

County Corridors

A Newsletter for
Tompkins County
Employees and Retirees

April 2008

Volume 20, Number 1

<http://www.tompkins-co.org/countycorridors>

From the Chair of the Legislature:

Transition Continues:

Administrator Whicher to Remain Through November

Although the effective decision was made on April 1, it was seriously deliberated business: the County Administrator search will be continued over several more months.

After an extensive search – involving 15 committee members representing county staff, administration, legislators and community members, including valuable feedback from Department Heads who met and interviewed one of the finalists – the legislature concluded that a successful candidate had not yet been found to meet the needs of County government.

With appreciation for his willingness to stay on while the search continues, the Legislature then unanimously reappointed Steve Whicher as County Administrator until November 30, '08 – to guarantee a smooth transition through the fall budget process.

On behalf of my legislative colleagues, I can't express enough how appreciative we are to each person who assisted us in the search process to this point, especially Nancy Zahler, Bob DeLuca, Jonathan Wood and Paula Younger, as well as Steve Estes and Anita Fitzpatrick for their utmost professionalism at every turn. While the Legislature will determine by mid-April more specific processes to continue the search, we will build on the efforts of the initial search committee to secure the highest qualified candidate to meet the needs of our organization and county.

After such an investment of energies, it's quite natural to feel the 'let down' of a lengthened transition, but there is nothing but brimming pride that we should all take in the competency and public service that every county employee exhibits each and every day. That pride in such a high quality commitment to the common good energizes us all to pull together toward successful future outcomes through uncertain times.

I welcome any and all questions or suggestions, (274-5439; mak11@cornell.edu.) Thanks for all that you give to make Tompkins County the very best county in New York State.

Respectfully,



Michael A. Koplinka-Loehr
Chair, Tompkins County
Legislature, District 11



Notes From the County Administrator:

Farewell...But Not Yet!

Writing a nostalgic goodbye is something done with mixed emotions. On the one hand there is the rather pleasant realization that for the remainder of life, time is for enjoyment and exploration. After forty years of working, taking one day at a time, enjoying sunshine, fresh air, and good company, it seems like heaven. On the other hand, having day after day of no schedules, no pressure, and few challenges is a bit frightening. I keep thinking of my mom, after she retired she commented to me that she couldn't understand how she had ever had time to work. I think that will be my fate also.

That was how I was planning to begin my goodbye but, as Mike explained above, that will have to wait a little longer. For all of you who called, stopped me on the Commons, or sent notes of good luck and appreciation; you made my planned transition much easier and I thank you. To Administration staff, with your endless sense of good humor, good food, and astonishingly hard work, you have made life easy for me and I owe you everything.

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Notes From the County Administrator

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Having agreed to stay on until a successor is picked, and since we have a short transition period, I am in the Civil Service limbo-land of having retired, but still working. It is a strange state where none of the rules regarding time and pay quite apply.

So, for a time now I will continue to serve as your Administrator, and life should go on as before. In preparation for a new Administrator, I am continuing to delegate many of my responsibilities. During this transition, I will be concentrating on short term projects such as the Shared Municipal Services Health Benefits grant, negotiations with Statewide Wireless Network, labor negotiations, and attending to the review of some long neglected and erratically enforced policies of the Legislature.

While no one likes the idea of reopening a search process, my desire is that the Legislature and the reconstituted search team take the time for a well thought out recruitment plan and selection process. That is not to say take all the time in the world: efficiency is an admirable trait.

So, *getting back to work...* I hope by now you all have at least heard that Tompkins County, on behalf of the Tompkins County Council of Governments (TCCOG), received a \$266,000 Shared Municipal Services Incentive (SMSI) grant to establish a Health Benefits Consortium with an implementation date of January 1, 2010. The consortium's purpose is to bring all municipalities in Tompkins County together to purchase health benefit plans. It is anticipated that this administrative change alone will reduce costs by 8 to 10 percent of premiums paid in Tompkins County.

