



...ale • Policies And Procedures • Job Satisfaction • Executive Recruitment • Productivity • Equality • Benefits • Legal Req

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...

...ns • ADA Requirements • Interviewing • Training • Family Medical Leave Act • Non-Exempt • Turnover
...l And External Challenges • Pay Range Market Analysis • Performance Evaluations • Health Insuranc

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

Victoria McGrath, Ph.D., offers two decades of human resource experience serving municipal government, public education, banking, and health care, including the role of human resource director in public and private sectors. Dr. McGrath earned her doctorate degree in administrative leadership studying government efficiency. She also holds a master's degree in management and a dual bachelor's degree in labor relations and finance. She is an adjunct faculty member at Southern Illinois University and Webster University's Masters Program, instructing in the areas of human resources, management, and labor relations.

Tim McGrath, Ph.D., has served as Chief of fire departments in Gurnee, Illinois and Brookfield, Wisconsin. Dr. McGrath has been an independent consultant since 1997, and is a published author and speaker well-known for his motivational presentations in the United States and internationally. He was an adjunct faculty member at Northwestern University, Southern Illinois University, and Webster University's Masters Program.

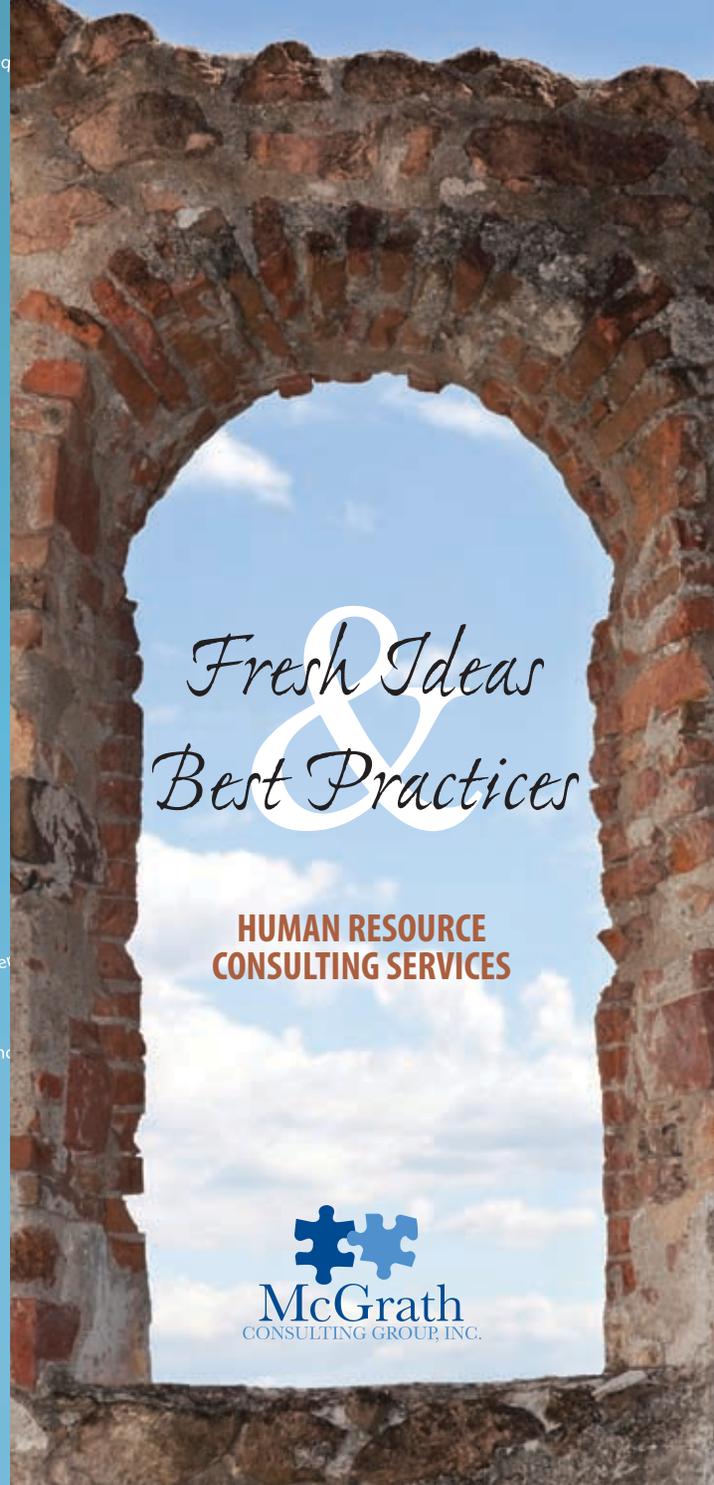


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*Fresh Ideas
&
Best Practices*

**HUMAN RESOURCE
CONSULTING SERVICES**



The McGrath Consulting Group provides a full range of human resource services for union and nonunion organizations in both the private and government sectors. *We bring you fresh ideas and best practices.*

Achieve a competitive advantage by realizing the full potential of a strategically focused, committed, and competent work force. Whether you are establishing basic human resource practices or need assistance on a complex project, our consultants enable your organization to meet its objectives and increase productivity and



innovation while maximizing the return of your investment.

After meeting your employees and learning your organization's culture and challenges, we can design human resource tools that drive performance, hold a reasonable cost factor, fit your organization's culture, and work toward achieving your organization's strategic vision.



McGrath provides human resource support through project and/or retained services. We can perform an audit of your human resource practices, identify areas of non-compliance, and make recommendations that fit your organization's culture.

Simply put, our work will help you *create a healthy work environment* and *improve employee productivity* for the foreseeable future.

Are your HR procedures encouraging maximum return on investment?

- compensation & benefit analysis
- performance management
- human resource audits
- executive recruitment
- regulatory compliance
- policies & procedures
- management assessments
- personnel policies
- employee handbooks
- job description development
- labor-management relations
- mediation services
- employee orientation programs
- human resource outsourcing services



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