



MICHAEL D. SANDERS

Jackson County Executive

EXECUTIVE ORDER # 10-04

TO: MEMBERS OF THE LEGISLATURE
CLERK OF THE LEGISLATURE

FROM: Michael D. Sanders
JACKSON COUNTY EXECUTIVE

DATE: March 15, 2010

RE: APPOINTMENTS TO THE MERIT SYSTEM COMMISSION

I hereby make the following appointments to the Merit System Commission:

Brenda L. Thomas to replace the expired term of Betsy Ann T. Stewart, for a term to expire December 31, 2013. A copy of Ms. Thomas' resume is attached.

Steven C. Krueger to replace the expired term of Jay D. DeHardt, for a term to expire December 31, 2013. A copy of Mr. Krueger's resume is attached.

Tamara Morris to replace the expired term of Jodie Smith, for a term to expire December 31, 2012. A copy of Ms. Morris' resume is attached.

A handwritten signature in black ink that reads "Michael D. Sanders".

Michael D. Sanders, County Executive

Date: 03/11/2010

FILED

MAR 11 2010

MARY JO SPINO
COUNTY CLERK

12:39 PM
MJS



BRENDA L. THOMAS

1312 East 79th Street

Kansas City, Missouri 64131

Res. (816) 822-9957 / C. (816) 726-2172 / Fax (816) 822-0470

Blthomascompany@aol.com

PROFESSIONAL COMMITMENT TO SERVICE

"Contribute to the success of the organization through the alignment of Human Resource initiatives with corporate goals; provide sound consultation services to managers and associates; productively maximize relationships between team associates and management; infuse forward-thinking HR concepts and competitive employee relations programs into the culture to further the associates' professional and personal growth; and to lead through positive actions and sound organizational intelligence." © - Brenda L. Thomas

PROFESSIONAL PROFILE

Brenda L. Thomas is a Human Resource Leader offering over twenty years of employee and labor relations experience; project management and organizational development expertise. Thomas has accumulated excellent professional management skills gained through a culmination of diversified working environments – both highly unionized and non-union. Roles and experiences include: labor negotiator; grievance Hearing Officer; human resource operations management director; HR project consultant for municipal/county governments; international HR recruiter; workplace investigator; safety and compliance manager; adjunct College instructor; and expert witness for litigants in employment law cases – working closely with litigation firms. Additionally, Thomas gained career status as a federal employee, and has also worked in the public utilities and gaming industries.

As a human resources consultant to senior management, Thomas provides strategies in talent recruitment, training in behavioral interviewing for managers and associates, succession planning and retention of staff – including development of progressive staffing strategies. Other skills include expert consultation services for complex employee relation's matters; mediation and problem solving; organizational development and program service evaluations; policy assessment and design – including alignment of past practices and procedures with established policies – as it relates to arbitration and litigation settlements.

Previous leadership roles include directing the following department functions - Staffing and Recruitment, Benefits and Compensation, Employee and Labor Relations, Payroll, Records, Risk Management and Work/Life Programs - Thomas has extensive experience in industrial relations, labor/employment law, mediation methodology and compliance management.

ADDITIONAL SKILLS AND EXPERIENCES

- Talent Search, Recruitment and Workforce Projection
 - Organizational HR Planning
 - Corporate/Community Relationship Management
 - Volunteer Program Management
 - Employee Engagement Programs
 - Cultural Diversity Training and EEO Management
 - Organizational/Succession Design
 - Compensation and Performance Management
 - Labor relations and Employment Law
 - Grievance handling and Arbitration
 - Contract Negotiation and Mediation
 - Professional Development and Training
 - Budget preparation and forecasting
 - Risk Management / Employee Assistance and Work/Life Programs
 - Web-based Employee Communication
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Thomas and Company, LLC
Kansas City, Missouri

2007 - Current
Human Resources Consultant

Provide HR consulting services to businesses, government and educational markets. Provides staffing and employee relation guidance, employment/retention strategies to develop or increase employee base, lower turnover, reduce costs of re-hiring, matriculate employees into leadership roles and to retain the best of employees with institutional knowledge. Contracting services also include - workplace investigations, HR audits and reviews, program evaluation and workplace analysis; employee training, focus group facilitation, team mediation and dispute resolution. Provider of expert witness consultation in litigation cases related to employment law.

