



DANE COUNTY DEPARTMENT OF
WASTE & RENEWABLES

County Executive Joseph T. Parisi
Director John Welch, PE
1919 Alliant Energy Center Way
Madison, Wisconsin 53713
(608) 266-4018

TO: Personnel and Finance Committee of the Dane County Board
FROM: John Welch, Director, Dane County Department of Waste & Renewables
DATE: October 30, 2023
RE: Request for Reimbursement for Moving Expenses

The Dane County Department of Waste & Renewables has received an accepted offer from Matthew East for the position of Landfill Operations Manager. Matthew East is an extraordinary candidate who will bring decades of landfill operations experience to the County. Mr. East will be relocating from North Carolina and has requested assistance with relocation expenses.

The Department of Waste & Renewable is requesting County Board action, through Personnel and Finance Committee approval, on a request for a reimbursement for Mr. East, not to exceed \$2,000, to provide assistance with relocation expenses.

Mr. East has agreed to reimburse the County in the event he resigns from County employment prior to October 30, 2024.

This request is consistent with what is allowable in the Dane County Administrative Practices Manual <https://admin.countyofdane.com/documents/pdf/HR/Moving-General.pdf>

Attachments: Matthew East Resume
Acknowledgment of Reimbursement Requirement upon Resignation

Matthew P. East

Winterville, NC 28590

Objective:

To utilize over thirty years of experience in the Solid Waste and Recycling industry to further enhance the environment and team efforts of a future employer.

Summary of Qualifications:

- Demonstrated ability to supervise multiple sites
- Extensive participation in numerous Waste Management training classes including District Manager training
- 2010 WM Summit Award
- 2012 Republic Safety Cup Award
- Over 30 years of business management experience
- Proven abilities in the field of accurate budget preparation and P&L accountability
- ASC Mechanic Certified
- Working knowledge of A/C, hydraulic repair and maintenance, welding and electrical repair and trouble shooting
- Sales and Marketing knowledge and abilities
- SWANA Certified (MOLO) Landfill Manager Since 2001
- ADEM Certified Landfill Manager (2010)
- New York State Certified Landfill Operator (2016)
- Routing and logistics analysis skills
- Certified DOT inspector (State of MN)
- Class A CDL license
- Customer service skills and knowledge
- Proficient in numerous computer software applications including MS-Word, Excel, A/S 400, Waste Works, CFA, WAM, TRUX, PowerPoint, Windows N/T, Compass, Dossier etc.

Professional Experience:

WIN Waste Innovations, General Manager

May 2022 to August 2023

- Oversee a 7-day week 7500 ton per day landfill operation.
- Full P&L responsibility of a 160 million dollar per year BU
- Oversee all maintenance repairs and Capital expenses and 5-year forecasting
- Support Sales/ negotiate contract terms and pricing
- Manage KPI's and productivity
- Conduct monthly safety meetings – Improved overall safety record
- Complete Audits – Financial – Safety and Compliance as required
- Met and achieved all budgeted goals

Republic Services, Southeast Area Post Collections Operations Manager

March 2017 to April 2022

- Support and Execute
- Company Landfill, TS, and Heavy Equipment Maintenance Standards
- Support and Execute Heavy Equipment Capex Spend
- New Equipment and CPT/CCR scope with dealers
- Sale/transfer of Surplus Equipment
- Drive Landfill Density Performance
- Rightsizing Horsepower and Manpower
- Drive Operational Excellence
- Utilize WCLF Reviews to change culture and identify opportunities
- Utilize WCTS Reviews in 2017
- Provide Training Opportunities

Casella Waste, General Manager

Sept 2015 to March 2017

- Directly responsible for 2 landfills in New York State
- Full P&L, Budget preparation responsibilities
- Ontario County landfill 3rd largest landfill in New York managing 3000 to 7000 tons per day of MSW along with Chemung County landfill roughly 1100 tons per day
- Safety, Compliance, bi-weekly regulator inspections
- Responsible for all yellow iron repairs and preventative maintenance along with 4 mechanics.
- Community relations, opposition group meetings
- Landfill construction and oversight
- Monthly MOR review

Republic Services, Division Manager

Nov 2011 to Sept 2015

- Directly responsible for 4 different location for Republic Services.
- 2200 ton per day Landfill, 2 Hauling locations and 4 transfer stations, in 2012 was 750k better than forecasted budget for my locations.
- Safety, Compliance, hauling, transferring, regulator inspections and over 110 people
- Responsible for full P&L, budget forecast and sales. Last year 2012 all 4 of my locations were over 650K better than budgeted profitability.
- No NOV's managing landfills or transfer stations.
- Responsible for all yellow iron repairs and preventative maintenance along with 7 total mechanics.
- Currently for 2014 locations are 1.3 million better than budget.
- Last review was rated Consistently Exceeds Expectations

