

Denice E. Korcal

Employment History

Metropolitan Water Reclamation District of Greater Chicago
100 E. Erie Street, Chicago, IL 60611

Acting Director of Human Resources: 5/10 to present
Assistant Director of Human Resources: 8/2007 to 5/10
Employment Manager: 4/97 to 8/2007, Employment Services Section
Senior Personnel Analyst: 6/93 to 4/97, Administration Section
Associate Personnel Analyst: 6/91 to 6/93, Classification, Compensation and Benefits Section
Assistant Personnel Analyst: 1/90 to 6/91, Classification, Compensation and Benefits Section
Personnel Assistant: 1/88 to 1/90, Classification, Compensation and Benefits Section
Service Representative: 9/85 to 1/88, Research and Development Department

Significant Accomplishments

- Serve as Chairperson of the Portal Governance Committee, responsible for administration of a multi-million dollar contract to develop an enterprise-wide SAP internet portal for both internal and external users.
- Served as Assistant Director of centralized HR Department with a \$54 million department budget and 60 professional and paraprofessional staff members.
- Prepare and administer \$54 million departmental budget, supervise processing and maintenance of all personnel transactions and records, serve on various District task forces.
- Serve as primary resource for the Law Department on employment-related litigation.
- Directly supervised 14 examinations professionals and managed a \$1.5 million budget covering all phases of employment in a civil service environment.
- Oversaw purchase, implementation and major upgrades of SIGMA applicant management system used at the District.
- Performed a wide range of duties relating to job evaluation, wage and salary administration and employee benefits planning, budgeting and administration.

Education and Professional Affiliations

Kenan-Flagler Business School, University of North Carolina-Chapel Hill
Water & Wastewater Leadership Center
March 2008

Northwestern University, Kellogg Graduate School of Management, Chicago, IL
Master of Management, Human Resources Management, Economics
June 1991

Ohio University, Honors Tutorial College, Athens, OH
Bachelor of Arts Degree, Summa Cum Laude, Spanish
May 1984

Certified Compensation Professional, American Compensation Association, 1991
Society for Human Resources Management
International Public Management Association
