



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JULY 22, 2016

GOOD NEWS

Commissioner Drumheller called the meeting to order in Omaha, Nebraska at 9:00 a.m. on July 22, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson

Arnold Nesbitt

Michael Carpenter (arrived at 9:33 a.m.)

Rita Griess, Vice Chairperson

Kristin Yates

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 22, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Griess moved to approve the June 17, 2016 Commission meeting minutes.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Griess, Drumheller, Nesbitt, Yates
 Naves:
 Abstained:
 Motion Carried

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-on-the-Mall ☐
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

Under Section IX. ADMINISTRATIVE ACTIONS, please add B. HUD NEB 2-14/15-2-3108-H.

Under Section X. CONCILIATION, please add NEB 2-15/16-1-3238-H.

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 1-15/16-1-3235-H (Complainant was present.)

Commissioner Nesbitt moved for reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Griess, Drumheller, Nesbitt, Yates

Nayes:

Abstained:

Motion Carried

NEB 2-15/16-1-3239-PA (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Griess, Drumheller, Nesbitt, Yates

Nayes:

Abstained:

Motion Carried

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NEB 3-15/16-1-3237-PA (Respondent was present.)

Commissioner Drumheller moved for no reasonable cause.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Griess, Drumheller, Nesbitt, Yates
 Naves:
 Abstained:
 Motion Carried

NEB 1-15/16-12-47467 (Complainant and Respondent were present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Griess, Drumheller, Nesbitt, Yates
 Naves:
 Abstained:
 Motion Carried

NEB 2-15/16-10-47126 (Complainant and Respondent were present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

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

NEB 2-15/16-5-3272-H (Respondent was present.)

Commissioner Carpenter moved for no reasonable cause.

Commissioner Griess seconded the motion.

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

NEB 1-15/16-12-47506 (Respondent was present.)

Commissioner Carpenter moved for no reasonable cause.

Commissioner Nesbitt seconded the motion.

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

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NEB 2-15/16-3-47284 (A statement from the Complainant was read.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Nesbitt seconded the motion.

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

NEB 1-15/16-11-47449 (A statement from the Respondent was read.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Griess seconded the motion.

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

- NEB 2-15/16-1-3241-PA
- NEB 2-15/16-1-3244-PA
- NEB 1-15/16-1-3236-PA
- NEB 1-14/15-4-45881
- NEB 1-15/16-8-47045
- NEB 1-15/16-10-47385
- NEB 1-15/16-3-47622
- NEB 1-15/16-11-47421
- NEB 2-15/16-1-47206
- NEB 1-15/16-10-47381
- NEB 2-15/16-1-3242-H
- NEB 2-15/16-5-3272-H
- NEB 2-15/16-9-3199-H
- NEB 1-15/16-2-47583

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

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

VIII. SUCCESSFUL AGREEMENTS

None at this time.

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 2-15/16-5-47678

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

Commissioner Nesbitt seconded the motion.

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

B. HUD

NEB 2-14/15-2-3108-H.

Commissioner Drumheller moved to adopt the findings of HUD.

Commissioner Carpenter seconded the motion.

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

X. CONCILIATION

NEB 1-13/14-3-44837

NEB 2-15/16-1-3238-H

Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliations.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Griess, Drumheller, Nesbitt, Yates
 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. New Employee Introductions

Director Odenthal introduced two new investigators to the Commission.

2. EEOC Conference and Contract

Director Odenthal indicated that he and Shelley Foss attended the EEOC conference. He thought he was very informative. On the subject of the EEOC contract, he told the Commission that the agency is on track to meet the contract numbers.

3. Director's Update

Director Odenthal informed the Commission that he is working to establish connections with other entities that have similar missions as the NEOC.

Director Odenthal said that the agency would be undergoing its HUD review in the upcoming week.

Director Odenthal told the Commission that the video with NET television is on track for completion.

Director Odenthal informed the Commission that the minutes of the Commission meetings will be published, in draft format, online within ten days.

Director Odenthal indicated that the Governor is asking state agencies to prepare a budget adjustment of 92% of general funds. He noted that there is a challenge in that employee costs are the largest part of the agency budget. He recommended creating a Strategic Plan to help highlight the agency's purpose.

4. Previous Month's Budget Reports

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

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

5. Personnel Matters

Commissioner Drumheller moved to enter into executive session to discuss the transition from the old to the new Executive Director and to not impugn the reputations of any of those discussed.

Commissioner Carpenter seconded the motion.

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

The Commission entered Executive Session at 10:49 a.m.

Commission Drumheller moved to exit Executive Session at 10:53 a.m.

Commissioner Carpenter seconded the motion.

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

The Commission returned to regular session.

XV. ADJOURNMENT

Commissioner Drumheller declared the July 22, 2016 Commission meeting ended at 10:54 a.m.

Respectfully submitted,



Cat Souliere
Staff Assistant

7-25-2016

Date



Stan Odenthal
Executive Director

7-25-2016

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of July 22, 2016 have been corrected and accepted, and henceforth approved on this date.



Chairperson

8-19-16

Date