



SOLID WASTE DISPOSAL AND RECYCLING
AUTHORITY OF BROWARD COUNTY, FLORIDA

EXECUTIVE DIRECTOR



RECRUITMENT PORTFOLIO



February 9, 2024

Greg Ross
Chair
Solid Waste Disposal and Recycling Authority of Broward County
1 North University Drive Suite 400
Plantation, FL 33324

Dear Chairman Ross,

Thank you for the opportunity to assist the Solid Waste Disposal and Recycling Authority of Broward County in the recruitment and selection process for the Executive Director position. We had a successful outreach effort yielding 35 resumes from 13 states, including 21 from Florida. Enclosed is the GovHR USA recommendation of the candidates we believe are most suited to the position.

We look forward to reviewing the credentials for these candidates soon. At that time, we will provide you with additional information on the candidates, including comments from references and insights gained from candidate interviews.

It is critical that the information in these notebooks remain as confidential as allowed by Florida state laws. Candidates have applied in confidence for this position and early release of their identities could negatively impact their current employment.

Again, thank you for the opportunity to assist you in this important recruitment!

Best wishes,



James Dinneen
Vice President
GovHR USA, LLC

Solid Waste Disposal and Recycling Authority of Broward County
Executive Director

Recommended for Interview Consideration

Presented in Alphabetical Order

- Candidate 1.....John J. Bosch
Vice President (former)
Win Waste Innovations
Portsmouth, New Hampshire
- Candidate 2.....Jacob Diliberto
National Site Manager
Veolia North America
- Candidate 3.....Thomas C. Eriksen
Director of Operational Support (Former)
Covanta
Fort Myers, Florida
- Candidate 4.....Dale Henderson
Director
Polk County, Florida
- Candidate 5.....Gregory J. Kaminski
Director of Solid Waste and Recycling
Columbia County
Portage, Wisconsin
- Candidate 6.....Achaya Kelapanda
Deputy Director, Operations
Miami-Dade County
Miami, Florida
- Candidate 7.....Timothy Richards
Deputy Associate Director
Prince George's County
Upper Marlboro, Maryland
- Candidate 8.....Richard D. Salamon
City Manager (former)
City of Sunrise, Florida
- Candidate 9.....Todd Storti
Area Director Recycling Operations
WM – Northern California and Nevada
Oakland, California



**SOLID WASTE DISPOSAL AND RECYCLING
AUTHORITY EXECUTIVE DIRECTOR
BROWARD COUNTY, FLORIDA**



GovHR USA
GovTEMPSUSA

SOLID WASTE DISPOSAL AND RECYCLING AUTHORITY EXECUTIVE DIRECTOR BROWARD COUNTY, FLORIDA



The Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County, Florida (the Authority) is seeking an innovative, entrepreneurial leader to serve as its Executive Director. The Authority is an independent legal entity established by interlocal agreement to serve the County and member municipalities. Its purpose is to develop and implement a long-term Master Plan that is environmentally sustainable, transparent, innovative and economically efficient system for disposal, reduction, recycling and reuse of waste generated in Broward County.

The Executive Director will be an employee of the Authority, serving the Governing Board as directed by the Executive Committee. A successful candidate will bring a strong sense of mission to the development of a solid waste system that is innovative, technologically advanced, and environmentally guided to achieve reduced waste disposal. Experience in intergovernmental relations, with the ability to firmly and diplomatically present professional views, technical information, and broad analysis of policy issues is essential. As a strategic leader, the Executive Director must bring vision and a sense of the possible, grounded by experience, knowledge of the industry, and a record of accomplishment.

The Executive Director will be a full-time Authority employee and during such employment may not be employed by any other party, serve on an elected body, or consult for or lobby on behalf of any other party. The Authority is open to consideration of remote work and flexibility in schedule that is consistent with meeting the demands of a dynamic environment. The Authority members have set aggressive goals with high ambitions to advance change. The Executive Director must share this sense of purpose, urgency and commitment.



Recycle... Let's Keep Broward Beautiful!

*From sawgrass to seagrass,
an inclusive and resilient
community with a thriving
quality of life.*

This vision statement speaks to the natural gifts, community commitment, and forward vision that are the foundation for local government services in Broward County. As part of the south Florida metropolitan area, Broward is a hub for business and tourism. Over 13 million annual visitors join 2 million residents to enjoy world class beaches, sport fishing, golf courses, boating and water sports, and the natural beauty of parks and preserves. Residential options include a wide range of communities including exciting urban centers, resort life style communities, waterfront communities, and rural settings.

The Amerant Bank Arena offers top tier concerts, family entertainment and the excitement of professional hockey. Shopping and dining options range from the sophistication of the Las Olas district to the bargains of Sawgrass Mills and a diversity of local restaurants. A wide range of housing accommodations welcome newcomers including shoreline high rises, canal homes, golf and resort communities, and rural equestrian farms.

More than 150 companies have based regional headquarters and corporate offices in Broward County. Firms include DHL, AutoNation, Citrix Systems, Kaplan Higher Education, and Microsoft. Tourism remains the core of the local economy with Broward as a final destination and as the port for a thriving cruise industry. Economic diversification is increasingly evident with new and growing activity in manufacturing, finance, insurance, technology, avionics, film and television production.

With such a vision to the future that meets the demands of a dynamic economy and challenges of environmental responsibility, the County and local governments have been meeting for three years to address development of a new integrated solid waste management system.



AUTHORITY INTERLOCAL AGREEMENT OVERVIEW

An Interlocal Agreement among Broward County and municipalities in the county creates the legal basis for establishment of a Solid Waste Disposal and Recyclable Materials Processing Authority as an independent entity to serve all member jurisdictions. To date, 28 municipalities (of 31) and the County have signed the Agreement: Municipal governments include the cities of Coconut Creek, Cooper City, Coral Springs, Dania Beach, Deerfield Beach, Fort Lauderdale, Hollywood, Lauderdale Lakes, Lighthouse Point, Margate, Miramar, North Lauderdale, Oakland Park, Parkland, Plantation, Sunrise, Tamarac, Weston, West Park, Wilton Manors; towns of Davie, Hillsboro Beach, Lauderdale -by -the-Sea, Pembroke Park, Southwest Ranches; villages of Lazy Lake and Sea Ranch Lakes.

The Authority's mission is to provide waste disposal and recycling services for public benefit through a collaborative effort that is environmentally sustainable, reduces the waste stream, provides innovative strategies and economic efficiencies. To these purposes, the Interlocal Agreement calls for the development of a Master Plan to be adopted by members of the Authority to address strategic and operational planning purposes, and describe the Authority's operations in detail. The Authority will be responsible for the collective arrangement of infrastructure and facilities as defined in the Master Plan. This System of facilities will process Solid Waste, Recovered Materials and Recyclable Materials generated in any of the member jurisdictions. The accepted waste stream does not include hazardous materials or other waste deemed unacceptable in the Master Plan.

A Scope of Work for the Master Plan has been drafted for consultant selection. Upon issuance of a Notice to Proceed, the consultant will have 180 days to draft a Master Plan, with an additional 60 days for workshops and the addition of workshop comments to a final Master Plan.

AUTHORITY GOVERNANCE STRUCTURE

The Authority will be overseen and managed by a Governing Board, Executive Committee and the Executive Director. The Governing Board is comprised of representatives from each member government. The Executive Committee will be selected from the Governing Board members to include the County representative and 10 municipal representatives allocated by city populations. The Executive Director is the chief executive officer for the Authority. The Director will be appointed by and is answerable to the Governing Board and Executive Committee.

EXECUTIVE DIRECTOR GENERAL DUTIES

- Manage Authority facilities, infrastructure, services and programs as directed by the Governing Board policies and the Executive Committee.
- Manage the Master Plan for disposal, recycling, composting, recovery of the waste stream of the Authority members. The Executive Director will secure support as necessary from consultants to finalize, refine and administer the Master Plan.
- Hire staff as authorized by the Governing Board, to include a chief sustainability officer. Staff will report to the Executive Director who will be responsible for their direction, supervision, compensation, evaluation, discipline, and termination as appropriate.
- Oversee Master Plan implementation based on the priorities established by the Authority.
- Develop an annual revenue and expense budget for operation of the Authority and for operation of the System recommended in the Master Plan.
- Support adoption of the Master Plan by the Governing Board, providing recommendations, briefings, and assistance as necessary.
- Lead community engagement efforts to inform and involve officials, stakeholders and the public in development of the solid waste management system.
- Support approval of operational policies by the Executive Committee.
- Recommend an annual plan of operations for the Authority to the Executive Committee.
- Direct development of a revenue structure for operation of the Authority and the Master Plan system, to include rates, special assessments, revenue bonds.
- Identify external funding opportunities, make application and administer grants to implement projects or programs.
- Set goals and objectives for waste management operations, services and programs. Provide the Governing Board with regular progress reports and presentations as directed by the Board.
- Assess environmental sustainability and progress towards an aspirational goal of zero disposal based on metrics from operating data, benchmarks, surveys, and studies to measure quality and effectiveness of programs.
- Prepare annual performance goals and assessment of achievement for evaluation by the Executive Committee.
- Serve as registered agent for service of process and execute documents on behalf of the Authority as authorized.
- Perform additional duties and assume additional responsibilities as directed by the Governing Board and which are consistent with the provisions of the Authority governing documents.
- Remain in the exclusive employment of the Authority while serving as Executive Director, Serves as the key point of contact and resource for coordinated response to issues that may arise within the county as appropriate and proactively address potential issues.
- May not hold public office or office in a political party or organization.



QUALIFICATIONS

- Bachelor's Degree in public administration, business administration, environmental science, engineering, or related field. Advanced degree preferred.
- A minimum of five years experience in a senior management position in local government or a public agency with solid waste management responsibilities. Ten years experience preferred.
- Record of successful implementation of an integrated solid waste management plan which involved such elements as landfilling, recycling, composting, waste reduction, recovery and waste to energy components.
- Must possess a working knowledge of the policy, administrative and organizational relationships inherent in local government.
- Possess strong financial management abilities, including financial forecasting, revenue enhancement, capital improvement programming and budget development and control.
- Able to recognize the complexities, coordination and intergovernmental relations involved in coordination of an integrated solid waste management system.
- Able to articulate the mission of the Authority to appropriate local governments, the media and community groups and organizations, public and private partners.
- Highly adaptable administrator who can identify common interests in the development and implementation of an efficient, effective and environmentally responsible waste management system.
- Promotes strong, service oriented, customer relations.
- Knowledgeable of new technologies, strategies and opportunities for solid waste reduction, recycling and reuse. Able to think out of the box.
- Self-starter experienced in group dynamics. Able to take direction from multiple officials, discern common interests and priorities and develop approaches for common benefit.
- Have the experience, maturity, self-confidence and strength of professional connections to provide administrative insights and counsel to the Board of Directors and Executive Committee. Able to firmly and diplomatically present professional views, concerns, and implications of proposed actions under consideration while also committed to carry out ultimate decisions in a timely, professional and impartial manner.
- Follows an exemplary standard of professional ethics, integrity and personal behavior.
- Accessible to the Governing Board members, staff and partner service providers. Willing to work and attend meetings beyond standard office hours.
- Able to effectively negotiate, administer and enforce complex vendor agreements, energy contracts, local agreements and environmental permits.
- Experience with and strong commitment to waste reduction programs, composting, green initiatives, sustainability programs, using best practices and technologies.
- Able to prepare reports, presentations, and policy recommendations with clarity.
- Able to communicate orally and in writing to convey complex analysis and technical subjects clearly and concisely and in real time.
- Knowledgeable regarding financing and operating costs of an integrated solid waste management system.
- Able to provide vision and leadership in assisting the Executive Committee and Governing Board to identify, analyze and deliberate policy and program issues.
- Able to represent the Governing Board and Authority mission in a wide range of community forums.
- Able to build trusting relationships between elected officials and residents. Remain non-political and impartial in Board and Executive Committee interactions, sharing information equitably with members.
- Follows an exemplary standard of professional ethics, integrity and personal behavior.
- Diplomatic skills to develop positive and cooperative relationships among elected officials, attorneys, staff and consultants. Experienced in community engagement in a public stakeholder environment.
- Approaches the Authority work with an entrepreneurial spirit and sense of mission that reflects the community's commitment to best practices.
- Has a professional commitment to long term sustainability of solid waste management systems and pursues strategies with a goal zero waste disposal.



COMPENSATION

Total compensation to include salary and costs associated with benefits such as insurance, retirement contribution, and routine travel will be \$300,000 / year for initial two years of employment. After the initial two year period, compensation and benefits may be negotiated based on a record of success.

Paid holidays and vacation are negotiable. Travel for professional conferences is negotiable.

APPLICATION

Interested candidates should apply online @ www.GovHRjobs with a cover letter, resume and contact information for five professional references by February 2, 2024 Address to:

Jim Dinneen, Vice President and Executive Recruiter GovHR USA
630 Dundee Road, #225
Northbrook, IL 60062
Questions may be directed to Jim Dinneen at 386-846-2612.

Broward County is an Equal Opportunity Employer and complies with the Americans with Disabilities Act (ADA).



