

**ULSTER COUNTY RESOURCE RECOVERY AGENCY  
FINANCE COMMITTEE MEETING MINUTES  
OCTOBER 10, 2024, AT 6:00PM**

**This meeting commenced at 6:06 PM on October 10, 2024, at the Agency’s Main Office located at 999 Flatbush Road, Kingston, NY.**

**ROLL CALL**

**Board Members**

Regis Obijiski   X    
David Gilmour   X    
Donna Egan   X-virtual  

**Agency Staff**

Marc Rider   X    
Tim DeGraff   X    
Karen Sheard   EXCUSED    
Tim Weidemann   X  

Andrew Ghiorse and James Gordon attended the Finance Committee Meeting in person, as well.

**PLEDGE OF ALLEGIANCE**

**PUBLIC COMMENT**-no public present.

**APPROVAL OF THE AGENDA**

David Gilmour accepted the agenda as read; and Regis Obijiski seconded it. 2 in favor, 0 opposed, 0 absent. Donna Egan participated remotely and was unable to vote.

**APPROVAL OF MINUTES**

David Gilmour made a motion to approve the Minutes of the Finance Committee Meeting held August 12, 2024, and it was seconded by Regis Obijiski. 2 in favor, 0 opposed, 0 absent. Donna Egan participated remotely and was unable to vote.

Regis Obijiski made a motion to approve the Minutes of the Finance Committee Meeting held August 19, 2024, and it was seconded by David Gilmour. 2 in favor, 0 opposed, 0 absent. Donna Egan participated remotely and was unable to vote.

**COMMUNICATIONS AND ANNOUCEMENTS**-none.

**OLD (UNFINISHED) BUSINESS**

**Resolution #2622 Re: Authorizing and Approving Defining Health Insurance Benefits for Eligible Retirees of the Agency** (Recording 5:00-36:07)

Committee members, Board members and staff had a discussion regarding the above resolution.

Regis Obijiski, Committee Chair stated the following:

- On August 19, 2024, the Finance Committee reviewed Resolution #2622 that included Health Insurance Benefits for Eligible Retirees was supported by a vote of the Finance Committee to be included with a tipping fee of \$135/ton.
- At the Regular Board meeting, held on August 22, 2024, the recommendation was presented to the full Board. After discussion, the Board then voted to return the resolution to the Finance Committee for another review.
- Marc Rider, Executive Director had emailed the Board two downward adjusted versions. Marc Rider included information on public sector benefits because many of the staff often move to jobs at the municipalities within the County or to County government.
- Marc Rider also provided information on the available cost of premiums and also staff turnover metrics. Marc Rider provided the Board with a bottom-line view (eligibility and cost) of what Agency management is proposing.

Marc Rider further discussed the proposals. He stated the difference between the two proposals was that one proposal removed the employee's spouse. He further discussed the differences between the proposals and what the benefits would be. He explained what employee metrics were gathered. He stated that he plans on preparing employee exit surveys in the future. The employee retiree benefit would cost approximately .61¢/ton.

David Gilmour, Committee Member stated that a personnel department would be beneficial for the Agency. Marc Rider stated that the Agency has a personnel person who does a great job with recruitment and onboarding.

David Gilmour, Committee Member made a motion to move Resolution #2622 as written, dated August 22, 2024, with the understanding that the intent of the Executive Director will be encapsulated within the Minutes and a consensus with appropriate framework to proceed; and it was seconded by Regis Obijiski. 2 in favor, 0 opposed and 0 absent.

For clarification Marc Rider, Executive Director, read the wording in the resolution which clarified as to what the Board was voting on. The last three paragraphs of the resolution read as follows:

**“NOW, THEREFORE, BE IT**

**RESOLVED**, that the Board of Directors of the Ulster County Resource Recovery Agency does hereby approve the addition of the health insurance benefits for eligible retirees of the Agency, as attached, 2 pages, entitled “Variables Considered for Financial Impact (100% Coverage)” and be it,

**FURTHER RESOLVED**, that the Executive Director and Agency staff are hereby authorized to take all steps necessary to prepare amendments to the Personnel Policy and provide it to the full Board for ratification of said policy recodification, and be it

**FURTHER RESOLVED**, that this Resolution shall take effect with the FY 2025 adoption.”

Marc Rider will update a memo which will include the policy change and will be attached to the resolution in November for final approval.

