

Fayette County Agriculture & Natural Resources Newsletter

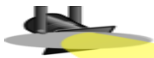


University of Kentucky
College of Agriculture,
Food and Environment
Cooperative Extension Service

Cooperative Extension Service

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October 2022



PUBLICATION SPOTLIGHT

Choosing Hay for Horses (ID-146)

Many different types of hay are acceptable in horse feeding programs. Local availability often influences the popularity of a particular variety of hay in a geographical area. For example, coastal bermudagrass hay is popular in the southern United States where it is well adapted, but it is rarely fed in the northern U.S. where it is hard to grow. In Kentucky, the most popular hay choices for horses are alfalfa, timothy, orchardgrass and alfalfa-grass mixes. Somewhat less popular but still common are red clover, fescue, and bermudagrass. Several factors should be considered when deciding what type of hay to feed. Most important is cleanliness, but nutrient value and the type of horse being fed should also be considered.

The publication is available on-line at
<http://www2.ca.uky.edu/agcomm/pubs/id/id146/id146.pdf>
or by contacting Beau Neal at
beau.neal@uky.edu or (859) 257-5582.

Upcoming Events

October 27, 2022 ~ 2022 Kentucky Grazing Conference; Clark County Extension Office, Winchester, KY; 7:30am-3:30pm, EDT; For more information and to register, go on-line to <https://www.eventbrite.com/e/ky-grazing-profitable-grazing-systems-from-the-soil-up-winchester-ky-tickets-395658895407>

2022 Kentucky Fencing School
November 1, 2022 ~ Marion County Extension Office, Lebanon, KY; 7:30am EDT
November 3, 2022 ~ Clay County Extension Office, Manchester, KY; 7:30am EDT
Go to <http://www.forages.ca.uky.edu/events> to register. The registration deadline is two weeks before each workshop.

November 5, 2022 ~ 2022 Kentucky Maple School; ZOOM, 9:00am-12:00pm; Registration is required; For more information and to register, please go on-line to <https://ky-maplesyrup.ca.uky.edu/ky-maple-school>

November 16, 2022 ~ Backgrounding/ Stocker Profitability Conference; Warren County Extension Office, Bowling Green, KY; 9:30am-2:00pm; Registration is \$15.00 per person, RSVP deadline is November 9th; Please RSVP to the Warren County Extension Office at (270) 842-1681.



FALL BACK
Daylight Saving Time Ends
November 6, 2022

Cooperative Extension Service
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Family and Consumer Sciences
4-H Youth Development
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LEXINGTON, KY 40546



Disabilities
accommodated
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Farm Employee Retention

Source: Suzy Martin, KFBM Area Extension Specialist

Economic and Policy Update (22):9, Department of Agricultural Economics, University of Kentucky

Hiring and managing employees is one of the least liked tasks a farm operator faces. Questions about the cost of hiring employees are an often-asked question of Kentucky Farm Business Management Program (KFBM) specialists. Based on KFBM data, employers can expect the annual per-employee cost to range from \$42,920.66 to \$31,286.63 depending on the area. The data includes not only the salary or hourly rate but also taxes and benefits the employer pays. Table 1 below shows the breakdown for each of the KFBM regions and for Kentucky as a whole

Table 1: Farm Employee Cost Breakdown by KFBM Region

	All Kentucky	Purchase Region	Pennyroyal Region	Ohio Valley Region	Central KY Region
Annual Cost	\$38,645.90	\$42,920.66	\$39,682.71	\$34,725.60	\$31,286.63
Per Hour (40-hour work week)	\$18.58	\$20.63	\$19.08	\$16.70	\$15.04
Per Hour (45-hour work week)	\$16.52	\$18.34	\$16.96	\$14.84	\$13.37

High-quality employees that require minimum supervision are obviously going to cost more than the average of the group. Farm employers need forward-thinking ideas aimed at keeping good employees. This could be something like retirement benefits, bonus pay, commodity wages, life insurance, or paid vacation.

There are multiple types of employer-sponsored retirement plans such as 401(k), Roth 401(k), SIMPLE IRA, and SEP IRA. Employer-sponsored retirement plans come with a set of rules as defined by the Internal Revenue Service (IRS.) Make sure to consult with a financial planner before forming a plan. A common rule of retirement plans is that employers must offer all full-time employees the retirement plan and the employer contribution must be provided to them regardless of their voluntary participation in the plan.

Bonus pay is an uncomplicated way to provide an incentive to employees. Keep in mind that bonus pay is considered supplemental wages and subject to withholding taxes. The flat federal income tax withholding rate is 22%. Bonus pay could be a set amount or it could be tied to production performance.

