

Reduce Waste with These Great Holiday Gifts:

Brought to you from the Solid Waste Management Division

- 🌱 Buy second-hand goods.
- 🌱 Look in the classifieds for second hand bikes, computers, and similar products.
- 🌱 Look for products or items that are refillable or do not take batteries.
- 🌱 Clothes - check whether the cotton was bleached or grown organically. You can also look for clothes made of hemp, which requires no pesticides, herbicides and little fertilizer or even made from a recycled material (ex. Fleece made from recycled plastic bottles).
- 🌱 Also look for fair trade items.
- 🌱 Give the gift of light by giving an energy saving light bulb (CFL or LED) and or string of lights as a gift. This will also save the recipient money on their energy bills!
- 🌱 Buy *EnergyStar* appliances, TVs, Dishwashers, Washers, Dryers, Refrigerators.
- 🌱 Give a massage – with organic oils.
- 🌱 Give a weekend retreat: Kayaking, Hiking, Etc.
- 🌱 Wood toys are more durable and are often safer than plastic ones.
- 🌱 Don't forget to check out www.fingerlakesbuygreen.org for ideas and local places you can find these products.
- 🌱 Think less materialistically. Buy a gift in someone's name but for someone else, a community, or an organization's cause.
- 🌱 Give a gift to the SPCA to feed and shelter animals.
- 🌱 Donate clothes and other items to those in need through local charities.
- 🌱 Purchase a membership for someone to an environmental (land, endangered species, wildlife, etc.) or other organizational group doing good for someone else in your community, country, or overseas (ex. Ithaca Breast Cancer Alliance (IBCA), etc.)
- 🌱 Purchase an environmental magazine subscription.
- 🌱 Plant a tree.
- 🌱 Check out Environmental Working Group's cosmetic and body care product safety database by visiting www.cosmeticsdatabase.com.
- 🌱 Try making your own decorations from paper, Origami.
- 🌱 Avoid non- recycled items.



- 🌱 You can also decorate with edible treats (popcorn, cranberries, etc.).
- 🌱 Buy cards and other stationery made from recycled paper.
- 🌱 Make your own envelopes by using old magazines or calendar pages.
- 🌱 Make your own wrapping paper. Save old maps, magazines, or calendars, brown paper bags, the comic strips, puzzle, or game section from the newspaper and use it for wrapping paper.
- 🌱 Use a piece of cloth for wrapping paper, it can used again in the future.
- 🌱 Food.
- 🌱 When buying food, think organic, seasonal and local.
- 🌱 Also consider fair trade items and look out for the Fairtrade Mark.
- 🌱 Recycle everything you can!
- 🌱 Remember that even if something cannot be recycled, it can be reused or disposed of in an environmentally safe way. So make sure to contact TCSWMD www.recycletompkins.org. Looking for local places to take items to be reused? Visit our office and pick up the 2007 ReDirectory.



Resource:

http://www.greenguide.co.uk/files/Green%20Guide%20for%20Christmas_0.pdf

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Sustainability Spotlight:

In Business With ReBusiness:

Leo Riley

By Linnett Short

Leo Riley became the Recycling Specialist at the Tompkins County Solid Waste Management Division (TCSWMD) in April of 2007. He currently lives in Homer, NY with his wife Denise of 23 years and his four children. His oldest daughter, Shanise, will graduate this spring from SUNY Cortland. Halee, 17, McKenna, 16, and little Leo, 13, keep him very busy in his free time with attending their sporting events.

Having been with the County for almost eight months, Leo considers himself to be fairly acclimated, but recognizes he still has a lot to learn. "I was a collection, transportation, recycling and disposal guy for over 25 years in the waste industry private sector. The thing I liked best was working with my customers - creating solutions to their problems and making an unsatisfied person into a satisfied one. I believe there are two groups of customers: external and internal. External customers are the people in the community we service and internal are vendors, contractors and our co-workers. I now receive just as much satisfaction from solving a problem for a co-worker as I did working with my largest external customer. Both subsets of customers present their own challenges and require the same amount of attention. The waste assessments we currently conduct in all the County Departments provide a good example for this. As we make recommendations in the way to handle a department's waste stream, we also have to be careful not to create additional problems for the cleaners handling that waste." Through open communication with all parties involved, Leo has found fitting solutions to these types of problems.

