

REGIONAL GOVERNING BOARD

**REGION V SYSTEMS
MINUTES**

January 9, 2023

Meeting Held at Region V Services
3600 Union Drive / Zoom
Lincoln, NE
9:30 a.m.

MEMBERS

PRESENT: Kenny Harre, Fillmore County; Emily Haxby, Gage County; Gale Pohlmann, Jefferson County; Jim Erickson, Johnson County; Christa Yoakum, Lancaster County; Jan Lang, Pawnee County; Jerry Westring, Polk County; John Caverzagie, Richardson County; Janet Henning, Saline County; John Zaugg, Saunders County; Ken Schmieding, Seward County; Dean Krueger, Thayer County; and Jack Sikes and Bill Bamesberger, York County

MEMBERS

ABSENT: Butler County, Nemaha County, and Otoe County

OTHERS

PRESENT: Renee Dozier, Patrick Kreifels, and Kim Michael, Region V Systems; and Jake McMullin, Zelle HR Solutions

HOUSEKEEPING

OPEN MEETINGS ACT INFORMATION

Pohlmann noted the Open Meetings Act information is posted in the meeting room and reminded Board members that the meetings are open to the public and are audiotaped. The agenda is posted for public viewing at region5systems.net. Notification of this meeting and information regarding availability of the agenda was provided through a legal notice in the *Lincoln Journal Star*, published January 1, 2023.

CALL TO ORDER/ROLL CALL/AGENDA

Pohlmann called the meeting to order at 9:32 a.m., followed by roll call. A quorum was present.

Present: Fillmore County, Gage County, Jefferson County, Johnson County, Lancaster County, Pawnee County, Polk County, Richardson County, Saline County, Saunders County, Seward County, Thayer County, York County

Absent: Butler County, Nemaha County, and Otoe County

Henning made a motion, seconded by Lang, to approve the January 9, 2023, agenda. Voting aye were Fillmore County, Gage County, Jefferson County, Johnson County, Lancaster County, Pawnee County, Polk County, Richardson County, Saline County, Saunders County, Seward County, Thayer County, and York County; nays none. Motion carried.

PUBLIC COMMENT

None

APPOINTMENT OF REGIONAL ADMINISTRATOR

Pohlmann provided the Board with an overview of the recruitment and vetting process for the Regional Administrator candidates. Zelle HR Solutions was hired, providing assistance to the Executive Committee with updating the job description for advertisement purposes (job post was distributed nationwide). This yielded in receiving over 90 applicants for Zelle to screen and vet, which was narrowed down to four final candidates for the Executive Committee to consider. Zelle also provided consultation with the interview questions for the final candidates. Pohlmann thanked Region V's management team, employees, and the Regional Administrators who provided interview questions for the interview team to consider when interviewing the final candidates. The Executive Committee very much respects the concerns/feedback of employees as to what qualities they desire in the Regional Administrator's leadership. On 12/19/22, the Executive Committee, Kim Michael, and a Zelle representative interviewed the four final candidates. Each candidate was allowed 1.25 minutes of interview time, then time was allowed for the interview team to process each candidate as well as at the conclusion of all interviews. Prior to the interviews, the interview team received a packet of application-related documents for each final candidate that included all screening materials from Zelle. The full Board was provided with the recommended candidate's resume and cover letter to review prior to this meeting. At the conclusion of the final interview process, the Executive Committee was in consensus to select Patrick Kreifels as the recommended candidate to the Regional Governing Board for appointment.

At this time, Pohlmann asked if the other Executive Committee members would like to comment on the interview process and why Kreifels was favored for appointment.

Lang reported that we had four very good final candidates, but Kreifels stood out from the others. Lang enjoyed working with Zelle.

Yoakum thanked Zelle and extended an additional thank you to Kim Michael for their support during the recruitment process. Yoakum said it was important that the process was inclusive of the management team's thoughts and opinions. All four finalists were great; all capable of doing the role, and she appreciates knowing there is such talent in our community. Kreifels is a clear front runner.

Caverzagie commented that to have 90 applicants, Zelle did a fantastic job of getting to the final four candidates. Caverzagie thanked Kreifels for serving as the Acting Regional Administrator and that he has done a fantastic job in that interim role.

Pohlmann reported that he spent a considerable amount of time reviewing the applicants' materials. During the interview process, he was able to put some separation between the candidates to arrive at the final decision. Some of the noteworthy reasons Kreifels became a final candidate was his calmness and poise in answering questions and his ability to explain his vision of expanding on the good things Region V is already doing. This indicated to Pohlmann that in moving forward we can expect that things will not be just status quo. Region V needs to remain progressive and innovative. Because of this interview process, the Governing Board can be assured that the Executive Committee is recommending the best candidate.

Pohlmann asked if anyone from the staff present or Board had questions/comments before the vote was taken. Hearing none, Pohlmann asked for a motion to appoint Patrick Kreifels as the Regional Administrator.

Yoakum made a motion, seconded by Henning, to move that Patrick Kreifels be appointed as Region V Systems' Regional Administrator, effective 1/9/23, with starting compensation of \$138,000 and eligibility for a 5% compensation increase after a satisfactory 6-month probationary period. Voting aye were Fillmore County, Gage County, Jefferson County, Johnson County, Lancaster County, Pawnee County, Polk County, Richardson County, Saline County, Saunders County, Seward County, Thayer County, and York County; nays none. Motion carried.

Following the motion, Kreifels thanked Zelle for its rigorous vetting process and opening up the recruitment nationwide; it was an honest approach that served us all well. Kreifels also thanked the Executive Committee, acknowledging it was a lot of work for everyone involved, especially Pohlmann as chair of the Board, and that he appreciated the Board utilizing Zelle for this process. Kreifels appreciates the confidence in placing him in this role. Kreifels acknowledges, is consciously aware, and accepts the role as Regional Administrator; it is a challenging role, and he will try his best to lead with integrity.

Pohlmann thanked the management team, Kreifels for serving as Acting Regional Administrator, as well as other employees over the last five months for continuing to provide for the people we serve as we work through this process. C.J. Johnson is to be commended for the management team he put together. Thanks to the Executive Committee for its efforts; it took a lot of time to review all of the information and attend meetings during the process. Special thank you to Kim Michael throughout the process to guide the Executive Committee according to the Board's Bylaws and other logistical considerations.

OTHER BUSINESS

No other business was presented.

IMPORTANT DATES

- February 1 – BHAC Meeting – 10:00 a.m. / Zoom Option
- February 13 – RGB Meeting – 10:30 a.m. – Region V Services / Zoom Option

There being no further business, the meeting was adjourned at 9:52 a.m.