



VIA EMAIL

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FROM: Natasha Terrell, HR Manager, Staffing, Human Resources Division **NATASHA TERRELL**
Digitally signed by NATASHA TERRELL
Date: 2023.11.01
15:32:10 -04'00'

DATE: November 1, 2023

RE: Executive Professional Search Services - Request for Expression of Interest

As a firm in Broward County's Executive Search Resource Library, we are soliciting your firm's interest in conducting the following Executive Search:

Executive Director of Solid Waste Authority

- Salary Range: To Be Determined
- Essential Duties (attached)

All-Inclusive Fee

\$ 21,500

If your firm is interested in conducting the above listed search, please express your interest by inserting your proposed **All-Inclusive Fee** as stated in the Agreement in the space provided above.

In addition, **please attach a list of the most recent relevant searches (include the date of each search listed)** conducted by your firm. This information will be considered along with the proposed fee and any other relevant information to determine the firm that meets the best interests of Broward County for this search.

To be considered for the above search, **the requested information must be received via email by 5:00pm EST on Monday, November 6, 2023, 2023 via email.** If you do not submit the requested information or do not respond by the deadline, we will assume your firm is not interested in this search. For any questions or clarifications, please do not hesitate to contact me.

Natasha Terrell, HR Manager, Staffing
Human Resources Division
115 S. Andrews Avenue – Room 508
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FIRM: NEHER'S ASSOC SIGNATURE  DATE: 11/6/23

Representative Client List

Executive Recruitment Clients Served by Current Associates of Neher & Associates, LLC

ARIZONA

City of Flagstaff

- City Manager

City of Phoenix

- Prequalified Vendor

Health Partners of Southern Arizona

- Director of Senior Services

Maricopa County

- Hospital Director/CEO

Summit Health

- Regional Director of Managed Care

CALIFORNIA

AC Transit

- General Manager

Alameda County

- Assistant Agency Director-Welfare to Work

Bay Area Rapid Transit

- Personnel Analysts (2)
- Manager of Labor Relations

California Pacific Medical Center Research Institute

- Director of Business Services (partial)
- Grants Administrator

California Special Olympics

- Executive Director (2)

Contra Costa County

- Director of Environmental Health
- Assistant Director of Health Services/Mental Health Director
- Director, Substance Abuse Programs
- Assistant County Administrative Officer-Director of Human Resources
- Director of Health Services
- Chief Executive Officer (CEO), Contra Costa Regional Medical Center

- Assistant Director of Health Services/Behavioral Health Services Director

City of Los Angeles

- Director of Telecommunications, Department of Water and Power

City of Modesto

- City Auditor

City of Montebello

- Director of Parks and Recreation (partial)

City of Oakland

- Finance Director
- Director, Office of Corporate Information Services
- Library Director
- Master Preferred Provider Contract
- Chief Information Officer

City of Palmdale

- Assistant City Manager
- Public Works Director

City of Pasadena

- Director of Capital Projects
- MIS Administrator (2)
- Director of Public Health

City of Richmond

- City Manager
- City Attorney
- Assistant City Manager- Director of Human Resources
- Executive Director, Housing Authority
- Assistant City Manager
- Planning Manager/Director
- Community and Economic Development Director
- Deputy Director/Budget and Financial Services

City of San Diego

- Executive Vice President/CEO, San Diego Data Processing Corporation
- Director Consulting Services, San Diego Data Processing Corporation
- Director of Marketing, San Diego Data Processing Corporation
- Director, Corporate Administration, San Diego Data Processing Corporation
- Executive Director, Housing Authority

City & County of San Francisco

- Executive Director, San Francisco Housing Authority
- Medical Director, Laguna Hospital & Rehabilitation Center
- Preferred Vendor Master Contract

City of San Jose

- Director of Negotiations

City of Torrance

- Theater Manager
- Director of Information Systems

City of Turlock

- City Manager (2)

East Bay Municipal Utility District

- General Manager
- Chief Engineer
- Assistant Chief Engineer, Planning
- Manager of Employment

El Dorado County Emergency Services Authority – JPA

- Executive Director

Kern County

- Director of Human Services
- Director, Department of Human Services

Los Angeles County

- Chief Medical Examiner-Coroner
- Director, Office of the Coroner
- Medical Director, County Health Services
- Associate Medical Director, Harbor UCLA
- Director/Medical Director of Family Practice, Harbor UCLA
- Chief, Alcohol & Drug Program
- Chief Clinics Administrator, LAC + USC Healthcare Network