Riley has also been amazed at the services that TCSWMD has to offer County residents and businesses. According to Leo, "The Recycling and Solid Waste Center (RSWC) is great. It's so convenient. And when it comes to recycling, it's convenience that makes programs successful." In addition to traditional

recyclable materials (paper and containers) the RSWC also accepts textiles, sneakers, yard waste, scrap metal, electronics, batteries and fluorescent bulbs. Additional programs offered by TCSWMD include curbside recycling collection and recycling education for residents, businesses, industry, and schools. For example, waste assessments are offered to businesses to aid them in the 4 R's: reduce, reuse, recycle and rebuy.

Looking into 2008 Leo, will focus on completing county waste assessments within the first quarter, continuing business and school waste assessments, increasing composting efforts in the county through the expansion of existing programs, and developing an event recycling program to assist organizers in increasing recycling rates.

A Note From the County Administrator

Brrrrrr! I just got back from Arizona; the difference in temperature cuts to the bone, but I think the beauty of the nature and people make up for it. My Arizona trips to visit my daughter always seem to have unexpected adventures, this trip was no different. The first adventure was an outing on my daughter's newly acquired boat. The boat is really more of a two story platform mounted on pontoons, just the thing for a nice sized party. Quite appropriate for a single thirty-two year old. What struck me as most odd was boating in the middle of the desert. A surprising statistic is that Arizona has the highest number of boats per capita of any state. Once out on the water one can easily understand why. The lake is one of the primary reservoirs for Phoenix and is surrounded on one end by the starkly naked mountain range which is more a pile of rocks and sand while the other end opens to the desert. The net effect is the feeling you are boating on the moon; very strange indeed.

The next adventure was a large rain storm, again something I had not experienced before. Unlike when I am on the East coast where I find myself looking at the gray skies and rain with distain, rain in the desert is greeted with a sense of relief as it simultaneously provides a break from the incessant sun and makes a valiant attempt to control the ever present sand and dust. Later I watched as the storm migrated across the country and became this year's first snow storm for the northeast, courtesy of this year's large El Nino. As the storm approached Tompkins County my vacation was interrupted with a brief review of the County closing policy and procedures; A gentle reminder of work in midst of my bucolic visit to the land of sun and fun.

Don't misinterpret, it really is nice to be back, even if it is cold. I wish you all the best of holidays and may your next year be even better than the last.

- Steve Whicher



Youth Services Department Celebrates Three Decades!

By Karen Coleman

The Tompkins County Youth Services Department (TCYS) is celebrating its 30th anniversary this year. We are proud of 30 years of *Creating Opportunities for Youth*.

A celebratory reception was held on November 1st at the Hilton Garden Inn. Guests enjoyed music provided by talented youth from Newfield's Brass Quintet, Dryden's *Beyondmeasure* a cappella group and Ithaca High violinist Nicole Bayer. A large display filled with documents, memories and photos highlighted the work of the department over the years. There was also a continuous photo slide show with picture of youth participants over the years in many programs supported by County Youth Services' funding.



Nancy Zahler and Jan Nigro

Department staff were surprised with a singing telegram by Jan Nigro. County Legislator Nathan Shinagawa read the proclamation adopted by the Legislature, recognizing the Department for its

accomplishments. Board chair Kathy Schlather thanked the staff, Youth Board and municipal volunteers, and agency staff for all they do to provide opportunities and support the needs of Tompkins County young people. The Youth Services Board also seized this opportunity to recognize the dedicated leadership of Nancy Zahler who has served as the department director for 27 years.

