

DEBORAH A. FORD

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Experience

City of Milwaukee

Labor Negotiator – October, 2012 – present

Primarily responsible for negotiating successor labor contracts with the unions representing fire and police and grievance administration.

Milwaukee Public Schools:

Director of Labor Relations – July, 2010 – July, 2011

Successfully obtained and implemented the bargaining goals set by the School Board and Superintendent, notably significant health plan design changes, employee premium contributions and a wage freeze; provided day to day contract advice to managers at all levels on issues ranging from disciplinary matters to policy/rule interpretation;

Executive Director, Department of Human Resources – July, 2004 – June, 2010

Responsible for managing the entire spectrum of human resource functions including recruitment and retention, benefits, EEO/ADA, labor relations, leave administration, staff evaluation, workers' compensation and unemployment compensation; Responsibilities included insuring human resource consistency in a decentralized environment; compliance with federal and state laws; alignment with district goals and policies; familiarity with day to day issues arising in these areas; and management of consultants and outside vendors. Advised and updated senior management on strategy and the status of significant cases and issues; suggested policy modifications where appropriate and drafted policy changes where needed.

Director of Labor Relations – May, 1991 - July, 2004

Responsible for implementing a coherent labor relations policy in a decentralized environment in accordance with direction and goals set by the Board and the Superintendent; duties included negotiation of labor contracts and contract modifications ranging from changes in health plans and/or plan design to site specific operational modifications; day to day advice on contract administration to managers/supervisors at every level on matters ranging from innovation to discipline; supervisory training on personnel issues; represented the administration in arbitrations and administrative/disciplinary hearings including several that were pending in multiple forums.

Education:

Bachelor's Degree – Marquette University
Juris Doctor - Marquette University