

# 2018 ANNUAL REPORT



## ONONDAGA COUNTY SOIL AND WATER CONSERVATION DISTRICT

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## A MESSAGE FROM OUR EXECUTIVE DIRECTOR



March 6, 1944 marks the 75<sup>th</sup> anniversary of the Onondaga County Soil & Water Conservation District. It is also the 25<sup>th</sup> year of the City of Syracuse's Skaneateles Lake Watershed Agricultural Program. This is a proud moment in our organization's history! It is rewarding to reflect on all the constituents whom we have helped to achieve their conservation goals. It is remarkable to look back at the amount of grant funding our staff has secured over the decades to help farmers, municipalities, and landowners implement these goals. I think about the partnerships that the District has forged, while doing our best to stay in our own lane so that our efforts allow organizations to fulfill their roles and function. It is gratifying to remember all the students who have worked on their research or special projects in one of our six major watersheds in Onondaga County, and how some of those projects elevated our ability to protect water quality.

Our staff and Board of Directors have always been known to be very dedicated to our mission. With that, they have navigated the financial landscape to choose funding sources that would provide the most efficient and effective delivery of conservation dollars while being responsible to the tax paying public.

Although today's landscape of conservation continues to change, it is still an exciting time to be working in the field of conservation. During the 1940's, 1950's, and 1960's, the District was primarily set up to address agricultural and deforestation issues. Today, the district continues to address these issues, but also works on stormwater management and compliance, critical area seeding/revegetation, terrestrial and aquatic invasive species management, emergency response to agricultural spills and natural disasters, and stream stabilization. The challenges may be different that what they were even a decade ago, but the fundamental goals are still the same: keep the soil on the land, the nutrients in the soil, and protect water quality.

In closing, I want to recognize and thank all the staff (District and SLWAP), the Board of Directors (District), Watershed Agricultural Program Review Committee (SLWAP) members, volunteers and interns who have served our organization. Without their hard work, dedication and the belief in the conservation issues and opportunities, we would not be where we are today. Here's looking forward to another 75 years of responsible, practical and proactive conservation that strives to meet the needs of our every-changing community.

Mark Burger

*"Promoting excellence in the wise use of our rural and urban natural resources."*

# 2018 Summary of Project Activity in Onondaga County and the Skaneateles Lake Watershed

## Legend

- MS4 Stormwater Outfall Inspections
- Ash Trees Cut
- Ash Trees Treated with Pesticides
- Non-Ash Trees Planted
- DEC 4 Hour Sediment Erosion Control Training
- Onondaga Lake Park Waterway Clearing
- Sun Harbor Survey
- Tully Lakes Riparian Buffer
- Directional Boring at Tully Mudboils
- Otisco Lake Boat Stewards and Research

