



**MICHAEL D. SANDERS**

Jackson County Executive

**EXECUTIVE ORDER # 11-03**

**RECEIVED**

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

MAR 17 2011

*mmc  
2:17 pm*

**FROM: Michael D. Sanders  
JACKSON COUNTY EXECUTIVE**

MARY JO SPINO  
COUNTY CLERK

**DATE: March 21, 2011**

**RE: APPOINTMENTS TO THE JACKSON COUNTY BOARD OF SERVICES  
FOR THE DEVELOPMENTALLY DISABLED - EITAS**

I hereby make the following appointments and reappointments to the Jackson County Board of Services for the Developmentally Disabled - EITAS:

**Appointments**

**John R. Humphrey**, is appointed to fill the vacancy occasioned by the resignation of Rosetta B. Robins for a term to expire December 31, 2013. A copy of Mr. Humphrey's resume is attached.

**Mark McCaskill**, is appointed to fill the vacancy occasioned by the resignation of Thomas R. Davis, for a term to expire December 31, 2012. A copy of Mr. McCaskill's resume is attached.

**Tammy Kemp**, is appointed to fill the vacancy occasioned by the expiration of the term of Erika Ramirez, for a term to expire December 31, 2011. A copy of Ms. Kemp's resume is attached.

Michael D. Sanders, County Executive

Date: 3/17/2011



11617 JEFFERSON • KANSAS CITY, MISSOURI 64114

• E-MAIL JHUMPHREY79@HOTMAIL.COM

# JOHN R. HUMPHREY

## PROFESSIONAL EXPERIENCE

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**September 2008 to Current**

**Benedictine College, Atchison, KS**

- Instructor/Coach, Mock Trial Program

**January, 2005 to Current**

### **ATTORNEY**

- Criminal defense and general law practice with emphasis on *pro bono* cases.

**December, 2004 to 2006**

**Life and Health Insurance Producer**

### **BANKERS LIFE AND CASUALTY**

### **SENIOR SOLUTIONS**

- Combined Legal Estate Planning and Insurance and Financial Instrument Sales
- Certified Life and Health Producer in Missouri and Kansas

**June, 2001 to December, 2004**

**Transmed of St. Louis, Inc. St. Louis, MO**

### **PRESIDENT, OWNER**

- Pharmacy specializing in medications for transplant patients
- Opened in November, 2001. Divested in December 2005
- Generated first year sales of \$1 million

**Jan, 1995 to June, 2001**

**John R. Humphrey, Attorney at Law**

### **PRIVATE LAW PRACTICE - CRIMINAL DEFENSE**

- Municipal, State, Juvenile, limited Federal
- Hundreds of State Felonies and Misdemeanors – Pleas and Trials
- *Over a thousand Municipal cases – Pleas and Trials*
- Represented clients throughout the State of Missouri

**CHARITABLE / OTHER (CONTINUED)**

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**Jan, 1988 to Dec, 1994**

**Jackson County Prosecutor's Office**

**ASSISTANT PROSECUTING ATTORNEY**

- **FAMILY SUPPORT DIVISION – 18 MONTHS**
  - Paternity Establishment
  - Criminal Non-Support
  - URESA
  
- **WARRANT DESK – CASE REVIEW, PRELIMINARY HEARINGS; 18 MONTHS**
  - Handled 990 cases at preliminary hearings
  - Reviewed 635 cases from police agencies for filing decisions
  - Worked special assignments with Liquor Control, Conservation and Day Care enforcement agencies prosecuting respective violations
  
- **TRIAL ATTORNEY – DRUG, GENERAL CRIMES; 3 YEARS**
  - Tried 31 jury trials, including
    - 8 Murder Cases
    - 22 Class "A" Felonies
    - 13 Jury Trials in 1994, most in the office for the year
  - Special Assignment as "Drug Unit" Prosecutor from 1991 to 1993

**EDUCATION**

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**1975 to 1979**

**Rockhurst High School**

**1979 to 1983**

**Benedictine College, Atchison, KS**

- B.A., Economics and Philosophy

**1983 to 1986**

**St. Louis University School of Law, St. Louis, MO**

- Juris Doctor

**CHARITABLE / OTHER**

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- Active member, St. Thomas More Church
- Volunteer Referral Attorney for the Bishop Sullivan Center.
- Chairman, Member, Bishop Sullivan Center Board of Directors, 1994 – 1997.
- Vice Chairman, Member, Board of Directors, Catholic Family Credit Union, 1990 – 1993.
- Former Volunteer Referral Attorney for the Good Samaritan Project.