Recognizing that when management and elected officials begin talking about your benefits, alarms go off, let me assure you that the first goal of the Consortium is to develop plan designs that will not diminish anyone's current benefits. In some cases, members will enjoy improved coverage. As we move ahead we will be providing you with more information, but if you would like to know more or simply keep up to date on our progress, go to Tompkins County's home page and select *Shared Services Health Benefits Study*.

Thank you all for your dedication and hard work during these challenging times.

- Steve Whicher

Inclusion Through Diversity: What Does It Mean for Us?

By Legislator Leslyn McBean-Clairborne, Chair Workforce Diversity and Inclusion Committee

Inclusion Through Diversity – the strength of this statement is the foundation on which the Tompkins County Workforce Diversity and Inclusion Committee (WDIC) is building its plan for promoting a fully inclusive county organization.

To be a fully inclusive and representative organization, we need to increase, respect and support diversity on all levels, the visible and the not so visible. WDIC began this work three years ago and since then has produced a recruitment resource guide, followed by a legislature-adopted diversity logo and statement and related policy guidelines.

Recently the county adopted the tagline for use on all county stationery, *Inclusion through Diversity*. The infusion of this statement on our correspondence suggests that we are seriously committed to making diversity and inclusion a priority and are letting it be known to all. We are also demonstrating this commitment in other ways. For example, the framed diversity statements hang proudly and visibly in all our departments and in some human service agencies that receive funding from the county.

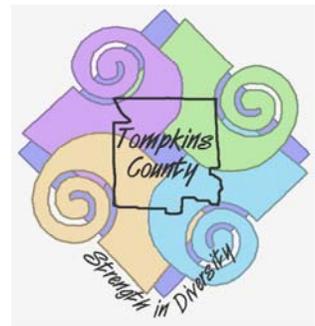
What does it all mean? Visibly, it means hiring people of different races, ethnicities and protected classes; maintaining a physical space that is welcoming and supportive; and sharing respectful, helpful and courteous interactions. Below the surface is where the real work happens, the not so visible. This includes understanding diversity and its role as an essential ingredient for organization and individual success; recognizing individual, unique frames of reference and their impacts on the organization's growth and success; valuing individual contributions at all levels and leveraging the talents, skills and experiences of everyone to meet the individual and organization

success strategy; and providing opportunities for individual growth and promotion.

Organizations which tie diversity and inclusion to their way of doing business as an individual or a team drive employee engagement, and hence increase performance, productivity and customer satisfaction. In Tompkins County, we are moving steadfastly in that direction. We encourage each of you as individual employees and departments to take the small steps towards creating this fabric of inclusion. Hang welcome signs in different languages at your main gateway; rent a popular movie DVD and create a light and lively discussion over lunch where you watch it as a group and see how many stereotypes you can identify; purchase a framed photo, poster, or artifact that properly represents a different culture once a month to add to your wall space – know what that piece of art means before you hang it; or create a round table discussion about each aspect of the diversity statement.

As we continue our work at WDIC, we hope over the next few months to visit with each department to explain the county's diversity and inclusion effort. We hope to develop and maintain a lending library of resources on diversity and inclusion, propose development of an award that recognizes and supports diversity efforts throughout the county, and complete our diversity plan that sets key competencies and measurements for leading a diverse organization.

Remember...our strength is in our diversity, our respect is in our inclusion, our success is in our inclusion through diversity!



Sustainability Update:

A Letter From Barb Eckstrom

To County Employees,

Have you heard the news that Tompkins County recently adopted a policy that is designed to help us reduce our waste, creating a healthier environment for everyone?

To help implement these policies, the Solid Waste Division has provided departmental waste assessments. In addition to the waste assessment, departments will receive new recycling bins, posters, and ongoing technical assistance.

Your Waste Reduction Representative has been designated in each department to help with the implementation of upcoming programs. With your second paycheck in April, you will receive a flyer to let you know who your Waste Reduction Representative is. Your Representative will periodically inform you of upcoming programs and tips to practicing the 4R's (Reduce, Reuse, Recycle, Rebuy).

By participating ***you can*** make a difference. Remember recycling is one of the simplest actions you can take to improve your environmental impact. By purchasing recycled content paper, you can close the recycling loop, and create a market for the materials you recycle.

