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58 Blue Heron Court
East Amherst, NY 14051
May 6, 2011

Mr. Robert M. Graber, Legislature Clerk
Old County Hall, Fourth Floor
92 Franklin Street
Buffalo, NY 14202

Dear Mr. Graber;

The article in the Buffalo News about the opening for an Erie County Authority Water Commissioner captured my attention.

I am very interested in the position. I'm a registered Republican in the Town of Amherst and I believe that my unique prospective as a human resources professional, outlined in the enclosed resume, would be beneficial to the Commission.

I would appreciate the opportunity to be interviewed by lawmakers next Wednesday and will call you on Monday or Tuesday to arrange a meeting with them. If you wish to contact me sooner, I can be reached at 716-688-4456.

Sincerely,


David L. Trumpfheller

DAVID TRUMPFHELLER
 58 Blue Heron Court
 East Amherst, NY 14051
 (716) 688-4456
 david_trumpfheller@hotmail.com

SUMMARY

Extensive experience as a human resources professional. Currently providing consulting services to private and public sector clients. Hands-on experience with:

- | | |
|-------------------------------------|---|
| • Labor & Employee Relations | • Benefits Administration |
| • Recruitment & Employment | • Employee Assistance Programs |
| • Employment Law (FMLA, OSHA, etc) | • Employee Services & Counseling |
| • Management Development & Training | • Safety & Environmental Affairs |
| • Wage & Salary Administration | • Outplacement & Career Transition Counseling |

SELECTED ACCOMPLISHMENTS

Recruitment & Employment

- Recruited and staffed the engineering department of an automotive industry supplier located in a rural area, convincing "hard-to-find" engineers on the advantages of working and living in that area.
- Established an employment selection program to add 200 employees at a production machine shop, which included recruiting, interviewing, selecting, and placing acceptable candidates.
- Developed a college relations program including making presentations to student groups throughout the year, which enhanced college recruiting and resulted in generating a selection of graduating seniors as candidates for employment.
- Produced the most income as the leading recruiter for a professional employment agency during the one-year period associated with that agency.

Labor & Employee Relations

- Negotiated and administered collective bargaining agreements, including grievance procedures, with many of the major national, international, and regional unions, maintaining harmonious relations with employees and their union representatives and while achieving management's objectives. Such unions included AFSCME, CSEA, IUE, IAM & AW, OPEIU, PEF, UAW, and USWA.
- Negotiated a successful plant closing agreement with an employee bargaining unit that was considered fair and equitable by management and employees.
- Negotiated a collective bargaining agreement with a security-guard union, whereby union represented employees were replaced by contract guards as they retired and the union eventually dissolved when the final union represented guard retired.
- Converted approximately 100 non-exempt, non-union salaried employees from automatic cost-of-living salary increases to a pay-for-performance program in a predominately union shop without those employees unionizing.

Outplacement & Career Transition Counseling

- Presented workshops to client-company employees whose jobs had been eliminated, preparing them to market their talents to potential employers.
- Initiated a job development program and served as an employment counselor at a client's transition center, resulting in an immediate placement rate of 50% in a low-demand labor market.
- Served as a Job Placement Coach for the NYS Education Department of Vocational and Educational Services for Individuals with Disabilities (VESID), resulting in an immediate 45% placement rate.

DAVID TRUMPFHELLER**PAGE TWO****Training and Wage & Salary Administration**

- Used a point-factor system to evaluate jobs when installing a salary administration program for a county in New York State that provided employees and the employer with both internal and external wage equities.
- Established an in-house machine shop training program for a large manufacturing company that resulted in successfully fulfilling work force requirements at a time when machinists were in short supply.

PROFESSIONAL EXPERIENCE

Self Employed	Human Resources	1991 to
Buffalo, New York	Consultant/Counselor	Present

Provide human resources management consulting services to private and public sector clients, including labor and employee relations, compensation (wages, salaries, and benefits), employee assistance programs, employee services and counseling, safety and environmental affairs, organizational planning and development, outplacement/career transition services, professional recruiting and employment for client companies and employment agencies, and all other phases of human resources management.

LeRoy Industries, Inc	Human Resources	1985 to
LeRoy, New York	Director	1991

Reported to the Corporate President. Managed all phases of human resources, including recruitment and employment, employee benefits, labor and employee relations, management development and training, wage and salary administration, employee reprimand and discipline administration, performance appraisal administration, employee records and reports, etc. Served as chief management spokesman for the negotiation of collective bargaining agreements at two locations.

Bell Aerospace Textron	Employee Relations	1978 to
Buffalo, New York	Director	1985

Reported to the Division President. Directed all phases of human resources at five locations by directing the activities of the Managers of labor relations, employee benefits, safety and environmental affairs, plant protection and document security, management development and training, personnel administration, and medical services. Served as chief management spokesman for the negotiation of 16 collective bargaining agreements at three locations. Directed a staff of 22 managers and administrators.

EDUCATION

State University of New York at Buffalo	BS in Management
Buffalo, New York	

Harvard Business School Club of Buffalo	Executive Training Program
Buffalo, New York	