CHARITABLE / OTHER (CONTINUED)

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- Guest lecturer at UMKC Trial Advocacy Class.
- Member, Verona Hills Homes Association Board of Directors, 1996 – 1997.
- Spent two weeks in each summer of 1986 and 1987 in Cuauhtémoc, Mexico, working with the youth and building adobe homes.
- Adult Resource and Trainer, Grandview Youth Court.
- Sunday school teacher for 5<sup>th</sup> and 8<sup>th</sup> grades (1 year each), 1986 and 1988.
- Sunday school teacher for Junior High grades for two years at my home, 1992 and 1993.
- Volunteer Summer Camp Assistant, Mattie Rhodes, 1993 and 1994.
- Volunteer Youth Mentor, Northstar Program, 1994 through 1996.
- Former Administrative Assistant to the late Honorable Harry Wiggins, Missouri State Senator.
- Former Intern in the Jackson County Counselor's office.
- Dozens of appearances on Fox 4 as legal commentator.
- Regular appearances as local insight provider for Fox 4 "OJ on Trial".
- Guest speaker at local Junior High and High Schools, including:
  - Belton Junior High School
  - Grandview Junior High School
  - Grandview High School
  - Lone Jack Junior High School
  - Notre Dame de Sion
  - O'Hara High School
  - St. Thomas Aquinas High School
  - St. Stephen's Grade School, Junior High Classes
- Conversationally Bi-lingual in Spanish

References Available

# Mark McCaskill

E-mail: [mmccaskill@kc.rr.com](mailto:mmccaskill@kc.rr.com)

441 W. 70<sup>th</sup> Terrace  
Kansas City, Missouri 64113

## PROFESSIONAL EXPERIENCE

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**M&I MARSHALL & ILSLEY BANK. – Kansas City, Missouri**

**Vice President-Commercial Banking Group Manager, 2008 to Present**

Manage and coordinate the commercial banking function for Kansas City middle-market companies with revenues ranging from \$15 million to \$500 million. Responsible for encouraging, motivating and maintaining focus of team in meeting budgets and other defined objectives. Review approved loans and delinquency reports to insure policies and practices are being followed. Consult with bankers on more complex and larger loans or more difficult sales situations involving Treasury Management, Trust or other areas. Provide for credit services to bankers including credit analysis, evaluation of financial statements, credit information and collection of overdue loans.

- ◆ Manage loan portfolio that has surpassed \$250 million while minimizing loss exposure in a weak economy.

**BANK MIDWEST, N.A. – Kansas City, Missouri**

**Vice President-Commercial Loan Officer, 2005 to 2008**

Responsible for originating new loans with middle-market companies in the Kansas City and Iowa markets. Duties include prospecting, work closely with businesses, structuring financing to fit their needs and guiding proposed deals through the approval and closing process. Possess strong relationship and sales skills and thorough understanding of the credit process. Types of loans include lines of credit, letters of credit, guidance lines of credit, equipment loans and leases, commercial real estate and construction loans. Accomplishments:

- ◆ Originated \$30,000,000 in loans in first year and \$60,000,000 in second year. Grew portfolio over \$100,000,000.

**QUINTILES TRANSNATIONAL – Kansas City, Missouri**

**Associate Director, Finance, 2004 to 2005**

Head of finance for Quintiles' North American Packaging Division, a separate legal entity with annual net revenues of \$25 million. Responsible for leading team with overall responsibility for all aspects of finance including budgeting, forecasting, cash management, capital expenditures, month-end close, internal controls and pricing. Accomplishments:

- ◆ Significantly increased cash flow through improvement of payment terms, collections and invoicing procedures.
- ◆ Migrated multiple systems into one reporting system resulting in improved efficiencies, accuracy and reporting abilities.
- ◆ Restructured finance department to streamline functions and eliminate redundancies.
- ◆ Researched and presented recommendations to executive management for operational procedural improvements which were subsequently implemented and led to significant cost savings.