Do you want to learn other ways you can help? See your Waste Reduction Representative for additional waste reduction tips and suggestions. We look forward to working together to create a better Tompkins County for ourselves and future generations.

Sincerely,

Barbara Eckstrom
Solid Waste Manager



Celebrate Earth Day April 22nd !

You don't have to participate in a big event to celebrate Earth Day, the holiday is about celebrating environment and community. Use this information to help you find something that fits you and honors the day as well.

- ♦ At home trash tracking: Poke through your family's weekly garbage to see how much in it is recyclable, compostable, or can be reduced all together. Then set a goal, for example, "by next week we will only have our trash can $\frac{3}{4}$ full rather than all the way"
- ♦ Get Active! Explore the natural areas of Tompkins County on an Earth Day Hike. It is good for you and gives appreciation for our environment.
- ♦ Help Out! The term sustainability is about more than the environment, it is about community. Celebrate Earth day by assisting an elderly neighbor, organizing community events, or volunteering with a local organization.
- ♦ Carpool, use public transportation, or walk to get where you are going! Reduce your pollution by 20 pounds!
- ♦ Use your money wisely- Buy local, organic, recycled products. Or even better, don't buy anything at all on Earth Day.
- ♦ Plant a tree in your yard or community- trees suck up carbon dioxide and make the air clean for us to breathe.

- Linnett Short



Calling All Dragons

It is that time of year again! We need to start planning for the 2008 Finger Lakes International Dragonboat Festival race and are looking for volunteers of any kind. This year's race will be held on July 12th, and I've been asked to help coordinate the team. The race involves a boat that appears to be a ferocious dragon able to skim along the water, is manned by twenty-two individuals in all (twenty paddling, one drummer, and one steering), and goes a short distance down the inlet (not as long as the professional racers). We are searching for volunteers who would like to paddle; who would like to provide moral support; assist in paperwork; and also appreciate donations toward scholarships for the team members.

If you are interested in becoming a member of the 2008 Tompkins County Dragonboat Race team please be sure to let us know by e-mailing me at kfuller@tom-pkins-co.org. Although there is a fee of \$25/person, we have been able to have fellow County employees offer donations for scholarships to get the teams up and running. If you would like to be a part, but cannot participate, we would love to have you sponsor a member of the team. Anyone wishing to find out more about this fun event please feel free to call me at 274-5434.

- Karen Fuller

Kudos Korner....

Dianna Schooley Honored for "Pride of Workmanship"

This past fall, the Ithaca Rotary Club presented the "Pride of Workmanship Award" to Dianna Schooley, Senior Account Clerk Typist at the Tompkins County Office for the Aging.

Dianna has been a vital member of the Office for the Aging (COFA) team since 1989.

Dianna is the "go to" person for all of us here at the Office for the Aging. Her positive attitude and cheerful disposition, as well as her amazing ability to multi-task in a busy work environment, help all of us to better serve older adults in our community.

Irene Stein, our former Director, used to say about Dianna, "I may be the boss, but Dianna runs the office!" We here at COFA agree with that description.



When not answering the phone or dealing with budget numbers here in the office, Dianna can be found spending time with her husband, Paul, her two sons and three stepsons as well as ten grandchildren. She enjoys reading, puzzles and probably some relief from the demands of her job!

Congratulations, Dianna! The "Pride of Workmanship Award" is well deserved.

Thank You, Courthouse Cleaners!

The staff in the Legislature Office would like to recognize the cleaners for the Courthouse area.

These gentlemen are always friendly, accommodating, and do a good job.

Comings and Goings at the Legislature

Farewell to Tim Joseph



Legislator Tim Joseph, who had represented District 12 (Town of Ithaca) on the Legislature since 1992 and ended six years as Legislature Chair at the end of last year, resigned from the Legislature last month. Tim was appointed Director of New York State Parks, Finger Lakes Region. He began service in his new administrative position March 3rd.

As Regional Director, Tim now oversees a sprawling area containing 25 parks and historical sites. A map of the region and its parks can be found at http://www.nysparks.state.ny.us/regions/finger_lakes.asp.

In his letter of resignation from the Legislature, Tim stated that he has greatly enjoyed his 15 years of service on the Legislature and wished all of his colleagues in county government the best in their continued service.

