State of Nebraska
NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF SEPTEMBER 16, 2016

Commissioner Drumheller called the meeting to order in Omaha, Nebraska at 9:00 a.m. on September 16, 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
Michael Carpenter
Rita Griess, Vice Chairperson
Royce Jeffries

Staff Present

Stan Odenthal, Executive Director
Shelley Foss, Unit Director
Andrea Berry, Investigator III
Paula Gardner, Unit Director
Ben Watson, Unit Director
Cindy King, 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 September 16, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Drumheller moved to approve the August 19, 2016 Commission meeting minutes.
Commissioner Nesbitt seconded the motion.

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

IV. ADDITIONS OR CORRECTIONS

Under Section IX. ADMINISTRATIVE ACTIONS, please add B. WITHDRAWAL, NEB 2-15/16-2-47226.

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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 2-15/16-2-47235 (Respondent was present)
Commissioner Griess moved for no reasonable cause on the above case.
Commissioner Drumheller seconded the motion.

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

NEB 1-15/16-12-47513 (Complainant and Respondent were present)
Commissioner Jeffries moved for no reasonable cause on the above case.
Commissioner Drumheller seconded the motion.

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

NEB 1-15/16-2-3246-PA (Commissioners moved the case up)

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

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

VII. CASE DISPOSITIONS CONTINUED

NEB 1-15/16-10-47374
NEB 2-15/16-10-47098
NEB 2-15/16-2-47229
NEB 3-15/16-10-47317
NEB 2-15/16-10-47123
NEB 2-15/16-2-47228
NEB 2-15/16-12-47182
NEB 1-15/16-1-47540
NEB 1-15/16-4-47979
NEB 2-15/16-12-47166
NEB 2-15/16-4-3267-H
NEB 1-15/16-1-47533
NEB 2-15/16-12-3224-PA

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 2-15/16-2-47222

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

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

IX. ADMINISTRATIVE ACTIONS

A. EEOC

NEB 2-15/16-11-47162
NEB 1-15/16-1-47562
NEB 3-15/16-10-47318

Commissioner Drumheller moved to adopt the findings of the EEOC.
Commissioner Carpenter seconded the motion.

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

B. WITHDRAWAL

NEB 2-15/16-2-47226

Commissioner Drumheller moved to administratively close the above case due to Complainant withdrawing the case.
Commissioner Carpenter seconded the motion.

ROLL CALL: Ayes: Nesbitt, Jeffries, Palmtag, Carpenter, Greiss, Drumheller
Nayes:
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.

Short Break 9:50 a.m. to 10:00 a.m

XIV. BUSINESS

1. Commissioner Assignment of New Public Hearing Case

Commissioner Griess agreed to assist the Public Hearing Officer, William A. Tringe, Jr.

2. Committee Assignments

Commissioners discussed the formation of three committees. Strategic Planning, System/Personnel, and Legislative/Budget. The Commissioners determined which Commissioners would be on what committee as follows: Commissioners Drumheller and Nesbitt are on the Strategic Committee; Commissioners Carpenter, Yates, and Jefferies are on the System/Personnel Committee; and Commissioners Palmtag and Griess are on the Legislative/Budget Committee. Each unit director will be assigned to a committee.

3. Strategic Plan

Commissioners discussed the Strategic Plan. Commissioners Carpenter and Drumheller each provided suggestions on Strategic Planning.

4. EEOC Engagement Plan

Executive Director Odenthal informed the Commissioners the NEOC is working on reaching out to other civil rights organizations; looking to put short videos on its website, including at least one in Spanish; and also looking at several topics for webinars.

5. Budget Update

There has been a budget modification of an 8% decrease in funds. Executive Director Odenthal and the Commission's Chair Drumheller met with Legislators to discuss the matter.

6. November Meeting Location Change

Commissioner Drumheller moved to hold the November Commission meeting in Lincoln. Drumheller informed the Commission citizens from Georgia, the country, not the state, will be visiting Lincoln, Nebraska in November to observe how American government works. All the Commissioners present agreed to move the November Commission meeting to Lincoln.

7. Director's Update

Executive Director Odenthal informed the Commissioners the initial interviews will be conducted Monday, September 19th, for the open investigator position to be filled in the Lincoln office. Director Odenthal is looking into getting an Intern next spring. It was decided the Intake Investigators will add another appointment slot on the intake calendar splitting the times they are

available between morning and afternoon. Director Odenthal believes it will improve customer service.

8. 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:	Greiss, Palmtag, Jeffries, Nesbitt, Carpenter, Jeffries, Drumheller
	Nayes:	
	Abstained:	
	Motion Carried	

9. Personnel Matters

Commissioner Drumheller moved for Executive Session at 10:25 a.m. to discuss personnel matters.

Commissioner Drumheller called the meeting back into session at 10:43 a.m.

XV. ADJOURNMENT

Commissioner Drumheller declared the September 16, 2016 Commission meeting adjourned at 10:43 a.m.

Respectfully submitted,

Cindy King
Staff Assistant

9/28/2016
Date

Stan Odenthal
Executive Director

10/4/2016
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of September 16, 2016 have been corrected and accepted, and henceforth approved on this date.

Chairperson

10-21-16
Date