



# State of Nebraska

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

### MEMORANDUM

TO: The Commissioners

THROUGH: Marna Munn, Executive Director

From: Toni Fletcher, Staff Assistant

Date: May 5, 2020

Subject: Pre-Determination Settlements, Successful Mediation and Successful Conciliation Cases

### PRE-DETERMINATION SETTLEMENTS

#### NEB 1-19/20-7-50592-RS

Race, Color (Suspension, Terms and Conditions, Discharge) – The Respondent agreed to pay the Complainant a lump sum of \$1,500 which will be issued within 2 weeks of the decision.

#### NEB 1-19/20-7-50611-RS

Sex and Retaliation (Suspension, Sexual Harassment, Discharge) – The Respondent agreed to pay the Complainant a gross amount of \$7,500 which will be issued within 2 weeks of the decision.

#### NEB 1-19/20-8-50682-S

Whistleblower (harassment, Terms and Conditions, Discharge) – The Respondent agreed to pay the Complainant \$40,000 to be issued within two weeks after the agreement is executed.

#### NEB 1-19/20-7-50629-RS

Disability and Retaliation (Accommodation, Discipline, Discharge) – The Respondent agreed to pay Complainant \$2,500 within 2 weeks of the decision. The Respondent also agreed to a letter of recommendation for employment to the Complainant. Along with that, the Respondent is revising its leave policy and providing training to supervisors.

#### NEB 2-18/19-5-50487-RS

Disability and Retaliation (Hiring, Accommodation) – The Respondent agreed to pay the Complainant a lump-sum of \$3,500.

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Period: 10 Fiscal Year 2019  
As of 04/30/20

Percent of Time Elapsed 83.56

Agency 067 EQUAL OPPORTUNITY COMM  
Program 059 ENF STDS-EQ EMPL

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBRANCES	VARIANCE
<b>BUDGETED FUND TYPES - EXPENDITURES</b>						
<b>510000 PERSONAL SERVICES</b>						
511100 PERMANENT SALARIES-WAGES	1,024,585.00	84,554.51	858,202.77	83.76		166,382.23
511300 OVERTIME PAYMENTS	4,000.00	432.50	673.49	16.84		3,326.51
511600 PER DIEM PAYMENTS	4,000.00		2,050.00	51.25		1,950.00
511700 EMPLOYEE BONUSES	200.00			0.00		200.00
511800 COMP TIME PAYMENT	970.00		1,286.12	132.59		316.12
512100 VACATION LEAVE EXPENSE	92,570.00	2,071.56	78,911.23	85.24		13,658.77
512200 SICK LEAVE EXPENSE	78,680.00	3,496.01	44,212.56	56.19		34,467.44
512300 HOLIDAY LEAVE EXPENSE	61,340.00		50,228.24	81.88		11,111.76
512500 FUNERAL LEAVE EXPENSE			2,994.53	0.00		2,994.53
512600 CIVIL LEAVE EXPENSE			362.30	0.00		362.30
<b>Personal Services Subtotal</b>	<b>1,266,345.00</b>	<b>90,554.58</b>	<b>1,038,921.24</b>	<b>82.04</b>	<b>0.00</b>	<b>227,423.76</b>
515100 RETIREMENT PLANS EXPENSE	91,736.00	6,780.75	77,641.13	84.64		14,094.87
515200 FICA EXPENSE	93,876.00	6,178.12	72,032.71	76.73		21,843.29
515500 HEALTH INSURANCE EXPENSE	267,069.00	23,679.06	224,476.73	84.05		42,592.27
516300 EMPLOYEE ASSISTANCE PRO	334.00		333.72	99.92		.28
516400 UNEMPLOYM COMP INS EXP	8,500.00		7,186.12	84.54		1,313.88
516500 WORKERS COMP PREMIUMS	11,005.00		11,005.00	100.00		
<b>Major Account 510000 Total</b>	<b>1,738,865.00</b>	<b>127,192.51</b>	<b>1,431,596.65</b>	<b>82.33</b>	<b>0.00</b>	<b>307,268.35</b>
<b>520000 OPERATING EXPENSES</b>						
521100 POSTAGE EXPENSE	23,000.00	2,234.33	19,138.29	83.21		3,861.71
521400 DATA PROCESSING EXPENSE	25,500.00	1,930.67	18,747.12	73.52		6,752.88
521410 MANAGED DOMAIN SVC	1,900.00	155.25	1,575.50	82.92		324.50
521420 OCIO-VOICE	26,600.00	1,548.83	16,151.33	60.72		10,448.67
521430 LANG LINE EXP	5,500.00	402.50	3,375.48	61.37		2,124.52
521500 PUBLICATION & PRINT EXPENSE	9,000.00		6,108.65	67.87		2,891.35
521900 AWARDS EXPENSE	100.00			0.00		100.00
522100 DUES & SUBSCRIPTION EXPENSE	12,680.00	807.00	10,347.76	81.61		2,332.24
522200 CONFERENCE REGISTRATION	5,300.00	368.00	1,266.00	23.89		4,034.00
524600 RENT EXPENSE-BUILDINGS	71,798.00	5,660.84	56,578.40	78.80		15,219.60
524900 RENT EXP-DUPR SURCHARGE	24,186.00	1,649.46	16,494.60	68.20		7,691.40
527100 REP & MAINT-OFFICE EQUIP			196.37	0.00		196.37
531100 OFFICE SUPPLIES EXPENSE	14,000.00	1,309.75	11,677.17	83.41		2,322.83