- Water Chestnut Pull
- Skaneateles Lake Watershed
- Onondaga County Boundary

### District BMPs

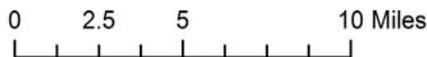
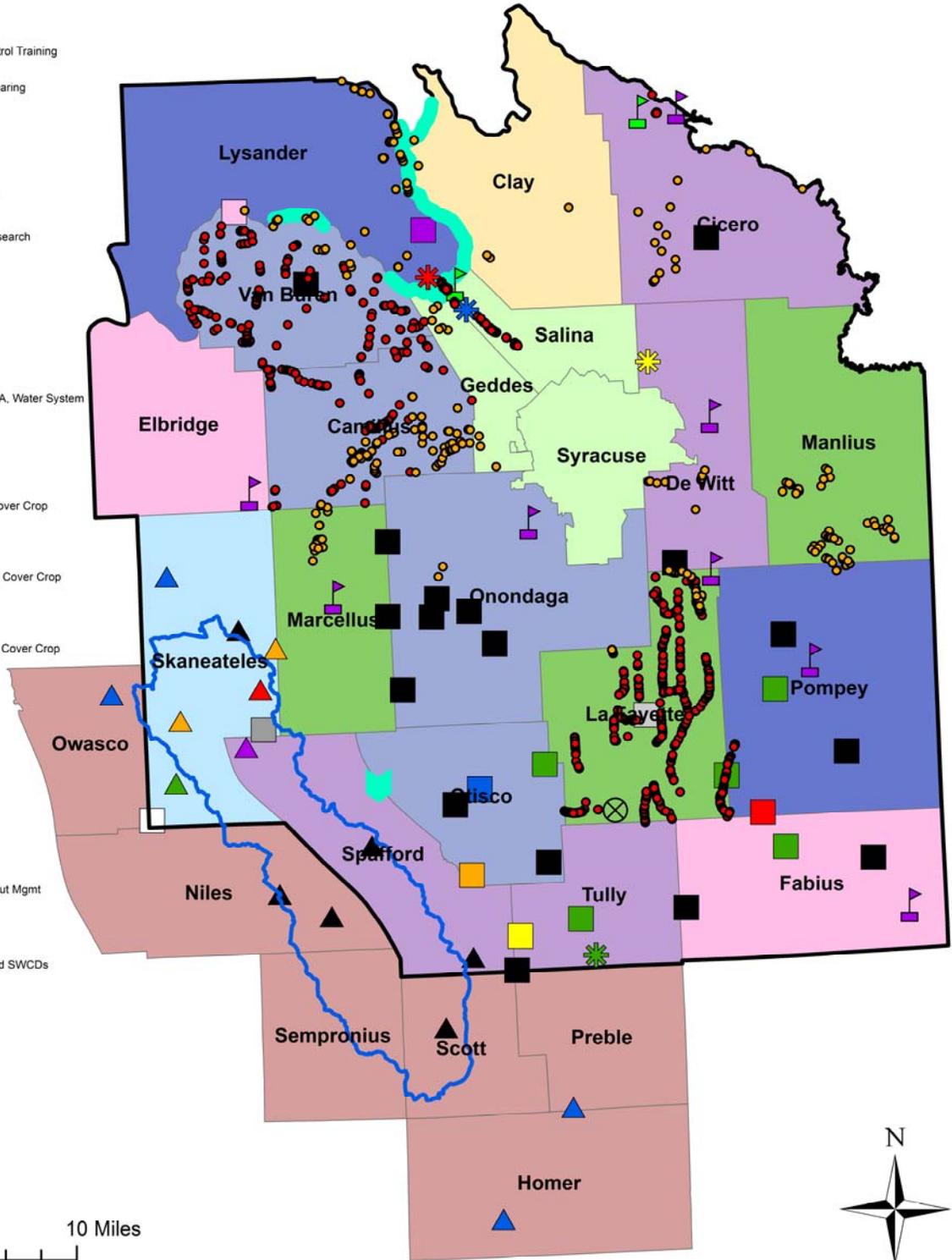
- Barnyard Improvement
- Barnyard, Fence, Compost Pad, VTA, Water System
- Cover Crop
- Fence Project/Livestock Grazing
- Fence Project/Livestock Grazing, Cover Crop
- Heavy Use Area
- Petroleum Secondary Containment, Cover Crop
- Pond Rehabilitation
- Silage Leachate Collection System, Cover Crop
- Silage Leachate Project
- Streambank stabilization

### SLWAP BMPs

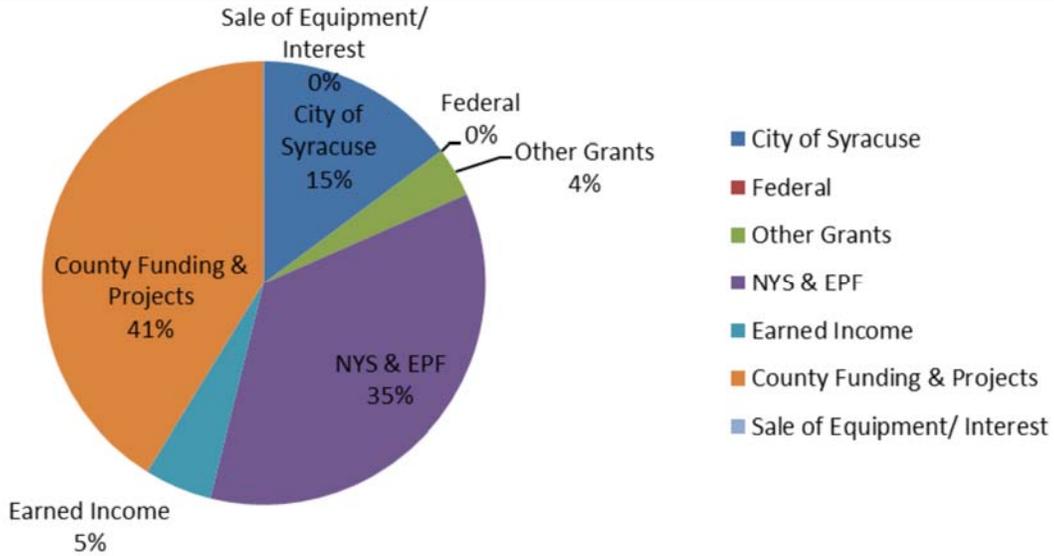
- CREP trees, Cover Crop
- Cover Crop
- Cover Crop, Nut Mgmt
- Nut Mgmt
- Stream Stabilization, Cover Crop, Nut Mgmt
- Stream stabilization

