

JIM GIBBONS  
Governor

LARRY J. MOSLEY  
Director

MAUREEN COLE  
Administrator



COMMISSIONERS  
Dennis Shipley, Chair  
Lee Plotkin  
Scott Youngs  
Nadia Jurani  
Tiffany Young

## **DRAFT**

### Minutes

of The Nevada Equal Rights Commissioners'

Meeting on January 7, 2010

This meeting was held via videoconference; however, due to technical difficulties with the videoconferencing equipment, the minutes were not recorded. The following information is being provided based on information discussed between Maureen Cole, Administrator, and Norma Delaney, Administrative Assistant III.

#### **I. Call to Order**

Dennis Shipley, Chair, called the meeting to order at 1:09 p.m.

#### **II. Roll Call and Confirmation of Quorum**

Norma Delaney, Administrative Assistant III, called roll and confirmed that a quorum was present.

Members present: Dennis Shipley, Chair; Nadia Jurani; Tiffany Young, Lee Plotkin; and Scott Youngs.

Staff present: Maureen Cole, Administrator, Nevada Equal Rights Commission (NERC); Rose Marie Reynolds, Deputy Attorney General (DAG); Ardell Galbreth, Deputy Director, Dept. of Employment, Training and Rehabilitation (DETR); Dennis Perea, Deputy Administrator, DETR Workforce Solutions Unit; Dennis Maginot, Compliance Investigator, NERC; and Norma Delaney, Administrative Assistant III, NERC.

#### **III. Verification of Posting**

Norma Delaney verified that the agenda had been posted and that certificates of posting are on file.

#### **IV. Administrator's Report**

##### **A. Budget Update State Fiscal Year (SFY) 2010**

Two budget reports were provided to the Commissioners - one ending in November 30, 2009 and the other December 31, 2009. The Commission asked why the Personnel report showed 9 Commissioners when there are actually only five. Ms. Cole said she would research that question and report back. Ms. Cole state that DETR was working on the Governor's request for potential budget reductions from each state agency that receives state general funds. Only two DETR divisions, NERC and Rehabilitation, receive state funds and Rehab's are used as "matching funds" to qualify for approximately \$4 of federal funds for each \$1 of state funds. However, until the Governor announces his plan to deal with the shortfall in general funds, and any action taken by a special session of the legislature, NERC will not know if or how any reductions will affect us. Mr Shipley asked that the Commissioners be kept up to date on this issue so that they are not taken by surprise by the decisions.

##### **B. Update of Federal Fiscal Year (FFY) 2010 - Equal Employment Opportunity Commission Work Sharing Agreement**

Ms. Cole advised that the Equal Employment Opportunity Commission (EEOC) has not announced contract levels as of the date of the meeting. She did advise that Olophius Perry, Director of the Los Angeles District Office of the EEOC, will be in Las Vegas on January 26, 2010, and that she will be meeting with him, along with Larry Mosley, Director, DETR; Ardell Galbreth, Deputy Director of DETR; and Dennis Perea, former NERC Administrator.

##### **C. SFY/FFY 2010 Performance & Case Management**

Ms. Cole advised that while NERC is currently overwhelmed in regarding to new intake complaints (as indicated on the Commissioners' Report dated January 2010), she and former NERC Administrator, Dennis Perea, determined that it was best to have the weight of the workload at the front end of the process (intake) versus the back end (investigative staff ) to allow the investigative staff to maintain a manageable workload and work on case closures. As investigators close cases, they are assigned new cases. While the overall average case age is increasing, the average time it takes to resolve cases after assigned to an investigator is just 140 days, which indicates that investigations are completed in a timely manner once they reach an investigator.

**D. Personnel Issues – Staffing**

Ms. Cole advised that interviews are scheduled for January 11, 2010 for the Chief Compliance Investigator position but that the other vacant positions will not be filled at least until the governor announces how budget reductions will affect each agency and we know the amount of federal revenue for this year.

**V. Public Comments (Discussion only)**

Ms. Delaney stated she would look into the status of the reimbursement to the Commissioners for the last meeting.

**VI. Schedule Next Meeting (location/time) and Agenda Items**

Mr. Shipley advised that Norma Delaney will contact the Commissioners regarding the next meeting date/time, and that the next meeting should be in either April/May 2010.

**VII. Adjournment**

Mr. Shipley adjourned the meeting at 1:55 p.m.

Respectfully submitted,

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Lee Plotkin  
Secretary/Commissioner

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Date