Los Angeles Superior Court

- Executive Officer

Marin County

- Chief Operations Officer (COO), Health & Human Services Department
- Chief Strategy Officer (CSO), Health & Human Services Department

Marin Sonoma Mosquito and Vector Control District

- District Manager

Marina Coast Water District

- General Manager

Merced County Association of Governments

- **Regional Waste Management Authority Director**

Metropolitan Water District of Southern California

- Assistant Director of Information Systems
- Manager of User Services

Microelectronic Packaging Corp

- Vice President/Director, Government Systems (partial)

Molina Medical Centers/American Family Care

- Vice President for Medical Affairs/ Corporate Medical Director
- Associate Medical Director for Quality Resource Management

Monterey County

- Chief Executive Officer/Administrator, Natividad Medical Center
- Chief Operating Officer, Natividad Medical Center
- Chief Financial Officer, Natividad Medical Center
- Director of Public Works

Monterey Peninsula Water Management District

- General Manager

Napa County

- Health & Human Services Agency (HHS) Deputy Director-Quality Management/Compliance Officer

Paracelsus Healthcare Corporation

- Director/Manager of Development & Managed Care Contracting

Port of Oakland

- Manager, Planning and Compliance
- MIS Director
- Manager of Financial Planning & Analysis

Project Open Hand

- Chief Operations Officer/CEO
- Chief Development Officer
- Comptroller
- Director of Volunteers

Qualcomm Incorporated

- Vice President, Government Systems (partial)

Queen of the Valley & St. Helena Hospitals

- Executive Director, Hospice of the Napa Valley

Riverside County

- Hospital Administrator/CEO, Riverside County Regional Medical Center

Sacramento County

- Director, Medical Systems Agency

- County Health Officer (partial)
- Director of Health Services
- Director of Personnel Services

Sacramento Housing & Redevelopment Agency (SHRA)

- Assistant Director for Public Housing
- Chief Financial Officer
- Finance Manager
- Director of Property Management

San Diego Gas & Electric Company

- Financial Analyst Planner & Associate (partial)

San Mateo County

- Employee Relations Manager

San Joaquin County

- Executive Director, Housing Authority of San Joaquin County
- Assistant Director, Department of General Services
- Parks Administrator/Director

Santa Clara County Housing Authority

- Housing Policy Manager (partial)

Santa Clara Valley Water District

- Director of Ethics and Corporate Governance
- Assistant Operating Officer – Water Supply Services

Sequoia Institute

- Director (President)
- Chief Financial Officer

Solano County

- Director, Health and Social Services

Stanislaus County

- Chief Information Officer
- Director of MIS
- Deputy Director of Public Works
- Managing Director, Health Services Agency

Summit Health

- Regional Director, Managed Care

Tuolumne Utilities District

- General Manager

University of California System

- Executive Director Tobacco Related Disease Program

University of California, Los Angeles

- System/Network Manager, School of Medicine – Laboratory of Nuclear Medicine
- Medical Center, Assistant Director of Materials Management/ Purchasing
- Executive Director, UniCamp

University of California, San Francisco

- Associate Vice Chancellor for University Advancement & Planning

University of California, San Diego

- Director of Capital Planning & Budget

Ventura County

- Director of Behavioral Health Services
- Deputy County Executive Officer for Risk Management

Yolo County

- Assistant Chief Financial Officer

CONNECTICUT

City of Hartford

- City Manager

DELAWARE

City of Dover

- City Manager

FLORIDA

Broward County

- Deputy Director Aviation Planning and Construction
- Deputy Director Aviation Administration/Operations (partial)
- Chief Financial Officer/Director of Finance & Administrative Services
- Assistant Director (Operations Director) of Animal Care and Adoption
- Nursing Director Broward Addiction Recovery Center (BARC)

Columbia/HCA

- MSO Executive Director

Miami-Dade County

- Director, Housing Agency
- Assistant Director, General Services Administration

Health Management Associates

- Reimbursement Consultant

Our Kids of Miami-Dade/Monroe, Inc.