### Hydroseeding (sqft)

- Acres Done by Cayuga and Cortland SWCDs
- 1 - 29,500
- 29,501 - 38,500
- 38,501 - 49,000
- 49,001 - 59,000
- 59,001 - 107,000
- 107,001 - 121,000
- 121,001 - 183,000
- 183,001 - 330,500



# 2018 YEAR IN REVIEW



District staff authored 13 grant applications to the NYS Department of Agriculture and Markets, and the NYS Department of Environmental Conservation. Ten grants were secured for a total of \$1.99 million. This will allow the District to implement 56 Best Management Practices on 17 farms to help address non-point sources of pollution using the Agricultural Environmental Management Plan.

## AEM SUMMARY 2018

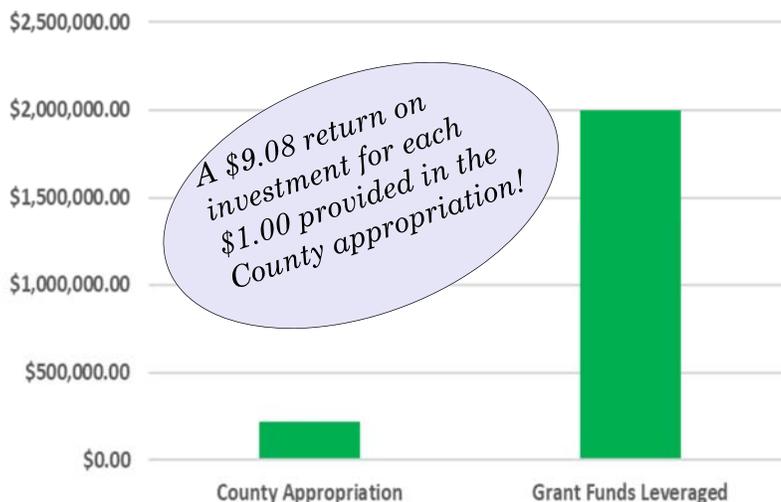
### TIERED STRUCTURE - # COMPLETED

Tier 1 - Sign-up/Enrollments	9
Tier 2 - Questionnaire/survey of water quality concerns on the farm	7
Tier 3A - Simple conservation plan	2
Tier 3B - Detailed conservation plan	0
Tier 4 - Implementation of plan	10
Tier 5A - Revision to tier 2	1
Tier 5B - Revision to tier 3A	9

### TYPES/# OF FARMS ASSISTED

Beef	8
Dairy	7
Cash Grains	1
Horses	1
Vegetables	2
Orchards	0
Sheep/goats	2
Maple	2
Alpacas	1
Christmas trees	1
Acres of grazing	210.7

### Grant Results



# District BMP Summary

Best Management Practice System	# Landowners Assisted	Goals/ Objectives of Projects	Total Cost	Units Implemented
Access Control System	3	Barnyards – protection of livestock area from heavy use	\$99,945	3
Silage Leachate Control System	1	Collection, storage, and treatment of these effluents	\$71,969	1
Nutrient Storage & Transfer	1	Collect, transfer, and beneficially reuse the organic nutrients to fertilize cropland for production	\$219,907	1
Petroleum and Oil Product Storage	1	Safe storage & transfer of product on the farm	\$17,425	13 ft x 10 ft
Soil Conservation System – Cultural	24	Fall cover crops on corn silage ground to keep the nutrients in the soil and the soil on the land	\$144,175	3,023 acres
Stream Corridor & Shoreline Mgmt	3	Protect shoreline from erosion	\$23,205	265 LF
Prescribed Rotational Grazing System	7	Allows livestock to feed & water themselves while spreading their own organic manure nutrients – reduces ag's carbon footprint	\$128,035	56,972
<b>TOTAL</b>	<b>40</b>		<b>\$704,661</b>	

# 2018 YEAR IN REVIEW

**STORMWATER INSPECTION PROGRAM-** Onondaga County Soil & Water Conservation District (SWCD) staff was involved in the County Stormwater Program throughout 2018. Staff members inspected the Lakeview Amphitheater site on a weekly and post event schedule, plus we inspected 6 other active County construction projects throughout the year for a total of 80+ inspections. Our goal purpose is to provide strong water quality support to the County for all their construction projects, and to help get these projects closer to the Notice of Termination stage. District staff members continued to provide Stormwater outfall inspections for County DOT and Municipal partners, and we are continuing to update the outfall inventory throughout the county. We will continue to update the outfall conditions and concerns while looking for evidence of illicit discharges. District staff also helped the County by preparing for submission the County semi Annual Stormwater and Annual Stormwater Reports that were completed in May and November respectively.



