

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
REGULAR BOARD MEETING AGENDA
MARCH 29, 2021 AT 12:00PM**

Held virtually via Webex

For audio only: Dial +1-408-418-9388, meeting ID 132 664 9433#, password 1234# (or 12340 alternatively)

For video conference: A link can be obtained at www.UCRRRA.org/events-classes

ROLL CALL

Board Members

Katherine Beinkafner _____
JoAnne Myers _____
Charles Landi _____
Lisa Mitten _____
Tom Kacandes _____

Agency Staff

Kenneth Gilligan _____
Timothy DeGraff _____
Charlie Whittaker _____
Angelina Peone _____
Melinda France _____
Brenna Whitaker _____

PLEDGE OF ALLEGIANCE

ELECTION OF OFFICERS

NOMINATION

Chair: _____

By: _____
2nd: _____

MOTION to close nominations and to elect the Chair of the Board as nominated was made by _____ and seconded by _____.

Vote: Ayes: ___ Nays: ___ Absent: ___

PUBLIC COMMENT

- Comment by Town of Ulster Supervisor Jim Quigley

CHAIR'S COMMENTS

APPROVAL OF MINUTES

- Minutes of the February 22, 2021 Regular Board Meeting
- Minutes of the March 15, 2021 Special Board Meeting

COMMUNICATIONS & ANNOUNCEMENTS

- The next Regular Board Meeting is scheduled for April 26, 2021 at 12:00pm
- Local Solid Waste Management Plan
- Comprehensive Annual Financial Report

PRESENTATION

- Green Waste Energy

GENERAL REPORTS

- Recycling Outreach Team Program Update
- MSW Tonnage Report
- Recycling Tonnage Report
- Recycling Market Update

FINANCIAL MATTERS

- Treasurer’s Report
- MRF Cost Analysis

ADMINISTRATIVE MATTERS

RESOLUTIONS

- Resolution #2531 RE: Authorization for Revision of Director of Operations and Safety Job Description
- Resolution #2532 RE: Authorization for Revision of Recycling Coordinator Job Description and Pay Scale
- Resolution #2533 RE: Authorizing the Appointment of the Executive Director and Approving the Executive Director’s Employment Agreement
- Resolution #2534 RE: Authorizing the Appointment of the Director of Operations and Compliance and Approving the Director of Operations and Compliance’s Employment Agreement
- Resolution #2535 RE: Authorization for Revision of Compliance Officer Job Description and Pay Scale

OLD BUSINESS

NEW BUSINESS

ADJOURN

Motion to Adjourn the March 29, 2021 Regular Board Meeting was made by _____ and seconded by _____.

Vote: Ayes: ____ Nays: ____ Absent: ____

Time: _____

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
MINUTES OF THE REGULAR BOARD MEETING
FEBRUARY 22, 2021**

The Ulster County Resource Recovery Agency held a Regular Board Meeting on February 22, 2021. This meeting was held virtually via Webex.

The proceedings were convened at 12:00pm.

The following Board members were present: Chair Fred Wadnola, Vice Chair Katherine Beinkafner, Treasurer Charles Landi, and Member JoAnne Myers. Member Lisa Mitten was excused early (1:01pm).

Also present were: Counsel/Secretary Kenneth Gilligan, Acting Executive Director/Controller Tim DeGraff, Director of Operations and Safety Charlie Whittaker, Recycling Coordinator Angelina Peone, Recycling Educator Melinda France, and Administrative Assistant Brenna Whitaker.

From the public: Reporter Bill Kemble from the Daily Freeman, and Ulster County Legislator Manna Jo Greene, Ulster County Legislator Laura Petit, John Giuliano and Mark Swyka of Cornerstone Environmental, and Reporter Hank Gross from Mid Hudson News.

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT

Bill Kemble noted the amount of static in the meeting and reminded attendees to please mute themselves when they aren't speaking.

CHAIR'S COMMENTS

Fred Wadnola stated that hopefully the pandemic is winding down and the Agency is able to have in-person meetings in a month or two. He thanked everyone for the work they put into making the virtual meetings happen.

APPROVAL OF MINUTES

Fred Wadnola motioned to approve the minutes of the January 25, 2021 Annual Organizational Meeting and the January 25, 2021 Regular Board Meeting. Moved by Lisa Mitten.

Roll Call Vote

Beinkafner: Aye
Landi: Aye
Myers: Aye
Mitten: Aye
Wadnola: Aye

The motion passed 5-0.

COMMUNICATIONS AND ANNOUNCEMENTS

Fred Wadnola stated that the next Regular Board Meeting will be held on Monday, March 22, 2021 at 12:00pm. As of right now the meeting will be virtual via Webex.

RECYCLING PROGRAM UPDATE

Angelina Peone said that she wants to share some key points from the Agency's Electronics Recycling Report. In 2020 the Agency recycled 198.21 tons of electronics which is equivalent to 396,000 pounds. This includes 73 tons of computers, 64 tons of televisions, and about 60 tons of small consumer electronics. All of this material was recovered and recycled by the Agency's vendor ERI (Electronics Recyclers International) at their two locations in Massachusetts and Indiana. In 2020 the program had approximately 2,669 drop offs, with about 88% of those drop offs coming from Ulster County. The program is open to any resident regardless of County residency, non-profit organizations with fewer than 75 employees, and businesses with fewer than 50 employees. The program operates on Saturdays seasonally and is currently on pause until spring.

Angelina Peone also stated that the team is also working on some spring classes as well as other media in development.

Katherine Beinkafner stated that on March 24 the Rotary Club is holding an electronics waste collection at the Plattekill Town Hall from 9am-3pm.

Fred Wadnola said that he has received several phone calls asking him when the Agency will have compost available. He asked Charlie Whittaker for an update.

Charlie Whittaker replied that the staff has been screening little by little and there currently is compost available for sale. There is not a lot available, but there should be a lot come April. He and Angie are planning to do some testing on this batch shortly, and test results can take 2-3 weeks. Staff had to be pulled away from screening compost for a period of time due to floor repairs.

Charles Landi stated that Dennis Larios is working on a permitting situation for the Town of Saugerties for leachate delivery. He asked Charlie Whittaker if he has any idea what the status of that is.

Charlie Whittaker responded that he is waiting for Saugerties to tell him that they got approval to take it. Currently the Agency is still taking leachate to the City of Kingston, Beacon, and Poughkeepsie. He said that there was supposed to be an answer back in November, and it still may be some time due to the DEC not being fully staffed.

Charles Landi said that Dennis Larios indicated to him that the DEC's regulations are quite intense and that is where the holdup is.

Charlie Whittaker said that the process of getting approved to take leachate to Beacon or Poughkeepsie went relatively fast. He said he cannot answer why Saugerties is taking so much longer.

GENERAL REPORTS

Tim DeGraff presented the MSW and Recycling Tonnage reports:

MSW

	January 2021		
	Target Tonnage	Actual Tonnage	Difference
MSW	9,362 tons	9,922 tons	560 tons
Sludge	253 tons	245 tons	-8 tons

Recycling Tonnage

	January 2021	January 2020
Commingle	132.40 tons	106.32 tons
Glass	40.60 tons	58.16 tons
Mixed News	76.77 tons	95.03 tons
Kingston City Hard Mix	85.03 tons	97.08 tons
OCC	214.67 tons	183.79 tons
Food Waste	244.88 tons	530.15 tons

Tim DeGraff noted that some of the material changed after February/March/April when the pandemic hit. He said that he thinks the changes from last January to this January are mainly pandemic related and how it has changed operations. Some changes may also be weather related. He said he and Charlie Whittaker want to get a clearer picture on why the food waste is still down, though he thinks it is probably pandemic related as well. He is still unsure how the new food waste law will affect the Agency's food waste numbers going forward, or if the law is being enforced during the pandemic.

Recycling Market Update

Charlie Whittaker said that Agency is moving some natural, though there have been some delays in trucking due to the recent storms. A load of E-waste is going out today that was supposed to go out last Friday, but the pickup was delayed due to the weather. Three loads of plastic (natural, colored, and PET) are going out and the prices look really good. PET is starting to move up a little bit. This month the prices on all of the commodities are good and he has no complaints. Natural is still way up at \$0.73/lb. Mixed plastic is starting to rise as well. News and OCC are good as well. Right now there is no cost for hard mix which is really beneficial to the City of Kingston because if there were, they would be paying for it.

Charles Landi asked for a status update on E-waste.

Charlie Whittaker responded that the Agency will be opening back up on Saturdays for E-waste recycling in April. He has been dealing with ERI as well as speaking to a couple other companies that would be willing to take it but he will be sticking with ERI for now.

Charles Landi asked if the Agency is still taking E-waste from residents.

Charlie Whittaker replied that the free recycling is not running until April, but E-waste does still come in on loads and gets pulled out for recycling as required by law.

Charles Landi told Fred Wadnola that he has good news about the Agency's Local Solid Waste Management Plan (LSWMP).

Fred Wadnola replied that the LSWMP is already on the Agenda under old business.

FINANCIAL MATTERS

Tim DeGraff presented the December 2020 and January 2021 Treasurer's Reports and the January 2021 MRF Cost Center Analysis.

Treasurer's Report

Tim DeGraff reminded the Board that they didn't vote on the December Treasurer's report so that he had time to finalize the year-end numbers.

Tim DeGraff showed the Board the December Treasurer's report, with any changes from when it was presented at the December meeting highlighted. The new Year to Date fund balance is a deficit of \$(1,275,083).

Charles Landi asked if the Board should be worried about the fund balance being a negative number.

Tim DeGraff said no, and that he has explained previously the Agency had a positive fund balance at the end of the prior year, so it was decided that instead of moving that money to operating reserves he would carry it over to be used on capital purchases.

Fred Wadnola asked Tim DeGraff to explain the term fund balance to the Board. He said the way the Agency is set up, it really does not have a fund balance.

