

September 1, 2008

Common Council President  
Ald. Tim Bruer  
Room 417, City-County Building  
210 Martin Luther King, Jr. Boulevard  
Madison, WI 53703

Dear Common Council President, Ald. Tim Bruer:

My name is Deborah Ann Speckmann. It would be an honor to be considered to fill the 7<sup>th</sup> Aldermanic District vacancy due to the resignation of Ald. Zach Brandon until another District 7 Alderman is elected April 7, 2009. My resume is attached and the responses to the designated statements are indicated below for your consideration.

❖ A statement as to why I wish to serve.

I have done many things in my life; many not reflected in my resume. The things that I have done I can modestly say I did extremely well, and from the reactions of people who I have come in contact with, what I have done has far exceeded their expectations of a person with my physical and racial "limitations" (an interesting concept to always have to prove that despite your "limitations"; you have proven to be brighter than 80% of the population). However, it does make me hesitant about trying to do things that I believe could also do exceeding well, like running for office.

From an early age politicians and civil rights leaders were in my parents' living room. I literally grew up side-by-side with the boys of Milwaukee's first Black City Council Woman. Members of the Legislature's Black Caucus talked strategy there. I was never sent from the room, I stayed at my Father's side. Despite the fact that I constantly offered testimony and wrote letters, I knew that in order to institute change, I had to be in the ruling class, but would people give me that chance? I doubted it. The opportunity of filling this vacancy will let me again show people that what I am capable of; what I was groomed to do; to make use of all the past and present conversations and consultations with political, civil rights, and civic leaders over the years.

But do I have anything to bring to the table? If you combine my extraordinary upbringing, my civic, professional and educational profile there is a running theme of working with different groups of people with different needs at different stages in their lives, and my ability to assess what they needed and to seek viable solutions. However, I am fiscally grounded. Lastly, I have never worked alone; I have always worked as part of a/team/group.

I want to serve. I see serving as a part of my family training, and the opportunity to accentuate the capabilities that I was born with. I see serving as a responsibility to my community. Unfortunately, I feel the need to serve as an example for others like me to follow in my footsteps.

❖ A statement as to what I hope to accomplish.

There are several things I would like to set into motion/accomplish: Serve as an example of working as a team member when sitting on the Council while still serving District 7; Trying to unite Southwest Madison into a cohesive part of the City like other parts of the City who share common causes and concerns even though they may be made up of different Aldermanic Districts. To facilitate the establishment of a Southwest Planning

Council if all the residents so desire. Lastly, develop some means of communication with the residents of Aldermanic District 7.

Though, I may be one person, I would hope to add my voice of professionalism and team-building to the Council. These proven skills will be a necessary asset as compromises will need to be struck during the upcoming Budget period in order to maintain the quality of life for all in the City of Madison during this period of diminishing fiscal resources.

Somehow I would like to foster the belief that though Southwest (SW) Madison is made up of three Aldermanic Districts, what decisions, actions, or mishaps affects the residents of one District affects the residents of all the Districts. I want to try to facilitate opening up communication to unite the Districts under one umbrella much like the rest of the City in the form of a Planning Council because our needs are all the same and by uniting we will be far more efficient and effective. Thus, my willing to start this conversation might alleviate the discord, duplication of services, disservice to our residents, and needless overuse of City personnel. This isn't an attempt to bypass the Aldermanic structure, but to foster effective and efficient community growth and development.

This is my third year living in a condo development. What I have found is a hunger for immediate inside information, because practically everyone has a computer; however there is a lack of knowledge of things going on in the District and the SW Madison area. Information appears to be disseminated by word of mouth (i.e., haphazardly). I would like to try to find a way to rectify situation, in maybe by working with the area businesses to start a small newspaper, a newsletter, or a community website.

In addition, I would like to work with the Tenant Resource Center and through their programs try to unite the landlords and their tenants'. I would like to strive towards a sense of community with the landlords and their tenants' direct involvement; it is possible with a little hope and cooperation to have little parks, gardens and safe play areas, safety patrols, leaf raking and snow clearing teams, complex decorating contests, etc. I believe by working together, accentuating simple positive activities that one or two maybe doing anyway, and multiplying it, that sense of community which breaths in everyone will come through. All that is needed is a little encouragement and respect and maybe some faith from an Alder who wants to hear and read good things, and fewer bad things about the residents of their District.