Tim's District 12 seat will be filled by special election, to be conducted April 22nd.

Congratulations and best wishes, Tim, from all of us on the *Corridors Team!*

Welcome to Carol Chock

Carol Chock joined the Legislature as of December 26, 2007, succeeding Dick Booth in representing District 3 (City and Town of Ithaca.)

Carol has lived in Ithaca for nearly 40 years, half of that time in the Belle Sherman neighborhood of the City of Ithaca. She studied engineering, social psychology and anthropology at Cornell, where she earned a Masters degree in City and Regional Planning. Carol is Associate Director of Foundation Relations at Cornell. She has prior experience in the City of Ithaca Planning Department and as a research assistant for the Tompkins County Environmental Health Planning Council. Her past public service includes more than six years

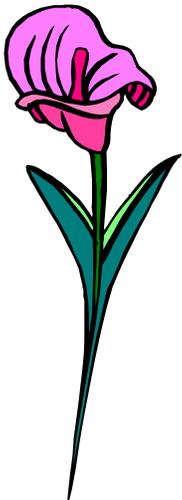
as an appointed member of the Tompkins County Strategic Tourism Planning Board.

Carol says, "We're lucky in Tompkins County to live in a very special place with a unique mix of beauty, educational opportunities and community, Carol states. "I believe we can set overall strategic goals that balance the varied needs of our community and provide basic services, while remaining flexible enough to consider promising new ideas that emerge."

Welcome to the Legislature, Carol!



Powerful Tools for Caregivers



Are you caring for a spouse, a parent or loved one and feeling stressed emotionally, financially or physically due to the challenges of this care? Many caregivers share a similar experience as they juggle the demands of work, family and caring for their loved one. Too often, in trying to meet the demands of all these interests, they neglect to care for themselves!

Powerful Tools for Caregivers, a six-week educational program designed to provide caregivers the tools needed for taking care of themselves is being offered here in Tompkins County. Currently there are three different Powerful Tools for Caregivers classes being held. During six, 2 ½ hour sessions held weekly, caregivers are learning to reduce stress, improve self-confidence, better communicate feelings, and access local resources. Attendees also are learning how to balance the demands in their lives and to increase their ability to make tough decisions.

Because we have had such an enthusiastic response to this offering and have needed to offer an additional class, Powerful Tools for Caregivers will again be available to caregivers this fall. Be sure to look for more information in the fall.

You may contact Marilyn Roberts Chase at mroberts@tompkins-co.org or 274-5488 for more information about the Powerful Tools for Caregivers classes.

Powerful Tools for Caregivers is supported by a grant from the Community Health Foundation of Western and Central New York and co-sponsored by the Office for the Aging, Lifelong, Cayuga Medical Center, Hospicare and Palliative Care Services, Family and Children's Services of Ithaca, and Tompkins County Department of Social Services.

- Submitted by Trina Schickel

Bringing Our Administrative Manual Up To Date

By Marcia Lynch

You are probably familiar with Tompkins County's Administrative Manual, which includes policies which support all departments and administrative units of the County. The manual can be accessed through the County intranet by clicking the *Tompkins County Policy Manual* link:

<http://www.tompkins-co.org/ctyadmin/policy/didyouknow.htm>.

Last year, the Legislature's Government Operations Committee identified the need to develop a plan for routine review and/or updates of the manual to ensure that it remains accurate and current. The Committee established the goal of having the manual updated, so that at least 50 percent of policies contained within it are up-to-date as of the end of 2009.

Up until now, there had been no coordinated approach or guidelines for updating the manual. More than half (63 percent) of the policies originated 25 years ago; and roughly 75 percent of the policies have been revised; with revision dates spanning 22 years. The committee also determined that the process needed to identify and resolve inconsistencies in existing policies.

The Department of County Administration holds the responsibility for manual maintenance coordination. Since last July, a planning team made up of Cathy Covert (Legislature) and Norma Jayne, Doreen Lauper and myself (from County Administration) with Paula Younger as facilitator, has been working to develop a program which will enable the County to meet the Committee's goal, while keeping the organization informed and capturing individuals' needs and interests along the way.

