

**ULSTER COUNTY RESOURCE RECOVERY AGENCY
REGULAR BOARD MEETING MINUTES
February 19, 2026
Meeting began at 6:15 PM and ended 8:15 PM**

This meeting was held at the Agency’s Main Office, 999 Flatbush Road, Kingston, NY and was live streamed on Youtube.com @UCRRA5008.

ROLL CALL

Board Members

James Gordon	<u> X </u>
Donna Egan	<u> X </u>
Erica Brown	<u> X </u>
Mike Baden	<u> X </u>
Chris Hurlbert	<u> X </u>

Agency Staff

Marc Rider	<u> X </u>
Timothy DeGraff	<u>Excused</u>
Angelina Brandt	<u> X </u>
Tim Weidemann	<u>Excused</u>
Nancy Lam	<u> X </u>
Robert Friedlander	<u> X </u>
Kevin Treutler	<u> X </u>

PLEDGE OF ALLEGIANCE

After rollcall, the Chairperson led the body to recite the Pledge of Allegiance.

PUBLIC COMMENT (Recording at 1:41-4:59, 7:01-10:41):

Members of the public that were present at the Regular Board Meeting (RBM): Claudia Joseph, Former Legislator Manna Jo Greene, and 3 members from the Hudson Valley Air Coalition (HVAC).

Representatives from HVAC raised concerns about the proposed anaerobic digestion facility project with GLOBAL NRG:

- *Lorraine Farina, HVAC Director*, raised concerns about the proposed anaerobic digestion facility, citing what she and HVAC believe is a lack of public education, progression into a contract phase without public input, the large scale of the project potentially requiring imported waste, and possible health effects, which HVAC has brought to the attention of UCRRA by a letter. She also highlighted that in her experience, she observed similar projects where for-profit companies, not DEC, would monitor the facility, and might not disclose unmanipulated data.
- *Desiree Lyle, HVAC*, asked 4 questions: (1) if the plant would need waste from other counties; (2) why the contract was being pursued before Ulster County's zero-waste plan was implemented; (3) what are the potential effects of the plant and to provide peer reviewed third party studies of the local air, water, and soil and health effects; and (4) how does the proposed plant fit into Ulster County’s air quality initiatives and goals?
- *Robert Fanshell, HVAC*, stated that HVAC requests the process of installing an anaerobic digestion plant be paused so that (1) UCRRA can answer the air quality concerns raised in HVACs letter to UCRRA and (2) the zero waste implementation plan that was pass by UC Legislature in 2019 can be first implemented and honored.

James Gordon, Chair responded to the public by first thanking the public for their questions and concerns. He also stated that although the Board welcomes and encourages questions and comments from the Public, the Board generally does not answer questions during the Regular Board meeting. He noted that the Board does listen to the Public and is transparent, citing the example of UCRRA not proceeding with the landfill after public opposition. He states that the answers HVAC members are seeking will eventually come out, but notes that the Agency is only in the beginning stages of this project, and that they will not be answering any questions at this RBM.

- *Manna Jo Greene*, spoke during the public comments section and stated she is a resident of Rosendale. She stated that she wanted to honor all of the concerns that were raised by HVAC speakers, but also noted that she did not have a position one way or another, as she is trying to keep an open mind on the “Waste to Bio-gas” facility. She did however emphasize the need for an independent greenhouse gas inventory that compares different technologies, including the proposed facility, with current waste disposal methods. She stated she shares the Agency’s concerns about urgency. She stated that she understands that any bonding for the project would be done by Global NRG and not the Agency. However, she also expressed confusion about the "put or pay" agreement and the contradiction in the potential need to import waste from other counties. Finally, she noted she was in touch with Chris Hewitt the Chair to the Energy and Environment Committee: there is progress on Zero Waste Plan via agreement with a Florida company, MSW, who will assist in finishing up the Zero Waste Implementation Plan.
- *Claudia Joseph* stated she understands that the Agency has a hard problem to solve and that the Agency is trying to find the best solution; she advocated for starting with the diversion part of the equation before deciding on the plant, emphasizing the need for training programs to prevent good materials from being discarded.

