

**Maria Monteagudo, Employee Relations Director**  
**200 East Wells Street, Room 701**  
**Milwaukee, WI 53202**  
**414-286-3335 [mmonte@milwaukee.gov](mailto:mmonte@milwaukee.gov)**

Ms. Monteagudo has been the Director of Employee Relations for the City of Milwaukee since 2004. She began her professional career with the City of Milwaukee in 1988 when she relocated to the City after completing her Master's in Business Administration from the University of Puerto Rico where she also earned a Bachelor's Degree in Business Administration with a minor in Personnel Management.

After working as a Compensation Analyst for six years, Ms. Monteagudo was promoted to the position of Personnel Officer in the Department of City Development and was responsible for managing and directing all human resources functions and activities until 1999 when she transferred to the Milwaukee Health Department and served in the same capacity until 2004.

Throughout her tenure as Employee Relations Director, Ms. Monteagudo led the Department of Employee Relations in providing direction and guidance in addressing and resolving a number of human resources challenges, including but not limited, to the following:

- the successful implementation of a unit clarification settlement involving AFSCME District Council 48;
- the re-establishment of the City's Central Safety Committee and the development and distribution of Safety Resources and the Worksite Safety Survey application.
- the implementation of a new claims management system in the Worker's Compensation Unit that will increase work flow efficiency and reporting capabilities;
- the re-structuring of the City's Management Pay Plan and implementation of performance management standards;
- the automation of employment verification and unemployment claims functions and activities;
- the successful transition of the Fire and Police Commission to an independent City agency and the delegation of staffing functions to DER; and,
- the implementation of changes to Police Officer hiring processes including the transition to a perpetual recruitment model, the addition of a mile and a half run and written exercise, increased emphasis on integrity and honesty standards in the testing process as well as the background investigation process.

In the summer of 2008, DER will be launching a new applicant tracking module that will include web-based postings and applications. Candidates for employment will be able to complete, submit, and track employment applications on-line. The system will result in increased efficiencies for departments in terms of assessing the qualifications of applicants on eligible lists on-line when considering the use of an existing eligible list to fill a vacant position. Later this year DER will work with the Fire and Police Commission in the administration of a new selection process for firefighter candidates. Other initiatives will also include the automation of the employment eligibility and verification processes for new employees and the implementation of a mandatory Supervisory Training Program for new City managers and supervisors.

Ms. Monteagudo is the Treasurer/Secretary of the International Public Management Association for the Central Region and currently serves a Civil Service Commission for Milwaukee County.