Just what does TCYS do? We often describe our work as behind-the-scenes support to those who make a direct difference in the lives of youth. If you've ever used a youth needs assessment, demographic or drug survey data or grant notices to help with your planning or grant-writing, attended a training session or coordination meeting or used the Summer Camp Guide, School Listing and the OJ Guide to Teen Services, you have some idea of the breadth of work accomplished by the department staff: Theresa Albert, Kris Bennett, Karen Coleman, Sara Hess, Janice Johnson, Nancy Zook and Nancy Zahler.

An important goal of the department is to provide opportunities that focus on healthy youth development and prevention for all county youth. Children learn to cope with the world in many different ways and from many different people with home and school providing the largest portion of that learning. But children also benefit from their affiliations in the community and it is important for the community to



Nathan Shinagawa, Nancy Zahler, Kathy Schlather, Assembly Women Barbara Lifton

provide these opportunities. To accomplish this, we work with agencies, county departments, schools and municipalities to assess youth needs and assure that programs and services are available. Our

Youth Services Board volunteers review and recommend funding to the County Legislature to meet these needs. Thanks to the efforts of volunteers, agencies, municipal planning groups, local and county officials, the number of youth reached has increased dramatically.

The Tompkins County Youth Services Department is proud to support:

- *Advocacy Center, Youth Sexual Abuse Services*, providing services to child victims of sexual abuse and domestic violence
- *American Red Cross Youth Case Management Program* for homeless teens who stay in the emergency shelter
- *Bridges for Youth and Families*, runaway prevention services and anger management training
- *Day Care Council's Teen Pregnancy and Parenting Program* for services to pregnant and parenting teens
- *The Learning Web*, mentoring and apprenticeships as well as supports to older, independent youth
- *Cornell Cooperative Extension's Urban 4-H*, providing after school activities to youth living at Parkside Gardens and West Village Apartments
- *Ithaca Youth Bureau's One to One Big Brother/Big Sister Program*, matching caring adult mentors with youth
- *Ithaca Youth Bureau's Youth Employment Services*, assisting teens from across the county find and succeed in jobs
- *Ithaca Youth Bureau's Recreation Mainstreaming Service*, helping children and teens with disabilities gain physical and social skills
- *Tompkins Community Action's Primary School Family Support Program*, supporting children in Dryden and Groton make a successful transition into elementary school
- *34 youth development programs* sponsored by 9 Rural Youth Commissions to respond to locally identified youth needs.

We are proud to report that in 2006 over 8,200 youth participated in a program or service funded by Tompkins County Youth Services Department. We invite you to visit our website www.tompkins-co.org/youth to learn more about our work and how you can make a difference in the life and success of youth in your community. Together we can make a difference!



Holiday Stress and the Holiday Blues

The holiday season is often the highest stress period of the year. **Holiday stress** may include scrambling to finish our annual “end of the year” work tasks and dealing with the myriad of holiday details: gift shopping, baking, parties, decorating, and often times the financial impact this all has. For others, the holidays can bring on the **holiday blues** or **holiday depression** because it can be a sad, disappointing and/or lonely time as a reminder of loved ones we’ve lost, or being far away from family members. And sometimes our actual holidays simply do not match up with our idealized images of what they should be.

Coping with the Holiday Blues

- Contact your EAP! Our professional counselors can really help.
- Be around others. Go out and attend activities that are free if you do not have friends or family members around.
- Get involved in volunteering to help others in need.
- Spend time with supportive friends and relatives.
- Try something new and celebrate the holidays in a new way.
- Acknowledge and express sad feelings you may have in healthy ways.
- Avoid excessive drinking which will only increase feelings of depression.

Some people experience a type of “winter depression” known as Seasonal Affective Disorder which can affect mood, energy level, stress tolerance, sleep, weight, behavior and functioning. The disorder is associated with seasonal variations of light and should be diagnosed by a trained professional. Call your EAP!

