

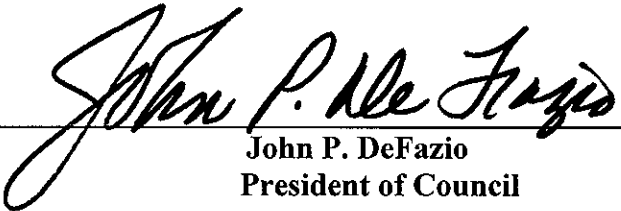
APPOINTMENT

Approving the appointment of Floyd Cephas to serve as a member of the Area Agency on Aging Advisory Council for a term to expire on December 31, 2017.

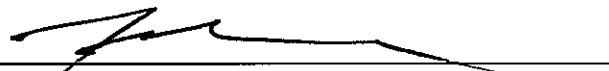
SPONSORED BY CHIEF EXECUTIVE FITZGERALD

In Council SEPT. 8TH , 2015.

Read and approved by Motion of Council.



John P. DeFazio
President of Council

Attest: 

Jared Barker
Chief Clerk
Allegheny County Council

COUNTY OF



ALLEGHENY

RICH FITZGERALD
COUNTY EXECUTIVE

August 13, 2015

AUG 13 '15 10:24AM
ALLEGHENY COUNTY

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COUNCIL

Honorable President and Members
Allegheny County Council
119 Courthouse
436 Grant Street
Pittsburgh, PA 15219

Dear President and Members of Council:

Please see the attached resume of Floyd Cephas, whom I am recommending for appointment to the Area Agency on Aging Advisory Council.

The Advisory Council to the Area Agency on Aging (AAA) works as an advocate for the older adults of Allegheny County by informing and educating the public about the needs of older adults. The Council advises the AAA on the development and implementation of the four year plan and the annual Aging block grant application. I am recommending Mr. Cephas serve a three year term expiring on December 31, 2017.

Mr. Cephas is currently the Executive Director of the North Side Christian Health Center. He received his Associates degree in business management from Point Park University.

I appreciate your consideration and ask that you act on this appointment as quickly as possible. Mr. Cephas will make himself available for review before the appropriate committee should Members of Council wish to speak with him.

Sincerely,

Rich Fitzgerald
Allegheny County Executive

CC: Floyd Cephas

OFFICE OF THE COUNTY EXECUTIVE

101 COURTHOUSE • 436 GRANT STREET • PITTSBURGH, PA 15219 • PHONE (412) 350-6500 • FAX (412) 350-6512
WWW.ALLEGHENYCOUNTY.US • EXECUTIVE@ALLEGHENYCOUNTY.US

Floyd A. Cephas

5026 Apple Ridge Drive
Allison Park, PA 15101
fcephassr@aol.com

EDUCATION

2000	Leadership Pittsburgh Class XVI
1990-1995	A.S. Business Management, Point Park College
1961-1967	Academic Curriculum Diploma, Westinghouse High School

EMPLOYMENT

8/2004-Present *Executive Director, North Side Christian Health Center*
Responsible for faith-based primary health care center covering the medically underserved communities on Pittsburgh's highly urbanized Northside. During tenure, built Board and Staff; negotiated collaboration with Mercy Behavioral Health to provide mental health services and tripled the operating budget since my 2004 start date.

Initiated a strategic planning process to acquire a new building and relocated the health center. Accomplished acquisition with creative application of state tax credits to the owner for a substantial donation of the building's value. Completed a major construction/fit-out of the building to triple health care capacity from prior location. Relocated on August 27, 2008. Negotiated assumption of operation of a second health care site at the Northview Heights public housing complex in January 2008. Oversaw submission of grant applications to receive full status as a federally qualified health center. Oversaw capital campaign that raised over \$2 million dollars for acquisition, renovation, and furnishing of LEED certified community health center – the first green FQHC in Pennsylvania.

6/2002-6/2003 *Consultant, African American Chamber of Commerce of Western PA.*
Increased Chamber Membership by direct interfacing with potential clients and by written communication. Through networking with the leaders of private, public, non-profit and for profit entities in the Tri- County region, responsible to advocate on behalf of our members to assure that economic parity is achieved. Program Monitor for two of the Chamber's initiatives: the Mentor Protégé Program where new businesses are paired with those that are established so that the new business may be lifted to the next level and the FTAA (Funds Transfer Agency Agreement) in collaboration with the National Energy Technology Laboratory and the Hispanic Chamber of Commerce of Western Pennsylvania.

6/2001-1/2002 *Interim Executive Director FAME (Fund For The Advancement of Minorities Through Education)*
Responsible for the entire operation of the Non-Profit organization, a model program for increasing the enrollment of minority students in area private schools from 4th – 12th grade and to increase college entrance competitiveness for talented minority students. Duties included serving as the liaison between the participating schools' administration, students and parents to monitor the students' progress and be a resource in solving issues as they arose. Actively participated in fundraising through personal appeals to foundations, businesses and individuals and through grant proposals submitted to the same. Responsible

for management of FAME's programs including two orientations a year for the students and their parents and two open houses held in the east and north of the city in partnership with the participating schools.