Activity to Date: As part of this effort, the Legislature in January adopted the revised Administrative Policy 01-04: *Modifying the Administrative Manual: The Policies and Procedures of Tompkins County Government*. (<http://www.tompkins-co.org/ctyadmin/policy/01-04.htm>). This policy specifies how County policies are updated.



Associated with that policy, forms have been designed to assist in the policy change and development process.

A *List of Policies Not Updated for 15 Years or More* was developed. This list includes 49 policies which have not been reviewed since their "effective date"; have not been reviewed or updated within the past 15 years; or which have been changed because of labor contract negotiations. Departments responsible for these policies established priorities for their updates, and the departments are now updating the policies, according to the guidelines of Policy 01-04. As part of the process, once the departments have prepared their proposed revisions, each draft policy goes to departments for an impact review.

To see the list of policies being worked on, go to the Administrative Manual link on the intranet and click on the appropriate link on the pop-up message. Updating of these policies will meet the GO Committee's goal of bringing at least 50 percent of County policies up to date.

If you have any questions about the process of updating the Administrative Manual, call County Administration at 274-5551. We'll keep you posted on the status of this project in future issues of *County Corridors*.

Highway Highlights...

Submitted by Geri Lockwood

Adopt-A-Highway

Springtime – what a wonderful season and a great time to think about spring cleaning.

How about “spring cleaning” a highway? Not only will you enjoy the benefits of being out in the fresh spring air and getting some exercise, but think how nice the roadsides look without the trash and litter!

There are approximately 43 groups currently participating in the County's Adopt-A-Highway Program, with more than 165 bags of litter, plus miscellaneous other items, reportedly collected in

2007. Several of the groups also recycle whatever possible, and some even dispose of trash themselves.

Thank you to all participants!

Interested in “adopting” an available County Road? For more information or an application packet, please contact Geri Lockwood, at 274-0314, or e-mail to glockwood@tompkins-co.org.

Please also visit the link on our website at www.tompkins-co.org/highway.

Employee Spotlights

Jessica Verfuss

Last September, I was hired as the Assistant Fire and Emergency Management Director for the Department of Emergency Response. My primary responsibilities are to help administer various fire programs and liaison between the County's 18 fire departments and the Office of Fire Prevention and Control and to help administer various emergency management programs and requirements, cooperating with the State Emergency Management Office. During an emergency or disaster, I will either be helping to run the County Emergency Operations Center, or out in the field coordinating response efforts and conducting disaster assessments.



I grew up in Vestal and graduated from Vestal High School in 1994. I was an active volunteer Emergency Medical Technician (EMT) with Vestal Volunteer Emergency Squad. I attended Broome Community College, Medical Assistant Program. I decided that working in a doctor's office was not what I wanted to do, so I decided to join the U.S. Navy in 1996.

After attending boot camp at Great Lakes, IL (in January...I don't know what I was thinking! At one point there were four feet of snow and it was 50 below!), I attended Hospital Corps School and became a hospital corpsman. I graduated first in my class and was able to choose my next duty station. I chose warm weather! I was stationed at Naval Hospital Pensacola in Pensacola, FL.

I was initially assigned to the pharmacy and quickly learned all the different names of various medications and how to provide quick and efficient customer service! I was then transferred to the Emergency Medical Services (EMS) department. Once there, I received my National Registry EMT Certification. I participated in numerous disaster drills and fleet hospital drills. I was lucky enough to be there when things were changing. The hospital wanted the department to become an Advanced Life Support agency. I, along with four others, was able to obtain my National Registry Paramedic Certification, through a paramedic completion program set up specifically for military medical personnel. I also attended Pensacola Junior College and through the Navy College Office, I received my Associate's Degree in Allied Health Management from the University of Phoenix.

In 2001, I decided that I wanted to go back to school and was honorably discharged from active duty. I then joined the Navy Reserve. I worked for Rural/Metro Emergency Services in Santa Rosa County, FL until I received acceptance from SUNY Cortland's Political Science program.

