



SPRING NEWSLETTER

EXCITING NEWS!

2026



CONGRATULATIONS CESAR ZUÑIGA!

Salinas Valley Solid Waste Authority is excited to announce that Cesar Zuñiga has been selected as our next General Manager/Chief Administrative Officer. Cesar has spent over 24 years with the Authority, starting on the front lines and working his way up to leadership. He has a history of enhancing operations, advancing sustainable practices, and supporting teams with his experience and dedication. We're thrilled to celebrate this milestone as Cesar prepares to lead the Authority into its next chapter!

UPCOMING EVENT

SUMMER PICNIC

MAY 3RD, 2026

TIME: 11:00AM

JOIN US FOR A COMPANY GET-TOGETHER!

FAMILIES WELCOME.

TACOS PROVIDED!

FEEL FREE TO BRING A SIDE DISH TO SHARE!

501 MONTEREY SALINAS HWY,
SALINAS, CA 93908

TORO COUNTY PARK- TORO QUAILS

RSVP Coming Soon.





DENTAL PLAN COVERAGE

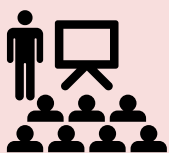
Your Dental Plan	PPO		
	Tier 1	Tier 2	Tier 3
Your Network is DentalGuard Preferred	Platinum	Gold, Silver	Non-Contracted
Calendar year deductible	Tier 1	Tier 2	Tier 3
Individual	\$50	\$50	\$50
Family limit	3 per family (applies to all levels)		
Waived for	Preventive	Preventive	Preventive
Charges covered for you (co-insurance)	Tier 1	Tier 2	Tier 3
Preventive Care	100%	100%	100%
Basic Care	100%	90%	80%
Major Care	70%	60%	50%
Orthodontia	50%	50%	50%
Annual Maximum Benefit	\$1500 (applies to all levels)		
Maximum Rollover	Yes (applies to all levels)		
Rollover Threshold	\$700		
Rollover Amount	\$350		
Rollover Amount	\$500		
Rollover Account Limit	\$1250		
Lifetime Orthodontia Maximum	\$1500 (applies to all levels)		
Dependent Age Limits	26 (applies to all levels)		

REMINDERS

- If you recieved a blue letter requesting dependent information, Please submit that to HR ASAP
- Payroll Requests are due by Wednesday, The week before payroll
- Pay Day is on Friday, If you recieve a live check please do not attempt to cash your check before the pay date. Paychecks are distrubuted on thursdays as a courtesy; however funds are not available until friday.

UPCOMING EVENTS

02/25/2026 - Audiometric Testing 2/25 at Johnson Canyon Landfill
3/20/2026 - 8-Hour Hazwoper Training
 Fire extinguisher training coming soon



2025 EMPLOYEE SURVEY



The Board reviewed the results of the 2025 Annual Employee Survey, including a three-year comparison of morale, attitudes, and employee engagement. The findings showed positive gains in morale and engagement. Employee feedback was also shared, along with planned actions to address key challenges and continue building a strong workplace culture.



NEW HIRE

Please join us in welcoming Luisa Juarez, our new Scale house Cashier! Looking forward to great things ahead.

WELCOME TO THE WORLD

Baby Benny has arrived! Congrats Julia on welcoming your new bundle of joy! Wishing the family lots of love and happiness!



PERSON OF THE YEAR AWARD

On 02/04/2026 the American Public Works Association - Monterey Bay Chapter awarded Patrick Mathews with the Person of the Year Award



BLURBS

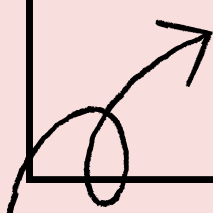


RECOURCE RECOVERY

The Ed Center continues to grow as we welcome spring tours. We only have two slots left for schools between now and the end of May. Huge thank you to the Solid Waste Tech team for getting our batteries and heat all set! It's been a wonderful addition for the first two tours this year!



EXHIBIT HALL AT THE ED CENTER—COMPLETION COMING SOON



OPERATIONS

The Solid Waste Tech's are repurposing a flare from Crazy Horse to Johnson Canyon. There is a need for additional landfill gas capacity at Johnson Canyon, and the Authority will be relocating the unused flare from Crazy Horse. The SWT are building a pad for it at Johnson Canyon and will be installing it this spring.



EMPLOYEE SPOTLIGHT

PLEASE JOIN US IN CELEBRATING THE FOLLOWING EMPLOYEES FOR THEIR CONTINUED DEDICATION AND TENURE! ENJOY SOME FUN FACTS!



CESAR ZUÑIGA



25 YEARS!

- **If you weren't in your current role, what would you be doing?** When I started at Johnson Canyon on 8/1/1995 it was an in between job until I turned 20 and could proceed to move into the CHP academy (20 was the youngest age to proceed to academy). I was able to move into a number of positions within Rural Disposal (JCLF operator) and enjoyed the fast pace of the operations. Eventually we heard of a JPA being formed and was asked to apply for a job which they felt I was a good fit for (Stephen Johnson past GM / CAO). Here I am 30 years later.
- **What advice would you give your "first-day" self?** You know a lot more than you give yourself credit for, voice your opinion more often.
- **What's one thing you've learned that's helped you succeed here?** Allow employees to participate and provide feedback, allow them to be part of the solution as they hold valuable insights. My success has not been on my own, and our team has been a big part of it.
- **What makes our company special?** People, people, people! The staff is what makes us so successful.
- **What fictional character best describes your work style?** Maximus Decimus Meridius, Gladiator. He was loyal to Rome and loved Rome. My Rome is SVSWA
- **Favorite app you can't live without?** TikTok enjoy disconnecting by viewing funny videos or stories.



