



**MICHAEL D. SANDERS**  
Jackson County Executive

**EXECUTIVE ORDER #07-21**

**TO: MEMBERS OF THE LEGISLATURE  
CLERK OF THE LEGISLATURE**

**FROM: MICHAEL D. SANDERS  
JACKSON COUNTY EXECUTIVE**

**DATE: JUNE 18, 2007**

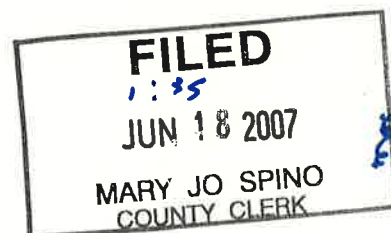
**RE: APPOINTMENT TO BOARD OF EQUALIZATION**

I hereby appoint Doc Netterville IV to the Board of Equalization, to fill the vacancy occasioned by the expiration of the term of Joanne Collins, for a term to expire December 31, 2009. A copy of Mr. Netterville's resume is attached.

A handwritten signature in blue ink, appearing to read "Michael D. Sanders", written over a horizontal line.

Michael D. Sanders, County Executive

Date: 6/18/2007



**DOC NETTERVILLE IV**

**Family**

Wife: Alicia D. Netterville  
Sons: Doc Netterville, V (Born: 12/16/85)  
Thomas Webster Netterville (Born: 1/21/00)  
Daughters: Cameron Elizabeth Netterville (Born: 11/18/92)  
Kelsey Delynn Netterville (Born: 6/30/95)

**EDUCATION**

**Law**

University of Kansas School of Law  
Juris Doctorate awarded May, 1991

Business Manager, Kansas University Journal of Law & Public Policy, 1990/91

President, Black Law Students Association, 1989/90

**Undergraduate**

Saint Louis University  
Bachelor of Science in Business Administration,  
awarded May, 1984

**EMPLOYMENT**

|                 |  |   |
|-----------------|--|---|
| 1999 to Present | Attorney   | Netterville & Associates<br>Kansas City, Missouri       |
| 1996 – 1999     | Director of Human Resources<br>Interim Chief Legal Counsel | Kansas City MO School District<br>Kansas City, Missouri |
| 1991 – 1996     | Associate Attorney   | Popham Law Firm<br>Kansas City, Missouri                |
| 1986 – 1988     | Claims Adjuster  | Liberty Mutual Insurance<br>Overland Park, Kansas       |

**COURTROOM EXPERIENCE**

**Jury Trials**

**COMMUNITY SERVICE ORGANIZATIONS**

City Vision Ministries, Inc.  
Niles Home for Children, Inc.  
National Council on Alcoholism and Drug Dependency  
River's Edge Christian Fellowship

**HONORS & AWARDS**

City Vision Ministries, Community Service Award 1994

**REFERENCES**

The Hon. Judge Jon R. Gray  
Jackson County Circuit Court  
415 East 12<sup>th</sup> Street  
Kansas City, Missouri 64106

The Hon. Judge Jay A. Daugherty  
Jackson County Circuit Court  
415 East 12<sup>th</sup> Street  
Kansas City, Missouri 64106

### PERSONAL BACKGROUND

Date of Birth: November 3, 1962

Place of Birth: St. Louis, Missouri

Family: Wife, Alicia D. Netterville. My wife was born in Ames, Iowa while her father finished his degree at Iowa State University. She is a graduate of Fontbonne College in St. Louis, Missouri. She has worked with Hallmark Cards, Inc., for the past 19 years and is currently a chain coordinator in the Hallmark Sales Division. She is also a dedicated mother and a valued business partner. It is through her support that I became the first in my family to earn a post-graduate degree.

Father, Doc Netterville III. My father stressed serving others and the value of integrity and good education. He is a high school graduate with a year of college education. He is retired with twenty-seven years with the Missouri Department of Liquor Control. He continues to this day to be a friend and advisor, and has always stressed to me the importance of family.

Mother, Bernice Netterville. My mother is a high school graduate with college hours. She has recently retired with twenty-four years with the Missouri Highway Patrol as a drivers' examiner. She has always been supportive of me and stressed the importance of respect for others and the value of a good education.

