

# OUR CITY OF MADISON



## AGENCY Introduction

Erin Hillson, Director of Human Resources

# Vision and Mission



People - Places - Possibilities

CITY OF MADISON

# MISSION & VISION

## VISION

People choose to work at the City of Madison to make a difference and stay because they belong.

## MISSION

We attract, retain, and develop a diverse and engaged workforce to create an inclusive and high performing organization.

# GOALS

1. **ATTRACT** a talented and diverse workforce.
2. **RETAIN** an engaged and diverse workforce where all employees feel they belong.
3. **DEVELOP** our employees and organization to be an inclusive and high performing City.
4. **IMPLEMENT** innovative and progressive Human Resources practices.

# Structure, Services, and Staff

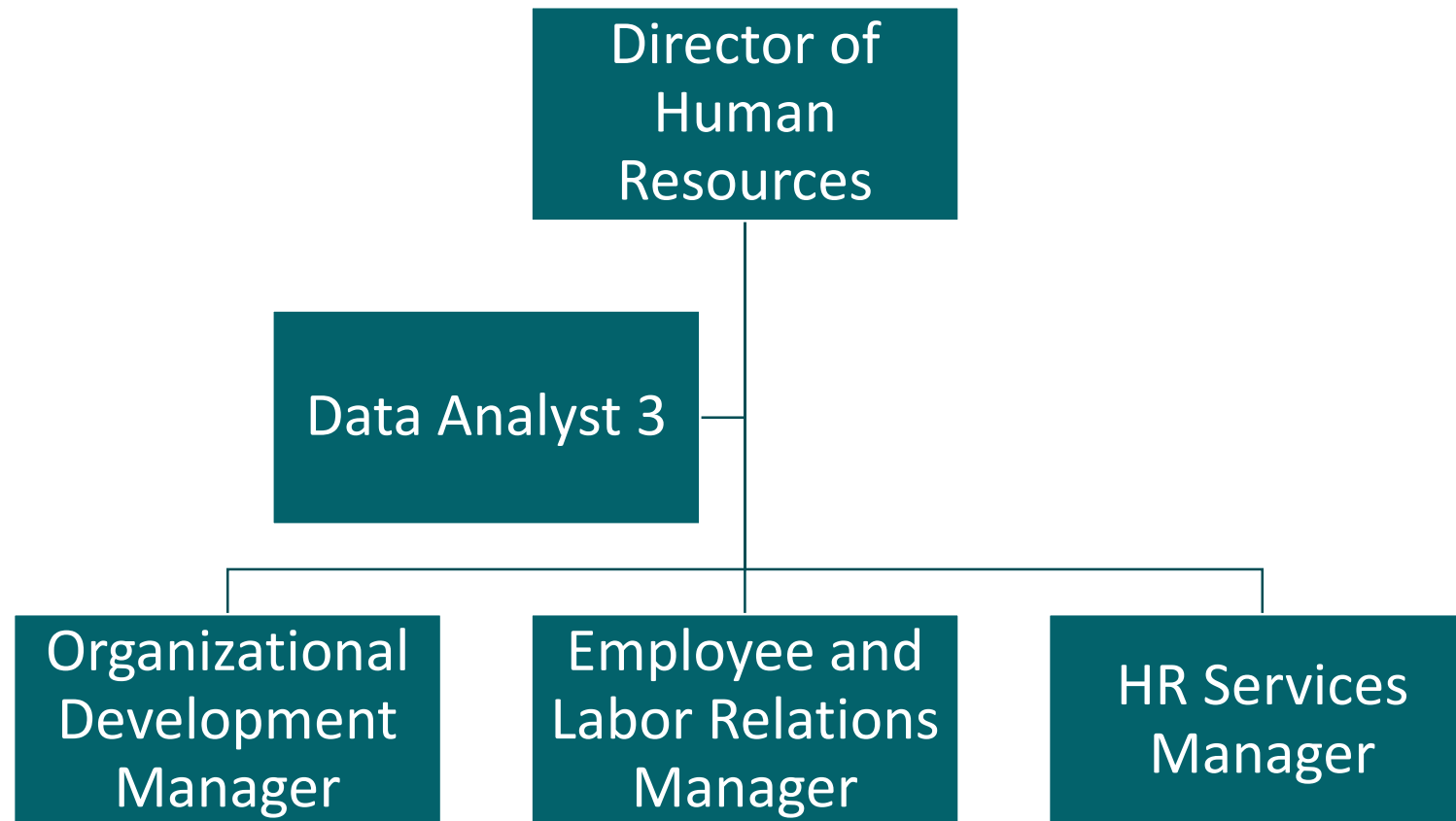


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# Structure

- *Up-to-date Organizational Chart*



# Services/Areas

## Administration:

- We support the entire HR team by providing strategic direction, records and data management.

## HR Services

- We manage recruitment, classification and compensation, and position studies, and provides strategic HR support and training for agencies and employees.

## Organizational Development

- We support employees and agencies to function better within the organizational context and improve the organization itself by providing Organizational Leadership, Learning and Development opportunities, Performance Excellence, and Organizational capacity building support.

## Employee and Labor Relations

- We coordinate benefits, labor relations, leave, and occupational accommodations. Provides assistance to managers, supervisors, and employees related to supervision, performance management and conflict resolution.

# Key Staff



Erin Hillson  
Director of Human  
Resources



Emaan Abdel-Halim  
HR Services Manager



Anne Nowak  
Organizational  
Development  
Manager



Tory Larson  
Interim Employee  
and Labor Relations  
Manager

- *Meet the entire team here: <https://www.cityofmadison.com/human-resources/about/meet-the-human-resources-team>*



# Common Citywide Collaborations



People - Places - Possibilities

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# Common Citywide Collaborations

Staff in our agency most often collaborate with these agencies across TeamCity:

Agency	Topic(s)
Finance	Payroll, benefits administration, budget, contract negotiation, and risk management
IT	Human Resources Management system and organizational technology needs
Department of Civil Rights	Affirmative action goals, racial equity and social justice, employee affinity groups, investigations, disability rights
City Attorney's Office	Collaboration on employee investigations, benefits administration, and complaints

# Boards, Committees, Commissions

Our agency staffs the following City of Madison Boards, Committees and Commissions:

Board, Committee, Commission	Key Staff
Deferred Compensation Committee	7 employee members, no alders, Chair: Erin Hillson
Committee on Employee Relations	2 Alders, six other members, Chair: Erin Hillson Staff: Employee and Labor Rel. Manager
Personnel Board	5 members Staff: Emaan Abdel-Halim

# Agency Resources



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# Our Agency's Key Links

- Agency Website(s): <https://cityofmadison.com/human-resources>
- [Wisconsin State Statutes](#)
  - 111.70
- [Madison General Ordinances](#)
  - 3.53, 3.54
- [Council Resolutions](#)

# Our Agency's Acronyms

Common acronyms used by our agency include:

PD

• Position Description

OD

• Organizational Development

FMLA

• Family and Medical Leave

PPL

• Paid Parental Leave

EPL

• Emergency Paid Leave

AWOP

• Absence Without Pay

# OUR CITY OF MADISON



## Let's Connect!

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