



GENERAL MANAGER



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The Monterey County region, with its moderate Mediterranean climate, is a diverse community set in a picturesque coastal location. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents. Boasting such world-renowned attractions as the spectacular Big Sur Coast, 17-Mile Drive, Monterey Bay Aquarium, Cannery Row, the Steinbeck Center, the Monterey Jazz and Blues Festivals and Pebble Beach – possibly the world’s most famous golf course, it’s easy to see why an estimated 4 million visitors a year make Monterey County their destination of choice.

In addition to a thriving tourist trade, Monterey County’s economy is largely based on a vigorous agricultural industry. Known as the ‘salad bowl of the nation’ the Salinas Valley provides fresh strawberries, vegetables and salad greens to the entire country. California’s 16th largest county also provides many educational opportunities for its residents including California State University at Monterey Bay, the Middlebury Institute of International Studies at Monterey Bay, the Defense Language Institute, Presidio of Monterey, and the Naval Postgraduate School. All these factors combine to make Monterey County a healthy, economically diverse region eager to foster and sustain an enriching lifestyle for its residents.

THE DISTRICT

The mission of the Monterey Regional Waste Management District (MRWMD) is “to turn waste into resources in the most cost effective and environmentally sound manner to benefit the community.”

Established in 1951 as a Garbage and Refuse Disposal District, the MRWMD has been an industry pioneer in providing cost-effective solid waste management and resource recovery services. In addition to being the home of the Monterey Peninsula Landfill, over the years many successful waste diversion and recycling facilities and programs have been developed and operated.

The District’s primary purpose is to manage solid waste from within its service area including the Monterey Peninsula and coastal Monterey County. The District’s services include a Materials Recovery Facility that is state of the art for single stream, mixed waste processing and processing of construction and demolition and self-haul materials, the Last Chance Mercantile reuse store (operated by the Veterans Transition Center), a household hazardous waste collection facility, recycling drop-off area, and Small Planet Garden where school groups conclude their tours. The District is energy independent and sells surplus electricity back to the grid. More than 4,5000 kilowatts of continuous power is currently being generated from the landfill gas collection system.



The landfill site has a design capacity of approximately 84 million cubic yards with remaining waste capacity of approximately 72 million cubic yards which is projected to last more than 100 years at present recycling and disposal rates.

The District also has a fleet parking and corporation yard on a 10 acre parcel that is home to the collection services hauling company that is serving 7 Peninsula member agencies. Additionally, an operational Compressed Natural Gas (CNG) fueling station for collection vehicles that will begin to fuel the collection local refuse and recycling trucks with fuel produced from biogas by the end of the calendar year.

The District covers a total of 853 square miles and serves a population of about 140,000. MRWMD facilities are located on its 475-acre property, 2 miles north of Marina, at the Monterey Regional Environmental Park. The property consists of a 315-acre permitted sanitary landfill site, a 126-acre buffer area (mostly Salinas River floodplain), and 20 acres for the resource recovery facilities, administrative offices, Board chambers, and maintenance buildings. The MRWMD service area includes the following jurisdictions: Moss Landing, Castroville, Marina, Seaside, Del Rey Oaks, Sand City, Monterey, Monterey-Salinas Highway area, Pacific Grove, Pebble Beach, Carmel, Unincorporated Carmel-by-the-Sea, Carmel Valley, Carmel Highlands, and Big Sur.

In 1998, the District received the first ever Gold Excellence Award for “Best Solid Waste System in North America” from the Solid Waste Association of North America. MRWMD was awarded the “2003 Landfill Methane Outreach Program Community Partner” Certificate by the U.S. Environmental Protection Agency. In 2014, the District received SWANA’s Gold Excellence Award in composting for its Anaerobic Digestion Pilot Project.



MRWMD operates under a budget of approximately \$40 million and has a staff of 122 full time employees.

For further information, please visit the district's website at:

www.mrwmd.org

THE POSITION

The General Manager serves as the Executive Officer for the MRWMD and reports to a nine-member Board of Directors that establishes District policy. The Board consists of elected officials who are appointed to the Board for four-year terms. The General Manager provides leadership on the development of District services, functions and policies, while also maintaining a current awareness of best management and administrative practices and is prepared to implement changes that will increase the efficiency and economy of District operations and services.

