



November 6, 2023

Ms. Natasha Terrell
Human Resources Manager, Staffing
Human Resources Division
Broward County
115 S. Andres Avenue – Room 508
Fort Lauderdale, FL 33301

Dear Ms. Terrell:

Thank you for the opportunity to provide you with a proposal for the Executive Director of Solid Waste recruitment and selection process for Broward County, Florida. GovHR USA (“GovHR”) prides itself on a personal approach to executive recruitment and selection. We will take the time to learn about your unique circumstances before starting this engagement and collaboratively develop a plan of action tailored to your specific needs before employing our significant resources to reach a successful conclusion.

GovHR has conducted numerous recruitments in the field of public works. A list of our Public Works recruitments is included as an attachment and our full client list can be viewed at GovHRusa.com. GovHR Vice President, James Dinneen is located in Florida and is available to conduct the Executive Director of Solid Waste recruitment for Broward County. Mr. Dinneen is the former County Manager for Volusia County, Florida and has an extensive background in Public Works, including being a Department Director of Solid Waste.

Please contact Laurie Pederson, Senior Vice President for Operations & Client Services, 847-380-3240, if you have questions regarding our submission or need additional information. We look forward to hearing from you and hope to have the opportunity to work with you on this important recruitment.

Sincerely,

A handwritten signature in black ink that reads 'Judith M. Schmittgens'.

Judith Schmittgens
Corporate Secretary and Compliance Manager



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

\$ 24,500.00

*Does not include consultant travel. Recruitment conducted virtually unless travel is requested.

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
Fort Lauderdale, FL 33301
Telephone: (954) 357-6298
Email: NTerrell@Broward.org

FIRM: GovHR USA SIGNATURE Judith M. Schmittgens DATE: 11/6/2023

Executive Director of Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County

The Solid Waste Authority

The purpose of the Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County (Solid Waste Authority) is to develop and implement a long-term, environmentally sustainable, transparent, innovative, and economically efficient plan and approach to disposal, reduction, recycling, and reuse of waste generated in Broward County.

The Solid Waste Authority will be overseen and managed by a Governing Board, Executive Committee, and the Executive Director. The Executive Committee may appoint or remove the Executive Director by majority vote.

The Position

The Executive Director must be an employee of the Solid Waste Authority and while serving as Executive Director, must not be: (a) employed by any Party; (b) serving on the elected body of any Party; or (c) contracted to consult for or lobby on behalf of any Party.

The Executive Director serves as the chief executive officer of the Solid Waste Authority, is responsible for the operation of the Authority in accordance with the policies and decisions of the Governing Board and the Executive Committee, and, among such other duties as authorized by those policies and decisions, has the following specific duties and responsibilities:

Hire and manage a chief sustainability officer for the Authority or other such employee with similar responsibilities regardless of title.

Hire and manage other such employees as authorized by the Governing Board through its approval of the annual budget as being necessary for the operation of the Authority.

Oversee all personnel issues with employees of the Authority, including setting salaries and benefits, annual reviews, discipline, and termination.

Solid Waste Disposal and Recyclable Materials Processing Authority Page 21 of 37

Serve as registered agent for all service of process on the Authority and execute documents on the Authority's behalf as authorized by the Governing Board.

Provide recommendations, assistance, and support as necessary for the Governing Board's adoption of a Master Plan.

Provide recommendations, assistance, and support as necessary for the Executive Committee's approvals of operational policies for the Authority and the annual plan of operations for the Authority.



JAMES DINNEEN



James Dinneen’s career spans over 43 years in the public sector which includes 23 plus years as a City or County Manager, the last 12 years managing in Florida. In addition, he has over 26 years in executive leadership roles in Public Works, Solid Waste, Transportation, Budgeting, and Planning.

In 2006, he became the County Manager of Volusia County, Florida, where he successfully provided crucial leadership until his retirement in 2018. He was tasked to restructure for greater efficiency an organization of 4,000 employees. This reorganization became even more critical and complicated as the U.S. economy entered the Great Recession of 2007-2014. During his tenure of 12 years, he accomplished the following: Implemented major tax reductions starting in 2007 while ensuring service stability saving citizens of over \$200 million while reducing the workforce by 500 full time positions. Developed and implemented a plan known as “Go to Zero” that achieved zero debt in the General Fund in 2018, completed the consolidation of emergency dispatch services county-wide and managed over \$500 million in infrastructure construction. Implemented a county-wide emergency transport system (EVAC), developed a county diversity, equity and inclusion (DEI) strategic masterplan, implemented a Green Volusia program, developed a county dynamic masterplan which won a 2018 NACO award.

Prior to his career in Florida, Mr. Dinneen spent 18 years in Dayton, Ohio where he advanced from Planner to Deputy Public Works/Director of Operations, he became the Director of Montgomery County Ohio’s Department of Solid Waste and Public Works. In 1995, he was promoted to Assistant County Administrator and was responsible for numerous management reorganizations and projects, such as the successful public/private partnership named Riverscape including \$23 million worth of public infrastructure creating a regional interactive theme park. Development of a criminal justice and administrative services master plan including a new \$30 million juvenile detention center and the implementation of a county wide facility reinvestment and capital depreciation program.

