

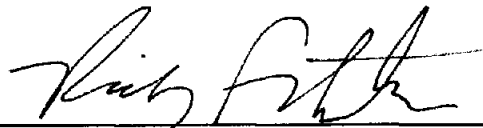
Bill No. 1799-04

APPOINTMENT

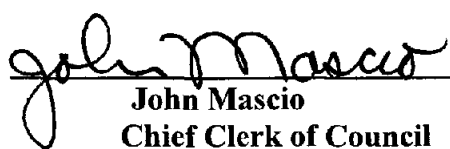
Approving the reappointment of Bonnie Sandman to serve as a member of the Personnel Board for a term to expire December 31, 2006.

In Council January 18, 2005.

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

December 14, 2004

Honorable Council President and Council Members
Allegheny County Council
119 County 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. Ms. Sandman's term will expire on December 31, 2006.

Ms. Sandman's experience as a human resources professional and her expertise in this field, will continue to be a tremendous asset to the board. In addition to her expertise in human resources, she has been a dedicated and active member of the Personnel Board.

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 full Council or the appropriate committee if members of Council wish to speak with her.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Onorato".

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 *People Development Solutions* 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)

RICH FITZGERALD
DISTRICT 11
PRESIDENT

January 4, 2005

WAYNE FONTANA
DISTRICT 12
VICE-PRESIDENT

JOHN DEFazio
AT-LARGE

Bonnie Sandman, Ph.D.
People Development Solutions
2713 Hycroft Drive
Pittsburgh, PA 15241

DAVE FAWCETT
AT-LARGE

Dear Ms. Sandman:

RON FRANCIS, JR.
DISTRICT 1

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 PM, Tuesday, January 11, 2005 in Conference Room One, 119 County Courthouse.

JAN REA
DISTRICT 2

TOM SHUMAKER
DISTRICT 3

The Councilman requests your presence at the meeting to discuss your nomination for appointment to the Personnel 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.

DOUG PRICE
DISTRICT 4

VINCE GASTGEB
DISTRICT 5

JOAN CLEARY
DISTRICT 6

CHARLES MARTONI
DISTRICT 8

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.

C.L. JABBOUR
DISTRICT 9

**WILLIAM RUSSELL
ROBINSON**
DISTRICT 10

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

BRENDA FRAZIER
DISTRICT 13

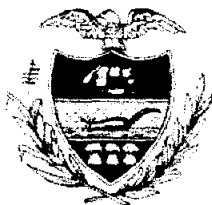
Sincerely,

JOE CATANESE
CHIEF OF STAFF

John Mascio
Chief Clerk
Allegheny County Council

JOHN MASCIO
CHIEF CLERK

JM/fb



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

January 25, 2005

Bonnie Sandman, Ph.D
People Development Solutions
2713 Hycroft Drive
Pittsburgh, PA 15241

Dear Ms. Sandman:

This is to inform you that at the Regular Meeting of Council held on January 18, 2005, Council approved your reappointment to serve as a member of the Personnel Board for a term to expire on December 31, 2006.

Congratulations on your appointment.

Sincerely,

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

Rich Fitzgerald, President
District 11 Representative

RF/fb

OFFICE OF THE COUNTY COUNCIL