

CDEA News

The Newsletter of the
New York State Conservation District Employees Association

September 2016

Technical Large Animal Emergency Rescue – Basic Class

Mark Burger, Executive Director, Onondaga County Soil and Water Conservation District

A one-day, 10-hour TLAER Basic Awareness class was held at the NYS Fairgrounds on Friday, June 17, 2016. On Saturday and Sunday June 18 and 19, the Operations level 16-hour course. Almost 50 people attended both sessions - first responders, police and fire department personnel; farm owners and veterinarians. Students attended from NYS, Connecticut and the Province of Ontario, Canada.

TLAER teaches better response tactics and incident communication in common emergency situations with large animals – trail riding, trailer wrecks, trapped in mud or ditches, and advanced handling skills. TLAER helps to provide an understanding of the mechanics for a correct response to large animal incident scenes and interacting with professional emergency responders and animal victims in a safe manner.

The goal of the June training is to begin the formation of a volunteer animal response team in Onondaga County and the Central New York region.

A special “Thank You” to Onondaga County Dept. of Emergency Management for securing the grant funds to host this training, and all of their dedication and support to this new opportunity for Onondaga County.



Group photo, everyone with certificate of completion in hand. Dr. Rebecca Gimenez, Ph.D., FF #762 and Primary Instructor of Technical Large Animal Emergency Rescue, Inc. taught both classes. Photo courtesy of Roland Ivers, District Volunteer.

Schoharie County Soil and Water Conservation District Receives Donation

Peter Nichols, Stream Program Manager, Schoharie County Soil & Water Conservation District

The Schoharie County Soil and Water Conservation District (SWCD) has received an anonymous donation for renewal of its one-year software subscription for new stream gauges the District installed one year ago.

The Schoharie County SWCD was awarded a grant to add additional stream gauges in Middleburgh, Schoharie, and Esperance in 2014 following historic flooding in 2011. These new gauges have allowed for a more thorough monitoring of stream conditions locally, and

were very instrumental during Memorial Day weekend flash flooding last month. In addition to the actual gauges, functionality has been enhanced using software called Sutronwin. This software allows for specific

See Donation, Page 3

Donation (from page 2)

alarm settings within the gauges that will send text alerts to key county personnel when certain conditions arise. For example, if a streams water level rises faster than 1 foot per hour a special alert is sent. Or if a streams water level is raised to a pre-determined flood stage another alert is sent. The software also allows for storing of detailed water level history for several months which can be useful in studying flood history. Schoharie County Soil and Water District Stream Program Manager explains; “Having the Sutronwin software in place gives us maximum use of our new stream

gauges. Since our system is separate from the USGS system, we need this software to do many of the things the USGS gauges offer.”

The donation comes from a concerned community member who asked that it be made in honor of the late Sherry Bartholomew who was past President of Dam Concerned Citizens (DCC), and a huge supporter of flood preparedness, and protection of our communities. “This donation is a great tribute to Mrs. Bartholmew who was always a great

supporter of District programs” according to Nichols. He adds “The money helps us in our mission to keep county residents safer, as well as understanding our streams better so we can make educated management decisions”.

Cost to renew the Sutronwin software costs approximately \$1,000 per year. The stream gauge levels can be viewed on www.sutronwin.com or on DCCs website; http://www.midtel.net/~dccinc/sc_hoharie-creek-hydrographs.html

Interns Stop the Invasion by Hand Pulling Water Chestnut

John DeHollander, District Manager, Oswego County Soil and Water Conservation District

For 2016 the Oswego County SWCD has hired for its first time, a crew of five college interns to provide physical hand pulling effort for the control of the highly aquatic invasive plant Water chestnut (*Trapa natans*, L.) in various water bodies throughout Oswego County.

