



# State of Nebraska

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF FEBRUARY 23, 2018

Commissioner Drumheller called the meeting to order in Omaha, Nebraska at 9:08 a.m. on February 23, 2018. It was established after a roll call that there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

Eric Drumheller, Chairperson  
Janet Palmtag  
Royce Jeffries

Kristin Yates  
Patrick Borchers

##### *Staff Present*

Marna Munn, Executive Director  
Shelley Foss, Unit Director  
Andrea Berry, Investigator III

Paula Gardner, Unit Director  
Ben Watson, Unit Director  
Cat Souliere, Staff Assistant

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#### 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 February 23, 2018 Commission meeting.

#### III. APPROVAL OF MINUTES

Commissioner Drumheller declared the January 19, 2018 Commission meeting minutes approved.

IV. ADDITIONS OR CORRECTIONS

None.

V. PUBLIC INPUT (Non Case)

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

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

A. EMPLOYMENT

1. NEB 2-16/17-5-48507 (Respondent was present.)

Commissioner Borchers moved for no reasonable cause.  
Commissioner Jeffries seconded the motion.

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

2. NEB 2-16/17-4-48467 (Respondent was present.)

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

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

3. NEB 2-16/17-2-47961 (Respondent was present.)

Commissioner Borchers moved for no reasonable cause.  
Commissioner Palmtag seconded the motion.

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

4. NEB 3-16/17-12-48306 (Complainant was present.)

Commissioner Jeffries moved for no reasonable cause.

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Jeffries, Palmtag, Drumheller, Borchers, Yates  
Nays:  
Abstained:  
Motion Carried

B. HOUSING

1. NEB 1-17/18-9-3398-H (Complainant and Respondent were present.)

Commissioner Borchers moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Jeffries, Palmtag, Drumheller, Borchers, Yates  
Nays:  
Abstained:  
Motion Carried

2. NEB 2-17/18-7-3389-H (Complainant was present.)

Commissioner Borchers moved for no reasonable cause.

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Jeffries, Palmtag, Drumheller, Borchers, Yates  
Nays:  
Abstained:  
Motion Carried

3. NEB 2-16/17-9-3310-H (Complainant was present.)

Commissioner Borchers moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Jeffries, Palmtag, Drumheller, Borchers, Yates  
Nays:  
Abstained:  
Motion Carried

A. EMPLOYMENT

1. NEB 2-16/17-3-48438
2. NEB 2-16/17-3-48435
3. NEB 3-16/17-12-48306
4. NEB 1-16/17-3-48675

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

Commissioner Borchers seconded the motion.

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

5. NEB 1-16/17-2-48615
6. NEB 1-16/17-3-48648

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

Commissioner Jeffries seconded the motion.

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

B. HOUSING

7. NEB 2-16/17-3-3366-H

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

Commissioner Borchers seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-16/17-5-48494  
NEB 1-17/18-9-48935  
NEB 2-16/17-3-48447

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

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-16/17-6-48764

Commissioner Drumheller moved to administratively close the above cases based on withdrawal by Complainant.  
Commissioner Palmtag seconded the motion.

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

B. LACK OF JURISDICTION

NEB 1-16/17-5-48747  
NEB 3-17/18-10-49004  
NEB 1-16/17-1-48385

Commissioner Drumheller moved to administratively close the above cases based on lack of jurisdiction.  
Commissioner Palmtag seconded the motion.

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

C. EEOC

NEB 1-16/17-12-48348

Commissioner Drumheller moved to adopt the findings of the EEOC.

Commissioner Jeffries seconded the motion.

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

X.     CONCILIATION

None at this time.

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. SharePoint

Director Munn asked the Commissioners to share feedback regarding use of the SharePoint system.

2. Open Meeting – Notice to Paper

Director Munn indicated that there has been a shift in public policy regarding publishing notices of meetings.

Commissioner Drumheller moved that the Commission adopt electronic public notices and discontinue printed notices effective March 1, 2018.  
Commissioner Jeffries seconded the motion.

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

3. Legislative Update

Director Munn shared updates on legislative bills that may affect the agency.

4. Director's Update

Director Munn introduced a new investigator to the Commission.

Director Munn told the Commission that they have already hired a replacement for a retiring employee.

Director Munn shared with the Commission that the agency had an ad in the Omaha World Herald and that she is providing information for a newspaper article for the New York Times.

Director Munn indicated that she and others are scheduled to attend fair housing training.

5. Previous Month's General Ledger Report

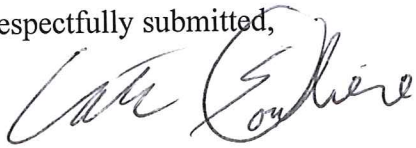
Commissioner Drumheller moved to approve and accept the previous month's budget reports.  
Commissioner Borchers seconded the motion.

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

XV. ADJOURNMENT

Commissioner Drumheller declared the February 23, 2018 Commission meeting ended at 11:27 a.m.

Respectfully submitted,



Cat Souliere  
Staff Assistant

February 27, 2018

\_\_\_\_\_  
Date



Marna Munn  
Executive Director

2/27/18

\_\_\_\_\_  
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of February 23, 2018 have been corrected and accepted, and henceforth approved on this date.

Chairperson

\_\_\_\_\_  
Date