

SALINAS VALLEY SOLID WASTE MANAGEMENT AUTHORITY (SALINAS VALLEY RECYCLES)

**SIX-MONTH STRATEGIC OBJECTIVES**

April 19, 2018 – October 18, 2018

THREE-YEAR GOAL: <b>SELECT AND IMPLEMENT FACILITIES</b> (e.g., SALINAS AREA MATERIALS RECOVERY CENTER) <b>AND PROGRAMS THAT LEAD TO ACHIEVEMENT OF AT LEAST 75% WASTE DIVERSION</b>							
WHEN	WHO	WHAT	STATUS			COMMENTS	
			DONE	ON TARGET	REVISED		
1. At the March 15, 2018 meeting	General Manager and Resource Recovery Manager	Present to the Board for consideration the results of the Strategic Plan Priorities Survey.					
2. By the September 20, 2018 Board meeting	General Manager (CAG Recommendation)	Arrange for Tour of a Modern Enclosed Transfer Station for Board Members					
3. At the April 19, 2018 Board meeting	General Manager	Provide the Board with Recommendations to Restart the Long-Term Facility Needs EIR and other due diligence activities.					
4. By the September 20, 2018 Board meeting	General Manager	Present to the Board for consideration a Memorandum of Understanding between the Authority and MRWMD regarding collaboration and communication					
5. At the May 17, 2018 Board meeting and quarterly thereafter	Resource Recovery Manager and Environmental Compliance Engineer	Present to the Board expanded Organics Program update.					

THREE-YEAR GOAL: <b>REDUCE LANDFILL DISPOSAL FEE DEPENDENCE THROUGH SELF-FUNDED PROGRAMS AND NEW REVENUE SOURCES</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
1. At the August 16, 2018 Board meeting	Resource Recovery Manager (Recycling Coordinator)	Present to the Board for consideration option(s) on resale of reusable items and materials from our landfills.				
2. At the September 20, 2018 Board meeting	Resource Recovery Manager (Contracts and Grants Coordinator)	Provide the Board for consideration with a list of project-specific grants for infrastructure and identify staff and consultant needs to prepare grant applications.				
3. At the September 20, 2018 Board meeting	Assistant General Manager	Present to the Board for consideration an update and revised costs for options to improve and self-fund construction and demolition recovery efforts.				
4. At the October 18, 2018 Board meeting	General Manager	Present to the Board ideas for funding Legacy liabilities, other than use of landfill disposal fees.				

THREE-YEAR GOAL: <b>PROMOTE THE VALUE OF SVR SERVICES AND PROGRAMS TO THE COMMUNITY</b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. At the June 21, 2018 Board meeting	Resource Recovery Manager (Recycling Coordinator, working with the Marketing Intern)	Present to the Board for information the results of the Social Media Campaign.				
2. By October 1, 2018	Six Board Members (De La Rosa, Silva, Craig, Barrera, Torres, Salinas)	Attend at least one community event to promote SVR services and programs and report the results to the Board.				
3. By October 1, 2018	Resource Recovery Manager (Recycling Coordinator, with involvement from Board members)	Create a promotional short clip or picture of Board members for social media with each Board member stating how they recycle ( <i>all Board member participation required</i> ).				

THREE-YEAR GOAL: <b><i>MAINTAIN A HIGH PERFORMANCE AND FLEXIBLE WORKFORCE</i></b>						
WHEN	WHO	WHAT	STATUS			COMMENTS
			DONE	ON TARGET	REVISED	
1. By August 15, 2018	Assistant General Manager	Update the Safety Training for the Administration Office.				
2. By October 15, 2018	General Manager	Complete 360* feedback evaluations for all managers.				
3. By October 15, 2018	Assistant General Manager	Incorporate facility staff into quarterly facility inspections to expand safety knowledge and provide more diverse feedback.				
4. By October 15, 2018	Finance and Administration Manager (HR Supervisor)	Establish a Supervisor/Manager Development Program.				