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## **EXPERIENCE**

### *Labor Negotiator - City of Milwaukee (April 2006 to present)*

- Chief Spokesperson for the City during the negotiation of 19 collective bargaining agreements covering 6,300+ employees and 3 separate bargaining laws.
- Develop and implement an overall bargaining strategy for the City in conjunction with the Mayor and the Common Council.
- Develop and oversee the development of all exhibits for interest arbitration. Research municipal settlements, contracts, interest and grievance arbitration decisions, and complaints.
- Design, develop and cost all economic offers. Draft contract language.
- Design, develop and bargain changes to the health insurance benefits, including wellness/prevention.
- Responsible for day-to-day contract maintenance, including functioning as a one step in the grievance process.

### *Director of Labor Relations, Classification, & Compensation – Milwaukee County (2003 to 2006)*

- Chief Spokesperson for the County during the negotiation of 8 collective bargaining agreements covering approximately 5,500 employees.
- Develop and implement an overall bargaining strategy for the County. Work with the County Executive and the County Board of Supervisors on implementing the bargaining strategy.
- Responsible for the design, development, and overhaul of employee deductibles, co-pays and premium shares.
- Responsible for day-to-day contract maintenance, including functioning as a one step in the grievance process. Responsible for all grievance arbitrations.
- Function as the County resource to personnel directors, managers, and supervisors regarding: discipline, drafting side letters of agreement, interpreting contracts, FMLA, and other labor relations issues.
- Develop and conduct supervisory training on attendance, grievance processing, discipline, and investigations.

### *Executive Director Council #10 – Wisconsin Education Association Council (1998 to 2002)*

- Chief spokesperson for 3 teacher and 8 support staff bargaining units during the negotiation of the collective bargaining agreements. Functioned as a facilitator during two consensus bargains.
- Cost all economic offers made by the union and management, and draft all contract language.
- Responsible for the day-to-day contract maintenance and interpretation, including processing grievances through all steps in the grievance process.
- Provide various types of statewide training to WEAC members and local training to Council #10 members.
- Act as a resource for all types of employment questions, including FMLA, FLSA, and U.C.

### *Executive Personnel Officer – State of Wisconsin, Department of Employment Relations (1990 to 1997)*

- Chief spokesperson for all economic issues with 12 bargaining units, including the costing of all offers.
- Design, develop, and implement all compensation related items, including drafting of contract language.
- Assist in the development of the overall compensation plan for the State of Wisconsin.
- Conduct and implement classification, compensation, and labor market surveys.
- Participate in FLSA, disciplinary, and grievance investigations.

## **EDUCATION**

40 Credits toward M.S. Industrial/Organizational Psychology, U.W. Oshkosh, Oshkosh, WI (1988 to 1990)  
B.A. Psychology, Liberal Arts Education, Knox College, Galesburg, IL (1984-1988)