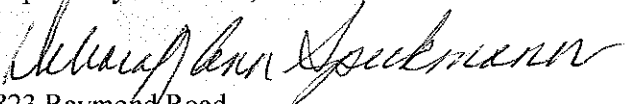
I realize that these are great expectations, but maybe if I can start people to thinking and seeing the possibilities, it will be a worthy beginning.

❖ A statement if I plan to run for alderperson in the Spring 2009 election.

No, not unless asked, and if I was confident that the concerns that I raised in the first statement were alleviated.

Thank you for your consideration.

Respectfully submitted,

  
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Madison, WI 53719-3955  
Home and Fax: 608-442-9144  
Cell: 608-444-2965

# Deborah Ann Speckmann

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## OBJECTIVE

To fill the 7<sup>th</sup> Aldermanic District vacancy due to the resignation of Ald. Zach Brandon until another District 7 Alderman is elected April 7, 2009.

## CIVIC PROFILE

- Strong Educational Experience
  - Serve as a member of SHRAC (MMSD's Community Human Relations Committee with the Supt.). The concern is trying to ensure an equality of education between the economically deprived, educationally challenged, and those in the minority. The concern was/is that a learning environment needed structure, discipline, nurturing, more than adequate learning tools, a strong knowledge base of the fundamentals of teaching and the subject being taught; these things were/are needed to engage students in the learning process and encourage the guardians involvement; however, of most importance was/is the individual student's learning style/level/capability and the need to maximize it.
  - Attend MMSD School Board Meetings and comment as appropriate. The concern is trying to ensure an equality of education between the economically deprived, educationally challenged, and those in the minority, while maintaining fiscal responsibility.
  - Involved in PTA while my children were in school; served as a Vice-President, President and Volunteer; I also served on DPI's PTAs/PTOs Presidents' Council. The concern was/is that a learning environment needed structure, discipline, nurturing, more than adequate learning tools, a strong knowledge base of the fundamentals of teaching and the subject being taught; these things were/are needed to engage students in the learning process and encourage the guardians involvement; however, of most importance was/is the individual student's learning style/level/capability and the need to maximize it.
- Strong Leadership Experience
  - Served as a Poll Worker for several years, and will be serving as an Election Inspector for the second time September 9, 2008 for the City of Madison. I believe that voting is a right/privilege and you have an obligation to perform your civic duty without a fear of disenfranchisement, so I see my role as preventing that from happening along with attempting to educate the public.
  - Introduced a "Give to Your Neighborhood School Project" in conjunction with a Get Out the Vote for the November 4, 2008 General Election within the City of Madison. Due to revenue caps and insufficient funding I thought that this could be a tangible way that people in the community could directly help their schools.
  - Made a submission to the National League of Woman Voters on "Why I Am a Poll Worker" for their Fall 2008 Recruitment Project.
  - Participated in a Chief Inspector Focus Group this summer for the City of Madison.
  - Organized a Salvation Army Bell Ringing Campaign during the 2007 Holiday Season.
  - Serve as a member of Communities United and attend other organizational Meetings at the bequest of the Chair; previous Secretary, and Executive Committee Member.

