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FRANK WHITE, JR.
Jackson County Executive

EXECUTIVE ORDER NO. 19-28

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

**FROM: FRANK WHITE, JR.
JACKSON COUNTY EXECUTIVE**

DATE: November 6, 2019

RE: APPOINTMENT OF DIRECTOR OF HUMAN RESOURCES

I hereby appoint Kenneth E. Romine, as Director of Human Resources, to fill the vacancy occasioned by the resignation of Dennis Dumovich, effective December 9, 2019. A copy of Mr. Romine's resume is attached.



Frank White, Jr., County Executive

Date: 11/6/19



Kenneth E. Romine

Lansing, KS
913.775.0558

ken.romine@yahoo.com
www.linkedin.com/in/ken-romine

Chief Operating Officer | Human Resources Business Partner

Motivated, results-oriented executive leader with 22+ years of expertise in HR functions and operations. Responsible for interpreting information related to the organization's operations from internal and external sources. Exceptional skills in implementation of teams and systems to provide business solutions which increase operational efficiencies, delivering bottom-line results through effective design, development, and execution of systems to reduce and save costs.

- Human Resources
- Account Management
- Change Management
- Training & Development
- Financial Forecasting
- Project Management
- Labor Relations
- Customer Support
- Policies & Procedures

Professional Experience

Aegis Premier Solutions, Topeka, KS

2019-Present

Chief Operating Officer

Recruited by the CEO and charged with building infrastructure to help this \$10M+ annual revenue processing solution company remain and thrive in a competitive market. Led and directed all Operations, Strategic Planning, Business Development, IT, Accounting, Human Resources and Conflict Management with 180+ employees and a network of 80+ Clients. Established and maintained operating standards, regulatory compliance and total quality management while maintaining a current level of knowledge industry-related trends and compliance standards to ensure a cohesive structure within the organization.

- Orchestrated the development of Mission Statement & Corporate Values, as well as detailed action plan.
- Refined organizational structure to consolidate, streamline and delineate necessary functions. Achieved fill-in rate of 90% for all leadership roles.
- Built high performance organization and teams by revamping HR structure and aligning decision making with strategic goals, resulting in happy, hardworking employees emotionally vested in success of the organization.
- Oversaw all master contract renewals and ensured contractual obligations were being met by all contracting parties.
- Expertly ran the day to day operations of this complicated multi-disciplinary organization thus reducing labor costs by 38% and increasing revenue by 21%.
- Mentored and developed staff using a supportive and collaborative approach: assigning accountabilities; set objectives, established priorities, and monitor and evaluated results
- Instilled a human capital development and "coaching" culture; upgraded human resources functions including: training, development, compensation and benefits, employee relations, performance evaluation, and recruiting.
- Implemented improved accounting procedures that provides real time data and analytics.

VFW National Headquarters, Kansas City, MO
Director of Operations, Member Services

2017-2019

Responsible for member services and sales for the VFW, providing membership dues processing, emblem and supply sales, and technical support for Online Membership Service. Leads, develops and executes operation strategies that drive and support achievement of company goals and objectives across 53 departments worldwide.

- Selected by the CEO as part of the Executive Leadership Team to implement a long term strategic plan with a vision for the future of technology and operations.
- P&L responsibility for \$15M+ of revenue, increasing ROI, while managing a \$1.1M operating budget.
- Reviewed and evaluated work flow procedures and standards while implementing procedural changes to increase productivity, effectiveness, and member satisfaction.
- Instituted key performance indicators to identify and increase the customer satisfaction rate which is currently averaging a 98.9%.

United States Army, Leavenworth, KS

1997-2017

Chief of Human Resources Services (2013-2017)

Led a team of 30 that was responsible for personnel services for 5,800+ soldiers, managed annual assets of \$2.6M+, and provides retiree support to 45K+ retirees and dependents.

- Spearheaded the development and evaluation of the new collective bargaining agreement, routinely negotiated grievances, conduct, and discipline.
- Routinely conducted research and analysis on a broad range of labor-management relations issues, while maintaining an effective relationship with the local union.
- Consistently maintained 95% or better Interactive Customer Evaluation rating for customer service, while managing a \$1.3M budget with zero errors.

Sr. Human Resources Manager (2010-2013)

Managed HR division team of 40, including customer service, finance, administrative actions, ID Cards, movement orders, promotions and awards, sponsorship, mobilization preparedness, on-boarding, recruiting, and retention for 4700+ personnel.

- Developed a marketing and recruitment strength management policy that reduced turnover within by 46%.
- Identified as having the best of 18 Human Resources offices within the Army.
- Served as a mediator for the division labor relations and EO working groups between the U.S. and Korean employees.

Sr. Operations Manager (2008-2010)

Directly responsible for receiving and conducting on-boarding and subsequent training for 1,200+ personnel per year. Developed cadre and company-level leaders and mentored all transitioning employees.

- Developed and implemented the Army's first smart learning training model which allowed soldiers to focus on multiple tasks.
- Instituted a comprehensive training and evaluation schedule, maximizing work-life balance to reduce "burn out" while accomplishing 100% of the mission.
- Provided fixed asset management for \$3.5M+ of equipment while managing the \$1.8 Million dollar budget with zero losses.

Other Professional Experience

Chief of Operations, Equal Opportunity Leader, United States Army (2007-2008)

Human Resources Generalist, United States Army (1997-2007)

Adjunct Professor, Upper Iowa University, Leavenworth, KS (2013-Present)

Education

- **Park University, Parkville, MO**, MBA, Human Resources Management.
- **Park University, Parkville, MO**, BS, Management and Human Resources.