

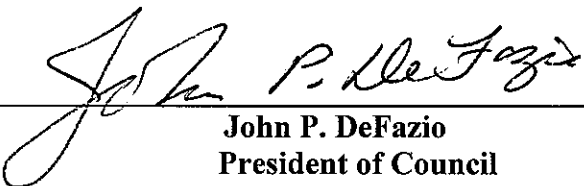
APPOINTMENT

Approving the reappointment of Richard Hrivnak to serve as a member of the Personnel Board for a term to expire on December 31, 2018.

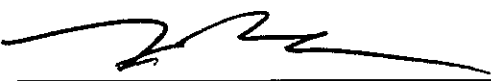
SPONSORED BY COUNTY EXECUTIVE FITZGERALD

In Council JUNE 7th, 2016.

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

May 5, 2015

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

RECEIVED
ALLEGHENY COUNTY COUNCIL
2016 MAY -6 AM 10:39

Dear Members of Council:

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

This board hears appeals of non-union employees and also assumes the responsibilities of the civil service commission. A complete list of the duties of the Personnel Board can be found in section 1001.04 (E) of the administrative code. I am recommending Mr. Hrivnak serve another three year term to expire on December 31, 2018.

Mr. Hrivnak is currently the Director of Human Resources at the University of Pittsburgh Medical Center (UPMC); prior to that he was the Allegheny County Deputy Director of Human Resources. He received a bachelor's degree in Political Science from Clarion University of Pennsylvania.

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

Sincerely,

Rich Fitzgerald
Allegheny County Executive

OFFICE OF THE COUNTY EXECUTIVE

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Richard A. Hrivnak

**16 Creole Drive
Pittsburgh, PA 15239
(724) 327-2985 Home
(412) 477-7071 Mobile
richhrivnak@yahoo.com**

EMPLOYMENT HISTORY

UPMC – 2012 to Present

Director of Human Resources

Currently direct a staff of 19 human resources professionals that service approximately 9,000 employees at UPMC Presbyterian Hospital, UPMC Montefiore Hospital and UPMC Shadyside Hospital. Oversee all aspects of the HR function including talent acquisition, employee relations, payroll and legal compliance.

Allegheny County – 2010 to 2012

Deputy Director of Human Resources

Directed all employee and labor relations functions for the nearly 7000 employees of the second largest county in Pennsylvania. Manages the Employee Assistance Program and the various functions associated with the Family Medical Leave Act. Charged with managing the Race and Gender Equity Audit for the county to ensure that there are no compensation disparities in the various job classifications. Routinely worked with the various unions and their business agents to resolve employee disputes. Partner with the law department and various operating departments to handle labor contract negotiations.

Davidson Hotel Company – 2009 to 2010

Director of Human Resources

Managed all human resources activities for the Monroeville Doubletree Hotel and the Monroeville Convention Center. Charged with the responsibility of building the human resources and payroll functions for a hospitality group with over 200 employees that opened on December 7, 2009.

Leed's – 2004 to October 2008

Director of Human Resources

Served as the highest-ranking human resources official for one of the largest promotional products companies in North America with nearly 300 million dollars in annual sales. Directed all of the human resources functions supporting over 1100 employees in multiple locations throughout the United States. Oversaw the development of the corporate benefits plans; directed all recruiting and staffing activities; managed corporate training activities and set the compensation strategies for the organization. Managed a staff of three department managers and seven human resources professionals. Reported to the company's Chief Financial Officer

Eckerd Health Services - 1999 to 2004

Manager of Human Resources - Pittsburgh, PA.

Directed the human resources functions for more than 1700 employees in the Pittsburgh Regional Office, Distribution Center, Information Technology Department, Tampa Mail Service Pharmacy, Kansas City Mail Service Pharmacy and the Eckerd Health Services Division. Directly managed a staff of five, exempt-level Human Resources professionals. Successfully created and developed the human resources department for the EHS division. Appointed by the Division President to direct a corporate Synergy Committee that created universal policies for all of the EHS remote locations. Developed a division-wide pharmacist recruiting program, which exceeded the aggressive expansion plans of three mail order pharmacies. Created a system of associate kiosks where associates can make changes to their benefits and 401K plans on-line. Facilitated the Associate Dispute Resolution arbitration program.

