

APPLICATION FOR APPOINTMENT TO BOARD or COMMISSION



Name: Dickenson Edward "Dale" Date: 3/16/2024
Last First Middle

Home Address: [REDACTED]

City/State/Zip: King City, Oregon 97224

Is this address within the City? Yes I've lived in King City since: [REDACTED]

Telephone No.: See cell [REDACTED] [REDACTED]
Home Work Cell/Mobile

E-Mail Address: [REDACTED]

Are you a registered Voter in the State of Oregon? Yes

Present Occupation: Director of HR & Business Administration

Which Committee(s) would you like to be appointed to?

*Dates of meetings are listed at the end of this application.
Please make sure those dates work with your schedule before you apply.*

- ☒ City Council*
- ☐ Budget Committee
- ☐ Planning Commission
- ☐ Other

Employment, professional, and volunteer background:

EMPLOYMENT

Currently Director of HR and Business Administration, GRI. Tigard, OR.
Please see resume for other previous private sector employment and military service.

VOLUNTEER SERVICE

Wish Granter, Make-A-Wish Foundation.
Advisory Board Member & Classroom Instructor, New Avenues for Youth.
Executive Board Member, Oregon Workforce Investment Board.
Industry Advisory Board Member, Cal Poly San Luis Obispo, Agribusiness Department.

Previous City appointments, offices or activities:

No previous City appointments or positions.

As additional background for the Mayor and City Council, please answer the following questions. Feel free to add additional pages.

1. What experience/training/qualifications do you have for this particular board or commission? You may attach a resume.

Please see resume and LinkedIn profile.

2. What specific contribution do you hope to make?

I hope to help "fill the gap" that the recall made, and fill a council position providing stability to the council so it can effectively move forward.

3. What community topics concern you that relate to this board or commission? Why do you want to become a member?

Community topics that are of interest to me include citizen safety, traffic congestion, and polarizing lawn signs. Fisher Road is a big problem needing attention.

4. Describe your involvement in relevant community groups and activities. (Lack of previous involvement will not disqualify you from consideration.)

Served on a homeowners association 20 years ago. Mostly just say "hello" to my neighbors and stay alert to neighborhood safety.

Signature: _____

Date: 3/16/2024

Meeting dates (all meeting dates are subject to change or additions)

- City Council* - meets the First and Third Wednesday of the month
- Budget Committee – meets in April-May to consider City budget for new fiscal year
- Planning Commission – Fourth Wednesday of the month

Please be advised members of the City Council, the Planning Commission are required to file an annual **Statement Of Economic Interest** with the State of Oregon. A sample reporting form is available from the City Records Office at 15300 SW 116th Ave, King City, OR 97224 indicating the type of information you will be required to disclose if you are appointed.

For office use only:

Date Received: 3/19/2024

Date Considered:

Action by Council:

Term Expires:

Please return this form to:

City Recorder
15300 SW 116th Ave
King City, OR 97224
503-639-4082
503-639-3771(FAX)
rsmith@ci.king-city.or.us

*The Council members are elected at large by City voters and serve four-year terms. The process to select a candidate for the vacancy will be initiated at the time a vacancy exists in accordance with the King City Charter, Chapter IV, Section 17(1) and (2).

DALE DICKENSON, M.Ed.

Portland, OR 97224

PROFESSIONAL SUMMARY

Strategic, operationally driven **SENIOR HUMAN RESOURCES LEADER** with 20+ years of experience navigating people management initiatives across global arenas and industries. Reputation for thinking outside of the box and seeing beyond previously established barriers to develop and implement effective solutions for complex issues. Proven team leader who hires and develops capable and motivated subject matter experts – ensuring the support and resources needed to meet all organizational objectives.

AREAS OF EXPERTISE | EDUCATION | COMMUNITY SERVICE

Strategic | Operational Leadership
Performance Management
Team Building | Servant Leader
Mergers & Acquisitions (M&A)
Int. | Ext. Communication

Problem Solver | “Can-do”
Sourcing | Talent Acquisition
Confidential Investigations
Global | Multi-Site | Multi-State
Safety | Regulatory Compliance

Benefits Administration | Brokers
Employee Relations (ER)
Learning & Development
HR | Business Administration
Policies | Procedures | Guidelines

EDUCATION | HR DESIGNATIONS - Master of Education (Student Services Administration), Oregon State University, Corvallis, OR; Double Bachelorette, BS/BA, Political Science & Communication (Cum Laude), Southern Oregon University, Ashland, OR; SPHR/PHR, HR Certification Institute; and Mental Health First Aide through National Council for Behavioral Health.

COMMUNITY SERVICE - Wish Granter, *Make-A-Wish Foundation*; Advisory Board Member & Classroom Instructor, *New Avenues for Youth*; Executive Board Member (Two Gubernatorial Appointments), *Oregon Workforce Investment Board*; and Industry Advisory Board Member, *Cal Poly San Luis Obispo, Agribusiness Department*.

