

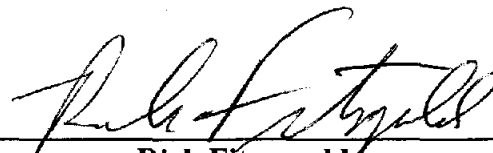
Bill No. 1415-04

APPOINTMENT

Approving the appointment of Alex M. Keddie to serve as a member of the Allegheny County Community College Board for a term to expire on January 1, 2010.

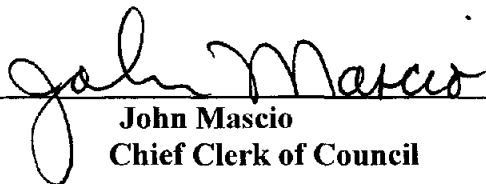
In Council March 2, 2004.

Read and approved by Motion of Council.



Rich Fitzgerald
President of Council

Attest:



John Mascio
Chief Clerk of Council



County of Allegheny

DAN ONORATO
CHIEF EXECUTIVE

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

January 20, 2004

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

Dear Council Members:

Please find the attached resume of Alex M. Keddie, whom I am recommending for appointment to the Allegheny County Community College Board.

This Board broadens the base of educational opportunity and human resource development for the citizens of Allegheny County through continued development of campuses and centers that are committed to quality, diversity, social responsibility and career direction. Ms. Keddie will fill a vacancy on the Allegheny County Community College Board. His term will expire on January 1, 2010.

Mr. Keddie has over twenty-six years in the human resources with two major clients and ten years owning his own management consulting business, Alex Keddie and Associates. Prior to forming this firm, Mr. Keddie served as a Vice President at Bayer Corporation and also with Union Carbide Corporation.

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

Sincerely,

A handwritten signature in black ink, appearing to read 'Dan Onorato', written over a horizontal line.

Dan Onorato

CC: Alex M. Keddie

Alex M. Keddie
606 Edward Lane
Pittsburgh, PA 15205
Work (412) 787-3711
Mobile (412) 760-3031

OBJECTIVE: Utilizes the Business Issue Resolution® process to develop and implement labor relations and business strategies to move organizations from a traditional environment to a high performance environment whereby they become cost effective to the alternative.

PROFILE: A seasoned senior executive with twenty-six years experience in human resources with two major corporations and ten years experience in his management consulting practice representing clients that range from large multi-national corporations to privately owned businesses in varying industries. Developed the Business Issue Resolution® (BIR®) process that involves employees at all levels of the organization to identify and resolve key business issues in the work place in order to obtain measurable improvements. Strategic functional expertise in work place assessments, labor negotiations, work process redesign, grievance handling, arbitration avoidance and training. BIR has demonstrated success in union and non-union situations, commercial contracts and the public sector.

PROFESSIONAL EXPERIENCE:

- 2001 to Present **Alex Keddie & Associates** Pittsburgh, PA
President: Business consulting practice that integrates the principles of leadership into union work environments to focus employees at all levels on improving and measuring business results.
- 1999 to 2001 **Bayer Corporation** Pittsburgh, PA
Vice President, Employee and Labor Relations: North America responsibility for the development, coordination and implementation of corporate strategies to enable the various divisions to operate cost effectively at both their union and non-union sites.
- 1992 to 1999 **ALEX KEDDIE & ASSOCIATES** Pittsburgh, PA
President: Labor Relations based consulting firm that integrates collaborative labor relations expertise with work process improvement. Specializing in: 3rd party workplace assessment; labor/management facilitation; work process design and implementation; contract negotiations. Developed the Business Issue Resolution® process to increase efficiency across functions by involving employees to identify and resolve key business issues to improve the bottom line. Using this approach in negotiations ensures that business issues (not the emotional ones) are addressed, which enhances job security.
- 1968 to 1992 **UNION CARBIDE CORPORATION – Linde Division (now Praxair, Inc.)**
- | | | |
|------------|--------------------------------------|--------------------|
| '88 to '92 | Associate Director, H.R. | Corp. Headquarters |
| '85 to '88 | Manager, Labor Relations | Corp. Headquarters |
| '82 to '85 | Consulting Negotiator | Corp. Headquarters |
| '78 to '82 | Senior Negotiator | Corp. Headquarters |
| '72 to '78 | Senior Employee Relations Rep. | Corp. Headquarters |
| '70 to '72 | Industrial Relations Manager | Kittanning, PA |
| '68 to '70 | Assist. Superintendent of Production | Allentown, PA |

Responsibilities & Accomplishments (Praxair)

Associate Director, H.R. – had national responsibility for the division's labor relations strategy and implementation. There were no strikes and the business remained cost effective to the alternatives.