School District #33
Kansas City, Missouri

2001 – 2006
Human Resources Executive Director

Responsibilities included daily oversight of HR functions; managed a budget of \$2.7 million inclusive of personnel and program costs; directed a staff of 27+ employees; and provided administrative oversight in a highly charged union environment. Responsibilities also include policy and procedure development, including the administration of federal guidelines and policy. Advisor to the Board of Directors, the Superintendent of Schools and department management. Department oversight includes: **Staffing/Recruitment Unit** – Responsible for maintaining staffing levels for a workforce of 4,300 of exempt and non-exempt employees, inclusive of certified staff, administrative, trades, crafts, health care and security employees. Planned and implemented massive on-boarding campaigns, in-take and licensing processing sessions and new employee orientations. **Benefits/Compensation Unit** – Responsible for planning the health, dental and supplemental insurance plans for employees and oversight of risk policies. Designed employee wellness programs and partnered with corporate groups for event sponsorship. Oversaw and developed policy guidelines for the compensation program, the salary incentive administration; and provided labor/wage expertise during negotiations. **Employee/Labor Relations Unit** – Chaired labor contract negotiations for management and provided consultation services for HR compliance matters. Negotiated program benefits with medical vendors related to employee assistance services. Designed work life, employee motivation and incentive programs. Developed performance evaluation tools and negotiated final product with unions. Counseled managers on performance improvement plans and succession planning. Coordinated with legal team regarding the final review of EEO investigation summaries and recommended actions. **Personnel Records Unit**: Restructured the personnel record collection processes, which resulted in improved record retention and archive processes. **Payroll Unit**: Oversight responsibility for numerous employee payrolls including bi-weekly and semi-monthly, emergency pay and supplemental payrolls. Responsibilities also included periodic upgrades to the administration of payroll process to provide streamline reporting methods, stronger internal controls and enhanced communication to employees.

Additional related experiences include: 5 years as Employees Relations Manager for School District #33; 2 years as Specialist/Employee Relations Manager for Boyd Gaming, Incorporated; 1 year as Labor Relations Representative for Kansas City Power and Light Company; achieved career status with the federal government and served in administrative roles providing labor law information and statistical interpretation of data for agencies within the Department of Labor in Kansas City, Missouri and Chicago, Illinois.

Academic Training
University of Missouri at Kansas City
Bachelor of Arts Degree – English; Emphasis area - Creative Writing and Journalism

(Additional professional background information and references are available upon request)

Steven C. Krueger Legal Services LLC
Chapel Ridge Law Building | 3300 NE Ralph Powell Road Lee's Summit, MO 64064
(816) 524-6789 Office (816) 246-9987 Fax

Steven C. Krueger is a lifelong resident of the Kansas City area. After attending Raytown High School, he obtained both a Bachelor of Arts (history) and a Juris Doctor degree from the University of Missouri - Columbia. In law school he was a member of the Missouri Law Review and the Order of the Coif. Immediately after law school, Steve returned to Kansas City and joined the firm of Hoskins, King, McGannon, Hahn & Hurwitz, which was recognized for its expertise in the area of federal taxation. From the beginning Steve concentrated his practice in the areas of estate planning, estate administration, general business and related tax matters. After 33 years practicing in downtown Kansas City with large firms, Steve moved his practice to Eastern Jackson County to found Steven C. Krueger Legal Services LLC.