The Committee agreed to advance Resolution #2622 to the Regular Board Meeting for approval.

- Resolution #2627 Re: Approving 2025 Final Agency Budget (Recording 36:14-50:01)

David Gilmour moved to the floor Resolution # 2627 Re: Approving 2025 Final Agency Budget as prepared and Regis Obijiski seconded it.

The Committee discussed Resolution #2627. The tipping fee will be \$135/ton. There was a reduction in the budget due to the health retiree benefit change to spouse only. The MRDC of the Town of Saugerties was the only town that came to the Public Hearing and requested that the Board lower the tipping fee. There was also a letter received from the Business Representative from the Teamsters in favor of the retiree health benefit.

The Committee and staff discussed capital reserves, pay-as-you-go, budget, tipping fees and emergency preparedness.

Regis Obijiski motioned to approve Resolution #2627 to move to the whole Board and it was seconded by David Gilmour. 2 in favor, 0 opposed, 0 absent. Donna Egan participated remotely and was unable to vote.

### **NEW BUSINESS** (Recording 50:14-1:32:00)

- 2025-2029 Capital Project Plan

Tim Weidemann, Coordinator of Organizational Performance and Development and Marc Rider, Executive Director prepared a slideshow presentation regarding the draft 2025-2029 Capital Project Plan. Staff and Committee Members reviewed and discussed the presentation. The discussion points outlined in the presentation included the following:

- **What is a Capital Project Plan?**
  - A multi-year roadmap for major investments in property, physical plant and/or equipment (PPE) that backs-up the annual capital budget
  - A tool for prioritizing investments
  - A best practice recommended by the Government Finance Officers Association (GFOA)
- **What is the Capital Planning Process?**
  - Identify
  - Analyze
  - Prioritize
  - Approve
  - Implement
  - Control
  - Evaluate
  - Improve
- **Funding sources and timing**
- **Plan Summary**
  - Nine projects identified
  - Total estimated cost for all projects is \$115M - \$339M
  - \$17.5-\$81.5M of anticipated spending over next five years
  - Wide range of estimated cost for most projects since early in the process and have yet to complete planning/design
  - Several projects involve potential grant funding
  - Reuse Innovation Center (EPA SWIFR)
  - Admin Building Weatherization Upgrades (NYSERDA/IRA credits)

- Compost Expansion (NYSDEC Climate Smart Communities, USDA CFWR)
- Next year will include scheduled replacement of vehicles and equipment in addition to facilities
- **Where do we go from here?**
  - Board review and discussion
  - Board approval of 2025–2029 Capital Project Plan
  - Individual board authorization of bonding for projects
  - Planning/design, typically up to 10% of total project cost
  - Construction authorization only once final estimates are provided
  - Proceed with approved 2025 projects and update plan during 2026 budget preparation

The Committee and Staff discussed in more detail funding, bonding, costs, and some projects in the plan. Marc Rider and Tim Weidemann stated that each of the nine projects will have a two-step process and will go in front of the Board for approvals. A resolution approving this plan will be prepared for a future meeting. The Capital Project Plan is in alignment with goals in the Solid Waste Management Plan. The Committee felt like they needed some more time to review the plan. The Capital Project Plan will be brought to the whole Board in November.

**ADJOURN**

Motion to adjourn the Finance Committee Meeting was made by Regis Obijiski and seconded by David Gilmour at 7:38 PM. 2 in favor, 0 opposed and 0 absent. Donna Egan participated remotely and was unable to vote.

**Motion to approve the above transcribed Minutes of the October 10, 2024, Finance Committee Meeting was made by \_\_\_\_\_ and seconded by \_\_\_\_\_. \_\_ in favor, \_\_ opposed, \_\_ absent.**

**The minutes were approved by the Board.**

**Transcribed by: Melinda France, Office Manager.**

**Signatures:**

\_\_\_\_\_