In 2002, Mr. Dinneen was recruited back to the City of Dayton, Ohio as its City Manager to streamline the organization and prevent a looming fiscal crisis. During this time he did the following: brought Dayton’s budget under control by aggressive actions that erased a year end deficit of \$12 million by eliminating 345 positions, reducing overtime and restricted future hiring. Developed 5 housing and urban redevelopment initiatives defining a new strategy around community anchors, introduced a new Community Oriented Policing Enforcement Program (COPE), exercised leadership in collaboration with regional partners in implementing County-wide dispatching, combining SWAT teams, and emergency management services.

Over the course of his long career, Mr. Dinneen has developed in-depth professional expertise in the following skill areas: Community Engagement, Personnel Management, Budgetary/Fiscal Management, Labor Relations/Negotiations, Reorganizations, DEI initiatives, Economic Development, Construction/Capital Project Management, and Strategic Planning.

PROFESSIONAL EDUCATION

- Master of Arts in Public Administration, University of Dayton, OH
- Master of Arts in Urban and Regional Planning, Virginia Tech University, VA
- Bachelor of Arts in Anthropology, University of Dayton, OH
- Graduate of Senior Executive Program, John F. Kennedy School of Government, Harvard University, MA

MEMBERSHIPS AND AFFILIATIONS

- International City-County Management Association, Member
- Team Volusia Economic Development Corporation, Member
- Halifax Urban Ministries, Board Member

PROFESSIONAL BACKGROUND

Over 42 Years as a Local Government Management Professional

- County Manager, Volusia County, FL 2006-2018
- City Manager, Dayton, OH 2002-2006
- Montgomery County, OH
 - Assistant County Administrator 1995-2002
 - Director Department of Solid Waste 1992-1995
- City of Dayton, OH
 - Deputy Director of Public Works 1985-1992
 - Superintendent of Fleet Management 1982-1985
 - Senior Budget Analyst 1978-1982
 - Department of Planning 1975-1978





Public Works Client List 2016 to Present

<i>State</i>	<i>Client</i>	<i>Position Title</i>	<i>Year</i>	<i>Population</i>
Alabama	Decatur	Landfill/Recycling Director (Professional Outreach)	2019	54,844
Alaska	Soldotna	Utility Manager	2021	4,163
Arkansas	Bella Vista	Assistant Street Superintendent (Professional Outreach)	2022	29,475
California	San Jose	Division Manager-Airport Capital Improvement Planning-Public Works	2023	1,025,000
Colorado	Commerce City	Director of Public Works	2018	53,969
	Fort Collins	Deputy Director - Light & Power Operations (Professional Outreach)	2022	165,080
	Fort Collins	Project Manager - Halligan Water Supply (Professional Outreach)	2022	165,080
	Fort Collins	Senior Specialist, Floodplain Management (Professional Outreach)	2023	165,080
	Longmont	Safety and Training Manager (Professional Outreach)	2023	100,758
	San Miguel County	Director of Road and Bridge Department	2016	7,678
Connecticut	South Norwalk Electric & Water	General Manager/CEO	2020	Multi
Florida	Largo	Director of Public Works	2018	82,244
	Orlando	Public Works Director	2022	307,573
	Tampa Bay Water	Chief Science Officer	2021	Multi
Illinois	Barrington	Director of Public Works	2022	10,455
	Brookfield	Director of Public Works	2017	19,500
	Cary	Director of Public Works and Engineering	2023	17,840
	Charleston	Assistant Public Works Director (Professional Outreach)	2023	20,141
	Crest Hill	Director of Public Works (Virtual)	2018	21,169
	Decatur	Director of Public Works (Professional Outreach)	2017	76,178
	East Dundee	Director of Public Works	2017	3,182
	Fox River Water Reclamation District	Executive Director	2022	Multi
	Freeport	Director of Public Works	2020	25,000
	Freeport	Public Works Director (Virtual)	2017	25,000
	Galesburg	Director of Public Works (Professional Outreach)	2023	33,706
	Glencoe	Public Works Director	2023	8,900
	Glenview	Assistant Director of Public Works	2016	47,475
	Gurnee	Assistant Director of Public Works/Village Engineer	2018	31,207
	Kane County	Construction Resident Engineer (Virtual)	2020	534,667
	Kane County	Project Manager/Traffic Safety Engineer (Virtual)	2020	534,667
	Kenilworth	Director of Public Works (Virtual)	2017	2,562
	La Grange	Director of Public Works	2021	15,610