GovHR USA
GovTEMPS USA

EXECUTIVE RECRUITMENT

Solid Waste Disposal and Recycling Authority of Broward County, FL - Executive Director

Full List of Potential Candidates

	First Name	Last Name	Latest Company	City	State	Latest Job Title
1	Ricardo	Armand	Prevnan Solutions	melrose	MA	Principal
2	Micah	Blanks	Community Spring	Gainesville	FL	Fellowship Director
3	John	Bosch	Win Waste Innovations	Stamford	CT	Vice President - Connecticut, New York and New Jersey
4	Shawn	Boyle	FGUA (Florida Governmental Utility Authority)	Longwood	FL	CFO
5	Richard	Brackett	Remedial Construction Services-RECON	Sugar Land	TX	Program Manager Gulf Coast Operations
6	Josh	Brown	Birchwood Foods	Gainesville	GA	Director of Operations
7	Nadlie	Charles	Nana Cares Inc	Miami	FL	Founder/President
8	Ruben	Cruz	The Town of Jupiter Island	Tequesta	FL	Director of Planning, Zoning & Building
9	Ada	de la Vega	Sharecare	PEMBROKE PINES	FL	Director of Advocacy Center Operations
10	Jacob	Diliberto	Veolia	Chicago Il	IL	National Site Manager
11	James	Duke	Fifteen Group	Aventura	FL	Vice President of Construction and Development
12	Frantz	Dunel	Stericycle, Inc	Miami	FL	Senior Director, Maritime
13	Anna	Echeverry	Estate Planning and Probate firm	Miami	FL	Estate Planning Attorney
14	Thomas	Eriksen	Covanta	DORAL	FL	Director of Operational Support
15	Dale	Henderson	Polk County Division of Solid Waste and Recycling	Auburndale	FL	Director
16	Aneisha	Huggins	NYC Health + Hospital	Miami	FL	Director of Community Affairs
17	Adam	Hupach	Reaching Accessible Inclusive Sustainable Equity (RAISE)	unknown	KS	CEO
18	Thomas	Hutka	Broward County	Pompano Beach	FL	Public Works Director
19	Lynn	Jerome	New York Presbyterian Hospital	Coral Springs	FL	Director of Recycling Programs
20	Craig	Jeter	The City of Baltimore	Woodbridge	VA	Director, Solid Waste
21	Gregory	Kaminski	Columbia County	Oconomowoc	WI	Director of Solid Waste and Recycling
22	Achaya	Kelapanda	Miami-Dade County	Miami	FL	Deputy Director, Operations
23	Steven	Laguerre	City of Miami - Public Works Maintenance Operations, Transportation, & Resilience Department	Miramar	FL	Supervisor
24	francis	lepage	University Teluq	Quebec	QC	Director, Facilities, Project Services and Sustainability
25	Sergio	Murp	CSP City Consulting, Inc.	Miami	FL	Principal Land Use Consultant
26	Hamid	Nikvan	City of Cooper City, FL	Boca Raton	FL	Utilities Assistant Director
27	Johnson	O'dane	Amazon	Fort Lauderdale	FL	Operations Manager
28	Louis	Ogaard	Avangrid Renewables	Portland	OR	Program Manager - Environmental Controls
29	Andrew	Ospina	Coastal Waste & Recycling, Inc	West Palm Beach	FL	1st Yard (C&D and Vegetation)
30	Timothy	Richards	PRINCE GEORGE'S COUNTY	Newark	DE	Deputy Associate Director
31	Richard	Salamon	City of Sunrise, FL	Parkland	FL	City Manager
32	Todd	Storti	Waste Management - Northern California and Nevada	Livermore	CA	Area Director Recycling Operations
33	Jeffrey	Tart	South Florida Regional Planning Council	Wellington	FL	Economic Development Loan Officer
34	Remond	Wright	Baltimore County Government " Public Works & Transportation	baltimore	MD	Bureau of Solid Waste Management " Operations Manager
35	Mark	Yslas	Republic Services	Pearland	TX	Operations Manager " Landfill

Candidate 1

John J. Bosch

Contact Information

Address: 2 Harbor Point Road South
Stamford, Connecticut 06902

Cell: 303-514-6158

Email: johnbosch@live.com

Education

- Bachelor of Arts - Communications
State University of New York, Old Westbury, New York

Work History

2022 to 2023

Win Waste Innovations, Portsmouth, New Hampshire

Vice President – Connecticut, New York and New Jersey

2008 to 2022

GFL Environmental, Raleigh, North Carolina

Regional Vice President – Colorado and New Mexico

General Manager II – Denver, Colorado

Waste Innovations, Raleigh, North Carolina

General Manager II – Chesapeake, Virginia and Elizabeth City, North Carolina

General Manager – Morristown, Tennessee

General Manager – Myrtle Beach, South Carolina

Business Project Manager – Office of the CEO, Raleigh, North Carolina

2001 to 2007

NYC Transportation Authority – Bridges and Tunnels, New York, New York

Senior Director, Revenue Operations – Office of the CFO, Revenue Management

Data Summary:

Candidate:	John J. Bosch
Organization:	Win Waste Innovations, Portsmouth, New Hampshire
Position:	Vice President (former)
Organization Budget:	\$214 million
Total Number of Employees in Organization:	440
Expected Salary:	\$250,000
Reporting Relationship:	COO
Years of Experience:	23

Professional Affiliations:

- Solid Waste Association of North America
- National Water Resources Association

John J. Bosch

Regional Vice President

Personal Info

Phone:

303.514.6158

E-mail:

johnbosch@live.com

LinkedIn:

[Linkedin.com/in/john-j-bosch-a82b53a5](https://www.linkedin.com/in/john-j-bosch-a82b53a5)

Education:

State University of New York,
Old Westbury, New York -
Bachelor of Arts,
Communications, 1998

Skills

Safety Improvement

Financial Improvement

Employee Development

Team Building/ Culture
Focused

Effective Communicator &
Negotiator

Sales Growth & Customer/
Vendor Relations

Notable Achievements

Received three President
Awards with Waste Industries.
Most of any employee over 45
years.

Consistent and significant
reduction in safety incidents at
each supervised location(s).
Elimination of HR claims.

Facilitator for front line
leadership seminars while at
Waste Industries. Assigned to
mentor future GM's and
supervisors. Labeled by senior
leaders as the "fixer".

Significant improvement in
EBITDA at each location.

TN – 8% to 18%

CO – 14% to 32%

Highly motivated and enthusiastic executive with over twenty years of senior management experience. Proven track record of company loyalty and success in driving world class results in both safety, sales, operations and culture. Relocatable anywhere within the United States.

PROFESSIONAL EXPERIENCE

WIN WASTE INNOVATIONS, Portsmouth, NH December 2022 – August 2023
Vice President - Connecticut, New York and New Jersey

- Provide leadership for 16 locations and 374 employees throughout CT-NY-NJ.
- Manage the P&L responsibility of roughly \$204M in revenue.
- Developed safety programs that have resulted in world class results.
- Within six months, generated OPEX and labor savings in excess of \$1M.
- Achieved sustained productivity improvements of 15%.
- Improved morale and retention; Turnover ratio below 10%.
- Promote and facilitate leadership development for all employees.

GFL ENVIRONMENTAL, Raleigh, NC Sept 2008 – April 2022
Regional Vice President – Colorado and New Mexico

(Via acquisition of Waste Industries)

- Provide guidance and leadership to 440 employees (14 sites) within Colorado and New Mexico. Includes two MRF facilities totaling 630+ tons per day.
- Manage the P&L responsibility for over \$200M in revenue.
- Monitor budgetary performance, KPI's and provide weekly forecasting analysis.
- Develop M&A strategies and implement new opportunities for growth.
- Hands on sales approach; set goals, meet weekly and manage performance.
- Manage bids daily for National Accounts to increase/ sustain market share.
- Led the vehicle fleet PM compliance and safety lane programs with a 100% goal.
- World class work environment and culture; zero HR claims in 2020.
- Reduced the frequency of safety incidents by 50% in 2020.
- Increased EBITDA from 14% to 32% in 2020.

General Manager II – Denver, CO

- Assigned to reverse a high-level acquisition that was underperforming to expectations. Manage the P&L responsibility for over 84 million in revenue.
- Direct a collection operation of 216 employees and 114 on-route trucks.
- Lead a sales team comprised of a sales manager and seven account managers to improve sales performance.
- Supervise a maintenance team of 25 mechanics; Perform meetings to ensure PM's and safety compliance.

WASTE INDUSTRIES, INC., Raleigh, NC

General Manager II – Chesapeake, VA and Elizabeth City, NC

- Direct the day-to-day responsibilities of two collection and two transfer station facilities between Virginia and NC.
- Manage 10 supervisors, 6 sales account managers and 110 employees overall between both facilities.
- Create budgets and manage the P&L responsibility of over 30 million in revenue.
- Maintain a fleet of 61 collection vehicles and over 18 million in capital assets.

General Manager – Morristown, TN

- Assigned to reverse a mid-level facility that was not meeting performance expectations. Create budgets and manage the P&L responsibility.
- Reduced annual accidents from 56 to 1 in 2016 (received award for top performing branch overall and safety).
- Increased EBITDA to 18% from 8% in first year.
- Improved morale and received a 98% employee satisfaction rating after year one. Received GOLD standard acknowledgement from the President/ CEO.
- Received two Presidential Awards for outstanding safety and overall performance.

General Manager – Myrtle Beach, SC

- Responsible for managing a \$17 million per year trash collection operation that consists of a customer base of 44,000 residential service points and 6,400 commercial points spread throughout four counties in South Carolina. Manage a multi-shift maintenance team and ensure DOT, PM and safety lane compliance.

Business Project Manager – Office of the CEO, Raleigh, NC

- Designed and implemented enterprise solutions for the complete overhaul of the company's operating system at all 48 branches throughout the Southeast. Received the President's Award for project performance.
- Managed a staff of 5 process business specialists and provided 24-hour technical support.

NYC TRANSPORTATION AUTHORITY – BRIDGES AND TUNNELS, New York, NY

May 2001 – November 2007

Senior Director, Revenue Operations – Office of the CFO, Revenue Management

- Directed and planned the day-to-day operation of MTA Bridges and Tunnels (MTABT) Revenue Management Operations Division, responsible for the control of armored carrier transportation and processing of the Authority's annual \$440 million cash toll revenue stream. Supervised and evaluated the performance of two managers, four uniformed personnel, two analysts and 200+ contractor staff.
- Redesigned and supervised the MTABT Fiscal Control System, which established the chain of custody of manual revenue collections, the non-revenue shipping function and operations of the Joint Revenue Operations Center (JROC). By redesigning this system, the company saves millions in theft and miscellaneous losses while pinpointing irregular activity and procedural errors.

VOLUNTEER EXPERIENCE

- Hidden Brook Communications - Facilitator, Leadership Development
- K9 New Life – Animal Foster and Rescue
- Food on Foot – Support children in need of food and essentials
- Eggleston – Education for persons with disabilities
- 22 Kill – Suicide prevention - creating awareness on how PTSD impacts the lives of our military veterans

ACHIEVEMENTS, HONORS AND AWARDS

- 2020 – Highest regional EBITDA (32%) within the GFL U.S. footprint
- 2018 – Diamond Excellence Award
- 2017 – Diamond Excellence Award
- 2015 – President's Award (2 awards)
- 2015 – Selected to the Waste Industries Senior Leadership Seminar
- 2009 – President's Award
- 1998 – Professional Baseball Player
- 1997 – Certificate of Academic Excellence (Magna Cum Laude)

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

johnbosch@live.com

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

John

Last Name *

Bosch

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

n/a

Cell Phone: *

303-514-6158

Preferred Pronoun (ex. He/She/They etc.) Optional

he/ him

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

440

2. Total # of full time employees in your current or most recent department (if applicable): *

440

3. Total budget in your current or most recent overall organization (if applicable): *

214,000,000

4. Total budget of your department or areas of responsibility (if applicable): *

214,000,000

5. Who do you (or did you) report to? (position title only/no proper names): *

COO

6. Related professional affiliations:

SWANA (SC), NWRA (multiple states)

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 2

Jacob Diliberto

Contact Information

Address: 859 North Dearborn Street
Chicago, Illinois 60610

Cell: 630-338-6579

Email: jjdilib@gmail.com

Education

- Doctor of Philosophy – Economics and Public Policy
University of Birmingham, Birmingham, West Midlands, United Kingdom
- Bachelor of Science – Political Science
Illinois State University, Normal, Illinois

Work History

2023 to Present	<u>Veolia North America</u> National Site Manager
2022 to 2023	<u>State of Indiana Solid Waste Manager</u> Solid Waste General Manager at GFL
2021 to 2022	<u>Waste Management (NYSE), Indiana</u> District General Manager
2018 to 2019	<u>Republic Services (NYSE), Chicago, Illinois</u> Government Permit Director
2010 to 2017	<u>Center for International Policy, Washington, DC</u> Senior Government Contracting Consultant
2000 to 2004	<u>US Marine Corps, Chicago, Illinois</u> Operations Logistics Manager

Data Summary:

Candidate:	Jacob Diliberto
Organization:	Veolia North America
Position:	National Site Manager
Organization Budget:	\$60 billion
Department Budget:	\$177 million
Total Number of Employees in Organization:	60,000
Total Number of Employees in Department:	76
Expected Salary:	Negotiable
Reporting Relationship:	Senior Vice President
Years of Experience:	24

Professional Affiliations:

- Solid Waste Association of North America

JACOB DILIBERTO (Ph.D)

Chicago, IL
jkdilib@gmail.com

(630) 338-6579
www.linkedin.com/in/jakediliberto

SENIOR SOLID WASTE EXECUTIVE, HIGHLY EXPERIENCED in WASTE COLLECTIONS, POST COLLECTION FINANCE & DOT/EPA REGULATIONS

Candidate with 12 years Environmental Management experience. A highly trained SME in government contracting and Waste Management/Waste Streams. Demonstrated Waste hauling excellence as well: 2023 Operator of the Year at GFL Environmental.

A US Marine Corps veteran dedicated to fostering teamwork and delivering exceptional leadership. Strong communicator skilled in targeting and impacting complex, high-stakes business, and government decisions. Expertise in:

Waste Industry Operation Executive | Cross functional Leader | Financial/P&L Director

PROFESSIONAL EXPERIENCE

Veolia North America

2023-Present

National Site Manager

- National Customer Manager for the largest single customer (John Deere) and achieved success by lowering operational costs by over 1.37M in 6 months.
- Led revenue growth for the total waste branch, achieving additional 117M in new EBITA.
- Exclusive leadership over an internal team of 7, and an external team of 107 personal, while achieving 87% efficiency improvement in 6months.
- Strategized pricing for ongoing services, quoted customer services for out-of-scope/new projects and implemented new Hazardous Waste service offerings.
- Created Strategies for successful Clean Air Act Permit Program permitting and oversaw compliance for Illinois Administrative Code (IAC) Title 35, Parts 201 through 291.
- Implemented Continual Improvement Plans, achieving operational improvements, sustainability objectives, while maintaining 100% positive rating from the customer.
- Directed the customer transition adding 4 new John Deere locations into the Total Waste Management Program.
- Directed and oversaw 77 compliance audits for Clean Air Act under Chapter 40 of the Code of Federal Regulations (CFR) Part 70.