Eckerd Drug Corporation - 1997 to 1999

Human Resources Facility Supervisor-Pittsburgh, PA.

Managed the Human Resources needs of the Pittsburgh Distribution Center / Regional Office and the Uniontown Reclamation Center. Responsible for the recruitment and training of all exempt and non-exempt facility employees. Implemented an employee relations and attendance program which resulted in a turnover rate of less than 10% and an absenteeism rate of less than 2%. Charged with the administration of the facility safety program, which reduced the number of accidents in the facility each year. Managed a staff of one exempt employee and one non-exempt employee.

Thrift Drug, Incorporated - 1995 to 1997

Distribution Center Human Resources Manager - Pittsburgh, PA.

Responsible for the management of all Human Resources functions of four Distribution Centers. Directly supervised a staff of three exempt employees. Developed and implemented wage programs and created various employee relations programs. Created a forklift driver certification program. Directly charged with the administration of the facility safety program and OSHA compliance. Successfully transitioned the Thrift workforce into the Eckerd environment during the merger of the two organizations.

Thrift Drug, Incorporated - 1992 to 1995

Human Resources Administrator - Pittsburgh, PA.

Administered various corporate programs including FMLA, Sick Pay and tax credit programs. Increased the amount of tax credits earned by the company by more than \$70,000 by implementing a new applicant screening process. Responsible for the recruitment of corporate, exempt-level and technical positions. Managed the corporate travel and relocation programs and successfully implemented an on-site travel office.

Thrift Drug, Incorporated - 1990 to 1992

Personnel Staff Assistant - Pittsburgh, PA.

Recruited for non-exempt positions in the corporate office. Developed and managed the employee relations program. Prepared and updated exempt and non-exempt position descriptions.

COMMUNITY INVOLVEMENT

Mayor – Borough of Plum – 2005 to Present

Currently serving as the Chief Executive for the second largest Borough in the State of Pennsylvania. Responsible for managing the Borough Police Department and ensuring the public safety for over 30,000 residents. Elected to a second term in 2009.

Civil Service Commission - Borough of Plum - 1997 to 1998

Elected Vice Chairman in 1998. Conducted the interviewing and testing for police officers and other eligible positions within the community. Knowledgeable of municipal hiring regulations.

Councilman - Borough of Plum - 1994 to 1996

Responsible for setting policies, enacting ordinances, formulating and adopting budgets, hiring and supervising public employees and providing for the public safety of one of the largest municipalities in Allegheny County. Chairman of the Public Safety Committee. Elected Council President in 1996.

Zoning Hearing Board - Borough of Plum - 1991 to 1993

Served on a quasi-judicial board, which ruled on appeals to the borough's comprehensive zoning plan. Familiar with municipal planning ordinances.

Church Council - Held various positions in my congregation including Church President.

Plum Reads – Co-founded a non-profit organization that promotes reading for pre-school children.

AWARDS AND MEMBERSHIPS

2006 Westmoreland County Human Resources Professional of the Year – awarded by the local chapter of the Society for Human Resource Management.

Society for Human Resource Management

Pittsburgh Human Resources Association – Board of Directors

Soldiers and Sailors Memorial – Pittsburgh, PA – Board of Directors

EDUCATION

Clarion University of Pennsylvania-B.A. Political Science-1987-Cum Laude



COUNTY OF ALLEGHENY

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WWW.COUNTY.ALLEGHENY.PA.US/COUNCIL

June 8, 2016

Mr. Richard A. Hrivnak
16 Creole Drive
Pittsburgh, PA 15239

Dear Mr. Hrivnak:

This is to inform you that at the Regular Meeting of Allegheny County Council held on June 7, 2016 Council approved your reappointment to serve as a member of the Personnel Board, for a term to expire on December 31, 2018.

Congratulations on your reappointment 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 cursive script that reads "Edward J. Kress".

Edward J. Kress, Appointment Review Committee Chair
Allegheny County Council

cc: Laura Zaspel, Director, Allegheny County Human Resources Department

EJK/sb