Tim DeGraff said the term fund balance was used when he started here and he carried it forward because people are more familiar with that term. He said technically it should be net assets, which is what is listed on the Agency's financial statements. It can also be called retained earnings.

Fred Wadnola motioned to approve the December 2020 Treasurer's Report. Seconded by Charles Landi.

Roll Call Vote

Beinkafner: Aye

Landi: Aye

Myers: Aye

Mitten: Aye

Wadnola: Aye

The motion passed 5-0.

For the month of January the Agency's MSW tons were 7,321 and C&D tons were 2,601. Revenue line item of note: Recycling service fees were \$12,726 due to fee changes that were approved in the budget last year (mattresses, tires, fluorescent lightbulbs, diversion). Total revenue for the month was \$1,153,290. No expense line items of note. Total expenses for the month of \$966,756. Net operating revenue was \$186,534. Capital outlay of \$63,958 related to the compost expansion. For the month of January, the fund balance was \$122,576.

Charles Landi motioned to approve the January 2020 Treasurer's Report. Seconded by JoAnne Myers.

Roll Call Vote

Beinkafner: Absent (due to technical difficulties)

Landi: Aye

Myers: Aye

Mitten: Aye

Wadnola: Aye

The motion passed 4-0.

MRF Cost Center Analysis

For the month of January, tipping fees were \$0. The total sale of recyclables was \$27,046. Total transport/disposal costs for January were \$5,513. Net revenue of \$21,533. Total personnel expenses were \$35,848. Total operating expenses were \$10,687. Total personnel/operating costs were \$46,535. Net loss for the month of \$25,002.

Tim DeGraff noted that he added a line for MRF glass, which is a MRF residual, making the report more accurate.

ADMINISTRATIVE MATTERS

OLD BUSINESS

Local Solid Waste Management Plan

Tim DeGraff said that the full legislature voted on and approved the LSWMP this past Tuesday. A formal notification letter will be going out to the DEC this week. He added that the Agency hasn't had an approved plan since the '90s, so none of the current Agency staff has been through this before. Staff has already met a few times regarding the plan, and will have to monitor the Agency's progress throughout the first two years. Angeline Peone has set up a Google Doc for staff to update as tasks are accomplished. He asked the Board how they want the staff to report on this (monthly, quarterly, biennially, etc.).

Fred Wadnola said that the DEC took six and a half years to approve the last plan. This plan is already in year two. He said Tim DeGraff and staff should be reporting to the Board about progress on the plan on at least a quarterly basis.

Tim DeGraff said he has asked a few different people if the plan is already in its first year, or if the first year doesn't start until the plan is approved. So far everyone has told him that the first year doesn't start until formal approval – though that doesn't mean the staff didn't start taking any action on the plan. So technically the two year reporting wouldn't happen until two years from now.

Fred Wadnola corrected Tim DeGraff, saying that the DEC approved the plan last year.

Tim DeGraff explained that the DEC gave the Agency an “approvable” letter. They did not approve the plan.

Ken Gilligan stated that Tim DeGraff is correct.

Fred Wadnola said it needs to be resolved whether the Agency is in year one or year two.

Tim DeGraff said the Agency is in year one.

Ken Gilligan agreed.

Charles Landi said that this might be a problem. The legislature approved the plan 22-0 with one absent. There were some amendments that they were talking about holding up until the first biennial review.

Fred Wadnola said that he doesn't think the legislature can legally amend the Agency's plan, but they can make comments about it.

Ken Gilligan said he thinks what the legislature meant is that they will make recommendations for revisions during the biennial review.

Charlie Landi noted that legislators were part of the process of putting together the plan, so they had their chance for input at that time.

Ken Gilligan said that legislature is only saying that when the two years are up they may add something to the plan.

Charles Landi read a timeline of past milestones for the plan. He added that the closure of Seneca Meadows is bearing down on the Agency.

Mark Swyka said that he has been in communication with Tim DeGraff and they are in the process of preparing the notification to the DEC. That notification will alert them to the satisfaction of the requirements associated with their approvable letter. With that letter, the Agency will be stating that the clock has started for the two year biennial review.

Charles Landi said now the Agency needs to hire a consulting firm to find a location for a landfill.

Fred Wadnola said the Agency first has to make sure it has the money to pay them.

Charles Landi replied that the Agency has bonding authority for \$500,000.

Fred Wadnola asked Tim DeGraff what the Agency's bonding authority is.

Ken Gilligan said \$500,000 is correct.

Fred Wadnola said that is probably enough to hire for at least preliminary surveys and so forth.

Charles Landi quoted a news article by Daily Freeman reporter Patricia Doxsey that states: "lawmakers said it would take significantly less than \$500,000 to hire a consultant to do preliminary work to identify potential landfill sites."

Katherine Beinkafner said that she wants to point out that the Agency is supposed to be following the plan. The plan does not say that the Agency is going to run out and site a landfill right away. It says the Agency is going to evaluate different technologies. She said she is absolutely against the concept of hiring anybody right now to site a landfill.

Charles Landi reminded Katherine Beinkafner that he sent her a recording of the DEC meeting where Kelly Turturro indicated that the time was right to proceed with a landfill in Ulster County because of what is happening with Seneca Meadows. He stated that when the question was asked of her if there are any other waste diversion plans on the horizon, she said not at this time. He said he wants to know what the Board is waiting for, if they're waiting for Seneca Meadows to shut down.

Fred Wadnola asked Charlie Landi to allow the next presentations to proceed.

Lisa Mitten said she would like to speak to Tim DeGraff's original question, and request that staff identify three to six strategic priorities for the year now that the Agency is entering year one of the plan. Given the great Board interest in the future of solid waste for Ulster County, that the staff propose a strategy forward that they intend to implement – weighing all of the complex perspectives that different Board members are offering at this time.

Fred Wadnola asked the Board to allow Tim DeGraff to give the Solar Update, after which he'll present information about different companies he's contacted about solid waste.

Solar Update

Tim DeGraff stated that he, Charlie Whittaker, and Angelina Peone had a Zoom meeting with a consulting firm called Usource for solar. The Agency would save an estimated 10% on energy costs by buying into a community solar farm. The consultants sent the Agency an agreement, which Ken Gilligan reviewed before he signed it. There will be no charge to the Agency. The consultants get paid their fees by the developer. He stated that the company that supplies the Agency's energy and the company that delivers the Agency's energy are two separate entities. Central Hudson delivers it and Direct Energy supplies it. The Direct Energy contract runs out June 30, 2021. Direct Energy was found through a municipal purchasing group called MEGA, which the Agency has participated in for a number of years now. When the Agency buys into the community solar farm, the bills will be combined saving the Agency more money. The process will take about 4-8 weeks. When that is complete, staff will meet with the consultants to discuss different possibilities including a potential solar farm on site, or solar installations on top of Agency buildings. He thinks this is a good step for the Agency moving forward.

NEW BUSINESS**Pyrolysis Presentations**

Tim DeGraff stated that staff has been looking into new technologies for solid waste per the LSWMP. Staff spoke to two different companies, Green Waste Energy and Caribou Fuels about the possibility of the Agency utilizing pyrolysis. He said that he doesn't know if the Agency should be relying on just one technology for solid waste disposal. It would be great if this technology could handle all of the plastics and turn it back into fossil fuel. The first step is to learn about the technology to see if the Agency can do anything with it. If the Board is interested, he will set up presentations by both companies, which will be part of the Agency's evaluation for the LSWMP as a whole.

Fred Wadnola asked Tim DeGraff to tell the Board a little bit about both companies.

Tim DeGraff replied that Green Waste Energy is out of New Jersey, and they are building a plant near Schenectady that staff will be able to visit once it's completed. Caribou Fuels is out of California, and Angelina Peone is very familiar with their technology.

Fred Wadnola said that he and Katherine Beinkafner have both spoken to Sierra Energy out of California, who has a zero waste operation on an Army base. They are in their first year and are developing a commercial prototype. Their technology is very expensive and they are only able to handle a very limited amount of tonnage.

JoAnne Myers asked if the Agency will be putting out an RFP.

Tim DeGraff answered that if one of these technologies works for the Agency, he would like to do an RFP for a pilot project to get it started. He said that the DEC requested a proven technology, and the way to do that is to start with a pilot project, just like the Agency did with its compost operation.

JoAnne Myers said that burning plastic forms dioxins, and she would like the staff to keep that in mind.

Tim DeGraff said the point of the presentations will be to learn about each process, so if they do learn that one of the technologies produces dioxins they will take note.

Angelina Peone stated that flash gasification or pyrolysis is not incineration. It is a thermal processes, but different from what JoAnne Myers might be thinking of. She said this is why the presentations are important, to learn about each company's research and what is possible as far as pollution control.

Katherine Beinkafner said that New York State has very strict standards for air quality, so if a process didn't meet those standards the Agency wouldn't be able to use it anyway. She added that she has spoken to Green Waste Energy multiple times over the past year.

C&D Compliance

Tim DeGraff said he has heard many things over the past few months about C&D and how it relates to the Agency. He has also been hearing many suggestions that has him concerned. The staff work in this arena every single day and are familiar with the inner workings. Charlie Whittaker is going to give some information regarding C&D and how it relates to MSW from an operational and a compliance standpoint.