Coping with Holiday Stress

- The best prevention is thinking ahead, knowing that this is a busy, stressful time of year, and develop a plan.
- Have realistic expectations and give up being superhuman. Don’t judge yourself for not reaching an unattainable ideal at the holidays.
- Set a realistic budget.
- Reassess and focus on the top three things that are truly important and that you enjoy during the holidays.
- Make a list of the things you can do without, and do without them.
- Be realistic about relatives. You cannot solve old family conflicts over the holidays.
- Set boundaries with family members and relatives. Sometimes we have to say no.
- Do not rely on drinking as a way to relax and relieve holiday stress. Instead, take care of your body in a good way: get rest, exercise and eat holiday goodies in moderation.
- Enjoy the holiday journey, and not just the destination!

Provided by your Employee Assistance Program (EAP)
Contact EAP at 273-7494 or 1-800-834-1239

News from the Tompkins County Employee Wellness Committee

By Theresa Lyczko

The Tompkins County Wellness Committee, a group of employees from various County departments focuses its efforts on encouraging co-workers to be physically active and to eat a healthy diet. Health experts agree that those are two of the best ways to take care of ourselves.

The Wellness Committee also provides reimbursement for activities that help employees lead healthy lives and help prevent chronic diseases such as heart disease, diabetes, and some cancers. These reimbursements include memberships to health clubs and participation in aerobic fitness classes and Weight Watchers —activities not covered by health insurance (or through other County benefits) that have the potential for long term health maintenance.

Reimbursement is an *incentive* intended to defray the cost of membership; employees are reimbursed for a portion of the cost. The membership must be pre-paid and continuous for six months or for twelve months to qualify for reimbursement. For more information and a reimbursement form go to the employee intranet on the Tompkins County website: www.tompkins-co.org/employee_only/ and find the link in the “FORMS” section.

To submit a request for reimbursement:

Fill out the reimbursement request form (see above).

- Attach proof of payment – a receipt or statement from the facility stating that you have paid in full for a six-month or a twelve-month membership.
- Requests are honored up to 90 days after completion of a six-month or a twelve-month membership.
- Route through interoffice mail to Theresa Lyczko at the Health Department.
- The IRS considers reimbursements taxable income. Therefore, reimbursements will be included in your payroll check and taxed accordingly. Separate checks will not be issued. The only exception is if a weight loss program or fitness club membership is medically prescribed for a particular medical condition.
- As of January 1, 2008, reimbursements for a six-month membership will be \$100 and \$200 for a twelve-month membership.

Wellness Committee Employee members include Jim Strehle, Airport; Barb Davieds, Mental Health; Brooke Kominos, Personnel; Linnett Short, Solid Waste; Theresa Lyczko, Health Department. The committee welcomes new members and encourages your participation.

Interested in joining? Call Theresa Lyczko at 274-6714 or email: tlyczko@tompkins-co.org or any member of the committee. The committee meets three to four times a year.

Giving an edge to smokers who want to quit

By Ted Schiele

Grocery stores invented the "No Candy" aisle — checkout lanes without candy displays — to give parents the edge over children who tend to grab for any candy within their reach. "Smoke free" areas — both indoors and outdoors — give an edge to smokers who are trying to quit. Both examples rely in part on the "out of sight, out of mind" concept of triggering behaviors, and both rely on community actions that help individuals take the small steps necessary to achieve small, or big successes.

In a majority of cases, smokers who are trying to quit are looking for every edge available to help them succeed. The New Year provides an edge in the tradition of resolutions for a fresh start. With so many focused on making personal changes, January is a perfect time to set a quit date, the first big step in quitting smoking.

Another edge for smokers who want to quit is to get help from a trained counselor, and for those in our area a good place to start is the telephone. Call the NYS Smokers' Quitline for great advice and yet another edge: a free starter kit of nicotine replacement therapy (patches.) The Quitline number and two others are at the end of this article.

In the end however, it may be that the community is the most powerful edge for a smoker who wants to quit! For example, the county's voluntary T-Free Zone program for smoke free areas at building entryways may help avoid urges triggered around groups of smokers, break a habit of lighting up on the way out the door, and reinforce a new self image as a "non-smoker."

Smoking is a powerful addiction that takes planning and practice to break.

