

ULSTER COUNTY RESOURCE RECOVERY AGENCY
RESOLUTION NO. 2670

RE: Approving Amendments to the Personnel Policy

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

WHEREAS, the New York State Public Authority requires that all Public Authorities must have a Personnel Policy and the Board of Directors annually reviews same, and

WHEREAS, the Agency Board has amended such Personnel Policy on several occasions, the last amendment being November 21, 2024, and

WHEREAS, the Agency Board has proposed changes to the Agency's Personnel Policy adopted by the Agency Board on November 2, 2010, and

WHEREAS, the Agency Board desires to make several changes to the Personnel Policy, including:

- Adding the definition of "Spouse" to the Personnel Policy to clarify who is eligible under the policy, as described in **Appendix A** attached and made a part of hereto.
- Adding a health insurance benefit for Spouses of Retirees to the Personnel Policy, as described in **Appendix B** attached and made a part of hereto, and
- Updating the Longevity Bonuses to (i) match the amounts agreed upon in the new Collective Bargaining Agreement with Teamster Local 445 and (ii) remove restriction of certain job titles from receiving Longevity Bonuses; Effective January 1, 2026, as described in **Appendix C** attached and made a part of hereto.

NOW, THEREFORE, BE IT

RESOLVED, that the Board of Directors of the Agency does hereby approve the addition of the definition of "Spouse", as set forth in **Appendix A**, to be added to the Personnel Policy, and be it.

RESOLVED, that the Board of Directors of the Agency does hereby approve the addition of spouses of retiree to Agency health insurance, as set forth in **Appendix B**, to be added to the Personnel Policy, and be it,

RESOLVED, the Board of Directors of the Agency does hereby approve the updates to the Longevity Bonuses offered by the Agency, as set forth in **Appendix C**, to be added to the Personnel Policy, and be it,

FURTHER RESOLVED, that the Executive Director and Agency staff are hereby authorized to take all steps necessary to implement these amendments to the Personnel Policy, and be it

FURTHER RESOLVED, that this Resolution shall take effect immediately.

Moved by: _____

Seconded by: _____

Vote: Ayes: _____

Nays: _____

Absent: _____

Date: February 19, 2026

Financial impact:

- Approximately \$46,000 per year (**Appendix B**)
 - Approximately \$7,450 per year (**Appendix C**)
- Total financial impact: Approximately \$53,450 per year**

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