State of Indiana Solid Waste Manager

2022-2023

Solid Waste General Manager at GFL

- Field Executive for GFL Environmental in a Multi-state Region, directing 100M in in growth projects growing EBITDA by 37% over 18 months.
- Opened a brand new State-wide Regional Market for GFL, represented GFL in daily public media discussions and directing the GFL brand in the most visible waste contract in GFL history leading to GFL to gain the public endorsement by the second largest city in Indiana.

- Created Strategies for successful Clean Air Act Permit Program permitting and oversaw compliance for Illinois Administrative Code (IAC) Title 35, Parts 201 through 291.
- Directed the budget approval for several sites and the hiring of 590 new staff, including 6 maintenance facilities with 17 highly skilled A - level mechanics, and 7 post-collection sites.
- Directed the launch of the largest municipal contract within GFL with 100% accuracy and collection rate within 36 days of receiving the award.
- Acted as a coach and mentor to other GM's and field operations leaders while coaching and training workplace culture, DE&I initiatives, and recruitment and retention benchmarks.
- Directed GFL's post collection strategy by gaining swap agreements and the redirection of volumes to optimize profitability over 2 states and 9 BU's.
- Maintained knowledge of governmental regulations as applies to product distribution, including OSHA regulations, FMCSA, Worker's Compensation, HAZMAT handling, DOT, FAA, and NAFTA regulations.
- Presented multiple budget reviews to C-suite executives regarding financial operations skills (i.e., cost of operations, return on investment, budgets).

WASTE MANAGEMENT (NYSE) Indiana

2021 - 2022

District General Manager

- P&L Executive for 140 routes and acted as the key leader in determining and monitoring all department's key performance indicators (KPIs) and profitability across all lines of business. Used complicated financial skills including fundamental understanding of financial reports and proformas to support the development of pricing proposals and contract cost analysis.
- Hired, Separated, and indirectly supervised leaders and midline management. Overall, drove profitability and growth with over 150 direct reports, while developing and mentoring the entire business including sales directors, sales managers sales representatives, and implemented employee performance management program that resulted in an employee development program.
- Conducted weekly leadership meetings and provided area leadership with key metrics and data to continue to grow the business.
- Demonstrated Project management skills: establish objectives, timelines, and deadlines; action planning to meet deadlines; evaluating current and future positions.
- Established Problem-solving skills: listening to, interpreting, and meeting the needs of others; diagnosing and rectifying problems.
- Knowledge of financial operations (i.e., cost of operations, return on investment, budgets). Ability to prepare budgets and operate a logistics function as a profit centre.
- Knowledge of product transportation methods, alternative solutions, and options.
- Continually improved the effectiveness of the sales organization and enhanced productivity, efficiency and customer satisfaction which improved our retention rate by 58%.

Republic Services (NYSE) Chicago, IL

2018 – 2019

Government Permit Director

- Represented Republic Services (a fortune 500 company), and managed 255M in annual contract negotiations.
- Coordinated daily planning meetings, maintained a schedule, gave reports, and coordinated meetings to mobile executives.
- Conducted weekly leadership meetings and provided area leadership with key metrics and data to continue to grow the business.
- Led nationwide corporate projects that achieved \$150M in annual in cost reductions, through my own initiatives that reshaped the corporation.

- Led Lobbying in Local and State Government Relations Management in Cook County, DuPage County, Lake County, and regional Illinois, expanding current relationships.
- Brought \$350,000 average (per contract) in annual new revenue through an adjustment in basic contract language and adjusting scope of work.
 - Led negotiations in three contracts worth \$94M, which RSG did not use before my leadership.
- Assisted the Government Affairs team in getting votes for one of RSG's landfill bills in state legislatures.
- Self-starter holding regular meetings, delegated duties to Managers, and other departmental staff, to accomplish the operational activities.
- Developed and maintained records of meetings through CRM technology, gave sales and management presentations to the highest level of a fortune 300 company.
- Designed and implemented complex logistical and asset management techniques that were implemented in new strategic initiatives within a matrix company.

CENTER FOR INTERNATIONAL POLICY, Washington, DC

2010 – 2017

Senior Government Contracting Consultant

- Recognized as expert in developing legislation and rules for EPA, OSHA, and Dept of Nature and Wildlife.
- Contracted 311M in DoD, EPA contracts.

US Marine Corps, Chicago, IL

2000– 2004

Operations Logistics Manager

- Field Commander in both Operations Enduring Freedom and Iraqi Freedom.

EDUCATION

Doctor of Philosophy (Ph.D.), Economics and Public Policy University of Birmingham (U.K.)

Birmingham, West Midlands, United Kingdom

Bachelor of Science (B.S.), Political Science, Illinois State University, Normal, Illinois

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

JJDILIB@GMAIL.COM

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Jacob

Last Name *

Diliberto

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

Cell Phone: *

6303386379

Preferred Pronoun (ex. He/She/They etc.) Optional

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

60,000

2. Total # of full time employees in your current or most recent department (if applicable): *

76

3. Total budget in your current or most recent overall organization (if applicable): *

60B

4. Total budget of your department or areas of responsibility (if applicable): *

177M

5. Who do you (or did you) report to? (position title only/no proper names): *

Senior VP

6. Related professional affiliations:

SWANA

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 3

Thomas Eriksen

Contact Information

Address: 9910 Northwest Forty Seventh Terrace
Doral, Florida 33178

Cell: 786-251-6060

Email: tceriksen@comcast.net

Education

- Bachelor of Science - Chemistry
University of South Florida, Tampa, Florida

Work History

2018 to 2020	<u>Covanta, Fort Myers, Florida</u> Director of Operational Support
2015 to 2018	<u>Covanta Dublin, Dublin, IE</u> Director of Operations
2007 to 2015	<u>Covanta Dade, Miami, Florida</u> Facility Manager
2005 to 2007	<u>Resource Conservation Systems, Inc., Bonita Springs, Florida</u> Utility Operations Manager
2004 to 2005	<u>Solid Resources, Inc., Sarasota, Florida</u> Project Manager
2003 to 2006	<u>Dvirka and Bartilucci Consulting Engineers, Plainfield, New Jersey</u> Senior Scientist
1994 to 2003	<u>Covanta Lee, Fort Myers, Florida</u> General Manager

Work History – continued

1987 to 1994	<u>Covanta Bristol, Bristol, Connecticut</u>
1991 to 1994	Facility Manager
1989 to 1991	Plant Superintendent
1987 to 1989	Chief Engineer
1979 to 1986	<u>Conserv, Nichols, Florida</u>
1985 to 1986	Process Engineer
1983 to 1985	Senior Production Chemist
1979 to 1983	Process and Environmental Chemist
1975 to 1979	<u>Saint Joseph’s Hospital, Tampa, Florida</u>
	Lab Technician

Data Summary:

Candidate:	Thomas C. Eriksen
Organization:	Covanta (former)
Position:	Director of Operational Support
Organization Budget:	\$107 million
Total Number of Employees in Organization:	55
Expected Salary:	\$300,000
Reporting Relationship:	Chief Executive Officer
Years of Experience:	48

Thomas C. Eriksen
9910 NW 47th Ter
Doral, Florida 33178
+1 (786) 251-6060

Jim Dinneen
Vice President and Executive Recruiter
GovHR USA
630 Dundee Road, #225
Northbrook, IL 60062

RE: Solid Waste Disposal and Recycling Authority Executive Director
Broward County, Florida

Dear Mr. Dinneen,

Attached please find my resume and professional references in regard to the above referenced position. Several acquaintances in the waste disposal industry sent the posting for this position to me thinking I would be a perfect fit for the job. After reviewing the job description and qualification requirements I must admit I am most interested.

I've been involved in the waste disposal business for approximately 35 years. Having provided expertise in the development, engineering, construction, start-up and management of numerous Waste-To-Energy facilities here and one abroad I've obtained the experience and maturity required to navigate the technical and political waters required for this position. Being in this industry required me to work very closely with our municipal partners not only in the Waste-To-Energy component but also the source reduction, recycling and landfill parts of the integrated approach to waste disposal. I've also had direct input in the creation of several Master Plans and have numerous contacts in the waste disposal and recycling fields.

I look forward to discussing my qualifications for this position in more detail with you.

Best Regards,



Tom Eriksen

Thomas C. Eriksen
9910 NW 47th Ter
Doral, Florida 33178
+1 (786) 251-6060

EXPERIENCE:

Covanta, Fort Myers, FL

Director of Operational Support (2018 to 2020)

- Provided technical and operational support for Covanta's Southeast Region.
- Mentored numerous plant employees.
- Oversaw plant projects such as the Unit #1 Baghouse Retrofit at the Hillsborough Facility.
- Played a key role in the successful union decertification at Hillsborough.

Covanta Dublin, Dublin, IE

Director of Operations (2015 to 2018)

- Responsible for the safe, environmentally compliant, efficient and financially successful operation of the Dublin Waste-To-Energy Facility, a 2,000 TPD Waste-To-Energy plant with a 68.0 MW turbine generator and 55 non-union employees.
- Staffed the facility with the most experience crew ever assembled for a Covanta facility start-up, without the aid of a recruitment agency.
- Implemented Covanta's safety program with zero recordable injuries incurred under my watch.
- Oversaw implementation of Dublin's HR, procurement, AP, and payroll systems.
- Coordinated personnel training with Hitachi Zosen Inova. Purchased and installed their interactive computerized training program for future employee needs.
- Provided operational expertise and support for engineering, construction and start-up services for this most successful \$800MM project.
- Outfitted the facility with rolling stock, computers, phone systems, furniture as well as all safety, mechanical and I&E supplies and equipment. Selected all spare parts.
- Educated the local community about the facility and its benefits.
- Served as a company spokesman for the facility.

Covanta Dade, Miami, FL

Facility Manager (2007 to 2015)

- Managed the safe, environmentally compliant and efficient operation of the Miami-Dade County Resources Recovery Facility, a 4,200 TPD Waste-To-Energy plant with two 38.5 MW turbine generators and 250 employees.
- Played key role in the acquisition of Montenay Power Corp by Covanta Energy.
- Responsible for the preparation and control of the facility's \$100MM annual budget.
- Managed the facility turnaround. Implemented numerous innovative improvements more than quadrupling earnings.
- Converted plant auxiliary fuel from propane to natural gas for a total annual saving of \$2MM.
- Responsible for compliance with all applicable NERC/FRCC standards.
- Insured compliance with all local, state and federal permit requirements.
- Company representative for the facility working closely with government officials.
- Reduced the OSHA TCIR index from 4.0 to 0.0.
- Reduced the total number of annual environmental incidents from 239 to 0.
- Reduced turnover from 23.0% to 2.5%.
- Significantly improved employee, client, community and regulatory agency relations.

Resource Conservation Systems, Inc, Bonita Springs, FL

Utility Operations Manager (2005 to 2007)

- Managed the operation and maintenance of a 12 MGD private utility which supplies irrigation water to 13 championship golf courses and 8 master planned communities.
- Responsible for compliance with all water use permits.
- Installed a computerized maintenance program and upgraded process water filters for improved operations.
- Sat on the parent company's Environmental and Safety Committees.

Solid Resources, Inc., Sarasota, FL

Project Manager (2004 to 2005)

- Managed load monitoring for the 3.5 million yard, \$60MM Palm Beach County hurricane clean-up effort.
- Hired, trained and directed 4 Supervisors and 150 Field and Site Monitors.
- Coordinated the safe and expedient removal of debris with County and FEMA personnel.
- Company representative for the County, their consulting engineer and FEMA.

Dvirka and Bartilucci Consulting Engineers, Plainfield, NJ

Senior Scientist (2003 to 2006)

- Inspected municipal industrial facilities for deficiencies and reported.
- Assisted in the marketing of consulting engineering services to municipalities.

Covanta Lee, Fort Myers, FL

General Manager (1994 to 2003)

- Managed Lee County's Waste-To-Energy facility, a 1,200 TPD mass burn plant with a 40.0 MW turbine generator and 50 employees.
- Staffed facility and coordinated its start-up.
- Responsible for the preparation and control of the plant's annual operating budget.
- Company representative for the facility.
- Implemented a regional R-Stamp saving \$400K annually in unscheduled repair costs.
- Negotiated a regional water treatment contract saving \$250K annually.
- Participated in renegotiation of the plants electrical agreement increasing annual revenues by \$1.8MM.
- Installed a \$400K non-ferrous recovery system resulting in additional annual revenues of \$300K.
- Installed a 5 KV underground supply line from the Waste-To-Energy facility to a new recycling center.
- Recipient of a "Project of the Year" award from Power Engineering International, a Waste-To-Energy "Gold" award from the Solid Waste Association of North America, a "Facility of the Year" award from ASME and the "Environmental Citizens" award from the Florida Department of Environmental Protection.

Covanta Bristol, Bristol, CT

Facility Manager (1991 to 1994)

- Managed all aspects associated with the operation of Bristol's Waste-To-Energy facility, a 650 TPD mass burn plant with a 16.0 MW turbine generator and 40 union employees.
- Company representative for the fourteen communities the facility serves.
- Renegotiated the plant's union contract.
- Played a key role in the bond refinancing of the facility, which resulted in annual savings of \$1.2MM.
- Served as an expert witness in Waste-To-Energy plant operations.

Plant Superintendent (1989 to 1991)

- Responsible for the operation and maintenance of the Bristol facility.
- Insured compliance with all parameters required by federal, state and local permits.

Chief Engineer (1987 to 1989)

- Responsible for the operation of the Bristol facility.
- Directed operations and lent technical support through construction, start-up and acceptance testing.

Covanta Hillsborough, Tampa, FL

Lead Engineer (1986 to 1987)

- Shift Supervisor at Hillsborough County's Waste-To-Energy facility, a 1,200 TPD mass burn plant with a 29.0 MW turbine generator.
- Assisted in construction and all phases of plant start-up.

Conserv, Nichols, FL

Process Engineer (1985 to 1986)

- Directed in-plant research projects in emission control, loss reduction and process optimization at this phosphate processing facility.
- Assisted in the renegotiation of Conserv's cogeneration contract, which saved \$1.4MM per year.

