



NEXT GENERATION

Management and Leadership Program Class of 2020

Our **Target Audience** is the next generation of family members not currently engaged in the refuse or recycling industry, and existing managers and potential managers, both family and non-family members.



*Learning from the past.
Looking toward the future.*



OUR PROGRAM OBJECTIVES INCLUDE:

- Become familiar with the refuse collection and recycling industry
- Become familiar with member companies, facilities and operations through on-site tours
- Experience actual procedures, methods, facilities and use of equipment
- Become familiar with independently owned and operated businesses
- Learn the difference between privately owned and publicly held companies
- Become motivated to join the business/industry, or remain an integral, contributing industry member/leader

PROGRAM FORMAT:

- The program includes eight modules presented once/month beginning in September, and ending in May (no program will be held in December)
- Modules are held at various member company facilities or other properties in Northern California. Any travel expenses are the responsibility of the participant, except as expressly noted herein
- A Pre-Module will be held the evening before the first module, including dinner
- Seven of the modules are 1-day classes, generally 7:30 am – 4:30 pm. Breakfast and lunch will be provided
- One module is a 2-day class, including a class project, an overnight stay (mandatory and paid for in your fees), and dinner is provided
- Modules will include quizzes, discussion groups, reading, lecture and visuals

*Instructors subject to change based on availability

SERIES OVERVIEW:

Pre-Module – Introductions and Welcome

- Introductions
- How the Next Generation Program Came About
- CRRC Role & History
- Program Expectations and Outcomes
- Alumni Presentations

Chair: Trish Roath, CRRC Executive Director

Instructors*:

Larry Bienati, Next Generation Program Professor
Tessa Gilton, Next Generation Alumni
Louie Pellegrini Jr., Peninsula Sanitary Service, Inc.
Jerame Renteria, Next Generation Alumni

Module 1 – The History, Evolution and Future of the Solid Waste and Recycling Industry

- The History of the Industry, Collection, Disposal and Recycling in the Early Years (pre-AB 939)
- SB 5 and Why the Environmental Movement Started; Formation & Role of CIWMB (pre-AB 939)
- AB 939, including Economic and Environmental Impacts
- Dissolution of the CIWMB and Formation of CalRecycle Department; AB 32 California Global Warming Solutions Act
- Future Goals, Concerns, Policies and Trends
- The role of Extended Producer Responsibility
- Tour of State Capitol
- The Legislative Process
- Dissecting a Current Bill

Chair: Patty Garbarino, Marin Sanitary Service

Instructors*:

Evan Edgar, Edgar & Associates, Inc.
Joe Garbarino, Marin Sanitary Service
Doug Kobold, California Product Stewardship Council
Kip Lipper, Chief Policy Advisor for Energy and Environment for the California Senate Leader
Rachel Oster, Diversion Strategies

Module 2 – Effective Day to-Day Operations and Administration

- Ownership
- Collection Operations
- MRF Operations
- Organics Processing
- Customer Service
- Administration
- Facility Tour

Chair: Ron Fornesi, South San Francisco Scavenger/Mission Trail Waste Systems, Inc.

Instructors*:

Mario Gutierrez, South San Francisco Scavenger
Ron Proto, R.J. Proto Consulting Group, Inc.

Module 3 – The Regulatory Environment and Solid Waste Technology

- Landfill Technologies
- Tour of Clover Flat Landfill
- Food Waste to Feed
- Covered Composting Technology
- Anaerobic Digestion to Fuel
- SB 1383 Presentations to Your City

Chair: Veronica Pardo, California Refuse Recycling Council

Instructors*:

Neil Edgar, California Compost Coalition
Greg Kelley, Napa Recycling & Waste Services, LLC
Louie Pellegrini Jr., Peninsula Sanitary Service
Christy Pestoni Abreu, Upper Valley Disposal & Recycling
Dave Sikich, Atlas Disposal Industries

Module 4 – Human Resource Management

- Union Labor
- Non-Union Labor
- Labor Negotiations & Employee Relations
- HR Toolkits
- Real World Case Studies
- Facility Tour

Chair: Greg Kelley, Napa Recycling & Waste Services, LLC

Instructors*:

Larry Bienati, Next Generation Program Professor
Don Garcia, Teamsters Local 315
Stephen Hirschfeld, Labor Attorney, Hirschfeld Kraemer LLP
Nicole Impagliazzo, Garaventa Enterprises, Human Resources Manager
Greg Kelley, Napa Recycling & Waste Services

Module 5 – Municipal and Community Relationships

- How State Laws and Local Ordinances Affect the Refuse & Recycling Industry
- Local Involvement (Boards, Chamber of Commerce, Service Clubs, Environmental Interest Groups, etc.)
- City Staff
- Elected Officials
- Public Relations/Advertising & Being Responsive to the Customer, Public Speaking
- Dealing with the Media
- Facility Tour
- Political Action Committees, Do's and Don'ts
- Exclusive Franchise Agreements
- Non-Exclusive Franchise Agreements

Chair: Patty Garbarino, Marin Sanitary Service

Instructors*:

Jason Dow, Central Marin Sanitation Agency
Joe Garbarino, Marin Sanitary Service
Jasun Molinelli, Hanson Bridgett LLP
Teresa Montgomery, Garden City Sanitation
Kim Scheibly, Marin Sanitary Service
Laura Stephen, Stephen Company

Module 6 – Risk Management and Safety

- The Risk Management Function and Process
- Insurance 101 (Risk Transfer)
- Workers Compensation Insurance (Risk Transfer)
- The Agent/Broker
- Risk Avoidance, Safety and Regulatory Compliance (Risk Control)
- Post Accident Procedures (Risk Control)

Co-Chair: Tracy Adams, GreenWaste Recovery

Co-Chair: Mark Figone, East Bay Sanitary Co., Inc.

Instructors*:

Peter Bamforth, Alaska National Insurance
Matt Clemo, Solid Waste Insurance Marketing
Matt Gartner, XL Catlin
Ed Maghakian, Solid Waste Insurance Marketing
Dennis Maisano, 901T Safety Education
Scott Snowden, Solid Waste Insurance Marketing
Mario Tromba, Solid Waste Insurance Marketing

Module 7 – Financing the Operation and Company's Growth

Day 1:

- Financing Sources for Your Project
- Determining Your Company's Financial Condition and Borrowing Capabilities
- Analyzing Your Financial Statements
- Based on Your Individual Financial Conditions, What Are Your Options?
- What Financial Institutions are Looking For
- Preparing for Tomorrow's Bank Interview

Day 2:

- Team Presentations to Loan Committee

Chair: Bill Dobert, Specialty Solid Waste & Recycling, Inc.

Instructors*:

Beau Barnes, Comerica Bank
Mike Murray, Napa Recycling & Waste Services
Andy Rose, Attorney at Law
Roger Williams, VT Williams & Associates, LLP

Module 8 – Leadership In Today's Changing Industry and Graduation Dinner

- Synthesis/Application of Class Concepts
- Share Personal Leadership Development Plans
- Leaving Your Legacy
- Graduation Dinner

Chair: Larry Bienati, Next Generation Program Professor

Instructors*:

Trish Roath, California Refuse Recycling Council