

McGrath Consulting is a collaborative effort between Dr. Tim McGrath and Dr. Victoria McGrath. Each brings a unique perspective to resolve organizational and human resource issues for municipalities and public safety services.

Tim McGrath, Ph.D., has more than 33 years of active fire service experience, serving as Chief of fire departments in Gurnee, Illinois and Brookfield, Wisconsin. Dr. McGrath has been an independent consultant since 1997, and is a speaker well-known for his motivational presentations in the United States and internationally. He earned a doctorate degree in management, a dual master's degree in public administration and management, a bachelor's degree in industrial education, and an associate's degree in fire science management. He was an adjunct faculty member at Northwestern University, Southern Illinois University, and Webster University's Masters Program.

Victoria McGrath, Ph.D., has two decades of human resource experience serving municipal government, public education, banking, and health care. Dr. McGrath earned her doctorate degree in administrative leadership studying government efficiency. She also holds a dual bachelor's degree in labor relations and finance.

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PARTIAL CLIENT LIST:

Village of Schaumburg, IL
City of Eau Claire, WI
City of Paducah, KY
City of Huntsville, TX
City of Kankakee, IL
City of Aurora, IL
Village of West Milwaukee, WI
City of Elyria, OH
City of Manhattan, KS
City of Sheridan, WY
Village of Vernon Hills, IL
Riley County Police Department, KS
City of Yukon, OK
Cities of Sun Valley & Ketchum, ID
Pitkin County, CO
Town of Avon, IN
City of Lake Worth, FL
Village of Morton Grove, IL
Ferguson Township, PA
City of Walker, MI
St. Tammany Parish, LA
Villages of Mt. Pleasant & Sturtevant, WI
City of Al Ain, UAE
Menard County, IL
Froedtert Hospital, WI
Superior Ambulance, IL
Illinois Association of Chiefs of Police
Fox River Water Reclamation District, IL
and dozens more...

**Are your public
safety services
maximizing
the value of
every dollar?**

*get the most from your **FIRE • EMS • POLICE** services*



With an interdisciplinary approach, The McGrath Consulting Group can examine your organization's operations and propose creative interventions for long term improvement.

We design systems that align your needs and organizational vision while monitoring progress toward your goals.

Our creative recommendations can increase cost efficiencies and improve emergency services in your community. We bring you fresh ideas and best practices.

We make innovative recommendations after conducting an exhaustive independent audit, researching dozens of elements specific to your community, including: staffing, stations, apparatus, emergency data, response



times, training, future needs, fiscal data, communications, human resource considerations, regulatory compliance, and much more.

Our recommendations are also influenced by decades of field experience, academic research, and the benefit of seeing what works best in our clients' communities nationwide. Our principals manage and serve every McGrath Consulting project, and each project can benefit from over a dozen highly trained specialists who assist in specific areas of expertise.

EMERGENCY SERVICES STUDIES:

- ✓ efficiency studies
- ✓ consolidation analysis
- ✓ master planning
- ✓ executive recruitment
- ✓ assessment center testing
- ✓ management training
- ✓ risk and disaster assessment

HUMAN RESOURCE SERVICES:

- ✓ compensation analysis
- ✓ performance management assessment
- ✓ human resource audits
- ✓ regulatory compliance
- ✓ policies & procedure development
- ✓ management assessments
- ✓ labor-management relations
- ✓ human resource outsourcing services

*Simply put, our work will help you **make the best use of your community's dollars** and will **improve your public safety services** for decades to come.*