



# **Nikki Schnebele**

## **Staff Person of the Month June 2025**

From Day 1 on the job, which was just 8 months ago, Nikki Schnebele has enthusiastically embraced her role as Human Resources Generalist, with a primary focus on recruiting.

Upon stepping into the position in November, she was faced with double-digit vacancies for SSA roles. Through her dedicated efforts, she has successfully reduced that number to single digits. Notably, she also filled a position that had been vacant since 2019.

Nikki exemplifies the Board's mission to improve the lives of individuals with developmental disabilities and consistently goes above and beyond in her role. She has an unwavering commitment to both customer service and improving our workplace culture.

To further enhance her effectiveness as a recruiter, Nikki has proactively shadowed multiple departments, gaining valuable insight into the roles she supports in the recruitment process.

In Lucas DD's Provider Supports Department, for example, the Major Unusual Incidents unit experienced significant staffing transitions over the 18 months due to retirements and internal promotions.

What sets Nikki apart is her dedication to truly understanding the needs of a department, particularly a complex one like the MUI unit. She wanted to gauge the temperament, communication style, and work ethic that make for a successful Investigative Agent. She took the time to meet with the team, and understand expectations beyond the job description.

She then applied that insight to her recruitment efforts with precision and care, which led to the successful hiring of a new Quality Assurance Technician and 3 excellent Investigative Agents. Her collaborative spirit, timely communication, and willingness to adapt processes to better serve both current and potential employees have significantly enhanced recruitment outcomes for the Board.

Her work reflects the LIFE values we uphold: She fosters inclusion by helping build a diverse and cohesive team, supports freedom of choice and living life by strengthening Lucas DD's ability to respond to the needs of individuals with disabilities, and reminds us through her professionalism and compassion that everyone has worth.

For her commitment to excellence, her clear impact on improving both culture and operations, and efficiently filling vacancies through her recruitment efforts, the Board is pleased to recognize Nikki Schnebele with the June 2025 Staff Person of the Month Award.