State of Nebraska
NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF MARCH 11, 2016

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:07 a.m. on March 11, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Arnold Nesbitt
Janet Palmtag (Arrived 9:12)
Michael Carpenter
Rita Griess, Vice Chairperson
Kristin Yates
Royce Jeffries

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III
Gretchen Eure, 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 March 11, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller moved to approve the February 19, 2016 Commission meeting minutes with a correction to a date.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Carpenter, Nesbitt, Griess, Drumheller, Jeffries, Yates
Nayes:
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 VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-15/16-10-47100, NEB 1-15/16-2-3248-H, and NEB 2-15/16-11-3221-H.

Under Section IX. ADMINISTRATIVE ACTIONS, please add A. LACK OF JURISDICTION, NEB 1-15/16-10-3211-PA.

Under Section X. CONCILIATION, please add NEB 1-14/15/-10-45333.

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

NEB 2-15/16-10-3201-PA (Respondent was present.)
Commissioner Griess moved for no reasonable cause.
Commissioner Nesbitt seconded the motion.

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

NEB 2-15/16-10-3202-PA (Respondent was present.)
NEB 2-15/16-10-3203-PA (Respondent was present.)
NEB 2-15/16-10-3204-PA (Respondent was present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Carpenter seconded the motion.

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

NEB 2-15/16-7-45755 (Complainant was present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Palmtag seconded the motion.

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

NEB 2-15/16-7-45759 (Complainant and Respondent were present.)
Commissioner Nesbitt moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

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

NEB 1-15/16-9-47338 (Complainant and Respondent were present.)
Commissioner Carpenter moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

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

The Commission took a short break.

NEB 2-14/15-5-45665
NEB 2-15/16-7-45769
NEB 2-15/16-9-47070
NEB 1-15/16-9-47301
NEB 1-15/16-11-3219-H

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

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

Commissioner Nesbitt was out of the room.

VIII. SUCCESSFUL AGREEMENTS

NEB 2-15/16-12-3229-H
NEB 2-15/16-9-3195-H
NEB 2-15/16-10-47100
NEB 1-15/16-2-3248-H
NEB 2-15/16-11-3221-H

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

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

IX. ADMINISTRATIVE ACTIONS

A. LACK OF JURISDICTION

NEB 1-15/16-10-3211-PA

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

ROLL CALL: Ayes: Carpenter, Nesbitt, Griess, Drumheller, Palmtag, Jeffries, Yates
Nayes:

Abstained:
Motion Carried

X. CONCILIATION

NEB 1-14/15-10-45333
Commissioner Drumheller moved to adopt the recommendations of the Director of Conciliations.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Carpenter, Nesbitt, Griess, Drumheller, Palmtag, Jeffries, Yates
Nayes:
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. Legislature Update

Director Albers informed the Commission that the bill regarding equal pay has received amendments and she believes it will pass.

Director Albers indicated there were no updates on other legislation which could affect our agency.

2. Housing Charge

Gretchen Eure shared information regarding a housing situation. Residents of a particular entity fear intimidation and retaliation if they file individually.

Commissioner Drumheller moved to take a Commission initiated housing charge. Commissioner Carpenter \ seconded the motion.

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

3. Previous Month's Budget Reports

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

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

4. Executive Director Position

The Commission discussed applicants for the position of Executive Director.

XV. ADJOURNMENT

Commissioner Drumheller declared the March 11, 2016 Commission meeting ended at 11:55 p.m.

Respectfully submitted,

Cat Souliere
Staff Assistant

March 11, 2016
Date

Barbara Albers
Executive Director

3-14-16
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of March 11, 2016 have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date