I moved back to New York in November 2001 (Again, what was I thinking!). I started working for TLC EMS in Cortland and attended SUNY. In the spring of 2005, I was accepted into the Washington Semester Program and interned with the Federal Emergency Management Agency (FEMA) in Washington, DC. I worked with the National Disaster Medical System, which oversees all the Disaster Medical Assistance Teams, Mortuary Teams, Vet Teams and various special teams. In May of 2005, I graduated with my BA in Political Science, with a concentration in Public Administration, and Public Policy, with a minor in Management.

I am very excited about serving Tompkins County through this opportunity. I never thought I would find a job in Emergency Management without moving to DC. I am happy about being able to stay close to home!



Thank You!

Thanks to all from County government who participated in this year's United Way campaign.

Ann Colt, Director of Campaign and Community Relations for the local United Way chapter, reports that pledges for \$14,645 were received from county employees in this year's *Strong People, Strong Families, Strong Communities* campaign. The campaign overall exceeded its goal, raising \$2,047,566 to help address human services needs in Tompkins County.

"United Way of Tompkins County is very thankful for the generous support that it receives from our county employees," adds Ann. "Donations support more than 150 year-round health and human service programs,

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Employee Spotlights (continued)

Liz Cameron

Liz Cameron returned to county government last year as Director of Environmental Health, based in the Tompkins County Health Department. Liz has served in her current position for nine months. Earlier, she had worked for the county as a Civil Engineer in the Engineering Division of Public Works for a couple of years in the 1980's.

Liz responded to the following questions from *County Corridors*:

What do you do here (your job duties)?

Good grief. EH oversees a ton of programs – public water supply, onsite sewage treatment, restaurants, hotels, motels, children's camps, swimming pools, rabies, and other programs that I don't have room to mention.

What do you like best about your job?

The people that I work with in Environmental Health and the Health Department. And that we are responsible for such a variety of programs.



What do you like least about your job?

That I still have so much to learn because we are responsible for such a variety of programs.



What is your favorite thing to do outside of work? I have two kids, two dogs, two cats, and nine rats in our house. Since my kids are teenagers, our dogs are not well behaved, and we're always busy, maybe doing things with my husband are my favorite things.

If you ran the world, what is the first thing you would do?

Start working out, eating healthy, meditating and doing anything else I can think of to deal with the stress of running the world. I would probably focus on education for dealing with the environment, global warming, poverty, disease, and violence facing the world. I think progress in these areas hinges on increasing both our personal knowledge and our knowledge and understanding of others.

Department News

Personnel Department

The Tompkins County Personnel Department would like to introduce our newest staff member.

Shanovah Moodie will spend the majority of her time coordinating the County's Training and Development program. However, she will also participate in our diversity and inclusion efforts, assist with recruitment, monitor civil service examinations, perform community outreach and present civil service information sessions.

We are happy to welcome Shanovah to the Personnel Department and Tompkins County and look forward to working with her.

Solid Waste Division

Welcome to *Stephanie Egan* to the Solid Waste Division as the new Communication Assistant

Highway Division

Congratulations to *Rick Chase* (Highway Crew Supervisor) and *Diane*, on the birth of their daughter, *Kendra Virginia*, on December 9, 2007.

You're Invited

EIGHTEENTH ANNUAL TOMPKINS COUNTY 25-YEAR CLUB DINNER

The Tompkins County Legislature cordially invites you to join them in honoring this year's inductees into the Tompkins County 25-Year Club. This year's dinner will be held at the Lake Watch Inn 1636 E. Shore Drive (Rt. 34N), Ithaca, New York on May 29th, 2008. There will be a social hour from 5:30 until 6:30 and a banquet dinner at 6:30 p.m. Please return the **RSVP** with your entrée selection including payment of \$15.00 per person, by **April 24, 2008**. There is no charge for 25-Year Club members and their guest.