The General Manager directs and oversees Director of Operations, Director of Finance & Administration, Director of Engineering & Compliance and Director of Communications. The General Manager has general responsibility for District labor relations matters and is typically the lead negotiator for collective bargaining with the union Operating Engineers Local #3. The General Manager partners with the Director of Communications in developing the District's public outreach strategies, evaluating public education program effectiveness and managing external stakeholder relationships.

The General Manager will serve as a District representative before boards and commissions and coordinate the preparation of the agenda for the Board of Director's meetings. The selected candidate will work on joint, cooperative efforts with other solid waste management agencies and also prepare leases and agreements.

The General Manager oversees the development and administration of operating and capital improvement budgets, plans, and capital projects while also directing preparation of grant applications and grant administration. Budget requests and recommendations for final expenditure levels are also primary responsibilities.

THE IDEAL CANDIDATE

The ideal candidate is a visionary leader, effective communicator and business executive who is visible within the community. A General Manager who is open, honest, and has excellent oral and written communication skills is desired. The incumbent must be able to lead, organize, and manage a staff with diverse talents, skills, and personalities. The ideal candidate will have the ability to work collaboratively with a diverse Board of Directors in establishing goals and objectives, as well as in managing



complex projects and defining and implementing best practices.

The Board of Directors is seeking a candidate who will help craft a new vision and values statement for the organization and lead a re-branding of the District that reflects the new vision and values. This work will be done in consultation with staff, the Board and other key stakeholders. The ideal candidate will provide staff with clear direction and lead in a way that motivates and inspires staff to achieve the goals and objectives of the District. MRWMD seeks an innovative General Manager who will personally seek out greater organizational efficiencies and inspire staff to do the same; a candidate who will seek to deliver excellent services while keeping costs as low as possible is desired. A candidate who is willing to lead by example, work hard to get the job done and be a hands-on manager would do well in this position. Successful candidates will also possess a high level of political acumen. The new General Manager will be a creative problem solver who is able to identify key issues in complex situations, evaluate options, and initiate strategies for resolution.



MRWMD is seeking a candidate with knowledge of and experience with the principles and practices of public administration, including administrative analysis, fiscal planning and control, and policy and program development. Knowledge of engineering and construction principles applicable to planning, permitting, design, and construction is desired. Candidates are expected to have a working knowledge of California laws and regulations pertaining to solid and hazardous waste management, recycling, and landfill operations. Knowledge of the power industry, material markets, and facility operations is desirable.

Candidates should possess a combination of education and experience which provides a solid grounding in management and administration of a public or private agency responsible for solid waste management, recycling, and landfill operations. Background should include responsibility for formulation and implementation of programs, budgets, and administrative operations. Bachelor's degree with coursework in engineering, business administration, public administration or a related field is preferred. A Master's degree is a plus. Candidates with the ability to speak Spanish are highly desirable.

THE COMPENSATION

The annual salary range for the General Manager is \$189,166 - \$241,429; placement within this range is dependent on qualifications and experience of the selected candidate. The District also offers an attractive benefits package including:

Retirement – CalPERS Retirement Plan (2% at 62); A Deferred Compensation Plan (457(b)) is also available with employer match after one year of service.

Benefit Package – The District provides a medical, dental, prescription drug and vision plan for District employees and their families. The District currently pays 84% of the premium and the employee pays 16%. Life and ADD insurance is provided in an amount equal to annual salary. Short-Term and Long-Term Disability Insurance is provided at no cost to the employee.

Time Off – The District offers 14 paid holidays per year; 10 -22 days of vacation, based on years of service, 12 days of paid sick leave per year.

Management Leave – 117 hours per year.

Other benefits include: Employee Assistance Program, Optional Cafeteria Plan (Hospital, Accident & Cancer Plan) and a vehicle stipend.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:

August 13, 2021

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. Candidates will be advised of the status of the recruitment following finalist selection. Finalist interviews will be held with the Monterey Regional Waste Management District. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Gary Phillips at:

(916) 784-9080