Charlie Whittaker said that in compliance with the Agency's permit, staff pulls out clean wood and then rubble, shingles, vinyl siding, and insulation are mixed with MSW and sent out to the landfill. 35 to 39 tons of this mixture goes into each trailer going 300 miles away. If the Agency were to separate C&D, he doesn't see the Agency's benefitting at all, especially with tipping fees the way they are. These days the Agency generally doesn't receive much dirt/rubble due to the cost to dump it so contractors are often using it as fill. Back in 2005 the Agency did attempt grinding of C&D, but it required a permit modification. It also caused a lot of dust problems because the grinding has to be done inside the building, which in turn ruined a lot of the Agency's equipment and possibly polluted the air due to unidentified asbestos. The Agency does accept non-friable asbestos, but it is very strictly managed so that it does not contaminate anything. He said that separating the C&D would be a major issue for making sure the floors are clean each night. Lighter loads would need to be sent out to the landfill each day which would be a problem for the hauler and a cause for excess carbon emissions. He cannot see any reason to apply for a permit modification to separate C&D. There is no beneficial value to C&D. The Agency has learned from experience that it doesn't work, so it should continue the way it is currently operating. He added that last year staff pulled out 106 tons of clean wood, which he thinks is a very good number. The year before that staff only pulled out 31 tons. Last year staff pulled 2,645 Freon units. The prior year was 1,830. He continued to list the amount of different items that were diverted, all at a much higher rate last year compared to 2019 (tires, fluorescent bulbs, ballasts, yard waste, car batteries, propane tanks, etc.). In all of 2020, Agency staff pulled 8,722 units and 3,110 tons from the waste stream. In 2019 and 2020 combined, Agency staff pulled 15,174 units and 5,592 tons from the waste stream. In 2019 and 2020 the Agency had 146,000 customer transactions at New Paltz and Ulster inbound scales combined. He said he is always open to suggestions, but they have to be reasonable. And the current suggestions do not make any sense with everything the Agency is already doing.

JoAnne Myers asked for a copy of those numbers to show the zero waste groups that she is working with.

Fred Wadnola asked Charlie Whittaker if the Agency is the only DEC permitted compost site in Hudson Valley.

Charlie Whittaker responded that yes it is, except for Rockland County's biosolids facility.

ADJOURN

Fred Wadnola motioned to adjourn the February 22, 2021 Regular Board Meeting. Moved by JoAnne Myers and seconded by Katherine Beinkafner. The motion passed 4-0 (Mitten absent).

Roll Call Vote

Beinkafner: Aye

Landi: Aye

Myers: Aye

Mitten: Absent

Wadnola: Aye

The motion passed 4-0.

March 22, 2021

Motion to approve the above transcribed Minutes of the February 22, 2021 Regular Board Meeting was made by _____, moved by _____. _ in favor, _ opposed, _ absent. Absent: ____

The minutes were approved by the Board.

Transcribed by: Brenna Whitaker, Administrative Assistant. Meetings are recorded and available upon request.

Signatures:

Fred Wadnola, Chair

Ken Gilligan, Secretary

Brenna Whitaker, Administrative Assistant

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
MINUTES OF THE SPECIAL MEETING
MARCH 15, 2021**

The Ulster County Resource Recovery Agency held a Special Meeting on March 15, 2021. This meeting was held in person at the Agency's Main Office at 999 Flatbush Road, Kingston, NY 12401.

The proceedings were convened at 12:00pm.

The following Board members were present: Acting Chair Katherine Beinkafner, Treasurer Charles Landi, Member JoAnne Myers, and Member Lisa Mitten.

Also present were: Counsel/Secretary Kenneth Gilligan, and Acting Executive Director/Controller Tim DeGraff.

From the public: None.

PLEDGE OF ALLEGIANCE

EXECUTIVE SESSION

Katherine Beinkafner motioned to enter Executive Session for the purpose of discussing litigation and employee reviews. Moved by JoAnne Myers, seconded by Charles Landi. The motion passed 4-0.

Katherine Beinkafner motioned to exit Executive Session for the purpose of discussing litigation and employee reviews. Moved by Charles Landi, seconded by JoAnne Myers. The motion passed 4-0.

ADJOURN

JoAnne Myers motioned to adjourn the March 15, 2021 Special Board Meeting. Seconded by Lisa Mitten. The motion passed 4-0.

March 29, 2021

Motion to approve the above transcribed Minutes of the March 15, 2021 Special Board Meeting was made by _____, moved by _____. _ in favor, _ opposed, _ absent. Absent: _____

The minutes were approved by the Board.

Transcribed by: Brenna Whitaker, Administrative Assistant. Meetings are recorded and available upon request.

Signatures:

TBD, Chair

Ken Gilligan, Secretary

Brenna Whitaker, Administrative Assistant

DRAFT

MARCH 2021 Recycling Program Update

TASK	UPDATE	
MEDIA ANNOUNCEMENTS	Social Media	<ul style="list-style-type: none"> SHARPS and Medications
	Print	None this month
	Radio	Business Recycling <i>A new 30sec Public Service Announcement promoting the Recycling Outreach Team services to Ulster County businesses.</i>
	Other	<ul style="list-style-type: none"> Google Analytics: 11,599 total searches, 4,123 direct searches, 583 users visited the UCRRA website (last 30 days) 21 new subscribers to our newsletter (last 30 days)
OUTREACH EDUCATION	Public Presentations	None this month
	Facility Tours	3/26 White Feather Farm
	Events	None this month
	Other	<ul style="list-style-type: none"> Planning 2021 Spring Classes (virtual) and Spring Compost Bin & Rain Barrel Sale 3/02, 3/24 4-H Youth Civic Engagement Project Planning Mtg. Various Project Partner Mtgs. Regarding the UCRRA Zero Waste Seminar Project New media in development: Food Waste Reduction Guide and Compost Demonstration Site Signs
COMPOST	3/3 Quarterly STA compost testing completed 3/23 Webinar/Public Hearing : Proposed Part 350 Regulations NYS Food Donation & Food Scrap Recycling Law 3/25 NYS Compost Awareness Week Planning Committee	
SITE VISITS	None this month	
REPORTS	<ul style="list-style-type: none"> Electronics Recycling Reports due March 1st Organics Recycling Reports due March 1st 	
PROFESSIONAL DEVELOPMENT	3/02 NY Organics Summit Planning Committee 3/04 NYSAR Single Use Plastics Committee 3/18 NYSAR Women for Recycling Committee Special Meeting: Recycling Markets 3/18 Webinar: Transforming Corporate Initiatives for a Waste Free World, hosted by Keep America Beautiful 3/19 Webinar: "Leaking Havoc: Refrigerants, a Climate Conversation" 3/30 NY Recycle Right Stakeholders Committee	
MISCELLANEOUS	Planning 2021 Household Hazardous Waste Collection Program	
PREVIEW	Planning 2021 Spring Classes and Spring Compost Bin & Rain Barrel Sale	

	2021 TARGET TONS	2021 TONNAGE IN	VARIANCE	SENECA MEADOWS	We Care Denali Chemung Landfill	TONS DIVERTED	
						ACTUAL	%
JANUARY							
MSW	9,362	9,922	560	9,901		58	
SLUDGE	253	245	-8		248		
FEBRUARY							
MSW	8,523	8,191	-332	7,780		293	
SLUDGE	282	183	-99		195		
MARCH							
MSW			0				
SLUDGE			0				
APRIL							
MSW			0				
SLUDGE			0				
MAY							
MSW			0				
SLUDGE			0				
JUNE							
MSW			0				
SLUDGE			0				
JULY							
MSW			0				
SLUDGE			0				
AUGUST							
MSW			0				
SLUDGE			0				
SEPTEMBER							
MSW			0				
SLUDGE			0				
OCTOBER							
MSW			0				
SLUDGE			0				
NOVEMBER							
MSW			0				
SLUDGE			0				
DECEMBER							
MSW			0				
SLUDGE			0				
YTD							
MSW	17,885	18,113	228	17,681		351	
SLUDGE	535	428	-107		443		

Recycling Tonnage Report

	COMM	GLASS	MIXED NEWS	Kingston City Mix	SINGLE STREAM	OCC	Brush	Foodwaste	SCRAP	Cleanwood/Rubble	EWASTE	WOODCHIPS	TOTAL
JANUARY	132.4	40.6	76.77	85.03	0	214.67	9.26	244.88	0	477.56	6.4	126.09	1413.66
FEBRUARY	113.11	68.58	86.86	70.16	0	181.68	0.4	103.08	0	264.45	2.89	0	891.21
MARCH													0
APRIL													0
MAY													0
JUNE													0
JULY													0
AUGUST													0
SEPT.													0
OCT.													0
NOV.													0
DEC.													0
TOTAL 2021	245.51	109.18	163.63	155.19	0	396.35	9.66	347.96	0	742.01	9.29	126.09	2304.87
	COMM	GLASS	MIXED NEWS	Kingston City Mix	SINGLE STREAM	OCC	Brush	Foodwaste	SCRAP	Cleanwood/Rubble	EWASTE	WOODCHIPS	TOTAL
JANUARY	106.32	58.16	95.03	97.08	0	183.79	9.15	530.15	0	15.9	13.97	0	1109.55
FEBRUARY	96.46	25.82	79.81	66.69	0	168.72	6.72	542.05	0	8.89	25.8	0	1020.96
MARCH	122.44	61.33	102.9	65.44	0	201.35	48.04	382.56	0	14.83	2.91	0	1001.8
APRIL	137.35	53.19	82.72	71.94	0	187.54	86.37	241.4	0	15.2	26.77	119.43	1021.91
MAY	164.02	72.1	102.13	71.36	0	203.37	76.26	297.1	0	34.72	10.31	578.61	1609.98
JUNE	149.14	52.56	92.03	99.74	0	226.91	103.54	405.58	0	26.65	23.94	645.9	1825.99
JULY	133.65	88.33	103.85	97.93	0	229.34	70.44	474.63	0	378.53	17.02	2.53	1596.25
AUGUST	134.51	55.09	85.73	86.8	0	207.04	118.33	455.78	0	42.88	16.71	34.22	1237.09
SEPT.	150.70	54.84	117.08	76.12	0	234.79	53.17	413.30	0	47.38	31.43	205.71	1384.52
OCT.	122.39	56.96	90.83	80.62	0	235.16	32.95	350.22	0	557.08	3.59	139.9	1669.7
NOV.	128.03	47.77	124.83	92.06	0	222.73	88.31	274.93	0	9.99	47.72	13.11	1049.48
DEC.	135.76	71.78	112.53	121.4	0	237.94	62.65	304.35	0	20.07	33.87	10.9	1111.25
TOTAL 2020	1580.77	697.93	1189.47	1027.18	0	2538.68	755.93	4672.05	0	1172.12	254.04	1750.31	15638.48

