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.
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

SERIES OVERVIEW:

Pre-Module – Introductions and Welcome
• Introductions
• How the Next Generation Program Came About
• CRRC Role & History
• Program Expectations and Outcomes
• Alumni Presentations

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

Module 2 – Effective Day to-Day Operations and Administration
• Ownership
• Collection Operations
• MRF Operations
• Organics Processing
• Customer Service
• Administration
• Facility Tour

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: Trish Roath, CRRC Executive Director
Instructors*:
Syvanna Gilton, Next Generation Alumni
Larry Bienati, Next Generation Program Professor
Aaron French, Next Generation Alumni
Louie Pellegrini Jr., Peninsula Sanitary Service, Inc.

Chair: Patty Garbarino, Marin Sanitary Service
Instructors*:
Joe Garbarino, Marin Sanitary Service
Kip Lipper, Chief Policy Advisor for Energy and Environment for the California Senate Leader
Josh Pane, Pane & Pane Associates, Inc.
Evan Edgar, Edgar & Associates, Inc.
Heidi Sanborn, California Product Stewardship Council

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.

Chair: Veronica Pardo, California Refuse Recycling Council
Instructors*:
Neil Edgar, California Compost Coalition
Rick King, Republic Services, Inc.
Christy Pestoni Abreu, Upper Valley Disposal & Recycling
Louie Pellegrini Jr., Peninsula Sanitary Service
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:** Sil Garaventa Jr., Garaventa Enterprises  
**Instructors***:  
- Larry Bienati, Next Generation Program Professor  
- Greg Kelley, Napa Recycling & Waste Services  
- Nicole Impagliazzo, Garaventa Enterprises, Human Resources Manager  
- Stephen Hirschfeld, Labor Attorney, Hirschfeld Kraemer LLP  
- Don Garcia, Teamsters Local 315

## 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***:  
- Jasun Molinelli, Archer Norris  
- Jason Dow, Central Marin Sanitation Agency  
- Joe Garbarino, Marin Sanitary Service  
- Cynthia Murray, North Bay Leadership Council  
- Wesley Chesbro, Senator, retired  
- Teresa Montgomery, Garden City Sanitation  
- Kim Scheibly, Marin Sanitary Service  
- Laura Stephen, J. Richard Eichman

## 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)

**Chair:** Mark Figone, East Bay Sanitary Co., Inc.  
**Instructors***:  
- Matt Clemo, Solid Waste Insurance Marketing  
- Peter Bamforth, Alaska National Insurance  
- Dennis Maisano, 901T Safety Education  
- Matt Gartner, XL Catlin  
- Scott Snowden, Solid Waste Insurance Marketing  
- Mario Tromba, Solid Waste Insurance Marketing  
- Ed Maghakian, 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 Dober, 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

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**Contact:** Trish Roath, CRRC Executive Director  
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