

GARY M. O'BANNON
P.O. Box 22742
Kansas City, Missouri 64113

WORK EXPERIENCE:

November 2003
to Present

CITY OF KANSAS CITY, MISSOURI
Human Resources Department
414 E. 12th Street
Kansas City, Missouri 64106

DIRECTOR

Plan, direct, and manage a major division or function of the Human Resources Department, such as Employment Services, Employee Development, Classification and Compensation, EEO, Pension and Benefits Administration, Labor & Employee Relations, HRIS and Administration. These areas provide human resource services to City management, employees and departments citywide.

Accomplishments:

- Secured agreement with AFSCME Local 500, the City's largest public employee bargaining unit, to implement a pay-for-performance program for 1800 employees; subsequently drafted and implemented the first pay-for-performance compensation plan for non-exempt employees.
- Established, as a member of the Employee Pension Board, an Emerging Managers Program to administer the Minority Managers Program; allocated 4%, or 28 million dollars in investment capital for this program, enabling the City's pension system to improve performance by building relationships with smaller, younger firms that are predominantly minority and female owned.
- Implemented domestic partner benefit as directed by the Mayor & City Council; authored associated Administrative Regulation that governs this legislation.
- Developed series of technology-based Intranet training initiatives to conduct large scale training opportunities.
- Developed series of wellness-related initiatives designed as preventive health interventions towards the goal of increasing employee awareness and health productivity.
- Internal Wellness Program awarded national recognition in October 2005 by the Institute for Health and Productivity Management, the first public agency to win this annual award.
- Served as a visiting instructor for George Washington University/Public Service School of Excellence in Washington, D.C.; and is a frequent visiting instructor at Kansas University.

June 1998
to November 2003

CITY OF KANSAS CITY, MISSOURI
Human Resources Department
414 E. 12th Street
Kansas City, Missouri 64106

DEPUTY DIRECTOR

Principal Assistant to the Director of Human Resources. Responsible for establishing, implementing, and amending rules, systems and procedures relating to employment in the classified service. Consult and advise the City Council, City Manager and department officials on merit system policy, labor relations, training, compensation, recruitment, and related areas. Act in coordination with other departments on programs of special interest. Serve as a co-team member with others in redefining and reengineering Human Resource functions; not simply as a manager but as a facilitator of change. Served as principal management representative and chief spokesperson in union negotiations with Local 42 of the *International Association of Firefighters* and Local 500 of the *American Federation of State, County, and Municipal Employees*.

Accomplishments:

- Negotiated agreements with both IAFF Local 42 and AFSCME Local 500 public employee bargaining units, which included an agreement from AFSCME to implement a pay-for-performance compensation plan.
- Developed, educated, and implemented new rating system for non-exempt employees; first revision of system in over two decades.
- Developed pocketbook *Supervisory Guides for Performance for Corrective Action and Counseling* as job aids for supervisory and management staff.
- Developed and implemented the City's first comprehensive, professionally delivered supervisor and management training program—*The Human Resources Management Academy*—awarded the 2000 *Best Practice* award from the International Personnel Management Association and the 2001 *Best Practice* award from the American Society of Training & Development.
- Strategic partner in developing a monument recognizing those employees who have died in the line of duty (erected October 2001/Illus W. Davis Park).
- Elected Deferred Compensation Board President; spearheaded significant administrative fee reductions and plan enhancements with both DCP providers in addition to negotiated revenue reimbursements to the plan.
- Received 2002 *National Award of Excellence* in Labor Relations by the National Public Employer Labor Relations Association for career achievements in the field of labor and employee relations.
- Received 2002 *Local Public Administrator of the Year Award*—Greater Kansas City Chapter of ASPA.

February 1995
to June 1998

*Acting May 1994 to
February 1995

CITY OF KANSAS CITY, MISSOURI

Human Resources Department

414 E. 12th Street

Kansas City, Missouri 64106

DIRECTOR OF LABOR & EMPLOYEE RELATIONS

Responsible for city-wide labor relations function for 6,200 employees. Duties include serving as principal management representative in contract negotiations with Local 42 of the *International Association of Firefighters* and Local 500 of the *American Federation of State, County, and Municipal Employees*. Advise and counsel management on all serious disciplinary actions and interpretation and implementation of *Rules and Regulations & Memorandums of*

Understanding with Local 42, I.A.F.F. & Local 500, A.F.S.C.M.E. Conduct all formal hearings on 4th step grievances and *Employee Performance Reports*. Consult with Law Department to respond to lawsuits on Human Resource issues. Present training classes on various aspects of Human Resources and labor relations functions.

