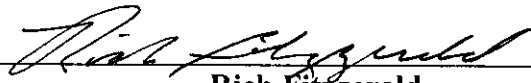


APPOINTMENT

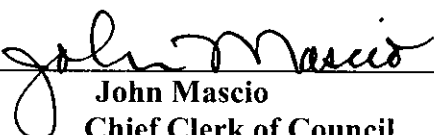
Approving the reappointment of Bonnie Sandman to serve as a Member of the Personnel Board for a term to expire on December 31, 2009.

In Council January 23, 2007.

Read and approved by Motion of Council.



Rich Fitzgerald
President of Council

Attest: 

John Mascio
Chief Clerk of Council



DAN ONORATO
CHIEF EXECUTIVE

OFFICE OF THE CHIEF EXECUTIVE

County of Allegheny

101 COURTHOUSE ♦ 436 GRANT STREET
PITTSBURGH, PA 15219
PHONE (412) 350-6500 ♦ FAX (412) 350-6512

ALLEGHENY COUNTY COUNCIL

December 14, 2006

'06 DEC 14 am 11:12

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

Dear Council Members:

Please find the attached resume of Bonnie Sandman, whom I am recommending for reappointment to the Personnel Board.

The Personnel Board hears appeals of non-union employees and also assumes the responsibilities of the civil service commission. A complete list of all the duties of the Personnel Board can be found at Section 1001.04(E) of the Administrative Code. I am recommending that Ms. Sandman serve another three year term, ending on December 31, 2009.

Ms. Sandman presently serves as a consultant with People Development Solutions, where her work includes job analysis, test validation, interviewer and employee training, performance appraisal development, employee attitude survey construction, analysis and feedback to groups, coaching and management development.

I appreciate your consideration, and ask you to act on this appointment as quickly as possible. Ms. Sandman will make herself available for review before the appropriate committee if members of Council wish to speak with her.

Sincerely,

Dan Onorato

CC: Bonnie Sandman

Resume

Bonnie Allison Sandman, Ph.D.

People Development Solutions

2173 Hycroft Dr.

Pittsburgh, PA 15241

412-831-5749

412-831-5752 fax

sandman19@earthlink.net

Educational Background

- | | |
|-------|---|
| B.A. | Ohio State University, Social Sciences,
Honors Program |
| M.A. | Ohio State University, Speech Communication |
| M.A. | Bowling Green State University,
Industrial Psychology |
| Ph.D. | Bowling Green State University,
Industrial Psychology |

Professional Background

- | | |
|-----------|---|
| Presently | <i>People Development Solutions</i> consultant, work includes job analysis, test validation, interviewer training and employee training, performance appraisal development, employee attitude survey construction, analysis, and feedback to groups, coaching and management development. |
| 1986-1990 | Director, Smith, Sandman & McCreery, Perrysburg, Ohio -consulting work included job analysis, test validation, performance appraisal development, employee attitude survey construction and analysis, interviewer training, employee training, expert witness work in EEO testing issues. |
| 1983-1986 | Senior Consultant with Personnel Designs, Inc. (later HR Strategies), Grosse Pt. Michigan. Work included development and validation of employee selection procedures, analysis and interpretation of employee attitude surveys, development and implementation of employee training programs. |
| 1981-1983 | Independent consultant (Work similar to that described above). |
| 1978-1981 | Senior Consultant with Personnel Systems International, London, U.K. Work included extensive, EEO related project for British Steel Corporation and the British Post Office. |

1976-1978 Supervised consulting work/internship: development of selection test battery for police officers, attitude survey development, assessment center development and implementation.

Teaching Experience

1991 Adjunct Professor, University of St. Thomas, Psychology Department

1986-1990 Adjunct Professor, Central Michigan University, Institute for Personal and Career Development

1981-1985 Adjunct Professor, Bowling Green State University, Department of Psychology

1980-1981 Visiting Assistant Professor, Bowling Green State University, Department of Psychology

1978-1980 Instructor, University of Maryland, United Kingdom

1974-1978 Graduate Teaching Fellow, Bowling Green State University, Department of Psychology

1971-1972 Graduate Teaching Assistant, Ohio State University, Department of Speech Communication

Professional Memberships

Sigma Xi, scientific honorary, associate member
Houston Area Industrial/Organizational Psychologists, board member
American Psychological Association
Society for Industrial and Organizational Psychology
Licensed Psychologist, Ohio and Pennsylvania

Examples of Recent Consulting Projects

Process consultation with large arts organization regarding employee performance and conflicts.

Career assessment and career guidance for individuals.

Coaching for enhanced performance at work for professional staff -- Law, IT, Accounting.

Development and implementation of interviewer training for large manufacturer -- trained managers and college recruiters.

Analysis of causes of turnover for commercial bank

Job analysis and test validation for commercial bank

Job analysis and test validation for large public transit system.

Job analysis and test validation for large hotel chain in Canada.

Job analysis and ADA related job description development for 26 marine industry jobs.

Job analysis and ADA related job description development for 30 electric utility jobs.

Job analysis and test validation for manufacturing position at large glass producer.