- President (partial)

Palm Beach County

- County Engineer

Paragon Foundation

- President

Saint Leo University

- Associate Vice President of Finance

ILLINOIS

City of Crystal Lake

- City Manager

City of Naperville

- City Manager

DMG-MAXIMUS

- Consultant H.R. Midwest Practice

State of Illinois

- Deputy Director, Department of Public Health

Village of Oak Park

- Village Manager (partial)

KANSAS

City of Wichita

- Director of Parks & Recreation

KENTUCKY

Baptist Health Care System

- Vice President of Managed Care & System Chief Operating Officer

LOUISIANA

Elmwood Medical Center

- Director of Managed Care

MD Healthshares

- Vice President of Marketing and Sales

MASSACHUSETTS

Commonwealth of Massachusetts

- Inspector General

MICHIGAN

County of Kalamazoo

- County Administrator and Controller

Lansing Community College

- Vice President of Academic Affairs (partial)

MINNESOTA

City of Minneapolis

- Equipment Services Director/Superintendent – Public Works

MISSOURI

City of St. Charles

- City Manager
- Public Works Director

Maryland Height Fire Protection District

- Fire Chief

NEBRASKA

Alegent Health

- Financial Analyst – Regional Hospital

NEVADA

Health Access Washoe County

- Executive Director/CEO
- Finance Director (partial)

NEW HAMPSHIRE

City of Dover

- City Manager

NEW JERSEY

PHP Healthcare Corporation – Pinnacle Health Enterprises

- Chief Financial Officer

NEW YORK

City of Watertown

- Chief of Police (partial)

Village of Ossining

- Village Manager

OHIO

City of Brunswick

- City Manager
- City Manager/Safety Director

City of Cincinnati

- Finance Director
- Budget & Evaluation Manager
- Executive Director, Citizens Complaint Commission – Police

County of Summit

- Director of Offender Services

OKLAHOMA

Oklahoma State Department of Human Services

- Director (Chief Executive Officer)

Oklahoma State Department of Career and Technology Education

- State Director

OREGON

City of Eugene

- City Manager

Lane Council of Governments

- Executive Director

Lane County

- Public Health Director/Manager
- Community Health Centers Director/Manager

Multnomah County

- Health Department Director (partial)

State of Oregon

- CFO/Controller, Department of Human Services
- Director of Addictions & Mental Health
- Public Health Director

PENNSYLVANIA

City of Reading

- Managing Director/Chief Administrative Officer
- Deputy Director, Community Development
- Fire Chief/Department of Fire & Rescue Services

Radnor Township

- Police Superintendent (partial)
- Police Lieutenant Assessment Center

Reading Regional Airport

- Executive Director

TENNESSEE

Metropolitan Government of Nashville & Davidson County

- Public Works Director
- Director of Pavement Management
- Transportation Manager
- Public Health Officer/Director

Paracelsus Health Care Corporation

- Hospital Administrator/CEO

Plateau Mental Health Center

- Director of Medical Services
- Psychiatrist

TEXAS

City of Corpus Christi

- Director of Public Health

City of San Antonio Water System

- Vice President, Human Resources

The Woodlands Community Services Corporation

- President & General Manager

VIRGINIA

Bon Secours Health System

- CBO Executive & Vice President Patient Financial Services

City of Alexandria

- Director of Human Services
- Chief Social Worker Supervisor
- Assistant City Manager
- Director Department of Human Services
- City Architect Deputy Director, Department of Real Estate Assessment

MAXIMUS

- Director, Children & Family Services
- Senior Manager, Fleet & Operations Management
- Director, Program Finance, St. Louis Airport – UNISON

City of Richmond

- Deputy City Manager, Administration
- Deputy City Manager, Operations
- Director of Finance
- Director of Economic Development
- Director of Budget & Strategic Planning
- Director of Public Utilities
- Deputy Director of Public Utilities/Operations
- Building Commissioner

Valley Community Services Board

- Executive Director/Chief Executive Officer

WASHINGTON, DC

National Association of Housing Redevelopment Officials (NAHRO)

- Executive Director

WASHINGTON STATE

City of Seattle

- Chief Technology Officer
- Seattle Center Director

City of Tacoma

- Division Manager, Administration – Public Works
- Division Manager, Engineering – Public Works
- Division Manager, Streets & Grounds – Public Works
- Division Manager, Facilities Management – Public Works
- Division Manager, Sewer Maintenance – Public Works

King County

- Director/Public Health Officer, Seattle-King County Public Health
- Classification and Compensation Manager
- Chief of Staff, King County Council
- Director Community Health Services, Seattle-King County Public Health
- Deputy Chief Information Technology Officer
- Director of Customer Support Services
- Regional Animal Services Manager/Director
- Preferred Vendor/Executive Search Consultant Pool

Renton Housing Authority

- Finance Director

WISCONSIN
County of Barron
• County Administrator

**Neher &
Associates®**

**Merced County Association
of Governments, CA**
Regional Waste Management Authority
Director



Merced County Association of Governments

Formed through a Joint Powers Agreement (JPA) signed by member jurisdictions in 1967, the Merced County Association of Governments (MCAG) serves as the Metropolitan Planning Organization, Regional Transportation Planning Agency and Local Transportation Authority for Merced County as well as administers several other JPAs including the Transit Powers Authority for the County, Yosemite Regional Transportation System, and the Merced County Regional Waste Management Authority (RWA).