**APPLE FEST CULVERT REPLACEMENT -** In conjunction with Onondaga Environmental Institute (“OEI”), OCSWCD began planning and designing a culvert replacement project on a tributary of the West Branch of Onondaga Creek, located on property owned by the LaFayette Apple Festival. OCSWCD and OEI had previously completed a trout habitat improvement project in the same vicinity and when funds became available we targeted an undersized arch culvert that was causing stream constriction and preventing aquatic organism passage. The 15’ wide stream was funneled down to 70” to pass through the culvert and the downstream invert was perched 8” above the water. Initial proposals to replace the culvert ranged from using a larger culvert, to an at-grade crossing, and even a small bridge. After a lengthy permitting process, work began in August 2018 to remove the existing undersized culvert and replace it with a steel beam bridge with wooden decking. This allowed the stream to be restored to its original width to alleviate constriction and flooding issues while keeping the native stream bed material in place for aquatic organism habitat. Construction was completed by MD Excavation within a week and brought a quick and satisfying end to a project that was in the works for almost two years.



*“It is our vision to live in a society in which future generations will have natural resources necessary to sustain and enrich their quality of life.”*

# 2018 YEAR IN REVIEW

**HERON MARSH** - The district installed a beaver dam drain tube and the reinstall of another beaver dam drain tube on Mud Creek in the Town of Cicero, NY to help address resident concerns about rising water levels impacting their properties during the fall of 2018. The CNY Land Trust also provided tremendous labor assistance as the project was on their land. The end result was a lowering of water levels in Heron marsh by approximately 8”.



*Constructing the beaver dam drain tube at Heron Marsh.*

**C-OFOKLA** - The district partnered with the Cortland-Onondaga Federation of Kettle Lake Associations leadership and the Syracuse Environmental Finance Center (SU-EFC); Upper Susquehanna Coalition (USC) and Onondaga Earth Corps (OEC) for planned Tully Lake lakeshore landscaping projects, August-September, 2018. C-OFOKLA recruited and worked with landowners on Tully Lake for lakeshore buffer implementation. Three lakeshore buffer landscaping projects were implemented in 2018. Plans are already underway for projects in 2019.



*Planting at Tully Lake shoreline.*

**COVER CROPS** - Cover cropping keeps waterways in Onondaga County clean! These covers offer an opportunity to reduce nutrient and sediment runoff into waterbodies. Additionally cover crops improve the soil health of cropland by recycling nutrients, increasing soil organic matter (building a better “sponge” to absorb stormwater), reducing compaction, and suppressing weeds. This approach makes cropland soil bigger and better absorption during storm events. A total of 3,643 acres of cover crops were planted on corn for silage ground in Onondaga County and the Skaneateles Lake watershed. Funding was provided by OCWA (Onondaga County Water Authority), City of Syracuse Skaneateles Lake Watershed Agricultural Program (SLWAP); NYS Environmental Protection Fund, Finger Lakes Cover crop grant, and District Part C funds.



*Healthy cover crop feeding and holding the soil.*

# 2018 YEAR IN REVIEW

**ONONDAGA LAKE PARK** - During the fall the District planted 1,195 live Streamco Willow stakes at 12 locations along the outlet of Onondaga Lake and the Seneca River Barge Canal system. Planting of the stakes are part of a two-year effort to establish natural, woody vegetation to help stabilize eroding river banks. The USDA Big Flats Plants Materials Center donated cuttings for this project.



**TUCKER DAIRY FARM'S** 2018 barnyard improvement project was completed by CNY Masonry of Onondaga County. The project involved a re-grading of a portion of the barnyard floor and the repair of two outlet boxes that had been keeping the barnyard from functioning properly regarding waste water collection and treatment. Included with the repaired outlet boxes are new outlet pipes and a vegetated treatment area to restore complete water treatment functionality of the barnyard!



What was unique about this outlet box was that the Tucker's needed to continue to back their manure spreader along the barnyard for loading with their skid-steer. The new outlet box was designed flush to the surrounding ground and equipped with a sheet metal cover so the spreader, when necessary, could be rolled over the outlet box with ease.

