

Maria Monteagudo
Home: Milwaukee WI 53202

PROFESSIONAL PROFILE

An executive level Human Resources Professional with over 25 years of public sector experience known for a results oriented, customer driven, and collaborative approach to leadership.

PROFESSIONAL EXPERIENCE

Employee Relations Director, City of Milwaukee, July 2004 to Present

A member of the Mayor's Cabinet responsibilities include directing all staff, activities, and programs related to staffing and testing services, pay administration and compensation practices, labor relations and grievance administration, employee benefits, worker compensation and safety, complaint investigations, and employee training and development functions. Staff the Board of Civil Service Commissioners and the Equal Rights Commission. Serve as liaison between administrative and operating departments on human resources and employee relations issues. Represent the City before local and state legislative and other policy making bodies on issues concerning employee relations, civil service laws, and other employment practices. Direct the preparation and management of the department's operating budget (\$4.6M), health care budget (\$110), and worker's compensation budget (\$15M).

Personnel Officer, Milwaukee Health Department, City of Milwaukee, November 1999 to June 2004

As a member of the executive management team, assisted in the development of the department's strategic plan and identification of public health outcomes. Managed human resource functions and activities within municipal agency with over 300 employees. Oversaw all recruitment and selection, training and development, labor management relations and contract administration, job analysis and documentation, payroll and leave administration policies, safety and occupational health, performance evaluations, grievance administration and disciplinary actions. Implemented competency based performance management tool.

Personnel Officer Department of City Development, City of Milwaukee, October 1994 to July 1999

As a member of the Commissioner's senior management team, managed human resource functions and activities within municipal agency with over 300 employees. Functional responsibilities included: recruitment and selection, training and development, labor management relations and contract administration, job analysis and documentation, payroll and leave administration policies, safety and occupational health, performance evaluations, grievance administration and disciplinary actions.

Compensation Analyst, Department of Employee Relations, City of Milwaukee, February 1988 to October 1994

Conducted classification and job evaluation studies and prepared corresponding reports for represented, managerial and non-represented City of Milwaukee positions. Participated in contract negotiating sessions with District Council 48 locals and provided guidance regarding classification and salary issues. Prepared and responded to salary market studies and surveys and recommended classification or salary allocation adjustments to Compensation Services Manager. Assisted in the administration of Management Pay Plan, including the coordination and administration of merit increment budgets, statistics and reports.

EDUCATION

M.B.A. University of Puerto Rico, Recinto Universitario de Mayaguez 1987

B.B.A. University of Puerto Rico, Recinto Universitario de Mayaguez 1984

PROFESSIONAL AFFILIATIONS

Member of International Public management Association-HR Central Region 2007 – Present.

President International Public Management Association-HR Central Region 2010-2011

President Elect International Public Management Association-HR Central Region 2009-2010

VP International Public Management Association-HR Central Region 2008-2009

Secretary/Treasurer International Public Management Association-HR Central Region 2007-2008

Civil Service Commissioner-Milwaukee County 2004-Present

SKILLS AND ABILITIES

Computer proficiency in Microsoft Office Applications and PeopleSoft.

Fully Bilingual: Spanish /English

Excellent mediation and consensus building skills.