Period: 10 Fiscal Year 2019  
As of 04/30/20

Agency 067 EQUAL OPPORTUNITY COMM  
Program 059 ENF STDS-EQ EMPL

Percent of Time Elapsed 83.56

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBRANCES	VARIANCE
532100 NON CAPITALIZED EQUIP PU	3,000.00	647.00	1,375.00	45.83		1,625.00
532200 PERSONAL COMPUTING EQUIP	7,000.00		1,773.63	25.34		5,226.37
532260 VOICE EQUIP	3,000.00		348.64	11.62		2,651.36
533900 FOOD EXPENSE			83.31	0.00		83.31-
541100 ACCTG & AUDITING SERVICES	4,672.00		4,632.00	99.14		40.00
541200 PURCHASING ASSESSMENT	368.00		368.00	100.00		
541500 LEGAL SERVICES EXPENSE	25,000.00	4.00	4.00	.02		24,996.00
541700 LEGAL RELATED EXPENSE	7,500.00	330.00	418.91	5.59		7,081.09
542100 SOS TEMP SERV-PERSONNEL	5,000.00		4,164.06	83.28		835.94
547100 EDUCATIONAL SERVICES			2,000.00	0.00		2,000.00-
554900 OTHER CONTRACTUAL SERVICE	4,000.00			0.00		4,000.00
555100 SOFTWARE RENEWAL/MAINT FEE			391.96	0.00		391.96-
556100 INSURANCE EXPENSE	350.00		440.85	125.96		90.85-
556300 SURETY & NOTARY BONDS	200.00	40.00	360.00	180.00		160.00-
559100 OTHER OPERATING EXP	2,500.00	34.00	3,214.00	128.56		714.00-
559110 OTHER-RECORDS SVC	2,500.00	142.80	1,757.43	70.30		742.57
559120 OTHER-INTERP SVCS	450.00		180.00	40.00		270.00
<b>Major Account 520000 Total</b>	<b>285,104.00</b>	<b>17,264.43</b>	<b>183,168.46</b>	<b>64.25</b>	<b>0.00</b>	<b>101,935.54</b>
<b>570000 TRAVEL EXPENSES</b>						
571100 BOARD & LODGING	12,000.00		3,213.79	26.78		8,786.21
572100 COMMERCIAL TRANSPORTATION	5,000.00		371.60	7.43		4,628.40
573100 STATE-OWNED TRANSPORT	2,500.00		637.67	25.51		1,862.33
574500 PERSONAL VEHICLE MILEAGE	15,300.00		7,527.21	49.20		7,772.79
574600 CONTRACTUAL SERV - TRAVEL EXP	2,500.00		746.40	29.86		1,753.60
575100 MISC TRAVEL EXPENSES	1,250.00		340.00	27.20		910.00
<b>Major Account 570000 Total</b>	<b>38,550.00</b>	<b>0.00</b>	<b>12,836.67</b>	<b>33.30</b>	<b>0.00</b>	<b>25,713.33</b>
<b>580000 CAPITAL OUTLAY</b>						
583470 PERSONAL COMPUTING EQUIPMENT	12,000.00		1,233.05	10.28		10,766.95
<b>Major Account 580000 Total</b>	<b>12,000.00</b>	<b>0.00</b>	<b>1,233.05</b>	<b>10.28</b>	<b>0.00</b>	<b>10,766.95</b>
<b>BUDGETED EXPENDITURES TOTAL</b>	<b>2,074,519.00</b>	<b>144,456.94</b>	<b>1,628,834.83</b>	<b>78.52</b>	<b>0.00</b>	<b>445,684.17</b>