Senior Production Chemist (1983 to 1985)

- Assistant Construction Manager for a 2,200 TPD Sulfuric Acid plant with a 13.0 MW turbine generator.
- Implemented a new cooling water treatment program, which resulted in annual savings of \$262K.
- Uncovered issue in turbine generator operations, which resulted in additional annual revenues of \$336K.

Process and Environmental Chemist (1979 to 1983)

- Managed Environmental Department. Obtained new and renewed expired operating permits.
- Scheduled and supervised all testing required by state and federal regulations.

St. Joseph's Hospital, Tampa, FL

Lab Technician (1975 to 1979)

- Financed my studies at the University of South Florida as a hospital lab technician, drawing blood samples and performing numerous tests.
- Worked in all areas of the hospital including the Emergency Room, Intensive Care Unit, Cardiac Care Unit, Surgery, Pediatrics and Oncology.

COMMUNITY/PROFESSIONAL SERVICE:

- Served two terms as President of the Scientists' Society of South West Florida.
- Served on the Executive Committee of ASME's Solid Waste Processing Division.
- Served on the Board of Directors of Keep Lee County Beautiful and the Calusa Nature Center.
- Served as a "Mentor" in the Lee County and Bristol school systems.
- Active member in the Miami-Dade, Lee County and Bristol School Business Partnership Programs.
- Member of the Rotary Clubs of Dublin, Doral, South Fort Myers and Bristol.
- Participated in the construction of several Habitat for Humanity homes
- Served on the City of Doral Environmental Advisory Board.
- Serve on the Board of the Doral Park Country Club.

EDUCATION/CERTIFICATIONS:

- University of South Florida, 1979 – B.S. in Chemistry

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

tceriksen@comcast.net

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Thomas

Last Name *

Eriksen

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

Tom

Cell Phone: *

786 251-6060

Preferred Pronoun (ex. He/She/They etc.) Optional

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

55

2. Total # of full time employees in your current or most recent department (if applicable): *

NA

3. Total budget in your current or most recent overall organization (if applicable): *

100,000,000 Euros

4. Total budget of your department or areas of responsibility (if applicable): *

100,000,000 Euros

5. Who do you (or did you) report to? (position title only/no proper names): *

The CEO

6. Related professional affiliations:

See Resume

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:
Personal injury due to hotel negligence, March 2019, Hillsborough County, Florida. Case was settled.

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

April 2020, mutually agreed upon release from employment with Covanta with substantial severance package.

14. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 4

Dale Henderson

Contact Information

Address: 400 Adams View Lane
Auburndale, Florida 33823

Cell: 727-766-8103

Email: dalehenderson20@yahoo.com

Education

- Bachelor of Science – Scientific Land Management and Land Capability Analysis
University of Wisconsin, River Falls, Wisconsin

Work History

2022 to Present	<u>Polk County Florida, Winter Haven, Florida (population 725,000)</u> Director- Division of Solid Waste and Recycling
2022 to 2023	<u>Broward County, Florida, Fort Lauderdale, Florida (population 1.9 million)</u> Manager- Landfill
2020 to 2022	<u>Russo and Sons LLC, DBA Orion Waste Solutions, Clearwater, Florida</u> District General Manager
2018 to 2020	<u>The Charter Boat Company, LLC, Long Beach, California</u> Managing Partner
2017 to 2018	<u>Stericycle Environmental Solutions, Houston, Texas</u> Regional Operations Manager
2014 to 2016	<u>Lone Star Disposal, LP, Houston, Texas</u> Chief Operating Officer
2011 to 2014	<u>Southern Waste Systems, Pompano Beach, Florida</u> Business Unit Manager

Work History Continued:

2004 to 2011

Republic Services, Inc. Fort Lauderdale, Florida

Business Unit General Manager

Special Projects Manager

1982 to 2004

Waste Management, Inc.,

Group Manager, WasteRoute - Telford, Pennsylvania

Group Manager, Service Machine- Telford, Pennsylvania

District Manager- Camden, New Jersey

Director of Business Development- Bensalem, Pennsylvania

Division President and General Manager- Rochester, New Hampshire

Assistant General Manager- Minneapolis, Minnesota

Assistant Site Manager- Milwaukee, Wisconsin

Data Summary:

Candidate:	Dale Henderson
Organization:	Polk County, Florida
Position:	Director
Organization Budget:	\$220 million
Total Number of Employees in Organization:	2,200
Total Number of Employees in Department:	45
Expected Salary:	\$300,000
Reporting Relationship:	Assistant County Manager
Years of Experience:	41

Professional Affiliations:

- Solid Waste Association of North America
- National Solid Waste Management Authority
- Solid Waste Advisory Council

January 18, 2024

Dale Henderson
400 Adams View Lane
Auburndale, Florida 33823
(727) 766-8103

Mr. Jim Dinneen
Vice President and Executive Recruiter
GovHR USA
630 Dundee Road
Suite 225
Northbrook, Illinois 60062

Re: Solid Waste Disposal Authority of Broward County, FL – Executive Director

Dear Mr. Dinneen,

Included herein, I am pleased to include my resume and references for the Executive Director position with the Solid Waste Disposal and Recycling Authority of Broward County, Florida. I wanted to take a moment to thank you for your consideration and to highlight a few of the cornerstone elements of my career found throughout my resume.


I have a deep understanding of the solid waste industry honed through decades of hands-on experience with world-class organizations. A scientist by education, I was recruited by Waste Management immediately following graduation and entered their management training program. I feel extremely fortunate to have been exposed to every aspect of the industry while with WM as my responsibilities and career progressed steadily.

My technical expertise was quickly augmented with market development, customer service, and servant leadership skills. I was asked to train and conduct public presentations on a regular basis, and I learned the art of sales along with sales management, personnel development, organization and change management. While working in Broward County, I became deeply entrenched in the business community and spent countless hours representing my company and my industry in front of Broward municipalities and the State Government.

I thrive on a challenge and was often asked to tackle and correct the underperforming. Upon joining the public sector, I have been successful in bringing a measure of my private sector motivation and passion in everything I undertake. My results in Broward and Polk Counties will show my resolve.

In closing, I bring unparalleled industry knowledge that is complimented by my ability to both lead and collaborate with all stakeholders. I understand what the Solid Waste Authority of Broward County must accomplish, and I know the challenges and opportunities that will be faced. In the event you require anything additional at this point, please let me know.

Kind Regards,

A handwritten signature in black ink, appearing to read 'Dale Henderson', with a long horizontal flourish extending to the right.

Dale Henderson

Dale Henderson

400 Adams View Lane
Auburndale, Florida 33238
Dalehenderson20@yahoo.com

Mobile (727) 776-8104

EXECUTIVE SUMMARY

Ability to overcome complex business challenges and make high-stake decisions within fast paced, high-pressure environments using experience-backed judgment, innovation, strong work ethic and solid integrity. Respected as motivational, servant leader and proponent of employee empowerment and accountability.

PROFESSIONAL EXPERIENCE

POLK COUNTY FLORIDA

JUNE 2022 – PRESENT

Director, Polk County Division of Solid Waste and Recycling – Winter Haven, Florida

Director of the Polk County Division of Solid Waste and Recycling serving the Polk County Board of County Commissioners. Responsible for all operations of Division which provides state-of-the-practice solid waste, recyclable material and household hazardous waste collection and disposal services for the residents and businesses of Polk County, Florida.

- Provide direction, leadership, and development for all functions within the Division.
- Directs expansion of waste disposal assets to ensure future capacity considering dramatic County growth.
- Provide vision and direction for construction and operation of cutting edge, emergent technology assets.
- Effectively manage County assets to maintain efficiency and quality of all work performed.
- Ensures effective collaboration with other County Divisions and other State political units.
- Provide guidance to Division managers on regulatory and technical project elements.
- Maintains world-class services for the public through performance management and service standards.
- Interacts Board of County Commissioners to suggest and provide policy guidance for future programs.

BROWARD COUNTY FLORIDA

JULY 2022 – JUNE 2023

Manager, Broward County Landfill – Fort Lauderdale, Florida

Manager of the Broward County Landfill complex as well as Landfill Expansion Manager for the Broward County Department of Solid Waste and Recycling Services. Reports directly to the Department Director. Responsible for operation and development of state-of-the-practice solid waste and recycling facility serving all Broward County commercial and residential customers.

- Provide leadership, direction and development to operations, supervision, and administrative staff.
- Effectively manage County assets to maintain efficiency and quality of all work performed.
- Manage contractor relationships and accountability to complete recurring and event-based work.
- Provide guidance to project managers on regulatory and technical project elements.
- Ensure collaboration with other County departments when working on common goals.
- Maintain world-class services for the public through continuous improvement and development of staff.
- Create and maintain an effective safety culture throughout the facility and staff.
- Provide technical and financial guidance relative to solid waste matters to other County departments.
- Lead the County landfill expansion project adhering to financial and time-bound requirements.

RUSSO AND SONS LLC DBA ORION WASTE SOLUTIONS

JUNE 2020 – APRIL 2022

District General Manager – Clearwater, Florida

Direct report to Vice President of Operations responsible for the Clearwater, Florida solid waste hauling operation. Full P&L responsibility of 21-truck commercial, industrial, and residential collection company. Successfully re-negotiated union contract to favor company. Stabilized staff and generated positive morale through recruitment, training and leadership. Revised maintenance philosophy and procedures to maintain truck downtime at less than 1.5%.

- Reversed negative profitability and sustained a \$600,000.00 swing in monthly operating income.

- Profit and loss responsibility handling Maintenance and Operational area.
- Increased annual revenues from \$16 million to \$35 million through price increase and new business.

THE CHRTER BOAT COMPANY LLC**SEPTEMBER 2018 – JUNE 2020****Managing Partner – Long Beach, California**

Owner and operator of sport fishing and charter yacht company providing world-class charter experiences, vessel management, vessel maintenance and vessel operation training.

- Provide technical, leadership, motivation and development for crew and support staff.
- Manages business development, service delivery and product sales.
- Oversee Company operations to maintain compliance with Federal, State, and local regulatory requirements.
- Manages asset acquisition and maintenance to ensure lowest cost service delivery.
- OUVF licensed captain with advanced Safety and IGFA certifications.

STERICYCLE ENVIRONMENTAL SOLUTIONS**APRIL 2017 – SEPTEMBER 2018****Regional Operations Director – Southwest Region**

Direct report to ESol VP of Operations with total P&L and operating responsibility for Stericycle's Specialty Environmental Services group throughout the Southwest Region.

- Provide operational oversight for Stericycle's Retail, Remedial, Technical Field Service and TSDF business units for California, Utah and Nevada.
- Maintained efficient short-haul and long-haul transportation channels to safely and cost effectively move waste to ultimate disposal.
- Manages regional programs the govern asset maintenance, safety, DOT and environmental compliance.
- Provide guidance to sales channel regarding pricing and operational capability to enhance competitive advantage.
- Guides employee development through effective succession planning and training to build employee moral and improve key employee retention.

STERICYCLE ENVIRONMENTAL SOLUTIONS**APRIL 2016 – APRIL 2017****Regional Operations Manager – Houston, Texas**

Direct report to Southern Region Director with total P&L and operating responsibility for Stericycle's Specialty Environmental Services group throughout southern Texas and Southern Louisiana.

- Provide operational oversight for Stericycle's Retail, Remedial, Technical Field Service and TSDF business units for south Texas and Southern Louisiana region.
- Manages regional programs the govern asset maintenance, safety, DOT and environmental compliance.
- Provide guidance to sales channel regarding pricing and operational capability to enhance competitive advantage.
- Guides employee development through effective succession planning and training to build employee moral and improve key employee retention.

LONE STAR DISPOSAL, LP**JUNE 2014 – JANUARY 2016****Chief Operating Officer – Houston, Texas**

Direct report to investor group, total P&L and operating responsibility for vertically integrated solid waste collection; transfer, recycling and disposal companies servicing the greater Houston market.

- Provide oversight of all operations, sales, maintenance, administrative and business development functions.
- Introduced innovative software tools to increase the effectiveness of sales, safety, compliance, and operations.
- Increased collection revenues by 70% through expanded services and sales effectiveness.
- Doubled size of collection fleet servicing Houston market within first year.
- Improved employee moral through effective placement, coaching and career-path development.

SOUTHERN WASTE SYSTEMS**AUGUST 2011 – JANUARY 2014****Business Unit Manager – Pompano Beach, Florida**

Direct report to President and CEO, total P&L responsibility for state-of-the-practice construction demolition processing and recycling complex.

- Managed staff of 39 facility employees including operators, maintenance, administrative and labor personnel.
- Operated and maintained multimillion-dollar heavy equipment fleet utilizing computer generated real-time diagnostic software system.
- Consistently exceeded monthly budgeted operating income by up to 20%.
- Increased operating efficiency to reduce transportation and disposal expense by 16% monthly.
- Decreased overall disposal expense by 25% through innovative fuel generation partnership.

REPUBLIC SERVICES, INC.**OCTOBER 2004 – AUGUST 2011****Business Unit General Manager – Republic Services Fort Lauderdale, Florida**

Direct report to the Area President, full P&L responsibility for Fort Lauderdale Market Area including sales, customer service, business development, fleet maintenance, equipment, facilities, staff development and training.

- Managed Market Area revenue greater than \$105 million per year.
- Led municipal customer relationship strategy with primary focus on large franchise agreements.
- Developed strong presence in Broward County business community through business organization leadership.
- Motivated and developed staff of 189 business unit employees.
- Reduced accident/injury frequency by 60% year over year by eliminating employee unsafe behaviors.
- Reduced residential collection labor requirements by 33% through right-hand routing and low-entry collection vehicles.
- Increased materials recovery facility sale-of-material revenue by \$250,000.00 per month.
- Established first fully automated residential collection system for Company in South Florida Market.
- Revised fleet maintenance protocol and reduced fleet maintenance cost per route by 22%.

Special Projects Manager – Fort Lauderdale, Florida

Direct report to the Corporate President and Chief Operations Officer, recruited from Waste Management, Inc.