RAY HENDRICKS

21 YEARS!



- **What's a fun fact about you that most coworkers don't know?** I have travelled to more than 25 different countries.
- **What advice would you give your "first-day" self?** Make yourself comfortable – you're going to be here a very long time!!
- **What's a project you're especially proud of?** The first time J.D. and I completed the financial statements after Roberto retired.
- **What makes our company special?** Everyone plays an important part in making the agency successful.
- **If you could instantly master a new skill, what would it be?** Telekinesis
- **What's your hidden talent?** It won't stay hidden if I tell you (It's not telekinesis)
- **Favorite app you can't live without?** Waze





MICHAEL SILVA



21 YEARS!

- **What's a fun fact about you that most coworkers don't know?** I genuinely enjoy learning and researching just about any topic. I'm always looking for ways to expand my knowledge and better understand how things work.
- **What advice would you give your "first-day" self?** Pursue that engineering degree you've been thinking about.
- **What's the best career advice you've ever received?** Curiosity is powerful – never stop learning. Knowledge should be shared. If only one person knows something, it's vulnerable. When multiple people understand a task or process, the organization is stronger and more resilient.
- **What do you enjoy most about working with this team?** The willingness to help one another achieve a common goal.
- **If your coworkers described you in three words, what would they say?** Knowledgeable, resourceful, always on the go.
- **Favorite vacation spot?** São Jorge in the Azores — where my parents immigrated from.



GUILLERMINA GUTIERREZ



21 YEARS!

- **What's a fun fact about you that most coworkers don't know?** That I like baking and hiking 😊
- **What was your first role here?** Part time/temporary worker at the HHW
- **What's the best career advice you've ever received?** The best advice I received was from a previous manager was believe in yourself and get out of your comfort zone.
- **What makes our company special?** The people you work around with that have the same goals and are open minded easy to communicate with and always ready to help one another.
- **If you could instantly master a new skill, what would it be?** To be able to speak more than two languages and to play the accordion.
- **Morning person or night owl?** I am a morning person there is a saying in Spanish "Al que madruga Dios lo ayuda" ("He who rises early, God helps") I feel like I can accomplish more during the day if I get up early.





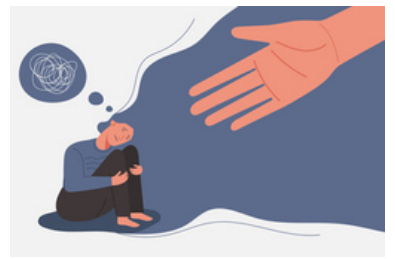
ELIA ZAVALA

21 YEARS!

- **What's a fun fact about you that most coworkers don't know?** I like to story write, which I suppose is strange, because I do not like to read.
- **What's a favorite memory from your early days?** The energy I had.
- **What's a project you're especially proud of?** The first grant I ever worked with was the Organics Facility at Johnson Canyon. The notice of award followed by the horn blowing at the office was top notch!
- **If you could instantly master a new skill, what would it be?** Definitely singing! I grew up surrounded by relatives signing and playing guitar, violin, and accordion. I don't have any of those talents, but knowing me, it was probably the best.
- **Morning person or night owl?** Bring out the midnight snacks!
- **Who has influenced you the most at work?** It's hard to pick one person. People like Steve Johnson, Susan Warner, Roberto Moreno, Dave Meza, †Jose Gamboa, Linda English, Alan Styles, JD Black, and Patrick Mathews are just a few that have left an impression in me, all of which have moved on to other ventures. But each person here brings their unique story that is admirable. From Cesar, Ray, Linda, and Salma that have obtained higher education degrees while being a full time employee here, to Ernesto, Monica, and Erika, who we all started as Administrative Assistants and took the leap to other positions, to Estela, Guille, and Araceli, the three dynamic sisters who are just doers, to Mandy, Janna, Julia, and Sara who continue to spearhead the movement to a cleaner future, to Brian who swiftly manages regulatory compliance, to Isidro and Rosie who keep our administration running smooth, to Leslie our newcomer who brings a pleasant cheer to our office, and all the operations staff who day in and day out, rain or shine, keep the facilities and services running.

Teamwork Makes the Dream Work!





How to Access Webinars

1. Login to employees.concernhealth.com with your code "SVSWA"
2. Click Browse Library in the main navigation menu.
3. Click the Format pulldown in the filter and search bar just below the featured resource panel.
4. Choose Webinar from the pulldown list.
5. Click on any webinar entry to open an overview page with a link to the webinar.



JAN - Budgeting Basics

FEB - Eat your way to better health

MAR - Do your Bucket List: 7 Ways to up your focus on things that matter

APR - Financial and Mental Health

MAY - Minimizing worry to maximize your life

JUN - wellness wisdom for women

JUL - downsizing your home and belongings

AUG - college scholarship: where to find money for your education

SEP - Stress better: Return to Work after absence

OCT - Saving strategies

NOV - 5 strategies to actually enjoy the holidays this year

DEC - Finding Harmony being a parent and a professional

