



To Whom It Concerns:

MPSEA would like to express its support for the Human Resources supplemental request to perform an HR Assessment.

MPSEA (Madison Professional and Supervisory Employee Association) is a City of Madison Employee Association representing Professionals and Supervisors. MPSEA works in collaboration with other Employee Associations to give employees a voice in all decisions that affect the employee as an individual and as a group. We work in collaboration with the City Human Resources department to meet the mutual interests of the City and its employees to offer the highest quality services in exchange for commensurate pay and benefits.

For MPSEA to be effective representatives and work in collaboration with City HR, we must ensure that HR delivers in a consistent and equitable manner on its policies, practices and procedures in hiring, discipline, compensation, etc.

MPSEA supports the idea that all Agencies should periodically review best practices by performing an audit that reviews current and past operational practices in order to identify gaps and ensure compliance with various governing bodies and documents. For the Human Resources Department that would include Personnel Rules, Handbooks, Employment Contracts, policies, procedures, etc. as well as local, state and federal law.

MPSEA would expect that the goals for this or any Agency's audit scope to include independent forensic analysis and review of past practices and decisions for compliance. MPSEA would further expect that any analysis or outcomes be shared with the public and used to inform current and future deliverables from the Agency under audit.

We appreciate HR's willingness to ask for an assessment of their practices as they strive to provide quality service to the City and its employees and look forward to the results.

Dan Rolfs – MPSEA Board President
(Signed on behalf of the MPSEA Board)