



*Sullivan County Soil & Water Conservation District  
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**Sullivan County Soil & Water Conservation District  
Board of Directors Meeting  
August 11, 2025**

**Minutes**

- I. Call to Order:** Chairman Hughson called the regular business meeting of the Sullivan County Soil & Water Conservation District Board of Directors to order at 6:00 p.m.

Board members present – Wilfred Hughson, Chairman                      John Diehl, Vice Chairman  
   Eugene Benson, Treasurer                      Peter Carey, Member  
   Catherine Scott, Legislator                      Nadia Rajs, Legislator

Board members absent – Justin Sutherland, Farmer

Agency representatives: – Brian Brustman, SWCD                      Lisa Schick, SWCD

- II. MINUTES:** E. Benson made a motion to accept the minutes from the July 14, 2025, board meeting, J. Diehl seconded, no one opposed, the motion was passed and carried.

**III. WRITTEN & VERBAL REPORTS:**

NRCS: No Report was sent.

FSA: No Report was sent.

CCE: See written Report.

NYS SWCC: See written report.

NEVERSINK/RONDOUT: See written report.

**IV. OLD BUSINESS:**

- A. Gray had her baby. E. Benson made a motion to send a congratulation basket/flowers, P. Carey seconded, no one opposed, the motion was passed and carried.

B. Program Updates:

- Flood Mitigation –T/O Rockland has finished Beaver Kill Road and working on Brown Settlement Road. Will invoice all when finished.

- Fish Stocking Program – The fall Fish stocking has started. October 4<sup>th</sup> is the pick-up date.
- CPFA knotweed project site is being monitored by District staff.

C. Personnel Policy:

- Sick Leave payout was discussed. N. Rajsz made a motion to change the rate of the remaining hours will be paid at 100% of salary rate at the time of retirement, J. Diehl seconded, no one opposed, the motion was passed and carried.
- A list of Compensated Absences will be added to the policy with a description of each being listed in the Employees Manual. N. Rajsz made a motion to approve the policy with changes, W. Hughson, seconded, no one opposed, the motion was passed and carried.
- As of August 2025 the Health insurance buyout for new employees will be 50% of a single policy. N. Rajsz made a motion to approve this change, E. Benson, seconded, no one opposed, the motion was passed and carried.
- Personnel Policy was reviewed, N. Rajsz made a motion to approve the Personnel Policy with all changes, P. Carey seconded, no one opposed the motion was passed and carried.

D. Health Insurance:

- Health Insurance - Board discussed the cost of renewing the Health Insurance plan at either NYSHIP, MVP Gold, MVP Silver. N. Rajsz. Scott made a motion to renew the health insurance plan at the MVP Gold plan, C. Scott seconded the motion, no one opposed, the motion was passed and carried.
- Vision & Dental Insurance – Board discussed adding vision and dental insurance to the District employee benefit package. The cost of vision would be approximately \$379 per year for all District employees, the cost for dental would be approximately \$4,600 per year for all District employees. C. Scott made a motion to add vision and dental plans to the District's employee benefit package, N. Rajsz seconded, no one opposed, the motion was passed and carried.

V. **NEW BUSINESS:**

- A. Bank Statements: The bank statements were reviewed.
- B. NYSLRS: Discussed the differences between Tier 4 and Tier 5&6. E. Benson made a motion to submit a letter of support to suggest changes to Tier 5&6, to the NYACD joining with other Districts, J. Diehl seconded, no one opposed, motion was passed and carried.
- C. Director NYSLRS Membership: Discussed the Directors option of joining the New York State Retirement System and the cost and benefits of doing so. Three Directors chose to opt out, one is already in the system and has opted to join in. One Director was absent. The two Legislators are with the County of Sullivan.
- D. Director Training:
- Module 10 (District Law) – Directors present reviewed and discussed the District Law training power point presentation. This training is good for 3 years.
  - Module 3 (Partners in Conservation) - Directors present reviewed and discussed the Partners in Conservation power point presentation.

VI. **DISTRICT CLAIMS:** N. Rajsz made a motion to approve abstracts, bills and pre-approvals, seconded by J. Diehl, no one opposed, the motion was passed and carried.

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|-----------|--------------|
| 2025 – 7B | \$114,065.36 |
| 2025 – 8A | \$ 29,683.21 |

Bills presented to the Board for pre-approval: Total - \$ 56,910.21 - See breakdown sheet.

VII. **TREASURER REPORT:** The Profit and Loss and the Balance Sheet were reviewed. J. Diehl made a motion to approve the reports, P. Carey seconded, no one opposed, the motion was passed and carried.

VIII. **NEXT MEETING:** The next meeting will be held on Monday, September 8, 2025, at 6:00 p.m.

X. **ADJOURNMENT:** Adjourned at 6:45 p.m. - Motion by J. Diehl

Lisa Schick,  
Secretary to Treasurer

W. Hughson,  
Chairman