

## CITY OF MADISON POSITION DESCRIPTION

### 3 Focus Areas

Are there any focus areas that are missing or need to be revised (see bold headings)?

1. 40% **A. Policy Development, Analysis, and Implementation**

Check the appropriate %		40% <u>id</u> %		30%	<u>X</u>	20%		10%
-------------------------	--	-----------------	--	-----	----------	-----	--	-----

1. Review the policy analysis of Council Office Staff, identify areas for improvement, and facilitate the movement from policy analysis to Common Council action. Suggest resolutions or ordinance modifications where appropriate.

2. Maintain a neutral position on policy decisions while providing expert advice and consultation to Alders on a wide range of highly complex, sensitive, and confidential topics.

3. Work with the Mayor's Office, City departments, community organizations, and other entities stakeholders where tact, persuasiveness and judgment must be exercised to reach an objective or maintain goodwill.

4. Assist council members in navigating City legislative process, administrative policies, interfacing with departments, and procedures.

5. Work with City Department Heads and Managers to determine the impact of legislative decisions on City operations and report the impacts to Council.

6. Provide independent analysis Work with Council President, Legislative System Management Specialist, and Finance Department in developing the Common Council Office of budget items, suggest alternatives, provide present analysis proposed budget to the Executive Committee, and Present the Common Council Office budget during the annual budget session. develop summaries and updates of the status of budget amendments.

7-6. Assigning/making assignments -- Review City programs and provide analysis at the direction of the President or consensus of the Executive Committee. Oversee the work assignments of the Legislative Analyst and assist with research and prioritization. Assigned and coordinate with Legislative Analyst the process to review or create City initiatives, studies, programs and include city staff in the process

9-8. Perform or manage special projects.

10-9. Perform other duties as assigned.

40% **B. Strategic Management of Common Council Office Operations**

Check the appropriate %	<u>X</u>	40%		30%		20%		10%
-------------------------	----------	-----	--	-----	--	-----	--	-----

Formatted: Highlight

**Commented [LV1]:** Did you want this position to be a second reviewer for white papers Karen creates? More like a high level editor before things are finalized or is this not needed. Does this get at what you want in the "policy development and analysis area?"

Formatted: Highlight

Formatted: Highlight

**Commented [LV2]:** Do you want to move this to the Community Engagement position with just oversight of this by the COS?

**Commented [LV3]:** Does this cover's the third bullet under "Alder orientation and support." Also does this address the "other" area.

**Commented [LV4R3]:**

Formatted: Highlight

Formatted: Space Before: 0.5 pt

**Commented [LV5]:** I feel this is covered under strategic management under #1. #1 provides an overview that covers oversight over all office staff work.

**Commented [LV6]:** Do we need anything in this area about scheduling high-level meetings or do we think it is covered in a different way?

Formatted Table

Formatted: Font: 14 pt, Bold

Formatted: Centered

1. Oversee all aspects of the Common Council Office, including planning and organizing work and resources to ensure the highest level of service possible. Analyze and modify organizational structures and work-flowworkflow to improve efficiency, creativity, and accountability.
2. Supervise, plan, organize, coordinate, assign and evaluate the work of Council Office staff. Establish and implement operational policies, goals and objectives for the department within guidelines provided by the Executive Committee; and assure departmental operations are carried out.
3. Facilitate and lead the hiring, coaching, training, engagement, and development of Council Office staff to allow staff to reach maximum potential and performance.
4. Work with City Staff and the Executive Committee to ensure the deployment of effective tools and practices to allow Alders to fulfill duties and responsibilities in an efficient and effective manner.
5. Work with Alders and Council Office staff to identify work being done by multiple alders which could be done more efficiently and as effectively by Council Office staff.
6. Work with Council Office Staff, City Staff, and Alders to resolve problems, identify areas for improvement, facilitate change, and take corrective action when necessary.
7. Demonstrate a commitment to the City's racial equity and social justice initiatives (RESJI). Participate in and help lead city-wide and agency efforts toward implementing RESJI principles. Provide supervision of staff in a manner consistent with recommendations and best practices outlined by the City's employee engagement and equity initiative.

**Commented [LV7]:** Does this cover bullet 6 in "alder orientation & support" area. Covers bbc oversight?

**Commented [LV8]:** Does this cover the first and second bullet under "operations of council office."

#### 20% C. Common Council Office Communications

Check the appropriate %	X	40%		30%		20%		10%
-------------------------	---	-----	--	-----	--	-----	--	-----

**Formatted Table**

**Formatted:** Font: 14 pt, Bold

**Formatted:** Centered

1. Attend Common Council, Executive Committee, Department/Division Head, Finance Committee, and other meetings at the direction of the President and/or consensus of the Executive Committee to ensure appropriate communication and the free flow of information between the Common Council, Mayor's Office, and City Staff.
2. Ensure appropriate communication and build working relationships with various City Managers on a regular basis to discuss council priorities and communication of City and agency goals, initiatives, plans, and policy related issues.
3. Work with the City Attorney's Office and IT to ensure timely and appropriate responses to community inquiries and public information requests, open records.
4. Respond to requests from the media and develop press releases at the direction of the Council President and/or the consensus of the Executive Committee.
5. Review and prepare a variety of correspondence and reports for Alders at the direction of the Council President and/or the Executive Committee.
6. Ensure appropriate communication and build working relationships with the Mayor's Office and City Staff.
7. Make presentations to the Common Council Executive Committee and various

**Commented [LV9]:** Does this cover bullet 5 under the "alder orientation and support area." Also does this cover the "Mayor's Office communication" bullet.

