ALLEGHENY COUNTY REFORM PROPOSAL 2026

Submitted By:
Paul Ionadi
March 23, 2026

Table of Contents

Executive Summary.....Page 1
Introduction and Purpose..... Page 2
Governance and Ethics..... Page 2
Professional Services Reform.... Page 3
Boards and Appointments..... Page 3
Fiscal Responsibility..... Page 4
Policy Objectives..... Page 4
Proposed Reforms..... Page 4
Board Requirements..... Page 5
County Council..... Page 6
Allegheny County Controller..... Page 6
Private Sector Firms..... Page 6
Professional Services..... Page 7
Ethics..... Page 7
Conclusion..... Page 7

Executive Summary

Allegheny County Government Reform 2026 proposes a comprehensive modernization of County governance to improve transparency, accountability, operational efficiency, and public trust. The reform addresses structural gaps, outdated administrative processes, and insufficient oversight mechanisms that limit the County's ability to deliver high quality public services. This proposal provides an actionable framework for reform, grounded in the best practices and tailored to Allegheny County's unique needs.

Reform Framework

Confirm Reform 2026 Scope and Objectives.
Define initiative goals.
Identify major policy areas.
Adopt a formal statement of purpose.

Align with Council's legislative authority.
Review Charter and Administrative Code.
Identify Council's powers relevant to each section.
Document alignment.

Establish governance for implementation.
Designate a Reform Implementation Working Group.
Establish points of contact for departments and authorities.

Communicate the Initiative.
Prepare the internal briefings.
Develop public-facing summaries.
Clarify responsibilities.

Integrate Reform 2026 into Operations.
Embed tasks into work plans for departments and authorities.
Monitor progress regularly.

Governance and Ethics

Update ethics code and standards.
Review existing ethics rules.
Draft updated standards.
Adopt revised language.

Define conflict-of-interest procedures.
Create disclosure forms.
Require regular and event-based disclosures.
Establish recusal procedures.

Strengthen ethics oversight.
Clarify rules of Ethics Board, Law, HR.
Define complaint handling process.
Set timelines for investigations.

Implement training and awareness.
Develop ethics training modules.
Establish an onboarding and continuing training program.
Track completion.

Enhance Transparency.
Publish ethics policies and forms.
Provide reporting channels.
Review transparency practices annually.

Professional Services Reform

Short-list top three firms.
Price proposal is to be included and weighted with the technical proposal.
Sole source contracts must be approved by Council.
Report spending and competition rates to Council.
Report contract changes to Council.

Boards and Appointments

Create a central database.
Post all vacancies publicly and set posting periods.
Document terms, qualifications and application instructions.
Define steps from vacancy to appointment to onboarding.

Fiscal Responsibility

Enhance budget transparency.
Provide quarterly and annual reports for all departments and authorities.
Provide the Scope of Services, technical and price proposals for the Auditing Firms.
Provide the basis for the selection of the Auditing Firms.
Provide capital and debt planning.
Maintain public dashboards.

Policy Objectives

The reform package is guided by four core objectives.
Transparency: Expand public access to information and decision making.
Accountability: Strengthen oversight mechanisms and performance reporting.
Efficiency: Streamline operations and reduce administrative redundancy.
Modernization: Update systems, processes, and governance structures.

Proposed Reforms

Structural Reforms.
Establish a countywide reporting framework.
Create a centralized Office of Government Performance and Accountability.
Implement uniform performance dashboards for departments and authorities.

Transparency and Accountability Reforms.
Launch an open-data portal with real time updates.
Mandate public posting of contracts, budgets, and procurement actions.
Standardize ethics disclosures and conflict-of-interest reporting.

Fiscal Impact
The reforms are designed to be cost neutral over time. Initial investments in digital modernization and administrative restructuring are offset by long-term savings from reduced redundancy, improved efficiency, and streamlined operations.Page Five

Legal and Administrative Considerations
Compliance with Allegheny County Home Rule Charter.
Review of procurement and contracting regulations.
Alignment with state transparency and ethic laws.
Council approval required for structural changes.

Evaluation and Performance Metrics.
Success will be measured through:
reduction in administrative processing times.
Increased public access to information.
Cost savings from operational efficiencies.

Boards Requirements

Board terms should be for a maximum of 12 years. Council should request that board members with 12 plus years resign effective immediately. Board members must vacate regardless if replacements have been approved.

New board members must be appointed within 20 business days or council appoints. Each council person may submit one nominee per board.

Former municipal board members are prohibited from serving on any other municipal boards.

Board members may serve on one municipal board only, not simultaneously serve on other municipal boards. Also, a person may serve on one board only and prohibited from serving on other boards.

An individual may serve a maximum of six years on the Professional Services Committee, including two years as the Chairperson.

A Board may have a maximum of one individual from any elected governing entity. If there is a circumstance where there is more than one individual on the same entity, then the individual with the most seniority remains.

Authorities, must include a link for the eligibility requirements to serve on the board on their homepage.Page Six

Authorities must include a link to their bylaws on their homepage.

Allegheny County Sanitary Authority's Board shall be increased from 7 to 11 Board Members. (ALCOSAN is in the process of the largest public works project in Western Pennsylvania, a multi-billion dollar program. This concept was presented years ago and wasn't advanced).

County Council

Council President shall be a one, two-year term.
At-large council members shall be permitted to each, individually, if they so choose, present an agenda at each meeting.

Council shall be permitted individuals as necessary to analyze any and all departments and authorities.

Bonuses are prohibited from all employees including Authorities.
Executive Directors must have contracts that are approved by Council.

Allegheny County Controller

The County Controller's responsibilities shall also include the Authorities where the County Executive appoints board members.

Private Sector Firms

Firms are required to list their Home Office in addition to their local office.
Firms pursuing Allegheny County Contracts, including Authorities, are required to list all contracts, both prime and sub, with Allegheny County Government including Authorities.

Firms must list all contributions within Allegheny County Government including Authorities. This applies to all contributions, political, charities etc. This applies to both prime and sub firms.

Firms must list all business relationships with any firms doing business with Allegheny County including Authorities, including lobbyists, consultants, law firms etc.

Professional Services: Evaluating of firms

The Evaluation and Selection processes shall be transparent processes. The Evaluation and Selection Committees will include qualified individuals who are not in any way associated to the specific Authority.

If a Board Member whose term has expired and the County Executive has nominated that individual for reappointment, and County Council has rejected that appointment, that individual is no longer a board member and is immediately removed from the board. A Council confirmation is required for any person to be a board member.

Ethics

Though the County has an Ethics Code, County Council should have oversight as needed. Council should have the authority to question all Departments and Authorities on all matters including whether individuals and/or firms have been prohibited from pursuing opportunities to participate.

Conclusion

Allegheny County Government Reform 2026 provides a clear and actionable roadmap for modernizing county governance. By strengthening transparency, accountability, and operational efficiency, the county can strengthen public trust and position itself for long term success.

Contact information
Email: paul.ionadi@pi-a-corp.com
412-512-8128