

**MEETING MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
YOUTH SERVICES CENTER DIRECTOR INTERVIEWS  
MONDAY, OCTOBER 2, 2023, AT 8:00 AM  
COUNTY-CITY BUILDING  
ROOM 113 – BILL LUXFORD STUDIO**

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

*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 September 29, 2023. Notice was also published in the Lincoln Journal Star print and digital editions on September 25, 2023.*

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

Others Present: Dave Derbin, Chief Administrative Officer; Kristy Bauer, Deputy Chief Administrative Officer; Laura Leppky, Human Resources Talent Acquisition Division Leader; and Courtney Lyons, Deputy County Clerk

Yoakum noted the location of the Open Meetings Act and opened the meeting at 8:03 a.m.

## **1) YOUTH SERVICES CENTER DIRECTOR INTERVIEWS**

Board members asked both candidates the following questions:

- (Yoakum) Please tell us about yourself and what attracted you to this position.
- (Flowerday) Describe a situation in which team members didn't work well together but you were able to bring members together to successfully accomplish a goal or result.
- (Vest) Describe a time when you had to factor stakeholder perspectives into a decision affecting your organization.
- (Schulte) What three traits and skills do you feel are most essential to completing this job well?
- (Amundson) Describe a time you mediated a high-tension situation.
- (Flowerday) Describe a time you established and implemented objectives and a plan that aligned with emerging trends in juvenile justice.
- (Vest) Tell me about a time when you coached a team member through an ethical or performance issue.
- (Schulte) If a youth in a facility is absolutely unruly and uncontrollable what escalating steps would you take to get the out-of-control situation.
- (Amundson) Tell me about a challenging situation when you worked to earn trust and credibility within your team.
- (Yoakum) That ends our questions for you. What questions do you have for us?

James Jackson III's interview began at 8:04 a.m.

In addition to the questions listed above, Board members asked the following questions of Jackson III.

- Do you have experience changing the culture of a workplace even when facing resistance?
- How have you established rapport with juveniles in your care?
- What is your philosophy on using restraint and seclusion?
- Do you have an example coaching a youth and seeing a behavior change?
- Do you have experience working out in the community with outside stakeholders?
- Do you have experience working with non-profit organizations?

The Board answered questions from Jackson III.

Jackson III's interview ended at 9:09 a.m. The Board immediately recessed until 9:23 a.m.

Yoakum repeated the location of the Open Meetings Act.

Brad Alexander's interview began at 9:24 a.m.

In addition to the questions listed above, Board members asked the following questions of Alexander.

- Does the Douglas County youth facility serve a similar purpose and have a similar structure as Lancaster County's?
- Why do you want to move to Lancaster County?
- How do you convene stakeholders when making a decision?
- What policies do you have the ability to review and change when considering state statutes regarding juveniles?
- What is your philosophy on the use of restraint?
- How does staff build trust with juveniles in Douglas County?
- How would you work to change the culture at Lancaster County?
- Would you be present in Lincoln if you accept this position? How would you be available to staff?

Schulte left the meeting at 10:01 a.m.

- How do you work with non-profit organizations and other stakeholders in your work in Douglas County?
- Have you collaborated with partners to offer joint trainings?
- What kind of staff development have you done and is there a succession plan in Douglas County?

The interview for Alexander ended at 10:09 a.m.

Board members discussed availability and the desired timeline for making a hiring decision.

Board members discussed the candidates and their qualifications.

Flowerday asked Laura Leppky, Human Resources Talent Acquisition Director, to include a question on budgeting experience for future director-level interviews.

Board members and Leppky discussed plans to collect feedback on the candidates from stakeholders before making a hiring decision.

Board members agreed to schedule an agenda item for the following staff meeting to discuss candidates and make a hiring decision.

## 2) ADJOURNMENT

**MOTION:** Amundson moved and Vest seconded to adjourn at 10:23 a.m. Vest, Amundson, Flowerday and Yoakum voted yes. Schulte was absent. Motion carried 4-0



Matt Hansen  
Lancaster County Clerk

