



NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF October 20, 2023

Commissioner Arnold called the meeting to order in Omaha, Nebraska at 9 a.m. on October 20, 2023. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present John Arnold, Chairperson Eric Drumheller Tyeisha Kosmicki

Arla Jo Meyer, Vice Chair Royce Jeffries Lynn Brennan

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 Cathy Fedor, Admin Tech

II. <u>NOTICE OF PUBLICATION</u>

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

III. APPROVAL OF MINUTES

Commissioner Arnold approved the meeting minutes for September 15, 2023. Commissioner Meyer seconded the motion.

IV. ADDITIONS OR CORRECTIONS

None at this time

V. <u>PUBLIC INPUT</u> (Non-Case) Limit of 5 minutes per person for a total of a 30-minute session.







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VI. <u>INTRODUCTION TO PUBLIC INPUT (Agenda Cases)</u>

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

A. EMPLOYMENT Complainant and Respondent sent in a written statement and Respondent was present

NEB 1-22/23-3-53364-RS

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

ROLL CALL:

Ayes:

Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Complainant was present NEB 1-22/23-2-53301-RS

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

ROLL CALL:

Ayes:

Jeffries, Meyer, Brennan, Kosmicki, Arnold,

Drumheller

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Respondent was present NEB 1-22/23-8-52908-RD

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

ROLL CALL:

Ayes:

Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

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A. EMPLOYMENT Respondent was present NEB 1-22/23-2-53278-RD

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

ROLL CALL:

Ayes:

Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Respondent was present NEB 1-22/23-3-53309-RD

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

ROLL CALL:

Ayes:

Jeffries, Meyer, Brennan, Kosmicki, Arnold,

Drumheller

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Complainant was present NEB 1-22/23-1-53209-RD

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

ROLL CALL:

Ayes:

Brennan, Kosmicki, Arnold, Drumheller, Jeffries,

Meyer

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A. EMPLOYMENT Complainant was present and then left NEB 1-21/22-4-52649-RD

Commissioner Arnold moved for no reasonable cause on basis of Age & Retaliation (Terms & Conditions, Harassment) and Age Discrimination (Promotion)

Commissioner Brennan seconded the motion.

ROLL CALL:

Ayes:

Meyer, Brennan, Kosmicki, Arnold, Drumheller,

Jeffries

Nayes: Abstained: Motion Carried

Commissioner Drumheller moved for reasonable cause on basis Retaliation Discrimination (Promotion)

Commissioner Kosmicki seconded the motion.

ROLL CALL:

Ayes:

Jeffries, Drumheller, Arnold, Kosmicki, Brennan,

Meyer

Nayes: Abstained: Motion Carried

B. PUBLIC ACCOMMODATION Respondent was present NEB 1-22/23-9-3757-PA

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

ROLL CALL:

Ayes:

Kosmicki, Arnold, Drumheller, Jeffries, Meyer,

Brennan

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C. HOUSING Complainant was present NEB 2-22/23-11-3768-H

Commissioner Meyer moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL:

Ayes:

Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Complainant was present (Spanish Interpreter) NEB 2-22/23-10-53050-RS

Commissioner Arnold moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

ROLL CALL:

Ayes:

Arnold, Drumheller, Meyer, Brennan, Kosmicki

Nayes:

Abstained:

Jeffries (Interpreted for Complainant)

Motion Carried

A. EMPLOYMENT Respondent sent in a written statement NEB 1-22/23-4-53394-RD

Commissioner Drumheller moved for no reasonable cause.

Commissioner Brennan seconded the motion.

ROLL CALL:

Ayes:

Meyer, Brennan, Kosmicki, Arnold, Drumheller,

Jeffries

Nayes: Abstained: Motion Carried

A. EMPLOYMENT Respondent sent in a written statement NEB 1-22/23-2-53261-RD

Commissioner Jeffries moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

ROLL CALL:

Ayes:

Drumheller, Jeffries, Meyer, Brennan, Kosmicki,

Arnold

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B. PUBLIC ACCOMMODATION Complainant sent in a written statement NEB 1-22/23-4-3786-PA

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

ROLL CALL:

Ayes:

Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

Nayes: Abstained: Motion Carried

A. EMPLOYMENT

NEB 2-22/23-5-53473-RS NEB 1-22/23-1-53207-RS NEB 1-22/23-4-53376-RS NEB1-22/23-1-53234-RD NEB 1-22/23-2-53275-RD

NEB 2-22/23-10-53047-RS

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

ROLL CALL:

Ayes:

Jeffries, Meyer, Brennan, Kosmicki, Arnold,

Drumheller

Nayes: Abstained: Motion Carried

B. PUBLIC ACCOMMODATION NEB 1-22/23-3-3782-PA

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

ROLL CALL:

Ayes:

Meyer, Brennan, Kosmicki, Arnold, Drumheller,

Jeffries

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VIII. SUCCESSFUL AGREEMENTS

NEB 2-22/23-2-53269

Commissioner Arnold moved to adopt the agreement.

Commissioner Meyer seconded the motion.

ROLL CALL:

Ayes:

Kosmicki, Arnold, Drumheller, Jeffries, Meyer,

Brennan

Nayes: Abstained: Motion Carried

IX. <u>ADMINISTRATIVE ACTIONS</u>

None at this time

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. <u>CIVIL ACTION</u>

None at this time

XIV. BUSINESS

1. Previous Month's General Ledger Report

Commissioner Arnold moved to approve and accept the previous General Ledger report. Commissioner Jeffries seconded the motion.

ROLL CALL:

Ayes:

Arnold, Drumheller, Jeffries, Meyer, Brennan,

Kosmicki

2. Outreach Report—Unit Director, Ben Watson

Director Watson spoke about an outreach event with Heartland Workforce Solutions. This was a good outreach event as it was not just their employees, but it also included their clients which included job seekers and those that could have issues with housing.

Director Watson mentioned we are in the planning stages of finding ways to use our HUD Partnership funds. We are looking at working with marketing firms and/or local television stations in the tri cities and other out state areas to possibly air commercials. We may also consider more fairs as it worked well in the past.

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

Director Gardner talked about the all staff meeting on October 4th, 2023. This was held in Omaha at NRD Chalco Hills\Wehrspann Lake. This is the first time many employees were able to meet with each other. Commissioner Arnold stopped by during our Unit Director updates. We also had an icebreaker by matching people with their pet by name and then sharing the picture. We had bingo with Halloween information we received from each other. Andrea Berry had a presentation on the PWFA. We finished with employee recognitions and shout outs. Commissioner Arnold spoke on our all staff meeting stating it was great to see such a good group engaged and working as a functional team.

Director Gardner informed the Commissioners that we have posted for Kathy Bogenreif's job position. This took a little longer than expected as we had to set up in a new system for posting jobs. We expect to interview towards the end of the month and be able to hire soon after that.

We are also making good progress on our database. There was slowdown due to staffing at OCIO, but Director Andrea Berry and Director Gardner met with staff for input to help build it and seems we are getting close to completion. We are still working on our Website and anticipate a function to permit Commissioners to read-only access to cases making it much easier than SharePoint.

Director Gardner stated she will be doing a presentation for an Employment Law Symposium a local Omaha law firm is hosting. Starting in early November she will begin a Leadership Training program the EEOC is providing to Executive Directors it works with. It will consist of 6 classes that will be conducted remotely with about 20 other directors.

Director Gardner noted that we had met our EEOC contract, albeit a reduced contract. We also received our Performance Assessment Report from HUD for July 2021 through June 2023. We were recommended for continued substantial equivalency. HUD recommended a few changes such as increasing the number of cases, although our

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numbers show we met the requirement, which could be due to information inputted into HUD's system. HUD is also wanting an action plan to decrease our case processing time and clear the aged complaint inventory. Some of the issues were caused by staffing changes but we can come up with a way to bring that number down. The other areas are things that we are doing, but perhaps they were not included in HEMS properly, like conciliation compliance monitoring and outcomes with the AG, so it is more being better in HEMS than changing anything we are doing.

	KV. <u>ADJOURNMENT</u> Commissioner Arnold declared the October 20, 2023, Commission meeting ended at 12:01p.m.	
	Respectfully submitted,	
	Cathy Leaver	10 0503
	Administrative Technician II	10.2523 Date
/		Date
1	Paula Gardner	10-25-2023
	Executive Director	Date
	The Minutes of the Nebraska Equal Opportunity Commission meeting of October 20, 2023, been corrected and accepted, and henceforth approved on this date.	
	Chairperson	Date