Son, Doc Netterville V. My son is a high school graduate with two years of college education, and currently working on completing his degree part-time at Penn Valley Community College. He has shown himself to be relentless in pursuit of his undergraduate degree.

Children: Doc Netterville, V (Born: 12/16/85);  
Cameron Elizabeth Netterville (Born: 11/18/92);  
Kelsey Delynn Netterville (Born: 6/30/95); and  
Thomas Webster Netterville (Born: 1/21/00)

## EMPLOYMENT HISTORY

Netterville & Associates

May 1999 - Present

Represent individuals and corporations in employment discrimination and other civil litigation and advise clients on issues involving federal, state and local fair employment laws, personal injury and workers' compensation. Regularly handle Municipal Court citations (Housing & Traffic), including the plea, trial and appeal to Circuit Court of municipal ordinance violations. Research, write and review documents in preparation for trial in employment and other litigation. Counsel individuals on pre-termination decisions and conduct investigations into post-termination charges of discrimination.

Kansas City Missouri School District  
Director of Human Resources

November 1996 – May 1999

Responsible for all human resource and benefit functions for 7000+ person organization in Kansas City, Missouri. Interpreted employee policies and benefit developments and issued written communication regarding same. Standardized medical leave, workers' compensation and sick leave policies, which clarified policy and reduced potential for liability. Promulgated extensive revisions to employee handbook. Negotiated new contracts with two separate bargaining units. Developed and initiated diversity hiring and recruitment program.

Kansas City Missouri School District  
Interim General Counsel

August 1997 - February 1999

Provided prompt, sound and clear legal advice to Board of Directors, Superintendent and Administration; Reduced major adverse litigation decisions or settlements; developed and initiated a reorganization plan to effectively manage and reduce 4 million dollar legal services budget and regulated the appropriate use of outside counsel. Reviewed and drafted policies, grievances and contracts. Handled contract negotiations and investigations into employee misconduct and EEO matters.

Popham Law Firm, P.C.

May 1991 – November 1996

Represented individuals and corporations in employment discrimination and other commercial litigation and advised clients on issues involving federal, state and local fair employment laws and workers' compensation. Handled Municipal Court matters handed down by firm partners. Researched, wrote, reviewed documents in preparation for trials in employment cases and other types of litigation. Counseled individuals on pre-termination decisions and conducted investigations into post-termination charges of discrimination. Appeared in various courts and had supervisory responsibility for all phases of pre-trial discovery. First and second-chaired several state and federal jury trials. Management of paralegal and law clerks.

### COMMUNITY SERVICE

#### **Board Member, City Vision Ministries, Inc.**

I served as a board member of City Vision Ministries from 1992 through 1997. This organization serves the Kansas City, Kansas area by rehabilitating inner-city housing to provide housing for low to moderate income families. They provide a training program which seeks to provide potential homeowners with the skills necessary to maintain a household. The training includes budgeting assistance, credit repair and home maintenance, etc. This organization is vitally interested in the families in the communities where they work. Their goal is always to improve communities, not just rebuild houses.

#### **Board Member, Niles Home for Children, Inc.**

I served as a board member of the Niles Home for Children from 1994 through 2000. This organization has been serving the Kansas City community for more than one hundred years. It provides residential treatment for abused and neglected children from ages 6 to 16. The treatment provided to its residents takes the form of residential care, counseling (such as individual, family, or substance abuse counseling), rehabilitation and education. I continue to participate with the Board in fundraising activities.

#### **Board Member, National Counsel on Alcoholism and Drug Dependency**

I served as a board member of the National Counsel on Alcoholism and Drug Dependency from 2001 through 2002. This organization serves the Kansas City Metropolitan area by providing substance abuse counseling and treatment programs. The organization provides and implements its' best practices to supply intervention and prevention that is scientifically proven to be effective. This requires an increase in technical support to teams in effective prevention techniques and data collection. I continue to participate with the Board in fundraising activities.

#### **River's Edge Christian Fellowship**

I have served on the Board of Trustees of this Church since 2005. This Church serves the Downtown Kansas City, Missouri Area by providing biblical preaching, teaching and counseling. This body of believers also desires to impact the homeless population positively by sharing Biblical truths and physical necessities. I participate in the development of administrative systems that permit ministries to bring the Word of God to nonbelievers.