The New Year is an ideal time both for personal change and for community actions that support an individual's goal for a healthier, more satisfying life.

Resources:

NYS Smokers' Quitline. 1-866-NY-QUITS (toll free 1-866-697-8487). Free starter kit for eligible smokers who are ready to quit. Free telephone counseling service 9am-9pm weekdays, 9am-1pm weekends. Motivational tips available 24/7. Also online, www.nysmokefree.com.

Nurse Direct cessation counseling. 1-800-295-8088. Free telephone counseling service provided by UHS Healthy Living Center, Johnson City.

Mothers and Babies Perinatal Network. 1-800-231-0744. Free cessation program for pregnant and parenting women and those caring for young children.

Bus Pass Program Renewed!

Our TCAT bus pass program has been renewed for January through June 2008. All County employees are eligible to receive a bus pass, at no charge, for TCAT bus service. Although use of the pass is free to you, the county pays for each ride. For that reason, a bus pass may be used only by the employee to whom it is issued, and only for commuting to and from work or for work-related travel during your regular work hours.

If you are able to ride the bus on some occasions, please feel free to apply for the pass. It doesn't have to be used every day. The county is charged only for actual trips. If you do ride the bus and have an emergency during the workday requiring you to obtain emergency transportation, you may call the Personnel Department and we will try to arrange transportation to your vehicle or home.

We monitor usage of the passes, including the days and hours that each pass is used. We will notify you of any questionable use of your pass. Your cooperation in making the program successful and free of misuse is appreciated.

If you currently have a pass, it expires at the end of this year. New applications must be submitted to the Personnel Department to get a pass for 2008. The current application is available at the Personnel Department and from the employee intranet: Go to the "Forms" section, then look under the Personnel Dept. Complete the application and send it to me.

If you have questions, call the Personnel Department: 274-5526.

- Anna Smith, Personnel

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 second Thursday of each month.

The next meeting will be held *January 10, 2008* beginning at noon.

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.



Halloween Contest Competition



1st Place
Information Technology Services

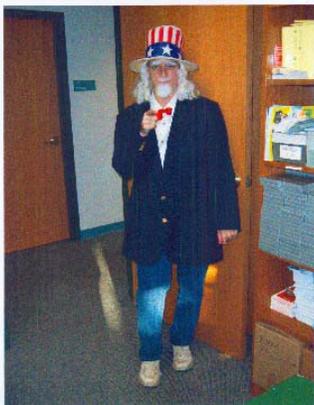


2nd Place
PC Support Unit
Department of Social Services



3rd Place
Health Department

**Congratulations to the winners of this year's
Halloween Contest Competition!**



What a wonderful collection of entries for this year's competition!

Thanks to everyone for their originality, creativity and good humor.

Thanks, also, to everyone who voted online.

We look forward to another great competition next year.

Employee Spotlights

Irene Kehoe

I moved from Brooklyn to Trumansburg in 1972 at the age of 13, and other than leaving to go away to school, I never really left.

I became a Real Estate Appraiser in 1987 and currently hold and maintain my license as a Residential Certified Appraiser in New York State (also belong to the New York State Society of Real Estate Appraisers and the New York State Assessors Association.) I am required to do 28 hours of continuing education every two years for my license renewal and take an Ethics course once within that two year cycle.



Originally hired by the County (Steve Whicher was our director at the time and hired me) in July 1999 just prior to the 2000 Revaluation. I had my first taste of informal hearings that January through March working six days a week listening to people complain about assessments and taxes. During the 12 years prior to working for the County, I had been in a good portion of the homes in Tompkins County doing appraisals for sales, refinances, etc., so I sometimes knew more about the property than the Assessment Department did.

I left the private sector and went into civil service because I was turning 40, needing to work for another 20+ years; needed to have better (or more stable) benefits; was tired of working 60-70+ hour work weeks and many nights and weekends. (Most appraisers in the private sector are paid based on a commission or

split fee with the owner of the company they work for.) Valeria and several other Assessment Department employees had been after me for a couple of years to take the test, so that when something came up, I would be on the list. I thought very highly of the employees of this department and I had already worked with a few of them in the private sector. So I took the test, and here I am.