This year's new inductees

Linda Eva ~~ Department of Social Services

Karen Johnson ~~ Health Department

Susan Cook ~~ County Attorney's Office

Euguanie Fudala ~~ Dept. of Social Services

I will attend the 25-Year Club Dinner on Thursday May 29, 2008

Entrée Selections

Tenderloin Tips in Bordelaise Sauce _____

Chicken Francais _____

Stuffed Shells (vegetarian) _____

Salad Entrée available upon request _____

Name: _____

Name of Guest: _____

Please make checks payable to **TOMPKINS COUNTY** and send to:
Tompkins County Personnel Department
125 East Court Street
Ithaca, NY 14850

Tompkins County

2 0 0 8 T r a i n i n g S c h e d u l e

All classes take place at TC3 Tioga Place | 118 N. Tioga St | Cor. W Seneca & N Tioga St | (607) 272.3025

	DATE / TIME	WORKSHOP TITLE <small>Go to the Employee Intranet and click on the Training and Development link or go to www.tompkins-co.org/personnel/training for <u>detailed</u> workshop information</small>	INSTRUCTOR	
Apr	Wed, 4/9, 8:30-12:30	Great Customer Connections	Rich Gallagher	
	Wed, 4/16, 8:30-12:30	Strengths-Based Feedback: You Can Tell Anyone Anything	Rich Gallagher	
	Fri, 4/18 & 4/25, 8:30-12:00	Excel Level 1	Bill Vernola	
May	Fri, 5/2, 8:30-12:30	Conducting Performance Appraisals that Inspire Commitment	Bob Blenn	
	Thu, 5/8, 8:30-12:30	Great Customer Connections	Rich Gallagher	
	Mon, 5/12 & 5/19, 8:30-12:00	Excel Level 2	Bill Vernola	
	Wed, 5/21 & 5/28, 8:30-12:00	Excel Level 3	Bill Vernola	
	Thu, 5/22 & 5/29, 8:30-12:00	Access Level 1	Bill Vernola	
	Tue, 6/3 & 6/10, 8:30-12:00	Access Level 2	Bill Vernola	
	Thu, 6/5, 8:30-12:30	Great Customer Connections	Rich Gallagher	
	Wed, 6/18 & 6/25, 8:30-12:00	Access Level 3	Bill Vernola	
	Thu, 6/27, 8:30-12:30	Delivering Effective Feedback in a Minute	Bob Blenn	
	July	Fri, 7/11, 8:30-12:30	Personnel Law for Supervisors	Elizabeth Britt
		Fri, 7/18, 8:30-12:30	Getting a Grip: Managing Priorities and Stress	Bob Blenn
	Sept	Fri, 9/12, 8:30-12:30	Getting a Grip: Managing Priorities and Stress	Bob Blenn
Fri, 9/19, 8:30-12:30		Conducting Performance Appraisals that Inspire Commitment	Bob Blenn	
Thu, 10/2, 8:30-12:30		What to Say to a Porcupine!	Rich Gallagher	
Nov	Thu, 10/16, 8:30-12:30	Creating a Culture of Leadership in Support Staff	Rich Gallagher	
	Thu, 11/6, 8:30-12:30	HR Law for Supervisors	Elizabeth Britt	

Special Instructions

- **REGISTRATION:**
 (1) Call TC3.biz at 607-272-3025, 9am to 6pm, or (2) email sanfors@tc3.edu .
 Information required: your name, your department, workshop name.
Deadline to register: 5 business days prior to the workshop date. Cancellation deadline: 48 hrs prior.
- Supervisor's approval required before registering for workshops.
- Any workshops with less than 15 participants registered will be cancelled
- All computer classes consist of **two classes of 3.5 hrs each**.
- Please register for computer classes that are appropriate for your current level of expertise.
- Within one month of the date of your workshop, you will be asked to complete a survey regarding the impact of the training.



FUNNY BONES

Little Johnny's kindergarten class was on a field trip to their local police station where they saw pictures tacked to a bulletin board of the 10 most wanted criminals. One of the youngsters pointed to a picture and asked if it really was the photo of a wanted person. 'Yes,' said the policeman. 'The detectives want very badly to capture him.' Little Johnny asked, 'Why didn't you keep him when you took his picture?'

United Way

(Continued from Page 7)

in addition to our Hunger and Food Security and Urgent Rx Prescription Programs. We are so thankful for everybody's support. Every gift makes a very positive difference."