Over the recent years, the District's chemical and mechanical harvesting controls have reduce greatly the infestations and severity of the patches of water chestnut, especially in the Oswego River; where once upon a recent time there was over 230 acres, and now it is between 15-20 acres scattered along a 12-mile reach. Other water bodies where water chestnut reside are: Oneida River and Lake, Salmon River, Sage Creek, Little Salmon River, Grindstone Creek, Rice Creek and Ox Creek.

A vigilant hand pull effort is the necessary final recourse for control in managing this exotic plant. Through an orchestrated program of hiring summer interns while encouraging property owners and

See Interns, Page 4.



The Water CATs are, left to right: Allie Henderson, Geoffrey Michaels, Joe Dyson, Peter Vitiello, and Kiersten Williams.

Interns (from page 3)

others to assist, will be a seasonal project for years to come. The 2016 crew hail from Wells College, Syracuse University and SUNY at ESF. This year's crew is called the Water CATs (Chestnut Assault Team). Two leased vehicles were utilized for the summer effort allowing for the transport of canoes, supplies and crew to get them around from site to site. Detailed GPS maps and



July 16, 2016 6th Annual Water Chestnut Hand Pull Event at Port Ontario/Salmon River/Oswego County, NY.

written documentation as to their efforts are being gathered for a final report at the end of the season. The Water CATs have also assisted other organized water chestnut hand pull events on behalf of the NYS DEC, the Oneida Lake Association, and NYS Parks & Recreation. Efforts have also been coordinated through our respective SLELO PRISM while working hand in hand with NY Sea Grant's Boat Steward Program.

I wish to thank this year's crew for their hard work and having this a learning experience for us all while we develop this program for the future.

Environmental Education Foundation of Soil and Water Conservation

David Reckahn, District Manager, Essex County Soil and Water Conservation District

The Environmental Education Foundation is formed as a 501 C-3 Nonprofit to pass through tax deductible donations to the NYS Envirothon, Regional or County Envirothons and any related Environmental Education program. The Foundation can assist with acting as a pass through on Cash Grant applications for Walmart, National Grid, International Paper and many other funding sources.

The Foundation has a 15 member board to operate as a Non-profit and a great way to understand and utilize the foundation better is to become a



member of the board. Board members only need to commit to one meeting a year in person and 8-10 teleconference per year lasting no longer than 1 hour.

There are 5 positions for District Employees and 5 positions for members at large. We have 5 positions that are appointed from the NYS Envirothon and NYSCDEA Board. If you

are if interested in learning more about the foundation contact your Division Rep.


COMMUNITY GRANTS PROGRAM
 NEW YORK STATE POLLUTION PREVENTION INSTITUTE
2017 Request for Application (RFA)



NYSP2I provides an important source of funding for community-focused pollution prevention initiatives. Every year, proposals are solicited from community organizations, municipal departments and other public sector and not-for-profit entities for projects that raise awareness and understanding of pollution prevention practices and lead to implementation at the local level.

Eligibility Requirements

- New York State based
- 501(c)(3) community organizations or comparable status
- Implementation of pollution prevention initiative or project

Examples of Eligible Organizations:

Academic institutions; neighborhood associations; environmental justice; municipal departments; community development corporations; health centers; local unions and labor organizations; offices or departments of a city, town or county; primary and secondary schools; libraries; local environmental agencies; boards of health; departments of public works; local emergency response offices; town commissions and planning and zoning boards.

[View Past Community Grant Projects](#)

Applications due by 5pm on Friday September 30, 2016

[Learn More & Application Package](#)



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Seneca River and Oneida River Water Chestnut Hand-Pull

Alex Kulakowski, Seasonal Aide, Onondaga County Soil and Water Conservation District



The team is ready to launch for a day of manual hand pulling on Seneca River.