SUMMARY BY FUND TYPE - EXPENDITURES

STATE OF NEBRASKA  
Department of Administrative Services  
Accounting Division  
Budget Status Report

Period: 10 Fiscal Year 2019  
As of 04/30/20

Percent of Time Elapsed 83.56

Agency 067 EQUAL OPPORTUNITY COMM  
Program 059 ENF STDS-EQ EMPL

ACCOUNT CODE DESCRIPTION	BUDGETED AMOUNT	CURRENT MONTH ACTIVITY	YEAR-TO-DATE ACTUALS	PERCENT OF BUDGET	ENCUMBRANCES	VARIANCE
1 GENERAL FUND	1,261,453.00	84,520.34	995,409.11	78.91		266,043.89
4 FEDERAL FUNDS	813,066.00	59,936.60	633,425.72	77.91		179,640.28
<b>BUDGETED EXPENDITURES TOTAL</b>	<b>2,074,519.00</b>	<b>144,456.94</b>	<b>1,628,834.83</b>	<b>78.52</b>	<b>0.00</b>	<b>445,684.17</b>
<b>BUDGETED FUND TYPES - REVENUES</b>						
<b>460000 REVENUE - INTERGOVERNMENTAL</b>						
461100 OPERATING FED GRANTS & C	675,000.00		432,840.00-	64.12-		1,107,840.00
Major Account 460000 Total	675,000.00	0.00	432,840.00-	64.12-	0.00	1,107,840.00
<b>480000 REVENUE - MISCELLANEOUS</b>						
481100 INVESTMENT INCOME	38,000.00	3,083.37-	29,655.78-	78.04-		67,655.78
484500 REIMB NON-GOVT SOURCES			144.71-	0.00		144.71
Major Account 480000 Total	38,000.00	3,083.37-	29,800.49-	78.42-	0.00	67,800.49
<b>490000 REVENUE - OTHER FINANCIAL SOURCES/U</b>						
491300 SALE - SURP PROP/FIXED ASSET			711.45-	0.00		711.45
Major Account 490000 Total	0.00	0.00	711.45-	0.00	0.00	711.45
<b>BUDGETED REVENUE TOTAL</b>	<b>713,000.00</b>	<b>3,083.37-</b>	<b>463,351.94-</b>	<b>64.99-</b>	<b>0.00</b>	<b>1,176,351.94</b>
<b>SUMMARY BY FUND TYPE - REVENUE</b>						
1 GENERAL FUND			856.16-	0.00		856.16
4 FEDERAL FUNDS		3,083.37-	462,495.78-	64.87-		1,175,495.78
<b>BUDGETED REVENUE TOTAL</b>	<b>713,000.00</b>	<b>3,083.37-</b>	<b>463,351.94-</b>	<b>64.99-</b>	<b>0.00</b>	<b>1,176,351.94</b>

# WEB SITE STATISTICS

[www.neoc.nebraska.gov](http://www.neoc.nebraska.gov)

2019/2020

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