



**NEBRASKA EQUAL OPPORTUNITY COMMISSION
MEETING OF May 16, 2025**

Commissioner Meyer called the meeting to order in Lincoln, Nebraska at 9:01a.m. on May 16, 2025. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Eric Drumheller
Patrick Borchers

Lynn Brennan, Vice Chair
Tyeisha Kosmicki

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
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 Meyer approved the meeting minutes for April 18, 2025.
Commissioner Kosmicki seconded the motion.

IV. ADDITIONS OR CORRECTIONS

Under Section VIII Successful Agreements, add NEB 1-24/25-2-3917-H and NEB 1-24/25-8-54640-RD

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

- A. EMPLOYMENT Respondent was present.
NEB 2-23/24-1-54082

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

ROLL CALL: Ayes: Drumheller, Meyer, Brennan, Kosmicki,
Nayes:
Abstained: Borchers
Motion Carried

- A. EMPLOYMENT Respondent was present.
NEB 1-23/24-1-54093

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

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Drumheller, Borchers
Nayes:
Abstained:
Motion Carried

- A. EMPLOYMENT Respondent was present.
NEB 1-23/24-2-54271

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

ROLL CALL: Ayes: Brennan, Kosmicki, Drumheller, Meyer, Borchers
Nayes:
Abstained:
Motion Carried

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- A. EMPLOYMENT Complainant submitted a written statement.
NEB 1-24/25-8-54698

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

ROLL CALL: Ayes: Brennan, Kosmicki, Drumheller, Meyer, Borchers
 Nayes:
 Abstained:
 Motion Carried

- B. PUBLIC ACCOMMODATION Complainant was present.
NEB 2-24/25-10-3888

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

ROLL CALL: Ayes: Drumheller, Meyer, Brennan, Kosmicki, Borchers
 Nayes:
 Abstained:
 Motion Carried

- B. PUBLIC ACCOMMODATION Complainant was present.
NEB 2-24/25-11-3895

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

ROLL CALL: Ayes: Drumheller, Meyer, Brennan, Kosmicki, Borchers
 Nayes:
 Abstained:
 Motion Carried

- C. HOUSING Complainant submitted a written statement.
NEB 2-24/25-10-3881

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

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Drumheller, Borchers
 Nayes:
 Abstained:
 Motion Carried

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A. EMPLOYMENT

NEB 2-23/24-6-54544

NEB 2-24/25-7-54595

NEB 2-23/24-3-54291

NEB 1-23/24-5-54467

NEB 2-24/25-7-54590

NEB 3-24/25-7-54608

NEB 1-24/25-7-54616

NEB 1-24/25-9-54725

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

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Drumheller, Meyer, Brennan, Kosmicki, Borchers
 Nayes:
 Abstained:
 Motion Carried

C. HOUSING

NEB 2-24/25-10-3882

NEB 2-24/25-10-3884

NEB 1-24/25-12-3898

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

Commissioner Borchers seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Drumheller, Borchers
 Nayes:
 Abstained:
 Motion Carried

VIII. SUCCESSFUL AGREEMENTS

NEB 2-23/24-1-3841-H

NEB 1-23/24-5-3860-H

NEB 3-23/24-1-54139-RD

NEB 1-24/25-2-3917-H

NEB 1-24/25-8-54640-RD

Commissioner Meyer moved to adopt the Agreements.

Commissioner Kosmicki seconded the motion.

ROLL CALL: Ayes: Meyer, Brennan, Kosmicki, Drumheller, Borchers
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

- A. EEOC
NEB 1-24/25-8-54650-RD

Commissioner Meyer moved to adopt the findings of the EEOC.
Commissioner Borchers seconded the motion.

ROLL CALL: Ayes: Brennan, Kosmicki, Drumheller, Meyer, Borchers
Nays:
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 Meyer moved to approve and adopt the previous month's General Ledger report.
Commissioner Brennan seconded the motion.

ROLL CALL: Ayes: Kosmicki, Drumheller, Meyer, Brennan, Borchers
Nays:
Abstained:
Motion Carried

2. Outreach Report—Unit Director, Ben Watson

Director Watson announced the NEOC had a table setup at the Lincoln Commission on Human Rights Civil Right Conference. He was able to talk to many people about how this agency works.

Director Watson discussed creating an online outreach conference for the Scottsbluff area for the third week of July 2025. There is interest in providing training on assistance animals. Director Watson is confident that he'll be using this occasion as a model for more outreach.

Director Watson is continuing to work on developing training/outreach material for the website.

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

Director Gardner reported that the NEOC is moving forward in hiring two investigators. Seven applicants' interviews are set up for Monday, May 19, 2025. Target date to start is June 16th, 2025.

Director Gardner mentioned she and Cathy Fedor met with Sate Personnel about the bargaining unit our investigators are in. It was determined that the "X" bargaining unit (Examining, Inspection, and Licensing) is closer aligned with the duties of our investigators. Personnel will be communicating that to the Union, which hasn't happened yet. Once that happens, Director Gardner has encouraged the investigators to work with the Union to see about salary increases to better match the other positions in this bargaining unit.

Director Gardner stated that she took part in a discussion panel alongside the Directors of LCHR and OHRRD at the Lincoln Commission on Human Rights Civil Rights conference regarding the agencies and what they do.

Director Gardner discussed the Appropriations Committee released the budget proposal, which provided the Agency slightly more general funds for 2025-2027 than the governor proposed. The increase is to account for salary increases and the increase in benefits cost. While the Committee proposed having the NEOC use increased amounts from our savings from the Federal funds, those funds are depleting at a rate faster than they are being replenished Director Gardner will continue to work with the fiscal analyst and the governor's budget staff for them to understand how federal funds work for the next budget cycle, but does not see there being an issue with the FY 25-27 budget.

Director Gardner indicated LB 694- the bill adding Military and Veteran Status to our statutes - was placed on General File on April 17, 2025, but with the session ending soon, it would be a surprise if it makes it to the floor.

Commissioner Meyer discussed the Executive Director's evaluation. She provided the information earlier and will send it again with a due date back to her at the end of May, for the evaluation at the June meeting.

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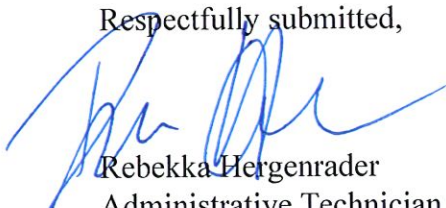
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XV. ADJOURNMENT

Commissioner Meyer declared the May 16, 2025, Commission meeting ended at 10:17 a.m.

Respectfully submitted,

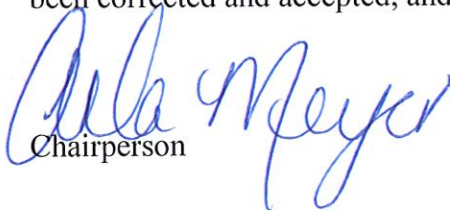

Rebekka Hergenrader
Administrative Technician II

5.22.25
Date


Paula Gardner
Executive Director

5.22.2025
Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of May 16, 2025, have been corrected and accepted, and henceforth approved on this date.


Chairperson

6.13.2025
Date