Recycling Tonnage Report

	COMM	GLASS	MIXED	Kingston City Mix	SINGLE STREAM	OCC	Brush	Foodwaste	SCRAP	Cleanwood/Rubble	EWASTE	WOODCHIPS	TOTAL
Total 2019	1168.52	545.39	1330.37	603.87	446.13	2080.82	435.48	4620.65	2.22	389.91	303.71	2200.23	14127.3
TOTAL 2018	525.83	496.32	1050.88		6422.74	1552.94	458.79	3536.65	36.58	116.96	304.05	1168.85	15670.59
TOTAL 2017	544.55	498.9	1111.77		7622.94	1422.4	329.58	3046.69	17.22		329.32	1921.46	16844.83
	COMM	GLASS	MIXED		SINGLE STREAM	OCC	Brush	Foodwaste			SCRAP	WOODCHIPS	TOTAL
TOTAL 2016	515.05	415.54	1094.33		9028.87	1273.4	262.45	1275.88	0		295.63	701.28	14862.43
TOTAL 2015	611.55	555.36	1413.19		9097.69	1303.8	257.41	670.27	0		251	1057.47	15217.74
TOTAL 2014	695.92	592.29	1568.52		5945.8	2324.1	177.57	239.29	0		0	286.79	11830.32
Total 2013	1574.8	582.96	1876.03		4727.53	3088	144.06	448.15	0		0	859.92	13301.41
TOTAL 2012	1584.75	574.27	2269.43		4340.87	3493.17	75.55	36.2	0		1483.71	185.55	12559.79
TOTAL 2011	4038.7	605.49	2958.75		5848.03	3997.8	0	0	0		0	0	17448.73
TOTAL 2010	4448.6	691.67	5119.65		2523.61	4220.4	0	0	0		0	0	17003.96
TOTAL 2009	5231.83	653.47	5914.85		0	5072.08	0	0	0		0	0	16872.23
TOTAL 2008	5359.74	642.55	6720.41		0	5596.01	0	0	0		8.77	0	18327.5
TOTAL 2007	5543.05	206.67	7007.79		0	6127.95	0	0	0		41.36	0	18926.82
	COMM	GLASS	MIXED		SSR	OCC	PLASTIC	TIN			SCRAP	WMM	
TOTAL 2006	5903.65	0	3525.49		1779.19	6132.83	0	0			148.47	1087.5	18577.13
TOTAL 2005	5444.1	0	2903.61		1811.85	6106.04	0	0			61.99	1128.94	17456.53
TOTAL 2004	5276.89	0	3045.36		1823.93	5901.88	0	0			69.2	1062.37	17179.63
TOTAL 2003	6512.99	0	2919.46		1881.03	5915.55	0	0			51.6	1229.92	18510.55
TOTAL 2002	3499.96	752.53	3219.73		1852.36	5354.55	210.14	259.67			42.98	1358.13	16550.05
TOTAL 2001	2126.16	942.48	2629.82		2021.77	5030.53	303.77	378.18			90.81	1304.31	14827.83
TOTAL 2000	108.32	993.37	146.57		2001.96	2632.05	305.65	469.11			0	1392.47	8049.5
TOTAL 1999	2.12	1080.08	0		2298.71	1803.89	312.32	445.7			0	1187.91	7130.73
TOTAL 1998	9.44	1250.09	0		2419.51	1662.13	301.55	457.96			0	968.1	7068.78
TOTAL 1997	6.3	1149.88	14.39		2976.83	1619.88	297.77	507.71			0	699.65	7272.41
TOTAL 1996	34.69	1354.28	3.83		2622.6	1487.72	291.47	543.3			0	567.16	6905.05
TOTAL 1995	151.86	1638.63	30.6		1768.27	595.47	284.3	559.21			0	366.48	5394.82
TOTAL 1994	63.78	2478.59	12.8		3693.85	960.91	550.04	926.67			0	278.78	8965.42

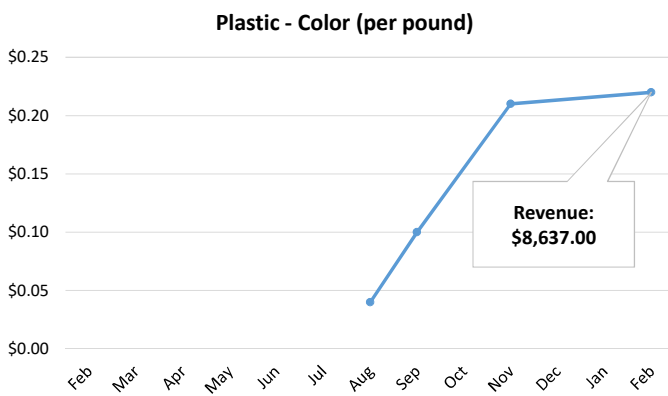
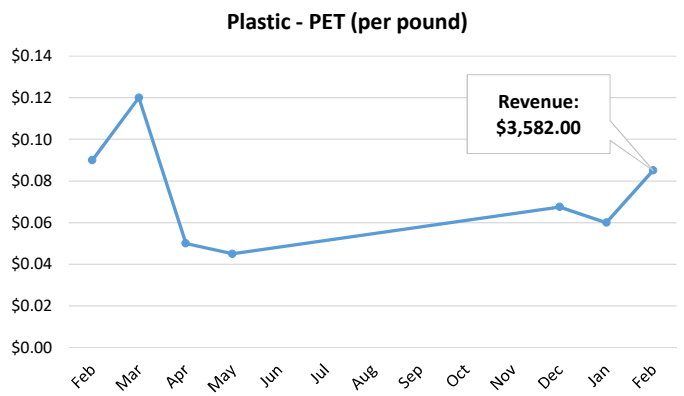
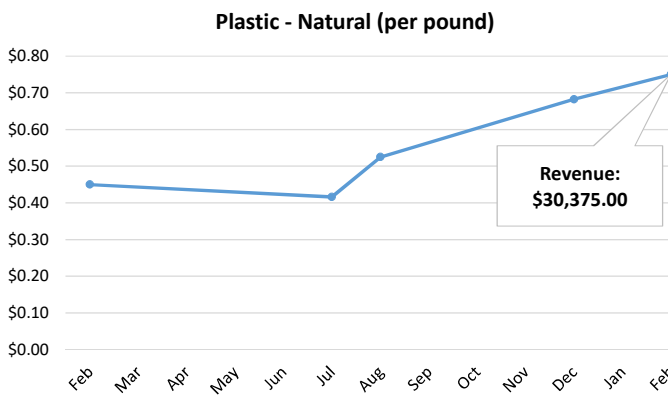
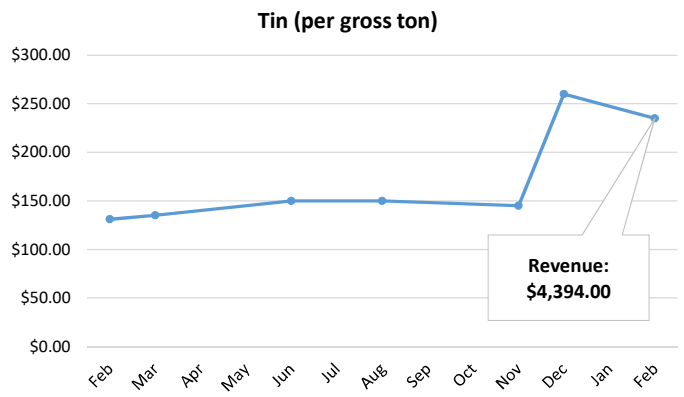
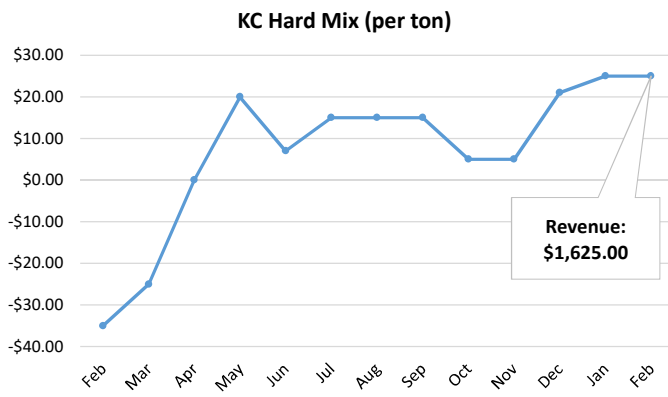
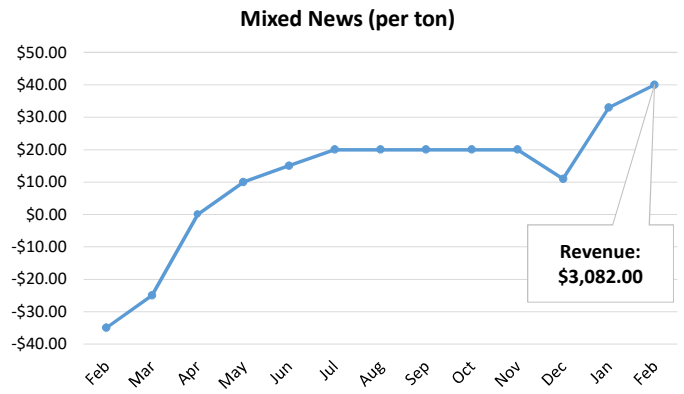
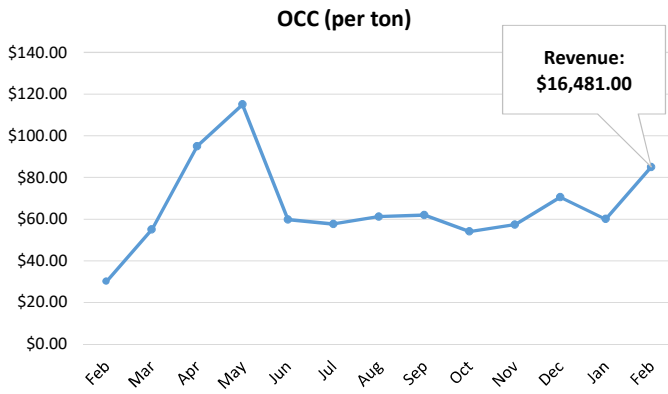
UCRRA - 2021 MONTHLY TREASURER'S REPORT

