



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JUNE 16, 2017

GOOD NEWS

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:04 a.m. on June 16, 2017. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Michael Carpenter
Janet Palmtag

Rita Griess, Vice Chairperson
Kristin Yates
Arnold Nesbitt (Arrived 9:17 a.m.)

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 June 16, 2017 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller declared the May 19, 2017 Commission meeting minutes approved.

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IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-16/17-4-48473, NEB 1-16/17-3-3368-H, and NEB 1-16/17-3-3363-H.

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 2-16/17-7-47757 (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Yates, Palmtag, Griess, Drumheller, Carpenter

Nayes:

Abstained:

Motion Carried

2. NEB 1-16/17-8-48162 (Complainant was present.)

Commissioner Drumheller moved for no reasonable cause.

Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Yates, Palmtag, Griess, Drumheller, Carpenter

Nayes:

Abstained: Nesbitt

Motion Carried

3. NEB 1-16/17-9-48216 (Respondent was present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

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

4. NEB 1-16/17-8-48203 (Complainant and Respondent were present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

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

5. NEB 2-16/17-11-47899 (Respondent was present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

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

6. NEB 2-16/17-10-47852

Commissioner Drumheller moved for no reasonable cause.

Commissioner Nesbitt seconded the motion.

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

7. NEB 2-16/17-11-47865

Commissioner Drumheller moved for no reasonable cause.

Commissioner Carpenter seconded the motion.

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

8. NEB 2-16/17-9-47815

Commissioner Drumheller moved for no reasonable cause.

Commissioner Griess seconded the motion.

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

A. EMPLOYMENT

- 9. NEB 1-15/16-4-47670
- 10. NEB 2-16/17-10-47846
- 11. NEB 1-16/17-9-48249
- 12. NEB 1-16/17-10-48283
- 13. NEB 2-15/16-6-47732
- 14. NEB 2-16/17-7-47770
- 15. NEB 2-15/16-5-47691

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

Commissioner Carpenter seconded the motion.

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

B. PUBLIC ACCOMMODATION

16. NEB 1-16/17-2-3355-PA (Respondent was present.)

Commissioner Yates moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

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

B. PUBLIC ACCOMMODATION

1. NEB 1-16/17-9-3311-PA
2. NEB 1-16/17-1-3350-PA
3. NEB 1-16/17-2-3351-PA
4. NEB 1-16/17-2-3357-PA
5. NEB 1-16/17-3-3359-PA

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

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

C. HOUSING

1. NEB 2-16/17-11-3332-H
2. NEB 2-16/17-12-3336-H

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-16/17-2-3352-H
NEB 1-16/17-10-3317-H
NEB 1-16/17-10-3318-H
NEB 1-16/17-9-3312-H
NEB 2-16/17-3-3367-PA
NEB 2-16/17-4-48473
NEB 1-16/17-3-3368-H
NEB 1-16/17-3-3363-H

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

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-16/17-9-48247
NEB 1-16/17-9-48248
NEB 1-16/17-11-49348

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

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

B. LACK OF JURISDICTION

NEB 1-15/16-7-46985

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

Commissioner Nesbitt seconded the motion.

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

C. EEOC

NEB 1-16/17-8-48180

NEB 1-16/17-2-48604

NEB 1-16/17-2-48603

NEB 1-16/17-8-48209

NEB 1-15/16-6-48124

Commissioner Drumheller moved to adopt the findings of the EEOC.

Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Yates, Palmtag, Griess, Drumheller, Carpenter, Nesbitt
 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.

The Commission took a short break.

Commissioner Nesbitt left at 10:35 a.m.

XIV. BUSINESS

1. Introduction of Staff

Director Odenthal introduced Jessica Boren to the Commission.

2. Director Updates

Director Odenthal told the Commission he is working with Nebraska Educational Television to come up with some public service announcements.

Director Odenthal informed the Commission that HUD may be making funds easier, but will require greater accounting.

Director Odenthal reminded the Commission that the July meeting will be July 12, beginning at noon.

3. Approval of In-State Travel for Fiscal Year 2017/2018

Commissioner Drumheller moved to approve in-state travel for Fiscal Year 2017/2018.
Commissioner Carpenter seconded the motion.

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

4. Out of State Travel Request – EEOC Conference

Commissioner Drumheller moved to approve the out of state travel request.
Commissioner Yates seconded the motion.

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

5. Management Pay Update

Director Odenthal informed the Commission that the management staff will receive the same increase as the bargaining unit employees.

6. Previous Month's General Ledger Report

Commissioner Drumheller moved to approve and accept the previous month's general ledger report.

Commissioner Carpenter seconded the motion.

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

7. Executive Director Annual Evaluation

Commissioner Drumheller moved to enter Executive Session for the purpose of discussing the evaluation of the Executive Director and to prevent needless harm to personal reputation.

Commissioner Carpenter seconded the motion.

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

The Commission entered Executive Session at 10:55 a.m.

Commissioner Drumheller moved to exit Executive Session.

Commissioner Palmtag seconded the motion.

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

The Commission reentered open session at 12:00 p.m.

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Commissioner Drumheller moved to increase the salary of the Executive Director by 1% as a cost of living adjustment and a market rate adjustment of \$6,800 bringing him to a salary of \$77,500.

Commissioner Griess seconded the motion.

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

XV. ADJOURNMENT

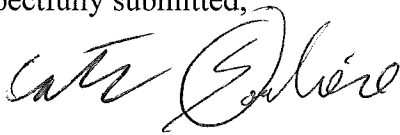
Commissioner Drumheller declared the June 16, 2017 Commission meeting ended at 12:02 p.m.

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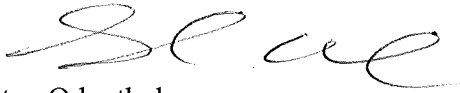
Respectfully submitted,



Cat Souliere
Staff Assistant

June 16, 2017

Date



Stan Odenthal
Executive Director

6/16/17

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of June 16, 2017 have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date