Job analysis and test validation for sales position for forest products company.

Job analysis, test development and validation for skilled trades jobs at large automobile manufacturer.

Custom designed and implemented twelve-week supervisory training course for first level supervisors including such topics as leadership, employee motivation, performance appraisal, sexual harassment, and occupational stress.

Reviewer of job analyses, test development and test validation for large metropolitan police department promotional examination.

Conducted focused interview sessions with security firm personnel for the development of job analyses and discussion of employee selection issues.

Facilitated focused interview sessions with large network of utility companies for updating of job descriptions and assessment of physical requirements of physically demanding jobs.

Worked with groups of supervisors and upper management in a child protective agency in the design and implementation of a performance appraisal system.

Trained upper management of a small manufacturing firm in interviewing applicants for a key management position.

Trained key personnel in a large manufacturing firm in providing small group feedback on attitude survey results and in facilitating the groups to solve problems highlighted by the survey.

Developed and implemented 360° Performance Appraisal System for professionals and managers

Facilitated resolution of group conflict between offices of a professional service organization.

Publications and Invited Addresses

Sandman, B.A. (2002), The Job Stress Inventory. Alliant University Research & Service Foundation, San Diego, CA.

Sandman, B.A., and Pavur, E. (1992, September), Evaluating performance without destroying teams. *The 1992 International Conference on Self-managed Work Teams*, Dallas, Texas. (Awarded best paper of the conference.)

Sandman, B.A., and Urban, M.F. (1976, January), Employment testing and the law. *Labor Law Journal*, 3 8-54.

Smith, P.C. and Sandman, B.A. (1980), Some past, present, and future developments in the understanding and use of the Job Descriptive Index (JDI). In J. Sgro, (Ed.), *Virginia Tech. Symposium on Applied Behavioral Science*, (pp. 257-276). New York, NY: Lexington Books.

Sandman, B.A. (1992), The measurement of job stress: Development of the Job Stress Index. In C.J. Cranny, P.C. Smith, E.F. Stone (Eds.), *Job Satisfaction: How people feel about their jobs and how it affects their performance*. New York: Lexington Books.

Invited Address: Americans with Disabilities Act, the Regulations and the Implications. Industrial Relations Research Association, Greater Houston Chapter, August, 1991.

Invited Address: Americans with Disabilities Act, Job analysis and Job Descriptions. Equal Employment Opportunity Commission, Houston District Office, Houston, TX, March, 1992.

Invited Address: Practical approaches to employee selection, testing and promotion. Southern Methodist University School of Law Multi-State Labor and Employment Law Seminar, May 20-23, 1992.

Invited Address: Americans with Disabilities Act: Job Descriptions and Performance Standards. Southern Methodist University School of Law Americans with Disabilities Act Seminar, January, 1993

Expert Witness Experience

Expert witness for Firefighters in labor arbitration hearing.

Expert witness for Fraternal Order of Police in labor arbitration hearing.

Testing expert and consultant Fraternal Order of Police, large metropolitan location.

Gave deposition for Federal District Court pertaining to police promotional examination issues.

Preparation of statistical data and preparation of expert witness for a wrongful discharge race discrimination case in Federal District Court.

Expert witness in Federal District Court pertaining to police promotional examinations.



OFFICE OF THE COUNTY COUNCIL
County of Allegheny

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219
412.350.6490 • 412.350.6499 (FAX)

January 2, 2007

Bonnie Allison Sandman, Ph.D
People Development Solutions
2173 Hycroft Drive
Pittsburgh, PA 15241

Dear Ms. Sandman:

This is to inform you that an Appointment Review Committee Meeting has been scheduled for **4:00 PM, Wednesday, January 10, 2007** in Conference Room One, 119 County Courthouse.

Your presence has been requested to discuss your nomination for reappointment to the Personnel Board.

If you have any questions regarding this please contact me at 412-350-6495.

Sincerely,

A handwritten signature in cursive script that reads "John Mascio".

John Mascio
Chief Clerk
Allegheny County Council

JM/fb



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County of Allegheny

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219
412.350.6490 • 412.350.6499 (FAX)

January 29, 2007

Evelyn Page Parker
523 Paulson Avenue
Pittsburgh, PA 15206

Dear Ms. Parker:

This is to inform you that at the Regular Meeting of Council held on January 23, 2007, Council approved your appointment to serve as a member to the Area Agency on Aging Advisory Council for a term to expire on December 31, 2009.

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 "John Mascio".

John Mascio
Chief Clerk
Allegheny County Council

JM/fb



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County of Allegheny

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219
412.350.6490 • 412.350.6499 (FAX)

January 29, 2007

Bonnie Allison Sandman, Ph.D
People Development Solutions
2173 Hycroft Drive
Pittsburgh, PA 15241

Dear Ms. Sandman:

This is to inform you that at the Regular Meeting of Council held on January 23, 2007, Council approved your appointment to serve as a member to the Personnel Board for a term to expire on December 31, 2009.

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 "John Mascio".

John Mascio
Chief Clerk
Allegheny County Council

JM/fb