



Goal 4: Financial stewardship through a well-run organization

~deliver exceptional service with an engaged workforce that effectively manages regional assets.

OBJECTIVES:

- 4.1 Add value to members
- 4.2 Deliver high quality services in a low bid contracting environment.
- 4.3 Demonstrate sound financial practices.
- 4.4 Ensure compliance in an environment with growing complexities.
- 4.5 Increase participation in a competitive environment.
- 4.6 Attract and retain an exceptional workforce.

- 4A. Develop business case that shows the long term value of carts
- 4B. Revisit and update policies/procedures for employees and Board members
- 4C. Encourage locality participation on the Board, TAC and other committees
- 4D. Evaluate staffing needs based on service demands and make recommendations



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- 4.5 Increase participation in competitive environment

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New and Ongoing Efforts:

- Colonial Heights, Ashland, Richmond, Hopewell and Petersburg

To Do Next 3-6 Months:

- Revisit cost estimates and develop case for other jurisdictions switching to recycling carts



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New and Ongoing Efforts:

- Review of ByLaws and Articles of Inc. – committee established and met

To Do Next 3-6 Months:

- Bylaws committee review meeting 11/8 – update Board
- Review Personnel Policies, Benefits and Procedures Manual – establish committee



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New and Ongoing Efforts:

- Remind localities of Bylaws and Articles of Incorporation rules on Board appointees

To Do Next 3-6 Months:

- Reach out to localities and assist in filling Board member/alternate vacancies
- Invite solid waste professionals to participate on TAC



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To Do Next 3-6 Months:

- Review Personnel Policies, Benefits and Procedures Manual – establish committee
- Review staffing needs currently and in the future
- Prepare budget balancing staffing needs and financial resources