

# MICHAEL LAVERTY

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## CAREER HIGHLIGHTS

- Led a successful financial turnaround execution for a solid waste /recycling hauling/disposal company, increasing profitability from a breakeven level to 27% EBITDA
  - Utilized Six Sigma methodology to attain a 12% reduction in overtime in recyclable and recoverable material processing
  - Internalized recyclable collection volumes by creating a MRF/ recycling processing center at both transfer stations and negotiated above market rates for material sales
  - Developed and executed a process improvement program in MRF operations leading to a 25% reduction in contamination of recyclable materials collected, through education programs for all stakeholders-drivers, customers, facility laborers
  - Led a sales team that realized net new business attainment in excess of 200% of budget target, a collections team that decreased over 90 day AR from 30%+ to less than 10% and a customer service team that consistently exceeded corporate standards for minimizing call abandonment and time to answer standards
  - Developed strategy to significantly increase transfer station volumes resulting in significant profitability improvement
  - Led efforts toward the creation of innovative recycling programs in residential collection and construction material markets, consistently exceeding goal waste diversion targets
  - Entered waste industry at the ground floor and progressed from route driver to district manager for Waste Management
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## PROFESSIONAL EXPERIENCE

### CITY OF TAMPA SOLID WASTE DEPARTMENT

2010- present

#### Commercial Manager

Responsibility for daily management and oversight for 30 commercial routes. Led process improvement initiatives through creation of productivity metrics . Direct supervision of a staff of 4 supervisors and 50 employees. Successful conversion of transfer station management from private sector control to the City of Tampa in October 2011.

### RASMUSSEN COLLEGE

#### Adjunct on line Instructor

2009- present

### STRAYER UNIVERSITY

#### Course Lead/ Mentor/On Line Faculty Trainer-School of Business

2006- present

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Responsible for two course per term instruction, and mentoring of new on line faculty

## **ST PETERSBURG COLLEGE**

**Adjunct Instructor E-campus (on line)**

**2008- present**

**Developed and instruct project management /entrepreneur courses on line in the ANGEL learning platform**

## **EARTH RESOURCE MANAGEMENT INC/LIBERTY WASTE LLC**

**2003 to 2009**

### **General Manager/VP Operations**

Complete Profit and Loss responsibility for three solid waste hauling and collection operations, (Tampa ,West Palm Beach and Sarasota), two concrete and demolition transfer stations with two recycling/MRF operations and a C+D landfill with 25 million in annual revenue, 150 employees within operational, maintenance, sales, finance and administrative departments.

### **Significant accomplishments**

- Led successful financial turnaround execution for this privately held company, increasing profitability from a breakeven level to 27% EBITDA
- Divested from non- profitable lines of business generating substantial profit
- Internalized recyclable collection volumes by creating a MRF/ recycling processing center at both transfer stations and negotiated above market rates for material sales
- Executed disposal weight related price increases increasing commercial profitability to 20% EBITDA
- Developed strategy to significantly increase transfer station volumes resulting in significant profitability improvement
- Utilized Six Sigma methodology to attain a 12% reduction in overtime in recyclable and recoverable material processing
- Transferred to Waste Services Pasco County Fl. with the acquisition of Liberty by WSI in May 2006 tasked to develop a strategic sales plan for further market penetration

## **WASTE MANAGEMENT INC. Houston, TX**

**1988 to 2002**

The largest environmental services firm in the United States, ranked Fortune 200

### **District Manager- Tampa**

**2001 to 2002**

Complete Profit and Loss responsibility for a solid waste hauling and collection operation 40 million annual revenue 225 employees within operational, maintenance, sales, finance and administrative departments.

### **District Manager- Pinellas County**

1996 to 2001

Complete profit and loss responsibility for a solid waste hauling, collection and material recovery facility(1000 TPD) operation 20 million annual revenue 110 employees within operational maintenance, sales, finance, and administrative departments.

#### **Significant accomplishments**

- Successfully led 5 new exclusive franchise service contract startups through all operational phases and attained proforma productivity targets 1996-2000.
  - Developed and executed a process improvement program in the MRF leading to a 25% reduction in contamination of recyclable materials collected, through education programs for all stakeholders-drivers, customers, facility laborers
  - Led the conversion process from curbside sort of recyclables to comingled collection, with use of a modified BRINI system
  - Exceeded budget earnings before income taxes by 400k in 1997 through implementation of cost saving initiatives and developing a team focused upon complete operating efficiency.
  - Promoted to position of district manager for both Pinellas and Pasco Counties in May 1998 after corporate reorganization and merger with USA Waste Services. Accomplished synergy between locations and accomplished significant reduction in operations and maintenance costs through productivity improvements
  - Divested from responsibility for Pasco district in May 1999 to place complete focus upon new business development at the Pinellas County district, resulting from the corporate/regional market strategy directive
  - Built a sales department team in 1999 that realized net new business attainment in excess of 200% of budget target, a collections team that decreased over 90 day AR from 30%+ to less than 10% and a customer service team that consistently exceeded corporate standards for minimizing call abandonment and time to answer standards
  - Successfully retained 10 million annual revenue in franchise contracts (Cities of Pinellas Park, Tarpon Springs, North Redington Beach, South Pasadena, Kenneth City) from May, 1999 to May, 2000 through competitive bidding or renewals based upon value of services and development of strong political relationships within municipal government based upon customer focused service delivery.
  - Promoted to District Manager WM Tampa, May 2001
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### **Division Site Manager – Pennsylvania**

1994 to 1996

Promoted to site manager position at South Philadelphia hauling division 60 routes 110 employees, responsible for operations, maintenance, payroll and administrative functions.

#### **Significant accomplishments**

- Successfully led effort to eliminate loss margin financial performance through implementing processes to attain maximum efficiency and cost control
- Relocated to Pittsburgh division at the request of the Region operations vice president to assist division president with a financial turnaround effort at a large loss margin location. Assembled a team that successfully reduced operating costs, safety incident frequency and maintenance expenses by 25% over prior year.
- Promoted/ transferred to WM Florida Region – District Manager/Division Vice President WM Pinellas County, Clearwater, Fla, an opportunity to return home.

### **Division Operations Manager- Pennsylvania**

1990 to 1994

Promoted to operations manager position and served at larger divisions progressively over a four-year period.

#### **Significant accomplishments**

- Developed reputation and experience as an operational process improvement specialist, relocated six times throughout Pennsylvania to accomplish targeted performance improvements.
- Accomplished operational profitability at divisions ranging from operations departments with 50 employees and 35 routes to over 100 employees and 80 routes, in Philadelphia (2), Pittsburgh, Bristol, Allentown and Telford. Spearheaded improvement in aspects of service, including new hire training, safety, productivity, cost control and routing.

**Manager Trainee- New Jersey**

1988 to 1990

Began career as a manager trainee assigned to a solid waste transfer station and hauling companies, working in capacities ranging from route driver, dispatcher, route auditor, route supervisor and driver trainer to become thoroughly versed in all aspects of the industry.

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**EDUCATION BACKGROUND**

**Doctoral candidate- Organizational Leadership  
Fischler School of Education Nova Southeastern University ,  
Ft Lauderdale, Fl (on line) –current graduation 6 /2012**

**Master of Business Administration Degree with distinction 2004  
Keller Graduate School of Management /Devry University, Tampa, FL**

**Six Sigma Black Belt Certification  
Villanova University -2005**

**Bachelor of Arts University Of Notre Dame, South Bend, IN-1982**