

MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
DIRECTOR OF COMMUNITY CORRECTIONS INTERVIEWS
WEDNESDAY, JUNE 21, 2023
555 SOUTH 10TH STREET
ROOM 113
8:30 A.M.

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; Pat Condon, County Attorney; Matthew Mellor, District Court Judge; and Courtney Lyons, Deputy County Clerk

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 June 16, 2023. Notice was also published in the Lincoln Journal Star print and digital editions on June 19, 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 following questions were asked of each candidate:

- (Yoakum) Please tell us about yourself and what attracted you to this position.
- (Flowerday) Collaboration between several agencies is key. Tell me how you work to bring collaborators together, remove barriers, and build consensus.
- (Amundson) Give me an example of how you divided up elements of a project or assignment for others to work on.
- (Vest) What have you done to become familiar with Lancaster County Community Corrections? Explain the key indicators that you would use to evaluate current programs in the Community Corrections Department.
- (Schulte) Describe a time you had to make a quick decision and gather a lot of information in a short time frame.
- (Yoakum) Tell me about a time you took action in response to a program that wasn't meeting your expectations or milestones.
- (Flowerday) Explain your philosophy on the role that diversion programs and problem-solving courts play in the lives of the clients and in the criminal justice system a whole.
 - Follow up: What role do you see Community Corrections having in release planning and community reintegration?
- (Amundson) Describe your most creative contribution to an organization.
- (Vest) Tell me about a time you built and followed a budget when creating a new program.
- (Schulte) Describe a time when you could have worked with external stakeholders better.

- (Flowerday) If you were chosen for this position, what do you plan to achieve in your first three months?
- (Yoakum) Are there any other questions from my colleagues?
- (Yoakum) Do you have any questions for us?

Jeff Kilpatrick's interview started at 8:32 a.m.

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

- Tell us a little bit about the success you have had in attaining grants.
- Tell us about a specific person who comes to mind where you've been able to see a life change.
- What are some things you've learned about your leadership style throughout your career?
- How is managing staff different than managing military?
- What would you say is your professional passion and how did you develop that?
- If we were to talk to your references, what would be some of your shortcomings or weaknesses?

The Board fielded questions from Kilpatrick.

Amundson presented Kilpatrick with a military coin.

Kilpatrick's interview ended at 9:14 a.m. and the Board recessed at 9:16 a.m.

The Board reconvened at 10:00 a.m. and began the interview for Landon Parks.

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

- What grant experience have you had and what success have you had in attaining grants?
- What are some things you've learned about yourself through leadership opportunities?
- What would your references say are weaknesses that you have?
- What is your professional passion and what led to that?
- What steps would you take to be independent from Kim Etherton?
- Do you see yourself working successfully with jail staff?
- Have you met with other organizations to develop different ideas to build upon the current nationally recognized program in Lancaster?
- What skills have you developed in the last three months?

The Board fielded questions from Parks.

Parks's interview ended at 11:06 a.m. and the Board recessed.

The Board reconvened at 12:35 p.m. and began the interview for Amber Pace.

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

- What are some of the lessons you've learned about your leadership?
- What would you say is your professional passion and how did that develop in you?

- Do you see any challenges to transitioning from Probation to Community Corrections?
- What is your experience working with the Legislature?

Amundson presented Pace with a military coin.

Pace's interview ended at 1:31 and the Board recessed.

The Board reconvened at 2:02 and began the interview for Lori Mimick.

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

- What is your grant writing experience?
- What experience do you have working with the Legislature?
- What are some of the things you've learned about yourself and your leadership over the years?
- What is your professional passion and how has that developed?

The Board fielded questions from Mimick.

Mimick's interview ended at 2:34 p.m.

The Board, Derbin and Leppky discussed methods to collect feedback from County staff on the candidates. Leppky reported on the meet and greet meetings that took place the previous day. Yoakum asked Leppky to collect feedback from County staff. The Board noted the strength of the candidates. Schulte asked about the effectiveness of the search firms hired and Leppky answered.

Leppky provided more details on the search process and the entire candidate field.

The Board agreed to wait to make a decision until additional feedback was collected from County staff.

2. ADJOURNMENT

MOTION: Flowerday moved and Vest seconded adjourning at 2:44 p.m. Vest, Amundson, Schulte, Flowerday and Yoakum voted yes. Motion carried 5-0.



Matt Hansen
Lancaster County Clerk

