



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF NOVEMBER 15, 2024

Commissioner Arnold called the meeting to order in Lincoln, Nebraska at 9 a.m. on November 15, 2024. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

John Arnold, Chairperson
Tyeisha Kosmicki
Eric Drumheller

Lynn Brennan
Royce Jeffries

We have quorum.

Staff Present

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

Ben Watson, Unit Director
Andrea Berry, Unit Director
Rebekka Hergenrader, 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 October 18, 2024.
Commissioner Brennan seconded the motion.

IV. ADDITIONS OR CORRECTIONS

Under Section VIII., Successful Agreements add NEB 1-24/25-8-54677-RD, NEB 2-23/24-3-3847-H, NEB 1-22/23-5-53431-RD

V. PUBLIC INPUT (Non-Case)

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

NEOC

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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

- A. EMPLOYMENT Complainant and Respondent were present
NEB 2-23/24-10-53793

Commissioner Drumheller moved for reasonable cause.
Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Jeffries, Kosmicki, Drumheller
 Nays: Arnold, Brennan
 Abstained:
 Motion Failed

Commissioner Arnold moved to table the case for additional details.
Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Jeffries, Arnold, Brennan
 Nays: Drumheller, Kosmicki
 Abstained:
 Motion Failed

Commissioner Arnold moved for reasonable cause.
Commissioner Drumheller seconded the motion.

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

- A. EMPLOYMENT Respondent submitted a written statement
NEB 2-23/24-3-54315

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

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

- A. EMPLOYMENT Respondent submitted a written statement
NEB 1-23/24-10-53846

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

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

- A. EMPLOYMENT
NEB 2-23/24-2-54174

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

ROLL CALL: Ayes: Drumheller, Brennan, Kosmicki, Jefferies
 Nayes:
 Abstained: Arnold
 Motion Carried

HOUSING

NEB 1-23/24-1-3829 Complainant was present after the vote was taken.

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

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

A. EMPLOYMENT

NEB 2-23/24-2-54252
NEB 2-23/24-2-54261
NEB 2-22/23-2-53286
NEB 1-23/24-2-54273

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

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

B. HOUSING

NEB 2-22/23-4-3787

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

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-24/25-7-54566-RD
NEB 1-24/25-8-54677-RD
NEB 2-23/24-3-3847-H
NEB 1-22/23-5-53431-RD

Commissioner Arnold moved to adopt the Agreements.
Commissioner Jefferies seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 1-23/24- 10-54313- RD
NEB 1-23/24-3-54308-RD

Commissioner Arnold moved to administratively close the above cases based on withdrawal by Complainant.

Commissioner Kosmicki seconded the motion.

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

B. COMPLAINANT FILED IN COURT

NEB 1-23/24-10-53819-RD

Commissioner Arnold moved to administratively close the above case based on the case being filed in court.

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Kosmicki, Arnold, Drumheller, Jeffries, Brennan
 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

1. Previous Month's General Ledger Report

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

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

2. Select Chairperson

Commissioner Arnold moved to nominate Commissioner Meyer as Chair for 2025.
Commissioner Jeffries seconded the motion.

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

Commissioner Jeffries moved to nominate Commissioner Brennan as Vice Chair for 2025.
Commissioner Arnold seconded the motion.

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

3. Dates and Locations

Commissioner Brennan moved to cancel the December meeting.
Commissioner Kosmicki seconded the motion.

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

Commissioner Arnold move to approve dates and locations of commission meetings for the 3rd Friday of the month starting January 17, 2025, in Lincoln, then alternating between Lincoln and Omaha unless an alternate location is proposed at a later date.

Commissioner Kosmicki seconded the motion.

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

1. Outreach Report—Unit Director, Ben Watson

Director Watson announced that he and Director Gardner attended a Jackson Lewis outreach event to present information about the agency.

Director Watson talked about an upcoming outreach with Nebraska Workforce Development.

Director Watson discussed seeking a HUD Partnership grant to produce short videos for the website.

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

Director Gardner introduced Ryanne Weiss as Lincoln's new Office Specialist.

Director Gardner shared that the agency is preparing for its upcoming HUD contract.

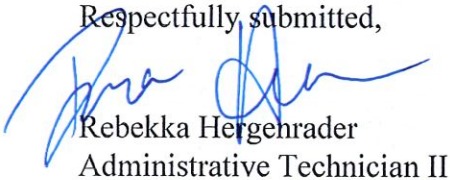
Director Gardner shared the agency held its all staff meeting on Oct 30, 2024. As a follow up, she will be having investigators meeting in small groups to discuss roadblocks they are facing in completing cases in a timely manner and solutions to overcoming the roadblocks.

Director Gardner indicated the agency will be starting the 23/24 Annual report in the next few weeks with an expected completion before the new legislative session begins.

XV. ADJOURNMENT

Commissioner Arnold declared the November 15, 2024, Commission meeting ended at 10:30am.

Respectfully submitted,


Rebekka Hergenrader
Administrative Technician II

11-21-2024
Date


Paula Gardner
Executive Director

11-21-2024
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of November 15, 2024, have been corrected and accepted, and henceforth approved on this date.

Chairperson

Date