Accomplishments:

- Awarded Exceptional Service/Accelerated Step Increases: 1995, 1996 & 1997
- Acting Human Resources Director in absence of Director
- Developed and administered Mayor's Welfare-to-Work Program
- Sixty percent reduction in grievances at the 4th step over the last two years
- Development of an Educational Leave Initiative designed to facilitate cooperatives with area school districts
- Developed and implemented a zero tolerance policy against acts or threats of violence in the workplace
- Developed, coordinated and authored the ordinance creating the first city-wide Award & Recognition Program and Administrative Board
- Chaired committee responsible for revising the Human Resources Rules & Regulations
- Created City-AFSCME Labor-Management Committee to facilitate dialogue and operational efficiencies

November 1990
to February 1995

CITY OF KANSAS CITY, MISSOURI
Parks, Recreation and Boulevards
5605 E. 63rd Street
Kansas City, Missouri 64130

MANAGER OF PERSONNEL SERVICES

Responsible for establishing, implementing, and amending rules systems and procedures relating to personnel administration for approximately 500 full-time employees. Responsible for making the official policy decisions and act in coordination with other departments on programs of special interest. Developed and lead department reorganization project.

Accomplishments:

- Exceptional Service/Accelerated Step Increases: 1990, 1991, 1992, 1993 & 1994
- Voted 100 Most Influential African-Americans, *Kansas City Globe Newspaper* for a Government Agency, 1993
- Established divisional labor-management committees to facilitate dialogue and operational efficiencies
- Successfully coordinated the development and presentation of three annual budgets (27M Operating/8 Capital) to the Board of Parks and Recreation Commissioners, City Manager and City Council
- Designed and implemented internal and external training programs in the area of Human Resources Administration and Safety
- As Chairman of the Safety Review Committee, developed an incentive program that resulted in a 25% reduction in preventable accidents

- Created and Administered the Parks and Recreation Career Enhancement Program, designed to allow lower-level Labor class employees a better opportunity to gain upward mobility through external training initiatives
- Created and Administered the Parks and Recreation Positive Action Initiative, designed to allow minorities and females to break through “glass ceiling”
- Assisted City in negotiating agreement with AFSCME Local 500 Union in 1994

November 1985 to **CITY OF KANSAS CITY, MISSOURI**
 November 1990 Personnel Department
 414 E. 12th Street
 Kansas City, Missouri 64106

HUMAN RESOURCES GENERALIST

The central purpose of this position was to review and screen incoming resumes and make recommendations for acceptance or rejection of potential applicants. One of two employees in the department responsible for handling the entire selections process for the City of Kansas City.

EXTENSIVE TRAINING IN AREAS OF:

- Labor Relations
- Compensation and Classification
- Performance Evaluations

April, 1985 to **ENTERCOM BROADCASTING**
 January 2002 KMBZ/KCMO Radio
 ABC/CBS Radio Network Affiliate
 4935 Belinder Road
 Westwood, Kansas 66205

NEWS ANCHOR/REPORTER

General assignment reporting which includes interviewing, writing and editing. Allowed considerable initiative and judgment which resulted in many self-generated reports. Host of weekly public affairs program, *Directions*.

EDUCATION:

M.A. Human Resources, Webster University. December 1999
 B.A. Communications, University of Missouri-Kansas City. 1985
 Harvard School of Negotiations. Boston, Massachusetts. Graduate 1997
 Michigan State University Program on Negotiations. Graduate 1996

CERTIFICATIONS

IPMA-CP Human Resource Professional
 National Public Employee Labor Relations Certification (formerly CALPELRA)

PROFESSIONAL ACCOMPLISHMENTS

Published: *Managing Our Future: The Generation X Factor—Public Personnel Management* publication, IPMA.

Published: *A Regional Perspective: Overcoming the Government Employment Challenges of the Midwest—Inside the Minds: Emerging Issues in State and Local Government Employment* publication, Aspatore Books.

PROFESSIONAL AFFILIATIONS:

International Personnel Management Association
National Public Employer Labor Relations Association
Society for Human Resource Management Association
National Forum of Black Public Administrators
Civic Council/Kansas City Tomorrow Alumni

BOARD AFFILIATIONS

Jackson County Extension Service 1999-2004
Crittenton Board of Directors 2003-2006
State Personnel Appeals Board 2009-present