



*San Luis Obispo County  
Integrated Waste  
Management Authority*

*invites your interest  
for the position of*

**Executive  
Director**



## The Organization

The San Luis Obispo County Integrated Waste Management Authority (IWMA) is a government entity formed through a Joint Powers Authority governed by an 8-person Board of elected officials from the cities of Arroyo Grande, Atascadero, Grover Beach, Morro Bay, Paso Robles, Pismo Beach, San Luis Obispo and one member representing the eleven (11) Community Services Districts. The Community Services Districts include Avila, California Valley, Cambria, Cayucos, Ground Squirrel Hollow, Heritage Ranch, Nipomo, Oceano, San Miguel, San Simeon, and Templeton. These jurisdictions formed the IWMA in 1994 to plan and implement regional solid waste and hazardous waste programs. The County of San Luis Obispo is not a member of the IWMA.



The mission of IWMA is to provide coordinated efforts to comply with state waste and recycling policy on behalf of member agencies through practical, cost-effective programs, education, and technical support. IWMA has six staff positions in addition to the Executive Director: Deputy Director, Program Manager, Accountant, Clerk of the Board, Management Analyst, and a Program Coordinator position that is currently vacant.

The purpose of the IWMA is to connect the community to waste solutions. One of their current programs is focused on SB 1383 - a statewide effort to reduce emissions of short-lived climate pollutants. The purpose of this organics law is to reduce greenhouse gases and build upon California's efforts to reduce air pollution statewide. Cal Recycle is the state agency responsible for creating the regulatory standards. Effective as of January 1, 2022, regulations to meet statewide organics reduction and food recovery requirements take effect. The target of this law is to reduce statewide disposal of organic waste by 75% by January 1, 2025, and to recover a minimum of 20% edible food safe for human consumption, which is currently being disposed of, by 2025.



## The Community

San Luis Obispo County (SLO County) is located on the Pacific coast, approximately halfway between the metropolitan areas of Los Angeles and San Francisco. SLO County covers approximately 3,300 square miles and is bordered by Monterey County to the north, Kern County to the east, Santa Barbara County to the south, and 100 miles of Pacific coastline to the west.

Because of its distance to major metropolitan areas, SLO County has been able to retain its small-town and



rural character. Despite this, the area also offers many of the same amenities that are found in more populated areas. SLO County is home to major educational institutions including California Polytechnic State University and Cuesta Community College – both of which draw students from all over the world and provide a wide array of educational and cultural opportunities. The varied geography and rich history of the area provide numerous opportunities for recreation. Major U.S. highways, regional airports, railroad stations and the Port of San Luis all make the area accessible by land, air, and water.

## **The Position and Ideal Candidate Profile**

The new Executive Director must ensure lines of communication and coordination are effectively administered, as a key focal point of this role is the relationship and coordination with the Board of Directors, and by extension, the member agencies, stakeholders, and the community at large. Each of the member agencies has unique needs and requirements within their respective communities. These diverse needs must be addressed in a positive, solutions-based manner, yet also must be fair and equitable to other partners of the JPA. This will require a proactive communication style with sensitivity and awareness of diverse local needs and a keen political acumen.

He/she is expected to be innovative and forward thinking in identifying and offering new approaches, services, and programs geared towards waste diversion and educational outreach. A creative and pragmatic administrator and leader who can balance the equation of cost and investment versus results and mission will be critical to this position. The dynamic and fluid nature of environmental services, an evolving area with heavy regulatory oversight, requires expertise in the solid waste and recycling environment as well as eco-friendly operations. These skills are

important, as the Executive Director must establish credibility as the subject matter expert for the organization, while implementing organizational strategies and maintaining focus on the goals of the Authority.



The new leader must be an engaged and hands-on manager with solid administration and human resources skills. The small staff is highly capable and will need a high level of empowerment to help advance the mission of the Authority through increased outreach, awareness, and development of progressive programs.

Service expectations and environmental awareness in SLO County run high,

making it imperative that the Executive Director operates with a focus on maintaining exceptional levels of customer service. This will necessitate an Executive Director with a collaborative work style that generates positive customer interactions. Effective negotiation skills and an adept touch is necessary as he/she will be dealing heavily with policy makers, community service providers and consultants. The Executive Director must have unquestionable integrity and work to ensure that the Authority embraces ethical values.

The desired background includes seven years of experience in waste management program administration, or the equivalent, including four years of administration and supervisory experience. A BA/BS in Business or Public Administration, Environmental Service or a related field is preferred, as is experience in or with a public agency. A Master's degree is highly desirable.

## Compensation and Benefits

The San Luis Obispo County Integrated Waste Management Authority offers an attractive compensation and benefits program. The base salary for this position is up to \$170,000 annually plus benefits DOQ. In addition, the Authority offers an attractive benefit package, which is negotiable. The standard employee benefit package is as follows:

- ◆ The IWMA is not a PERS contracted agency.
- ◆ Retirement Defined Contribution Plan 401(a): 19.53% of compensation.
- ◆ Voluntary Deferred Compensation 457(b) Plan: Employer Match up to IRS determined amount.
- ◆ Post-Employment Healthcare Plan (PEHP): 2% of base salary.
- ◆ Vacation leave from year 1-4: 10 days/year  
4-9: 15 days/year  
9+: 20 days/year
- ◆ Sick Leave: Accrues 12 days of sick leave annually.
- ◆ Administrative Leave: 40 hours annually.
- ◆ Holiday: Twelve holidays and One Personal Day.
- ◆ Contribution towards Medical (Choice of Blue Shield PPO Gold or Silver), Dental (Delta Dental High) and Vision (VSP) through SDRMA. Insurance starts the month after date of hire. (Employees receive \$1,500).
- ◆ Voya Basic Life and AD&D, Voya Long Term Disability, and EAP plan paid.
- ◆ Employer Portion of Social Security paid.
- ◆ Cell Phone Allowance: TBD
- ◆ Relocation Allowance: TBD



**SAN LUIS OBISPO COUNTY**  
**INTEGRATED WASTE MANAGEMENT AUTHORITY**  
*Connecting the Community to Waste Solutions*

## The Process

To pursue this desirable career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this position is April 11, 2022.



If you have any questions regarding this position, please contact Bill Avery at 408.399.4424, or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net). For more information on the San Luis Obispo County Integrated Waste Management Authority (IWMA), visit its website at [www.iwma.com](http://www.iwma.com).