	2021 BUDGET	JAN	FEB	2021 Y-T-D	2020 Y-T-D	2021/2020 VARIANCE
TONS:						
MSW TONS	99,750	7,321	6,483	13,804	15,015	(1,211)
C&D TONS	33,250	2,601	1,708	4,309	4,374	(65)
SLUDGE TONS	3,600	245	183	428	553	(125)
REVENUES:						
MSW TIPPING FEE	\$ 13,965,000	\$ 996,106	\$ 832,560	1,828,666	2,045,786	(217,120)
SLUDGE TIPPING FEE	\$ 378,000	\$ 25,719	\$ 19,167	44,886	58,012	(13,126)
COMPOST TIPPING FEE/SALES	\$ 300,000	\$ 5,264	\$ 2,078	7,342	22,851	(15,509)
LEACHATE HAULING/BOX RENTAL	\$ 48,808	\$ 3,003	\$ 3,003	6,006	8,678	(2,672)
FUEL SURCHARGE	\$ 573,720	\$ 30,987	\$ 27,928	58,915	92,654	(33,739)
PULL CHARGES	\$ 248,976	\$ 19,838	\$ 16,107	35,945	34,034	1,911
RECYCLING SERVICE FEES	\$ 184,000	\$ 12,726	\$ 7,320	20,046	10,581	9,465
SALES OF RECYCLABLES	\$ 326,000	\$ 33,104	\$ 71,898	(1) 105,002	56,306	48,696
MISC. REVENUES	\$ 229,000	\$ 26,543	\$ 2,960	29,503	36,619	(7,116)
HHW/MWRR/FSR GRANTS	\$ 167,000	\$ -	\$ -	-	-	-
TOTAL REVENUES	\$ 16,420,504	\$ 1,153,290	\$ 983,021	2,136,311	2,365,521	(229,210)
						(1) plastic loads \$42,594
EXPENSES:						
PERSONNEL	\$ 3,242,625	\$ 158,314	\$ 228,838	387,152	436,684	49,532
ADMINISTRATION EXPENSE	\$ 330,417	\$ 25,495	\$ 30,029	55,524	81,923	26,399
RECYCLING EDUCATION	\$ 54,300	\$ -	\$ 369	369	3,746	3,377
INSURANCE	\$ 272,317	\$ 23,139	\$ 23,139	46,278	42,332	(3,946)
FACILITIES O&M EXPENSE						
MRF OPERATIONS	\$ 96,500	\$ 10,121	\$ 3,692	13,813	16,322	2,509
TRANSFER STATIONS	\$ 137,300	\$ 3,722	\$ 27,148	(2) 30,870	16,592	(14,278)
VEHICLE MAINTENANCE FACILITY	\$ 82,000	\$ 5,291	\$ 9,167	14,458	32,152	17,694
COMPOSTING OPERATIONS	\$ 75,000	\$ 881	\$ 8,086	(3) 8,967	9,727	760
HHW CLEANUP DAY	\$ 150,000	\$ -	\$ -	-	-	-
TRANSPORTATION SYSTEM	\$ 65,000	\$ 6,236	\$ 4,699	10,935	11,143	208
VEHICLE & EQUIP. MAINT.	\$ 195,000	\$ 7,566	\$ 15,704	23,270	50,843	27,573
FUEL REPLENISHMENT PROGRAM	\$ 699,122	\$ 43,237	\$ 40,705	83,942	107,331	23,389
MSW HAULING PRIVATE CONTRACTS	\$ 4,895,569	\$ 366,084	\$ 287,776	653,860	681,021	27,161
SOLID WASTE DISPOSAL COSTS	\$ 3,357,664	\$ 251,090	\$ 197,296	448,386	459,735	11,349
RECYCLING DISPOSAL COSTS	\$ 84,000	\$ -	\$ -	-	26,309	26,309
OTHER DISPOSAL COSTS	\$ 24,000	\$ 1,093	\$ 1,665	2,758	2,326	(432)
SLUDGE DISPOSAL & TRANSPORT	\$ 342,000	\$ 23,868	\$ 18,914	42,782	40,884	(1,898)
CLF MONITORING & MAINTENANCE	\$ 32,000	\$ 6,302	\$ 704	7,006	14,996	7,990
LEACHATE DISPOSAL	\$ 165,000	\$ 15,125	\$ 13,215	28,340	69,767	41,427
HCB PAYMENTS	\$ 246,917	\$ 19,192	\$ 11,493	30,685	33,032	2,347
TOTAL OPERATING EXPENSES	\$ 14,546,731	\$ 966,756	\$ 922,639	1,889,395	2,136,865	247,470
NET OPERATING REVENUES	\$ 1,873,773	\$ 186,534	\$ 60,382	246,916	\$ 228,656	18,260
OP RESERVE TRANSFERS	\$ 146,227	\$ -	\$ -	-	-	-
CAPITAL OUTLAY	\$ 230,000	\$ 63,958	\$ -	63,958	190,709	126,751
NET SERVICE FEES	\$ -	\$ -	\$ -	-	-	-
DEBT SERVICE PAYMENTS	\$ 1,790,000	\$ -	\$ 1,790,000	(4) 1,790,000	1,790,000	-
FUND BALANCE	\$ -	\$ 122,576	\$ (1,729,618)	(1,607,042)	(1,752,053)	145,011
						(2) uts floor repairs
						(3) repairs to belt on trommel screen
						(4) annual debt service payment

UCRRA
MRF COST CENTER ANALYSIS
2021

	MONTHLY AVERAGE 2020	FEBRUARY 2020	JANUARY 2021	FEBRUARY 2020	TOTAL 2021
REVENUES					
RECYCLING SERVICE FEES					
TIPPING FEES	\$ -	\$ -	\$ -	\$ -	\$ -
SALES OF RECYCLABLES					
RESIDENTIAL MIXED NEWS	\$ 1,829	\$ -	\$ 4,683	\$ 4,707	\$ 9,390
OCC	\$ 12,539	\$ 4,396	\$ 19,496	\$ 16,481	\$ 35,977
GLASS	\$ -	\$ -	\$ -	\$ -	\$ -
PLASTIC	\$ 11,861	\$ 27,812	\$ 2,867	\$ 42,594	\$ 45,461
TIN CANS	\$ 2,776	\$ 9,488	\$ -	\$ 4,394	\$ 4,394
ALUMINUM	\$ 2,197	\$ -	\$ -	\$ -	\$ -
RETURNABLE DEPOSIT CONTAINERS	\$ 771	\$ -	\$ -	\$ -	\$ -
SINGLE STREAM RECYCLING	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL SALES OF RECYCLABLES	\$ 31,973	\$ 41,696	\$ 27,046	\$ 68,176	\$ 95,222
TOTAL REVENUES	\$ 31,973	\$ 41,696	\$ 27,046	\$ 68,176	\$ 95,222
TRANSPORTATION & DISPOSAL COSTS					
MRF MSW/MRF GLASS	\$ 5,479	\$ 4,388	\$ 5,513	\$ 4,171	\$ 9,684
SSR/GLASS/OTHER DISPOSAL	\$ 1,689	\$ 3,750	\$ -	\$ -	\$ -
HARDMIX/NEWS DISPOSAL	\$ 2,006	\$ 3,853	\$ -	\$ -	\$ -
TOTAL TRANSPORT/DISPOSAL COSTS	\$ 9,174	\$ 11,991	\$ 5,513	\$ 4,171	\$ 9,684
NET REVENUE/(LOSS)	\$ 22,799	\$ 29,705	\$ 21,533	\$ 64,005	\$ 85,538
EXPENSES					
MRF PERSONNEL EXPENSES					
RECYCLING CENTER PERSONNEL	\$ 17,962	\$ 14,610	\$ 16,670	\$ 19,539	\$ 36,209
OVERTIME	\$ 3,693	\$ 1,280	\$ 3,197	\$ 1,320	\$ 4,517
BENEFITS/TAXES/PENSION	\$ 12,581	\$ 11,628	\$ 12,818	\$ 13,372	\$ 26,190
TEMPORARY WORKERS (50%)	\$ 4,055	\$ 2,594	\$ 3,163	\$ 1,697	\$ 4,860
SUBTOTAL	\$ 38,290	\$ 30,112	\$ 35,848	\$ 35,928	\$ 71,776
MRF OPERATING EXPENSES					
UTILITIES & FUEL	\$ 2,880	\$ 3,445	\$ 3,442	\$ 3,146	\$ 6,588
EQUIPMENT MAINTENANCE & REPAIRS	\$ 3,659	\$ 2,393	\$ 6,352	\$ 250	\$ 6,602
MATERIALS & SUPPLIES	\$ 1,643	\$ 680	\$ 327	\$ 296	\$ 623
INSURANCE bldg (re-assessed 2020)	\$ 566	\$ 566	\$ 566	\$ 566	\$ 1,132
SUBTOTAL	\$ 8,747	\$ 7,084	\$ 10,687	\$ 4,258	\$ 14,945
TOTAL PERSONNEL/OPERATING EXPENSES	\$ 47,037	\$ 37,196	\$ 46,535	\$ 40,186	\$ 86,721
NET INCOME/(LOSS)	\$ (24,238)	\$ (7,491)	\$ (25,002)	\$ 23,819	\$ (1,183)
RECYCLABLES SOLD (TONS)	\$ 492	521	448	456	904
RECYCLABLE TONS - IN	\$ 586	438	549	520	1,069
OPERATIONS COST/TON	\$ 80.26	\$ 84.92	\$ 84.76	\$ 77.28	\$ 81.12
SALE OF RECYCLABLES - REVENUE PER TON	\$ 57.46	\$ 65.44	\$ 60.37	\$ 149.51	\$ 105.33
NET INCOME/(LOSS) PER TON	\$ (41.36)	\$ (17.10)	\$ (45.54)	\$ 45.81	\$ (1.11)

