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LANCASTER COUNTY NEBRASKA

DIRECTOR OF CORRECTIONS

\$88,000 - \$114,000

Plus Excellent Benefits



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Lancaster County, Nebraska • Director of Corrections

WHY APPLY?



Lancaster County is the second most populated county in Nebraska. With the capital city, Lincoln, as well as several

smaller towns, Lancaster County offers the perfect mix of urban and rural living. Lincoln is a livable, small city with a diverse economy. The University of Nebraska is a great addition to the landscape and the economy, adding 22,000 students and a healthy set of college-town amenities. Other smaller villages located in Lancaster County include Waverly, Raymond, Malcolm, and Denton among others.

With a new Adult Detention Facility and proven standard of excellence, the Lancaster County Department of Corrections is one of the most progressive criminal justice agencies in the Midwest. The Director of Corrections position is an excellent opportunity for a proven leader who has the experience and ability to continue to build the adult corrections program into a model of excellence in progressive criminal justice operations.

THE COMMUNITY

Lancaster County has a population of over 275,000. The city of Lincoln encompasses only 11% of the land mass but is home to about 90% of the county's population. The region offers a diverse blend of residential, commercial, industrial, and government properties. As a community, Lancaster County supports their local government services.



The city of Lincoln has a historic and vibrant downtown core with numerous offices and residential buildings and is the home of the University of Nebraska. The Lied Center for Performing Arts anchors the cultural entertainment for the City and the recently completed Pinnacle Bank Arena is the premier site of many sports and entertainment events. The Railyard on Canopy Street is Lincoln's premier entertainment district. This vibrant venue features 13+ restaurants & bars, live entertainment, a public market, and THE CUBE. Overall, the downtown Lincoln area offers a wide variety of eating establishments and energetic nightlife.



Lancaster County offers many opportunities for outdoor adventures. There are 7 state recreation areas with capabilities for fishing, boating, and camping. Within the city of Lincoln, there are 125 city parks, 9 recreation centers, 10 public swimming pools, 5 public golf courses, and over 131 miles of hard surface and crushed rock trails. Enjoying the outdoors is a fundamental part of life in Nebraska! Spectator sports in the area include USHL Tier 1 hockey, minor league baseball, area high school and college sports, and the University of Nebraska Cornhuskers!

Education is of utmost importance in Lancaster County. The Lincoln Public School system is one of the premier school districts in the Midwest. It is the second largest public school system in Nebraska, serving over 39,000 students at 38 elementary schools, 11 middle schools, and 6 high schools. In addition, Lincoln has 5 parochial and private school systems. Outside of the capital city, there are 4 additional school districts serving the students in the rural areas of the county. Although they are smaller in size, they all strive for the same excellence in education.

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Higher education is also a top priority in Nebraska. In addition to the University of Nebraska, Lincoln is home to several other colleges including Nebraska Wesleyan University, Southeast Community College, Bryan College of Health Sciences, Kaplan University, and Union College. Doane College is located in nearby Crete, Nebraska and also has a satellite campus in Lincoln.

Currently, Lincoln is experiencing an influx of skilled young talent. More secondary education students are staying in Lincoln post-graduation to begin their careers and families due to the array of opportunities in Lincoln and the comfortable quality of life. Named as one of the nation's Best Places to Live, as well as a Best Place to Raise a Family, Lincoln, Nebraska possesses a unique blend of culture, education, housing, and job opportunities that make it the ideal city to live in and plant roots. Lincoln boasts a vibrant community without sacrificing its Midwest values.

THE DEPARTMENT

MISSION

Lancaster County Department of Corrections provides for public safety within the Criminal Justice System by detaining adults in a safe, secure, and humane environment. We maintain high standards of ethical and professional conduct, and emphasize responsible management of human, fiscal, and natural resources. We stress inmate accountability and promote positive change through programs focused on acquiring skills needed to become contributing members of our community.



The Lancaster County Department of Corrections is responsible for the detention of individuals charged

with various local and state offenses. Individuals who are arrested and lodged or detained following a court appearance are processed through the Corrections Department. In completing these services, the department provides humane care and supervision of detainees in a safe and controlled environment.



