

**MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
DEPUTY CHIEF ADMINISTRATIVE OFFICER INTERVIEWS  
COUNTY-CITY BUILDING, ROOM 113  
TUESDAY, AUGUST 17, 2021  
3:00 P.M.**

**COMMISSIONERS: Rick Vest, Chair; Deb Schorr, Vice Chair;  
Roma Amundson, Sean Flowerday; and Christa Yoakum**

**Commissioners present: Rick Vest, Chair; Deb Schorr, Vice Chair; Roma Amundson, Sean Flowerday and Christa Yoakum**

**Others present: David Derbin, Chief Administrative Officer; and Leslie Brestel, County Clerk's Office**

***Advance public notice of the Board of Commissioners meeting was posted on the County-City Building bulletin board, the Lancaster County, Nebraska, web site, emailed to the media to the media on August 13, 2021, and published in the Lincoln Journal Star print edition and website on August 13, 2021.***

**A copy of the Open Meetings Act was posted in the conference room. The Chair opened the meeting at 3:00 p.m.**

**AGENDA ITEM**

**1. DEPTUY CHIEF ADMINISTRATIVE OFFICER INTERVIEWS**

Chad Thies, Zelle Human Resources Solutions President, was available for the interviews.

Thies discussed the candidate assessments.

The questions were assigned as follows:

Commissioner Amundson:

- "Provide details to us on a time where you led a strategic planning session or a SWOT analysis."
- "What value do you put on relationships? How do you develop trust?"
- "Tell me when you set difficult goals and how did you achieve them?"

Commissioner Schorr:

- "What is the most challenging personnel issue you've had to deal with and how did you handle it?"
- "What steps would you take to be sure the employees of Lancaster County and its residents know who you are?"
- "What experience have you had creating buy-in? How would you go about creating buy-in amongst the Board, the Chief Administrative Officer and the people you will serve?"
- "What type of management style brings out the best in you?"
- "What's the last thing you do when you leave work?"

Commissioner Flowerday:

- "When managing people, do you focus more on trying to help maximize their strengths or coach to their weaknesses?"
- "How do you analyze and work-through complex problems?"
- "As you read the Deputy CAO job description, tell us one thing you specifically liked about this opportunity. Tell us one thing you were apprehensive about."
- "Is it easy for you to manage a lot of things at one time?"

Commissioner Vest:

- "How do you deal with conflict?"
- "Explain to us how you accomplish a goal."
- "What important factors do you consider when building a strategic plan?"

Commissioner Yoakum:

- "In considering your leadership style, do you find it most effective to have one style and approach that you apply to each person? Or do you adjust your approach based on the individual?"
- "What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment and how would you see yourself demonstrating that in the Deputy Chief Administrative Officer role?"
- "Would you bend the truth to make a decision go in your favor?"

J. Mark Rooney's interview commenced at 3:15 p.m.

The panel fielded questions from the candidate.

Vest exited the meeting at 4:25 p.m. and returned at 4:28 p.m.

Kristy Bauer's interview commenced at 4:31 p.m.

In addition to the interview questions previously listed, the Board asked the following questions of Ms. Bauer:

- "Would not being a practicing attorney cause you concern or stress?"
- "What other places in the County do you see practices we should be doing?"
- "Discuss the strengths of previous Deputy Chief Administrative Officers and how your strengths could add to those."

The panel fielded questions from the candidate.

Amundson exited the meeting at 5:37 p.m. and returned at 5:40 p.m.

The Board reviewed strengths and concerns of each candidate.

**MOTION:** Amundson moved to hire Kristy Bauer.

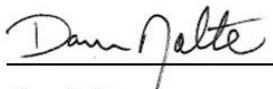
Amundson restated her motion to include authorizing Zelle and Derbin to extend the Deputy Chief Administrative Officer position to Kristy Bauer and begin negotiations.

Yoakum seconded the motion.

**ROLL CALL:** Flowerday, Yoakum, Schorr, Amundson and Vest voted yes. Motion carried 5-0.

## 2. ADJOURNMENT

**MOTION:** Schorr moved and Amundson seconded to adjourn the meeting at 5:58 p.m. Yoakum, Schorr, Amundson, Flowerday and Vest voted yes. Motion carried 5-0.



Dan Nolte  
Lancaster County Clerk