### SIGNIFICANT CIVIL LITIGATION

**NOTE:** I have attempted to provide some basic factual descriptions of several of my cases, particularly the more significant litigation. Also, I want to mention that I have not included Municipal Court cases that were tried to the bench or resolved favorably for my client before trial.

**Kennedy et al., v. Milligan et al.,**

Docket No.: CV93-13037;

Judge: John A. Borron Jr. (Division 19 Judge) Division 4 (Kansas City)

Type of Claim: Conversion and Declaratory Judgment

We represented the defendants, Malvin and Herman Milligan (Father and son), in this case. The case involved a dispute over approximately \$148,000.00 dollars, in cash, that our client and his wife saved over the course of their 36 years of marriage. Plaintiffs (nieces) claimed Mrs. Milligan gave them money before she died. However, they did not assert the alleged gift until after their aunt was dead. This case was tried in September of 1994 and resulted in a defendant's verdict. The verdict was upheld on appeal.

**Ramsey v. Housing Authority of Kansas City,**

Docket No.: CV92-13495;

Judge: Thomas A. Clark (Division 3 Judge)

Type of Claim: Premises Liability

We represented plaintiff, Ms. Ruby Ramsey, an elderly woman who suffered a stroke after a fire in the apartment building where she lived. Ms. Ramsey sued the Housing Authority for a hazardous condition on their property. Scheduled for arbitration March 9, 1994, evidence was presented to an arbitrator (Retired Judge Anthony Nugent), which resulted in an award to the plaintiff of \$150,000. However, the award was reduced to \$95,000, as the limits for the building arbitration were \$12,500 and \$95,000.

**Bazzle v. Albert Tamm Lumber Co., United States District Court**

Docket No.: 91-0094-CV-W-2;

Judge: Judge Fernando Gaitan

Type of Claim: Race Discrimination

We filed a civil rights case on behalf of David Bazzle, an African-American man, against his employer, Tamm Lumber Co. This case was litigated twice and resulted in plaintiff verdicts both times. The second trial resulted in a verdict in the amount of \$175,000, (75,000 actual damages, \$100,000 punitive) plus \$70,000 in attorney's fees.

See Attached Kansas City Call & Star Articles.



**Kilgore v. Cass County, United States District Court**

Case No.: 91-1127-CV-W-9;

Judge: Judge Brook Bartlett

Type of Claim: Race Discrimination

In Kilgore, I assisted attorney John Kurtz, in a lawsuit on behalf of a Native American man against his employer, Cass County, Missouri in race discrimination case. The case was litigated for two weeks, and resulted in a plaintiff's verdict in excess of \$100,000.00 dollars. The case was eventually settled favorable to plaintiff while on appeal.

**Madden v. Kidder, Peabody et al.,**

Docket No.: CV90-7496;

Judge: Lee Wells (Division 8 Judge)

Type of Claim: Wrongful Discharge

Madden, I assisted Dennis Egan, in a wrongful termination case against Kidder, Peabody & Company. Plaintiff was terminated for attempting to purchase a bank without prior company approval. Evidence was presented which indicated that the real reason plaintiff was terminated was that other members of the company wanted to take large clients that he brought to the firm, away from him. Received a N.A.S.D., arbitration award of \$250,000.00 dollars. The award was upheld on appeal. Madden v. Kidder, Peabody & Co., Inc. 883 S.W.2d 79 (Mo.App.W.D. 1994).

**Johnson d/b/a/ Johnson Decorating v. Birch,**

Docket No.: CV91-6301;

Judge: Donald Mason (Division 11 Judge)

Type of Claim: Breach of Contract and Quantum Meruit

In the Johnson case, I represented the defendants, a husband and wife. This case involved the repair of the elderly couple's home by plaintiff, which was extensively damaged in a fire. The reconstruction of defendant's home was run by a general contractor who went out of business without paying the subcontractors for work performed on the job. Plaintiff asked for damages in excess of \$22,000.00 dollars, plus punitive damages. Plaintiff received a verdict of only \$4,587.40 dollars.