Commodity wages are another option. Like bonuses, it could be a set number of bushels, pounds, or number of head agreed upon ahead of time. Or it could be additional bushels, pounds, or number of head based on performance levels. The IRS has many rules in place for commodity wages. Make sure you consult your tax preparer or another advisor before implementing them. The commodity wage must not appear as a cash equivalent. Ownership of the commodity must be transferred to the employee who oversees marketing it. Commodity wages do not require any kind of income tax withholding, but the employee is required to pay income taxes on the income. In addition, the commodity wage should be reported on the employee wage statement at the end of the year.

Life insurance policies not exceeding \$50,000 that are directly or indirectly carried by an employer do not have any tax consequences. Policies more than \$50,000 will have some tax consequences based on IRS tables.

Finally, it is a good idea to have clear expectations for both the employee and the employer to insure good working relations. Using an employment contract would be an excellent way to communicate to employees what they can expect. Items addressed could be starting wage/salary, seasonal hours expected to work, how to request time off, whom to report issues to, benefits offered, and even how raises and promotions might work.

Farmers are no different from other industries that are currently addressing the lack of employees in the workforce. Hiring and maintaining good employees requires clear communication and creative compensation packages.

For Plate It Up! recipes, visit:

<http://fcs-hes.ca.uky.edu/content/plate-it-kentucky-proud>



For Cook Wild Kentucky recipes, visit:

<https://www.planeatmove.com/recipes>



Twice-Baked Acorn Squash

- **2 medium** acorn squash (1 - 1 1/2 pounds)
- Nonstick cooking spray
- **2 cups** fresh spinach, chopped
- **4 strips** turkey bacon, cooked and crumbled
- **1/2 cup** grated parmesan cheese
- **1** thinly sliced green onion
- **1 tablespoon** olive oil
- **2 teaspoons** garlic powder
- **1/2 teaspoon** salt
- **1/4 teaspoon** black pepper
- **1/4 teaspoon** nutmeg

Wash hands with warm water and soap, **scrubbing** for at least 20 seconds. **Preheat** oven to 350 degrees F. **Cut** squash in half; **discard** seeds. **Place** squash flesh side down on a baking sheet **coated** with nonstick cooking spray. **Bake** for 50 to 55 minutes or until tender. **Carefully scoop out** squash, leaving a 1/4-inch-thick shell. In a large bowl, **combine** the squash pulp with the remaining ingredients. **Spoon into** shells. **Bake** at 350 degrees F for 25 to 30 minutes or until heated through and top is golden brown. **Store** leftovers in the refrigerator within two hours.

Yield: 4 servings.
Serving size: 1/2 of an acorn squash.

Nutrition Analysis: 210 calories, 9g total fat, 3g saturated fat, 25mg cholesterol, 710mg sodium, 27g total carbohydrate, 4g fiber, 1g total sugars, 0g added sugars, 9g protein, 0% DV vitamin D, 15% DV calcium, 15% DV iron, 20% DV potassium.



2022 Kentucky Maple School November 5 | 9am - 12pm | Zoom

The Kentucky Maple Syrup Project is pleased to announce that the 2022 Kentucky Maple School will take place on November 5 via Zoom. The program will run from 9 AM until Noon with a couple of breaks to stretch your legs and refill your coffee mug. Dr. Abby van den Berg from the University of Vermont will be discussing new red maple syrup research that explores Total Yields and Syrup Flavor from Red Maple Trees as well as provided us a Research Update from the UVM Proctor Maple Research Center including the newly published 3rd Edition of the North American Maple Syrup Producers Manual. We will also have updated information about financial and technical assistance available to potential and current maple syrup producers in Kentucky.

You must register to participate in this event: <https://ky-maplesyrup.ca.uky.edu/ky-maple-school>

Forage Timely Tips: October

Source: UK Forage News <https://kyforagenews.com/>

- Feed hay to allow cool-season pastures to accumulate forage growth for winter grazing. *Do NOT harvest or graze alfalfa fields until after killing frost (<26 degrees).
- Inventory and test each hay lot for nutritive value and consult a nutritionist to design a supplementation program as needed.
- Remove ruminants from pastures that contain sorghum species when frost is expect to avoid prussic acid poisoning (forage sorghums, sorghum-sudangrass hybrids, sudangrass, and johnsongrass). Even small patches of johnsongrass that have been frosted an be toxic. Leave off until plants have dried down.
- Begin strip grazing early planted small grain and brassica (turnips and rape) mixes late this month.

Expected Changes to the Commercial Pesticide Applicator Program in 2023

Source: Ric Bessin, Entomology Extension Specialist, *Kentucky Pest News*

In December 2016, the EPA published the final rule to improve all applicator certification and training standards. While implementation of this plan has been plagued by delays at the Federal level, our new plan for Kentucky has been reviewed and is being approved. We are set to begin using it at the start of 2023. This is the most significant change to the program since 1978.