Now this barnyard is restored to full functionality as a dry, happy place for the heifers and a best management practice on the farm!

The project had NYS EPF 20 grant and OCWA funding.

**RIPARIAN BUFFERS** - On November 19th Cornell Cooperative Extension - Onondaga County organized a pilot volunteer shoreline Riparian Buffer planting project along the shores of Skaneateles Lake as a way to protect water quality. Planting stock was paid for by the Onondaga County Soil & Water Conservation District Part C funds.



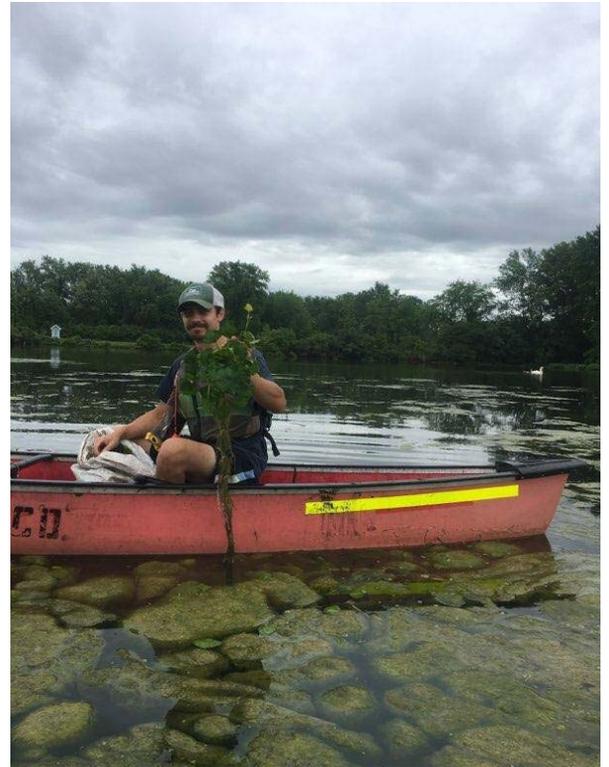
# 2018 YEAR IN REVIEW

Watson Beef Farm's barnyard, compost pad, and vegetated treatment area project was completed by All Seasons Excavation, LLC. The 1,200 square foot concrete barnyard offers a dry, safe surface for the Watson's beef herd to hang out on during months of high runoff potential and is a closed system that collects all the animal's waste that falls onto the concrete surface. The 2,100 square foot concrete compost pad is also a self-containing system. The barnyard and the compost pad have outlet pipes that transfer all the collected waste water to a combined vegetated treatment area for treatment using natural processes. This system significantly improves surface water quality on this portion of the farm!



*The project had NYS EPF 23 grant funding.*

**WATER CHESTNUT REMOVAL** - Funding for this project was provided by an aquatic nuisance species grant, received by the Onondaga County Healthy Dept., Division of Environmental Health under the direction of Dr. Nemecek. The hand harvesting crew removed a total of approximately 14,600 pounds of water chestnut from a 19 mile stretch of the Seneca River, starting from Cooper's Marina of Baldwinsville, NY all the way to Three Rivers in Clay, NY.



*Navigating the Seneca River to hand pull water chestnut plants.*

# 2018 YEAR IN REVIEW

**CRITICAL AREA SEEDING** - The Hydroseeding Program completed 65 miles of road ditch stabilization in 9 municipalities and 54 total acres of revegetation projects. Major projects for 2018 include:

- Camp Hollis on the Shores of Lake Ontario
- Lakeview Amphitheater
- Maple Rd. Composting Site in Marcellus
- Feeder St. Canal Park in Fayetteville



*Camp Hollis seeded during the fall of 2018*

**ASH TREE SUMMARY** - In response to the presence of Emerald Ash Borer (EAB), an invasive insect that is killing ash trees, Onondaga County has partnered with the District to implement the Onondaga County Ash Tree Management Strategy. In 2018, the District cut and removed 6,027 ash trees from County property. Over the lifetime of the project, a total of 12,940 ash trees that could injure or kill people when they succumb to EAB have been removed from various County properties including highway rights-of-way and parks. The District treated high-function and high-value ash trees in parks with systemic insecticides for Onondaga County, the Town of DeWitt, and the Town of Manlius. Most trees are on a 2 year treatment cycle and each group is treated every other year. With the support of state and federal grants, the District has planted 1,820 non-ash, non-host trees in County parks to replace the high-functions and values lost with the ash trees. The District also sold 32,250 board feet of timber as a result of some of the ash removals and the proceeds from the sale were put back into the parks.