Beginning on July 11, 2016 the Onondaga Soil and Water Conservation District began an initiative to reduce the number of water chestnut plants on the Seneca River. Water Chestnut is an invasive species from Asia that grows in shallow areas in lakes, rivers, and streams. The plant makes itself a nuisance by clogging waterways; making

difficulties for boaters. Additionally, its seeds have sharp protrusions that can cause painful puncture wounds. Utilizing a team of four, the OSWCD will hand-pull plants from canoes along a 19 mile stretch of the Seneca River from Coopers Marina in Baldwinsville, NY to Horseshoe Island in the Oneida River. The

team, led by Brian Sommer, consists of seasonal aides that will spend up to six weeks traveling between seven potential sites. The main goal of the initiative is to remove all the chestnuts that can possibly be pulled at each location by hand and then mark other areas that are too dense for manual removal with GPS indicators for herbicide treatment. The plants and seeds taken from the Seneca will be taken to an OCRA site in Camillus for composting. Funding for this important project has been provided through an Aquatic Nuisance Species Grant received by Onondaga County Health Department, Division of Environmental Health under the direction of Dr. Russell Nemecek.



Conservation Partners Leadership Takes Shape in Wanakena

Aaron Buchta, Onondaga SWCD; Kristin Ballou, Franklin SWCD; and Scott Collins, Niagara SWCD

The New York Association of Conservation Districts recently sponsored the Conservation Partners Leadership Institute, held at the Ranger School in Wanakena. A team of twenty-one conservation professionals from Soil and Water Conservations Districts, NYS Ag. and



Markets and NRCS across New York State attended this training.

consisted of a combination of presentations, group discussion, and group activities.

Topics discussed included: the habits of successful people, leadership principles, goal development, conflict management, and enhancing colleague relationships. Training

A handful of key highlights from the program included “Putting first things first;” including prioritization and delegation of workload to prevent excess stress; “Sharpening the Saw,” meaning, making time to take care of your internal needs is a necessary priority to be able to take on other’s needs; the “Win-win process” in conflict management: working with each partner in a disagreement to identify solutions and demonstrate that the relationship is more important than the conflict; and “Seek to understand, then be understood” or SPIN: What is the Situation, what is the Problem, what is the Implication, and finally, what is the Needs Payoff, or, “what’s in it for me?” The SPIN Strategy is an effective way to communicate with our client base, whether its ag. producers, municipalities, or other customers of the District, to enhance marketing services and programs that Districts provide.



Scott Collins from Niagara County SWCD summed the experience up best when he said, “The Leadership training is great because it starts out with getting to know yourself, then expands to allow you to find areas where you can grow so you leave your “comfort area”. From there, you are able to build on other skills such as delegation,

See Leadership, Page 8.

Leadership (from Page 7)

conflict, personal roles, and effective time management. I would highly recommend everyone participate in the leadership training so that they can learn their skill set and grow over time.”

Outside of the classroom we were able to partake in various group activities whether it was hiking to the fire tower or the largest White Pine in New York State, fishing, geocaching, playing volleyball or Kubb or looking for bears.

We would like to thank the Ranger School and their staff for their hospitality, Bob Brower for all that he did to make this week possible and the planning committee consisting of Mark Burger, Amanda Barber, Doug Kierst, Greg Kist and Amber Paice.

If you are looking for future leadership training either contact one of the committee members or one of the members of this years class as we will be organizing the next Leadership Institute for 2019.

See Leadership, Page 9.



One example of group problem solving venture: balancing as many nails on one nail as possible



Leadership (from Page 8)



Wise Words from Our District Family

Interviewing seasoned District employees who share some words of wisdom



Corey Nellis
Montgomery County Soil & Water Conservation District
29 years

Q. How long have you been working at your SWCD? If you have worked for more than one District, please let us know the counties, positions, and years worked.

A. I have been working here since 1987. I started in Fulton County through the summer youth program in 1986. In the summer of 1987 Montgomery County offered me a summer job the pay was \$4.00/ hour. I was 17 and I have been here ever since. I started as a summer helper and as people left I just kept filling the empty slot. I became the manager in 1997.

