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EXPERIENCE

Director of Labor Relations, Classification, & Compensation – Milwaukee County (2003 to Present)

- 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.
- Research municipal settlements, contracts, interest and grievance arbitration decisions, and complaints.
- Design, develop and cost all economic offers. Draft all contract language.
- Participated as one member of the team responsible for the design, development, and overhaul of the County health insurance plan. Successfully negotiated all changes into 7 out of 8 bargaining units.
- 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.
- Supervise the Compensation and Classification areas. Each area has one professional staff person.
- Supervise one support staff position and cross-train one other professional staff person in labor relations, compensation, and classification.

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 unemployment compensation.

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 (1988-1990)

B.A. Psychology, Liberal Arts Education, Knox College, Galesburg, IL (1984-1988)

REFERENCES

References are available upon request.