



NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF JUNE 21, 2024

EOC
NEC

Commissioner Arnold called the meeting to order in Omaha, Nebraska at 9 a.m. on June 21, 2024. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Chairperson
Tyeisha Kosmicki
Lynn Brennan
Royce Jeffries

Arla Jo Meyer, Vice Chair

We have a quorum.

Staff Present

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

Ben Watson, Unit Director
Andrea Berry, Unit Director
Donnita Brown, Admin Tech

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 May 17, 2024.
Commissioner Meyer seconded the motion.

IV. ADDITIONS OR CORRECTIONS

Under Section VIII. Successful agreement NEB3/23/24-8-53665
Under Section XIV. Business Approval of In-State Travel for next Fiscal year

V. PUBLIC INPUT (Non-Case)

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

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VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases, wherein a party to the case was present or provided a written statement, were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

- C. HOUSING Respondent was present
NEB 2-22/23-6-3795

Commissioner Arnold moved for no reasonable cause.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Jeffries, Meyer
 Naves:
 Abstained:
 Motion Carried

- C. HOUSING Respondent was present
NEB 1-23/24-12-3821

Commissioner Meyer moved for no reasonable cause.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Kosmicki
 Naves:
 Abstained:
 Motion Carried

- C. HOUSING Respondent was present
NEB 2-23/24-8-3805

Commissioner Jeffries moved for no reasonable cause.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Kosmicki,
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Respondent was present, and Respondent submitted a written statement
NEB 1-23/24-10-53837

Commissioner Arnold moved for no reasonable cause.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT Complainant Submitted a written statement
NEB 1-23/24-10-53817

Commissioner Arnold moved for no reasonable cause.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Naves:
 Abstained:
 Motion Carried

- A. EMPLOYMENT
 NEB 1-23/24-9-53755
 NEB 2-23/24-10-53864

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Arnold, Jeffries
 Naves:
 Abstained:
 Motion Carried

- B. PUBLIC ACCOMMODATION
 NEB 2-23/24-1-3831

Commissioner Arnold moved for no reasonable cause on the above case.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Jeffries, Meyer, Brennan
 Naves:
 Abstained:
 Motion Carried

C. HOUSING

NEB 1-23/24-1-3832
NEB 1-23/24-10-3816
NEB 2-22/23-4-3784

Commissioner Arnold moved for no reasonable cause on the above cases.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Naves:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

A. NEB 3/23/24-8-53665

Commissioner Arnold moved to adopt the agreement.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Kosmicki
 Naves:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS
 NEB 1-23/24-9-53733

Commissioner Arnold moved to administratively close the above case based on withdrawal by
Complainant.
Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Naves:
 Abstained:
 Motion Carried

B. LACK OF JURISDICTION
NEB 1-23/24-10-53853
NEB 2-23/24-10-53856

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

ROLL CALL: Ayes: Arnold, Jeffries, Meyer, Brennan, Kosmicki,
 Naves:
 Abstained:
 Motion Carried

C. EEOC
NEB 1-21/22-10-52268
NEB 1-22/23-12-53173
NEB 2-22/23-4-53410
NEB 1-23/24-12-54054
NEB 1-23/24-4-54369

Commissioner Arnold moved to administratively close the above cases based on adoption of the findings of the EEOC.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Naves:
 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

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Arnold moved to approve and accept the previous month's General Ledger report. Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Arnold, Jeffries
 Nays:
 Abstained:
 Motion Carried

2. Approval of In-State Travel for next Fiscal year

Commissioner Arnold moved to approve the in-state travel for the next fiscal year. Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Jeffries, Meyer, Brennan, Kosmicki, Arnold
 Nays:
 Abstained:
 Motion Carried

3. Stan Odenthal provided an update on the new website.

4. Outreach Report—Unit Director, Ben Watson

Director Watson has indicated that the NEOC will be participating in the Nebraska Disability Pride Celebration in Antelope Park on July 27, 2024.

Director Watson shared that plans for Brandie Hinkle to hold workshops at Heartland Workforce Solutions are being finalized. Heartland Workforce Solutions is a non-profit workforce that help people get employed and stay employed, which part of that will include understanding employee rights, our process, etc. We are also looking into potential job fairs and other events we can attend.

Director Watson announced that he has been communicating with institutions of higher education in Nebraska. As the Fair Housing Act applies to dorms on campuses, this specific subject will be beneficial to colleges and universities. He Plans to visit Midland University in July; the exact date has not been established.

5. Director's Report – Executive Director, Paula Gardner

Director Gardner introduced new Omaha investigator Isaiah Klaver. She also announced that Lincoln investigator Bridget Price has given notice that she will be leaving in July. With the open investigator position she hopes to be able to hire from the previous applicant pool to have someone starting July 15th.

Director Gardner stated the hearing officer is working on the Recommended Final Order and expects it sometime this summer.

Director Gardner discussed the final meeting with EEOC regarding the audit. There are no areas of concerns at this time. We will continue to work closely with our state and local program manager to ensure we are in compliance with the agreement. The contract from EEOC increased about 30 cases from last year.

Director Gardner announced that two housing investigators will be attending the National Fair Housing Alliance conference in Washington, D.C. July 14th to July 16th. And the other two housing investigators will be attending the International Association of Official Human Rights Agencies in St. Louis, MO August 11th to August 15th. These training are required and approved by HUD.

Director Gardner announced that the new Case Management System is expected to launch July 1st.

Director Gardner stated that she and Cathy Fedor have been training for the upcoming budget, that will start in July with final submissions due September 15th.

6. Executive Director's Performance Review

Commissioner Arnold moved to enter Executive Session for the purpose of discussing the evaluation of the Executive Director and to prevent needless harm to personal reputation. Commissioner Meyer seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Arnold, Jeffries, Meyer
 Nayes:
 Abstained:
 Motion Carried

The Commission entered Executive Session at 10:15 am.

The Commission exited Executive Session at 11:28 am.

Commissioner Arnold moved to increase the salary of the Executive Director by 5%.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Jeffries, Meyer, Brennan,
 Nays:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Arnold declared the June 21, 2024, Commission meeting ended at 11:29 a.m.

Respectfully submitted,


Donnita Brown
Administrative Technician II

6/26/24
Date


Paula Gardner
Executive Director

6.26.2024
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of June 21, 2024, have been corrected and accepted, and henceforth approved on this date.


Chairperson

7/19/2024
Date