



DEPUTY HUMAN RESOURCES OFFICER- OPERATIONS

Human Resources Department
Overland Park, Kansas

Annual Salary:
\$122,438.99 – \$177,536.69 DOE/DOQ

OVERLAND PARK

Are you a strategic and operationally strong human resources leader who can manage complex HR functions while driving innovation and compliance? **If so, apply to be the City of Overland Park's next Deputy Human Resources Officer – Operations!**

We're looking for an exceptional, collaborative leader who is:

- Experienced in managing core HR functions including payroll, benefits, and HRIS
- Skilled in policy development, compliance, and organizational strategy
- A confident communicator who can partner across departments

Join a high-performing organization committed to excellence – read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Overland Park is a vibrant and thriving community located in Johnson County, Kansas, and is the second-largest city in the state. Known as a major economic engine in the region, the city combines strong business growth with a high quality of life. With more than 80 parks and green spaces, excellent schools, and a reputation for safety and affordability, Overland Park is consistently ranked among the best places to live in the United States.

Located in the Kansas City metropolitan area, residents enjoy easy access to major highways, cultural attractions, and professional sports. The city features a blend of modern amenities and community charm, with a strong emphasis on family-friendly living, outdoor recreation, and economic opportunity.

Video



POPULATION
197,246



MEDIAN HOUSEHOLD INCOME
\$104,834



MEDIAN HOME VALUE
\$413,600

AVERAGE MONTHLY RENT:
\$1,515



GOVERNANCE AND ORGANIZATION

Overland Park operates under a mayor-council-city manager form of government. The Mayor is elected at large and serves a four-year term, while the City Council consists of 12 members representing six wards with staggered four-year terms.

The City provides a full range of municipal services including:

- Public Safety
- Parks and Recreation
- Public Works
- Planning and Development Services



THE JOB

The Human Resources Department provides comprehensive HR services including compensation, benefits, employee relations, training, payroll, and HRIS management.

Reporting to the Chief Human Resources Officer, the Deputy Human Resources Officer – Operations will:

- Oversee payroll, benefits, and HRIS operations
- Lead compensation and performance management programs
- Ensure compliance with federal, state, and local regulations
- Support policy development and organizational initiatives
- Partner with departments to address workforce needs

[Full Job Description](#)



DIVISIONS WITHIN THE DEPARTMENT:

- HUMAN RESOURCES ADMINISTRATION
- BENEFITS AND COMPENSATION
- PAYROLL AND HRIS



EMPLOYEES

18



DEPT. BUDGET

\$4

MILLION

KEY PROJECTS FOR 2026

- IMPLEMENTATION OF A NEW HUMAN RESOURCES INFORMATION SYSTEM (HRIS)
- STRENGTHENING HR OPERATIONS ACROSS PAYROLL, BENEFITS, AND EMPLOYEE RELATIONS
- ENHANCING ORGANIZATIONAL EFFICIENCY AND COMPLIANCE PRACTICES



IDEAL CANDIDATE

The ideal candidate is a knowledgeable and confident human resources leader with strong operational expertise and a collaborative mindset. This individual will bring proven experience managing core HR functions such as payroll, benefits, compensation, and employee relations. They will be an excellent communicator who can effectively engage with leadership, staff, and stakeholders across the organization.

The successful candidate will demonstrate strong leadership skills, sound judgment, and the ability to be assertive when needed. They will possess a deep understanding of HR laws and policies, along with the ability to implement innovative solutions. A commitment to teamwork, professionalism, and continuous improvement is essential.

EXPERIENCE AND QUALIFICATIONS

REQUIRED

- Bachelor's degree in Human Resources, Business, or related field
- 8–10 years of progressively responsible HR experience
- Professional certification (CEBS, SHRM-CP/SCP, PHR/SPHR)

PREFERRED

- Master's degree in HR, Business, or related field
- Experience in local government HR
- Specialized expertise in employment law, compensation, or benefits



SALARY AND BENEFITS

Compensation: \$122,438.99 – \$177,536.69 DOE/DOQ

Health Benefits: Comprehensive medical, dental, and vision coverage

Paid Leave: Vacation, sick leave, and holidays (per City policy)

Retirement: Kansas Public Employees Retirement System (KPERs) with additional retirement options

Additional Perks:

- Relocation assistance available
- Wellness programs and employee support services
- Professional development opportunities

Benefits



HOW TO APPLY

Apply Here



For more information, contact:

Marsha Reed, Senior Vice President

MarshaReed@GovernmentResource.com | 806-789-9641

OVERLAND PARK

The City of Overland Park is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.