Q. What have you accomplished over the years with your District that you are most proud of?

A. As for accomplishments and my proudest moments: When I took over as Manager we were having budget problems. The first County Board meeting they really raked me over the coals. I weathered the first budget onslaught and the following year we had a drought in Montgomery County. The county was hauling water to farms. I saw someone pumping water and got an idea to pump water via irrigation pipes. I

contacted SEMO and was able to get a pump and 4000' of pipe and filled all the ponds. It was free and the County saved \$40,000. We still pump water today 7 farms this year. I received over \$400,000 in state grants for Emergency Water Management. I consider this one of my best and first accomplishments. The next budget meeting with the County was all accolades and we really have not had another budget issue since. The ACRF was an amazing process as well. We restored all of the cropland that was damaged during the hurricane in three months and all the farmland was in full production the following spring. We dropped all the normal workload items and just got it done.

Q. How have you seen District programs, or their focuses, change over the years?

A. The thing that has changed the most over the years is the focus. We used to do a lot of "01" work. Going out in the field and just implementing projects. All the focus is today is on program implementation. We spend more and more time on

paperwork and administration and have forgotten that we are the implementation specialist. Private engineers complete most designs now. In Montgomery County the SWCD still does almost all the design work for EQIP and State projects. We just have to send the design to an engineer to be reviewed and then to NRCS for a functional review. So much complexity and administration.

Q. What words of wisdom do you have for a newly hired District employee?

A. Words of Wisdom, from me, you obviously do not know me very well. For a new employee I think my best advice is "rock the boat", it is very easy to accept the status quo. I am very vocal. When I see something wrong I address the issue. I have been to the state committee, I was on the employees association and visited NRCS in Syracuse many times. It is important that when something is wrong to be vocal. You can't always fix it but you can make sure the decision makers know there is a problem.

See Wise, Page 11.

Wise (from page 10)

Q. When did you first learn or hear about Soil and Water Conservation Districts?

A. I was 16 when I went to work in Fulton County, I didn't know anything, and 17 when I came to Montgomery County. Just a kid, quick synopsis, I dropped out of high school, moved back here from Florida, sued my parents for emancipation and never looked back. Once the SWCD knew I was good at this job I was told I would have to go to college. 7 years of night school and I had my degree. This is definitely more than a job. I am passionate about the work, and work hard to stay at the forefront. I could not see myself leaving to take another job, although I did accept a job with Bear in Delaware County but declined after I accepted for the management position here.

Q. Please share with us a memorable conservation moment while working for your District.

A. When I started the Training sessions were a little less formal. I received a baby bottle and a lollipop at my first training session as a new employee and there was allot of baby references made to all of us. I remember musical chairs and guys had to get a seat and girls had to sit on the guys laps. The

last guy with a girl on his lap won. I won of course. Hidden talents. No music, no singing, no acrobatics. I do seem to be pretty good at carpentry. I work to excess regularly. 7 days a week and a few days after work on weekdays. Is working a hidden talent. I watched America's got talent, I don't see anything there that I think I can do. I would walk a tightrope but you have to wear those spandex pants.

Q. Please share with us a humorous moment from your time at your District.

A. Funniest moments: I was, maybe still am a little bit annoying. In 1990 or so we had an intern we named Thumper. He was a linebacker for a college team in Georgia. One day he said he was going to take me outside so out we went. I was being held upside down by my legs and I think I won the battle. I punched his shins and knees many times. Another memory of when I started was the offer to have my hair cut by the guys in the office. I am bald now but when I started my hair was near my shoulder blades. They brought kerosene and cattle shears to trim my bangs. I told them they would never be able to hold me down. I was soon duct taped to a chair where I spent the last part of the afternoon. I did get a haircut that

night at a barber. Not because of them but because I felt long hair was no longer in style. Times were a little different back then.

Q. Tell us about what you will miss when you retire.

A. I assume retirement for me will be similar to today. I will keep coming here and just get less pay. I cannot see myself in a retirement position. I joined the State retirement at age 17 and will max out the system at 55. So 8 more years and I will be onto bigger and better things, most likely a technician at Montgomery County Soil and Water.