**SPRINT – Overland Park, Kansas**

**Manager, Financial Analysis, 2002 to 2004**

Responsible for leading and managing team of five pricing analysts with overall responsibility for developing pricing for retail enterprise and growth sales opportunities within the Global Markets Group. Team interfaces and supports the Southwest sales teams by providing pricing, financial, and contractual support for 50 to 75 bids per month. Accomplishments:

- ◆ Significantly reduced International Private Line request backlog from 5 weeks to 2 days by improving processes, removing barriers and training personnel.
- ◆ Instrumental in helping southwest sales team lead Global Markets Group in several key sales categories by building strong relationships, influencing decision makers, negotiating contracts, and providing accurate and timely support.
- ◆ Successfully trained and developed analysts by coaching team on processes, product, negotiation techniques, and relationship building.

**Sr. Business Analyst – Team Lead, 2001 to 2002**

Responsible for Federal Government special pricing. Analyze product cost structures, market competitive factors, pricing, and develop comprehensive business models. In-depth understanding of Economic Value Indicators (NPV, ROIC, EVA). Work closely with upper management and other functional areas with key contacts in Sales, Marketing, Product Management, and Finance. Train individuals to ensure cross-training within department. Accomplishments:

- ◆ Designed and built FTS2001 business tool for sales force, updated FTS2001 business model and databases to reflect new data and contract requirements. Process involved significant knowledge of MS Excel and Access.
- ◆ Negotiated contracts with several key U.S. Government customers on complex projects resulting in Sprint being awarded business.
- ◆ Sprint Values Excellence Award, 2001. Nominated by Sales.

**Business Analyst II, 2000 to 2001**

Responsible for retail International Private Line special pricing. Analyze product cost structures, market competitive factors, pricing, and develop comprehensive business models. In-depth understanding of Economic Value Indicators (NPV, ROIC, EVA). Work closely with upper management and other functional areas with key contacts in Sales, Marketing, Product Management, and Finance. Accomplishments:

- ◆ Designed business case model and interface program that greatly improved process time and accuracy. Model and program involved significant knowledge of MS Excel, Visual Basic, and Access.
- ◆ Sprint Values Excellence Award, 2000. Nominated by Supervisor.

**TRUSERV CORPORATION – Kansas City, Missouri**

**Financial Analyst, 1997 to 2000**

Counsel various independent businesses throughout the United States on finance issues, including forecasting, cash flow analysis, inventory management, process improvement and debt structure. Provide analysis of new business ventures, including market analysis, cash flow analysis, and working capital evaluation. Minimize credit exposure by using sound credit policies, financial analysis, and collection techniques.

**CITIZENS NATIONAL BANK – Lenexa, Kansas**

**Commercial Loan Officer/Assistant Vice President, 1995 to 1997**

Responsible for marketing financial loan products to businesses throughout Kansas City Area. Developed and monitored \$10 million commercial loan portfolio, using loan profitability models, market analysis, cash flow analysis, and capital evaluation. Minimize loan portfolio exposure using sound credit documentation and collection techniques. Oversee branch operations, including assigning duties and interviewing associate prospects.

**SECURITY BANK OF KANSAS CITY – Kansas City, Kansas**

**Loan Review Analyst, 1992 to 1995**

Review Bank loan portfolio, using cash flow analysis, capital evaluation and financial ratio analysis. Prepare financial reports for Loan Committee and Board of Directors. Prepare financial review of federal funds exposure with correspondent banking relationships.

**NORWEST MORTGAGE, INC. - Independence, Missouri**  
**Residential Loan Officer, 1991 to 1992**

Develop and Market New Business.

**EDUCATION AND TRAINING**

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- ◆ **MBA, Finance – University of Missouri, Kansas City, Missouri, May 1989**
- ◆ **BS, Business Administration – University of Kansas, Lawrence, Kansas, May 1987**

**COMMUNITY INVOLVEMENT**

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- ◆ **F.I.R.E. (Foundation for Inclusive Religious Education)**
- ◆ **First Downs for Down Syndrome – Buddy Walk Committee**
- ◆ **Leukemia and Lymphoma Society – 2009 Leadership Committee for Black Tie Ball; 2007 and 2008 Table Committee.**

Tammy Kemp, LMSW

8941 Oak St. Kansas City, MO 64114

E-Mail -TJKEMP99@yahoo.com

**Work Experience:**

*Children's Mercy Hospital*

**Master's Social Worker**                      *January, 2008 – Present*

- Complete patient and family assessment related to social history, medical condition, finances and environmental factors relevant to situation.
- Work with medical team to determine patient needs and follow up accordingly.
- Provide Case Management and situational counseling related to health and environmental conditions.
- Educate and refer to appropriate community resources
- Prepare weekly clinic reports and participate in psychosocial rounds to discuss patient/family needs

