



**MANAGEMENT CONSULTING ASSIGNMENTS  
ROBERT BEEZAT**

**ARKANSAS**

City of Fayetteville	Classification and Pay Plan Study	84
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**DISTRICT OF COLUMBIA**

Neighborhood Reinvestment Corp. /	Administration Systems Study	03
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**GEORGIA**

City of College Park (3)	Performance Evaluation System	98
	Performance Evaluation Training	99
	Classification and Pay Plan Study	00

**ILLINOIS**

City of Batavia (2)	Classification and Pay Plan Study (2)	91, 00
Village of Bensenville	Compensation/Benefits Analysis	79
Village of Bloomingdale (2)	Personnel Rules Study	82
	Personnel Study	92
City of Bloomington	Personnel Study	81
Village of Broadview (2)	Compensation/Benefits Analysis	79
	Fire Department Management and Equipment Analysis Study	76
Village of Buffalo Grove	Organization Study	98
Central Illinois Municipal Employees (2)	Benefits Data Survey (2)	76, 80
Central Lake County Joint Action Water Agency	Management/Administration Operations Study	03
Chicago Fire Department	Salary/Benefits Study	81
Town of Cicero (2)	Police Organization and Management Study	77
	Police and Fire Department Personnel	78
	Performance Evaluation Systems	
Village of Clarendon Hills (4)	Classification and Pay Plan Study	96
	Personnel Manual Development	98
	Salary Study	00
	Fire Study	06

**ILLINOIS, continued**

Village of Deerfield	Compensation/Benefits Analysis	79
Village of Downers Grove	Compensation/Benefits Analysis	--
City of Elmhurst (3)	Compensation/Benefits Analysis	79
	Classification and Pay Plan Study	85
City of Evanston (2)	Compensation/Benefits Analysis	79
Village of Evergreen Park	Organization, Management, and Staffing Study	80
Village of Flossmoor (3)	Personnel Management Study	77
	Compensation/Benefits Analysis	79
Village of Fox River Grove	Classification and Pay Plan Study	99
Village of Franklin Park	Compensation/Benefits Analysis	79
City of Geneva	Performance Evaluation Training	99
Village of Glen Ellyn (2)	Personnel Study	82
	Compensation/Benefits Analysis	--
Village of Glencoe	Compensation/Benefits Analysis	79
Village of Glenview (2)	Compensation/Benefits Analysis	79
Village of Grayslake (2)	Pay Review/Management Employees	00
	Pay Review Update	05
Village of Gurnee	Classification and Pay Plan Study	99
Village of Hanover Park (2)	Organization, Management, and Staffing Study	75
	Compensation/Benefits Analysis	--
Village of Hazel Crest	Compensation/Benefits Analysis	--
City of Highland Park (2)	Compensation/Benefits Analysis (2)	86
Village of Hillside (2)	Fire Department Study	78
	Compensation/Benefits Analysis	79
Village of Hinsdale	Compensation/Benefits Analysis	79
Village of Homewood	Compensation/Benefits Analysis	79
Village of Huntley (2)	Classification and Pay Plan Study	99
	Management Study	00
City of Joliet	Compensation/Benefits Analysis	--
Village of LaGrange (2)	Compensation/Benefits Analysis	79
Village of Lake Barrington	Classification and Pay Plan Study	99

**ILLINOIS, continued**

Lake County Municipal League	Benefits Data Survey	--
City of Lake Forest (3)	Compensation/Benefits Analysis	79
Village of Libertyville (2)	Compensation/Benefits Analysis (2)	78, 91
Village of Lombard (3)	Classification and Pay Plan Study	--
	Compensation/Benefits Analysis	79
City of Moline (3)	Study of City Clerk's Office	96
	Salary Study	97
City of Rock Island	Classification and Pay Plan Study	95
City of Rolling Meadows (2)	Compensation/Benefits Analysis	79
Village of Schiller Park	Classification and Pay Plan Study	97
Village of Skokie (2)	Compensation/Benefits Analysis	79
Village of Tinley Park	Compensation/Benefits Analysis	79
Village of Villa Park (2)	Compensation/Benefits Analysis	79
City of Washington	Classification Study	77
City of Waukegan (5)	Compensation/Benefits Analysis	79
	Management and Administration	80
	Compensation Study	
	Supervisory Training Program	--
	Priorities for Progress Workshops	83
Village of Western Springs (2)	Compensation/Benefits Analysis	79
Village of Westmont (2)	Compensation/Benefits Analysis	--
	Classification and Pay Plan Study	01
City of Wheaton	Compensation/Benefits Analysis	79
Village of Wheeling (3)	Compensation/Benefits Analysis (2)	79, 89
Village of Wilmette	Compensation/Benefits Analysis	79
Village of Winnetka	Compensation/Benefits Analysis	79
Village of Winthrop Harbor	Analysis of Office of Village Clerk	84
City of Wood Dale (5)	Compensation/Benefits Analysis	79
	Personnel Audit	84
City of Woodstock	Compensation/Benefits Analysis	--

**IOWA**

City of Ankeny (4)	Organization, Management, and Staffing Study (2)	77, 89
City of Council Bluffs	Public Safety Personnel Study	77
City of Muscatine	Classification and Pay Plan Study	79
City of Oskaloosa	Classification and Pay Plan Study	78

**KANSAS**

City of Gardner	Salary Study	99
City of Lenexa	Classification and Pay Plan Study	97
City of Manhattan (3)	Classification and Pay Plan Study	98
	Pay Study Update	00
	Classification and Pay Plan Review	02
Manhattan Public Library (2)	Classification and Pay Plan Study	98
	Pay Plan Update	00

**MICHIGAN**

City of Garden City (3)	Organization, Management, and Staffing Study (2)	78, 83
City of Madison Heights (2)	Classification and Pay Plan Study (2)	96, 98

**MINNESOTA**

City of Hibbing	Organizational Analysis	75
City of Inver Grove Heights	Organization, Management, and Staffing Study	81
City of South St. Paul	Organization and Management Study	84

**MISSOURI**

City of Bowling Green	Classification and Pay Plan Study	97
City of Carthage	Classification and Pay Plan Study	96
City of Columbia	Salary and Benefits Compensation Study	--
City of Hannibal	Classification and Pay Plan Study	96
	Classification and Pay Plan Review	02
City of Harrisonville	Classification and Pay Plan and Staffing Study	02
City of Higginsville (4)	Classification and Pay Plan Study (2)	98, 07
	Classification and Pay Plan Review	02
City of Liberty (2)	Classification and Pay Plan Study	01

**MISSOURI, continued**

City of Rolla

Classification and Pay Plan Study 96

**OKLAHOMA**

City of Bethany

Classification and Pay Plan Study 98

**OHIO**

City of Springfield

Classification and Pay Plan Study 79

**VIRGINIA**

City of Abingdon

Organizational and Management Study --

**WISCONSIN**

City of Delafield

Classification and Pay Plan Study 03

Public Technology, Inc.

Salary Study 96