Division's Trucking Activity – had national labor relations responsibility for eleven years for a driver payroll of \$26 million, most of who were represented by the Teamsters union. Employee involvement resulted in driver distribution cost remaining constant for 10 years.

Division's 17 wholly owned Welding Subsidiaries - developed and implemented a Human Resource benefit plan package as an initial step in the process of integrating these companies (with their different cultures), into Linde's cylinder business so that they could function more efficiently as one business unit.

Division's Benefit Plans Department - lead a transition from a traditional "Blue Cross/Blue Shield" type medial program to a more cost effective comprehensive medical program.

Division's Non-exempt Salaried Employees - had national responsibility for the salary administration for their nonexempt employee population.

EDUCATION: **George Washington University, Washington, D.C.**
Bachelor of Business Administration – 1967

GUEST LECTURER: **Carnegie Mellon University – Graduate School of Industrial Administration (their MBA program) since 1994**

REFERENCES: Available upon request



OFFICE OF THE COUNTY COUNCIL
County of Allegheny

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

RICH FITZGERALD
DISTRICT 11
PRESIDENT

WAYNE FONTANA
DISTRICT 12
VICE-PRESIDENT

JOHN DEFazio
AT-LARGE

DAVE FAWCETT
AT-LARGE

RON FRANCIS, JR.
DISTRICT 1

JAN REA
DISTRICT 2

TOM SHUMAKER
DISTRICT 3

DOUG PRICE
DISTRICT 4

VINCE GASTGEB
DISTRICT 5

JOAN CLEARY
DISTRICT 6

CHARLES MARTONI
DISTRICT 8

C.L. JABBOUR
DISTRICT 9

WILLIAM RUSSELL ROBINSON
DISTRICT 10

BRENDA FRAZIER
DISTRICT 13

JOE CATANESE
CHIEF OF STAFF

JOHN MASCIO
CHIEF CLERK

February 2, 2004

Alex M. Keddie
606 Edward Lane
Pittsburgh, PA 15205

Dear Mr. Keddie:

This is to inform you that Council President Rich Fitzgerald, Chairperson of Council's Committee on Appointment review, has scheduled an Appointment Review Committee Meeting for 4:30 **Thursday, February 12, 2004** in Conference Room One, 119 County Courthouse.

The Councilman requested your presence at the meeting to discuss your nomination for appointment to the Allegheny County Community College Board. He indicated that those of you that were nominated for reappointment should be prepared to answer questions including how long you have served on the board, your biggest accomplishments on that board, and what you envision your future goals to be if reappointed.

Those of you that are new nominees should be prepared to answer questions relative to your background and qualifications and what you hope to accomplish if appointed.

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

Sincerely,

John Mascio
Chief Clerk
Allegheny County Council



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BRENDA FRAZIER
DISTRICT 13

JOE CATANESE
CHIEF OF STAFF

JOHN MASCIO
CHIEF CLERK

February 18, 2004

Alex M. Keddie
606 Edward Lane
Pittsburgh, PA 15205

Dear Mr. Keddie:

This is to inform you that Council President Rich Fitzgerald, Chairperson of Council's Committee on Appointment review, has scheduled an Appointment Review Committee Meeting for 5:00 Thursday, February 26, 2004 in Conference Room One, 119 County Courthouse.

The Councilman requested your presence at the meeting to discuss your nomination for appointment to the Allegheny County Community College Board. He indicated that those of you that were nominated for reappointment should be prepared to answer questions including how long you have served on the board, your biggest accomplishments on that board, and what you envision your future goals to be if reappointed.

Those of you that are new nominees should be prepared to answer questions relative to your background and qualifications and what you hope to accomplish if appointed.

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

Sincerely,

John Mascio
Chief Clerk
Allegheny County Council



RICH FITZGERALD, PRESIDENT

County of Allegheny

ROOM 119 • 436 GRANT STREET • PITTSBURGH, PENNSYLVANIA 15219

412.350.6575 • 412.350.6499 (FAX)

RFITZGERALD@COUNTY.ALLEGHENY.PA.US

March 4, 2004

Alex M. Keddie
606 Edward Lane
Pittsburgh, PA 15205

Dear Mr. Keddie:

This is to inform you that at the Regular Meeting of Council held on March 2, 2004, Council approved your appointment to serve as a member of the Allegheny County Community College Board for a term to expire January 1, 2010.

Congratulations on your appointment.

Sincerely,

A handwritten signature in cursive script that reads "Rich Fitzgerald".

Rich Fitzgerald, President
District 11 Representative

RF:maa

OFFICE OF THE COUNTY COUNCIL