I was originally hired as a Real Property Appraiser; a few years later when Valeria became Director she reorganized the department and created two new positions (Residential and Commercial Valuation Specialist.) I was then promoted to the Residential Valuation Specialist; a few years later I was promoted to my current position of Senior Valuation Specialist.

My main duties are to organize and supervise the valuation assignments, in conjunction with Valeria and Jay, for the appraisers for that year - also to do any valuation or appraisal training that may need to be done with new hires, holding meetings with the appraisers to discuss projects and other pertinent information. I am responsible for the valuation of a particular town in the county (Lansing), as well as also being aware of what is happening in all of the towns, helping the appraisers with difficult properties. I work with Jay to establish databases, reports that are required by the State or may be needed for our projects. I help out wherever it is I might be needed.

I enjoy educating people regarding the job of the Assessment Department - what we are responsible for and what we can change.

Matt Whittemore

Matt Whittemore is Senior Highway Crew Supervisor in the Highway Division.

During his more than 25 years with Tompkins County, Matt has held the positions of Seasonal Laborer, Laborer, Motor Equipment Operator, Heavy Equipment Operator, Bridge Mechanic and Highway Crew Supervisor, before advancing to his current position.

Among his responsibilities, Matt schedules work and crew assignments to Highway Crew Supervisors, investigates situations

for scheduling, responds to calls from the public, as well as handling other related miscellaneous duties involved in his role at the Highway Division.

Asked what he most likes about his job, Matt responds, "Being outdoors."

What he least likes about his job is "snow and ice."



Reflecting on his service with Tompkins County, Matt remarks, "I was lucky to have a great supervisor in Marty Adams when I came here as a seasonal laborer. He asked me where I would be in 30 years, and I have stayed ever since."

County Folks "Give Back"...

Highway Highlights...

submitted by Geri Lockwood

Highway Volunteers

For the second year, the "Girls" from the Tompkins County Town and County Highway Departments rang the bells for the Salvation Army, on Saturday, December 8th.

"Business" was very good, and donors enjoyed the candy canes that were handed out.

Although not everyone was available to ring, thank you to those who attended. (Left to right - Laura Shawley, Town of Danby Highway; Geri Lockwood and Kathy Cornell, Tompkins County Highway; and Gail Kroll, Town of Ithaca Public Works.)

Thank you to all who donated!



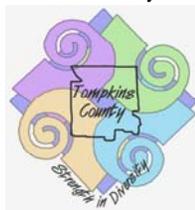
Workforce Diversity and Inclusion

The Workforce Diversity and Inclusion Committee (WDIC) continues to develop strategies to communicate the importance of diversity and inclusion, both within and outside county government.

The Committee has recommended that the tagline *Inclusion Through Diversity* be carried on all County communications (letterhead, etc.), placing the County's commitment to diversity and inclusion at the forefront whenever it communicates with the public.

Planning has also begun toward a Workforce Diversity and Inclusion video, to be produced in the spring of 2008, as part of the County's public information video project in collaboration with the communications program at Tompkins Cortland Community College. The video will communicate the principles and meaning of the County's Diversity Statement by making it "come alive" through the words of many people, both within county government and in the greater Tompkins County community. More information on this as the project moves forward.

For more information about the Workforce Diversity and Inclusion program, contact WDIC Chair Leslyn McBean-Clairborne or any WDIC member.



Farewell to County Legislator Dick Booth



Legislator Dick Booth resigned from the Legislature in November, after nearly six years of legislative service. Mr. Booth was appointed by Governor Spitzer, and confirmed by the New York State Senate, as a member of the New York State Adirondack Park Agency.

Dick represented District 3 (City of Ithaca) on the Legislature since January 1, 2002, and most recently served as Vice Chair of the Legislature's Budget and Capital and Public Safety Committees.