Waste Management, District Manager-Business Analyst

Jan 2009 to Nov 2011

- Directly responsible for the Chastang Landfill located in north Mobile County, Alabama.
- Directly responsible for profitability of the location and all safety, compliance matters and fleet utilization for operating a 1700 ton per day facility.
- Honored with the Waste Management Gulf Coast Market Area Landfill of the year Award for 2010 along Zero compliance issues and zero accidents or injury awards in 2010.
- Additionally won the WM Summit Award for 2010. Directly responsible for all yellow repair and maintenance along with hitting budgeted goals.

Waste Management District Manager

Dec. 2005 – Jan 2009

- Directly responsible for a hauling company, maintenance shop, and transfer station in South LA.
- Effectively stabilized an unstable district and currently leading a formerly unprofitable site to new levels of financial success.
- Brought district from a negative EBIT to a 25% EBIT within 3 years.

Waste Management District Operations Manager

April 2005 – Dec 2006

- Directly responsible for all aspects of a large hauling company and satellite location consisting of 68 routes, over 100 pieces of equipment, and over 80 employees.
- Responsible for all maintenance and repair of the fleet planning and scheduling.
- Oversaw Maintenance Manager Operations Manager Route Managers and employees.

Waste Management District Operations Manager

Aug 2003 – April 2005

- Responsible for all aspects of a hauling district including multiple locations, maintenance departments and full P&L responsibilities.
- Saved over 100k in maintenance expenses within the first year.
- Stated at the location as the Maintenance Manager for a fleet of 80 trucks and 2 facilities.
- Managed Assistant Maintenance Manager, Night foreman and 7 technicians
- Promoted to District Operations Manager,

Waste Management Site Manager

July 2002 – Aug 2003

- Directly responsible for all aspects of a hauling site, maintenance shop, and transfer station including full P&L responsibility.
- Attained Service Machine Green status and led an unprofitable location to financial success. Directly responsible for all maintenance at the facility.

DisposAll Inc., General Manager

Jan 2001 – Mar 2002

- Directly responsible for all aspects of a refuse hauling, recycling, and port-a-let company.
- Management responsibilities encompassed a transfer station and maintenance departments as well.
- Complete budget, sales and P&L responsibilities.

Tidewater Fibre Corporation, General Manager

May 1999 – October 2000

- Started a new division of Tidewater Fibre Corp.
- Responsible for hiring, helping convert a building into an MRF and ensuring proper licensing.
- Managed a 30-million-dollar contract with Central Virginia Waste Management Authority and a staff of 90 employees.
- Annual revenues in excess of 50 million dollars.
- Responsibilities included sales, marketing, P&L preparation, employee accountability safety and environmental compliance.
- The company hauled and processed recyclables and shipped products domestically and internationally.
- Profitable in the first year of operation.

Allied Waste (Hawkeye Disposal), General Manager

Nov 1997 – May 1999

- Managed twenty-eight million dollars in annual revenue and multiple locations including a landfill, recycling center, transfer stations, and 65 employees.

Waste Management, General Manager

June 1995 – Oct 1997

- Responsible for all aspects of a refuse hauling and recycling company including P&L accountability, budget preparation, sales, and marketing.

Waste Management, Operations Manager

Jan 1992 – June 1995

- Directly supervised all drivers and mechanics along with employee scheduling and routing.
- Responsibilities included OSHA 200 log, customer service, driver monitoring reports, service quality indicator, accident investigation, container delivery, and dispatching.

Waste Management, Maintenance Manager

July 1992 – Jan 1994

- Responsibilities included computerized fleet analysis, inventory control, purchasing, vehicle condition reports, cost control, and scheduling.

Waste Management, Night Maintenance Manager

1990 – 1992

- Responsibilities included supervision of five mechanics, CFA, inventory control, VCR and work orders, scheduling, and truck maintenance and repair.
- Container and compactor repair.



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October 27, 2023

John Welch, Director
Dane County Department of Waste & Renewables
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Madison WI 53713

Mr. Welch,

I understand that I will be required to reimburse the County the sum of the reimbursement, not to exceed \$2,000, for relocation expenses in the event that I choose to resign from the position with Dane County before October 30, 2024.

Signed,

A handwritten signature in black ink that reads "Matthew East".

Matthew East