- Recruited as Business Unit Manager of hauling operations in the San Fernando Valley, California during divesture analysis.
- Collaborated with CalRecycle to assist the development of C&D recycling requirements state-wide.
- Provided development guidance and created manuals for Corporate CustomerFirst customer service program.
- Developed first coordinated recyclable commodity sales program for Corporation.

WASTE MANAGEMENT, INC.**NOVEMBER 1982 – OCTOBER 2004****Group Manager, WasteRoute – Waste Management Telford, Pennsylvania**

Direct report to Eastern Group President with dotted-line responsibility to the Vice President of Operations. Responsible for complete oversight of Corporate WasteRoute productivity enhancement initiative for the Eastern Group. Provided field guidance to Corporate WasteRoute development team and external consultants.

- Managed staff of 8 reroute supervisors and technicians.
- Oversaw roll out of proprietary WasteRoute routing software at all Eastern Group hauling operations.
- Achieved 20% reduction in commercial and residential collection routes through routing efficiency gains.
- Reduced collection operating expenses by \$8500.00 per month for each route eliminated.
- Provided developmental direction and testing of GPS based service validation system for all collection systems.
- Oversaw roll out of proprietary industrial collection logistics and routing software package.

Group Manager, Service Machine – Waste Management Telford, Pennsylvania

Direct report to Eastern Group President with dotted-line responsibility to the Vice President of Sales and Marketing. Responsible for complete oversight of Corporate Service Machine operating excellence and customer service quality program implementation. Provided field guidance to Corporate Service Machine development team and external consultants.

- Directly managed 12 Service Machine program installation team leaders working throughout the country.

- Reduced service delivery failures at collection divisions from 7% to at or below .3%
- Increased commercial collection productivity by 7% through coaching and route efficiency improvements.
- Consistently recruited by Corporate Customer Service Vice President and Director to provide field expertise and developmental guidance.

District Manager – Waste Management Camden, New Jersey

Direct report to Market Area President, responsible for the Camden New Jersey solid waste hauling operation. Full P&L responsibility of 55-truck commercial, industrial, and residential collection company. Successfully re-negotiated union contract to favor company. Stabilized staff and generated positive morale through recruitment, training and leadership. Revised maintenance philosophy and procedures to maintain truck downtime at less than 1.5%.

- Reversed negative profitability and sustained a \$600,000.00 swing in monthly operating income.
- Led municipal customer relationship strategy with primary focus on public/private partnerships.
- Profit and loss responsibility handling Maintenance and Operational area.
- Increased annual revenues from \$16 million to \$35 million through price increase and new business.
- Initiated a safety and loss control program to achieve a \$100,000.00 reduction in monthly losses.

Director of Business Development – Waste Management Bensalem, Pennsylvania

Direct report to Mid-Atlantic Group President with dotted-line responsibility to the Vice President of Operations. Promoted to Group Management Team to head collection company acquisition program and research innovative technology development. Managed special waste operations associated with the City of Boston Central Artery / Third Harbor Tunnel project.

- Developed and maintained relationships with prime contractors and engineering firms to capture greater than \$2 million dollars annual special waste revenue.
- Negotiated workable solutions for rail and barge transportation of project generated special waste.
- Directed Group collection company acquisition program throughout New England.
- Managed technology development program to investigate and implement innovative solutions including alternative fuels, soil bioremediation, waste solidification and waste tire management.

Division President and General Manager – Waste Management Rochester, New Hampshire

Direct report to New England Area President, responsible for seacoast area solid waste hauling company and regional state of the practice landfill. Promoted from Assistant General Manager. Operated state of the practice 4000 ton per day regional sanitary landfill including construction and operation of a materials recovery facility, landfill gas to energy project, bio-solids compost facility and on-site leachate treatment plant.

- Profit and loss responsibility for both regional landfill and seacoast market area solid waste hauling operations.
- Designed, marketed, and implemented market area's first semi-automated commercial recovered material collection program generating greater than \$20,000.00 in new monthly revenue.
- Designed and implemented special waste sales and marketing program resulting in a 42% increase in annual revenue.

Assistant General Manager – Waste Management Minneapolis, Minnesota

Direct report to General Manager, responsible for the greater Minneapolis market area. Promoted from Operations Manager to assume development of new business strategies and elevated involvement in political landscape. Successfully maintained non-union work environment while increasing productivity and customer service.

- Responsible for commercial, industrial, and residential service delivery in greater Minneapolis area.
- Oversight of 55 collection routes, solid waste transfer station and materials recovery facility.
- Improved commercial operations productivity by 13% during time in position.
- Implemented the region's first fully automated open-market residential collection system.
- Developed the market's first material recovery facility (MRF) utilizing semi-automated processing equipment.

Assistant Site Manager – Waste Management Milwaukee, Wisconsin

Direct report to facility Site Manager, responsible for daily landfill operations at greater Milwaukee area landfills. Operations project manager for major landfill heavy construction and repair initiative at Omega Hills Landfill. Operations project manager for state of the practice landfill leachate treatment facility, landfill gas turbine generation facility and landfill leachate extraction and pumping system.

- Promoted from management training program.
- Project Manager for multimillion-dollar landfill remedial reconstruction project.

- Completed heavy construction excavation and repair project 3-months in advance of schedule.
- Designed and oversaw installation of innovative automated landfill gas and leachate extraction system.
- Facilitated complete OSHA safety programs and emergency response systems for remedial projects.

EDUCATION AND AFFILIATIONS

University of Wisconsin, River Falls, BS - Scientific Land Management and Land Capability Analysis

Council Member, Minnesota Office of Waste Management Advisory Council

Technical Advisor, Minnesota Governor's Solid Waste Task Force

Recycling Task Force, Rochester New Hampshire

Board of Directors Northern New England Chapter of SWANA

Commissioner/Governor's Appointee, New Hampshire Airport Commission

Vice President/Board of Directors, Chamber of Commerce, Dover, New Hampshire

Board of Directors, Stafford County YMCA, New Hampshire

Board of Directors, Executives' Association of Fort Lauderdale

Board of Directors, Seawood Harbor Homeowners Association, Brick, New Jersey

US Coast Guard Licensed Merchant Marine Captain

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

dalehenderson20@yahoo.com

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Dale

Last Name *

Henderson

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

N/a

Cell Phone: *

727-766-8103

Preferred Pronoun (ex. He/She/They etc.) Optional

He

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

2200

2. Total # of full time employees in your current or most recent department (if applicable): *

45

3. Total budget in your current or most recent overall organization (if applicable): *

\$220,000,000.00

4. Total budget of your department or areas of responsibility (if applicable): *

\$220,000,000.00

5. Who do you (or did you) report to? (position title only/no proper names): *

Assistant County Manager

6. Related professional affiliations:

SWANA, NSWMA, Solid Waste Advisory Council

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

*

14. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 5

Gregory J. Kaminski

Contact Information

Address: 1640 Toscano Terrace
Oconomowoc, Wisconsin 53066

Cell: 414-336-9443

Email: gregkamwi@gmail.com

Education

- Bachelor of Science – Business Administration - Finance
Marquette University, Milwaukee, Wisconsin

Work History

2013 to Present

Columbia County, Portage, Wisconsin (population 58,500)

Director of Solid Waste and Recycling

2008 to 2012

One Source Recycling, Rockford, Illinois

General Manager/Controller

1988 to 2008

Waste Management, Inc., Menomonee Falls, Wisconsin

District Manager

Site Manager

Management Training Program - Sales

Data Summary:

Candidate:	Gregory J. Kaminski
Organization:	Columbia County, Portage, Wisconsin
Position:	Director of Solid Waste and Recycling
Organization Budget:	\$8 million
Total Number of Employees in Organization:	30
Expected Salary:	\$125,000 plus benefits
Reporting Relationship:	Columbia County Board
Years of Experience:	36

Professional Affiliations:

- Solid Waste Association of North America
- Associated Recyclers of Wisconsin

GREGORY J. KAMINSKI
(414) 336-9443 gregkamwi@gmail.com
1640 Toscano Terrace Oconomowoc, WI 53066

February 1, 2024

Solid Waste Disposal and Recycling Authority
of Broward County Fort Lauderdale , Florida

RE: Executive Director - Solid Waste Disposal and Recycling Authority
of Broward County, FL

Dear Hiring Manager,

I am writing to express my ardent interest in the available position of, Executive Director – Solid Waste Disposal and Recycling within your county. My experience at Columbia County, WI aligns well with the qualifications you are seeking, and my professional background makes me an ideal candidate.

I have been working as the Solid Waste Director for Columbia County WI for 11 years. In this role, I have been responsible for financial planning, budgeting, and strategic planning, as well as coordinating and expediting all activities associated with the Waste and Recycling Department of Columbia County.

I have over 30 years of professional experience in both the private and public sectors, and my attached resume outlines all that I can offer your company.

Thank you for considering my application. I look forward to hearing from you to discuss the next steps in your hiring process. If you have any questions, please feel free to contact me by phone or email.

Sincerely,

Gregory J. Kaminski

GREGORY J. KAMINSKI

(414) 336-9443 gregkamwi@gmail.com

1640 Toscano Terrace Oconomowoc, WI 53066

Summary

With extensive experience in both public and private operations and management, I am seeking opportunities for career growth and development. Known for exceptional leadership, I have consistently exceeded profit expectations.

Experience

2013 - Present Columbia County Portage, WI

Director of Solid Waste and Recycling

- Oversee the operation of the Columbia County Waste Transfer Station, Material Recovery Facility as well as waste and recycling collection routes.
- Supervise and direct the activities and staff of the Solid Waste Department. Hire, supervise, train, motivate, evaluate, discipline and schedule layout of work of department personnel.
- Ensure Columbia County is compliant with all State and Federal Regulations.
- Market and sell all recycling material processed at the MRF.
- Insure the MRF is adequately staffed with LTE and Huber labor.
- Oversee all activities involving the Solid Waste Department including the annual budget, safety policies and all personnel.
- Regularly review all operation plans and objectives to determine their effectiveness and make modifications as needed.
- Maintain and promote the growth of existing contracts and agreements with the Columbia County communities and private haulers.
- Develop, coordinate and present to citizen education programs relating to the recycling program.

2008-2012 One Source Recycling Rockford, IL

General Manager/Controller

- Responsible for daily operations and financial performance of 5 recycling facilities and a waste transfer station.
- Maintained compliance with all IEPA permit conditions and local government requirements.
- Negotiated material sales to both domestic and international markets.

1988-2008 Waste Management, Inc. Menomonee Falls, WI

District Manager

- P & L responsibility for \$18 million operating district. Interacted with 18 municipalities to ensure customer satisfaction, improve efficiency, renew contracts, and negotiate new contracts.
- Managed the day-to-day operations of district with 70 employees and 46 collection routes and provided daily support to managers to meet budget performance. Ensured compliance with all Company and OSHA safety policies and regulations.

Site Manager

- Managed daily operations of 28 employees and 20 collection routes. Responsible for efficient routing to achieve productivity goals.

Management Training Program - Sales

- Managed territory consisting of 6 municipalities and 2300 customers. Established new accounts and maintained existing customer base with approved profitability.

Education

Marquette University

Milwaukee, WI

B.S., Business Administration - Finance

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

gregkamwi@gmail.com

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Gregory

Last Name *

Kaminski

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

NA

Cell Phone: *

4143369443

Preferred Pronoun (ex. He/She/They etc.) Optional

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

30

2. Total # of full time employees in your current or most recent department (if applicable): *

NA

3. Total budget in your current or most recent overall organization (if applicable): *

8 Million

4. Total budget of your department or areas of responsibility (if applicable): *

NA

5. Who do you (or did you) report to? (position title only/no proper names): *

Columbia Country Board

6. Related professional affiliations:

SWANA and AROW

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 6

Achaya Kelapanda

Contact Information

Address: 8215 Southwest 72nd Avenue, Apartment 521
Miami, Florida 33143

Cell: 925-818-5212

Email: achayakelapanda@yahoo.com

Education

- Master of Science – Environmental Engineering
University of Alabama, Tuscaloosa, Alabama
- Bachelor of Science – Civil Engineering
National Institute of Engineering, Mysore, India

Work History

2018 to Present	<u>Miami-Dade County, Miami, Florida (population 2.663 million)</u>
2022 to Present	Deputy Director, Operations
2018 to 2022	Assistant Director, Technical Services & Environmental Affairs
2011 to 2018	<u>Republic Services, Inc., Phoenix, Arizona</u>
2017 to 2018	Environmental Manager, West Area
2015 to 2017	Manager, Engineering & Environmental Management – West Area
2011 to 2015	Environmental Manager, West Area
1996 to 2011	<u>Waste Management, Inc., Houston, Texas</u>
2004 to 2011	Senior District Manager – Florida Group
2004	District Manager – North Florida
2002 to 2004	Market Area Engineer, North Florida
1999 to 2002	Market Area Engineer/Compliance Manager, South Alabama and North Florida
1996 to 1999	Site Engineer, Florida Group

Data Summary:

Candidate:	Achaya Kelapanda
Organization:	Miami-Dade County, Miami, Florida
Position:	Deputy Director, Operations
Organization Budget:	\$9 billion
Department Budget:	\$690 million
Total Number of Employees in Organization:	30,000
Total Number of Employees in Department:	1,100
Expected Salary:	
Reporting Relationship:	Director
Years of Experience:	28

Professional Affiliations:

- Professional Engineer – State of Florida

February 2, 2024

Mr. Jim Dinneen, Vice President and Executive Recruiter
GovHR USA,
630 Dundee Road, #225 Northbrook, IL 60062

Dear Mr. Dinneen,

I am writing to express my strong interest in the Executive Director position at the Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County, Florida (the Authority). I am excited about the opportunity to lead and be a part of this dedicated team.

During my tenure at Miami Dade County, I have overseen the operations of the largest government owned and operated Integrated Solid Waste Management System in the Southeastern United States. It includes the collection operation of over 150+ residential routes with the collection of 340,000 residential households. I have overseen the disposal operations of over 2 million tons per year through a network of post-collection facilities that included, a Waste-to-Energy facility, 3 landfills, and 3 transfer stations.

I have managed an operating budget of over \$680M, that included over 1,000 employees, 24 facilities, and a fleet of over 600 vehicles. I have also been involved in the Solid Waste Master Plan Update and Waste Composition studies that have been conducted in Miami Dade County.