A resolution of appreciation, adopted by the Legislature at its December 18th meeting, noted, "Dick is well known for infusing his own personal honesty and integrity in every vote he took, and we know these characteristics will benefit all the citizens of the immediate Adirondack Park area, as well as statewide, as Dick applies his knowledge and expertise on all issues affecting the future of the Park."

Congratulations, Dick! We miss you and wish you well.

A Great Idea!!!



When you are making out your Christmas card list this year, please include the following:

A Recovering American Soldier
c/o Walter Reed Army Medical Center
6900 Georgia Avenue, NW
Washington, D.C. 20307-5001

If you approve of the idea, please pass it on.

Department News

Solid Waste Division

Goodbye to a good friend and a long time County Employee!

Ken Thompson was with the County for about 17 years as the Assistant Solid Waste Manager. His job duties included engineering applications, environmental services and supervision.

The thing he liked best about his job were all the people he had a chance to work with. When asked what the least thing he liked about his job, he said, the mundane duties that go with any position.



He likes to work outside, gardening on his 17 acre homestead in Groton and hunting. When asked if he ran the world what would be the first thing he would do, he responded that he would outlaw pop-ups on the internet.

Ken has taken a new position with the Village of Groton. He will be missed by his fellow co-workers and friends, he had a great sense of humor and always found the good in everything and everyone.

Thank you, Ken, for being with the Solid Waste Division and for all you did to keep us going.

Facilities Division

Welcome to Bob Dyson (HVAC TECH) and Gail Stamp (Cleaner) to our staff.

Farewell and best wishes to cleaners Freddie Thompson and Aparicio Oliver.

Highway Division

Congratulations to Chad Kelly (Motor Equipment Operator) and his wife, on the birth of their son, Cameron James, on September 7th.

Welcome to Pat O'Neill, Motor Equipment Operator.

Health Department



The WIC program would like to welcome Nadiya Savannah Rahaman. Nadiya is the daughter of Director Amy Frith, born September 8th. She weighed 6 pounds, 14 ounces and was 19-1/2 inches long.

Mommy, Daddy and older brother Alex are all doing great. Welcome to our World, Diyah!

*Happy Holidays to
All From the
Corridors Team!*





FUNNY BONES

New Holiday Policy

Effective immediately, the following economizing measures are being implemented in the "Twelve Days of Christmas" subsidiary:

1. The partridge will be retained, but the pear tree, which never produced the cash crop forecasted, will be replaced by a plastic hanging plant, providing considerable savings in maintenance;
 2. Two turtle doves represent a redundancy that is simply not cost effective. In addition, their romance during working hours could not be condoned. The positions are, therefore, eliminated;
 3. The three French hens will remain intact. After all, everyone loves the French;
 4. The four calling birds will be replaced by an automated voice mail system, with a call waiting option. An analysis is underway to determine who the birds have been calling, how often and how long they talked;
 5. The five golden rings have been put on hold by the Board of Directors. Maintaining a portfolio based on one commodity could have negative implications for institutional investors. Diversification into other precious metals, as well as a mix of T-Bills and high technology stocks, appear to be in order;
 6. The six geese-a-laying constitutes a luxury which can no longer be afforded. It has long been felt that the production rate of one egg per goose per day was an example of the general decline in productivity. Three geese will be let go, and an upgrading in the selection procedure by personnel will assure management that, from now on, every goose it gets will be a good one;
 7. The seven swans-a-swimming is obviously a number chosen in better times. The function is primarily decorative. Mechanical swans are on order. The current swans will be retrained to learn some new strokes, thereby enhancing their outplacement;
 8. As you know, the eight maids-a-milking concept has been under heavy scrutiny by the EEOC. A male/female balance in the workforce is being sought. The more militant maids consider this a dead-end job with no upward mobility. Automation of the process may permit the maids to try a-mending, a-mentoring or a-mulching;
 9. Nine ladies dancing has always been an odd number. This function will be phased out as these individuals grow older and can no longer do the steps;
 10. Ten Lords-a-leaping is overkill. The high cost of Lords, plus the expense of international air travel, prompted the Compensation Committee to suggest replacing this group with ten out-of-work congressmen. While leaping ability may be somewhat sacrificed, the savings are significant as we expect an oversupply of unemployed congressmen this year;
 11. Eleven pipers piping and twelve drummers drumming is a simple case of the band getting too big. A substitution with a string quartet, a cutback on new music, and no uniforms, will produce savings which will drop right to the bottom line;
- Overall we can expect a substantial reduction in assorted people, fowl, animals and related expenses. Though incomplete, studies indicate that stretching deliveries over twelve days is inefficient. If we can drop ship in one day, service levels will be improved.
- Regarding the lawsuit filed by the attorney's association seeking expansion to include the legal profession ("thirteen lawyers-a-suing"), a decision is pending.
- Deeper cuts may be necessary in the future to remain competitive. Should that happen, the Board will request management to scrutinize the Snow White Division to see if seven dwarfs is the right number.