Marc Rider, Executive Director made a final remark that he will be meeting with HVAC to give a presentation next Thursday and hopefully will be able to answer some of HVAC’s questions and concerns mentioned during today’s meeting as well as their letter. He stated that he will report back on the meeting at the next RBM in March.

APPROVAL OF AGENDA (Recording 12:21)

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

APPROVAL OF MINUTES (Recording 13:24)

➤ Minutes of December 12, 2025, Special Meeting

Erica Brown made a motion to discuss the December 12, 2025 Special Meeting Minutes, and it was seconded by Mike Baden. A vote was taken and the December 12, 2025 Special Meeting Minutes was accepted:
5 in favor, 0 opposed, 0 Absent.

➤ Minutes of January 8, 2026 Organizational Meeting

Donna Egan made a motion to discuss the Minutes, and it was seconded by Chris Hurlbert. A vote was taken and the January 8, 2026 Organizational Meeting Minutes was accepted: 5 in favor, 0 opposed, 0 Absent.

➤ Minutes of January 8, 2026 Regular Board Meeting

Chris Hurlbert made a motion to discuss the minutes and it was seconded by Mike Baden. Donna Egan

proposed the following amendments:

- Adding her comment that there are 11 federal holidays, 12 New York State holidays, 15 UCRRA holidays.
- Clarifying whether Marc Rider had stated “breathing in toxins” during the Board’s discussion of Resolution #2670 Amending UCRRA’s Personnel Policy. A discussion followed regarding what may have been said and as such, the board withdrew their motion and no action was taken.

The RBM Minutes of January 8, 2026 was tabled so that Agency Counsel can confirm what was stated from the recording.

COMMUNICATIONS & ANNOUNCEMENTS (Recording 18:17)

Establish Monthly Regular Board Meeting:

- Erica Brown made a motion to set monthly regular board meetings and the motion was seconded by Mike Baden.

The Board voted to set the monthly regular board meeting for the fourth Thursday of the month at 6:00 pm, for the remainder of 2026, except for November and December, which will be on the second Thursdays. 5 in favor, 0 opposed, 0 absent.

Next Scheduled Meetings:

- Regular Board Meeting (RBM) is scheduled for Thursday, March 26, 2026 at 6:00 PM

GENERAL REPORTS

➤ Committees and official meeting reports by Board Members (Recording 20:41)

James Gordon, Chair spoke to provide a brief update on the State of the County event he attended on February 18, 2026. He reported that UCRRA did not come up in any context that is useful to the Agency; the event was nice and fine, but there was nothing directly impacting UCRRA that was stated. He stated that a few people said some positive things about UCRRA. He also stated that he spoke with a woman from the Cornell Cooperative Extension who was interested in biodigestate (product from anaerobic digestion) and had studies to share with the Agency; however it was a preliminary conversation so he stated he will follow up with her to continue the conversation.

Erica Brown, the member liaison to the Recycling Oversight Committee (ROC) spoke to provide an update on the last ROC meeting on January 14, 2026. She stated that she shared with the rest of the Board, a list of questions that were asked during the ROC meeting. She noted that Robert Friedlander, Recycling Compliance Officer, was also present at the ROC meeting and a part of the discussion. She stated that there were discussions about vacancies within the committee. She stated she tried to reach out to people in her network, but was not successful. Finally, she noted a discussion regarding a letter from Kingston Citizens that was brought up by Former Legislator Manna Jo Greene, and there were talks about collaboration. She noted that the meeting was very lively, and it felt like a lot of people had questions and also learned some information. The meeting is not live streamed however, the meeting’s audio is available online, although she has not received formal minutes yet; the next ROC meeting will be in April.