*Marillac Children's Psychiatric Hospital*

**Hospital Social Worker**                      *December, 2007 – December, 2008*

- Provide crisis intervention counseling to children ages 4-17 in an acute psychiatric setting.
- Facilitate family therapy to address precipitating events and ensure patient safety upon return to the community.
- Facilitate psychosocial groups to address mental health issues.
- Provide resources and referrals to families for community services.
- Participate as a member of interdisciplinary team to determine treatment plan and course of care for patients.
- Identify with patient and family goals and objectives for treatment.
- Communicate with managed care agencies and outpatient providers patient's needs for treatment.

*Johnson County Juvenile Detention Center*

**Classification Officer**                      *October, 2002 – December, 2007*

Olathe, Johnson County, Kansas

- Supervise Case Management.
- Maintain working knowledge of up to eighty residents' cases.
- Coordinate services and oversee Johnson County Mental Health staff.
- Serve as head of interdisciplinary team to coordinate special programs.
- Communicate with residents and families, Courts, Probation Officers, Case Managers, School, Medical and Mental Health staff within the facility, and outside Service Providers.
- Monitor compliance with KDHE regulations and ACA standards.
- Develop yearly goals and objectives for division.
- Ensure that orders of the District Court are met.
- Prepare and facilitate educational and cognitive-behavioral resident groups.
- Oversee Behavior Management System, consistently researching alternative systems and implementing change as deemed appropriate.
- Provide training to all staff in areas of child abuse and neglect, behavior management, suicide prevention, psychosocial growth and development, communication skills and licensing standards.
- Calculate monthly statistics and provide monthly and yearly reports of activities.
- Supervise transportation, intake and release procedures

*Johnson County Juvenile Detention Center*

**Shift Supervisor**                                      *April, 2002-October, 2002*

Olathe, Johnson County, Kansas

- Supervised staff of five to ten Juvenile Corrections Officers, coordinating and monitoring their deployments and providing feedback regarding performance. Completed performance appraisals.
- Supervised and assured proper functioning of all operations of the facility and House Arrest monitoring system, documenting such in a shift accountability report.
- Addressed residents' behavioral, personal and grievance issues, ensuring proper documentation of the issue and attempts at resolution.
- Served as Emergency Evacuation Officer in cases of emergency.



*Johnson County Juvenile Detention Center July, 1998 – April, 2002*

**Juvenile Corrections Officer**

Olathe, Johnson County, Kansas

- Maintained safety and security of Juvenile residents in a secured facility
- Provided documentation of Juveniles' daily activities and behavior, via incident reports, progress reports, and log books.
- Completed intake and release procedures of Juveniles.
- Extensive training in corrections related subjects including STARR System, behavior management and intervention, first aid and CPR.

*Missouri Division of Family Services May, 1996 – May, 1998*

**Social Service Worker II, Child Abuse Investigator**

Springfield, Greene County, Missouri

- Compiled, Analyzed and Presented investigations of child abuse and neglect reports.
- Identified problems, diagnosed causes and determined corrective actions.
- Consulted with clients to determine their needs and priorities.
- Provided personalized case management services to children and families in crisis situations.
- Represented Greene County office of the Division in legal proceedings and community functions.

**Internship Experience:**

*Missouri Division of Family Services September, 1995 – May, 1996*

**Family Centered Services**

- Provided services to families identified to be at risk of child abuse or neglect or by request of the family.
- Utilized Crisis Intervention and Case Management skills.

*Crittenton Children's Psychiatric Center September, 2000 – May, 2001*

**Hospital and Residential Social Worker**

- Provided individual and family therapies and case management services for children and adolescents diagnosed with a mental illness in psychiatric and residential treatment settings.
- Conducted group therapies on hospital and residential units.
- Worked closely with interdisciplinary team comprised of psychiatrists, medical staff, and various community organization representatives.
- Completed psychosocial assessments.
- Provided documentation of activities in medical records and diagnostic summaries.

**Education:**

Blue Springs High School, Blue Springs, Missouri	1992
Southwest Missouri State University, Springfield, Missouri	
<i>Bachelor of Social Work</i>	1996
University of Kansas, Lawrence, Kansas	
<i>Master of Social Work</i>	2001
Kansas Licensed Masters Social Worker #4835	2001