The MCAG is an association of city and county governments that serves a general population of about 285,000. Located in the heart of the San Joaquin Valley (also known as the Central Valley) of California and known for warm pleasant year-round temperatures and friendly communities, the County has excellent school systems and education including Merced College and the University of California - Merced. County and City municipalities are a major source of employment along with agricultural related industries, retail, manufacturing, food processing and tourism. It is also about two hours or less to San Francisco, Monterey, Lake Tahoe, and Yosemite National Park. MCAG is comprised of seven-member agencies including six cities (Atwater, Dos Palos, Gustine, Livingston, Los Banos and Merced) and the County of Merced.

The eleven (11) member Governing Board includes an elected Supervisor from each of the five County Districts and an elected official from each of the six incorporated Cities (see above) in Merced County. MCAG's Governing Board also serves as the governing body for the JPAs it administers including RWA.

The Governing Board appoints an Executive Director to MCAG who is responsible for the day-to-day management of the agency and the JPAs it administers. The RWA Director is hired by and reports directly to the MCAG Executive Director, along with the other members of the MCAG executive management team - Deputy Executive Director/CFO, Transit Manager, Procurement Manager, Public Affairs Manager, Director of Transportation Planning and Programming, and HR & Risk Management Manager.

The Association of Governments - MCAG prides itself on being a place where cities and the county come together as equal partners to solve problems that can only be accomplished best by working together.

Regional Waste Management Authority (RWA)

The RWA is a JPA that is staffed and administered by MCAG. The RWA owns and operates the two (2) regional landfills within Merced County and administers integrated waste management contracts and grants on behalf of the seven member jurisdictions. The 11- member Merced County Regional Waste Management Authority Governing Board (MCAG Governing Board) also provide overview. There is also an Integrated Waste Management Local Task Force that provides recommendations and comments to the Merced County Regional Management Authority Board and often addresses the development of, and revisions to, the Authority's Countywide Integrated Management Plan.

In addition to the landfill operations, RWA composts on-site, coordinates recyclables transport and processing, and manages a number of material diversion programs in partnership with CalRecycle. RWA is currently in the process of determining the regional solution for organics diversion as required for compliance with SB 1383. RWA does not provide waste collection or hauling services.

Neither the MCAG nor the RWA are unionized. More details on these programs/services and the overall RWA is available at:

www.mcrwma.org/159/about-us

The day-to-day management of the RWA is the responsibility of the RWA Director who is appointed by the Executive Director of the Merced County Association of Governments.

Regional Waste Management Authority Director

The RWA Director reports to and is under the general direction of the MCAG Executive Director, and is responsible to plan, assign, coordinate, direct, and supervise the RWA including the two current landfills and perform other work as required such as coordination of regional waste management disposal and diversion programs, resources recovery, contract development and administration and other integrated waste management programs.

Within the scope of these duties there are currently approximately 46 employees and five (5) key management staff reporting to the Director. Key management reports include Accounting Manager, Environmental Resource Manager, Operations Manager, Landfill Project Manager, and Diversion Program Manager. Additional MCAG support staff are also allocated to assist with Human Resources, and Public Information.





The budget for the RWA for FY 2022/23 is approximately \$16.33 million. There is also a sizeable Capital Improvement Projects budget for FY 2022/23 of about \$32.9 million for which the RWA Director will have oversight (includes more than just waste management).

Some of the key responsibilities/duties of the Director include:

- Plans, assigns, coordinates, directs, trains, evaluates, and supervises the work of RWA-assigned personnel.
- Responsible for developing and administering the RWA budget in coordination with MCAG's Finance Director.
- Represents the RWA in meetings with the Board of Directors, Technical Review Board, Local Task Force, member jurisdictions, agencies, contractors, and the public.
- In coordination with MCAG administration, develops and implements RWA policies and procedures.
- Makes recommendations on disposal fees and programs for RWA.
- Provides planning for implementation and compliance with State Regulators dealing with waste management and disposal.
- Prepares, develops, and administers grants and contract projects.
- Analyzes and resolves questions and problems concerning waste management operations.
- Directs the various environmental monitoring activities.
- Answers and responds to complaints, accidents, emergencies, and other developments.
- Prepares reports for submission to the Federal and State governments as needed.
- Performs related work as assigned.

