



# MICHAEL D. SANDERS

Jackson County Executive

EXECUTIVE ORDER NO. 14-21

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

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

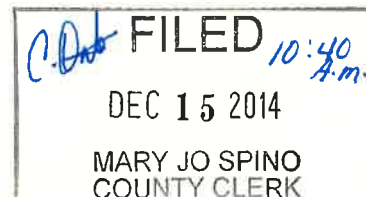
**DATE: DECEMBER 15, 2014**

**RE: APPOINTMENT OF DIRECTOR OF HUMAN RESOURCES**

I hereby appoint Dennis Dumovich, as Director of Human Resources, to fill the vacancy occasioned by the resignation of Joanne Mossie, effective December 22, 2014. A copy of Mr. Dumovich's resume is attached.

  
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Michael D. Sanders, County Executive

Dated: 12-15-14



# DENNIS DUMOVICH, PHR

9618 McCormack Dr  
Lenexa, Kansas 66227  
(913) 488-2259  
[dennisdumovich@gmail.com](mailto:dennisdumovich@gmail.com)

## JOB OBJECTIVE

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A senior Human Resource Leadership position that that will utilize 25 years of HR experience and progressive, innovative, employee focused leadership style to drive business results and exceed its goals for success.

## SUMMARY OF QUALIFICATIONS

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- ▶ Automating Performance Management
- ▶ Benefit Plan Design
- ▶ Employee & Labor Relations
- ▶ PeopleSoft Implementation
- ▶ Alternative Dispute Resolution
- ▶ Compensation & Bonus Plan Design
- ▶ FLSA & ERISA Plan Compliance
- ▶ Compensation, Benefit, Satisfaction Survey Design
- ▶ Labor Negotiations, Grievance and Arbitration
- ▶ Drug Testing Program Design/Administration

## PROFESSIONAL EXPERIENCE

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SYNDEO, Overland Park, KS

Aug, 2013 – Present

**Business Development/HR Manager – Kansas City**

- ▶ Responsible for opening and developing the Kansas City market for a payroll, HR and risk management company. Meet with potential clients and consult regarding the advantages of outsourcing back office responsibilities for small and medium sized businesses. Provide HR consulting.

June, 2005 – Aug., 2013

NEXTAFF/CCMG, Overland Park, KS

**Vice President of HR** (managed 4 employees - \$400,000 budget)

- ▶ Leading the HR consulting function for a successful payroll, HR and risk consulting company; 60+ clients include restaurant companies, professional services firms, construction companies, property management, etc.
- ▶ Created new performance management processes; associate handbooks; compensation programs; health & welfare benefit programs; re-bid broker arrangements; bonus plan re-design; etc.,

APPLEBEE'S INTERNATIONAL INC., Overland Park, Kansas

2001 – 2005

*The world's largest casual dining concept and the leader in best people practices in the restaurant industry, employs 27,000 field and support center associates including over 450 company restaurants in 20 states and has 48 franchise groups in 49 states and employing over 75,000 associates in 1,250 restaurants (managed 5 employees - \$1.4 mil. Budget).*

**Director of Franchise Human Resources** (2004 – 2005)

Directed the Human Resources function that serves as the consulting group for 48 franchises.

- ▶ Conducted a system-wide HR Needs Assessment that prioritized 2005 department objectives.
- ▶ Reorganized HR Leadership Team to increase franchise participation and gain connection to senior franchise leadership.

**Director of Total Rewards** (2002 – 2004)

Directed the Compensation, Benefits and Performance Management functions.

- ▶ Implemented a web enabled benefits enrollment process for all management associates that increased associate satisfaction and reduced enrollment errors and processing time.
- ▶ Lead a committee of Operations, Finance and HR associates that redesigned the incentive compensation programs to ensure fiscal controls and increase associate satisfaction.

**Associate Director of Compensation** (2001 – 2002)

- ▶ Developed and implemented a web enabled performance management process that saved over \$5M dollars annually through increased focus on goal achievement, reduction in management and hourly turnover and saved an average of 1 1/2 hours per review.

- ▶ One of four finalists for "1990 Contributor of the Year" for the Greater KC Chapter Of the Human Resource Management Association.
- ▶ President of the Greater KC Chapter of the International Personnel Management Association; 1991 Secretary/Treasurer; 1990 Program Chairman.
- ▶ Executive Board for Catholic Youth Organization; Parkhurst Homes Association Board

- ▶ Created compensation guidelines to ensure consistent compensation practices.

## DENNIS DUMOVICH

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BIRCH TELECOM INC., Kansas City, Missouri

2000 –2001

**Director of Compensation and Benefits** (managed 3 employees - \$600,000 budget)

Directed the Compensation and Employee Benefits functions for rapidly growing CLEC Telecommunications Company with 1,600 employees in 7 states.

- ▶ Designed and implemented the company's first compensation system
- ▶ Automated the benefits open enrollment process.
- ▶ Delivered over \$200,000 in annual savings for the company in employee benefits by eliminating broker relationships and negotiating discounts with vendors.

JOHNSON COUNTY, KS, Olathe, Kansas

1999 –2000

**Compensation and Benefits Manager** (managed 2 employees - \$250,000 budget)

Managed the Compensation and Employee Benefits Functions for 3300 employees and supervised a staff of three employees.

- ▶ Lead the process of redesigning the Classification and Compensation program to utilize modern compensation practices and make systems more user-friendly.
- ▶ Conducted a self-audit of all classifications to ensure FLSA compliance.
- ▶ Re-bid employer sponsored life insurance creating a \$150,000 annual savings and lowered employee rates for supplemental life insurance. Redesigned the employee benefits program to become more employee friendly at no cost to the county.

UNIFIED GOVERNMENT OF WYCO/KC, KS,

1985 –1999

Held a number of progressively responsible HR positions within the City and County governments beginning in 1985 as a Compensation Analyst.

**Director of Human Resources** (1993 – 1999) (managed 8 employees - \$800,000 budget)

Lead the entire Human Resource and Risk Management Functions for 2,300 employees. Played a key role in the consolidation of the Municipal and County governments of Wyandotte County, and Kansas City, Kansas. Lead the integration of employee benefits plans, personnel policies, compensation and classification plans, labor relations, staff development and Risk Management programs.

**Director of Personnel**, Wyandotte County, Kansas (1989 – 1993)

**Deputy Personnel Director**, City of Kansas City, Kansas (1987- 1989)

**Compensation Analyst**, City of Kansas City, Kansas (1985 – 1987)

KANSAS CITY KANSAS COMMUNITY COLLEGE,

1985 – 2000

**Adjunct Instructor (Part-Time Evenings)**

Taught Business and Human Resource Management courses in Business Department.

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## EDUCATION

Central Michigan University, Mt. Pleasant, Michigan, **MA in Human Resource Management**

William Jewell College, Liberty, Missouri, **BA in Business Administration**

Kansas City Kansas Community College, Kansas City, Kansas, **Associate of Arts**

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## PROFESSIONAL ACTIVITIES / HONORS

- ▶ Certified as a **Professional in Human Resources** by the Society of Human Resource Management
- ▶ 2002 Nation's Restaurant News "Technology Innovation Award" "winner for Apple PM: Applebee's web enabled performance management system.
- ▶ International Society for Performance Improvement 2004 "Building Kansas City's Best" Award winner for Applebee's web enabled performance process.