

DENNIS C. MURPHY, Esq.
105 Battery Park Drive
Bridgeport, Connecticut 06605
(203) 455-1738 c
dcmurphy@optonline.net

One Blueberry Lane
Truro, Massachusetts 02666

PROFESSIONAL EXPERIENCE

4/2016-Present

Arbitrator/Mediator.

Chair, Connecticut Employee Review Board
Vice-Chair, State Board of Mediation and Arbitration
Panel Member, American Arbitration Association.
Connecticut State Board of Mediation and Arbitration, Panel of Neutral Arbitrators,
Binding Interest Arbitration (2019)
Panel Member, Teachers Act Binding Interest Arbitration (2023)
Panel Member, ADR Center, Inc.
Panel Member, Federal Mediation and Conciliation Service
Permanent Arbitrator, State of Connecticut NP-4 Bargaining Unit (2019)
Panel Member, Electric Boat and Metal Trades Council
of New London County (2023)

1/2011-4/2016

Deputy Commissioner, Labor Department, State of Connecticut

Managed staff of 800 with multiple functional disciplines including the State Board of Mediation and Arbitration, and the State Board of Labor Relations; During this time also spent 12 months as the **Interim Chief of Staff** for the Board of Regents for Higher Education, Connecticut's four state universities and 12 community colleges, and five months as Interim Commissioner of the Department of Motor Vehicles.

10/2008-1/2011

Arbitrator/Mediator. Neutral Labor Arbitrator/Mediator with the American Arbitration Association and the ADR center, Inc, Connecticut.

7/2004-10/2008

Director of Human Resources, City of Stamford, Connecticut.

Chief Labor Negotiator for all city bargaining units; directly handles Grievance arbitrations; manages staff of 13 responsible for all HR Service delivery efforts: competitive hiring, policy development and Implementation, management consultation, organizational design, Benefit design and administration. Serve as Trustee on Custodial Pension Board, Secretary to the Certified Employees Pension.

7/2003-7/2004

Principal/Manager

Murphy Strategic Resources, LLC
420 Brooklawn Avenue
Bridgeport, CT 06604

Consulting services offering expertise in a broad range of labor-relations and human resource management issues.

3/2002-7/2003

Administrative Intern/Corporate Planning/Project Consultant

*St. Vincent's Health System
2800 Main Street, Bridgeport, CT 06604*

Duties include managing system-wide strategic planning process, negotiate and advise on lease terms and leasehold issues for variety of ambulatory outpatient services provided by this full-service critical care hospital. Manage State Certificate of Need process for capital improvements and service-line development.

1994 – 3/2002

Chief Administrative Officer

*City of Bridgeport, Connecticut
999 Broad Street, Bridgeport, CT*

Administrative Officer for Operations in Connecticut's largest city including financial planning and budget management, operation of public facilities, collective bargaining and personnel functions, grant applications and reporting, insurance matters and transportation planning, public safety, economic development, health, human and social services. Coordinate and approve all department managerial and operational policies and practices. Establish, implement, and maintain management systems and all organizational plans. Provide Mayor with final hiring recommendations for major department heads, including Police Chief, Fire Chief and Health Director. Initiated creation of new departments: Employee and Organizational Development, Central Grants and Construction Management Services.

1991 - 1994

Director of Labor Relations and Grants Personnel

*City of Bridgeport, Connecticut
45 Lyon Terrace, Bridgeport, CT*

Chief Labor Negotiator responsible for eleven (11) collective bargaining agreements including grievance arbitration, prohibited practice complaints, unemployment claims and the administration of workers' compensation for approximately 2,000 employees. Managed staff of professionals and support staff including human resource, benefits, and workers' compensation function. Managed transfer from premium based health insurance to self-insured program.

1993 - 1994

Adjunct Professor, University of New Haven, Executive MBA Program, Labor Relations Studies

1987 - 1991

Attorney and Counselor at Law

Eight North Main Street, Beacon Falls, CT

Partner in General Practice of Law with emphasis on employment/labor law/workers' compensation, disability retirement matters.

1985 - 1987

Manager, Employee Relations

*Blue Cross of California
21555 Oxnard Street
Woodland Hills, CA*

Managed staff of thirteen with employee population of three thousand. Provided active support role to line management in corporate policy drafting and implementation.

1984 - 1985

Labor Relations Specialist

1950 Franklin Street, Oakland, CA

Handled bargaining unit grievance resolution, counseled management, created and presented labor relations training modules.

1981 - 1983

Staff Attorney

International Brotherhood of Police Officer (IBPO), National Association of Government Employees, (NAGE), S.E.I.U., AFL/CIO

1800 Silas Deane Highway, Rocky Hill, CT

Represented approximately one hundred public-sector bargaining units, both municipal and federal, before the following agencies: Connecticut State Board of Mediation and Arbitration, Connecticut State Board of Labor Relations; Workers' Compensation Commission, Freedom of Information Commission; Unemployment Division of State Department of Labor; American Arbitration Association, Merit System Protection Board, Federal Labor Relations Authority. Chief Negotiator for municipal collective bargaining agreements.

E D U C A T I O N

1978

Fairfield University, Fairfield, CT - Political Science, B.A. cum laude

1981

Boston University School of Law - J.D.

Variety of Continuing Educational experiences including:

FMCS Institute for Conflict Management, Becoming a Labor Arbitrator, September 21-25, 2009, Las Vegas, Nevada; Labor Advocacy training, 2008

Harvard University, John F. Kennedy School of Government, "Program for Senior Executives in State and Local Government." Three-week certificated program. (July 1994)

National League of Cities and the Leadership Training Institute, "Emotional Intelligence: New Dimensions in Leadership." (December 2000)

Harvard University, John F. Kennedy School of Government, "Strategies for Enhancing Executive Influence." (October 2000)

National League of Cities and the Leadership Training Institute, "Reflecting on the Past, Envisioning the Future, Facing New Challenges in Governance." (August 1999)

Massachusetts Institute of Technology, Sloan School of Management, "System Dynamics for Senior Managers." (October 1998)

Quinnipiac Law School Center on Dispute Resolution Certificated Program, (2009)

Alternative Dispute Training, American Arbitration Association (2009)

Connecticut Mediation Training, (2008)

Hartford Area Mediation Training Program, (1987)

Obtained private pilot's license. (October 1999)

A F F I L I A T I O N S

1981

Admitted to Connecticut Bar

1988

Admitted to Federal Bar

1988 – 1991

Member, Civil Service Commission, City of Bridgeport; Chairman, Personnel Committee.

Member Labor and Employment Relations Association, Connecticut, Massachusetts and Rhode Island chapters

Editorial Board, Connecticut Law Tribune, 2015-2021