- Redesigned a Poll Worker Project to encourage the recruitment of minority Poll Workers, and minority youth as Poll Workers during the 2006 Election.
- Strong Community Experience
  - Member of RSVP of Madison; currently sitting on the SW Triad and Planning Committees; have assisted in planning and evaluating various summer and fall 2008 Conferences and generating Summary Reports. Currently, most of the work is being focused on the southwest side of Madison, which I feel is being manipulated into a crisis mode. So, I see my role as an educator, and a protector.
  - Served on the Board of Directors of the then Interfaith Hospitality Network for 2-1/2 years. I was the Diversity Officer, and wrote the Resolution to proceed with the Capital Campaign to expand the Mission of the organization into providing self-owned permanent housing.
  - Watch the Common Council and County Board of Supervisor Meetings, and attend and/or comment at relevant Public Hearing. The concern is to ensure that those who need basic services receive them while maintaining fiscal responsibility. In addition, to ensure that the City does not end up with areas of blight, and that certain groups of citizens become disenfranchised because there is no one to speak for them.
  - Observe the Legislature in session and attend/comment at Public Hearings when appropriate. The concern is to ensure that those who need basic services receive them while maintaining fiscal responsibility. In addition, to ensure that certain groups of citizens become disenfranchised because there is no one to speak for them.
  - Observe Congress and speak with certain delegations to a lesser degree than in the past; now maybe two times a year verses a half dozen times a year. Comments are now more verbal or in writing. The concern is to ensure that those who need basic services receive them while maintaining fiscal responsibility. In addition, to ensure that certain groups of citizens become disenfranchised because there is no one to speak for them.
  - Worked on the Urban League of Greater Madison's Strategic Plan during 2005; served on the Events Committee for a few years and then worked on the Fund Committee.
  - A Silver Lifetime Member of the NAACP.
  - Worked with the YWCA in 2007 in the selection process of their annual community service project awards, and sponsored and attended their Racial Justice Programs in other years.
  - Served on the City of Madison's Race Relations Task Force.
  - Served on the City of Madison's Affirmative Action Commission as Chair for three years, and on the Dr. Martin Luther King Honoree Committee.
- Strong Neighborhood Experience
  - Have been an annual supporter of Johnny Winston's Streetball and Block Party Event, the Sable Flames Scholarship Ball, and the 100 Black Men's Annual Backpack Event.
  - Participated in the Neighborhood Study Circle Program.

## PROFESSIONAL PROFILE

- Strong Budgetary Skills:
  1. Responsible for setting up annual maintenance agreements for all equipment not covered by the Wilson Street Billing Center, and those expenses combined gave me the "Maintenance" line as a Budget line to determine and monitor as a part of bi-annual budget.
  2. Responsible for setting up annual supply and service agreements (e.g., outside auditors and Programming Contracts) for all supplies and services not purchased through the DOA, and those expenses combined gave me the "Supplies and Services" line as a Budget line to determine and monitor as a part of bi-annual budget.
- Strong Governing Language Interpretation Experience:
  1. Approval of ETF staff travel expenses those expenses had to adhere to guidelines set forth by the Legislature through DOA, Union and ETF guidelines.

2. Interpreted and complying with DOA's guidelines for purchasing all items, including going through the sole source purchase process for items above then \$10,000 for non-contractual items. Purchased two complete telephone systems through the sole source purchase process through BITM, and all executive office furniture; furnished the entire office once, and assisted in the entire office move from GEF I and GEF III to Badger Road.
  3. Performed Contract Compliance for those firms in which the Department had service agreements on an annual basis and the continuation of the Agency's usage of the company's services was dependent upon my approval of their Plan.
  4. Served on the Dual Choice Review Committee and assisted in the development of criteria for the acceptance of late dual choice applications (appeals) as determined by ETF's governing Stats. and Admin. Codes. This process ultimately came to operate without the Committee. Work at ETF was governed by Wis. Stats. Chapter 40 and the corresponding Administrative Code (Admin. Code).
  5. Interpreted ETF's governing Stats. and Admin. Codes for internal staff and external employer training purposes regarding eligibility and enrollment in various insurance programs, and the various reporting requirements associated with the payment of employer WRS contributions and insurance premiums.
  6. Served as an expert for Legal Counsel at ETF in interpreting how the law corresponded to our policies and procedures given that I assisted in the development of policies in my program areas and wrote procedures for them.
  7. Served as ETF's liaison with DOA when they adapted the WiSMART System to ensure that the integrity of our reporting requirements was maintained.
- Strong Communication Skills:
    1. Wrote policies and procedures based upon governing laws (i.e., Federal, State, and Local) within my areas of expertise within the Division of Employer Services at ETF.
    2. Developed internal and external training materials for employers participating in the programs administered within my areas of expertise within the Division of Employer Services at ETF, and conducted training sessions.
    3. Wrote and have published newsletter and newspaper articles for specific and general audiences.
    4. Wrote goals and related objectives with appropriate analysis and interpretations for staff performance evaluations while within the Division of Employer Services at ETF
    5. Wrote exploratory and explanatory correspondence including governing/legal language where appropriate.
    6. Participated in the development of the Urban League of Greater Madison's 2005 Strategic Plan and ETF's Strategic Plans and Quality Assurance Plans.
    7. Experience writing federal grants, specifically the Needs Assessments.
    8. Re-designed a Poll Workers' Recruitment to adapt it for the recruitment of a diverse population of Poll Workers for the City of Madison, including the introduction of minority youth.
    9. Recommended a Plan to the City of Madison to both increase voter turnout, and benefit MMSD on November 4, 2008.
    10. Testified before Federal, State and Local legislative bodies.
    11. Assisted in my father's Desegregation Correspondence with the Department of Education, various School Districts across the Country, and numerous governmental officials at many levels.
    12. Attended Toastmasters and Parliamentary Procedure training.
    13. Spoke before State, Regional and National NAACP Conventions.
    14. Written press releases, brochures, program materials, and flyers.
    15. Submitted and have had published Letters to the Editor in Madison and Milwaukee mainstream newspapers as well as specialty newspapers.
    16. Served as an organizational Secretary and distributed said Minutes.
    17. Written and delivered speeches.