➤ **Recycling Program Update-Angelina Brandt, Director of Sustainability** (Recording 24:15-27:14)
Angelina Brandt, Director of Sustainability provided the following updates:

- Normally, there are no events or outreach this time of year, since her focus in the first quarter is more on reports, grants and other administrative matters.
- However, UCRRA's digital social media and radio outreach is ongoing.
- New metrics for social media content, web link clicks, and chatbot interactions were introduced in her report packet:
 - Social media: 34,000+ views, 480 interactions (Facebook/Instagram), 546 website link clicks, 167 chatbot sessions
- Also included in the Recycling report this month is the 2026 MRDC list, which details waste and recycling services offered by towns. She stated her team tried some new methods of collecting information from the towns, which she believes provides a more helpful and updated resource that is available for the public on UCRRA's website.
- Finally, she read a few data points from their 2025 Program Impact Story – which highlights the tangible results of their outreach and education efforts. She noted the importance of tracking the success of their programs and outreach, as it helps her team gauge what works and what does not work:
 - Direct outreach: Over 2,000 adults and 800 kids engaged via 28 workshops, 27 tabling events, 14 tours; overall, 69 programs in 2025
 - Highlights: International Compost Awareness, Ulster County Fair, hazardous waste collection
 - Advertising: 300+ Radio Woodstock and 200+ Radio Kingston ads monthly, multiple local publications
 - Website had over 86,000 sessions; Facebook audience up 60%, Instagram up 75% in 5 years
 - Newsletter audience up 54% since 2021; 14 newsletters sent in 2025; 185 posts, 46 reels, 12 stories

After her report, she invited the Board to ask questions. One board member brought up a practical question of whether certain items are recyclable (e.g. wrapping paper and take out containers). Angelina Brandt responded to that particular question in twofold: first by advising and encouraging people to use the Agency's Recyclopedia tool or ask the Agency's chatbot on UCRRA's website; residents can also call into UCRRA's hotline. She then answered the question by stating that majority of regular wrapping paper is curbside recyclable unless metallic or glittered- this also led to a more specific question about whether the discussion is about recycling at transfer stations. The Board member confirmed that his question was about transfer station recycling; with respect to takeout containers, it depends more on the shape than the material (tub, bottle, jar). Paper takeout with waxy lining is typically not recyclable.

There was another question about freon appliance procedure: the Board clarified freon removal from appliances is handled by vendors/state-certified processes, and not within UCRRA oversight.

Finally, there was a brief discussion about the ongoing challenges for municipal participation at UCRRA informational events, which hopefully will be resolved with the new contractual requirements.

- **Recycling Program Update-Robert Friedlander, Recycling Compliance Officer** (Recording 49:42)

Robert Friedlander, Recycling Compliance Officer, provided the following updates:

- Regarding Inspection at Transfer stations: Robert Friedlander shared the current inspection form with the Board to review and explained the procedure of how he documents the inspection of any

contamination (including, getting a copy of license plate and taking photos of the contamination, etc.) He proposed implementing a new form when issuing notices of contamination: triplicate carbon inspection form will allow him to retain a copy for the Agency to provide the Hearing Officer, give a copy to the Driver which will hopefully encourage better accountability, and mail the last copy to the company. The Board unanimously agreed that his proposed new inspection form is a good idea

- Permit status update: he stated all permits were approved except for 4. He stated that there were 2 pending applications due to documentation, and 2 haulers that have not submitted, (one of which is not active yet and is a new hauler, but intends to haul in the summer). A Board member raised a question about why the haulers that do not have permits or completed application, why they are allowed to continue hauling.

Marc Rider, Executive Director responded to that question by stating that because of Flow Control Laws, it would be a difficult situation to tell the haulers that they cannot bring waste to UCRRA, but they cannot also bring waste anywhere else. The Board member stated she does not see it that way, and believes the Agency should not allow haulers without an application to haul waste to UCRRA.