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 – Ball Python, 3 years old, 2½ feet. Comes with 50 gallon tank, under tank heater, metal mesh top with heat light fixture, water dish, and two hideaways. \$100.00 or best offer – you pick up. Please call Paul, at (607) 564-1088.

FOR SALE – Dining Room/Kitchen table with leaf, four chairs, matching hutch, and dry sink. Excellent condition, dark solid wood. \$500.00 for all, or will consider selling separately. Please call (607) 257-5483, evenings.

FOR SALE – Natural sapphire and diamond accent yellow gold ring, natural emerald and diamond eternity band yellow gold, diamond tennis bracelet - \$75.00 each. Approximately 1/3 carat solitaire yellow gold wedding set, wedding band has diamond accents, \$100.00 for set. All rings are size 6 or 7. Please call Erin, at (607) 229-4398.

FOR SALE – 2000 Volvo GLT SE, fully loaded, sun roof, leather, new tires, 115,000 miles. Great condition. Asking \$6,800.00. Please call Fred, at (607) 351-0535.

FOR SALE – Vintage G&E electric refrigerator with compressor on top. Comes with original ad. Works fine, \$100.00 or best offer. Please call (607) 532-4092.

Vending Committee "Vends"

Website:

Our new website is available on the employee Intranet (click on the link under "Events/News"), or www.tompkins-co.org/employee_only/VendingCommitteeNews.pdf. Please be sure to visit regularly for updated information on all trips, news, etc.

2008 Trips:

The team will be meeting in January to begin discussing trips for next year. If you have any ideas, please see your Department Representative.

FOR SALE – J Crew black down jacket, size M, \$30.00. 1940's solid oak men's high-boy dresser, woman's 4-drawer, \$400.00/set. Two LL Bean sleeping bags, above 30°, \$10.00 each. 6' solid wood (1½" thick) dining room table, \$75.00. 1940's Pepsi small bottle carry-all, \$40.00. 1960's "Liberty Blue" and white dinnerware, service for eight, \$100.00. Virgin Mobile cell phone, excellent condition, 1 year old, \$20.00. Please call (607) 533-9133, evenings.

MULTI-ADVENTURE TRIP FOR WOMEN – Explore the Caribbean and Pacific Coasts of Costa Rica, March 1-11, 2008. \$1,900.00 includes all lodging, meals, activities, in-country transportation. Please call Sandra Pollack, at (607) 277-1416, or see www.journeyweavers.com.

FOR SALE: Staples 15-sheet Cross Cut Shredder (Item 615699, Model SPL-1506X), brand new, never-been-used (still in the box). \$100.00. Please call Jeanne Leccese, at (607) 229-6953, or e-mail servingace@yahoo.com.

FOR SALE – Conn Upright Oak Piano w/bench. \$1,299.00. Please call Melanie, at (607) 838-3439.

FOR SALE – Studded snow tires on rims, 175 70R13. \$50.00. Please call (607) 532-4092.

WANTED – Used backhoe in working condition, OR 3-point hitch backhoe attachment. Please call (607) 532-4092.

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

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THE CORRIDORS TEAM

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