Recycling Market Trend Report February 2021



ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2531

RE: Authorization for Revision of Director of Operations and Safety Job Description

WHEREAS, the Ulster County Resource Recovery Agency (the “Agency”) is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the Ulster County Resource Recovery Agency (the “Agency”) under Resolution No. 2152 passed on December 15, 2009 provided that the Executive Director of the Agency is authorized to recommend to the Board and the Board is authorized to approve the job descriptions for administrative staff positions (positions not represented by a collective bargaining unit, and not including the Executive Director or Agency Counsel), and

WHEREAS, the Executive Director has recommended to the Board for review and approval the revision of the Director of Operations and Safety Job Description, and

WHEREAS, the Agency’s Executive Director believes it to be in the Agency’s best interest to revise such job description, and

NOW, THEREFORE, BE IT

RESOLVED, that the Ulster County Resource Recovery Agency authorizes the job description title to be changed to Director of Operations and Compliance, and be it,

RESOLVED, that the Ulster County Resource Recovery Agency does hereby authorize and approve the revised job description for Director of Operations and Safety as outlined on Exhibit “A” attached hereto, and be it,

FURTHER RESOLVED, that the Executive Director and Agency Staff are hereby authorized to take all steps necessary to the revision of the job description for the Director of Operations and Safety as outlined in the attached hereto as Exhibit “A”; and be it,

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes _____

Nays _____

Absent _____

Date: March 29, 2021

Financial Impact: \$0

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
KINGSTON, NY**

Job Title: Director of Operations and Compliance	Work Location: Main Office/Other Locations as Needed
Classification: Administration	Hours Per Week: 37.5 Hour work week
Grade: N/A	

Distinguishing Features of the Position:

This is a professional position responsible for directing and coordinating the Agency’s field operations and transportation system, employee safety programs, and NYS DEC/DOT related compliance. The incumbent in this position is also responsible for providing oversight and professional guidance to the agency’s personnel; managing assigned budget lines; and interacting with Agency controller, Attorney, Engineers, consultants, commercial customers, municipal elected officials, and the public. All work is carried out with professionalism in accordance with the established policies, procedures and laws.

Work is performed under the direction of the Agency’s Executive Director with considerable leeway allowed in preparing work schedules, making business decisions and carrying out work assignments.

Position Responsibilities: (The incumbent in this position may perform some or all of the following as well as other related activities not described.)

- Oversee the activities of the Agency’s field operations, working closely with and providing advice and guidance to the Operations personnel;
- Oversee the activities of the Agency’s enforcement of recycling compliance and flow control compliance in Ulster County;
- Maintain Agency compliance with applicable NYS DEC and NYS DOT permits and reporting;
- Develop, implement and maintain safety policy, procedures and programs designed to provide a safe working environment and reduce frequency of accidents and injuries to employees, contractors and customers;

- Manage the day to day operations of the two Agency permitted Regional transfer stations; Materials Recovery Facility; Vehicle Maintenance Facility; two closed landfills; Town MRDC contract compliance; Rolloff/tractor fleet related services;
- Research potential markets for recyclable materials and monitor/collect monthly pricing; initiate and complete sales of recyclable materials to markets;
- Provide leadership and coaching to the Agency's field employees in an effort to cultivate a work environment of trust, teamwork, motivation, accountability, and business ownership;
- Participate in operating budget preparation and review, monitor and control operating costs;
- Assist the Executive Director in negotiating waste hauling and disposal agreements and ensuring the Agency and its contractors are in compliance with the terms of those agreements;
- Assist the Executive Director in negotiating employee/collective bargaining agreements and ensuring compliance with the terms of those agreements;
- Maintain professional interaction with municipal and commercial customers;
- Participate in training and self-improvement educational programs as mutually agreed upon with the Executive Director;
- Perform all other duties and responsibilities as assigned by the Executive Director.

Full Performance, Knowledge, Skills and Abilities and Personal Characteristics:

- Ability to work and manage under pressure;
- Ability to interact with all levels of private businesses, state, county and municipal governments;
- Demonstrates skills in the areas of personnel management, Planning, Scheduling, Policy implementation, assist Controller/Executive Director with Report and Data management, Budget management, Negotiating, Professionalism.

Minimum Requirements:

- Bachelor (Arts or Science) degree in Environmental Science, Solid waste management or related fields;

- Minimum five (5) years experience in managing a solid waste facility, with at least three (3) years experience in such areas as solid waste, DEC regulations, union contracts, management of 20+ employees;
- Has full understanding and preferably training or certification in HAZWOPER, OSHA, and DOT regulations;
- Has excellent leadership skills, are people orientated, and has the ability to foster team work and motivate others.
- Valid New York State driver's license required

Adopted: TBD
Resolution TBD
Revised: TBD

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2532

RE: Authorization for Revision of Recycling Coordinator Job Description and Pay Scale

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") under Resolution No. 2152 passed on December 15, 2009 provided that the Executive Director of the Agency is authorized to recommend to the Board and the Board is authorized to approve the job descriptions for administrative staff positions (positions not represented by a collective bargaining unit, and not including the Executive Director or Agency Counsel), and

WHEREAS, the Executive Director has recommended to the Board for review and approval the revision of the Recycling Coordinator Job Description, and

WHEREAS, the Agency's Executive Director believes it to be in the Agency's best interest to revise such job description, and

NOW, THEREFORE, BE IT

RESOLVED, that the Ulster County Resource Recovery Agency authorizes the job description title to be changed to Director of Sustainability, and be it

RESOLVED, that the Ulster County Resource Recovery Agency does hereby authorize and approve the revised job description for Recycling Coordinator as outlined on Exhibit "A" attached hereto, and be it,

FURTHER RESOLVED, that the Executive Director and Agency Staff are hereby authorized to take all steps necessary to the revision of the job description for the Recycling Coordinator as outlined in the attached hereto as Exhibit "A"; and be it,

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes _____

Nays _____

Absent _____

Date: March 29, 2021

Financial Impact: \$0

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
KINGSTON, NY**

Job Title: Director of Sustainability	Work Location: Main Office
Classification: Administrative	Hours Per Week: 37.5 Hour work week
Grade: \$70,000 - \$90,000	

Distinguishing Features of the Position:

This is a professional position that oversees the overall execution, mission and efficacy of the sustainability program for the Agency, which is the solid waste planning unit for the County of Ulster. This position will focus on strategies related to: project drawdown; technology research; circular economy practices; waste reduction; zero waste; environmental planning; and managing the reporting for our Local Solid Waste Management Plan. The incumbent will work with managers, employees, businesses, and governmental entities to address the Agency’s approach to environmental responsibility with the goal to minimize the planning unit membership’s environmental impact.

The position requires creative communications and the ability to work with local municipal governments and the County of Ulster’s Department of the Environment.

Work is performed under the general supervision of the Agency’s Executive Director with considerable leeway allowed in making business decisions and carrying out assignments. Some supervision of other Agency employees may be required.

The starting salary for this position is in the range of \$70,000-\$90,000 depending on qualifications. The incumbent in this position will receive all employee benefits as established in the Agency’s Personnel Policies.

Position Responsibilities: (The incumbent in this position may perform some or all of the following as well as other related activities not described.)

- Acts as the Agency’s representative and liaison with Town Supervisors and Mayors of those municipalities that have entered into Solid Waste Management Agreements with the Agency;
- Coordinates the operations of the Agency’s HHW events, recycling education programs, organic waste composting education programs, and other programs related to sustainability practices;

- Assist in further developing the data base and tracking system for recyclables and food waste generators;
- Researches and develops strategy for increasing diversion from the solid waste stream that are processed through the Agency's system;
- Meet regularly with Town Transfer Station operators and Municipal Recycling Coordinators to promote Recycling and Diversion Plans and to exchange information on recycling and other source separation programs;
- Attend and participate in seminars and conferences related to recycling, waste diversion, organics, and Solid Waste Management.
- Research and write grant proposals and prepare applications for assistance relating to recycling, diversion, organics, and other waste reduction activities;
- Review current laws; summarize current laws; identify areas of improvement; recommend adjustments that meet today's solid waste and recycling practices as they relate to haulers and reporting;
- Assesses and analyzes Agency policies and processes to identify areas in and processes to which improvements can be made in accordance with the Agency's commitment to sustainability;
- Brainstorms and identifies creative ways in which the company can balance business obligations with the goal of respecting, supporting, and improving the planning unit member's environments;
- Proposes and implements strategies to address various environmental concerns including energy use, conservation, reduction of pollution, recycling, building and facility design, and general education on sustainability;
- Drafts and implements sustainable Agency policies that address environmental concerns;
- Review potential new State and Federal laws to determine Agency support via memorializing resolutions;
- Evaluates efficacy of sustainability programs; recommends and implements improvements as necessary;
- Maintains current working knowledge of, and ensures compliance with, all applicable local, state, federal, and internal environmental laws and regulations;
- Conducts research to identify environmental and sustainability concerns, interests, and issues;

- Responsible for maintaining records and preparing the biennial reporting for the Local Solid Waste Management Plan, including minor and major revisions to the plan;
- Assists in research of new technologies for processing solid waste/recyclables;
- Research, develop, and implement new strategies and reports on Green House Gas emissions and potential offsets;
- Performs other related duties as required.