	Lake County	Director of Public Works	2016	703,462
	Lake County	Director of Public Works	2023	703,462
	Lincolnwood	Director of Public Works	2016	12,590
	Lincolnwood	Director of Public Works	2023	12,590
	Litchfield	Streets Superintendent (Professional Outreach)	2017	6,877
	Moline	Director of Public Works	2021	43,100
	Morton Grove	Director of Public Works	2023	23,500
	Northwest Suburban Municipal Joint Action Water Agency	Executive Director	2022	Multi
	Northwest Water Commission	Executive Director (Virtual)	2022	Multi
	Olympia Fields	Director of Public Works (Professional Outreach)	2022	4,821
	Oregon	Public Works Director (Professional Outreach)	2022	3,660
	Plainfield	Director of Public Works	2022	41,734
	Solid Waste Agency of Northern Cook County	Executive Director	2021	Multi
	South Holland	Public Works Director	2020	22,030
	Vernon Hills	Director of Public Works/Engineer	2022	25,911
	Villa Park	Director of Public Works (Virtual)	2019	22,038
	Wauconda	Public Works Director	2021	14,125
	Waukegan	Water Plant Superintendent	2018	88,000
	West Chicago	Public Works Director	2021	27,221
	Westmont	Public Works Director	2022	24,767
	Wheeling	Public Works Director	2020	38,878
	Winnetka	Director of Public Works (Limited)	2023	12,417
	Winnetka	Public Works Director	2020	12,417
Indiana	Munster	Director of Public Works	2016	23,603
Iowa	Dubuque	Industrial Pretreatment Coordinator (Professional Outreach)	2023	59,700
	Dubuque	Water and Resource Recovery Center Director (Professional Outreach)	2023	59,700
Maryland	Hagerstown	Water and Wastewater Engineer (Professional Outreach)	2023	40,612
Massachusetts	Brookline	Public Works Commissioner	2020	58,732
Michigan	Battle Creek	Public Works Director	2022	52,721
	Ferndale	Director of Public Works	2021	20,428
	Grand Rapids	Utilities Director (Virtual)	2019	200,217
	Oakland County	Director of Public Service	2021	1,251,000
	Rochester	Director of Public Works	2021	13,017
	Saginaw-Midland Water	General Manager	2018	260,000
	Sault Ste. Marie	Director of Public Works (Virtual)	2019	13,631
Minnesota	Blaine	Assistant Director of Public Works	2021	67,939
	Blaine	Deputy Director of Public Works	2023	67,939
	Blaine	Director of Public Works	2022	67,939
	Burnsville	Public Works Director	2023	60,000
	Vadnais Heights	Public Works Director/City Engineer (Professional Outreach)	2023	13,080
	Woodbury	Public Works Director	2018	70,559

Mississippi	Jackson	Director of Public Works	2023	153,700
Missouri	Metropolitan St. Louis Sewer District	Executive Director/CEO	2023	Multi
	University City	Director of Public Works	2022	35,172
Montana	Bozeman	Water Treatment Plant Superintendent	2019	48,532
Nebraska	Nebraska City Utilities	Operations Superintendent	2023	7,200
North Carolina	Fayetteville	Assistant Public Services Director - Transportation (Professional Outreach)	2023	210,000
	Fayetteville	Capital Projects Program Manager (Limited)	2023	210,000
	Fayetteville	Director of Public Services	2018	210,000
	Fayetteville	Fleet Manager	2022	210,000
	Fayetteville	Solid Waste Manager (Professional Outreach)	2023	210,000
	Fayetteville	Stormwater Manager (Limited)	2023	210,000
	Fayetteville	Stormwater Manager/Assistant City Engineer	2020	210,000
	Fayetteville	Stormwater Project Manager	2020	210,000
	Fayetteville	Street and RoW Infrastructure Maintenance Manager (Professional Outreach)	2023	210,000
	Fayetteville	Water Resources Engineer (Professional Outreach)	2023	210,000
	Holly Springs	Director of Public Works	2021	42,000
Ohio	Cleveland Heights	Assistant Director of Public Works	2019	46,238
Pennsylvania	Lancaster	Director of Public Works	2019	61,564
	Lancaster	Senior Utility Project Manager	2019	61,564
	Lancaster	Water Utility Manager	2019	61,564
Virginia	Roanoke	Director of Public Works	2023	100,220
	Virginia Beach	Director of Public Works	2020	442,707
Wisconsin	Bellevue	Director of Public Works (Virtual)	2021	15,524
	Beloit (City)	Director of Public Works	2017	36,966
	Cottage Grove	Deputy Director of Public Works & Utilities (Professional Outreach)	2022	9,740
	Geneva Lake Environmental Agency	Director	2021	Multi
	Grand Chute	Director of Public Works	2018	22,000
	Oak Creek	Design Engineer (Professional Outreach)	2019	35,243
	Oak Creek	Neighborhood Preservation Officer (Virtual)	2021	35,243
	Port Washington	Water Utility Superintendent	2022	11,250
	Portage	Director of Public Works (Professional Outreach)	2021	10,500
	Portage	Utilities Manager (Professional Outreach)	2021	10,500
	Sister Bay	Director of Public Works (Professional Outreach)	2020	6,500
	Waukesha	Director of Public Works	2023	71,158
	Wauwatosa	Director of Public Works	2016	47,000