The successful candidate will be someone who is collegial, works easily with teams to accomplish needed tasks, is open to different opinions, yet is also comfortable making decisions. This candidate should also have significant experience in landfill operations and waste management.

The Candidate

Education and Experience

- Five (5) years of increasingly responsible work in developing, implementing, or managing a waste management operation or closely related organization, authority, department, or activity. Two (2) years of the required experience must have been in a supervisory or administrative/management capacity.

- Education should be equivalent to graduation from a four (4) year college in business administration, engineering, or related field. Additional qualifying experience may be substituted for the required education on a year for year basis.

An advanced degree in public administration, business administration, engineering, or environmental science is desirable, but not required.

Knowledge, Skills, and Abilities

The successful candidate will be someone who enjoys a challenge, is articulate, and a strong yet inclusive leader. She/he should also be credible with staff and the community, be approachable and comfortable in a diverse, complex organization, as well as interact well with Board and Advisory members, colleagues, and a broad range of stakeholders and community in a professional and collegial manner.

The person should be forward thinking, a good strategic planner who is people friendly, communicates well verbally and in written form, and is comfortable in expressing his or her opinion and providing and receiving professional advice when needed. They also should be able to analyze data, interpret policies, procedures, and regulations, develop appropriate conclusions, and prepare reports, as well as meet deadlines under occasionally stressful conditions including completion of multiple priority projects with sometimes conflicting deadlines.

This individual should also be able to maintain confidential information in accordance with legal standards and/or RWA regulations; make presentations to the Technical Review Board, Board of Directors, the Local Task Force, and other groups; and establish and maintain effective, cooperative working relationships with member jurisdictions, employees, governing and regulatory bodies and the public.

The person selected should enjoy and understand the complexities involved in waste management and public service including the ability to interpret and apply laws, regulations and policies relating to waste management, and effectively monitor and administer professional services contracts, consultants, and major capital improvement projects. She/he should be an advocate for quality service and accountability, be able to approach challenges and situations with professionalism, confidence, flexibility, integrity, and a positive outlook.

Compensation

The salary range for this position is currently \$118,477 to \$156,787 plus excellent benefits and will be based upon the knowledge and experience of the individual selected.

The MCAG's comprehensive benefits for this position include:

- Retirement: 100 % Employer paid 401a – 15% of base salary
- Medical/Dental/Vision – 100% Employer paid for employee and qualified dependents (medical plan reimbursement program may apply if opting out).
- There is a \$200 per month surcharge for spouses or registered domestic partners on a medical plan who has access to medical benefits through their employer. There is no surcharge for dependent children on a medical plan or a spouse without access to benefits through their employer.
- MCAG does not participate in FICA/Social Security which increases take home pay by approximately 6%.
- Accrual of up to 12 days of sick leave per year.
- Standard Vacation leave accruals for:
 - 1-3 years of employment two weeks (10 days)
 - 4-9 years of employment three weeks (15 days) and 10+ years is 4 weeks (20 days)
 - Department Managers/Directors, however, receive/start at 20 vacation days per year plus additional management Leave of 80 hours
- 12 paid holidays
- One floating holiday
- Short-term & long-term disability (100% paid for by MCAG)
- Employee Assistance Programs
- Alternative Mode Commute Incentive
- Annual Performance Review with the potential for a merit increase

Additional Optional Benefits (at employee’s cost):

- 457 – Deferred Compensation plan (Nationwide)
- Section 125 FSA – for unreimbursed medical, medical premiums and childcare
- Available buy-up option for medical and vision plans
- Lincoln Financial Group voluntary life insurance options
- Colonial insurance options
- New York Life Whole Life Insurance options

A copy of this brochure is also available at the Neher & Associates webpage:

www.executivesearchneher.com

Additional information is also available at the MCAG webpage:

www.mcagov.org

How to Apply

If you are interested in this outstanding opportunity, please submit a detailed resume/letter of interest as soon as possible to:

Robert Neher, President or
Raymond Massie, Vice President

Neher & Associates, LLC

3790 Millerton Place, Suite 100

West Sacramento, CA 95691

916-443-2421 Phone

916-443-5949 Fax

robertneher@executivesearchneher.com

e-mail submission preferred or applications can also be accepted at the Neher & Associates website noted above.

Should you have any questions with regard to your own interest, or a recommendation of a colleague, please contact us at the numbers above. **The position will be open until filled.**

(Leading candidates may, however, likely be reviewed in mid to late October 2022 with possible interviews with the MCAG in late October to early November.)

MCAG is An Equal Opportunity/ADA Employer

