

Robert L Mills Jr

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Summary of Qualifications

More than 20 years of total operational experience. Skilled executive professional and municipal leader. Successfully managed in local government, private sector, project management, operation analyses/management, budget/financial management, medial relation, organizational development and performance management. More than 8 years manufacturing experience with Honda and its supplier's base. Managed 3 shifts of non-union employees, 180,000 square foot production facility; expertise includes:

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| *Operations Management | *Annual Business Plans |
| *Quality Control | *Budget Development and Administration |
| *Inventory Management | *Process Improvement Initiatives |
| *Plant Safety | *Facilities/Equipment Maintenance |
| *Management Team Development | *Employee Relations |
| *Customer Service Driven | *Asset Management |

History of identifying and resolving issues which improve production capacity, efficiency and profits, while reducing assembly line downtime.

Experience includes ISO 9002, ISO 14000, ISO 55000, QS 9000 and Just-In-Time (JIT) manufacturing environments; thorough working knowledge of OSHA rules and regulations.

Excellent communication skills; strong employee relations background; trained and developed several co-workers who have been promoted into supervisory/managerial positions.

Education

Masters Degree in Business MBA, Tiffin University (3.75 GPA) 2004

Bachelor Degree BS in Criminal Justice, Ashland University 1996

Professional Experience

Pinellas County Board of County Commissioners

Division Manager Solid Waste
Clearwater, Florida

March 2017-Present

Manage all aspects of Outreach and Support Services. Responsibilities include plan direct core functions of the division; Scalehouse Operations, Maintenance Division, Industrial Water Treatment Plant (IWTP), Recycling and Outreach Program, Solid Waste Capital Improvement Program (CIP).

- Manage CIP and Operating budgets
- Assisted in creation of Solid Waste Master Plan

- Doubled IWTP operational capacity
- Assisted in implementing Strategic plans, Work plans and Milestones
- Solid Waste Lead for Emergency Response

Leon County Board of County Commissioners
Assistant Public Works Director
 Tallahassee, Florida

May 2015-March 2017

Manage all aspects of **Public Works**. Responsibilities include plan, direct and supervise the core functions of the division, which includes: budgeting, streets(ROW) infrastructure, storm water infrastructure, permitting, oversight, monitoring, policy development and coordination of the largest Department within Leon County. The Public Works Department consists of multiple divisions; Administration, Engineering Services/Construction Management, Operations, Storm Water and Vegetation, Transportation, Mosquito Control, Urban Forestry, Fleet Management, and Solid Waste.

- Implemented new Fleet Asset Management System
- Improved Operational efficiencies
- Lead on Zika Virus response team
- Managed Several Key CIP project improvements
- Implemented Landfill Closure
- Implemented Asset tracking system (Synovia)
- Core team member for APWA accreditation team
- Led Hurricane Hermine Debris Clean up

Leon County Board of County Commissioners
Director of Resource Stewardship

October 2014-March 2017

Manage all aspects of **Government Solid Waste** contract for Leon County. Responsibilities include setting strategic vision for county and contract employees, Budgeting responsibility, Implementing sustainability vision and initiatives.

- Implemented PACE financing program for Leon County Residents
- Successfully Bid Solid Waste Collections contract

Leon County Board of County Commissioners
Solid Waste Director

February 2013-March 2017

Manage all aspects of **Government Solid Waste** for Leon County. Responsibilities include setting strategic vision for county and contract employees. Responsibilities include Roll Off, Household Hazardous Waste, Recycling Programs/Education, Leon County Transfer Station and Rural Waste Collection Sites.

- Reduced operating budget in FY 14 by **1.1 Million Dollars**
- Handle contract negotiations between Leon County and Contractors
- Implementing Stringent Business Plans
- Executes necessary precautions to ensure safety and compliance with Company, **OSHA, DOT, EPA** and other standards and regulations.
- Customer base is **285,000** constituents
- Implementing County Wide Single Stream Recycling
- Increase Recycling Rate by 3%.

Waste Management

District Operations Manager

Tallahassee, Florida

March 2011-February 2013

Managed **Multi Site** Solid Waste Collection for Waste Management. Responsible for establishing site direction while meeting North Florida and Gulf Coast's corporate strategic goals. Managed all Operations. Responsible for **Forecasting** and Operating against Budget and Business Plan Goals (Full **P&L** Responsibility).

- Manages the day-to-day operations of the District including Fleet Operations. Provides daily support to managers in ensuring quality and budget performance.
- Monitors budget and operating metrics while diagnosing and improving processes, procedures, and performance.
- Implemented **Lean principles** for Operational success.
- Executes the Market's strategic capital budget, ensuring effective use of the budget through asset allocation; ensures appropriate spare ratios and asset disposal.
- Executes necessary precautions to ensure safety and compliance with Company, OSHA, DOT, EPA and other standards and regulations.
- Ensures thorough root cause investigations for all injuries and incidents, following-up with consistent discipline and retraining.
- Oversees personnel needs of the department including selecting, coaching, disciplining, and training employees and evaluating employee performance.
- Handles all termination, compensation, and promotion decisions.
- Formulates both short-term and long-term goals and action plans in conjunction with the Market Area General Manager and/or Director of Operations.
- Participates in regular P&L reviews to ensure that budgets are met; develops and implements programs for optimal equipment utilization, equipment maintenance, and labor and material costs.
- Interacted with local city, municipal, and county agencies to ensure customer satisfaction, improve efficiency, renew contracts and negotiate new contracts; establishes WM as a good corporate citizen and valued resource.
- Engages in problem solving and participates in improvement processes by providing performance feedback.
- Minimizes the total number of suppliers used by working with Supplier Partners to eliminate/reduce the number of one-time suppliers.

