



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF OCTOBER 21, 2016

E
O
P
O
R
T
U
N
I
T
Y

Commissioner Drumheller called the meeting to order in Lincoln, Nebraska at 9:27 a.m. on October 21, 2016. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Eric Drumheller, Chairperson
Janet Palmtag

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
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 October 21, 2016 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Griess moved to approve the September 16, 2016 Commission meeting minutes.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Nays:
 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 2-15/16-6-3280-H and NEB 2-16/17-8-3302-H.

Under Section X. CONCILIATION, please add NEB 3-15/16-8-46998.

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 1-15/16-11-47432 (Respondent was present.)
Commissioner Jeffries moved for no reasonable cause.
Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 2-15/16-5-47711 (Respondent was present.)
Commissioner Griess moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

NEB 1-15/16-3-47630 (Respondent was present.)
Commissioner Drumheller moved for no reasonable cause.
Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:

Motion Carried

NEB 3-15/16-4-3269-H (Respondent was present.)

Commissioner Palmtag moved for no reasonable cause.

Commissioner Griess seconded the motion.

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

NEB 2-15/16-3-47278 (Complainant was present.)

Commissioner Palmtag moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

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

NEB 2-15/16-3-47263 (Complainant was present.)

Commissioner Jeffries moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

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

The Commission took a short break.

Commission Meeting Minutes

October 21, 2016

Page - 4 -

NEB 1-15/16-5-48029
NEB 1-15/16-1-47557
NEB 1-15/16-3-47617
NEB 2-15/16-11-47131
NEB 2-15/16-1-47190
NEB 1-15/16-3-47620
NEB 2-15/16-10-3205-H
NEB 2-15/16-3-47267
NEB 2-15/16-3-47287

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

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-15/16-6-3280-H
NEB 2-16/17-8-3302-H

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

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. COMPLAINANT FILING IN COURT

NEB 3-15/16-12-47477

Commissioner Drumheller moved to administratively close the above cases based on Complainant filing in court.
Commissioner Jeffries seconded the motion.

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

B. LACK OF JURISDICTION

NEB 1-15/16-3-3260-PA

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

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

C. EEOC

NEB 1-15/16-10-47359
NEB 1-15/16-12-47508
NEB 1-15/16-1-47567
NEB 1-15/16-3-47610
NEB 1-15/16-1-47571

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

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

X. CONCILIATION

NEB 3-15/16-8-46998

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

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Nays:
 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. Employee Introduction

Director Odenthal introduced Investigator Patti Hoage to the Commission.

2. Commissioner Packet Discussion

The Commission discussed ways of changing their mailed packets for maximum usefulness and efficiency.

3. Strategic Plan Update

Director Odenthal informed the Commission that the Strategic Plan should be available next month.

4. Director's Update

Director Odenthal told the Commission that he's met with numerous individuals involved with the community and our mission.

Director Odenthal said that the agency had hired a new employee.

Director Odenthal shared that the efforts to reduce Intake appointment times have been positive. He added that he had formed an Intake Task Force to improve Intake procedures.

Director Odenthal informed the Commission that employees were completing their required online training.

Director Odenthal told the Commission that the annual report has been posted online.

5. Previous Month's Budget Reports

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

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

6. HUD Guidance Update

Ben Watson shared guidance and law from HUD that applies to our agency.

7. Personnel Matters

Commissioner Drumheller moved to enter Executive Session to discuss personnel matters to protect the reputation of anyone from needless harm or damage. Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Palmtag, Drumheller, Griess, Jeffries
 Naves:
 Abstained:
 Motion Carried

The Commission entered Executive Session at 10:46am.

Commission Meeting Minutes

October 21, 2016

Page - 8 -

Commissioner Drumheller moved to exit Executive Session.
Commissioner Palmtag seconded the motion.

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

The Commission returned to regular session at 12:00 p.m.

XV. ADJOURNMENT

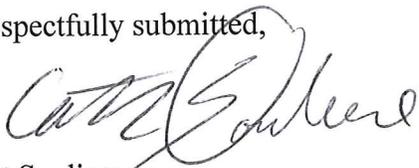
Commissioner Drumheller declared the October 21, 2016 Commission meeting ended at 12:00 p.m.

Commission Meeting Minutes

October 21, 2016

Page - 9 -

Respectfully submitted,



Cat Souliere
Staff Assistant

October 21, 2016

Date



Stan Odenthal
Executive Director

10/21/2016

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of October 21, 2016 have been corrected and accepted, and henceforth approved on this date.



Chairperson

10-18-16

Date