	2018	2014-2018
<b>Ash Trees Cut</b>	6,027	12,940
<b>Ash Trees Treated with Pesticides</b>	408	562
<b>Non-Ash, Non-Host Trees Planted</b>	874	1,820
<b>Timber Sale</b>	32,250 Board Feet/187 Trees	32,250 Board Feet/187 Trees

	Completed	In Progress	To be completed
County Highway Right-of-Ways	Town of Cicero		Town of Lysander
	Town of DeWitt		Town of Elbridge
	Town of Manlius		Town of Marcellus
	Town of Salina		Town of Otisco
	Town of Geddes		Town of Pompey
	Town of Clay		Town of Skaneateles
	Town of Van Buren		Town of Spafford
	Town of Camillus		Town of Tully
	Town of Onondaga		Town of Fabius
	Town of LaFayette		
County Parks	Oneida Shores County Park	Onondaga Lake Park	Jamesville Beach Park
	Hopkins Road County Park		Pratts Falls Park
			Beaver Lake Nature Center
			Jordan Level Trail
			Carpenters Brook Fish Hatchery
			Highland Forest
Other		OCC	911 Towers
			Hillbrook

# 2018 YEAR IN REVIEW

**EDUCATION OUTREACH** - For 27 years now, the District has organized an environmental competition for high school students interested in the environmental sciences. The District partners with Cayuga, Chenango and Madison County Soil & Water Conservation Districts to form the Central New York Regional Envirothon. The Envirothon is an outdoor, hands-on competition where thirty plus teams compete for scholarships and prizes, and a chance to represent their county at the State Envirothon, and possibly on to the International event. Major sponsor is Covanta, a waste to energy facility in Jamesville, NY. An extra special thank you to all our local sponsors - Cayuga Tree Service; CNY chapter of NY Forest Owners Association; Byrne Dairy; Terrell's Potato chip co., and Mickey's Live Bait & Tackle.



*"Jamm'n Juncos" from Skaneateles High School won First Place and came in Third Place at the State level.*

**ANNUAL TREE & SHRUB PROGRAM** - Every year, since 1976, the District promotes its public outreach program to "Green Up the County". In 2018, a total of 5,527 trees and shrubs were sold to residents across the county, along with 77 various conservation pacs, 24 bat and bluebird houses. Since 2011, the District has partnered with Tully High School's Industrial Arts Department for the hand-made houses. The program has become a great instrument for the public to "get to know us".



*Staff and volunteers from Cornell Cooperative Extension's Master Gardeners program package orders.*

**LEGISLATIVE DAYS** - District employees Eric Jensen and Eva Brown, along with District Board Chair Craig Dennis travelled to Albany last March for New York State Districts' Legislative Days, an opportunity to discuss current conservation matters with elected officials.



**EARTH DAY** - Some of District staff gather for a picture after collecting trash and debris at the office. 2018 marks the sixth year doing their part to celebrate Earth Day.



# SPECIAL EVENTS

## CONSERVATION FARM OF THE YEAR AWARD

Dennis Family Farm was awarded the 2018 "Conservation Farm of the Year". Craig Dennis and his father Carl own and operate a 100 cow dairy & cash crop farm on 400 acres of owned and rented land situated in the Limestone Creek watershed that flows into Oneida Lake. To protect water quality, Craig and his Dad have installed many Best Management Practices through several available conservation programs. The farm has also voluntarily participated in demonstration projects that featured the use of GPS technology to precision plant corn on their farm. Highlights of the farm's conservation history are:

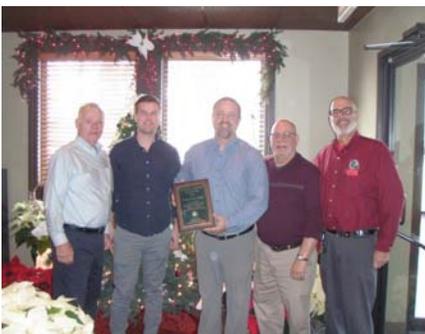
Soil and manure sampling for nutrient analysis and fertilizer recommendations; Milkhouse waste water treatment using a settling tank, grease trap, and grass filter treatment area; Concrete barnyard with

manure collection and screen to collect polluted runoff and direct the runoff to a grass filter treatment area; Clean water exclusion using driplines that

safely collect clean stormwater and route it underground to water courses; 33 acres rotational grazing system in 2012 with an alternative water supply so that cows do not drink from and defecate in the tributary to Limestone Creek; 4,400 LF of exclusion fence to create a 25 ft buffer from the top of bank that keeps cows out of a tributary to Limestone Creek;



**SPECIAL AWARD** - Spencer Givens was presented a Distinguished Service Award for his leadership, oversight and total dedication to the District. He has served on the District Board for 16 years, 9 years as Chairman. Spencer also served as Chairman of the County's Farmland Protection Board, securing New York State funding for the first farmland protection contract in 1998.