In addition to my professional experience, I am a registered Professional Engineer and have been involved in the various aspects of solid waste management for over 30 years. I am excited at the opportunity to be working alongside an esteemed team at Broward County and making a meaningful impact on the well being of our communities.

Thank you for considering my application. I look forward to discussing how my skills, dedication and passion for excellence can have a meaningful impact in Broward County.

Yours Sincerely

A handwritten signature in black ink that reads "Achaya Kelapanda". The signature is written in a cursive, flowing style.

Achaya Kelapanda

ACHAYA KELAPANDA

Miami, FL 33143
925-818-5212

AchayaKelapanda@yahoo.com
<https://www.linkedin.com/in/achaya-kelapanda-53175638/>

EXPERIENCED MANAGEMENT EXECUTIVE

**Engineering & Environmental Compliance | Manpower & Asset Scheduling & Utilization |
Operational Efficiency | Project Management | Budgeting & Planning | Coaching & Counseling |**

Accomplished leader driven by consistent operational practices, ensuring regulatory compliance, and providing best in class service. Intimate knowledge of metrics with a proven track record to execute. Ability to recognize strengths and work on opportunities using strategic planning and focused implementation. Detailed understanding of engineering, operational and compliance principles. Proven record of project management, budgeting, forecasting, and improving margins while adding to profitable revenue growth. Extensive leadership experience in all aspects of finances, driving revenue, including strategic planning, team leadership and development.

PROFESSIONAL EXPERIENCE

MIAMI-DADE COUNTY, Miami, FL

2018- Current

Deputy Director, Operations(2022- Current)

Functional expert in Disposal & Collections Operations; Engineering, Compliance & Project Management.

- Responsible for a \$680M operating budget
- Oversee the Collections and Disposal Operations including the collection of garbage and recycling for 350,000+ households, waste disposal needs for 2.8+ million residents and contract oversight of a Waste-to-Energy facility.
- Oversee over 20 facilities including 3 Collection Facilities, 13 Trash & Recycling Centers, 3 regional transfer stations, 2 Home Chemical Centers, and 3 active landfills (Class 1, 3, & ash monofil).
- Contract Management of the Waste to Energy Facility with an annual budget of \$135+ Million.

Assistant Director, Technical Services & Environmental Affairs (2018-2022)

Functional expert in Engineering, Compliance & Project Management.

- Team Lead for Engineering, Environmental Compliance and Maintenance Divisions Programs
- Involved in engineering design, construction & compliance at 3 LF's, 1 Waste -to-Energy Plant, and 3 Transfer stations.
- Helped develop a detailed Capital Plan projecting costs over the next 10 years.
- Involved in the Solid Waste Master Plan Update, Waste & Recyclable Composition Studies.
- Assisted and oversaw multiple Capital Projects.
- Actively managed Operating Costs for Engineering, Environmental & Maintenance Divisions.

REPUBLIC SERVICES, INC., Phoenix, AZ

2011 - 2018

Environmental Manager, West Area (2017-2018)

Functional expert in Landfill Engineering, Compliance & Project Management.

- Oversaw engineering & compliance at 2 LF's, 3 Collection Companies and 2 Transfer stations.
- Managed a capital budget of \$8 Million and assisted with project management.

Manager, Engineering & Environmental Management – West Area (2015 – 2017)

Oversaw engineering and compliance programs in California and Nevada.

- Assisted in a landfill expansion which increased airspace by 15 million Cubic Yards and added 22 Years of Life.
- Oversaw the implementation of the New Stormwater Program in California for over 35 facilities.
- Helped complete a Power Purchase Agreement which resulted in the sale of 5 MW of power over 15 Years.
- Instrumental in the design, construction, and startup of 2 state of the art Aerated Compost Facilities.
- Managed a capital budget of \$30 Million and assisted with project management.

Environmental Manager, West Area (2011 – 2015)

Functional expert in Landfill Gas Systems.

- Oversaw the design, construction, and operation of the largest gas system at Republic Services.
- Helped with bringing a 20 MW Landfill Gas to Energy project online.
- Secured Title V Permits and completed construction of two Ultra Low Emission Flares.
- Managed a capital budget of \$20 Million and assisted with project management.

WASTE MANAGEMENT, INC., Houston, TX

1996 - 2011

Senior District Manager – Florida Group, (2008 – 2011)

Managed \$55M in revenue associated with collection operations in the Tampa Market. Worked with County and City officials and interfaced with community leaders. Helped improve operational efficiency and added a new line of business. Selected to serve on the Leadership Team and helped implement the Company's new mission statement.

- Oversaw a hauling division with Residential, Commercial, Roll-Off, Port-O-Let, and Bagster LOB's.
- Managed contracts and worked on contract negotiations with Hillsborough County.
- Responsible for P&L's forecasting and establishing trends.
- Involved in day-to-day operations of approx. 86 routes, safety, route audits, and efficiency improvements.

Senior District Manager – Florida Group (2004 – 2008)

Managed \$30M in revenue associated with post-collection operations in AL & FL. Oversaw the operations of landfills in AL & FL. Helped with the permitting, construction, startup and operation of a Gas Plant. Worked with the County Administrator to renew the host agreement. Involved in community relations and worked with Hospice. Successful in obtaining a horizontal and vertical expansion that added 20M CY of capacity.

- Oversaw the operations of two MSW LF's and one C&D LF.
- Worked on the permitting, design, construction, and operation of a 5 MW Gas to Energy Plant.
- Involved in the certification of three landfills by the Wildlife Habitat Council.
- Successful in obtaining a horizontal and vertical expansion that added 20M CY of landfill capacity.

District Manager – North Florida (2004)

Managed \$15M in revenue associated with post-collection operations in FL. Worked with engineering and environmental teams to help implement best management practices.

- Oversaw the operations of one MSW LF in FL.
- Established best management practices to meet regulatory/permit requirements.

Market Area Engineer, North Florida (2002 – 2004)

Managed engineering at 8 landfills in AL, FL & GA.

- Managed a capital budget of \$ 21M.
- Part of the team that helped with developing a database for the Gas Collection System.
- Oversaw the construction of 6 cells, 2 final caps and 4 gas collection systems.
- Oversaw the construction of one greenfield landfill.

Market Area Engineer/Compliance Manager, South Alabama & North Florida (1999 – 2002)

Managed engineering projects and compliance at 5 Landfills, 12 Collection Companies and 8 Transfer Stations

- Managed a capital budget of \$12M.
- Instrumental in obtaining one of the first Title V permits in FL.
- Executed compliance programs and ensured compliance with federal, state, and local permit conditions.
- Oversaw the construction of 4 cells, 3 gas system expansions, and 6 transfer station floors.

Site Engineer, Florida Group, (1996 – 1999)

Managed engineering projects and compliance at 2 Landfills, 4 Collection Companies and 3 Transfer Stations

- Managed a capital budget of \$5 M.
- Conducted compliance assessment activities and environmental audit responses.
- Executed compliance programs and ensured compliance with federal, state, and local permit conditions.
- Oversaw the construction of 2 cells, 1 final cap.

Graduate Research Assistant, University of Alabama (1993 – 1995)

Master's Thesis in Environmental Engineering.

- Developed an integrated-solid-waste-management plan for the University of Alabama

EDUCATION

Master of Science (M.S) Environmental Engineering, University of Alabama, Tuscaloosa, AL
Bachelor of Science (B.S.), Civil Engineering, National Institute of Engineering, Mysore, India

PROFESSIONAL DEVELOPMENT

SWANAPALOOZA - Landfill Gas Design, Operation & Maintenance, Special Waste Management Training, Confined Space - Trenching/Excavation Training, Compliance Verification Training, Project Management Training, Hazard Communications Training, Storm Water Management & Spill Prevention Training, WM Media Training, WM Landfill University

PUBLICATIONS

Self-Paced Learning and Computerized Learning: Achaya Kelapanda, Jay K. Lindly & Daniel S. Turner, An Interim Report for the Alabama Department of Transportation, BER Report 598-39, Sept'93.

PROFESSIONAL REGISTRATIONS

Registered Professional Engineer in the State of FL

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

achayakelapanda@yahoo.com

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Achaya

Last Name *

Kelapanda

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

N/A

Cell Phone: *

9258185212

Preferred Pronoun (ex. He/She/They etc.) Optional

He

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

30,000

2. Total # of full time employees in your current or most recent department (if applicable): *

1100

3. Total budget in your current or most recent overall organization (if applicable): *

9 Billion

4. Total budget of your department or areas of responsibility (if applicable): *

690 Million

5. Who do you (or did you) report to? (position title only/no proper names): *

Director

6. Related professional affiliations:

PE

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 7

Timothy Richards

Contact Information

Address: 18 Charles Point
Newark, Delaware 19702

Cell: 267-456-1476

Email: trichards2575@gmail.com

Education

- Master of Business Administration
Cleary University, Ann Arbor, Michigan
- Bachelor of Arts – Political Science
West Chester University, West Chester, Pennsylvania

Work History

2020 to Present	<u>Prince George's County, Upper Marlboro, Maryland (population 955,000)</u> Deputy Associate Director
2017 to 2020	<u>Anne Arundel County, Severn, Maryland (population 590,000)</u> Landfill Manager
2015 to 2016	<u>Dish Network, Pennsylvania, Delaware, Maryland and New Jersey</u> Area Sales Manager
2013 to 2015	<u>District Council 33 Legal Services Plan, Philadelphia, Pennsylvania</u> Virtual Executive Assistant
2013 to 2014	<u>Peninsula Oil and Propane, Seaford, Delaware</u> Senior Division Manager of Disposal Services
2011 to 2013	<u>Republic Services, Wilmington, Delaware</u> Inside Sales Representative
2008 to 2011	<u>Waste Management, Wilmington, Delaware</u> Route Manager

Data Summary:

Candidate:	Timothy Richards
Organization:	Prince George's County, Upper Marlboro, Maryland
Position:	Deputy Associate Director
Organization Budget:	\$1.6 billion
Department Budget:	\$136 million
Total Number of Employees in Organization:	9,600
Total Number of Employees in Department:	145
Expected Salary:	\$300,000
Reporting Relationship:	Associate Director
Years of Experience:	16

Professional Affiliations:

- Solid Waste Association of North America

Dear Sir or Madam,

My attached resume highlights my many achievements, which would not only compliment the City of Lancaster, but also provide an asset. What my resume does not show is my desire to go above and beyond what is required to succeed; and it does not reflect my enthusiasm or professionalism.

I am able to work as part of a team or individually. I always strive to create an atmosphere that is employee friendly and more importantly customer retentive. If these are attributes you look for within a leader, I can be contacted at any time that is convenient to you for an interview.

Sincerely,

Timothy Richards

OTHER PROFESSIONAL EXPERIENCE

HAHNEMANN UNIVERSITY HOSPITAL **PHILADELPHIA, PA**
Materials Coordinator

PENNSYLVANIA LIQUOR CONTROL BOARD **PHILADELPHIA, PA**
Setup Merchandiser/Clerk

EDUCATION

MARYLAND DEPARTMENT OF AGRICULTURE **ANNAPOLIS, MD**
Compost Facility Operator Certificate

SOLID WASTE ASSOCIATION OF NORTH AMERICA **SILVER SPRING, MD**
Certification of MOLO (Manager of Landfill Operations)

CLEARY UNIVERSITY **ANN ARBOR, MI**
Master's Degree in Business Administration

WEST CHESTER UNIVERSITY **WEST CHESTER, PA**
Bachelor of Arts in Political Science

LA SALLE COLLEGE HIGH SCHOOL **WYNDMOOR, PA**
Diploma

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

trichards2575@gmail.com

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Timothy

Last Name *

Richards

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

N/A

Cell Phone: *

267-456-1476

Preferred Pronoun (ex. He/She/They etc.) Optional

He

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

9600

2. Total # of full time employees in your current or most recent department (if applicable): *

145

3. Total budget in your current or most recent overall organization (if applicable): *

\$1,600,000,000

4. Total budget of your department or areas of responsibility (if applicable): *

\$136,000,000

5. Who do you (or did you) report to? (position title only/no proper names): *

Associate Director

6. Related professional affiliations:

SWANA

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 8

Richard D. Salamon

Contact Information

Address: 12155 Bastille Circle East
Parkland, Florida 33076

Cell: 954-465-8320

Email: salamonr@comcast.net

Education

- Master of Business Administration
Florida Atlantic University, Boca Raton, Florida
- Bachelor of Science – Business Administration
University of Florida, Gainesville, Florida

Work History

1991 to 2020	<u>City of Sunrise, Florida (population 96,021)</u>
2014 to 2020	City Manager
2012 to 2014	Assistant City Manager
2009 to 2012	Financial Administrator/Assistant Director of Utilities
2003 to 2009	Assistant to the City Manager
06/2003 to 12/2003	Management & Budget Director
1996 to 2003	Utility Finance Manager
1995 to 1996	Public Service Manager
1991 to 1995	Administrative Officer
1988 to 1991	<u>The 110 Tower Hotel, Fort Lauderdale, Florida</u>
	Hotel Manager

Data Summary:

Candidate:	Richard D. Salamon
Organization:	City of Sunrise, Florida
Position:	City Manager (former)
Organization Budget:	\$400+ million
Total Number of Employees in Organization:	1,000
Expected Salary:	\$300,000
Reporting Relationship:	Mayor & City Commission
Years of Experience:	36

Professional Affiliations:

- International City/County Management Association
- Florida City & County Management Association
- Broward County City Managers' Association

Richard D. Salamon
12155 Bastille Circle East, Parkland, FL 33076
(954) 465-8320
salamonr@comcast.net

January 11, 2024

Jim Dinneen
Vice President and Executive Recruiter
GovHR USA
jdinneen@govhrusa.com

Dear Mr. Dinneen,

I am pleased to submit my resume and references in application for the position of **Executive Director** for the *Solid Waste Disposal and Recycling Authority of Broward County, FL*.