Fund Distribution volunteers currently are being trained with United Way's new online system. In late spring they will begin to review the outcome reports from the agency's 43 member organizations.

The United Way funding cycle is from July 1 to June 30, 2008.



Foster Care/Adoption Information Meetings

Submitted by Ellie Arnold

To anyone who may be considering becoming a foster parent or adoptive parent and wants more information, Tompkins County Department of Social Services will hold informational meetings at the Human Services Building, Room 142, 320 W. State St., Ithaca, NY on the 2nd Thursdays of each month. The next meetings will be held April 10 and May 8 from Noon to 1PM.

Tompkins County has a special need for foster families in the Ithaca City School District and for families who will foster teenagers.

Please call 274-5266 for more information.

Thank you.

Vending Committee "Vends"

Website:

Please remember to visit our website, on the employee Intranet (click on the link under "Events/News"), or [www.tompkins-co.org/employee_only/VendingCommittee News.pdf](http://www.tompkins-co.org/employee_only/VendingCommittee%20News.pdf). Be sure to visit regularly for updated information on all trips, news, etc.

2008 Tentative Trips:

Tentatively, the following trips are being considered: New York City (June 7th and December 6th possible dates), Hangar Theatre production of Oklahoma!, Marineland/Niagara Falls or Darien Lake, Buffalo Bills Football game, etc. If you have any ideas to share, please see your Department Representative (names listed on website).



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>



FOR SALE – 1972 Sportscraft 30' Cabin Cruiser, Inboard with twin 225 engines. Sleeps 6, with room for blow-up mattresses. Includes kitchen sink, cupboard, stove, gas grill, refrigerator, dinner table, toilet, fly bridge with 36" ship wheel, compass, 2 radios, GPS, 7 life jackets, depth finder with speed water temperature, auto anchor, 100 gallon gas tank, 220 A/C, and 12V D/C electrical service, TV with antenna and cable hook-up, AM/FM Cassette, water hook-up, ≈ 100 gallon water storage tank, hot water tank, 2 bilge pumps, battery charger, swimming deck with ladder, extra propeller, fully canvassed, with new carpeting and steering cables. 30x50' winter cover, roof-covered in winter. A **STEAL** at \$14,500.00 (**could make a 10% commission for finding buyer at this price**)! Please call Paul, at (607) 564-1088, or e-mail at plcowles@yahoo.com.

THE JUNKSTER – Call us for junk removal of all types – appliance, basement piles, garage collections, house pressure-washing, lawn debris, winter clean-up help, etc. Dump truck available for big items and bigger piles. Please call Bill, at (607) 539-7449.

FOR SALE – 1983 14' Sylvan aluminum fishing boat (3 bench seats), older 10 hp Johnson sea horse motor (runs excellent), with trailer. \$750.00. Please call Chris, at (607) 592-2899.

FOR RENT – One bedroom furnished apartment, on bus route between Dryden and Etna. \$600.00/month includes local phone and cable. Please call (607) 592-9804.

LOST - MONT BLANC PEN, on Wednesday, December 12, 2007, around 12:15 p.m., near the entrance to the parking lot of the County Court House and the Old Jail (last seen near the bench outside the Old Jail). Very sentimental value - reward offered. Please call Harold, at (607) 423-2684.



WANTED TO RENT - a one- to three-bedroom apartment close to downtown Ithaca, NY. Well-maintained and in good condition, with cable, internet access, and preferably with parking included. Pets allowed a BONUS. Please e-mail stephanie.a.egan@gmail.com and rengels@ithaca.edu with details about the rental.

Forward classified ads to Geri Lockwood at the Highway Division
glockwood@tompkins-co.org

Editor's Note:

Correction

In the last issue of *County Corridors*, we suggested sending Christmas cards to "A Recovering American Soldier," care of Walter Reed Army Medical Center in Washington, D.C.

Since then, we have been informed that a check with the web site *Snopes.com* found the item to be false. We are told that the U.S. Postal Service will not accept mail addressed to "Any Soldier", "Any Wounded Soldier", or the like because if it did, it could be providing a conduit for those who might harm armed services members.

We regret the error.

Corridors is printed on 30% recycled paper.

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