

**ULSTER COUNTY RESOURCE RECOVERY AGENCY  
REGULAR BOARD MEETING MINUTES  
December 11, 2025  
Meeting began at 6:15 PM and ended 8:29 PM**

**This meeting was held at the Agency’s Main Office, 999 Flatbush Road, Kingston, NY.**

**ROLL CALL**

**Board Members**

James Gordon	<u>  X  </u>
Donna Egan	<u>  X  </u>
Andrew Ghiorse	<u>  X  </u>
Erica Brown	<u>  X  </u>
Mike Baden	<u>  X  </u>

**Agency Staff**

Marc Rider	<u>  X  </u>
Timothy DeGraff	<u>  X  </u>
Angelina Brandt	<u>  X  </u>
Tim Weidemann	<u>  X  </u>
Nancy Lam	<u>  X  </u>

**PLEDGE OF ALLEGIANCE**

**PUBLIC COMMENT**

There was no comment made from the Public.

**APPROVAL OF AGENDA**

- A board member requested to amend the Agenda by amending “Communications” Section to include the Regular Board Meeting to follow the Organizational Meeting in January
- A board member requested to amend the Agenda by adding “Question regarding organic waste permitting” under “New Business”

Mike Baden moved to approve the Agenda, as modified and Erica Brown seconded the motion. 5 in favor, 0 opposed, 0 absent.

**APPROVAL OF MINUTES**

➤ Minutes of September 11, 2025, Public Hearing on 2026 Budget.

Donna Egan made a motion to approve the Minutes and it was seconded by Andrew Ghiorse. 5 in favor, 0 opposed, 0 Absent.

➤ Minutes of November 13, 2025, Regular Board Meeting

James Gordon requested making the following amendments to the draft minutes:

- Replace “Seeker” with “SEQRA”
- Replace “foiled” with “FOILed”
- On Page 2: Add the phrase “NY River watch believes” before the sentence “DEC has not been truly transparent”, so that it reads “NY Riverwatch believes NYDEC has not been truly transparent”

- Page 3: regarding the discussion about a year round electronic drop off program- clarify what the "this" in the sentence "this was in effect before" by replacing "this" with "the year round program"

Mike Baden made a motion to approve the Minutes of the Regular Board Meeting, as amended and it was seconded by Andrew Ghiorse. 5 in favor, 0 opposed, 0 Absent.

### **COMMUNICATIONS & ANNOUNCEMENTS**

#### **Announcement by James Gordon, Chairperson:**

James Gordon, Chairperson, stated that he attended the meeting hosted by NY Riverwatch on December 8, 2025. He stated that the meeting was half-hour long with the representatives of the NYSDEC and certain organizations/stakeholders, including himself on behalf of UCRRA, regarding the rulemaking period for the new Leachate collection rules. He stated that the meeting went fine. He reported that he received an email a few days later stating generally that NYSDEC agrees to extend the rule making period for Leachate collection. However, that was all that was agreed upon; he stated that he has not heard of any new updates since the meeting, other than that email. Marc Rider, Executive Director clarified that they haven't taken a stance on advocating for any changes, but agreed that there will be a longer rule-making period.

#### **Next Scheduled Meetings:**

- Organizational Meeting is scheduled for January 8, 2026 at 6:15 PM
- Regular Board Meeting is scheduled for January 8, 2026 at 6:30 PM

### **GENERAL REPORTS** (Recording 9:07)

#### ➤ **Committees and official meeting reports by Board Members**

A Board Member asked if the Recycling Outreach Committee had a meeting. Erica Brown, the liaison for the ROC confirmed that there had been no meeting. Marc Rider stated that he heard that the ROC will likely be meeting quarterly, and that there is no ROC meeting scheduled yet.

#### ➤ **Recycling Program Update-Angelina Brandt, Director of Sustainability** (Recording 9:44)

Angelina Brandt, Director of Sustainability provided the following updates:

- Angelina stated that her update will be slightly different from her usual updates, as she rounds out the end of the year.
- She provided a more in depth report regarding the new festival waste and sustainability guidebook that her team has been developing, which aims at helping local event planners implement zero-waste practices; The guidebook provides talking points, navigation to resources, and a strategic planning roadmap; It's available as a PDF on the Agency's website and is supported by a free bin rental service and upgraded instructional signage
- The team has identified over 120 local events for outreach; Discussions around this included how to disseminate the guidebook, suggestions to coordinate with the Department of Tourism and to reach out to churches and fire departments for community events.
- There was also a suggestion to rename the "bin rental" to "loan program" to avoid implying a cost
- Another key project discussed in the recycling update was a town website review conducted to

analyze how waste sustainability is covered on town web pages. Key findings included:

