
DEBORAH LUKUS

Senior Vice President, Human Resources, Allegheny Conference on Community Development



In her capacity as Senior Vice President of Human Resources of the Conference, Debbie provides direction and advice on all aspects of human resource management including salary and benefits administration, performance management and ensuring legal compliance on all human resource related issues.

Debbie joined the organization in 1996 as the second employee of the Pittsburgh Regional Alliance and served as Director of Administration, overseeing all administrative functions including human resource management, until assuming organization-wide responsibilities. During the consolidation of the Conference affiliations, Debbie worked with leadership to affect the coordination and integration of the various benefit programs and salary administration functions within the affiliate organizations. She works to ensure sound health and welfare benefit offerings with competitive pricing are in place for Conference employees. Debbie manages the Conference's salary administration program including the development of fair and competitive pay structures and implementation of the annual Performance Management Program. Working with executive management, she manages staff recruitment and termination, handles employee relations matters, and ensures best human resource management practices are in place at the Conference. Debbie staffs the Board's Personnel & Compensation Committee to assist the Committee in carrying out its charter responsibilities and performs a variety of special assignments at the Committee's requests. She also serves on the internal Investment Advisory Committee. In addition, Debbie oversees the management of the organization's office facilities.

Prior to joining the Conference, Debbie served as Director of Administration for the Pittsburgh Technology Council where, in addition to overseeing the human resource and facility management functions, she was responsible for the Council's Breakfast Briefing program.

Debbie holds a SPHR (Senior Professional Human Resources) certification. She is an active member of the Pittsburgh Human Resource Association as well as the Society for Human Resource Management.

Debbie and her husband live in Castle Shannon.

