

# DEMICHE R. SEWELL

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## PROFILE SUMMARY

A distinguished professional with over 10 years of diverse experience in management, policy administration, project management (Certified PM-LPC), mergers and acquisition, health and safety, investigations, warehouse operations, logistics, inventory, union negotiations, conflict management, employee relations, grievance resolution, contract negotiation, law enforcement, crisis intervention, auditing, compensation, training, and subordinate development. Working knowledge of Federal and State laws, FMLA, FEMA, EEOC, SOP, and OSHA. Certified Lean Six Sigma Green Belt, and proficient in Microsoft Office Suite.

## EXPERIENCE

### **Humana Incorporated- Louisville, Kentucky**

**2021- Present**

#### *HR Business Partner/Project Manager*

- HR policy creation and implementation in alignment with organizational/industry best practices.
- Strategically drive and establish initiatives for organizational goals/KPI's.
- Build relationships with internal and external stakeholders for operational effectiveness.
- Collaborate with Humana's Executive staff to deliver critical correspondence which affects business needs.
- Organize and conduct interviews for open positions within the HR business area.
- Conduct associate (employee) relations investigations at the direction of Humana's Executive Staff.
- Serve as the Project Manager for HR (policy & procedures) for various mergers and acquisitions of Humana.
- Continuous improvement of current business practices, policies, processes, and platforms.
- Ensure Department of Transportation compliance requirements (DOT Regulations).
- Assist in managing a Fleet & Business Driver population of over 8,000.
- Complete highly sensitive projects with multi-million dollar budgetary impacts.

### **Jefferson County Public Schools - Louisville, Kentucky**

**2020 – 2021**

#### *Teacher*

- Case manager for special education students with emotional behavior disorder and medical concerns.
- Supervise educational assistant.
- Plan, organize, and deliver academic programs based on approved Kentucky Department of Education curriculum.
- Monitor, evaluate, and communicate progress reports for individualize educational student plans.
- Enforce Jefferson County School Board policies, procedures, rules, and regulations.
- Secure and maintain school property and learning materials.

### **Bellarmine University - Louisville, Kentucky**

**2019 – 2021**

#### *Adjunct Professor*

- Teach Kentucky Revised Statutes (State Law) and criminal justice and practices as it relates to 21<sup>st</sup> century policing theories.
- Instruct college students on liability, litigation, policy, and procedures of local law enforcement agencies.
- Evaluate students understanding of the course materials and objectives while promoting leadership development.

### **Louisville Metro Government – Louisville, KY**

**2010 - 2020**

#### *Professional Standards Investigations Supervisor (2018 - 2020)*

- Responsible for policy administration, practices, compliance, investigations, complaints, official misconduct, contractual violations, Title IX offenses, and policy violations committed by members of the Louisville Metro Police Department (LMPD).
- Ensured the LMPD organization of 1,200 officers met compliance expectations.
- Led investigations with high objectivity, impartiality, fairness, and non- bias practices.
- Interpreted, implemented, updated, and maintained the continuous improvement process for LMPD Standard Operating Policies (SOP).
- Reviewed, maintained, and documented sensitive information subject to open records requests and investigations.
- Administered, transcribed, and recorded interviews and/or interrogations.
- Upheld strict confidentiality pertaining to investigations and sensitive information.
- Managed and allocated annual fiscal budgets of more than \$100,000.

**United Parcel Service/ Spherion -Louisville, Kentucky****2006-2010***Shipping and Receiving Specialist/Forklift Operator*

- Completed client orders for UPS/UPS Air Cargo various suppliers and unloaded orders for storage.
- Conducted regular inventory checks to ensure compliance.
- Analyzed merchandise for quality assurance for inbound and outbound orders.
- Utilization of UPS SCS system for scanning and tracking orders.
- Managed E-Commerce ticket orders for inbound and outbound operations.
- Maintained UPS ULD containers and inspected the ULD containers for hazards.
- Operated forklift to load and unload packages or materials from inbound UPS cargo.

**EDUCATION****MASTER OF BUSINESS ADMINISTRATION**

Indiana Wesleyan University- Marion, Indiana

**BACHOLERS OF SCIENCE- JUSTICE ADMINISTRATION**

University of Louisville- Louisville, Kentucky

**ASSOCIATE OF ARTS- HUMANITIES**

Jefferson County Community College – Louisville, Kentucky

**PROFESSIONAL AFFILIATIONS**

Board Member Legal Aid Society- Housing Division

Commonwealth of Kentucky Notary Public