



State of Nebraska

EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF JUNE 13, 2025

Commissioner Meyer called the meeting to order in Omaha, Nebraska at 9:01 a.m. on June 13, 2025. It was established, after a roll call, there was a quorum.

I. ROLL CALL

Commissioners Present

Arla Jo Meyer, Chairperson
Tyeisha Kosmicki
John Arnold

Lynn Brennan, Vice Chair
Royce Jeffries

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 May 16, 2025.
Commissioner Kosmicki seconded the motion

IV. ADDITIONS OR CORRECTIONS

Under Section VIII, Successful Agreements, add NEB 2-24/25-9-54770-RD and NEB 2-24/25-12-54930-RD; Under Section IX. A. Withdrawal add NEB 1-24/25-8-54670-RS, C. Lack of Jurisdiction add 2-24/25-10-54788-RD and NEB 1-24/25-12-54929-RD, D. Filed in Court NEB 1-24/25-1-54994-RD; and Section X. Conciliation add NEB 2-23/24-10-53793-RS

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Commission Meeting Minutes

June 13, 2025

Page - 2 -

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

- 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 2-24/25-9-54775

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

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

- A. EMPLOYMENT Complainant was present
NEB 1-23/24-6-54521

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

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

- A. EMPLOYMENT Complainant was present
NEB 1-24/25-7-54604

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

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

- A. EMPLOYMENT Complainant was present, and Respondent submitted a written statement
NEB 1-24/25-7-54605

Commissioner Meyer moved for no reasonable cause.

Commissioner Jefferies seconded the motion.

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

- B. PUBLIC ACCOMMODATION Respondent was present
NEB 1-24/25-10-3892

Commissioner Meyer moved for no reasonable cause.

Commissioner Kosmicki seconded the motion.

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

- A. EMPLOYMENT
NEB 1-24/25-9-54758

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

Commissioner Kosmicki seconded the motion.

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

A. EMPLOYMENT

NEB 1-24/25-9-54718

NEB 1-24/25-10-54820

NEB 2-24/25-8-54710

NEB 3-24/25-10-54825

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

Commissioner Arnold seconded the motion.

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

B. PUBLIC ACCOMMODATION

NEB 1-24/25-10-3891

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

Commissioner Jeffries seconded the motion.

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

B. HOUSING

NEB 2-23/24-3-3849

NEB 2-24/25-8-3875

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

Commissioner Kosmicki seconded the motion.

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

VIII. SUCCESSFUL AGREEMENTS

NEB 1-23/24-5-54477-RD
NEB 2-24/25-11-54868-RS
NEB 2-24/25-2-55101-RS
NEB 2-24/25-9-54770-RD
NEB 2-24/25-12-54930-RD

Commissioner Meyer moved to adopt the Agreements.

Commissioner Arnold seconded the motion.

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

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 2-23/24-5-3862-H
NEB 1-24/25-8-54670-RS

Commissioner Meyer moved to administratively close the cases based on withdrawal by Complainants.

Commissioner Arnold seconded the motion.

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

B. EEOC

NEB 1-24/25-9-54736-RD

Commissioner Meyer moved to adopt the findings of the EEOC.

Commissioner Kosmicki seconded the motion.

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

C. LACK OF JURISDICTION
NEB 2-24/25-10-54788-RD
NEB 1-24/25/-12-54929-RS

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

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

D. COMPLAINANT FILED IN COURT
NEB 1-24/25-1-54994-RD

Commissioner Meyer moved to administratively close the case based on the Complainant filing in court.
Commissioner Kosmicki seconded the motion.

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

X. CONCILIATION

NEB 2-23/24-10-53793

Commissioner Meyer moved to adopt the terms of the Conciliation Agreement.
Commissioner Kosmicki seconded the motion.

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

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 Jefferies seconded the motion.

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

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

Commissioner Meyer moved to approve In-State travel for the next Fiscal year.
Commissioner Brennan seconded the motion.

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

3. Outreach Report—Unit Director, Ben Watson

Director Watson stated he has been working to expand the information on the website's Outreach page by adding employment information on harassment and retaliation from the EEOC as well as one of his presentations. He will continue to work on expanding that section.

Director Watson explained he is facilitating an online housing training on Thursday, July 24, 2025. He will be partnering with entities in Scottsbluff who have requested he provided training on reasonable accommodation and emotional support animals.

Director Watson announced the Disability Pride picnic is coming up, on July 26, 2025, at Antelope Park in Lincoln Nebraska. The plan is to have a booth there.

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

Director Gardner announced the agency has hired two new investigators. Pamela Martinez Oquendo will be starting on June 16, 2025, in Omaha, and Henry Pallesen will be starting on July 7, 2025, in Lincoln.

Director Gardner stated that she received notice the reclassification of the investigators to "X" bargaining unit has been completed with the State Personnel. 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 indicated that LB 150 was amended to add Military and Veteran status as a protected class to our statutes. This will go into effect in September 2, 2025.

5. Executive Director's Performance Review

Commissioner Meyer 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 Kosmicki seconded the motion.

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

The Commission entered Executive Session at 10:37 am.

The Commission exited Executive Session at 11:12 am.

Commissioner Meyer moved to increase the salary of the Executive Director by 3.25%. Commissioner Kosmicki seconded the motion.

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

XV. ADJOURNMENT

Commissioner Meyer declared the June 13, 2025, Commission meeting ended at 11:14 am.

Respectfully submitted,



Rebekka Hergenrader
Administrative Technician II

6.18.25

Date

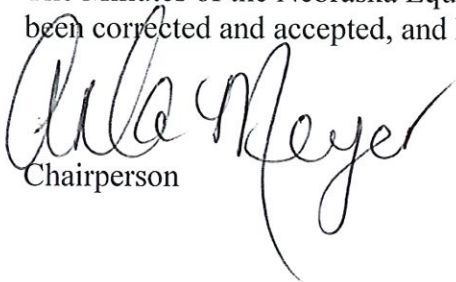


Paula Gardner
Executive Director

6-18-2025

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of June 13, 2025, have been corrected and accepted, and henceforth approved on this date.



Chairperson

July 18, 2025

Date