Marc Rider also noted that Ulster County Legislature approved the new Administrative Hearing Officer; the idea is for monthly hearings at the county office building, therefore UCRRA will likely issue notice of hearings for one set date per month for the Administrative Hearing Officer to handle on that date. Marc stated he, Robert and Agency Counsel still need to meet with the Administrative Hearing Officer to work out the details.

➤ **MSW Tonnage Report, Recycling Report, MRF Cost Center Analysis and the Treasurer's Report- Tim DeGraff, Director of Finance & Administration (Recording 57:08)**

Marc Rider, Executive Director, provided the following update on behalf of Tim DeGraff, Director of Finance and Administration:

MSW Tonnage Report
December

- MSW for the month: 7,996 tons (661 below target). He noted that at the next RBM in March, Tim DeGraff will be present to report year end and January MSW Tonnage Report.
- C&D debris: 1,623 tons (1,263 below target)
- Year-to-date: 134,609 tons, (about 8,000 below target or 5.7%). He stated that the Agency is about on target for this year.

Recycling Tonnage Report and MRF Cost Center Analysis

- Recycling: Most recycling volumes remain consistent for December; a majority of the commingle increase from November to December is from the City of Kingston who pick up every other week, so the increase is timing related (i.e. 3 pickups in Dec vs 2 pickups in Nov).
- Glass is dependent on the number of roll off box pickups the Agency makes during a month
- Food waste has seen reduction of incoming volume from Agency's largest customer Organix- finished the year with about 5 thousand tons; Marc Rider noted it was good that the Agency got the permit modified, or else UCRRA would have exceeded by 31 tons; it appeared that Organix went to other sources when the Agency had to turn people away. As such, more advertising and outreach needs to be completed. The Board then had a brief discussion regarding organics law and the enforcement of the organics laws and which department is responsible for compliance with the organics food waste law. UCRRA is not responsible for enforcement, but will assist.

- **MRF Cost Center Analysis**

- Total sales of recyclables for December: \$37,655
- Total cost for residuals: \$6,679
- Net revenues for December: \$30,976
- Total personnel/operating costs for December: \$71,280 – costs were higher than normal due to Dec having 3 payrolls worth of expenses
- Net loss for Dec: \$40,304
- Year to Date Net Loss: \$292,081 (compared to prior year's net loss \$154,017)
- To break even, tipping fee charge would have to be \$55/ton
- Current fiber and plastic markets continue to be weak;
- Agency has been holding on to glass, since Charlie Whittaker, Director of Operations only just now received finalized contract with TOMRA recycling.

Treasurer's Report

- December always has year end adjustments that only affect December but are applicable to the entire fiscal year
- Revenue line items of note:
 - Misc Revenues (\$195,766)
 - Year end accrual of \$186,554 for insurance recoveries- an August incident led to a tractor and dump trailer being totaled
 - Grants (\$217,605) – year end accrual of HHW and Recycling grant revenues
 - Total revenue for Dec: \$1,945,073
- Expense line items of note:
 - Personnel: \$650,052 – 3 payrolls expensed in Dec plus 3 extra days accrued for 2025 pay days that were paid in 2026 also includes year-end accrual for compensated absences (sick/vacation days)
 - Insurance (\$50,731) – December is the start of the new policy year for general liability insurance
 - Vehicle & equipment maintenance \$47,142 repairs to Samsung excavator and Manlift
 - Total expense for December \$1,892,390
 - Surplus of \$52,683 for December
 - 2025 total surplus of \$53,489

A few board members asked questions about specific line items of the report, including the increase in insurance costs from 2024 to 2025, noting a 25% increase, and questioned if enough was budgeted for 2026 to address this (1:12:14). Marc Rider responded to that question, as well as other concerns Board members had about the treasurer's report. He informed the board that there was an accident in 2023 which is why the insurance cost is high.

After the board's discussion regarding certain concerns about the Agency's finances, Donna Egan made a motion to accept the Treasurer's Report for the record and Chris Hurlbert seconded it. 5 in favor, 0 opposed, 0 absent.

