

## Dennis C. Fleming

July 2, 2018

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Executive Management  
Operations – Strategic Planning – Human Resources – Fiscal Management

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Highly accomplished and effective manager with thirty years of experience in both public and private service. Results oriented decisive leader with proven success with strategic thinking and problem solving. Proven track record for employee development, customer relations, program development and fiscal responsibility. Extensive experience in operations management. Ability to thrive in dynamic and fluid environments while remaining focused and productive. Diplomatic and tactful with professionals and non-professionals at all levels.

### Core Competencies

- Visionary Leadership
- Operations Management
- Budget Planning
- Budget Administration
- Critical Thinking
- Strategic Planning
- Environmental Compliance
- Mentoring and Coaching
- Accomplished Spokesperson
- Human Relations
- Decision Making
- Project Management
- Customer Service
- Safety Performance

### Professional Experience

January 1985 – May 1990

Waste Management of North America Inc., Oak Brook, Ill

Operations Manager – Managed solid waste collections for 20,000 commercial, industrial and residential Accounts in Northern Virginia. Supervised staff of 80 collections employees and 6 supervisory staff. Full responsibility of human relations, customer relations, productivity, profitability, safety performance and budget administration.

District Safety Manager – Administered corporate safety policy for 20+ waste hauling and landfill companies in Maine to Virginia. Compiled and analyzed loss control statistics, administered and settled claims, conducted safety inspections and audits, made presentations to corporate executives. Facilitated supervisory training to mid-level managers for human resource development.

Division Safety Manager – Implemented safety and training program for Teamsters Union 639 of 100+ employees in District of Columbia trash hauling company. Duties included hiring, training, accident investigation, safety inspections, compiled and analyzed risk management statistics.

May 1991 – Present

Charles County Commissioners, La Plata, MD

Division Chief, Environmental Services/Vehicle Maintenance – Prepare and administer 8 million dollar budget for a variety of solid waste and environmental programs while managing a staff of 80 employees in a variety of disciplines. Project management

for large CIP projects including landfill construction and closure. Operate integrated solid waste program including Subtitle D Municipal Landfill, large scale composting facility, curbside recycling and drop off centers. Maintain compliance with environmental regulatory agencies including Maryland Department of the Environment and the Environmental Protection Regional Agency. Instrumental in writing planning documents including Solid Waste Plan, Safety Manual and Tri County Solid Waste Assessment. Implemented state of the art Vehicle Maintenance and Inventory Control with automated tracking system. Administer storm water management permits for County owned facilities. Liaison between constituents and private industry. Conduct public relations with presentations to civic groups, public and civic organizations. Interact with elected officials and administer policy as directed. Prepare, negotiate and administer waste hauling and disposal agreements.

#### Education

Associates Degree – Business Management – Community College of Allegheny County – Pittsburgh, PA – 1984

Bachelors Degree – Management Studies – University of Maryland University College – Adelphi, MD – 2010

#### Professional Affiliation

Past President – Coastal Conservation Association Southern Maryland Chapter

President – Mason Springs Conservancy

Commissioner – Potomac River Fisheries Commission

Solid Waste Association of North America (SWANA) MOLO/Manager of Recycling Operations, Certified

United States Coast Guard Captain