I retired in July 2020, following a 29 ½ year career with the *City of Sunrise, Florida* that culminated in 5 ½ years as **City Manager**. *Sunrise* is a city of almost 100,000 residents, located in Broward County, Florida. During my tenure with *Sunrise*, I held eight separate professional positions in the offices of utility billing, finance, budgeting, utilities, and city manager. For approximately one year during my tenure as **Assistant City Manager** I was simultaneously assigned the position of **Public Works Director**. In addition, I was twice appointed **Interim City Manager**. I was also appointed as a member of the *City of Sunrise General Employees' Retirement Plan* board of trustees for approximately 13 years and was the board **Chairperson** for approximately 12 years.

Perhaps most applicable to this application, during my employment with *Sunrise* I was responsible for managing the city's solid waste and recycling franchise and disposal agreements for 12 years of my employment, was appointed for approximately seven years to the *Technical Advisory Committee of the Broward Solid Waste Disposal District Resource Recovery Board*, and was actively involved in all efforts to create a new regional solid waste and recycling authority in Broward County between the expiration of the former *Resource Recovery System* in 2013 and my retirement in 2020. Specifically:

- ✓ I actively collaborated with municipal elected officials, municipal staff, and legal counsel, along with elected officials and staff for Broward County, to develop a settlement agreement related to disputes concerning the dissolution of the former Resource Recovery System. That agreement was executed in 2015.
- ✓ I actively worked with the same group on a first amendment to the settlement agreement, which was executed in 2016 and which provided for the efforts and study that ultimately led to the formation of the *Solid Waste Disposal and Recycling Authority of Broward County, FL* (the "Authority").

- ✓ During the process of developing the Authority the *Working Group* of elected officials formed a *Solid Waste Working Group* comprised of county and municipal staff to develop a scope of work for, and subsequently collaborate with the consultant on, what would become the *Arcadis Solid Waste and Recycling Issues Study*, delivered in December 2018. I was the **Chairperson** of that *Solid Waste Working Group*.
- ✓ Following delivery of the *Solid Waste and Recycling Issues Study*, the County and its municipalities entered into a *Memorandum of Understanding Regarding Collaborative Study and Subsequent Development of an Integrated Solid Waste and Recycling System* (the "MOU"). Among the provisions of the MOU were the development of a schedule of milestones, the creation of a *Working Group*, the creation of a *Technical Group*, and a pledge by all parties to direct their solid waste to the integrated system. I was a **member** of the *Technical Group*.
- ✓ During the period from 2015 to 2020, I frequently made presentations to the *Broward County City Managers' Association* (BCCMA), the *Working Group*, the *Broward League of Cities*, and the comprehensive body of elected and staff representatives that worked on the development of this integrated system, updating them on the progress of our efforts and encouraging their participation.

Although I have been actively retired for the past 3 ½ years, traveling extensively and enjoying myself immensely, I am drawn to this opportunity by my desire to see many years of commitment and effort come to fruition with the implementation of the *Solid Waste Disposal and Recycling Authority of Broward County, FL*.

I thank you and the members of the Authority for your consideration.

Sincerely,



Richard Salamon

RICHARD D. SALAMON

12155 Bastille Circle E, Parkland, FL 33076 ♦ Cell (954) 465-8320 ♦ e-mail: salamonr@comcast.net

PROFESSIONAL EXPERIENCE

January 1991 to
July 2020

CITY OF SUNRISE, FLORIDA

November 2014 to
July 2020

City Manager

Interim City Manager for first two months. Responsible for all facets of running a community with 94,000+ residents and a combined annual budget of more than \$400 million. Specific areas of responsibilities included the strategic plan, budget, operations, labor relations, capital projects, legislative priorities, government relations, economic development, and communications. Extensive participation in planning and promoting the implementation of the *Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County, Florida*.

January 2012 to
November 2014

Assistant City Manager

Responsible for the oversight and coordination of 14 municipal departments. Extensive participation in the budget development process, including financial analysis and forecasting. Participation in labor negotiations and negotiation strategies. Development and implementation of communication strategies within the organization, providing clear messages for residents, businesses, vendors, other governmental agencies, news media, and external customers.

October 2009 to
January 2012

Financial Administrator / Assistant Director of Utilities

Responsible for the development, implementation, and control of a \$200 million operating and capital budget for a water, wastewater and natural gas utility system with more than 200 employees. Oversight and direction of administrative operations.

December 2003 to
October 2009

Assistant to the City Manager

Responsible for the coordination of all municipal departments. Extensive participation in the budget development process, including financial analysis and forecasting. Provided support for labor negotiation strategies. Development and implementation of communication strategies within the organization, providing clear messages for residents, businesses, vendors, other governmental agencies, news media, and external customers.

June 2003 to
December 2003

Management & Budget Director

Responsible for development of the City budget. Supervised and directed staff involved in the budget preparation and control functions.

Utility Finance Manager

October 1996 to
June 2003

Responsible for directing all operations related to utility billing. Coordinated revisions to the City Code and utility rates. Development of revenue control and enhancement strategies. Oversight of the utility billing enterprise system data management and system control functions. Management of the solid waste and recycling franchise.

September 1995 to
October 1996 **Public Service Manager**

Responsible for directing all operations related to utility billing. Coordination with legal counsel and the Finance Department on revisions to the City Code and utility rates. Management of the solid waste and recycling franchise.

January 1991 to
September 1995 **Administrative Officer**

Responsible for coordinating and supervising all operations related to utility billing, including customer service, billing, collections, and meter reading. Coordinated reorganization of the work unit and a major utility billing system computer conversion. Management of the solid waste and recycling franchise.

September 1988 to
January 1991 **THE 110 TOWER HOTEL**

Hotel Manager

Responsible for directing all aspects of hotel operations, including budgeting and marketing. Accountable for staffing, scheduling, and training of personnel.

PROFESSIONAL COMMITTEES

City of Sunrise General Employees' Retirement Plan Board

- Appointed by the Sunrise City Commission, March 1999
- Board Chairperson, 2000 to 2012

Resource Recovery Board Technical Advisory Committee (TAC)

- August 2003 to April 2007
- January 2010 to July 2013

Solid Waste Working Group (Broward County)

- 2016 to 2018
- Group Chairperson, 2016 to 2018

EDUCATION

Master of Business Administration, Florida Atlantic University (1997)

Bachelor of Science in Business Administration, major in Management (1986), University of Florida

REFERENCES

Provided upon request

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

salamonr@comcast.net

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Richard

Last Name *

Salamon

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

n/a

Cell Phone: *

954.465.8320

Preferred Pronoun (ex. He/She/They etc.) Optional

He

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

Approximately 1,000

2. Total # of full time employees in your current or most recent department (if applicable): *

n/a. Retired.

3. Total budget in your current or most recent overall organization (if applicable): *

\$400+ million annual budget

4. Total budget of your department or areas of responsibility (if applicable): *

\$400+ million

5. Who do you (or did you) report to? (position title only/no proper names): *

Mayor & City Commission

6. Related professional affiliations:

Former member of: ICMA, FCCMA, and BCCMA (City Manager groups)

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

14. At any time, to your knowledge, has anyone made a complaint against you to a professional * organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other: Former employees have unsuccessfully challenged termination

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No

Candidate 9

Todd Storti

Contact Information

Address: 352 Daisyfield Drive
Livermore, California 94551

Cell: 925-876-3635

Email: tstori@pacbell.net

Education

- Bachelor of Science – Business Administration/Management Information Systems
Marquette University, Milwaukee, Wisconsin

Work History

2021 to Present	<u>WM – Northern California and Nevada, Oakland, California</u> Area Director Recycling Operations
2008 to 2021	<u>Recycling Logistics, Inc., Livermore, California</u> President
2020 to 2021	<u>Marborg Industries, Inc., Santa Barbara, California</u> General Manager
2018 to 2020	<u>Butte County Public Works, Butte, California</u> Deputy Director – Waste Management
2016 to 2018	<u>Mariposa County Public Works, Mariposa, California</u> Solid Waste and Recycling Manager
2015 to 2016	<u>County of Mendocino, Health & Human Service Agency, Ukiah, California (population 91,305)</u> Administrative Service Manager II/Fiscal Manager
2002 to 2008	<u>GreenTeam/Zanker, Inc., Sunnyvale, California</u> General Manager

Work History – continued

1996 to 2002	<u>BFI Waste Systems of North America, San Jose, California</u>
1999 to 2002	General Manager
1996 to 1999	Site Manager/Operations Manager
1992 to 1996	<u>Specialty Solid Waste & Recycling, Inc., Sunnyvale, California</u>
	Operations Manager

Data Summary:

Candidate:	Todd Storti
Organization:	WM – Northern California and Nevada
Position:	Area Director Recycling Operations
Organization Budget:	\$100 million
Total Number of Employees in Organization:	400
Expected Salary:	\$250,000
Reporting Relationship:	Area Vice President
Years of Experience:	32

Professional Affiliations:

- Solid Waste Association of North America

TODD STORTI

352 Daisyfield Drive Livermore California 94551 • 925-876-3635 • tstorti@pacbell.net

Hiring Personnel:

For your consideration, below is a brief description of my talents, industry knowledge, and expertise for the position.

My background consists of over 25 years' experience with Solid Waste, Recycling, Sustainability, Environmental, Alternative Energy, Land Use, Behavioral Health (public and private sector). Experience with open market and franchise environments for company such as Specialty Solid Waste, BFI Environmental Services, GreenWaste/Zanker Services in Northern California including Santa Clara, Alameda, Butte, Mariposa, Mendocino, San Mateo Counties and the Cities of Milpitas, Chico, Mountain View, Palo Alto, San Jose, Santa Clara, Livermore and Sunnyvale.

Driving revenue gains and business growth through expert direction of operations, strategies, project management, and business activities has been a cornerstone of my career to date. In every role, I have directly influenced profitability by leading cost management efforts and conducting competitive negotiations with unions and municipalities. I have helped communities establish short and long-term planning to meet State programs such as Organics Diversion, Source Separated Organics, Mandatory Commercial and Multi Unit Recycling, HHW and Electronic Waste, Cal Recycle Electronic Annual Report, Cal Green C&D, and associated Grant Funding.

I am passionate about the communities I work and live in, and have served on many County and Local City Boards, Professional Associations, Community Groups, and Commissions. In addition, consulted and/or presented at all these groups on new programs, financial data for rate review, land use, long term planning, and legislative policy. I have had direct P&L and financial responsibility along with experience with municipal rate setting and reviews.

In management for Public Solid Waste and Recycling, I have implemented legislative and regulatory issues from Local, Federal, and State levels. These range from waste diversion, landfill management, water and air quality, land use, recycling compliance, to employee PPE programs. Responsible for full Cal Recycle reporting and program implementation along with grant development. Served an active role on professional and legislative organizations; California Refuse Removal Council (CRRC) and the Livermore Planning Commission to name a few.

Setting me apart from others in the field is a comprehensive background that includes successful management of multimillion-dollar budgets and large-scale projects, as well as in-depth knowledge of key business and contract-related processes. My ability to understand challenges and develop solutions to move the organization forward has been tried and tested with clients and employers, and I have continuously delivered measurable increases to financial and operating power. In addition, worked with represented labor on new and existing contracts, including prevailing wage rate with Department of Labor Relations. Demonstrated leadership through work stoppage and unionization campaigns.

Select highlights from my career include:

- Successfully managed large scale Hauling, Material Recovery, Transfer, and Landfill Operations.
- Assisted several Community's with disaster response and cleanup.

-
- Developed successful Cal Recycle Organics Grant Proposal for Butte County
 - Reduction in workman's compensation modification rate from 133 to 89.
 - Generated 13% increase in customer satisfaction through introduction of a successful service call center.
 - Increased profit margin 26% and reduced maintenance downtime by implementing Total Quality Management (TQM).

I believe that to create change, it is imperative that the right candidate has not only a full understanding of subject area, but also the passion to help the community.

Please review the enclosed resume and feel free to contact me at your earliest convenience. I appreciate your time and thank you in advance for your consideration. I look forward to speaking with you soon.

Sincerely,



Todd Storti

TODD STORTI

352 Daisyfield Drive, Livermore, California 94551 • 925-876-3635 • tstorti@pacbell.net

ADMINISTRATION/GENERAL MANAGER

Forward-thinking senior professional with a record of driving operational excellence and revenue gains through expert leadership of business plans and initiatives. Instrumental in delivering results through strategic management of budgets and resources, with a track record of success in negotiating contracts and agreements with both municipal and private entities. Recognized for boosting profitability through competitive marketing of products and services. Background includes leadership throughout challenging situations and organizational transitions.

Operations Leadership • Process Improvement • Staff Management • Cost Management • Turnaround Management
Customer Service • P&L/Budget Management • Labor/Contract Negotiations • Union Avoidance • Land Use • EMR
• Safety Management/Training/Compliance • Policy & Procedure Development • Project & Change Management • Government
Advocacy • Alternative Energy • Community Relations

PROFESSIONAL EXPERIENCE

WM – Northern California and Nevada – Oakland, California

2021-Present

Provider of Landfill, Solid Waste, Recycling, and Sustainability

Area Director Recycling Operations

As Area Director of Recycling Operations, I lead and manage diverse recycling operations across Northern California and Nevada. My primary focus is ensuring the financial performance, productivity, and successful implementation of organizational initiatives including maintenance, environmental, and safety.

- **Strategic Management:** Develop and align operational plans with long-term objectives, constantly evaluating performance metrics and adapting strategies to optimize effectiveness.
- **Team Supervision:** Directly manage a team of over 400 employees, including managers across multiple locations, ensuring adherence to safety regulations, and maximizing profitability.
- **Financial Oversight:** Develop and manage operating unit budgets, forecasting financial and human resource needs for future periods. Regularly evaluate business performance against budgets and implement corrective measures as needed. Establish and maintain programs aimed at enhancing safety, productivity, and profitability while ensuring compliance with local, state, and federal regulations. Proven ability in financial management and budgeting, driving success in multiple operational roles.
- **Strategic Analysis:** Proficient in analyzing market trends, conducting competitor analysis, and formulating strategic business plans. Continuously analyze market trends and competitor activities to strategize and steer business direction.

Recycling Logistics, Inc. – Livermore, California

2008-2021

Consulting on Landfill, Solid Waste, Recycling, and Sustainability to Public and Private Organizations.