PROFESSIONAL EXPERIENCE

DIRECTOR OF HUMAN RESOURCES & ADMINISTRATION, SLR INTERNATIONAL CORP., Portland, OR (2012 to 2022) - *Global leaders in environmental and advisory solutions: helping clients achieve their sustainability goals.*

Effective Human Resources and Business Administration leadership of 41 locations across 30 states. Lead and developed a highly functional team of HR professionals, including 1 HR Manager, 2 HR Advisors, 1 Organizational Development (OD) Manager, and 3 Recruiters. **Highlights include, but not limited to:**

- ✓ Company's First Senior HR Leader for United States, built the HR Department, implemented policies and SOP and, in collaboration with Operations leadership, supported the EE growth of organization from 100 to 450 headcount.
- ✓ Promoted from HR Manager to Director (2012 to 2014).
- ✓ Conducted due diligence and successful integration efforts for several M&A, including:
 1. *Strategic Engineering Services*, Irvine and Oakland, CA - 30 EE
 2. *HFP Acoustical*, Houston, TX - 25 EE
 3. *E.Vironment*, Tomball, TX - 10 EE
 4. *Milone and MacBroom*, Cheshire, CT, New Haven, CT, Glastonbury, CT, Portland, ME, Springfield, MA, Bedford, NH, New Paltz, NY, and Waterbury, VT - 140 EE
 5. *Corporate Citizenship*, San Francisco, CA/New York, NY - 20 EE
- ✓ Created a comprehensive “*Career Framework*” L&D program detailing pathways to employee career advancement, in support of staff development, increased retention, and ongoing succession planning.
- ✓ Oversaw and managed all HR Operations activities to include full-cycle recruitment, employee onboarding, HR data management, employee relations, benefits administration, performance management, and compliance.
- ✓ Managed professional licensing and registration requirements with state professional boards, secretaries of state, etc.
- ✓ Primary point-of-contact with all brokers, carriers, and third-party vendors establishing value added relationships.

DIVISION HUMAN RESOURCES MANAGER, WILBUR-ELLIS COMPANY, Portland, OR (2008 to 2011) - *Wilbur-Ellis is one of the largest family-owned companies in the world. Applying our knowledge and expertise, we have grown into a \$3 billion business by focusing on the essentials people need to thrive. A Forbes listed Top 250 Private Companies in the United States.*

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PROFESSIONAL EXPERIENCE (continued)

First Senior HR Leader for the *Feed Division* of Wilbur-Ellis, supporting 250+ headcount and 18 multi-state locations throughout the United States and 4 locations across Canada. Focused on leadership development, employee relations, conducting investigations, and ensured consistent policy approach across the organization. Collaborated and coordinated HR initiatives with each location operational leader and parent company headquarters out of San Francisco, CA.

Highlights include, but not limited to:

- ✓ Led entity wide buildout and implementation of Taleo Performance Management software, aligning with operational goals.
- ✓ Created an on-boarding program for operational new hires, clearly outlining progression and step criteria, resulting in accelerating knowledge attainment leading to earlier performance.

THE GREENBRIER COMPANIES, Lake Oswego, OR (2005 to 2008) - *The Greenbrier Companies can trace its roots to a 1919 steel fabricator company in Portland, OR. Since then, we've evolved to become a global leader in transportation manufacturing and freight services. A Fortune 100 Fastest Growing Company.*

CORPORATE DIRECTOR OF HUMAN RESOURCES (2007 to 2008) - Led all HR initiatives (i.e. employee relations, performance management, policy development, program implementation), in collaboration with VP of Administration (i.e. payroll, WC, benefits) for this global organization (U.S., Canada, Mexico, Poland) with 2,000+ EE.

Highlights include, but not limited to:

- ✓ In collaboration with operational leadership, established corporate consistency.
- ✓ Managed company's overall response to a nationally reported catastrophic accident of a Texas employee, coordinating communications, aligning employee support efforts, while ensuring risk mitigation.
- ✓ Worked with leadership to harmonize compensation/benefits variances that existed within the international group.

HUMAN RESOURCES DIRECTOR | GRS (2005 to 2007) - Reporting into VP of Operations, hired as newly created role of HR Director for business unit. Led HR initiatives for 500 EE and 16 multi-state locations across the Midwest, Southwest & PNW. Led and directed a matrix reporting team, including HR & Payroll Manager, and HR Supervisor.

TRUGREEN LANDCARE/CHEMLAWN: SERVICEMASTER, PNW | Los Angeles, CA (1998 to 2004)

REGION HUMAN RESOURCES MANAGER, Los Angeles, CA (2000 to 2004) - First Senior HR leader for the Southern California Region, supporting 14 locations and 1300+ EE in Orange and Los Angeles counties. Collaborated with Corporate HR and Branch Administrators to implement HR initiatives and conduct employee relations. Provided leadership, trainings, and communications to help forge a common culture from several acquisitions that formed the Southern California region.