Previously ([KPN 9-20-22](#)), I outlined some of the more important changes for the Private Applicator Program; in this article I am outlining significant changes to the Commercial Applicator Program administered through the Kentucky Department of Agriculture.

Age & Identity

Only persons 18 and older are qualified to become commercial applicators. The EPA requires that applicators present a government issued photo ID in order for county agents to verify their age and identify. County agents must use this to verify age and identity, but do not need to record this information. For those that do not have a government issued photo ID due to some specific reasons, there is an alternative method of verification that can be used.

New Category Structure

Beginning in 2023, there will be fewer commercial categories; several have been consolidated or split, and a few have been eliminated.

- **Consolidated categories:** In terms of those that have been consolidated, the old categories 3 (Lawn and Ornamental), 18 (Golf Course), 19 (Interiorscape Pest Control), and 20 (Athletic Turf) are now all in the new Category 3: Ornamental, Turf and Lawn Care.
- **Split into new categories:** The previous fumigation categories of 1b (Ag Fumigation) and 7b (Structural Fumigation) have been separated into the new categories of Category 7b (Structural Fumigation), Category 12 (Soil Fumigation), and Category 13 (Non-Soil Fumigation).
- **Eliminated categories:** The categories being eliminated are 12 (Pesticide Retail Sales

Agent), 13 (Anti-Fouling Marine Paint), 14 (Consultant), 15 (Anti Microbial), and 16 (Sewer Root Control). While retail pesticide sales agents will not be certified, their business must be registered, and they must maintain and submit necessary records to the KDA.

General CEUs Eliminated

In the past, commercial applicators had to accrue 9 general and 3 category-specific CEU credits every three years in order to be eligible to recertify. With the new system, they need to earn 12 CEU credits with at least one being in each of the categories they are maintaining. So, applicators do not need to keep track of general and category-specific CEU hours. In order to deliver the general information to commercial applicators, presenters applying for CEU credit will need to identify what general pesticide safety and use educational material they will cover in their presentation in order to receive approval.

On-line Testing

The Kentucky Department of Agriculture is working toward launching on-demand, on-line testing to reduce time and expense of applicators traveling to testing sites. This will not be available immediately with the new regulations as the platform still needs to be developed.

License Renewal Grace Period Shortened

In the past, commercial applicators had 90 days to pay the annual fee and renew their licenses online. That grace period has been shortened to 30 days past the expiration of the license. Persons not renewing their license before the end of the 30-day period will be required to retest for each of their certification categories and may be subject to a 25% penalty.

Penalty for not Earning CEUs

Commercial applicators who want to recertify but have not earned the necessary 12 CEUs in the previous 3 years will need to retest and will be subject to a \$200 recertification fee. This is to encourage commercial applicators to stay up to date in their areas by earning CEU credits.

Weekly Kentucky Cattle and Grain Summary

USDA Livestock, Poultry and Grain Market News

Frankfort, KY

Monday, October 17, 2022

For Week Ending:

Saturday, October 15, 2022

Receipts: 20,295

Last Week: 21,404

Last Year: 17,795

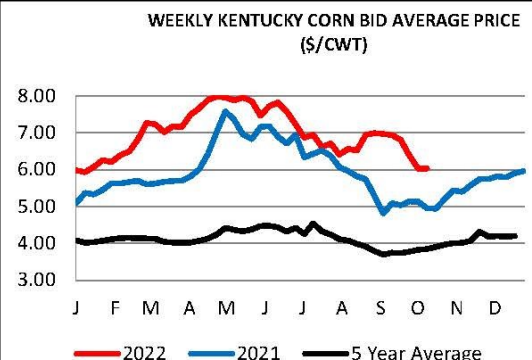
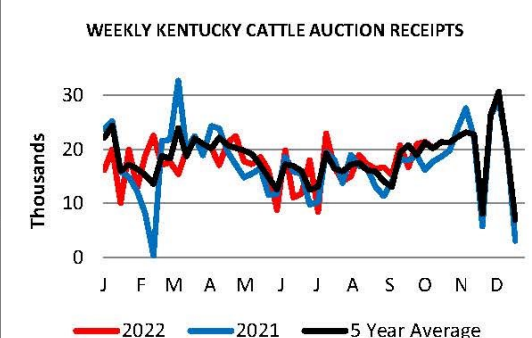
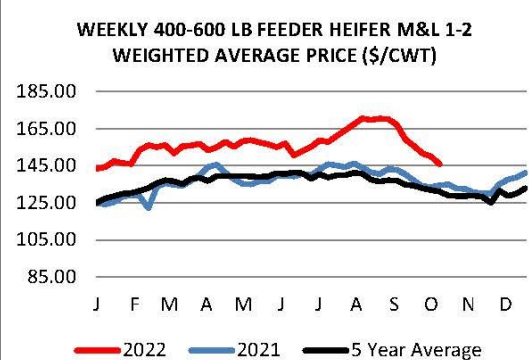
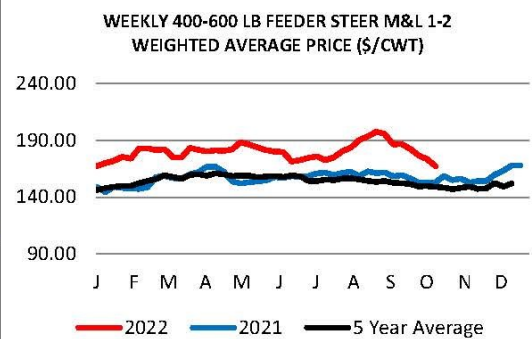
Feeder cattle sold mixed this week selling mostly steady to 4.00 lower with instances scattered throughout the week to 4.00 higher. Yearlings sold steady to 2.00 lower.