After the treasurer's report, the Chair, James Gordon wanted to direct the Board's attention to the 2 legal memos submitted by Agency Counsel, Nancy Lam, and gave the Board an opportunity to ask any questions if they had any. The Board had a brief discussion regarding the first memo, which was about remote attendance. (The second memo was in regards to Resolution 2670 amending the Personnel Policy, e.g. information about COBRA, and thus the Board can discuss said memo during the discussion of the resolutions).

One board member suggested that perhaps it is necessary to amend the remote attendance policy as it pertains to Extraordinary Circumstances, noting that it might be worth defining what it means to be sick, as members are required to provide notice at least 4 days before scheduled meeting, and it may not always be possible to predict sickness. After a discussion, the Board requested Agency Counsel to research whether the Board needed to make another resolution to have meetings in 2 different locations. Agency Counsel stated that she will do the research and provide a response by the next meeting.

Executive Director, Marc Rider Updates (Recording: 1:23:11-1:42:24)

Marc Rider provided his Executive Director Updates stating the following:

- The director attended several stakeholder meetings (Town Supervisor Association; Environmental Management Council (EMC) Energy and Environment Committee):
 - At the Town Supervisor's Association he provided an update on the Global NRG project and RePower – he stated he intends to hold more "Together Towards Zero" presentations in different towns, and encouraged Board Members to attend the presentation if possible
 - At the EMC and EEC meetings, Marc Rider provided the "Together Towards Zero" presentation; he also answered some questions and provided some clarity on the Global NRG project.
- **Global NRG Project:**
 - There has been a bit of a lull, although on Monday he will meet with principles from the team
 - Marc Rider received an early template of their agreement, which he intends outside counsel and agency counsel will review together, although there is still a long way to go with regard to negotiating actual contract terms
 - Their engineers are working on their permitting scope
- **REPOWER/RIC**
 - Friday, February 6, 2026, the evaluation committee received presentations from all three organizations that submitted proposals. (Big Reuse, Goodwill NY/NJ and 100 Miles North)
 - The committee came to a unanimous consensus that Big Reuse was the organization that was best equipped to implement this program.
 - He stated that he expects to have a resolution approving this contract next month.

There was a discussion regarding the process for selecting a vendor. One board member raised concerns about the board not being fully informed before a press release announced the selection of a company without a finalized contract. Marc Rider, Executive Director stated the press release was about awarding the RFP, which the Agency has done. He stated he would provide the rest of the Board with the submitted proposals or presentations by the 3 organizations, but noted that the Agency goes through plenty of RFP processes without needing the Board to be a part of. Another member highlighted the importance of having trust in the evaluation committee's decisions, (which may include staff and board members). A board member asked if it would be possible to request Big Reuse to come in to present to the Board before the contract gets finalized; Marc Rider said he will ask that they come to present before the contract gets finalized. One member suggested if there can be a clarification on what the process is if there is a committee, for example, what

information would come to the board and how, to help resolve the confusion or concerns board members may have with respect to choosing vendors for certain projects and RFPs, moving forward.

- **Mattress Recycling:**

- For the month of January UCRRA recycled 200 mattresses. A board member was surprised to learn that 200 mattresses is considered low and asked what number was expected; Marc Rider stated that the Agency right now only recycles mattresses that UCRRA receives at 999 Flatbush Road, which is roughly 10,000 mattresses a year, meaning roughly 800 mattresses a month would be ideal. But he did point out that January and February are slower months for these types of things. Also, after investigation, it was discovered that RRI incorrectly told UCRRA staff not to include box-springs. This error was resolved, thus moving forward the agency will recycle both mattresses and box springs. He noted that they do not recycle mattresses in New Paltz, but is hoping to pursue mattress recycling in NP.

- **40th anniversary of UCRRA:**

- 2026 marks forty years that the Agency has existed. One idea that came up is to have a sticker competition like what the Board of Elections does.