Q. Any concluding remarks?

A. Enjoy your job, find fulfilment in what you do, say something even if its not popular. I was told during one of my rants, "What do you want me to do call Syracuse and tell them its wrong". Yes is my answer. Don't be afraid to stand up and speak out. It seems to be a lost talent.

2015 SWCD Annual Report is available

Jennifer Clifford, Associate Environmental Analyst, NYS Department of Agriculture and Markets

The *2015 SWCD Annual Report* is available! The State Committee encourages Districts to distribute the Annual Report to District Directors, local legislators, and other conservation partners. Copies will also be distributed at Soil and Water Conservation Committee meetings as well as other events and conferences throughout the state. The report can be found on the [Soil and Water Conservation Committee website](#) and [SharePoint](#).

The report highlights how the local leadership of Conservation Districts' protects our state's natural resources. It features some of the most successful and innovative programs statewide, and emphasizes how Districts provide cost-effective programs to protect the environment, increase economic opportunities, and enhance the quality of life for all New Yorkers.

Restructuring Staff at Genesee Co. SWCD!

Jodi Chamberlain, Clerk, Genesee County Soil and Water Conservation District

The Genesee Co. Soil & Water Board of Directors made decisions recently to promote from within and have moved two technicians, Molly Cassatt and Jared Elliott, into managerial roles. Molly signed on as our District Manager as of June 8th, and has been handling the office, staff, grant applications and contracting like a seasoned pro. She is nearly finished writing her Master's degree thesis on Wetland Restoration, and continues to spearhead our countywide Water Quality Monitoring Program. Jared is now our Senior Field Manager, taking charge as overseer of all current projects as well as technical staff. He is also very competent with grant writing, and manages the contracts and Plans of Work for the grants he is successful in securing. His farming background and knowledge of agricultural practices lend him much credibility with our local producers. The two work very well together and have a good system of checks and balances

for getting Soil & Water business done accurately and on time. Molly and Jared are terrific colleagues and I am very proud to be working with them at Genesee Co. SWCD. We have also welcomed back Jody Laney for assisting with part time office work, and have hired a new full time technician

to start in early September. Genesee Co. SWCD is fully equipped to handle the resource concerns of our agricultural region. Please help me welcome the young managers into their new roles and feel free to offer any guidance or the wisdom or your experiences!



District Manager Molly Cassatt



*Senior Field Manager
Jared Elliott*

Sad News from Monroe County SWCD

Karen Ervay, Education Coordinator, Monroe County Soil & Water Conservation District

Vytautas ("Vyt") Burkunas a long time Field Technician with the Monroe County Soil and Water Conservation District who retired 10 years ago passed away last week. Vyt worked with the District for more than 30 years and I feel that there may be a lot of people around the state that would want to reflect on his time here and the work that he performed with great dedication. He was 68 years young when he passed after dealing with an illness. While with the District he took great pride in his work and enjoyed helping landowners especially as it related to wildlife habitat management and constructing pond/marsh areas.



Join us for the NYACD Annual Meeting & NYS CDEA

Administrative/Management Conference

Amber Paice, Executive Director, New York Association of Conservation Districts, Inc.

Have you heard the news!?! The New York Association of Conservation Districts and the New York State Conservation District Employees Association have joined forces to present the 2016 NYACD Annual Meeting and the NYS CDEA Administrative/Management Conference on October 18th-20th at the Syracuse Crowne Plaza. This event is most attractive to Soil and Water Conservation District Directors statewide, and District professionals serving in administrative and management roles, however, all who are interested are welcome to register.

Featured in this year's event are the courses for the members of your District's Board of Directors, and

Administrative and Management professionals including a number of training courses such as Internal Controls, Personnel Record Management, Quickbooks, Human Resources and Employee Law Update Training, District Personnel Management and Supervision, and Professionalism and Ethics.

