



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

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NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF DECEMBER 15, 2017

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:04 a.m. on December 15, 2017. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Janet Palmtag

Rita Griess, Vice Chairperson
Michael Carpenter

Staff Present

Marna Munn, Executive Director
Ben Watson, Unit Director
Andrea Berry, Investigator III

Paula Gardner, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the December 15, 2017 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller declared the November 17, 2017 Commission meeting minutes approved.

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IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-16/17-4-3371-H, NEB 1-16/17-6-3387-H, and NEB 1-17/18-8-48851.

Under Section IX. ADMINISTRATIVE ACTIONS, A. EEOC, please add NEB 1-17/18-12-49152.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this time.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

The Commission moved further into the agenda while waiting for an interpreter to arrive.

VIII. SUCCESSFUL AGREEMENTS

NEB 2-16/17-5-3375-PA
NEB 3-16/17-6-48734
NEB 2-16/17-4-3371-H
NEB 1-16/17-6-3387-H
NEB 1-17/18-8-48851

Commissioner Drumheller moved to adopt the agreements.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. EEOC

NEB 2-16/17-1-47948
NEB 1-17/18-12-49152

Commissioner Drumheller moved to adopt the findings of the EEOC.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Naves:
 Abstained:
 Motion Carried

X. CONCILIATION

NEB 1-16/17-6-3384-PA

Commissioner Drumheller moved to accept the recommendation of the Director of Conciliation.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Naves:
 Abstained:
 Motion Carried

VII. CASE DISPOSITIONS

A. EMPLOYMENT

1. NEB 3-16/17-12-48300 (Complainant was present and a statement from the Respondent was read.)

Commissioner Griess moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Naves:
 Abstained:
 Motion Carried

A. EMPLOYMENT

2. NEB 1-16/17-1-48380
3. NEB 2-16/17-5-48500

Commissioner Drumheller moved for no reasonable cause on the above cases.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Naves:
 Abstained:
 Motion Carried

B. HOUSING

1. NEB 2-17/18-7-3391-H

Commissioner Drumheller moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Naves:
 Abstained:
 Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. MLK Breakfast, January 12, 2018, at the Embassy Suites Hotel at 7:30 – 8:30 a.m.

Director Munn informed the Commission of upcoming MLK events.

2. Hiring Positions Update

Director Munn told the Commission two new investigators have been hired.

3. Director's Update

Director Munn indicated that she has been meeting with staff and learning about her position.

Director Munn shared that two staff members spoke with students at the College of Journalism.

Director Munn said she attended a training with a law group with Paula Gardner.

Director Munn informed the Commission that she was interviewed for television regarding sexual harassment in the workplace.

4. Employee Classification Discussion

Commissioner Drumheller asked Commissioner Carpenter and Director Munn to look at employee classification to see if there are ways to increase compensation for employees.

5. Previous Month's General Ledger Report

Commissioner Drumheller moved to approve and accept the previous month's budget reports. Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Carpenter
 Nays:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Drumheller declared the December 15, 2017 Commission meeting ended at 9:44 am.

Respectfully submitted,



Cat Souliere
Staff Assistant

December 15, 2017

Date



Marna Munn
Executive Director

12/18/17

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of December 15, 2017 have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date