RESOLUTIONS AND BOARD NOTIFICATIONS

- **Resolution #2670 Re: Amending the Agency's Personnel Policy**

Mike Baden made a motion to discuss Resolution #2670 and it was seconded by Chris Hurlbert.

The Board had a discussion regarding the Resolution, since it had been amended. One member noted that the amendment relating to Longevity Bonuses (Appendix C) is unclear to her and proposed to have it rewritten. A discussion followed about possible interpretation of the language: the policy is intended to mean that when the staff reaches their anniversary date, they will receive the bonus amount annually—for example when a non-union employee reaches their 3rd anniversary they will receive \$1,000 bonus; they will receive \$1,000 on their 4th year; they will receive \$1,500 each year for years 5 through 9; they will receive \$2,000 when they reach year 10 through 19 and finally they will receive \$3,000, when they reach year 20 and beyond. Marc Rider explained that the language is the existing language of the Personnel Policy, and that most employees do understand the policy as it's written, although he understands that the language should be clear for new employees to also be able to understand. One member suggested inserting a chart instead of changing the language to help clarify the policy. The rest of the board agreed with that suggestion.

Mike Baden made a Motion to amend Appendix C as discussed and it was seconded by Erica Brown. A vote was taken on the motion to amend Appendix C as discussed: 5 in favor, 0 opposed, 0 absent.

The Board continued their discussion regarding Resolution 2670. A board member reiterated her concern from the last meeting that the cost for Appendix B is high for people who do not even work for the agency, referring to providing benefits to the retiree's spouses. Another member responded that he thinks it is good policy to have good benefits for the family of UCRRA's workers because this will incentivize better long term workers in a competitive environment. Ultimately the majority of the members felt that the personnel policy was good for the Agency.

A vote was taken and Resolution #2670, as amended with Appendix C, was approved by the Board. 4 in favor, 1 opposed (EGAN), 0 absent.

- **Resolution #2672 Re: Authorizing and Approving UCRRA Gender-Based Violence and the Workplace Policy**

Mike Baden made a motion to discuss Resolution #2672 and it was seconded by Donna Egan,

Marc Rider provided a brief summary of the resolution stating that this resolution is a bit time sensitive because it will affect the Household Hazardous Waste Grant application, which is due at the end of the month. He explained that there are new requirements by the State for bidders that make bids in NYS to certify that they have a written Gender-Based Violence and the Workplace Policy, therefore UCRRA would need to implement a written Gender-Based Violence and the Workplace Policy in order to meet the new state requirements. Agency Counsel drafted the policy based on a model provided by the NYS Office for the Prevention of Domestic Violence (OPDV).

A vote was taken and Resolution #2672 was approved unanimously by the Board. 5 in favor, 0 opposed, 0 absent.

OLD (UNFINISHED) BUSINESS

None.

NEW BUSINESS

None.

EXECUTIVE SESSION (if necessary)

The Board did not enter executive session as an executive session was not necessary for this meeting.

PUBLIC COMMENT (Recording 1:53:16)

The Chair also allowed Manna Jo Greene to ask a question at the end of the Regular Board Meeting agenda. Manna Jo Greene thanked the Chair in allowing her to speak at the end of the meeting. She stated that she spoke with the county legislature's attorney if there was any oversight that the legislature would have over the contract with the anaerobic digestion and they spoke about the likelihood that the local solid waste management plan would likely have to be revised. The Board noted her concerns.

ADJOURN

Motion to adjourn February 19, 2026, Regular Board Meeting at **8:15 PM** was made by Chris Hurlbert and it was seconded by Mike Baden. 5 in favor, 0 opposed, 0 Absent.

March 26, 2026

Motion to approve the above transcribed Minutes of February 19, 2026 Regular Board Meeting was made by _____, seconded by _____.
_____ in favor, _____ opposed, _____ absent.

The Minutes were approved by the Board.

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

Signatures:

James Gordon, Chair

DRAFT