

**John E. Light**

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**PROFESSIONAL EXPERIENCE**

**City of Des Plaines, Illinois**

**Des Plaines, Illinois**

**Director of Human Resources**

**February 2016 - Present**

In my present position, I am responsible for a variety of human resources functions, including labor relations, benefits administration, recruitment, risk management and administration of the City's compensation system. Routinely, I partner with Department Heads to ensure human resources practices support operational goals. ***Specific achievements:*** **Successfully negotiated five (5) successor agreements with the Unions which represent City Employees, implemented new health insurance plans generating significant savings to the City, implemented an updated compensation system for non-represented employees, updated the City's Personnel Policy Manual, implemented new benefits software and aggressively implemented a modified duty program which has decreased the City's Worker's Compensation expenditures.**

**Stephenson County, Illinois**

**Freeport, Illinois**

**County Administrator**

**May 2013 – February 2016**

As the Administrator, I worked with the County Board to establish the direction and priorities of the organization. My duties were varied and ranged from developing the County Budget to working with the heads of municipalities and other taxing districts of the County on regional issues. ***Specific achievements:*** **Focused the organization on reducing outstanding debt and restructuring remaining debt saving over \$100,000; paying back \$3,000,000 in outstanding inter-fund loans; establishing new budgetary policies; introducing new insurance programs to the County to comply with the ACA and securing the first development in a long vacant County owned Industrial Park.**

**Kent County, Michigan**

**Grand Rapids, Michigan**

**Director of Human Resources**

**May 2012 – October 2012**

In Kent County, I led a team of 16 professionals providing a broad range of human resources services to an employee group of 1,700 employees under 13 collective bargaining agreements. I worked closely with both Elected Officials and Department Directors to achieve goals laid out by the County Commission, County Administration and Elected Officials. ***Specific achievements:*** **in a climate of budget reductions have secured funding to introduce new online application system, opened communication within the Department and promoted a focus on customer service delivery for the Department.**

**Community Unit School District #300**

**Carpentersville, Illinois**

**Director of Human Resources**

**May 2005 – May 2012**

At District 300, I managed a team of 10 professionals in the Human Resources Department administering a comprehensive benefits package, labor relations, performance measurement, and recruitment, selection and succession planning for 3,000 employees of the District. I worked with the Superintendent and Board to develop strategies for contract negotiations with three different unions. My role on the Executive Team was to work with the Superintendent and School Board to facilitate the creation of new programs and innovative practices to achieve the goal of maximizing the human capital of the District. ***Specific***

***achievements:*** successful negotiation of union contracts that strengthened management’s rights and included wage freezes; implemented new innovative insurance options with cost savings for both the District and employees; developed and implemented a new system of position control which provided additional cost savings in the District Budget, reduced worker’s compensation costs from \$1.6 million per year to \$300,000 per year; introduced new retirement options (403b), introduced new insurance plans and options like HSA & HRA, developed new on-boarding procedures, implemented new methods to staff buildings and collaborated with the Chief Financial Officer to lead the installation of new payroll/HR Software.

**McHenry County**

**Woodstock, Illinois**

**Director of Human Resources**

**April 2001 – May 2005**

My duties required me to interface directly with elected and appointed officials to standardize human resources policies and practices across the County. I worked with the County Administrator and Finance Director in changing policies and procedures that eliminated waste in personnel budgets and promoted financial stability. ***Significant achievements:*** developed and implemented the first position control system (1,300 budgeted positions); created and implemented the first strategic plan for the Human Resources Department; centralized human resources services; reduced the Human Resources Department Budget four straight years; moved the County from an underperforming self-insured health insurance program to a fully insured program with strict financial/internal controls.

**Town of Parker**

**Parker, Colorado**

**Assistant to the Town Administrator/Director of HR & Risk Management**

**Dec 1996 – March 2001**

During a time of tremendous growth, I reported to the Town Administrator and served as Acting Town Administrator in his absence. Additionally, I managed the Human Resources/Risk Management Department and acted as a troubleshooter for the Administrator and Council, serving in various capacities including the Interim Director of Public Works.

**EDUCATION**

University of Colorado Denver

Master’s Degree

Public Administration

Eastern Michigan University

Bachelor of Science

Public Administration/Economics

**SPECIALIZED TRAINING & COMMUNITY ORGANIZATIONS**

- Certified Mediator – DePaul University
- Graduate FEMA E900: All Haz./Prep & Resp.
- Dundee Township - Rotary
- Graduate FEMA E388 Advanced PIO Training
- Certified Risk Manager – PRIMA