- Only 63% of towns list the agency's website as a resource
- Only 32% list the agency's phone number or recycling hotline
- Only 26% have the agency's current dual-stream recycling guide
- 79% have additional descriptions of acceptable recycling, but these vary in content and accuracy
- Only 32% mention composting on their web pages, with only one town providing guidance on backyard composting
- Only 11% of towns mention reuse and repair
- 84% do not provide guidance on hazardous waste disposal
- The recommendations from this review aim to improve consistency and access to recycling knowledge. The report will be shared with town supervisors and clerks. A Board member noted that the clerks would likely be the person to contact regarding updating the website. The Board discussed the importance of in-person connection with towns to drive these changes, especially with new supervisors coming into office. They also addressed the issue of outdated recycling guides on town websites.
- **MSW Tonnage Report, Recycling Report, MRF Cost Center Analysis and the Treasurer's Report- Tim DeGraff, Director of Finance & Administration (39:27)**

Timothy DeGraff, Director of Finance & Administration, provided the following update:

**MSW Tonnage Report**

**October**

TARGET TONS	TONNAGE IN	VARIANCE
MSW 9,636 tons	MSW 9,008 tons	MSW-628 tons less than targeted tons
C&D 3,212 tons	C&D 3,159 tons	C&D -53 tons less than targeted
Sludge 313 tons	Sludge 311 tons	Sludge -2 tons less than targeted

**Year-to-date:** 114,531 Tons MSW- Agency is under target by 5,846 tons. He stated the MSW tonnage report is trending as expected. He stated the tonnage had been about 136, so he estimates it would end up around 135,000 to 136,000 and he budgeted for 142,000 people.

**Recycling Tonnage Report**

Tim DeGraff stated that most of the regular incoming recycling was consistent in October. He noted that UCRRA provided grinding services for Marbletown this month, producing woodchips for composting. (309.72 tons). He stated the numbers are pretty consistent with this month and made an additional note that the Agency does not have to be concerned with crossing the threshold for food waste tonnage this year, (Total in 2025 4,435.24 as compared to last year's 5,000.16).

**MRF Cost Center Analysis**

- Total Sale of Recyclables for October was \$22,622
- Total Sale of Recyclables \$416,535
- Monthly Average sale of recyclables 2022-2024: \$45,029
- Total Net Revenue as of 2025 is \$322,293
- Total personnel and operating expenses for the month was \$46,412

- Total net loss of \$204,033 for 2025
- Fiber market appears to drop this month. Unsure why, Tim DeGraff explained it is sometimes how the market works; there are just too many variables to explain why there may have been a drop.

### **Treasurer's Report**

- Total Revenues for October \$1,917,908
- Expense line items of note: HHW Clean up day: \$44,611 and balance of new roll off truck under capital outlay \$74,900
- Total Operating Expenses for October: \$1,823,853

Mike Baden made a motion to accept the Treasurer's Report and Donna Egan seconded it. 5 in favor, 0 opposed, 0 absent.

### **Executive Director, Marc Rider Updates**

Marc Rider provided his Executive Director Updates stating the following:

He stated that he prepared his Executive Director Update differently this month, as the Agency wraps up for the year. He noted some challenges the Agency went through, as well as some good opportunities (i.e. starting in January Agency will be recycling mattresses.) He acknowledges that some of the Agency's projects (i.e. Organics, RePOwer) took longer/ or is taking longer than he had hoped.

The Board collectively responded that despite the challenges and speed of progress, that the Agency and Staff, including the Executive Director have all been doing good work. The Board remarked that the work that was accomplished by Marc Rider as Executive Director, is impressive for the year and a half he has been with UCRRA. The Board acknowledges that everything about the Agency has been more professional and well run, and progress has been made with each year, especially due to the fact that the Agency has a full staff now. The Chair stated that he does not want to lose sight of the fact that a lot had been happening even before Marc Rider joined the Agency, but the Agency has been progressing towards a positive direction.

Marc Rider acknowledged and highlighted the hard work of the staff and is hopeful of the fact that the Agency is now in a different place financially, which may mean that the Agency is more in a position to focus on issues they were unable to focus on, due to financial constraints.

The Board did not have any further questions or comments regarding the Executive Director Report.

James Gordon, Chairperson proceeded to put officially on the record a statement of thanks, appreciation and gratitude towards Board member, Andrew Ghiorse, whose last board meeting is today. James Gordon remarked on Andrew Ghiorse's years of service on and off the board, with regard to the Agency and noted Andrew Ghiorse's unique, knowledgeable and insightful perspective to the Agency and the issue of waste management in Ulster County.