Visit www.nyacd.org before Thursday, September 15th, to Register. As a reminder, Award Nominations are due prior to September 15th, and information is available on the NYACD website. For added assistance, please contact Amber Paice, NYACD Executive Director, 607-794-8086, ambermay@nyacd.org. Can't wait to see you there!

Spiny Waterflea Found in Indian Lake

Caitlin Stewart, Conservation Educator, Hamilton County Soil and Water Conservation District

Spiny waterflea, an invasive zooplankton, was recently discovered in Indian Lake. This confirmation adds to a growing number of invasions in Hamilton County including Piseco Lake, Sacandaga Lake, and Lake Pleasant.

Spiny waterflea is roughly half an inch in length with a long,

barbed tail spine. The critters clump on fishing line and downrigger cables, clog eyelets, and prevent fish from being landed. They also eat native zooplankton, and are in direct competition with fish for food. Due to tail spines, small fish cannot eat spiny waterflea. This invader is not

harmful to humans or pets.

"Up until this detection, Indian Lake was considered to be the Adirondack's largest invasive species free lake," said Erin Vennie-Vollrath, Aquatic Invasive Species Project

See Waterflea, Page 14

Spiny Waterflea Found in Indian Lake (from page 13)

Caitlin Stewart, Conservation Educator, Hamilton County Soil and Water Conservation District



Spiny waterflea, an invasive zooplankton that collects on fishing line and clogs eyelets, was recently discovered in Indian Lake.

Photo credit: Jeff Gunderson.

Coordinator of the Adirondack Park Invasive Plant Program (APIPP).

While fishing on Indian Lake, an angler found spiny waterflea on his downrigger cables and reported the invaders to the Adirondack Watershed Institute (AWI) steward who was stationed at the Department of Environmental Conservation's boat launch. The steward notified the DEC staff at the Indian Lake Islands campground. Vennie-Vollrath and Jeffrey Sann of Paul Smith's College followed up with plankton net tows and found spiny waterflea during their survey on August

17.

"The fisherman properly notified us of something suspicious on his fishing line," said Jaime Parslow, Regional Supervisor of the AWI Stewardship Program. "I am sad that spiny waterflea has been introduced into one of the Adirondack's most cherished lakes, but because of this story, we will be able to further educate and alert boaters and anglers about the significant threats posed by aquatic invasive species, and hopefully prevent their further spread into other Adirondack waters."

"Next steps include educational outreach," said Caitlin Stewart, Conservation Educator of the Hamilton County Soil and Water Conservation District. "No known control methods exist, and spread prevention is key to protecting our lakes. Presentations, signs, rack cards, and social media posts will help get the word out."

Spread prevention steps are now required by New York State's Aquatic Invasive Species Spread Prevention law. These simple and fast steps protect the health of lakes and streams, the economy, and public health, and include:

- Clean all mud, plants, and animals from trailers, watercraft, and gear, and dispose of in the garbage or on dry land.
- Drain water from the livewell, bilge, motor, hull, and

bait containers before leaving the launch.

- Dry boats, trailers, and gear for at least 5 days before launching into another water body.

Local decontamination stations at Piseco Common School and the State Route 8 / 30 pull off half a mile east of Speculator are staffed by AWI stewards and offer free boat washes to prevent the spread of invasive species. Visit www.adkcleanboats.com for a list of all stations and hours of operation throughout the Adirondacks.

The District offers free spiny waterflea presentations for county organizations and schools. Invasive species information and posters are available at their office at 103 County View Drive, Lake Pleasant, and on their website at www.hcswcd.com. For more information about the AWI visit www.adkwatershed.org/ or contact jparslow@livepaulsmiths.onmicrosoft.com, 518-327-6213. For more information about APIPP visit adkinvasives.com/ or call 518-576-2082.

The District has been working to manage and promote the wise use of natural resources in Hamilton County since 1965. For more information visit www.hcswcd.com or call 518-548-3991.