**MUNICIPAL PARTNER** - The Onondaga County Soil & Water Conservation District named the Town of Van Buren as the 2018 Municipal Partner of the year. Van Buren has made an active effort to maintain soil integrity through hydroseeding projects on roadside ditches and swales, about 170,500 sq. feet, or 4.7 miles. The town also installed a grassed waterway to control stormwater run-off at their highway garage. The town and the District have had a partnership for over 5 years. Since 2015, the District has awarded a town that achieves its goal of making its local roads safer and improving its stormwater management efforts.



**REMEMBERING WALT NEUHAUSER** - Walt was the Executive Director from 1991 through 2002; he passed away this summer after a brief illness. In that time Walt worked to increase budgets, staffing and technical capability of the organization. He worked closely with Congressman James T. Walsh to introduce the Agricultural Environmental Management (AEM) program in the County in all six major watersheds. He also worked with the City of Syracuse to launch the Skaneateles Lake Watershed Program in 1992 to help the City obtain filtration avoidance waiver that has maintained a safe, reliable, and cost-effective water supply for our residents and businesses. All of these programs are still in place today.

# SKANEATELES LAKE WATERSHED

## SLWAP BMP Summary

Best Management Practice System	Landowners Assisted	Goals/Objectives of Projects	Total Cost	Units Implemented
Nutrient Management System – Cultural	2	Collection & analysis of soil samples to determine if additional nutrients are required to grow crops	\$1,750	91 samples
Nutrient Management System – Cultural	5	Reimbursement for nutrient management recommendations on cropland	\$9,265	4,721 acres
Soil Conservation System – Cultural	8	Fall cover crops on corn silage ground; keep nutrients in the soil and soil on the land	\$27,697	620 acres
Stream Corridor & Shoreline Mgmt.	3	Protect shoreline from erosion	\$9,375	155 LF
Riparian Buffer System	2	Strategic types and maintenance of vegetation next to sensitive water bodies to protect water quality	\$2,109	8.4 acres
Prescribed Rotational Grazing System	1	Repair of watering system so that livestock to feed & water themselves while spreading their own organic manure nutrients – reduces ag's carbon footprint	\$2,000	Replace 25 LF w/ new piping from collection tank
Access Control System	1	Stabilization of basin berm	\$2,850	300 LF
Soil Conservation System - Cultural	13	Strip farming on the contour	\$0	1,375 acres
<b>TOTAL</b>	<b>35</b>		<b>\$55,046</b>	

# 2018 YEAR IN REVIEW

## Skaneateles lake Watershed Agricultural Program

**EQUIPMENT RENTAL** - The new 12-foot ESCH no-till drill with 5 ½-inch row spacing, is the latest piece of equipment the City of Syracuse purchased for farms to try out as an environmental alternative to older technology. The idea is to encourage farms to purchase the conservation technology in future upgrades. Rental is \$11/acre, on a first come/first served basis to qualified farmers with a 100 hp tractor. New hay seedings, winter small grains plantings, and installing cover crops are great ag practices for this piece of equipment. The Esch planted on 11 farms for over 746 acres in 2018.



*2017 ESCH no-till drill.*

**BUFFERS & COVER CROPS IN THE WATERSHED** - The Conservation Reserve Enhancement Program and Cover Crop program have lasting, positive results for water quality. As one farmer stated, “It’s the best use of money in the watershed!”



*Buffer enhancement on a farm in the Shotwell Brook sub-watershed.*



*Holding soil in place between seasons.*

**EDUCATION IN THE WATERSHED** - The year was filled with many tours of Skaneateles farms on both sides of the lake. Various groups of conservation partners, officials from the City of Syracuse and the City of Albany visited farms that were implementing state-of-the art technology. The farms’ gracious hosts welcomed these folks, who were all eyes and ears to really understand each farm’s operation.