Opened in 2013, the department is housed in the new Adult Detention Facility. This state of the art center is located at 3801 West O Street in Lincoln. The facility has a current maximum capacity of 786 inmates. There are 29 multipurpose rooms to provide space for programming opportunities, an increase from the previous building. Current programs focus heavily on substance abuse and adult education including GED classes, Alcoholics Anonymous, Work Release, and Library Services. This department has proven that it is one of the most progressive criminal justice agencies in the Midwest.

THE POSITION

The Director of Corrections provides executive level leadership directing all activities of the Lancaster Department of Corrections. The selected candidate will provide strategic and operational leadership of 250+ staff members in the county's state of the art adult correctional facility. In addition to daily operations, the Director of Corrections is responsible for administering the department's \$20 million budget. Work is performed independently within broad department goals and objectives, and in alignment with the mission, vision, core values, and guiding principles of the department. This position reports directly to the County Board of Commissioners and is an "at will" position.

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Examples of Work Performed:

- Plan, direct, study and research various correctional and rehabilitation programs; analyze data obtained and recommend correctional programs to meet the needs of Lancaster County and the City of Lincoln.
- Establish department procedures and approve procedures for an Adult Detention operation; insure department policies and procedures comply with federal, state, and state professional standards.
- Review and monitor procedures for an Adult Detention system which include intake, book-in and release, inmate classification, inmate programs and services, release functions, for a system with all levels of inmate custody levels.
- Determine the appropriate action to be taken in the event of emergencies including, but not limited to, riots, suicides, disasters, and assaults. Review results and reports in order to evaluate the effectiveness of actions.
- Review reports concerning incidents at the Department of Corrections. Notify superiors of incidents and respond appropriately to inquiries from the public, media, and families.
- Prepare recommendations pertaining to the continuing development, organization, and structure of the Department of Correctional Services.
- Direct the creation and submission of the departmental budget; monitors expenditures with respect to budgetary accountability.
- Plan and schedule work of subordinate personnel assigned to program; prepare annual budget; formulate policies and procedures pertaining to the Department of Corrections.
- Participate in policy development for the departmental administrative operations; insure interdivisional operations are consistent with corrections operations.
- Perform short and long range planning with respect to department's fiscal, physical, staffing, and development needs.
- Represent the Department of Corrections by contacts, presentations, and participation on committees with civic and community groups, professional organizations, other correctional jurisdictions, law enforcement agencies, and interested groups.
- Perform related work as required.

IDEAL CANDIDATE

Lancaster County in Nebraska is seeking a qualified professional to fill an executive leadership role as Director of Corrections for the Lancaster County Corrections Department. The ideal candidate will be an innovative leader with a proven track record of collaboration and teamwork with law enforcement, justice, and other community agencies. A progressive and strategic thinker will enjoy the challenges of working in the adult corrections in an environment that has a supportive government, active community involvement, dedicated staff, and supportive local providers.

MINIMUM QUALIFICATIONS

Graduation from an accredited four year college or university with major course work in a relevant social or behavioral science, public administration or related field plus related correctional work including responsible experience in administering programs of minimum and maximum security facilities; or any equivalent combination of training and experience which provides the desirable knowledge, abilities and skills.

COMPENSATION & BENEFITS

- ✓ \$88,000-\$114,000 Annually, DOQ
- ✓ Medical, Dental, and Optional Vision Coverage
- ✓ Life Insurance - \$50,000
- ✓ Long Term Disability Coverage
- ✓ 120 Hours of Vacation Annually
- ✓ Paid Sick Leave
- ✓ 10 Paid Holidays + 3 Floating Holidays
- ✓ Defined Contribution Retirement Plan (6.5% employee contribution, 6.5% employer match)
- ✓ VEBA Trust Post Employment Health Plan
- ✓ This list is not all-inclusive; there are many more benefits to working for Lancaster County!



Lancaster County is an Equal Opportunity Employer. All qualified candidates are encouraged to apply; position will remain open until filled. Applications, supplemental questions, resumes, and cover letters will only be accepted electronically. To apply online, visit <http://lincoln.ne.gov/city/person/employ.htm> and click on 'Job Vacancies.' Click on the 'Director of Corrections' position and then follow the instructions provided in the position's bulletin. Resumes, cover letters, and documents can be uploaded once you have logged in.