- In first 6 months improved efficiencies by 25% (Using **Lean Experience**)
- Decreased Muti Site customer complaints by using **advanced analytical** problem solving methods.
- Established employee involvement teams to grow.
- Increased EBIT by 75% and Increased Revenue by 15% by introducing
- Reestablished employee/management rapport
- Improved customer service score by 27%
- Lead the efforts to renegotiate the Collections and Disposal contract between the Leon County and WM

Mansfield Warehouse and Logistics

Vice President of Operations

July 2008 – March 2011

Mansfield, Ohio

Managed **Multi Site** Warehouse, Distribution and **Assembly** operation. Responsible for multiple sites across several states. Established new company culture while maintaining company direction. **Introduced company to manufacturing processes in the automotive industry.** Main customer base was **Scotts's, Leibert, PPG and Honda**

- Full PL, Budget and Business plan requirements.
- Creating, communicating, and implementing the organization's vision, mission, and overall direction.
- Leading, guiding, directing, and evaluating the work of other executive leaders including director and managers.
- Formulating and implementing the strategic plan that guides the direction of the business or their area of responsibility.
- Established company's first assembly/manufacturing production lines.
- Achieving the organization's overall strategic goals and profitability requirements as determined by the strategic plans.
- Forming, staffing, guiding, leading, and managing an organization sufficient to accomplish the vice president's responsibilities and job requirements.
- Overseeing the complete operation of an organization in accordance with the direction established in the strategic plans.
- Evaluating the success of the organization.
- Maintaining awareness of both the external and internal competitive landscape, opportunities for expansion, customers, markets, new industry developments and standards, and so forth.
- Attained Scotts 3PL of the Year
- Improved Manpower/cross docking efficiency 35% in a nine-month period
- Increased quality and delivery accuracy by 32%
- Established a strategic plan that works off a company business plan
- Increased cross dock capabilities by establishing a SKU velocity report

Marion Industries (Start Up Company)

Plant Manager

May 2000 - July 2008

Marion, Ohio

Responsible for managing all operations of a 180,000 square foot production facility which produced A Rank suspension assembly for **Honda Marysville, East Liberty, and Honda Canada**. (Tier 1 Automotive)

Manufacturing included: **A Rank** suspension assembly for the Accord, Acura, Element, Civic, CRV, RDX, and Pilot. Assembly operations consisted of **Automated (Robotics)** and Manual assembly.

- Improved manpower efficiency by 11% (22 headcount reduction) in a six-month period through roles and responsibility operator's efficiencies. (**Lean Manufacturing Principals**)
- Created Measurable Strategic Initiatives
- Built and established company culture and philosophies.
- Established business planning direction and control criteria.
- Stabilized quality by 83% and improved delivery accuracy 98%.
- Received **Honda Quality Award**
- Improved communication within our organization by adding two-way meetings between associates and top management.
- Implemented ISO 9001 in 2001 and ISO1400.
- **Project Manager** for all New Model Project Launches.
- Improved overall operational efficiencies by 35% in a 2 month period. Year to date operational efficiencies by 15%.
- Increased Value-added from 16.1 Million in 2002 to 19 Million in 2006. Value-added projections are around 25 Million for pending new business.
- Taught developmental classes for internal supervisors
- Cross docked 32 different supplier while handling over 321 different part numbers
- **Six Sigma Champion** for several cost improvement projects

Assistant Plant Manager

Responsible for managing production, Quality, and Material Services

Supervised 3 Managers, 1 Assistant Manager, 7 Coordinators, 8 Team Leaders, 4 Engineers and up to 204 associates. Managed \$4.7 million in parts inventory; developed annual business plan and \$20 million annual operating budget.

- Achieved manpower reduction during 2002 resulting in \$250,000 in annual savings through streamlining of processes and consolidation of associate responsibilities.
- Improved production capacity by 5% through development and implementation of efficiency improvements during nine-month period of 2002.
- Member of senior management team which reviewed and approved all updates to employee handbook.

Curwood

Production Manager

(1997-2000)

Fremont, Ohio

Managed a 10 Million Dollar extrusion operation by supplying food grade thermoformed trays to Oscar Mayer and Jimmy Dean. Curwood maintained a 3-day supply of finished product and a 5-day supply of raw material. Curwood is a 2-shift operation(12 hour shift) with a budgeted manpower of 165 total associates.

State of Ohio

Parole Officer

(1993-1997)

Mansfield, Ohio

Managed a case load of 104 to 125 convicted felons. Scheduled office visits, home visits and educational training. Organized assessment plans for each client and conducted risk and need assessments.

Affiliations

Member of SWANA

Former **Board** Member of Keep Tallahassee Beautiful

Keep Pinellas County Beautiful

Former **Board** Member of Sharing Tree

Former **Board** Member Sustainable Tallahassee

Member of South Central Minority Business Council

Former Florida State University Extension Office Advisor