is an excellent example of the commitment, quality and customer service you can expect from Tompkins County employees. Through a Smart Work initiative, and in partnership with the Information Technology Services Department staff, the team was able to create a vision, analyze the process, locate needed resources, provide their guidance and expertise and bring the project to fruition. Congratulations, team, on your achievement.

Submitted by Anita Fitzpatrick (Photo by Kim Fitzgerald)



CSEA Local 855

2013 Employee Appreciation & Information Picnic

PRIZE WINNERS

CSEA MEMBER

Ivan Thomas
 Leslie Carpenter
 Coral-lee Uettwiller
 Marge Dean
 Joy Onah
 Yvonne Capogrossi
 Angela Houle
 Linda Wilbur
 Mark Sidle
 Abi Bixby
 Dale Horton
 Debra Reid
 Ruth Midgley
 Mandy Shonk
 Jody Dort
 Roger Adams
 Theresa Moore
 Melissa Cooper
 Michele Perry
 Elizabeth Hill
 Dody Olsson-Hine
 June Overslaugh
 Lyn Thompson
 Andrew English
 Joan Barrows
 Mary Rounds
 Sherry Carmon
 Shirley Kane
 Mary Tanney
 Donny Letts
 Elizabeth Bosman
 Janice Johnson

DIVISION

Blue Collar-Facilities
 TC3
 White Collar-DSS
 White Collar-COFA
 City of Ithaca-Administration
 Newfield School
 White Collar-DSS
 Groton Central School
 Town of Newfield
 White Collar-Probation
 Newfield School
 White Collar-DSS
 TC3
 Groton Central School
 City of Ithaca-DPW
 Groton Central School
 City of Ithaca-Administration
 Groton Central School
 White Collar-Mental Health
 Groton Central School
 White Collar-DSS
 City of Ithaca-Administration
 TC3
 City of Ithaca-DPW
 TC3
 White Collar-DSS
 White Collar-DSS
 White Collar-DSS
 Groton Central School
 City of Ithaca-DPW
 White Collar-DSS
 White Collar-Youth Services

PRIZE

\$25.00 Tops Gift Card
 MV Columbia Dinner Cruise
 \$25.00 Sunoco Gift Card
 \$25.00 Sunoco Gift Card
 \$50.00 Home Depot Gift Card
 \$25.00 Tops Gift Card
 \$50.00 Applebee's Gift Card
 \$25.00 Sunoco Gift Card
 \$25.00 Tops Gift Card
 \$25.00 Tops Gift Card
 \$25.00 Tops Gift Card
 \$25.00 Sunoco Gift Card
 \$50.00 Lowe's Gift Card
 \$25.00 Sunoco Gift Card
 \$25.00 Tops Gift Card
 \$50.00 Lowe's Gift Card
 Dinner & Movie
 \$25.00 Tops Gift Card
 \$25.00 Tops Gift Card
 \$25.00 Tops Gift Card
 \$25.00 Sunoco Gift Card
 \$25.00 Sunoco Gift Card
 \$25.00 Sunoco Gift Card
 \$50.00 Home Depot Gift Card
 50" LED Television
 Grill w/Cooler
 Chest Freezer
 Dinner & Movie
 \$25.00 Sunoco Gift Card
 \$25.00 Tops Gift Card
 MV Columbia Dinner Cruise

National Adoption Day

Tompkins County Celebrated National Adoption Day November 21. There were 9 children locally in the custody of the Department of Social Services who were adopted. Twenty-eight children have found forever homes in Tompkins County this year. The TC Surrogate Court, Tompkins County DSS, and Attorney for Children's Office held the Adoption Day celebration to honor those children who have been adopted this year.

There are 100,000 children in the country, 5 of whom are in Tompkins County still looking for forever homes. YNN did a news segment of our National Adoption Day Celebration, including interviews with the adopted children and their parents. You can view the news segment on the YNN website.

If you are interested in becoming a foster/adoptive parent or know someone who would be, please contact the Homefinding Unit at [607-274-5266](tel:607-274-5266). For more information on National Adoption Day, including Facts about Foster Care Adoption, please visit the website at www.nationaladoptionday.org

*Submitted by Debbie McKane, Sr. Caseworker
 Adoption and Homefinding Unit
 Tompkins County Children's Services*

Classified Ads

Dog Dayz Inn

A place where your dog feels "at home".

Located in North Lansing
Sandy Strehle, 315-497-3467
dogdayzinn@yahoo.com
<http://www.dogdayzinn.com>



WANTED – Refrigerator/freezer. Please e-mail Sonya Hicks, at sonya.hicks@gmail.com.

WANTED – Gas scooter. Please e-mail Sonya Hicks, at sonya.hicks@gmail.com.

WANTED – Looking for a maximum of 4 people to start a carpool from Horseheads, NY, to downtown Ithaca, NY, Monday –Friday. Approximate time of leaving Horseheads is 7:30-8:00 a.m., returning 4:30-5:15 p.m. The plan is to help people who currently drive alone to save money on gas, wear and tear on their car, and insurance costs by rotating driving responsibilities between the carpool members. If interested please call Liz, at (607) 542-5782.



Custom Embroidery for everyone's needs. We work with other businesses, organization/groups, and the general public. We can use your design or work together to come up with a design. It's a great way to advertise your business or organization, or if you just need a gift for someone. We embroider on clothing, hats, bags, and much more.



Join licensed ZUMBA instructor Nicole Bostwick every Sunday/Tuesday/Thursday
6:00-7:00 p.m.
Newfield Fire Station (77 Main St, Newfield, NY)
First class is 1/2 off (\$4.00)

Strength Training Classes before every ZUMBA class.
5:35-5:55 p.m.
\$2.00/class

"Like" Newfield ZUMBA Fitness Class of Facebook for up to date class information.

Website: NicoleBostwick.ZUMBA.com
E-Mail: NicoleBostwickZUMBA@ymail.com



THE CORRIDORS TEAM

Managing Editor

Geri Lockwood, Highway

Editorial Staff

Maureen Reynolds, County Clerk's Office

Katrina Schickel, COFA

Classifieds Editor - Geri Lockwood

Advising Editor, Page Layout

Marcia Lynch, Public Information

Contributors

All County Employees and Retirees

Interested in joining the Corridors team?

Contact Geri at

274-0314 or glockwood@tompkins-co.org