

City County Human Resources Department

INTER-DEPARTMENT COMMUNICATION

| | | | |
|-------------------|------------------------------------------------|-------------------|------------------------------------------------|
| TO | Jennifer Brinkman, Chair | DATE | May 1, 2019 |
| DEPARTMENT | County Commissioners | FROM | Karen Eurich <i>KE</i> |
| COPIES TO | Kerry Eagan Brad Johnson Melodie Montiel | DEPARTMENT | Human Resources |
| | | SUBJECT | Employee of the Year Award – Megan McDonald |

Under provisions of Personnel Rule 17.14 (d), Brad Johnson is requesting a one-time cash award of \$500 for Megan McDonald. The enclosed memo from Brad Johnson explains his reasons for the request. We have investigated the merits of the matter and support the award. Therefore, we recommend the Commissioners approve the request.

Enclosure

RECEIVED

MAY 01 2019

**LANCASTER COUNTY
CLERK**

Lancaster County

Department of Corrections

3801 West O Street
Lincoln, NE 68528
(402) 441-1900
Fax: 441-8946

Brad Johnson, Director

CITY - COUNTY PERSONNEL
2019 APR 30 AM 10 49

TO: Douglas McDaniel, Human Resources Director
FROM: Brad Johnson, Corrections Director *BJ*
DATE: April 26, 2019
RE: Employee Recognition/Employee of the Year

Pursuant to Lancaster County Personnel Rule 17.14(d), the Department of Corrections would like your consideration for approval and to forward to the County Board an annual award for Officer Megan McDonald for being selected as the Department of Corrections 2018 Employee of the Year.

Attached is the nomination information to support this request regarding Officer McDonald's candidacy for Employee of the Year. We will be providing a name plate to be placed on the department employee of the year plaque and are asking for your and the County Board's approval for a \$500 payout for this award.

I appreciate your consideration of this matter. If you have any questions please do not hesitate to contact me.

Attachment

BJ/kk

Cc: Ann Ames



Doug McDaniel - City-County Human Resources

4-30-19

Date

Lancaster County

Department of Corrections

3801 West O Street
Lincoln, NE 68528
(402) 441-1900
Fax: 441-8946

Brad Johnson, Director

TO: All Full-Time Department Employees
FROM: Brad Johnson, Director
DATE: January 24, 2019
RE: "Employee of the Year - 2018"

Nominations for Employee of the Year - 2018 - are now being accepted. Please nominate the employee you think has been an outstanding employee and is deserving of this honor. This is open to any full-time employee except the Director.

All nominations must be completed and e-mailed back to Kendra Knauss prior to February 22, 2019.

Please complete:

EMPLOYEE OF THE YEAR NOMINATION: Megan McDonald
LIST THE MAJOR CONTRIBUTIONS MADE BY THIS PERSON AND/OR HIS/HER OVERALL PERFORMANCE WHICH WARRANTS THIS NOMINATION:

---- See attached document ----

Name of nominator: Lieutenant Will McGlothlin
Not valid without name of employee submitting nomination

2018 Employee of the Year Nomination
Lancaster County Department of Corrections

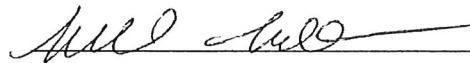
Officer Megan McDonald began her career as a correctional officer with the department in May of 2011. During her time with the department, Megan has consistently shown herself to be a dependable performer. She demonstrates an outstanding attitude and projects a "can do" approach to her job. She is diligent in the performance of her duties and is willing to take on any assignment. Officer McDonald particularly stands out when it comes to directly supervising the inmate population. Her "firm but fair" approach to enforcing the rules of the facility and her willingness to take the time to counsel and coach individual inmates allows her to operate her housing unit in an efficient manner. Because of her approach, she is often able to achieve success with noncompliant inmates when other attempts have failed. She embraces and exemplifies the "Direct Supervision Model" of corrections.

Megan has a solid working relationship with her co-workers and is the consummate "team player". She does an outstanding job working with new employees and is counted on by her supervisors as someone who sets a professional example for her peers. Her supervisors consider her a strong asset to her shift and the Department.

In the past year, Megan has become a regular fixture during the administration's monthly pod meetings. During these meetings, Officer McDonald brings ongoing issues and concerns, as well as potential solutions, to the attention of the administration. Megan is also a member of the department's Special Action Inmates (SAI) committee. Her role on this committee is to bring the line officer's perspective on these inmates. She takes her role seriously and takes the time to research and gather information from her peers. She brings specific insight on these inmates, which the management team might not otherwise have.

Officer McDonald has also taken on an active role in the recruitment of new staff members. She attends various job fairs at colleges and universities throughout the state. Her approachable manner and friendly nature allows her to "connect" with young college students. Her experience with the department allows her provide insightful information and champion the opportunities within our organization. She presents a positive, professional image, and I am very proud of how she represents our department.

I believe that Officer McDonald's job performance and her willingness to make extra contributions to the department make her an outstanding candidate for the 2018 employee of the year.



Lt. William McGlothlin