9/1998-5/2001 Director Service Delivery, Port Authority of Allegheny County
Responsible for the day-to-day multi-operations departments of the East Liberty Division, which is the largest Operating Division of the Port Authority with 295 buses operating on 42 routes. Successful in the administration and achievement of Port Authority's goals and objectives through motivating the 480 employees that were in sphere of responsibility. Also included in scope of authority were the hiring, training and disciplining of employees. Successfully interfaced with the many stakeholders that influenced ability to be effective. Conducted and participated in summit meeting with local government officials, neighborhood leaders and Local Union Officials to resolve conflicts by fostering channels of collaboration and often reconciliation. Co-developed an orientation program for Senior Managers that afforded them an opportunity to come to observe personally the processes that must be in place to be successful in providing quality service to clients everyday. So well received that it was expanded to various departments of the organization to participate in the program. Retired May 1, 2001.

10/86-9/98 Senior Employee Relations Representative, Port Authority of Pittsburgh
Primary responsibility was the development, administration and implementation of Port Authority's policies, rules and procedures. Responsible for orientations for new hires and familiarizing them with the policies as well as the consequences that would result for their failure to comply. Conducted investigations into employee complaint instances and convened disciplinary hearings. Represented Port Authority in arbitration, unemployment, and labor relations proceedings. Trained first line supervisors in the skills of employee and labor relations, sexual harassment and violence in the workplace. Resolved conflicts that arose between management, the employee, and the unions through conducting grievance hearings and representing Port Authority in the arbitration processes that may occur in private, public or government forums. Active participant in contract negotiations between the three unions that represent employees and Port Authority.

11/80-10/86 Shop Section Supervisor, Main Maintenance Facility, Port Authority

1/71-11/80 Held various positions in Port Authority's Maintenance Department ranging from *Laborer to Master Mechanic*.

PRESENTATIONS: Leadership Pittsburgh XVI; Duquesne University Non Profit Leadership Board Panelist; Guess Lecturer on Labor Relations, University of Pittsburgh

BOARD SERVICE: Bethany Baptist Church Deacon Board (Past Chair); Family Guidance Inc. (Vice Chair); Shady Side Academy Emeritus Trustee; Family Services of Western Pennsylvania (Emeritus Trustee); Fund For The Advancement of Minorities Through Education (Past Vice President and Interim Executive Director)); Boys & Girls Club of Western PA; Career Connections Charter School (Past Vice Chair); Albert Schweitzer Fellowship Board, Allegheny County Disability 2000

Implementation Task Force; National Fatherhood Initiative Advisory Board;
Pittsburgh Cultural Trust Real Estate Development Committee.

PROFESSIONAL TRAINING:

Competency Based Interview Technique; Labor Relations, Cornell University;
Frontline Leadership; Negotiating the Contract, Michigan State University; Ken
Blanchard's Situational Leadership Seminar; Workforce 2000 Strategic
Planning Conference; Training the Trainer; In Search of Excellence, Tom
Peters; Human Resources Policy Seminars conducted by Buchanan Ingersoll;
Value of the Person Theory R conducted by Wayne Alderson; Six Sigma;
Strategic Process Control.

MILITARY 1970-1976:

Honorable Discharge at the rank of Staff Sergeant from the U. S. Army Reserve
99th ARCOM 339th General Hospital Division, 1000 Bed.
Leadership Training; Instruction Training; M.O.S. 91B20 Medical Training.

AWARDS:

FINE FOUNDATION Leadership in Healthcare Aware, Pittsburgh Courier Men
of Excellence Award, AKA Ivy Foundation Healthcare Leadership Award,
Pittsburgh Business Times Community Healthcare Hero Award, Inductee in the
George Westinghouse Wall of Fame, Northside Leadership Conference
Community Partner Award.



COUNTY OF ALLEGHENY

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September 9, 2015

Mr. Floyd Cephas
5026 Apple Ridge Drive
Allison Park, PA 15101

Dear Mr. Cephas:

This is to inform you that at the Regular Meeting of Allegheny County Council held on September 8, 2015 Council approved your appointment to serve as a member of the Area Agency on Aging Advisory Council for a term to expire on December 31, 2017.

Congratulations on your appointment and best of luck in this undertaking. We look forward to receiving your recommendations and stand willing to assist you in any way you believe appropriate.

Sincerely,

A handwritten signature in black ink that reads "Jan Rea".

Jan Rea, Appointment Review Committee Chair
Allegheny County Council

cc: Marc Cherna, Director, Department of Human Services
Mildred E. Morrison, Administrator, DHS, Area Agency on Aging

JR/sb