BA (history) University of Missouri – Columbia 1973
JD University of Missouri – Columbia 1976
Missouri Law Review
Order of the Coif (top 10%)
Estate Planning Society of Greater Kansas City

Steve has been active in local civic affairs. In 1992, he was appointed by Governor John Ashcroft to serve as Chairman of the Jackson County Board of Election Commissioners. As such he was responsible for the administration of elections for all of Jackson County outside of the City of Kansas City. In 1996, he was elected to the first of three terms on the Blue Springs City Council, serving as Mayor Pro Tem in 2004 and 2005. He was named as outstanding Civic Leader of the year by the Missouri Municipal League in 1995.

Steve resides in Blue Springs with his wife Lois, who teaches at the Independence Academy alternative high school. Their daughter Claudia is an engineering student at the University of Missouri - Columbia.



MORRIS COMMUNICATIONS ^{LLC}

Who We Are

Education:

B.S. in French with a minor in Business. Georgetown University, 1984.

M.P.A. with an emphasis in Non-profit management. Bloch School of Business & Public Administration. 1996.

Certifications:

Woman-owned Business Enterprise (WBE) / Disadvantaged Business Enterprise (DBE). KCMO.

Tamara Morris has more than two decades of experience in the public relations and marketing field. She started Morris Communications in Washington, D.C. in 1989 with national fitness expert, Denise Austin, as her first client. Relocating to Kansas City in 1990, she grew the business by getting involved in the philanthropic and political activities of the City.

In 1993, Morris decided to get more involved in her philanthropic activities and went back to school to get a Master's in Public Administration. During that time, she took a full-time position with a nonprofit as the Vice President of Marketing.

Clients hire Morris Communications because they need someone to execute a project from start to finish; pull together the details of an event, pitch stories to the media or work hands-on to promote an issue or candidate's campaign. We offer experience without the cost of permanent staff and a track record of getting projects done successfully and affordably.

Experience

Morris Communications, LLC ***President***

2007- Present

Firm provides media relations, advocacy and grassroots organizing, special events, marketing, and political consulting to a variety of clients. (please see attached client list).

Greater Kansas City Women's Political Caucus ***Executive Director***

2002 – 2006

Responsible for the day-to-day operations of the agency including fundraising; grassroots organizing; legislative advocacy; creation and distribution of all printed materials; community outreach; media relations; special events; membership campaigns; monthly membership and board meetings; political campaign trainings; candidate endorsements; distribution of candidate contributions and indirect campaign expenditures through the agency's Political Action Committee (PAC).





MORRIS COMMUNICATIONS ^{LLC}

Specific Accomplishments:

- Increased organization's membership from 130 paid members in 2002 to more than 400 in three years.
- Increased the attendance at the annual fundraising event, the Torch Dinner, from 550 guests in 2002 to 1,000 guests in 2006. Increased the net profit of the event by 50%.
- Directed the spending of more than \$300,000 in direct and indirect contributions through the Caucus PAC to more than 150 endorsed candidates in the election cycles of 2002 – 2006.
- Created a direct mail campaign targeted to 32,000 single women in the 2006 election resulting in an increase in the number of single women voting in Jackson County.
- Directed the creation of a Caucus website and online mechanism for membership; organized fundraising events generating more than \$250,000 in revenue; organized more than 300 volunteers during the election cycles.

PLANNED PARENTHOOD OF MID-MISSOURI & EASTERN KANSAS

1993 - 1997

Vice President of Marketing

Wrote press releases; managed media relations; generated PPMEK-related stories for print and broadcast; acted as secondary spokesperson after the executive director; created marketing and advertising campaigns to attract new clients; directed design and production of agency brochures, newsletters and annual reports. Managed seven employees (appointment desk clerks, receptionists, marketing coordinator).

MORRIS COMMUNICATIONS

1989 – 1993

Sole proprietor of full-service public relations agency founded in Washington, D.C. Relocated to Kansas City in 1990. Specialized in providing small businesses with effective media, publicity and marketing campaigns. Lead client: ESPN fitness expert, Denise Austin. Other clients included: The Greater Kansas City Restaurant Association; Dressler Consulting Engineers; Australian Optical Company; Black-eyed Pea Restaurants; Miracle Ear Children's Foundation.

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