

**VILLAGE OF GLENCOE  
RESOLUTION NO. R-XX-2026**

**A RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF A PROFESSIONAL  
SERVICES AGREEMENT WITH MCGRATH HUMAN RESOURCES GROUP FOR A  
COMPENSATION AND CLASSIFICATION STUDY, BENEFITS STUDY, AND MERIT AND  
BONUS POLICY**

**WHEREAS**, the Village of Glencoe is a home rule municipal corporation pursuant to Article VII, Section 6(a) of the Constitution of the State of Illinois of 1970 ("**Illinois Constitution**"); and

**WHEREAS**, Article VII, Section 10 of the Illinois Constitution authorizes the Village to contract with individuals, associations, and corporations in any manner not prohibited by law or ordinance; and

**WHEREAS**, Village staff has identified the need to conduct a compensation and classification study, benefits study, and develop a merit and bonus policy for the Village (collectively, the "**Services**"); and

**WHEREAS**, Village staff issued a Request for Proposals for the Services and received 11 proposals; and

**WHEREAS**, McGrath Human Resources Group of Jamestown, Tennessee ("**Consultant**") submitted a proposal to provide the Services in the amount of \$35,450 plus reimbursable expenses of actual travel not-to-exceed \$5,000; and

**WHEREAS**, the Consultant possesses the personnel, experience, and expertise to effectively aid the Village in providing the Services; and

**WHEREAS**, based on these factors, Village staff recommends entering into a professional services agreement between the Village and the Consultant for the provision of the Services in an amount not-to-exceed \$35,450 plus reimbursable expenses of actual travel not-to-exceed \$5,000 ("**Agreement**"); and

**WHEREAS**, the Village's Calendar Year 2026 Budget provides sufficient funds for the procurement of the Services in Budget Fund 100-100-150-50505; and

**WHEREAS**, the President and Board of Trustees have considered the Agreement and determined that it is in the best interests of the Village and its residents to enter into the

Agreement;

**NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF GLENCOE, COUNTY OF COOK, STATE OF ILLINOIS,** as follows:

**SECTION ONE: RECITALS.** The foregoing recitals are incorporated in, and made a part of, this Resolution by this reference as findings of the Village Board of Trustees of the Village of Glencoe.

**SECTION TWO: APPROVAL.** The Agreement is hereby approved in substantially the form attached as Exhibit A and in a final form acceptable to the Village Attorney and the Village Manager.

**SECTION THREE: AUTHORIZATION.** The Village Manager and Village Clerk are hereby authorized and directed to execute and seal, on behalf of the Village, the Agreement only after receipt by the Village Clerk of at least three original copies of the Agreement executed by the Consultant; provided, however, that if such copies of the Agreement are not received by the Village Clerk within 60 days after the date of adoption of this Resolution, then this authority to execute and seal will, at the option of the President and Board of Trustees, be null and void.

**SECTION FOUR: EFFECTIVE DATE.** This Resolution will be in full force and effect from and after its passage and approval in the manner provided by law.

[SIGNATURE PAGE FOLLOWS]

PASSED THIS 16th DAY OF APRIL, 2026

AYES:

NAYS:

ABSENT:

ABSTAIN:

APPROVED THIS 16TH DAY OF APRIL, 2026

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Howard Roin, Village President

ATTEST:

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Philip A. Kiraly, Village Clerk

**EXHIBIT A**

**FORM OF AGREEMENT**