*City of Syracuse officials were invited to tour three farms in the watershed, ending with lunch at EZ-Acres farm.*



*National Association of State Conservation authorities visit a cover crop system at the Greenfield farm.*



*SUNY ESF students gather around Mike McMahon, owner of EZ-Acres farm.*

# 2018 YEAR IN REVIEW

## Skaneateles lake Watershed Agricultural Program



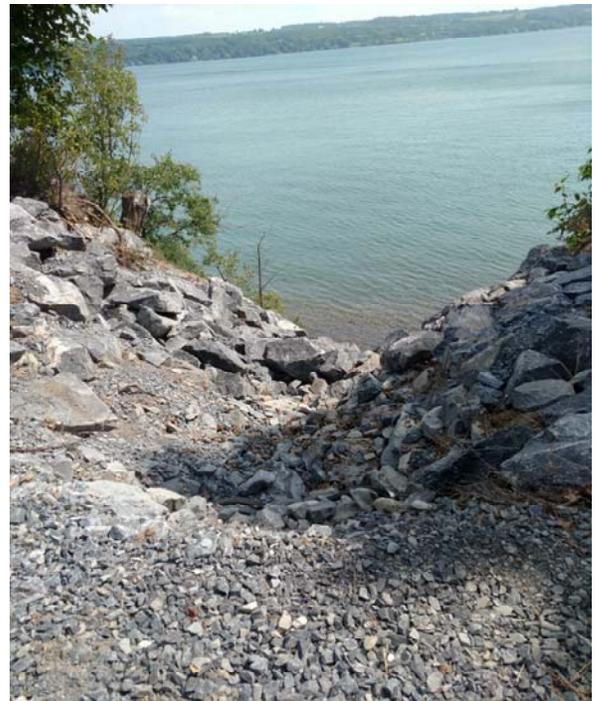
*Before and after - Owasco Cemetery, re-enforcing the hillside with a rock wall.*



*Before and after - clearing stream debris to open flow and avoid causing erosion in farm fields.*



*Before and after - severely eroded slope at the lake is now stabilized with rock and grading. This technique slows down water, filters runoff, and reduces soil erosion.*



## Board of Directors

<b>Craig Dennis</b>	<b>Chair - At-Large Practical Farming</b>
<b>David Coburn</b>	<b>Vice Chair - At-Large Non-ag</b>
<b>Wayne Norris</b>	<b>Treasurer - Grange Representative</b>
<b>F. Spencer Givens</b>	<b>At-Large Business Representative</b>
<b>John Lemondes</b>	<b>Farm Bureau Representative</b>
<b>David H. Knapp</b>	<b>County Legislator</b>
<b>Kenneth Bush, Jr.</b>	<b>County Legislator</b>

## District Staff

<b>Mark Burger</b>	<b>Executive Director</b>
<b>Doug Fisher</b>	<b>Program Manager</b>
<b>Gwyn Olenych</b>	<b>Account Clerk III</b>
<b>Maggie Connelly</b>	<b>Administrative Assistant</b>
<b>Aaron Buchta</b>	<b>Resource Conservation Specialist</b>
<b>Eric Renfer</b>	<b>Resource Conservation Specialist</b>
<b>Eva Brown</b>	<b>Resource Conservation Specialist</b>
<b>Alex Fisher</b>	<b>District Conservation Technician</b>
<b>Ron May</b>	<b>District Conservation Technician</b>
<b>Amber Paice</b>	<b>District Conservation Technician</b>

## Skaneateles Lake Watershed Agricultural Program Watershed Agricultural Program Review Committee

<b>Mike McMahon</b>	<b>Chair - Cortland County</b>
<b>Steve Nemece</b>	<b>Vice Chair - Cayuga County</b>
<b>Gaelen Head</b>	<b>Cayuga County</b>
<b>Eric Brayman</b>	<b>Onondaga County</b>
<b>Craig Richards</b>	<b>Onondaga County</b>
<b>Ed Tidd</b>	<b>Onondaga County</b>
<b>David Perry</b>	<b>Cortland County</b>
<b>Rich Abbott</b>	<b>City of Syracuse</b>
<b>Dale Kehoe</b>	<b>Advisory Member</b>
<b>Jim Greenfield</b>	<b>Advisory Member</b>

## SLWAP Staff

<b>Mark Burger</b>	<b>Program Manager</b>
<b>Eric Jensen</b>	<b>Resource Conservation Specialist</b>
<b>Kim Clark</b>	<b>District Conservation Technician</b>

The Onondaga County Soil & Water Conservation District was chartered on March 6, 1944 as one of 58 special purpose Districts in New York State, one in each county including the five boroughs of New York City. Each District is governed by a Board of Directors who set program policy to be implemented by the District staff.

*All programs and services are offered on a nondiscriminatory basis without regard to race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or familial status.*