

RESOLUTION

WHEREAS, with the vacancy of the Director of Human Resources the County Administrator advertised the position nationally; and

WHEREAS, there were over 50 applicants from across the country that submitted their credentials for consideration; and

WHEREAS, following the initial screening process, the County Administrator and the search firm ranked the top 15 candidates based on established criteria; and

WHEREAS, based on the ranking, a 5 member committee comprised from a variety of county departments interviewed the top 6 candidates; and

WHEREAS, following the initial interviews, three finalists were interviewed a second time by the initial committee and by a second committee comprised of seven human resources staff members, an Assistant County Administrator and the search firm; and

WHEREAS, Rodney S. Marion, having served as Assistant Personnel Director in the City of Peoria, Personnel Manager at Oak Forest Hospital, Director of Human Resources for the City of Joliet, Director of Human Resources for the Village of Oak Park, and most recently as Employee Relations Director for Broward County Schools has the experience, leadership and managerial qualities to be the Lake County Human Resources Director; and

WHEREAS, the County Administrator has consulted with the Chairman of the Board and hereby recommends the appointment of Rodney S. Marion as the Director of Human Resources for Lake County.

NOW, THEREFORE, BE IT RESOLVED, by this County Board of Lake County, Illinois, that Rodney S. Marion be appointed Director of Human Resources at an annual salary of \$103,000, with other terms and conditions of employment outlined in the Letter of Acceptance (attached hereto and made a part hereof); and

BE IT FURTHER RESOLVED, that said appointment shall take effect on March 28, 2004.

DATED, at Waukegan, Lake County, Illinois, on this 8th day of March, A. D., 2005.

**RESUME
OF
RODNEY S. MARION**

4906 W. Atlantic Blvd. #904
Coconut Creek, FL 33066
(954) 974-3706

Education

1982 Loyola University
Bachelor of Science, Psychology

Professional Experience

9/2001-Present

Employee Relations Director
School Board of Broward County Florida

Developed a Strategic Plan for the Employee Relations Department that identified specific goals, contains a mission statement and timelines. Annual reports are created to report accomplishment of goals. The School Board of Broward County employs 30,000 and is the 6th largest school district in the nation.

Labor and Employee Relations

- Negotiate bargaining agreements with 3 labor unions.
- Facilitate meetings with meet and confer groups.
- Confer with department heads to determine bargaining issues and strategies.
- Participates in resolving employee/labor relations concerns and issues.
- Enforce and interpret provisions in collective bargaining agreements and board policy.
- Counsel supervisors in administering disciplinary action.
- Serve as hearing officer in grievance hearings.

Supervision

- Supervise and evaluate 5 clerical and 4 professional employee.
- Develop goal, objectives and performance plans to focus staff on stated mission.
- Align departmental performance strategies with School Board objectives.

Training

- Conduct training programs to provide guidance to Principals, administrators and supervisors in the areas of discipline, processing grievances and contract compliance.
- Develop in-service training programs to acquaint employees with School Board Policies.

9/97-9/2001
Director of Human Resources
Village of Oak Park, Illinois

400

Developed a cross-functional team to obtain input from departmental directors regarding compensation programs, village policy and collective bargaining issues. Developed a more effective approach to administer policies that addressed employee performance and misconduct; such as merit programs and progressive discipline. Realized cost savings by changing health insurance coverage from a fully insured to a self-insured program.

Labor and Employee Relations

- Negotiate bargaining agreements with 13 labor unions.
- Confer with department heads to determine bargaining issues and strategies.
- Participate in resolving labor relations concerns and issues.
- Develop and interpret provisions in collective bargaining agreements and Village policy.
- Counsel supervisors in administering disciplinary action.
- Serve as hearing officer in grievance hearings.

Supervision

- Supervise and evaluate 2 clerical, 1 technical and 1 professional employee.

Benefits Administration

- Administer the following benefits programs; PPO and HMO including prescription drug and dental plan, life insurance, tuition reimbursement, Section 125 and IMRF.

Compensation

- Conduct job audits to determine relative standing of existing and new positions.
- Evaluate the competitiveness of existing positions through salary surveys.
- Develop and maintain a pay for performance evaluation/merit program.

Employment

- Assist in interviewing and selecting Management and Commissioned Officer candidates.
- Oversee the processing of applications and applicants for hire including administering skill assessment and psychological testing.
- Oversee the posting of positions for internal job bidding.
- Oversee the efficient advertisement of positions.

Training

- Coordinate the scheduling of training programs for basic skills.
- Develop plans and goals for career development programs.
- Implement employee goals through management and employee teams.
- Develop in-service training programs to acquaint employees with Village Policies.
- Conduct orientations programs for newly hired supervisors.
- Coordinate and facilitate a group support/mentoring program for first line supervisors.

3/89-9/97

Director of Human Resources
City of Joliet, Illinois

Developed a EEO plan for hiring police and firefighters. Developed a standardized approach with community involvement to recruit for all city positions. Increased communication with elected officials regarding the collective bargaining process. Realized cost savings by changing health insurance coverage from a fully insured to a self-insured program.

Labor and Employee Relations

- Negotiate bargaining agreements with 5 labor unions.
- Confer with department heads to determine bargaining issues and strategies.
- Participates in resolving labor relations concerns and issues.
- Develop and interpret provisions in collective bargaining agreements and City policy.
- Counsel supervisors in administering disciplinary action.
- Serve as hearing officer in grievance hearings.

Supervision

- Supervise and evaluate 4 clerical, 4 technical and 2 professional employees.

Benefits Administration

- Oversee the administration of the following benefits programs; PPO including prescription drug and dental plan, HMO, life insurance, tuition reimbursement, Section 125 and IMRF.
- Oversee and administer the implementation of worker compensation, unemployment and property and casualty liability insurance programs.

Compensation

- Conduct job audits to determine relative standing of existing and new positions.
- Evaluate the competitiveness of existing positions through salary surveys.
- Develop and maintain a pay for performance evaluation/merit program.

Employment

- Assist in interviewing and selection of Management and Commissioned Officer candidates.
- Oversee the processing of applications and applicants for hire including administering skill assessment and psychological testing.
- Oversee the posting of positions for internal job bidding.
- Oversee the efficient advertisement of positions.

Other Positions

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|---------------|------------------------------|--------------------------|
| 11/87 - 03/89 | Personnel Manager | Oak Forest Hospital |
| 07/84 - 10/87 | Assistant Personnel Director | City of Peoria, Illinois |
| 04/82 - 07/84 | Personnel Generalist | Jackson Park Hospital |
| 07/80 - 04/82 | Personnel Specialist | Provident Hospital |