## PROFESSIONAL EXPERIENCE

Department of Employee Trust Funds  
Madison, WI  
July 1983 – January 2004 (Retirement)

- Senior Policy Analyst, Division of Employer Services:
  - a. Achievements:
    1. Completed procedures related to the processing of military credits for those in the process of retiring from WRS.
    2. Cleaned up the security listing of those employers who had access to the WRS Previous Service System, and re-defined and documented the security access documentation.
    3. Approved the changes to the Dual Choice Appeals Process.
  - b. Responsibilities:
    1. To respond to inquiries from the Junior Policy Analyst, and any senior staff regarding the application of the law to daily procedures and established departmental policies.
    2. To assist in policy development.
    3. To update language in the various Employer Administration Manuals in the areas of employee enrollment and eligibility and employer reporting requirements (health and life insurance and WRS) as policies changed.
    4. To update internal employee procedures as policies and computer applications changed.
- Reporting and Maintenance Section Chief:
  - a. Achievements:
    1. Conducted systems testing of anew employer accessible WRS Previous Service Computer Application so they could determine employees' eligibility for participation in ETF's insurance programs in WRS.
    2. Worked with the IS Security Chief to establish security measures for employer access to the Computer Application in cooperation with DOA, and to establish and document these policies and procedures prior to implementation.
    3. Completed the Employer Administration Manual for the employer accessible WRS Previous Service Computer Application and conducted internal and external training.
    4. Completed the annual Dual Choice Review Process of the Wisconsin Public Employers Dual Choice booklet.
    5. Completed the annual late Dual Choice Appeals Process.
    6. Served as an expert witness in a health insurance case against ETF.
  - b. Responsibilities:
    1. To respond to inquiries from any senior staff regarding the application of the law to daily procedures and established departmental practices.
    2. To hire, train, oversee the daily work, set objectives and benchmarks, evaluate and discipline permanent and limited term employees.
    3. To assist in policy development.
    4. To update language in the various Employer Administration Manuals in the areas of employee enrollment and eligibility and employer reporting requirements (health and life insurance and WRS) as policies changed.
    5. To update internal employee procedures as policies and computer applications changed.
    6. To ensure all reports and health and life insurance, and ICI applications were audited in a timely fashion according to established enrollment, eligibility and reporting requirements by both staff and participating employers.
    7. To oversee the daily and monthly balancing of the I lockbox WRS employer contributions received, and the health and life insurance, ICI premiums and ERA contributions received.
    8. To oversee the audit of daily systems generated reports of the WRS contributions received and ensure the monies were reported to the designated employer accounts.