Newsletter Flashback

Showcasing the newsletters of yesteryear

July 1987

*Ann
Bob ✓
Mark ✓*

NEW YORK STATE CONSERVATION DISTRICTS



RECEIVED
JUL 24 1987
CHEMUNG CO. SWCD

DISTRICT EMPLOYEES' DIGEST

(SERVING DISTRICT EMPLOYEES IN NEW YORK STATE)

VOL. IV NO. 2 July 1987

EMPLOYEES' ASSOCIATION INC.

EDITOR'S MESSAGE

Hi everyone! Welcome to a new chapter of the District Employees' Digest. Division VI has taken the responsibility of putting together the newsletter for this year. I wish to thank the employees of Division VI, and Jim Mc Cardell for helping compose it, as well as Division reps, clerks and other employees for submitting its contents. Ed Tuthill and Suzette Benway with the help of Division IV employees are to be commended for coordinating the first District Employees' Digest and carrying on its timely production. The task takes considerable hard dedicated work but the Digest is a great tool in keeping the "District Employees' family" in touch with each other.

The big and beautiful N.Y. State fair will soon be in full swing. Sincerely try to have one person from your District represented to man the District Employees' booth; you do make a difference. For details see Jeff Ten Eyck's column.

The days are fleeting by leading to budget time again. Show them what you do, give them a realistic figure on what the cost will be to continue or expand your District programs, then go for it. Good Luck! Thanks so much for your help, have a great year, and farewell until our trails meet again.

Norm Benson

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Newsletter Flashback

Showcasing the newsletters of yesteryear

July 1987



Steve Lanthier

"PRESIDENT'S COLUMN"

This issue of the "District Employees' Digest" is coming from Division VI and I applaud Norm Benson and his division for taking the time to get everything done that it requires to put together a publication like this at such a busy time of the year. Norm is taking over editorial responsibilities from Ed Tuthill, who has been Editor since the first issue of the Digest.

Many of the Committees that were established at our Spring Board meeting have met or will be meeting in the near future and I would encourage any employees asked to serve on these committees to do so, as I am sure you will find the opportunity rewarding.

The State Fair committee has been busy this year and I'm certain by now you have all seen this year's letter on the State Fair Booth from Jeff Ten Eyck, Cortland District who chairs the committee. I would encourage each of you to make every effort to ensure that your District participates in this year's Fair by sending their employees to spend a day manning the booth and by making a financial contribution to help offset the expenses of the Fair exhibit.

Progress on a 4-way Memo of Understanding with State Committee, Districts' Association and Soil Conservation Service is progressing well and the initial meeting on the memo is set for August 15th. The inclusion of the Employees' Association into the existing 3-way memo will certainly be a step in the right direction. I'll keep everyone updated on the progress of this very important document.

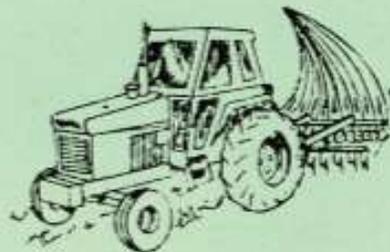
The Employees' Association will co-sponsor along with Districts' Association and State Committee a "New York Day" for the participants of the NACD National Leadership Conference to be held at the Turf Inn in Albany, August 26-28. Participation in this function will present the Employees' Association with an opportunity to inform these national leaders in soil and water conservation of the functions and value of a statewide Employees' Association.

With regret, I have received a resignation from Bernie Dixon as Division II representative and I have appointed Tom Brace to serve as Division II representative until the next annual meeting.

Hope you are all having a Great Summer!

Steve Lanthier

P.S. On July 15 a tentative agreement has been reached as to the contents of the four way Memorandum of Understanding. I am looking forward to getting the final signatures from each group in the near future. Each office will receive a copy of the final document plus I will keep you all informed on the progress of this document.



Conservation District Employees Association

“Your local Soil and Water Conservation District provides ongoing programs and services to conserve, enhance and protect soil and water resources in your community.”

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