SR. HUMAN RESOURCES MANAGER, Portland, OR | Seattle, WA (1998 to 2000) - Reporting into Region Operations Executive, first HR Leader (People Services Manager) supporting 9 locations and 650+ EE within the PNW Region. Conducted numerous confidential investigations, to include claims of sexual harassment, hostile work environment, acts of violence, and safety violations.

TRAINING & STAFFING MANAGER, Portland, OR (1998) - Sourcing, recruiting, staff onboarding and training for 4 locations (Gresham, Hillsboro, Tigard, and Virtual location) and 300 EE.

NON-COMMISSIONED OFFICER, UNITED STATES MARINE CORPS, Pearl Harbor, HI and Camp Pendleton, CA (1986 – 1992) - Awarded the National Defense Service Medal, Letters of Merit, Honorable Discharge.

PROFESSIONAL DEVELOPMENT

Emerging Perspectives in Human Resources, Certificate, *The Wharton School of Business*; Sustaining a Culture of Excellence, Certificate, *The Disney Institute*; Workplace Conflict Management, Certificate, *Portland State University*; Human Resource Management, Certificate, *California State University - Long Beach*; Safety Management, Certificate, *Oregon Occupational Safety and Health Division*; and Training Facilitator, Certificate, *Development Dimensions International*.

Contact

Dale Dickenson

Human Resources & Business Administration Leader

Portland, Oregon, United States

Top Skills

Global Multi-Site | Multi-State

Strategic Human Resources
Leadership

Leadership Development

Certifications

Senior Professional in Human
Resources (SPHR)

Mental Health First Aid, USA

Professional in Human Resources
(PHR)

Summary

Strategic, operationally driven Human Resources and Administration Leader with 20+ years of experience navigating people management initiatives across global arenas and industries. Reputation for thinking outside of the box and seeing beyond previously established barriers to develop and implement effective solutions for complex issues.

Experience

GRI

Director of HR & Business Administration

March 2023 - Present (1 year 1 month)

Portland, Oregon Metropolitan Area

Established in 1984, GRI continues to provide the Pacific Northwest full-service geotechnical, geologic, and pavement engineering solutions for challenging projects.

SLR Consulting

Director of HR & Business Administration

April 2012 - August 2022 (10 years 5 months)

Portland, Oregon Metropolitan Area

Human Resources and Business Administration leadership for 41 locations across 30 states. Led and developed a highly functional team of HR / Admin professionals. Company's First Senior HR Leader for United States. Supported EE growth from 100 to 450+ headcount.

Wilbur-Ellis

Division HR Manager

2008 - 2011 (3 years)

Portland, Oregon Metropolitan Area

First Senior HR Leader for the Feed Division of Wilbur-Ellis, supporting 250+ headcount and 18 multi-state locations throughout the United States and 4 locations across Canada. Focused on leadership development, employee

relations, conducting investigations, and ensured consistent policy approach across the organization.

The Greenbrier Companies

3 years

Corporate Director HR

2007 - 2008 (1 year)

Portland, Oregon Metropolitan Area

A Fortune 100 Fastest Growing Company. Led all HR initiatives (i.e. employee relations, performance management, policy development, program implementation) for this global organization (U.S., Canada, Mexico) with 2,000+ EE.

Human Resources Director | GRS

2005 - 2007 (2 years)

Portland, Oregon Metropolitan Area

Reporting to the VP of OPS, hired into newly created role of HR Director for business unit. Led HR initiatives for 500 EE and 16 multi-state locations across the Midwest, Southwest & PNW.

TruGreen

6 years

Regional HR Manager

2000 - 2004 (4 years)

Los Angeles Metropolitan Area

A Fortune 500 Company. First Senior HR leader for the Southern California Region, supporting 14 locations and 1300+ EE in Orange and Los Angeles counties. Provided leadership, trainings, and communications to help forge a common culture from several acquisitions that formed the region.

Senior Human Resources Manager

1998 - 2000 (2 years)

Portland, OR | Seattle, WA

Reporting into Region Operations Executive, first HR Leader (People Services Manager) supporting 9 locations and 650+ EE within the PNW Region.

Training & Staffing Manager

1998 - 1998 (less than a year)

Portland, Oregon Metropolitan Area

Sourcing, recruiting, onboarding and training for 4 locations (Gresham, Hillsboro, Tigard, and Virtual location) and 300 EE.

United States Marine Corps
Non-Commissioned Officer, Cpl.
1986 - 1992 (6 years)
Pearl Harbor, Hawaii

6 years active duty Marine. Excelled in Leadership roles. Awarded The National Defense Service Medal, various Letters of Distinction, and Honorable Discharge.

Education

Oregon State University
Master of Education (M.Ed.) · (1996 - 1998)

Southern Oregon University
BS, Political Science · (1992 - 1996)

Southern Oregon University
BA, Communication · (1992 - 1996)

University of Pennsylvania - The Wharton School
Certificate, Strategic Human Resources

California State University-Long Beach
Certificate, Human Resource Management