

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES**

DECEMBER 13, 2012
CITY COUNCIL CHAMBERS
555 S. 10TH STREET

The December 13, 2012, meeting of the Commission on Human Rights was called to order at 4:00 p.m. by Gene Crump, Chair.

ROLL CALL:

The roll call was called and documented as follows:

MEMBERS PRESENT:

Liz King, Sue Oldfield, Takako Olson, Bennie Shobe, Micheal Thompson, and Gene Crump.

MEMBERS ABSENT:

Wendy Francis, Mary Reece, and Hazell Rodriguez.

STAFF PRESENT:

Kimberley Taylor-Riley and Margie Nichols.

APPROVAL OF OCTOBER 25, 2012, MINUTES:

A motion was made by Oldfield and seconded by Thompson to approve the minutes of the October 25, 2012, meeting as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Shobe, Thompson, and Crump. Abstaining: Oldfield and Olson. Motion carried.

APPROVAL OF DECEMBER 13, 2012, AGENDA:

A motion was made by Thompson and seconded by Shobe to approve the December 13, 2012, meeting agenda as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

CASE DISPOSITIONS:

LCHR #12-0305-010-E

Oldfield and Olson excused themselves due to a conflict of interest and left the Chambers. A motion for a finding of **No Reasonable Cause** was made by Thompson and seconded by Shobe.

Nichols stated this was Investigator Angela Lemke's case. Crump asked for a summary of the Complainant's allegations which Nichols addressed. Shobe asked about other employees who stated they had witnessed the event and about any warnings the Complainant had received. Nichols provided a summary of the witnesses' testimony. Thompson asked if a Progressive Discipline Policy had been followed. Nichols stated the file noted several dates and occasions in which the Complainant was spoken to about his communication and treatment of staff, but she did not know if there were any written disciplinary actions in his file.

Oldfield and Olson returned to the Chambers. Hearing no further discussion, Crump asked for the roll call. Voting "aye" was: King, Shobe, Thompson, and Crump. Abstaining was: Oldfield and Olson. Motion carried.

PRE-DETERMINATION SETTLEMENT AGREEMENTS:

LCHR #12-0822-019-H

A motion was made by Shobe and seconded by Thompson to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-0911-043-E-R

A motion was made by Olson and seconded by King to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-0924-045-E-R

A motion was made by King and seconded by Shobe to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting “aye” was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-0927-049-E

A motion was made by Oldfield and seconded by Olson to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting “aye” was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-1005-021-H

A motion was made by Thompson and seconded by King to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting “aye” was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-1031-025-H

A motion was made by Shobe and seconded by King to accept the pre-determination settlement agreement as presented.

Hearing no discussion, Crump asked for the roll call. Voting “aye” was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

ADMINISTRATIVE CLOSURES:

Failure to Cooperate:

LCHR #11-1109-019-H

A motion was made by Thompson and seconded by Olson to accept the administrative closure as presented.

King asked about the procedure for closing a case based on Failure to Cooperate. Nichols reviewed the procedure of attempting to contact Complainants by phone and letters sent both by Certified and US Mail.

Hearing no further discussion, Crump asked for the roll call. Voting “aye” was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-1009-022-H

A motion was made by Oldfield and seconded by Thompson to accept the administrative closure as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

LCHR #12-1018-023-H

A motion was made by Olson and seconded by Oldfield to accept the administrative closure as presented.

Hearing no discussion, Crump asked for the roll call. Voting "aye" was: King, Oldfield, Olson, Shobe, Thompson, and Crump. Motion carried.

OLD BUSINESS:

Taylor-Riley stated that Commissioner Training had been scheduled for January 16, 2013, from 4:00-5:30 p.m. and held in the third floor conference room. The training will include reviewing procedural actions and to answer any questions Commissioners may have. King asked if they should bring their folders to which Taylor-Riley replied yes.

NEW BUSINESS:

Election of Officers:

Shobe made the motion to nominate Crump as Chairperson for 2013 which was seconded by Olson. Crump made the motion to nominate Rodriguez as Vice Chairperson for 2013 which was seconded by Thompson. Motions approved by acclamation.

Next Meeting:

The next meeting will be held on Thursday, January 31, 2013, at 4:00 p.m. in the City Council Chambers at the County City Building at 555 S. 10th Street.

ADJOURNED:

The meeting adjourned at 4:40 p.m.