



SOLID WASTE DISPOSAL AND RECYCLING
AUTHORITY OF BROWARD COUNTY, FLORIDA

EXECUTIVE DIRECTOR



INTERVIEW PORTFOLIO



March 4, 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,

This report contains the application materials for the four candidates selected for an interview on March 8th.

For use in the selection process, the enclosed materials provide each candidate's career overview and comparative data, resume, and application materials.

We look forward to being of continued assistance as you conclude this recruitment.

Best wishes,



James Dinneen
Vice President
GovHR USA, LLC

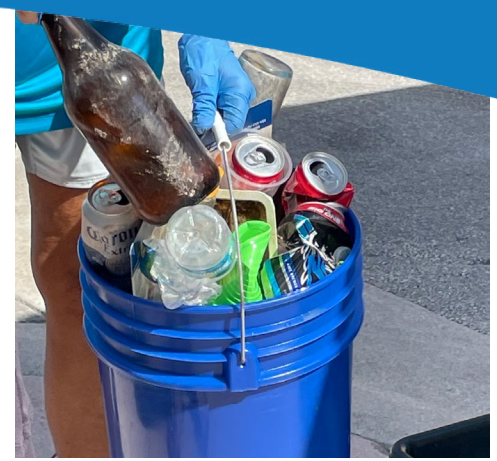


**SOLID WASTE DISPOSAL AND RECYCLING
AUTHORITY EXECUTIVE DIRECTOR
BROWARD COUNTY, FLORIDA**



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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.



*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).



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EXECUTIVE RECRUITMENT

Solid Waste Disposal and Recycling Authority of Broward County
Executive Director

Recommended to Interview
Presented in Alphabetical Order

Candidate 1.....Thomas C. Eriksen
Director of Operational Support (Former)
Covanta
Fort Myers, Florida

Candidate 2.....Gregory J. Kaminski
Director of Solid Waste and Recycling
Columbia County
Portage, Wisconsin

Candidate 3.....Achaya Kelapanda
Deputy Director, Operations
Miami-Dade County
Miami, Florida

Candidate 4.....Todd Storti
Area Director Recycling Operations
WM – Northern California and Nevada
Oakland, California

Candidate 1

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

Candidate 2

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	<u>Columbia County, Portage, Wisconsin (population 58,500)</u> Director of Solid Waste and Recycling
2008 to 2012	<u>One Source Recycling, Rockford, Illinois</u> General Manager/Controller
1988 to 2008	<u>Waste Management, Inc., Menomonee Falls, Wisconsin</u> 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

Candidate 3

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



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

Candidate 4

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)