**Commented [LV10]:** Do you want this, if so what position? Can COS provide oversight with development assistance of this from Community Engagement position?

**Commented [SC11]:** This is a duplicate of item number 2

7. ~~committees.~~

8. ~~Work collaboratively with the Common Council President and Legislative Systems Management Specialist to develop new alder orientation and alder retreats.~~

2. **Primary knowledge, skills and abilities required:**

- Thorough knowledge of government operations.
- Knowledge of the functions, organization, procedures, law, ordinances, and regulations involved and related to the activities of municipal departments and how they relate to the Common Council Office.
- Knowledge of and ability to use computer software applicable to the duties of the position.
- Ability to evaluate complex policies and recommend effective changes.
- Ability to communicate complex policy proposals and results to policy makers using oral presentation and written communication skills.
- Ability to review the effectiveness of programs.
- Ability to develop private and public communications and maintain positive public relations.
- Ability to plan, organize, prioritize, coordinate, assign and evaluate the work of Council Office staff.
- Ability to assess overall departmental effectiveness in carrying out its strategic objectives.
- Ability to mentor, assess and define training needs of Council Office staff.
- Ability to effectively communicate with elected officials, staff and members of the public.
- Ability to establish and maintain effective working relationships with other employees, government officials, civic organizations and community agencies, the media, and the general public.
- Ability to exercise patience and diplomacy.
- Ability to meet deadlines.
- Ability to maintain confidentiality of sensitive information.
- Ability to work effectively with a diversity of communities.
- Ability to maintain adequate attendance.

**Formatted:** List Paragraph, Indent: Hanging: 0.5", Space Before: 0.05 pt, Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 1.1" + Indent at: 1.6", Tab stops: 1.6", Left + 1.6", Left

3. Special tools and equipment required:

This position works directly with elected officials, city managers, and other city staff and functions in an environment of sensitivity and political issues. Must be available to attend evening meetings of committees, boards and public hearings.

4. Required licenses and/or registration:

5. Physical requirements:

Ability to sit for long periods of time; ability to endure stressful situations and react in a positive manner.

6. Supervision received (level and type):

7. Leadership Responsibilities:

This position: ☒ is responsible for supervisory activities (Supervisory Analysis Form attached).  
☐ has no leadership responsibility.  
☐ provides general leadership (please provide detail under Function Statement).

8. Employee Acknowledgment:

- ☐ I prepared this form and believe that it accurately describes my position.  
☐ I have been provided with this description of my assignment by my supervisor.  
☐ Other comments (see attached).

\_\_\_\_\_  
EMPLOYEE

\_\_\_\_\_  
DATE

9. Supervisor Statement:

- ☐ I have prepared this form and believe that it accurately describes this position.  
☐ I have reviewed this form, as prepared by the employee, and believe that it accurately describes this position.  
☐ I have reviewed this form, as prepared by the employee, and find that it differs from my assessment of the position. I have discussed these concerns with the employee and provided them with my written comments (which are attached).  
☐ I do not believe that the document should be used as the official description of this position (i.e., for purposes of official decisions).  
☐ Other comments (see attached).

\_\_\_\_\_  
SUPERVISOR

\_\_\_\_\_  
DATE

Note: Instructions and additional forms are available from the Human Resources Dept., Room 501, City-County Bldg. or by calling 266-4615.



## Common Council Chief of Staff

Class Code:  
K029

Bargaining Unit: Dept/Div Heads

MADISON, CITY OF (WI)  
Established Date: Jun 20, 2017  
Revision Date: Jun 13, 2017

### SALARY RANGE

\$103,636.00 - \$139,909.00 Annually

### GENERAL DESCRIPTION:

This is a professional, managerial, and supervisory position responsible for the strategic management of the Council Office and staff, including developing staff and program level strategies, setting priorities, problem solving and providing leadership to ensure optimal support for Alders in the execution of Alder initiatives and responsibilities. The incumbent will provide expert consultation and support in the analysis of City policy and will provide assistance to individual Alders in navigating City legislative and administrative processes and procedures. Reporting to the Common Council Executive Committee, under the direct supervision of the Common Council President, the incumbent will build relationships and serve as a communication and policy liaison between the Common Council Office, the Mayor's Office, City managers and staff, and the general public.

### EXAMPLES OF DUTIES AND RESPONSIBILITIES:

Review the policy analysis of Council Office Staff, identify areas for improvement, and facilitate the movement from policy analysis to Common Council action. Suggest resolutions or ordinance modifications where appropriate.