Full Performance, Knowledge, Skills and Abilities and Personal Characteristics:

- Good knowledge of science and technology as applied to recycling and solid waste management.
- Good knowledge of the principles and practices of solid waste management, sustainability practices, applicable laws and regulations, and how these practices relate to the protection of the environment.
- Ability to communicate clearly and to work effectively with advisory groups, government officials, private businesses and the public.
- Ability to prepare and present complex written or oral reports and to interpret laws, rules and regulations related to solid waste management and recycling.
- Ability to organize and implement a project from a concept to completion.
- Good knowledge of the geography of Ulster County.
- Ability to interact with all levels of private business and municipal governments.
- Good knowledge of the Agency's Local Solid Waste Management Plan.
- Presentation skills required to deliver information to varying groups of individuals.
- Has excellent leadership skills, is people oriented, and has ability to foster team work and motivates others.
- Computer skills required.

Minimum Requirements:

- Bachelor of Arts or Science Degree from an accredited college or university in environmental science, technology, engineering, or related field;
- Three years of experience in an environmental based field;

- Understanding of sustainability and solid waste management principles and practices preferred.
- An equivalent combination of education experience and training.
- A valid New York State Driver's License.

Adopted: TBD
Resolution TBD
Revised: TBD

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2533

RE: Authorizing the Appointment of the Executive Director and Approving the Executive Director's Employment Agreement

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") requires the service of experienced management in connect with the conduct of affairs including the carrying out the Solid Waste Management Plan, and

WHEREAS, the Agency has conducted a review and analysis of staff positions and payment scales, including that of the Executive Director and hiring a new Executive Director, and

WHEREAS, it is the intention to hire a new Executive Director and adjust the payment scale of the Executive Director and approve his employment agreement, and

NOW, THEREFORE, BE IT

RESOLVED, that Ulster County Resource Recovery Agency hereby approves the appointment of acting Executive Director Timothy Edward DeGraff as the Executive Director of the Agency, and be it

FURTHER RESOLVED, that the Employment Agreement of the Executive Director, Timothy Edward DeGraff, attached hereto, shall be approved, and be it

FURTHER RESOLVED, that the Agency staff is hereby authorized to take all steps necessary to implement same, and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes _____

Nays _____

Absent _____

Date: March 29, 2021

Financial Impact: \$35,000

EMPLOYMENT AGREEMENT

This Employment Agreement (this "Agreement"), dated as of March 29, 2021, is entered into by and between the Ulster County Resource Recovery Agency, 999 Flatbush Road, Kingston, New York 12402, (the "Employer"), and Timothy Edward DeGraff, 246 Rockefeller Lane, Red Hook, New York 12571, ("Employee").

WHEREAS, Employer deems Employee's services and experiences useful and necessary; and

WHEREAS, Employee is willing to provide his services and experiences as an employee of Employer on the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the foregoing, the parties agree as follows:

1. **Employment.** Employer hereby engages Employee, and Employee hereby accepts such engagement, upon the terms and conditions set forth herein.

2. **Duties.** Employee is engaged in the positions of Executive Director and Controller. Employee shall perform faithfully and diligently the duties customarily performed by persons in the position for which Employee is engaged and such other duties as the Board of Directors of Employer shall designate to Employee from time to time. Employee shall devote Employee's full business time and efforts to the rendition of such services and to the performance of such duties as are set forth herein, and shall at all times be in compliance with, and ensure that Employer is in compliance with, any and all laws, rules and regulations applicable to Employer or its business.

3. **Compensation.** The Employee shall be paid an annual salary of \$130,000.00 for the above work for the remainder of 2021. Salary for subsequent years shall be adjusted by the Board of Directors effective January first of each subsequent year, based upon the evaluation by the Board Chair of the Employee's performance.

4. **Fringe Benefits.** 4.1 **Vehicle** If the Employee uses his personal vehicle for execution of his duties for the Employer, mileage will be paid at the current IRS rate. The vehicle is to be used in accordance with the Agency's Personnel Manual and the

Employee will be taxed on its use in accordance with IRS rules and regulations.

4.2 **Membership Fees.** As part of the Employee's compensation, the Employer will pay for the Employee's expenses to attend professional conferences and seminars relating to accounting, finance, budgeting, solid waste, recycling or other topics related to his work and to acquire continuing education credits required to maintain his Certified Public Accountant License in the State of New York. If an additional charge is required to attain the credits, the Employee will pay for those charges as well as the charges for continuing education credits required for his license. Travel for such professional training will be restricted to within 500 miles for the Agency. The triennial fee for the Employee's CPA license will be reimbursed or paid by the Employer.

4.3 **Insurance.** The Employee shall receive fully paid family (or lesser plan) with domestic partner Major Medical and Hospitalization Insurance coverage, under the Employer's Health Insurance Plan. The Employee shall also receive retirement under the New York State Retirement plan and five (5) weeks paid vacation per year. The Employee shall also receive all other benefits, including family (or lesser plan) with domestic partner dental and vision insurance coverage, sick leave and personal leave, offered to the Employer's Administrative Employees.

4.4 **Accumulation.** The fringe benefits described in this paragraph accrue on an annual basis and will be construed pursuant to the Agency's Personnel Manual.

4.5 **Payment of Compensation Upon Termination.** Upon termination for cause, Employee shall be entitled to the compensation set forth as "salary" herein, prorated to the effective date of such termination as full compensation for any and all claims of Employee under this Agreement.

5. **Term.** The term of this Agreement shall be for a period of five years, commencing on March 29, 2021, unless sooner terminated in accordance with the provisions hereof.

At the end of the agreement, the parties shall have the option of extending this agreement for another five years on terms mutually agreed.

6. **Termination.** 6.1 *Termination Without Cause.* Either party may terminate this Agreement without cause upon not less than 30 days' prior written notice delivered to the other. The death of Employee shall automatically terminate this Agreement. Notwithstanding the above, the Employee shall serve at the pleasure of the Agency Board of Directors, and may be removed by the action of a majority of the Agency Board. The Employee is entitled to receive 12 months' severance pay upon termination, paid in 26 pay periods exclusive of any retirement or other benefits, except that medical benefits shall be continued for the 12 month period. The Employee shall not be entitled to such severance pay if he is removed for cause or Employee terminates employment without cause.

6.2 ***Termination With Cause.*** Employer shall have the right to terminate this Agreement, in its sole discretion, upon the occurrence of any one of the following events:

(a) Employee fails to perform faithfully, diligently and expeditiously the duties of Employee's employment under this Agreement, and a reasonable period of time (which shall, in no event, exceed thirty (30) days from issuance of written notice by Employer to Employee thereof specifying in reasonable detail the nature of the default) passes without cure. Performance by Employee shall be determined by Employer in its discretion, applying standards customarily applied in industry; or

(b) Employee is disabled, mentally or physically or both, for three (3) or more consecutive months (as used in this Paragraph 6, "disabled" shall be shown by the inability of Employee to diligently and expeditiously perform Employee's ordinary functions and duties on a full-time basis in accordance with the provisions of this Agreement); or

(c) Employee engages in any conduct which, in the sole discretion of Employer, is unethical, illegal or which otherwise brings notoriety to Employer or has an adverse effect on the name or public image of Employer; or

(d) Employee is declared of unsound mind by an order of court, commits a felony or fraudulently or intentionally commits an act which is, in the sole discretion of Employer, directly detrimental to Employer.

7. **Governing Law.** This Agreement shall be interpreted, construed, governed and enforced according to the laws of the State of New York.

8. **Amendments.** No amendment or modification of the terms or conditions of this Agreement shall inure to the benefit of and shall be binder upon the successors and assigns of Employer. Employee shall not be entitled to assign any of Employee's rights or obligations under this Agreement.

9. **Employee opt out.** Upon 90 days written notice to the Board of Directors, employee may opt out of Executive Director duties and solely retain the duties of Controller. Compensation will be reduced by 25% of the current compensation for both job duties at the time of opt out.

10. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties with respect to the employment of Employee.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date set forth above.

**EMPLOYER: Ulster County Resource
Recovery Agency**

**BY: _____
Katherine Beinkafner,
Acting Chair/Board of Directors**

EMPLOYEE:

**BY: _____
Timothy Edward DeGraff**

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2534

RE: Authorizing the Appointment of the Director of Operations and Compliance and Approving the Director of Operations and Compliance's Employment Agreement

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the Ulster County Resource Recovery Agency (the "Agency") requires the service of experienced management in connect with the conduct of affairs including the carrying out the Solid Waste Management Plan, and

WHEREAS, the Agency has conducted a review and analysis of staff positions and payment scales, including that of the Director of Operations and Compliance and hiring a Director of Operations and Compliance, and

WHEREAS, it is the intention to hire Charles Danford Whittaker, the former Director of Operations and Safety to the new position of Director of Operations and Compliance and adjust the payment scale of the Director of Operations and Compliance and approve his employment agreement, and

NOW, THEREFORE, BE IT

RESOLVED, that Ulster County Resource Recovery Agency hereby approves the appointment of Charles Danford Whittaker as the Director of Operations and Compliance of the Agency, and be it

FURTHER RESOLVED, that the Employment Agreement of the Director of Operations and Compliance, Charles Danford Whittaker, attached hereto, shall be approved, and be it

FURTHER RESOLVED, that the Agency staff is hereby authorized to take all steps necessary to implement same, and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____ Seconded by: _____

Vote: Ayes _____ Nays _____ Absent _____

Date: March 29, 2021

Financial Impact: \$20,000

EMPLOYMENT AGREEMENT

This Employment Agreement (this "Agreement"), dated as of March 29, 2021, is entered into by and between the Ulster County Resource Recovery Agency, 999 Flatbush Road, Kingston, New York 12402, (the "Employer"), and Charles Danford Whittaker, 35 East Union Street, Glasco, New York 12432, ("Employee").

WHEREAS, Employer deems Employee's services and experiences useful and necessary; and

WHEREAS, Employee is willing to provide his services and experiences as an employee of Employer on the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the foregoing, the parties agree as follows:

1. **Employment.** Employer hereby engages Employee, and Employee hereby accepts such engagement, upon the terms and conditions set forth herein.