Demand was mostly light to moderate with buyers showing the most interest in weaned cattle as the fall temperature swings are now prevalent across the state and health concerns become more of a focus. Dry conditions also continue to affect demand. Slaughter cows sold mostly 4.00 to 6.00 lower and bulls steady to 4.00 lower with light to moderate demand for all slaughter classes.

[View Full Summary](#)

STATE AVERAGES

	<u>This Week</u>	<u>Prior Week</u>	<u>Last Year</u>
Steers (M&L 1-2)			
350-400 lbs	177.77	175.19	165.89
400-450 lbs	174.36	173.07	158.04
450-500 lbs	168.91	170.73	153.78
500-550 lbs	162.77	165.41	147.80
550-600 lbs	160.86	164.29	143.90
600-650 lbs	150.59	163.26	140.33
650-700 lbs	150.84	155.54	134.76
700-750 lbs	150.90	153.27	137.87
750-800 lbs	152.91	154.30	135.69
800-850 lbs	150.06	165.68	138.13
850-900 lbs	158.62	154.01	132.45
Heifers (M&L 1-2)			
300-350 lbs	147.58	147.56	133.50
350-400 lbs	148.29	149.19	139.21
400-450 lbs	145.58	148.33	136.98
450-500 lbs	147.07	147.59	133.82
500-550 lbs	141.49	143.81	129.94
550-600 lbs	141.00	142.34	127.36
600-650 lbs	133.61	138.54	122.79
650-700 lbs	139.01	139.19	124.48
700-750 lbs	125.74	134.14	121.93
750-800 lbs	128.55	129.79	116.26



WEEKLY COW SUMMARY

	<u>Average</u>	<u>High</u>	<u>Low</u>
Slaughter Cows			
Breakers	54.50-86.50	68.00-92.50	50.00-78.50
Boners	59.00-84.50	70.00-107.00	45.00-77.50
Lean	45.00-75.00	60.00-79.00	30.00-69.00
Slaughter Bulls			
Yield Grade 1&2	81.00-116.50	100.00-129.00	69.00-107.00

October 13, 2022

Bowling Green, KY

SLAUGHTER GOATS: 153

Kids-Selection 1-2 59 lbs 300.00; 70 lbs 290.00; 83 lbs 285.00; 120 lbs 225.00.

Selection 2 49 lbs 300.00; 58 lbs 290.00; 69 lbs 240.00-280.00.

SLAUGHTER SHEEP: 342

Woolled-Choice & Prime 1-2: 78 lbs 170.00; 89 lbs 160.00; 115-143 lbs 122.50-

127.50. **Choice 2** 110-135 lbs 110.00-115.00. **Hair Breeds-Choice & Prime 1-2**

50-53 lbs 250.00-260.00; 65-68 lbs 175.00-205.00; 71 lbs 197.50; 88 lbs 167.50-

170.00; 113-133 lbs 105.00-155.00.

[View Full Report](#)

[View Latest Grain Report](#)

GRAINS	<u>This Week</u>	<u>Prior Week</u>	<u>Last Year</u>
Corn	5.22-7.08	4.96-6.99	4.72-5.17
Soybeans	11.93-13.12	12.16-13.50	11.22-12.08
Red Winter Wheat	7.84-8.81	7.94-8.86	6.69-6.84

USDA-KY Livestock, Poultry & Grain Market News

Frankfort, KY

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[USDA Livestock, Poultry, and Grain Market News](#)



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Fayette County Cooperative Extension Agriculture & Natural Resources Newsletter



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