Maintain a neutral position on policy decisions while providing expert advice and consultation to Alders on a wide range of highly complex, sensitive, and confidential topics.

Work with the Mayor's Office, City departments, community organizations, and other entities where tact, persuasiveness and judgment must be exercised to reach an objective or maintain goodwill.

Assist Alders in navigating City legislative and administrative policies and procedures.

Work with City Department Heads and Managers to determine the impact of legislative decisions on City operations and report the impacts to Council.

2/11/2021

Madison, City of (WI) - Class Specification Bulletin

Provide independent analysis of budget items, suggest alternatives, provide analysis to the

Executive Committee, and develop summaries and updates of the status of budget amendments.

Review City programs and provide analysis at the direction of the Executive Committee.

Oversee all aspects of the Common Council Office, including planning and organizing work and resources to ensure the highest level of service possible. Analyze and modify organizational structures and work flow to improve efficiency, creativity, and accountability.

Supervise, plan, organize, coordinate, assign and evaluate the work of Council Office staff. Establish and implement operational policies, goals and objectives for the department within guidelines provided by the Executive Committee; and assure departmental operations are carried out.

Facilitate and lead the hiring, coaching, training, engagement, and development of Council Office staff to allow staff to reach maximum potential and performance.

Work with City Staff and the Executive Committee to ensure the deployment of effective tools and practices to allow Alders to fulfill duties and responsibilities in an efficient and effective manner.

Work with Alders and Council Office staff to identify work being done by multiple alders which could be done more efficiently and as effectively by Council Office staff.

Work with Council Office Staff, City Staff, and Alders to resolve problems, identify areas for improvement, facilitate change, and take corrective action when necessary.

Demonstrate a commitment to the City's racial equity and social justice initiatives (RESJI). Participate in and help lead city-wide and agency efforts toward implementing RESJI principles. Provide supervision of staff in a manner consistent with recommendations and best practices outlined by the City's employee engagement and equity initiative.

Attend Common Council, Executive Committee, Department/Division Head, Finance Committee, and other meetings at the direction of the Executive Committee to ensure appropriate communication and the free flow of information between the Common Council, Mayor's Office, and City Staff.

Ensure appropriate communication with various City Managers on a regular basis to discuss council priorities and communication of City and agency goals, initiatives, plans, and policy related issues.

Work with the City Attorney's Office and IT to ensure timely and appropriate responses to community inquiries and public information requests.

Respond to requests from the media and develop press releases at the direction of the Council President and/or the Executive Committee.

Review and prepare a variety of correspondence and reports for Alders at the direction of the Council President and/or the Executive Committee.

Ensure appropriate communication and build working relationships with the Mayor's Office and City Staff.

Make presentations to the Common Council and various committees.

Perform or manage special projects.

Perform other duties as assigned.

**MINIMUM QUALIFICATIONS:****Training and Experience:**

Generally, positions in this classification will require:

Four years of related experience in policy development and advocacy. Such experience would normally be obtained after graduation with a Bachelor's degree in public policy, public administration, journalism, finance, urban studies, or a related field. A Master's degree in public policy, urban planning, political science, public administration, or related, or a law degree may be substituted for 2 years of experience. Other combinations of training and/or experience which can be demonstrated to result in the possession of the knowledge, skills and abilities necessary to perform the duties of this position will also be considered.

Specific training and experience requirements will be established at the time of recruitment.

**Knowledge, Skills and Abilities:**

Thorough knowledge of government operations. Knowledge of the functions, organization, procedures, law, ordinances, and regulations involved and related to the activities of municipal departments and how they relate to the Common Council Office. Knowledge of and ability to use computer software applicable to the duties of the position. Ability to evaluate complex policies and recommend effective changes. Ability to communicate complex policy proposals and results to policy makers using oral presentation and written communication skills. Ability to review the effectiveness of programs. Ability to develop private and public communications and maintain positive public relations. Ability to plan, organize, prioritize, coordinate, assign and evaluate the work of Council Office staff. Ability to assess overall departmental effectiveness in carrying out its strategic objectives. Ability to mentor, assess and define training needs of Council Office staff. Ability to effectively communicate with elected officials, staff and members of the public. Ability to establish and maintain effective working relationships with other employees, government officials, civic organizations and community agencies, the media, and the general public. Ability to exercise patience and diplomacy. Ability to meet deadlines. Ability to maintain confidentiality of sensitive information. Ability to work effectively with a diversity of communities. Ability to maintain adequate attendance.

**SPECIAL REQUIREMENTS:**

This position works directly with elected officials, city managers, and other city staff and functions in an environment of sensitivity and political issues. The incumbent must be available to attend evening meetings of committees, boards, and public hearings.

This position will work under the terms of a 5 year employment contract. One condition of the contract will require the incumbent to establish residency within the City of Madison in a defined timeframe.

**Physical Requirements:**

This position will be working in a regular office environment, using standard office equipment, such as a computer, telephone, copier, etc.

**APPROVAL:**



Created and approved June, 2017.

**COMPENSATION GROUP/RANGE:**

21/18