2. **Duties.** Employee is engaged in the position of Director of Operations and Compliance. Employee shall perform faithfully and diligently the duties customarily performed by persons in the position for which Employee is engaged and such other duties as the Board of Directors of Employer shall designate to Employee from time to time. Employee shall devote Employee's full business time and efforts to the rendition of such services and to the performance of such duties as are set forth herein, and shall at all times be in compliance with, and ensure that Employer is in compliance with, any and all laws, rules and regulations applicable to Employer or its business.

3. **Compensation.** The Employee shall be paid an annual salary of \$115,000.00 for the above work for the remainder of 2021. Salary for subsequent years shall be adjusted by the Board of Directors effective January first of each subsequent year, based upon the evaluation by the Executive Director of the Employee's performance.

4. **Fringe Benefits.** 4.1 **Vehicle.** The Employee shall provide the Employee with an vehicle for use of the business of Employer. Employer shall pay all operating expenses for such vehicle. If the Employer uses his personal vehicle for execution of his duties for the Employer, mileage will be paid

at the current IRS rate. The vehicle is to be used in accordance with the Agency's Personnel Manual and the Employee will be taxed on its use in accordance with IRS rules and regulations.

4.2 **Membership Fees.** As part of the Employee's compensation, the Employer will pay for the Employee's membership fees in SWANA, NYSASWM and NYSAR3; and conference registrations and hotel accommodations for conferences and trade shows sponsored by these Solid Waste Associations. The above directly relates to the Employee's job duties and his attendance is considered benefit to the Agency. In any event the Employee shall only be permitted to attend conferences in New York State.

4.3 **Insurance.** The Employee shall receive fully paid family (or lesser plan) with domestic partner Major Medical and Hospitalization Insurance coverage, under the Employer's Health Insurance Plan. The Employee shall also receive retirement under the New York State Retirement plan and five (5) weeks paid vacation per year. The Employee shall also receive all other benefits, including family (or lesser plan) with domestic partner dental and vision insurance coverage, sick leave and personal leave, offered to the Employer's Administrative Employees.

4.4 **Accumulation.** The fringe benefits described in this paragraph accrue on an annual basis and will construed pursuant to the Agency's Personnel Manual.

4.5 **Payment of Compensation Upon Termination.** Upon termination for cause, Employee shall be entitled to the compensation set forth as "salary" herein, prorated to the effective date of such termination as full compensation for any and all claims of Employee under this Agreement.

5. **Term.** The term of this Agreement shall be for a period of five years, commencing on March 29, 2021, unless sooner terminated in accordance with the provisions hereof.

At the end of the agreement, the parties shall have the option of extending this agreement for another five years on terms mutually agreed.

6. **Termination.** 6.1 *Termination Without Cause.* Either party may terminate this Agreement without cause upon not less than 30 days' prior written notice delivered to the other. The death of Employee shall automatically terminate this Agreement.

Notwithstanding the above, the Employee shall serve at the pleasure of the Agency Board of Directors, and may be removed by the action of a majority of the Agency Board. The Employee is entitled to receive 12 months' severance pay upon termination, paid in 26 pay periods exclusive of any retirement or other benefits, except that medical benefits shall be continued for the 12 month period. The Employee shall not be entitled to such severance pay if he is removed for cause or Employee terminates employment without cause.

6.2 **Termination With Cause.** Employer shall have the right to terminate this Agreement, in its sole discretion, upon the occurrence of any one of the following events:

(a) Employee fails to perform faithfully, diligently and expeditiously the duties of Employee's employment under this Agreement, and a reasonable period of time (which shall, in no event, exceed thirty (30) days from issuance of written notice by Employer to Employee thereof specifying in reasonable detail the nature of the default) passes without cure. Performance by Employee shall be determined by Employer in its discretion, applying standards customarily applied in industry; or

(b) Employee is disabled, mentally or physically or both, for three (3) or more consecutive months (as used in this Paragraph 6, "disabled" shall be shown by the inability of Employee to diligently and expeditiously perform Employee's ordinary functions and duties on a full-time basis in accordance with the provisions of this Agreement); or

(c) Employee engages in any conduct which, in the sole discretion of Employer, is unethical, illegal or which otherwise brings notoriety to Employer or has an adverse effect on the name or public image of Employer; or

(d) Employee is declared of unsound mind by an order of court, commits a felony or fraudulently or intentionally commits an act which is, in the sole discretion of Employer, directly detrimental to Employer.

7. **Governing Law.** This Agreement shall be interpreted, construed, governed and enforced according to the laws of the State of New York.

8. **Amendments.** No amendment or modification of the terms or conditions of this Agreement shall inure to the benefit of and shall be binder upon the successors and assigns of Employer.

Employee shall not be entitled to assign any of Employee's rights or obligations under this Agreement.

9. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties with respect to the employment of Employee.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date set forth above.

**EMPLOYER: Ulster County Resource
Recovery Agency**

**BY: _____
Katherine Beinkafner,
Acting Chair/Board of Directors**

EMPLOYEE:

**BY: _____
Charles Danford Whittaker**

ULSTER COUNTY RESOURCE RECOVERY AGENCY

RESOLUTION NO. 2535

RE: Authorization for Revision of Compliance Officer Job Description and Pay Scale

WHEREAS, the Ulster County Resource Recovery Agency (the “Agency”) is engaged in Solid Waste Management and Recycling in Ulster County, and

WHEREAS, the Ulster County Resource Recovery Agency (the “Agency”) under Resolution No. 2152 passed on December 15, 2009 provided that the Executive Director of the Agency is authorized to recommend to the Board and the Board is authorized to approve the job descriptions for administrative staff positions (positions not represented by a collective bargaining unit, and not including the Executive Director or Agency Counsel), and

WHEREAS, the Executive Director has recommended to the Board for review and approval the revision of the Compliance Officer Job Description, and

WHEREAS, the Agency’s Executive Director believes it to be in the Agency’s best interest to revise such job description, and

NOW, THEREFORE, BE IT

RESOLVED, that the Ulster County Resource Recovery Agency authorizes the job description title to be changed to Recycling Compliance Officer, and be it

RESOLVED, that the Ulster County Resource Recovery Agency does hereby authorize and approve the revised job description for Compliance Officer as outlined on Exhibit “A” attached hereto, and be it,

FURTHER RESOLVED, that the Executive Director and Agency Staff are hereby authorized to take all steps necessary to the revision of the job description for the Compliance Officer as outlined in the attached hereto as Exhibit “A”; and be it,

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes _____

Nays _____

Absent _____

Date: March 29, 2021

Financial Impact: \$0

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
KINGSTON, NY**

Job Title: Recycling Compliance Officer	Work Location: Main Office/VMF
Classification: Administration	Hours Per Week: 37.50 Hour work week
Grade: \$55,000 to \$65,000	

Distinguishing Features of the Position:

This position involves the enforcement of the County's Flow Control and Recycling Laws. These laws determine the collection, transportation and disposal or marketing of municipal solid waste (MSW) and recyclable material generated in Ulster County and the separation requirements of recyclable material from MSW. Ensures the Agency is in compliance with Federal, State, and County Laws when applicable. Work is carried out in accordance with established policies and procedures. Work is performed under the general supervision of the Director of Operations and Compliance of the Ulster County Resource Recovery Agency. Supervision of other employees is not normally a function of this position.

Salary based on experience.

Position Responsibilities:

The incumbent in this position may perform some or all of the following as well as other related activities not described:

- Enforces the County's Flow Control and Recycling Laws.
- Assists in compliance with NYSDEC storm water regulations and permit limits.
- Reports directly to the Director of Operations and Compliance.
- Coordinates with the Director of Sustainability to ensure compliance with and enforcement of the County's Recycling Law.
- Ensures Agency is in compliance with Federal, State, and County Laws when applicable.
- Enforces County Laws when applicable.
- Assists the Director of Operations and Compliance in the technical review of reports and laboratory results submitted by consulting engineers and/or by laboratories related to stormwater improvements and compliance.
- Conducts stormwater sampling to maintain compliance with NYSDEC stormwater regulations.
- Responsible for OSHA reporting.
- Assists Agency staff in the completion of the annual NYSDEC recycling reports.
- Investigates complaints of non-compliance with the Solid Waste (Flow Control) Law.

- Investigates complaints of non-compliance with the source separation/mandatory recycling law.
- Investigates and documents all aspects of illegal dumping.
- Investigates odor complaints.
- Explains requirements of local laws to haulers, residents, businesses, institutions and schools.
- Prepares written reports on investigations, documenting any infraction of the local laws related to solid waste disposal and recycling.
- May represent the Agency in administrative and criminal enforcement activities.
- Ensures flow control licensed haulers submit and maintain appropriate recycling plans (compliant with local laws) on file with the Agency and are compliant with their recycling plans.
- Ensures contract compliance with those municipalities who have entered into Solid Waste Management agreements with the Agency.
- Ensures that town MRDC's are compliant with local recycling laws.
- Ensures the Agency in-house compliance with permits and regulations by conducting internal facilities inspections.
- Assists in further developing a database and tracking system for recyclables.
- Researches and prepares technical reports on recycling, waste diversion, and other source separation programs.

Special Assignments:

From time to time on a temporary basis or in an emergency situation may assume some of the responsibilities of other job positions.

Full Performance, Knowledge, Skills and Abilities and Personal Characteristics:

Good working knowledge of solid waste, recycling, and stormwater laws; good knowledge of the geography of Ulster County; working knowledge of refuse collection practices and recycling practices; ability to communicate clearly and tactfully; ability to prepare oral and written reports; ability to read and interpret laws and regulations; ability to keep accurate records. Excellent leadership skills, be people orientated and have the ability to foster team work and motivate others. A full working knowledge of NYSDEC and DOT regulations related to Agency functions preferred.

Minimum Requirements:

- Graduation from High School
- Ten years experience in the solid waste and recycling industry
- Extensive knowledge in the solid waste and recycling industry
- A valid NYS driver's license.

Adopted: February 26, 2020

Resolution: 2498