Andrew Ghiorse stated that he was just merely observing 25 years of what he learned about garbage and what occurs with waste management and the Agency and that it was a fluke that he was involved in the first place. He shared a funny anecdote regarding the beginning of his relationship with the County when he was hired to become a Recycling Coordinator for the town. Donna Egan also shared an anecdote of how she met Andrew Ghiorse when she was younger as a volunteer, when Andrew Ghiorse was the Recycling

Coordinator. The Agency applauded Andrew Ghiorse for his many years of service with the Agency.

**RESOLUTIONS AND BOARD NOTIFICATIONS** (Recording 52:03)

- **Resolution #2666 Re: Authorizing and Approving 2026-2030 Collective Bargaining Memorandum of Agreement**

Marc Rider explained to the Board that the Contract resulted from a series of negotiations and he believes that it is a fair agreement for both the Agency and Union. He stated that he can answer any questions the Board may have.

Mike Baden had a question for Tim DeGraff the Director of Finance, regarding whether the health insurance for retiree spouses is financially sustainable for the Agency over the 10 years. Tim DeGraff responded that based on the current CBA, the cost is only \$213,000 for all Agency Staff, including the union staff, over the course of 10 years. He stated that his calculation is based on the most conservative figures, most exposure to the Agency. He explained that there are 3 classes of staff: 1 group that is close to retirement (65), a second group that will retire in 11 years and those that are not close to retirement. He stated there are just a lot of variables and of course he cannot predict them all.

Donna Egan questioned why the Board was deciding on this Resolution, when the Board had already passed a resolution 2622 that excluded Spousal Coverage. Marc Rider explained that this is a new collective bargaining agreement with a different Board. There was a discussion between Board Members, the Executive Director and the Director of Finance, regarding adding 100% Spousal Coverage. One board member is concerned about the ratepayer and the potential risks in costs for the Agency in the future. However, most of the Board seemed comfortable with Tim DeGraff's assessment in terms of the potential long-term costs and believed that providing better benefits for the staff is in the Agency's best interest.

Donna Egan made a motion to Amend the Resolution #2666 to exclude the Spousal Benefits term and moved to approve the Resolution as amended. There was no second to that motion on the Amendment. The Amendment was defeated 1 in favor (EGAN), 4 opposed, 0 Absent.

Erica Brown made a motion to approve Resolution #2666 as written and it was seconded by Mike Baden. Resolution #2666 was approved by the Board, 3 in favor, 2 opposed (EGAN, GHIORSE), 0 absent.

**OLD (UNFINISHED) BUSINESS**

None

**NEW BUSINESS**

- Question regarding Organic Waste Permitting

Mike Baden asked with the increase in the permit for organic waste, if the Agency should think about working on a consolidated program to collect the compost. He stated he understands that the new contracts have the new clause about their obligations for organics, but if there is a way to assist towns and supervisors he believes it would be beneficial, especially in his experience as a supervisor.

Marc Rider stated that the Agency is waiting to hear back on a grant regarding the consolidated funding application. The goal is to provide composting containers to MRDCs so they can compost on site. The Agency would prefer for people to backyard compost if they can, and the Agency would work on doing more

education; if they cannot backyard compost, the Agency would prefer for the MRDC to collect and compost on site, rather bringing it to the Agency.

**EXECUTIVE SESSION (if necessary)**

Donna Egan motioned to enter Executive Session and it was seconded by Andrew Ghiorse at 7:44pm. 5 in favor, 0 opposed, 0 absent.

The Board entered executive session at 7:48PM.

At 8:29PM Andre Ghiorse motioned to exit Executive Session and it was seconded by Erica Brown. 5 in favor, 0 opposed, 0 absent. No action was taken during executive session.

**ADJOURN**

Motion to adjourn December 11, 2025, Regular Board Meeting at **8:29 PM** was made by Andrew Ghiorse and it was seconded by Erica Brown. 5 in favor, 0 opposed, 0 Absent.

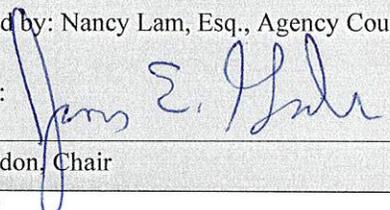
January 8, 2026

Motion to approve the above transcribed Minutes of December 11, 2025 Regular Board Meeting was made by Mike Baden seconded by Chris Hurlbert. 5 in favor, 0 opposed, 0 absent.

The Minutes were approved by the Board.

Transcribed by: Nancy Lam, Esq., Agency Counsel.

Signatures:



James Gordon, Chair