9. To oversee the annual reconciliation of total employer paid WRS contributions to their individual employee reported WRS contributions in preparation for the generation of the WRS Billings and the annual Statements of Benefits.
- Processing Unit Supervisor:
    - a. Achievements:
      1. Completed the annual Dual Choice Review Process of the Wisconsin Public Employers Dual Choice booklet.
      2. Completed the annual late Dual Choice Appeals Process.
      3. Served as ETF's liaison with DOA's Central Payroll for the implementation of WiSMART payment system to ensure compliance with ETF's reporting requirements.
      4. Completed employer training around the state in the areas of eligibility, enrollment and reporting for health and life insurance and WRS.
    - b. Responsibilities:
      1. To respond to inquiries from any senior staff regarding the application of the law to daily procedures and established departmental practices.
      2. To hire, train, oversee the daily work, set objectives and benchmarks, evaluate and discipline permanent employees.
      3. To assist in policy development.
      4. To update language in the various Employer Administration Manuals in the areas of employee enrollment and eligibility and employer reporting requirements (health and life insurance and WRS) as policies changed.
      5. To update internal employee procedures as policies and computer applications changed.
      6. To ensure all reports and health and life insurance, and ICI applications were audited in a timely fashion according to established enrollment, eligibility and reporting requirements by both staff and participating employers.
      7. To oversee the daily and monthly balancing of the lockbox WRS employer contributions received, and the health and life insurance, ICI premiums and ERA contributions received.
      8. To oversee the audit of the daily systems generated reports of the WRS contributions received and ensure that the monies were reported to the designated employer accounts.
      9. To oversee the annual balancing of the total employer paid WRS contributions by employer to their individual employee reported WRS contributions in preparation for the generation of the WRS Billings and the annual Statements of Benefits.
  - Purchasing Agent/Financial Specialist, Comptroller's Office:
    - a. Achievements:
      1. Determined and purchased a specialized telephone system for ETF's executive staff and for the Member Services Division.
      2. Determined and purchased specialized executive office furniture for current and future designated executive staff positions.
      3. Converted the department from metal desks and cloth dividers to modular furniture.
      4. Assisted in the mechanics of moving ETF from GEF I and GEF III to the Badger Road Office.
    - b. Responsibilities:
      1. Audited the monthly billings from then the Wilson Street Billing Center for all of the agency's maintenance calls; service agreements, and any related purchases.
      2. Audited the monthly billings from the Justice Department and all the Billings for those agency services (telephone, fleet, supplies, etc.) charged by DOA.
      3. Negotiated annual maintenance agreements for all equipment not covered by the Wilson Street Billing Center and those expenses combined gave me the "Maintenance" line to determine and monitor as a part of ETF's bi-annual budget.
      4. Negotiated annual supply and service agreements (e.g., outside auditors and Programming Contracts) for all supplies and services not purchases through DOA and those expenses

combined gave me the "Supplies and Services" line to determine and monitor as a part of ETF's bi-annual budget.

5. Determined and paid all administered expenses (operational expenses minus personnel expenses).
6. Reviewed Affirmative Action Plans of outside Contractors to ensure compliance with State and Federal guidelines to ensure their ability to conduct business with ETF on an annual basis, even for those companies who had have long-standing agreements with the Department with no Contract Compliance Review.

Department of Higher Education Aids Board  
Madison, WI  
June 1983 – June 1985

- Financial Specialist, Borrower Accounts:
  - a. Achievement:

Received sole security status to record payments for the accounts of management staff/family members who were in the process of repaying student loans.
  - b. Responsibilities:

Calculated deferments and removed the applicable interested, and then re-calculated the monthly student loan repayment amounts.

University of Wisconsin-Madison  
Madison, WI  
October 1982 – April 1983

- Limited Term Financial Specialist, Wisconsin Center
  - a. Achievement:

Learned how to utilize personal computer programs to collect and maintain financial data, and to generate financial statements.
  - b. Responsibilities:
    1. Prepared the financial statements for the Catering Department of the Frederick Conference Center at University of Wisconsin-Madison.
    2. Approved and paid the operational monthly bills of the Wisconsin Center.
    3. Maintained a log of the hours of the student and auxiliary workers for the Wisconsin Center.

## EDUCATIONAL PROFILE

- Associate Degree in Accounting from Madison Area Technical College.
- Associate Degree in Finance from Madison Area Technical College.
- Bachelors of Science Degree (Major: Took every Psychology course available; Minor: Journalism – Emphasis Public Relations).
- Masters of Science Degree in Education (Guidance and Counseling – Adult Emphasis)
- Left school during the last semester of a Masters of Science Degree in Special Education (then called Learning Disabilities) to provide care-giver services for my paternal grandfather due death of my grandmother).
- Computer science, business management, and human resource/personnel management courses through Lakeland College.
- Various training seminars in strategic planning, time management, state budget development, contract compliance, state purchasing, human relations, diversity training, personnel management, business management, public speaking, speech delivery, etc.