



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

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NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JULY 12, 2017

Commissioner Drumheller called the meeting to order in Omaha, Nebraska at 12:04 p.m. on July 12, 2017. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Arnold Nesbitt (Arrived 12:14 p.m.)
Janet Palmtag

Patrick Borchers
Kristin Yates
Michael Carpenter

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 July 12, 2017 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller declared the June 16, 2017 Commission meeting minutes approved.

MAIN OFFICE:

301 Centennial Mall, South
PO Box 94934
Lincoln, NE 68509-4934
Phone: 402-471-2024
Fax: 402-471-4059
800-642-6112
www.NEOC.nebraska.gov

BRANCH OFFICES:

1313 Farnam St. Suite 318
Omaha, NE 68102-1836
Phone: 402-595-2028
Fax: 402-595-1205
800-382-7820

505A Broadway Suite 600
Scottsbluff, NE 69361-3515
Phone: 308-632-1340
Fax: 308-632-1341
800-830-8633

IV. ADDITIONS OR CORRECTIONS

None at this time.

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.

VII. CASE DISPOSITIONS

A. EMPLOYMENT

1. NEB 2-16/17 11-47862 (Respondent was present.)

Commissioner Borchers moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

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

2. NEB 2-15/16-2-47242 (Complainant and Respondent were present.)

Commissioner Carpenter moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Nesbitt, Carpenter, Drumheller, Yates, Borchers,
 Palmtag
 Nayes:
 Abstained:
 Motion Carried



3. NEB 2-16/17-11-47880 (Complainant was present.)

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

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

13. NEB 2-16/17-12-47909 (Complainant was present.)

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

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

15. NEB 2-16/17-11-47883 (Complainant was present.)

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

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

C. HOUSING

4. NEB 2-16/17-11-3331-H (Respondent was present.)

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

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

The Commission took a short break.



- A. EMPLOYMENT
- B.
 - 5. NEB 1-16/17-7-48157
 - 6. NEB 1-16/17-9-48238
 - 7. NEB 2-16/17-9-47802
 - 8. NEB 2-16/17-10-47858
 - 9. NEB 1-15/16-5-48025
 - 10. NEB 3-16/17-8-48093
 - 11. NEB 2-16/17-10-47829
 - 12. NEB 2-16/17-11-47887
 - 13. NEB 2-16/17-2-47965
 - 14. NEB 2-16/17-9-47824

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

ROLL CALL: Ayes: Nesbitt, Carpenter, Drumheller, Yates, Borchers,
Palmtag
Nayes:
Abstained:
Motion Carried

B. PUBLIC ACCOMMODATION

- 1. NEB 1-16/17-3-3365-PA

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

ROLL CALL: Ayes: Nesbitt, Carpenter, Drumheller, Yates, Borchers,
Palmtag
Nayes:
Abstained:
Motion Carried

C. HOUSING

- 1. NEB 2-16/17-11-3333-H

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

ROLL CALL: Ayes: Nesbitt, Carpenter, Drumheller, Yates, Borchers,
Palmtag
Nayes:
Abstained:
Motion Carried

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Director Updates

Director Odenthal shared information on the agency's all staff meeting.

Director Odenthal told the Commission that he attended a seminar held by Erickson Sederstrom. Due to a scheduling issue, he was asked to be the keynote speaker during the seminar.

Director Odenthal informed the Commission that he and other staff members will be attending the EEOC conference.

Director Odenthal said that he and Ben Watson will be presenting a course for the Nebraska Realtors Association.

2. Organizational Structure Update

Director Odenthal shared the internal changes coming to the agency.

3. Employee Wages and Retention Update

Commissioner Drumheller said that he has asked the Personnel Committee to take on the task of trying to increase the salaries and, thus, retention, of employees.

Commissioner Yates left the meeting at 2:14 p.m.

4. Employee Recognition Plan – Reinstatement of Payments for Active Plan

Director Odenthal told the Commission he is considering reinstating the payment aspect of the employee recognition plan.

5. Public Hearing Assignment

The Commission decided to postpone this issue until next month.

6. Approval of Federal Funds Carryover

Commissioner Nesbitt moved to approve the federal funds carryover.
Commissioner Borchers seconded the motion.

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

7. Approval of Previous Month's General Ledger Report

Commissioner Carpenter moved to approve and accept the previous month's General Ledger Report.
Commissioner Borchers seconded the motion.

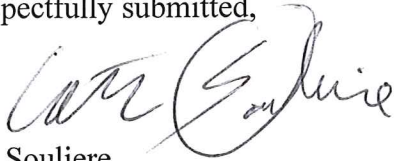
ROLL CALL: Ayes: Nesbitt, Carpenter, Drumheller, Borchers, Palmtag
 Nayes:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Drumheller declared the July 12, 2017 Commission meeting ended at 2:34 p.m.

DRAFT

Respectfully submitted,



Cat Souliere
Staff Assistant

July 12, 2017
Date



Stan Odenthal
Executive Director

7-13-17.
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of July 12, 2017 have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date