

# *Maria Monteagudo*

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414.286.3335

## **Professional Profile**

Experienced human resources professional with over sixteen years of *executive level* experience in public sector human resources, employee relations, and civil service administration as a member of Mayor Barrett's cabinet. I am a results oriented leader who recognizes the importance of building and developing a strong team of human resources practitioners to serve our customer departments and residents. I believe in a strong customer focus and a philosophy of collaboration and cooperation while ensuring compliance. My team's success is my goal and our challenges make us stronger.

## **Professional Accomplishments**

- Developed and implemented policies and protocols related to employment considerations associated with COVID-19 and the City's response to the fiscal challenges created by the emergency.
- Directed efforts to implement a Workforce Development and Succession Planning strategy to help departments understand and anticipate vacancies, turnover rates, and create internal opportunities for leadership development.
- Collaborated with legal to update and enhance provisions of civil service rules to ensure flexibility and adaptation to changes in labor markets and best employment practices.
- Successfully facilitated transition to Post Act 10 environment migrating, modifying, and implementing changes to terms and conditions of employment from collective bargaining agreements to the Milwaukee Code of Ordinances, updating or modifying civil service rules, training managers and supervisors and creating "meet and confer" protocols and practices.
- Collaborated with the Budget Office and the Pension Office to design and implement pension contributions and pension offset adjustments for general city employees.
- Updated and revamped City's American with Disabilities Act Policy, Procedures, and Guidelines consistent with federal requirements and reconciled requirements with other City policies and procedures.
- Designed and implemented the framework for the creation of an Employee Resource Group Policy and facilitated a strategic planning process for participants.
- Created and sought legislative approval for Management Trainee Program that has resulted in a placement rate of approximately 70%.
- Created and support the development of field safety policies and protocols to address risks encountered by field employees.
- Updated the City's Harassment Policy and implemented City wide training for managers, supervisors, and employees.
- In collaboration with the City's Employee Benefits Director, contributed to the implementation of healthcare plan design changes since 2012, the City's Wellness and Prevention efforts since 2009, the creation and expansion of the City's Workplace

Clinic, and the implementation of a successful risk management program that has resulted in significant reductions to injuries, incidence rate and overall claims.

- Lead efforts with occupational health provider to prioritize job analysis and align preplacement evaluations with physical demands to minimize work injuries and reduce incidence rates.

## **Employment History- City of Milwaukee**

|                             |                                  |                |
|-----------------------------|----------------------------------|----------------|
| Employee Relations Director | Department of Employee Relations | 2004 - Present |
| Personnel Officer           | Milwaukee Health Department      | 1999 - 2004    |
| Personnel Officer           | Department of City Development   | 1994 - 1999    |
| Personnel Analyst           | Department of Employee Relations | 1988 - 1994    |

## **Education**

|      |                                |          |
|------|--------------------------------|----------|
| MBA  | University of Puerto Rico, RUM | May 1987 |
| BSBA | University of Puerto Rico, RUM | May 1984 |

## **Professional Affiliations and Awards**

Civil Service Commissioner-Milwaukee County 2004-Present  
 IPMA-HR Central Region Member 2007/2020 Board Member 2007/2011  
 Society for Human Resource Management Member 2010/2020  
 Recipient of the 2015 Hispanic Professionals of Greater Milwaukee Award  
 Recipient of the 2016 Business Journal Human Resources Award

## **Bilingual – Spanish/English**

