

**MINUTES**  
**LANCASTER COUNTY BOARD OF COMMISSIONERS**  
**DIRECTOR OF COMMUNITY CORRECTIONS INTERVIEWS**  
**FRIDAY, MARCH 10, 2023 AT 8:30 A.M.**  
**605 S. 10<sup>TH</sup> STREET**  
**ROOM 137A**

Commissioners Present: Christa Yoakum, Chair; Sean Flowerday, Vice Chair; Roma Amundson, Matt Schulte and Rick Vest

Others Present: Laura Leppky, Lincoln-Lancaster County Human Resources Talent Acquisition Division Leader; David Derbin, Chief Administrative Officer; Kristy Bauer, Deputy Chief Administrative Officer; Courtney Lyons, Deputy County Clerk; and Leslie Brestel, County Clerk's Office

*Advanced public notice of the meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, website and emailed to the media on March 8, 2023. Notice was also published in the Lincoln Journal Star print and digital editions on March 6, 2023.*

The Chair noted the location of the Open Meetings Act and opened the meeting at 8:35 a.m.

**AGENDA ITEM**

**1. DIRECTOR OF COMMUNITY CORRECTIONS INTERVIEWS**

The questions were assigned as follows:

Commissioner Yoakum:

- Please tell us about yourself and what attracted you to this position.
- Give us an example of a difficult problem you worked on and walk us through your decision-making process.
- Tell us about a time you started a project or program from scratch.

Commissioner Flowerday:

- Tell us about a situation when you used your connections to shape an initiative.
- Tell us about a time when you had to suspend or cease a project or program that wasn't meeting expectations or milestones.
- Tell us about the most difficult stakeholder you have had to collaborate with.

Commissioner Amundson:

- When you were in a leadership position, tell us how you organized the workload, set objectives, and checked in with your team.
- Explain your philosophy on the role that alternatives to incarceration like diversion programs and problem-solving courts play in the criminal justice system.
- If you were chosen for this position, what would be the three main areas that you would focus on during the first 6 months?

Commissioner Vest:

- Describe how you would draw on your prior experience to use data to evaluate the success of current programs in the Community Corrections Department?
- Tell us about a time when you participated in a failed attempt to innovate.

Commissioner Schulte:

- Tell us about a time when you had to communicate the same information to different audiences and had to vary your communication style for each.
- Tell us about a time you worked with multiple groups or people who had different ways of operating.
- Is behavior change possible and is Community Corrections a good way to make that happen?

Nicole Allison's interview commenced at 8:36 a.m.

In addition to the interview questions previously listed, the Board asked the following questions of Allison:

- Vest - If a program is expending a large amount of resources for a small return, how would you evaluate that program?
- Schulte - Are you willing to relocate to Lincoln for this position?
- Vest - This department is seen as a leader in the field; could you accept some things are at a status quo?

The panel fielded questions from the candidate.

Vest exited the meeting at 9:24 a.m. and returned at 9:26 a.m.

Michael Fletcher's interview commenced at 9:30 a.m.

In addition to the interview questions previously listed, the Board asked the following questions of Fletcher:

- Schulte - Is there anything that would prevent you from being in this community to help fulfill this role?
- Yoakum - What is your grant writing experience?

The panel fielded questions from the candidate.

Flowerday exited the meeting at 10:41 a.m. and returned at 10:43 a.m.

**MOTION:** Vest moved and Flowerday seconded the meeting be recessed at 10:45 a.m. Amundson, Vest, Schulte, Flowerday and Yoakum voted yes. Motion carried 5-0.

The meeting reconvened at 12:30 p.m.

Darci Poland's interview commenced at 12:40 p.m.

In addition to the interview questions previously listed, the Board asked the following questions of Poland:

- Schulte - Is there anything to prevent you from being in the community seven days a week?
- Vest - How will it work to get to know everyone involved if you are commuting?
- Vest - What did you learn from your time touring the department?

The panel fielded questions from the candidate.

The Board discussed candidates.

Landon Parks' interview commenced at 1:51 p.m.

In addition to the interview questions previously listed, the Board asked the following questions of Parks:

- Yoakum - What experience do you have with grant writing?
- Flowerday - Are there any barriers that would prevent you from being present in the community?
- Yoakum - If you were to get the position, what would you need from commissioners for success?

The panel fielded questions from the candidate.

Commissioners discussed the candidates.

Schulte exited at 2:55 p.m. and returned at 3:00 p.m.

Amundson exited at 2:55 p.m. and returned at 3:00 p.m.

Vest exited at 3:01 p.m. and returned at 3:09 p.m.

Flowerday exited the meeting at 3:03 p.m. and returned at 3:07 p.m.

Bobby Bonner's interview commenced at 3:10 p.m.

In addition to the interview questions previously listed, the Board asked the following questions of Bonner:

- Yoakum asked - What attracted you to the position?
- Schulte asked - Are there any barriers to getting to know people in Lincoln and taking part in the work in Lincoln?
- Yoakum - What experience do you have with grant writing?

The panel fielded questions from the candidate.

Commissioners began discussing candidates at 4:30.

Leppky gave the Board an overview of the process for candidate reference checks.

Flowerday requested that HR complete reference checks before the Tuesday meeting so the Board can make a final decision.

Derbin discussed the candidates and the hiring process with the Board.

## 2. ADJOURNMENT

**MOTION:** Vest moved and Flowerday seconded to adjourn at 4:42 p.m. Flowerday, Vest, Amundson, Schulte and Yoakum voted yes. Motion carried 5-0.



Matt Hansen  
Lancaster County Clerk

