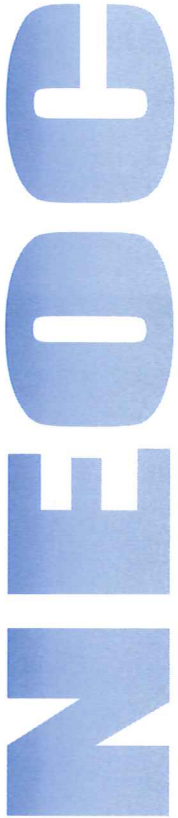




State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF DECEMBER 16, 2016



Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:05 a.m. on December 16, 2016. 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
Royce Jeffries

Staff Present

Stan Odenthal, Executive Director
Shelley Foss, Unit Director
Andrea Berry, Investigator III

Paula Gardner, Unit Director
Ben Watson, 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 16, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Griess moved to approve the November 18, 2016 Commission meeting minutes.

Commissioner Jeffries seconded the motion.

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

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IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-16/17-9-3313-H.

Under Section IX. ADMINISTRATIVE ACTIONS, B. EEOC, please add NEB 1-15/16-1-47531.

Under Section X. CONCILIATION, please add NEB 2-15/16-9-47076.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.
None at this meeting.

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.

VII. CASE DISPOSITIONS

NEB 1-15/16-4-47981 (Respondent was present.)
Commissioner Griess moved for no reasonable cause.
Commissioner Palmtag \ seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Jeffries
 Naves:

NEB 1-15/16-5-48014 (Respondent was present.)
Commissioner Jeffries moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Jeffries
 Naves:

NEB 1-15/16-12-47521
Commissioner Palmtag moved for no reasonable cause.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Jeffries
 Naves:

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NEB 1-15/16-12-3225-PA (Respondent was present.)

Commissioner Drumheller moved for no reasonable cause.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Jeffries
 Naves:

NEB 1-15/16-12-3226-HM

Commissioner Drumheller moved for reasonable cause.

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Griess, Drumheller, Jeffries
 Naves:

NEB 2-15/16-4-47677

NEB 2-15/16-3-47259

NEB 2-15/16-6-47718

NEB 2-15/16-6-47717

NEB 2-15/16-11-47161

NEB 2-15/16-12-47175

NEB 1-15/16-5-3275-PA

NEB 1-15/16-6-3282-PA

NEB 2-15/16-5-3271-H

NEB 3-15/16-5-48046

NEB 2-15/16-6-3283-H

NEB 1-15/16-6-3288-H

NEB 2-15/16-6-3285-H

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

Commissioner Jeffries seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-16/17-10-3319-H
NEB 2-16/17-9-3314-H
NEB 2-16/17-9-3313-H

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

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

IX. ADMINISTRATIVE ACTIONS

A. COMPLAINANT FILING IN COURT

NEB 1-16/17-7-48132

Commissioner Drumheller moved to administratively close the above cases based on Complainant filing in court.
Commissioner Jeffries seconded the motion.

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

B. EEOC

NEB 3-15/16-6-48077
NEB 1-15/16-1-48531

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

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

X. CONCILIATION

NEB 2-15/16-2-47238
NEB 2-15/16-9-47076

Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliations.
Commissioner Griess seconded the motion.

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

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

NEB 1-15/16-1-3235-H Ramos vs. Sunset View Apartments, et al

Commissioner Griess moved to accept the recommendation of the Hearing Officer.
Commissioner Drumheller seconded the motion.

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

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Introduction of Staff

The individual to be introduced was unable to attend.

2. Strategic Plan Update

Director Odenthal told the Commission that he has been studying other equal opportunity agencies. Most of them have forms for the intake process. He formed a task force to develop one. Andrea Berry, a member of that task force, addressed the Commission regarding the forms they developed.

3. Director's Update

Director Odenthal informed the Commission that he is considering an electronic document system for files.

Director Odenthal said that he was asked to join the Governor's ADA Task Force.

Director Odenthal told the Commission that the contract for Lexus Nexus is complete and that training will be forthcoming.

4. Previous Month's Budget Reports

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

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

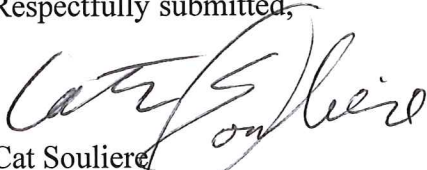
5. Recognition of Service

Director Odenthal thanked Commissioner Jeffries for his service to the Commission.

XV. ADJOURNMENT

Commissioner Drumheller declared the December 16, 2016 Commission meeting ended at 10:17 a.m.

Respectfully submitted,


Cat Souliere
Staff Assistant

December 16, 2016

Date


Stan Odenthal
Executive Director

12-16-16

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of December 16, 2016 have been corrected and accepted, and henceforth approved on this date.


Chairperson

3-24-17

Date