



# State of Nebraska

## EQUAL OPPORTUNITY COMMISSION

### NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF April 15, 2022

Commissioner Arnold called the meeting to order in Omaha, Nebraska at 9:04 a.m. on April 15, 2022. It was established, after a roll call, there was a quorum.

#### I. ROLL CALL

##### *Commissioners Present*

Patrick Borchers, Chairperson  
Eric Drumheller  
Arla Jo Meyer  
Tyeisha Kosmicki

John Arnold, Vice Chair  
Royce Jeffries  
Lynn Brennan

##### *Staff Present*

Paula Gardner, Executive Director  
Shelley Foss, Unit Director  
Brandie Hinkle, Investigator III

Ben Watson, Unit Director  
Andrea Berry, Unit Director  
Kim Carrera-Bower, Investigator I

#### II. NOTICE OF PUBLICATION

Director Gardner read the dates of publication for the current Commission meeting.

#### III. APPROVAL OF MINUTES

Commissioner Arnold approved the meeting minutes for March 18, 2022.

#### IV. ADDITIONS OR CORRECTIONS

NEB 2-21/22-7-52150-RD added under IX. A.

#### V. PUBLIC INPUT (Non-Case)

Limit of 5 minutes per person for a total of a 30-minute session.

EOC  
NEOC

#### MAIN OFFICE:

1526 K St, Suite 310  
Lincoln, NE 68508-2734  
Phone: 402-471-2024  
Fax: 402-471-4059  
800-642-6112

#### BRANCH OFFICES:

1313 Farnam St, Suite 318  
Omaha, NE 68102-1836  
Phone: 402-595-2028  
800-382-7820

505A Broadway Suite 600  
Scottsbluff, NE 69361-3515  
Phone: 308-632-1340  
800-830-8633

#### ONLINE:

Website:  
[NEOC.nebraska.gov](http://NEOC.nebraska.gov)

Facebook:  
<https://fb.me/NebEOC>











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The agency's "measurement period" for the EEOC is May 1-April 30 and the agency is on target for its goal. This measurement period is used to decide following year's contract.

The annual contract year is from October 1-September 30, and we are currently a bit behind in meeting the current contract goal of just over 700 cases. Factors involved in this include staffing and fewer charges, which seem to be an issue at least in the region.

The state will be bargaining for a new labor contract for the next two years (2023-2025) and agencies were given the opportunity to identify wage adjustments. The NEOC took that opportunity and submitted a request to adjust investigator wages. This request was based on the similarity between insurance investigators and EOC investigators in duties, etc. Insurance investigators start at a higher wage. This was the first time agencies have been given a chance to submit this kind of request.

The current case management system used by NEOC is adequate but was created almost a decade ago. The agency is going to meet with the state's information agency (OCIO) to see what options are available to possibly migrate the data to a better, more current system.

#### XV. ADJOURNMENT

Commissioner Borchers declared the April 15, 2022, Commission meeting ended at 10:35 a.m.