PRESIDENT

Drive client efforts to reduce waste and minimize environmental impact through design and implementation of customized recycling and waste diversion programs, including for large events and venues (AB2176). Direct all stages of initiatives, land use, citing, permits and managing construction to overseeing process controls of municipal collections systems, material recovery facilities, solid waste transfer stations, landfills and bale-fills, construction and demolition facilities, compost facilities, routing, routing efficiency studies, and waste to energy facilities (dry fermentation, anaerobic digestion, and pyrolysis). Optimize offerings through ongoing research into existing and potential markets/products for traditional and non-traditional waste streams (organic, universal, electronic, and hazardous materials). On site review and training for all phases of Landfill, MRF, Transfer Station - Development, Operations, Compliance, and Closure.

- Drove visibility and success of start-up recycling facility in Watt's section of Los Angeles – managed design, permitting, and construction needs, while serving as company spokesperson.
- Played key role as Waste and Recycling consulting for numerous public and private residential, commercial, municipal recycling efficiency and rate studies.

Marborg Industries, Inc. – Santa Barbara, California

2020-2021

Provider of Solid Waste, Recycling, and Sustainability

General Manager

I orchestrated and directed the departments' efforts while preparing and overseeing comprehensive waste management plans and budgets for Transfer, MRF, and Organics Operations. My responsibilities included supervising staff, providing strategic direction, and envisioning success. I played a pivotal role in coordinating and evaluating the Santa Barbara Sustainability Center at the landfill. This project encompassed a new automated MRF and invessel digestion facility, integrating advanced engineering, operations, recycling, diversion, regulatory compliance, rate setting, franchise oversight, and harnessing landfill gas energy.

- Compliance Development: Developed Cal Recycle Compliance strategies encompassing Cal Green (LEEDS), Mandatory Commercial Recycling (MCR), Multi Family Unit Recycle, and Source Separated Organics initiatives.
- Strategic Commissioning: Led the commissioning and successful startup of the new Santa Barbara County Integrated Resource facility at the Tajiguas Landfill.

Butte County Public Works – Butte, California

2018-2020

Provider of Landfill, Solid Waste, Recycling, and Sustainability

Deputy Director – Waste Management

Responsible to coordinate and direct work of the departments Waste Management Division. To prepare and oversee the annual waste management plans and budgets for all related activities including Landfill Operations, supervise professional staff, provide overall direction and vision. To coordinate and evaluate the divisions units including design, engineering, operations, recycling, diversion, regulatory compliance, rate setting, franchise oversight and review, liquid waste, and landfill gas energy.

- **Implemented Cal Recycle Compliance** with Cal Green (LEEDS), Mandatory Commercial Recycling (MCR), Multi Family Unit Recycle, and Source Separated Organics.
- **Developed Disaster Debris Program** in coordination with Cal Recycle, Cal OES, and FEMA for Camp Fire with over 15,000 destroyed structures and over 3 million cubic yards of material streams.

Mariposa County Public Works – Mariposa, California

2016-2018

Provider of Landfill, Solid Waste, Recycling, and Sustainability

Solid Waste and Recycling Manager

To plan, coordinate and direct comprehensive solid waste and recycling programs and services for Mariposa County. To ensure County compliance with all related laws and regulations including Cal Recycle, Air and Water Boards, LEA, and Cal OSHA. To respond and administer related grants and contracts. Responsible for all operations and compliance of County Landfill, Transfer Stations, Compost Facility, Material Recovery Facility, and Franchise Collections Agreements. Develops proposal and selects contractors for various division operations and compliance requirements including LFG, Leachate, Storm Water, and Hazardous Waste. Full P&L, HR, Maintenance, Safety, and Compliance responsibility.

- **Developed Phased Landfill Closure** plan with Cal Recycle, Regional Water and Air Board's, and Local Officials to develop permitted airspace to extend life from 7 years to 25 years.
- **Repurposed \$8 million In-vessel Compost System** that was being used to produce ADC for landfill to now process segregated inbound streams including food waste and SSO to marketable Compost and Mulch products
- **Increased Department Profit Margin** through use of BMP and accountability from various divisions which include full labor, equipment, and process utilization and tracking of Key Performance Indicators.

County of Mendocino, Health & Human Service Agency – Ukiah, California

2015-2016

Provider of Health and Human Services for the County of Mendocino.

ADMINISTRATIVE SERVICE MANAGER II / FISCAL MANAGER

Plans, Organizes, and Directs through subordinate a major division of the Department of Health and Human Services Agency for Mendocino County. Responsible for multiple large scale programs within the division which are complex and varied which include countywide responsibilities. Annual budget preparation and cost monitoring of all programs and over 200 FTE's, recommend expenditures for ongoing programs, assist with new and existing program development and safeguard of County assets. Responsible for budgeting, P&L, monthly reporting, yearend close. Participate in the planning, organizing, and managing of regional and countywide HHSA programs, administrative policy, goal setting, meeting Federal / State mandated reporting and evaluating the overall operations of programs.

- **Drove implementation** of Federal Electronic Health Records System (EHR) and Meaningful Use.
- **Developed policy and procedures** for Medi-Care denial rate reduction, and Revenue Cycle Management providing 13% increase in additional funding.

GreenTeam/Zanker, Inc. – SMaRT Station, Sunnyvale, California

2002-2008

Material Recovery and Refuse Transfer Operation.

GENERAL MANAGER

Spearheaded daily operations, production, shipping/receiving, maintenance, and sales of recovered and processed recyclables. Leading efforts of MRF and Transfer with 140 employees handling 1200 tons per day of inbound material with direct P&L responsibility of \$20M budget. Drove consistency through development of policies/procedures and identified opportunities for continuous improvements. Successfully managed and negotiated Teamster Union labor agreements, labor work actions, labor stoppages and walkouts, as well as National Labor Relations Board actions.

- **Achieved 12% decrease in company operating costs** through strategic realignment of personnel and by teaming with Maintenance to reduce inventory and streamline reporting.
- **Boosted recycled material revenue sales 22%** by improving recycle quality in each material grade and negotiating with local and overseas buyers and mills for best pricing.
- **Delivered 4% increase in diversion from waste** through development of an Organics recycling program.

- **Slashed operational downtime by 50%** by initiating planned maintenance scheduling for equipment, realigning staff hours to match operating schedules and analysis of inventory to determine critical parts.
- **Expertly managed and negotiated municipal rate increases and California D.I.R. prevailing wage rate**, as well as implementation of state statute in 2002.

BFI Waste Systems of North America – San Jose, California

1996-2002

Leading Trash Disposal Company.

GENERAL MANAGER (1999-2002)

Piloted sales and business operations, with a focus on maximizing public relations efforts to build business in competitive commercial marketplace – oversaw 150 employees, district P&L and unit costs, and a \$30M annual budget. Drove successful negotiations of municipal contract extensions and rate increases, while protecting company through strategies to thwart union organization campaigns with responsibility over Hauling, Recyclery MRF, Nummi Island Landfill.

- **Lowered District's overhead costs by 23%** through consolidation of Sales, Accounting, and Customer Service Departments, reduction of old/unused inventory, and negotiation of new lease agreements.
- **Generated 13% increase in customer satisfaction** through introduction of a successful service call center.
- **Led District to exceed budget goals for both 1999 and 2000** – boosted gross sales through innovative sales and marketing efforts involving all departments, as well as by maximizing operational productivity, reducing maintenance costs, and leading teams to achieve goals.

SITE MANAGER/OPERATIONS MANAGER (1996-1999)

Ensured top levels of service and maintenance for 80 routes, implementing standards to guarantee compliance with all corporate/state/federal OSHA and DOT safety programs and procedures. Enhanced capabilities by orchestrating implementation of and training on new SAP R3 business enterprise software. Responsible for Hauling and Landfill.

- **Generated 6% boost to return on District's gross asset** by reducing old/unused inventory and reassigning assets to represent actual GL cost and depreciation.
- Significantly lowered expenses by decreasing company overtime by 72%.
- **Reduced workman's compensation claims by 35%** through implementation of key safety policies.
- **Led District to meet all cost goals (1996, 1997, and 1998)** for the first time in 6 years.

Specialty Solid Waste & Recycling, Inc. – Sunnyvale, California

1992-1996

Trash Disposal Company.

OPERATIONS MANAGER

- Manage entire operation for 45 refuse and recycling hauling routes, including maintenance - led transitional management of company acquired in 1992.
- Increased department profit margin 26% by implementing automated residential collection techniques.
- Slashed 72% in company overtime costs by eliminating inefficient services, consolidating accounts, and collaborating with collection personnel to determine customer actual needs and best routings.

CAREER NOTE: Previous roles as **Systems Manager, Sales Representative, Mechanic** for **Perin Company, Inc.** for the Sales and Installation of Krause, Mayfran, Hustler, Harris Press & Shear, Blower Application, & CP MRF systems.

EDUCATION

Bachelor of Science in Business Administration/Management Information Systems

Marquette University, Milwaukee, Wisconsin

EMT-B (Emergency Medical Technician)

Fast Response School of Healthcare, Berkeley, California

APPOINTMENTS/PROFESSIONAL DEVELOPMENT/ASSOCIATIONS

- SWANA Manager of Landfill Operations (2017), Zero Waste Principles (2018), Compost Operations (2019)
- USC / California Institute for Behavioral Health Solutions – Leadership Institute (2015)
- Alameda County Sheriff Department – Search & Rescue SARTEC III (2013 – 2016)
- City of Livermore Planning Commissioner (2005 – 2015)
- Sunnyvale Political Action Committee, SUNPAC Board Vice Chair (2003 – 2013)
- Alameda County Source Reduction and Recycling Board Director (2006 – 2008)
- Sunnyvale Heritage Museum Board of Directors (2004 – 2009)
- U.S. Green Building Council (2007 - 2010)
- San Jose Chamber of Commerce, COMPAC Board Trustee (2002 – 2008)
- Silicon Valley Manufacturing Group (1996 - 2002)
- California Refuse Removal Council (C.R.R.C.) (1989 -1996)

Release of Information

IMPORTANT -- PLEASE READ CAREFULLY PLEASE BE ADVISED: THE INFORMATION YOU PROVIDE WILL BE SHARED WITH OUR CLIENT.

- **In accepting our invitation for further consideration in this recruitment, it is your obligation to have a definite interest in the position, make all appropriate disclosures and have discussed a possible career move and relocation with your family. It is unfair to all (Candidates, Client and Consultant) to accept a potential invitation to interview for a position if you are not seriously interested in the opportunity or not in a position to accept an appointment if it is offered to you.**
- Please indicate to us the degree of confidentiality you wish us to observe at this time. We will do our best to maintain confidentiality within the limits of state open record and freedom of information/sunshine laws and regulations.
- We look forward to learning about you, your accomplishments and the strengths and enthusiasm you can bring to this important position. Thank you for your cooperation. If you have any questions as to the progress of the recruitment or the status of your candidacy, please feel free to call.

Email *

tstorti@pacbell.net

NOTE: Any false response, misrepresentation, or omission of relevant information submitted by you to the questions below may disqualify you from eligibility, selection, or appointment. Misleading or inaccurate information may result in our client withdrawing any conditional or final job offer, or bringing litigation against you. *

- Yes, I agree with these terms and conditions.
- No, please withdraw my application from this position.

First Name *

Todd

Last Name *

Storti

Alias Names: Other names by which you've been known by. Ex. Nicknames, Legal Names, Maiden Names, etc. (type n/a if non-applicable)*

n/a

Cell Phone: *

925-876-3635

Preferred Pronoun (ex. He/She/They etc.) Optional

Male or Female (Optional):

Male

Female

Prefer not to answer

CURRENT EMPLOYMENT INFORMATION: *

1. Total # of **full time employees** in your current or most recent overall organization (if applicable):*

400

2. Total # of full time employees in your current or most recent department (if applicable): *

400

3. Total budget in your current or most recent overall organization (if applicable): *

\$100m

4. Total budget of your department or areas of responsibility (if applicable): *

\$100m

5. Who do you (or did you) report to? (position title only/no proper names): *

Area Vice President

6. Related professional affiliations:

SWANA

7. Please confirm that you agree to immediately advise the GovHR USA consultant assigned to your recruitment if you accept another position or your employment circumstances change at any point during the recruitment and selection process for this position. *

Yes

No

8. At any time in the last seven (7) years, have you been convicted of any offenses relating to your operation of a motor vehicle, or has your drivers license been suspended or revoked for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

9. At any time in the last seven (7) years, have you been a party to a lawsuit in any court or administrative proceeding, personally or professionally? (Yes or No) If yes, please provide general information and applicable dates. Additionally, please identify the applicable venue or jurisdiction of the proceeding, and if known, the current status and/or disposition of the proceeding. *

Yes (please explain on Other line below)

No

Other:

10. At any time in the last seven (7) years, have you been disciplined by your employer, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

11. At any time in the last seven (7) years, to your knowledge, have you been investigated by a professional association or other organization, including but not limited to a governmental entity with investigative or regulatory oversight authority, for any reason? If yes, please provide all information and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

12. At any time in the last seven (7) years, has anyone made a complaint against you to a professional association regarding your professional status or certification? If yes, please provide all information, including whether there was an investigation by the association, the outcome of the complaint and applicable dates. Yes or No (If yes, please explain). *

Yes (please explain on Other line below)

No

Other:

*

13. At any time, since age 18, have you been asked to resign, or have you been terminated from employment? If yes, please provide applicable dates and please indicate if a severance agreement and/or release of claims was executed by you regarding such resignation/termination. (do not reveal the terms of the agreement or release).

Yes (please explain on Other line below)

No

Other:

*

14. At any time, to your knowledge, has anyone made a complaint against you to a professional organization, your employer or federal, state or local fair employment practices agency (e.g., the EEOC) for alleged violations of state or federal civil rights or sexual harassment laws? If yes, please provide all information, including whether an investigation occurred, the outcome of the complaint, and applicable dates. Yes or No (If yes, please explain).

Yes (please explain on Other line below)

No

Other:

15. Are you Authorized to work in the United States? *

Yes

No

16. Do you need an employer to sponsor your visa or visa renewal? *

Yes

No