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2007 Metropolitan Agency Report

March 2007

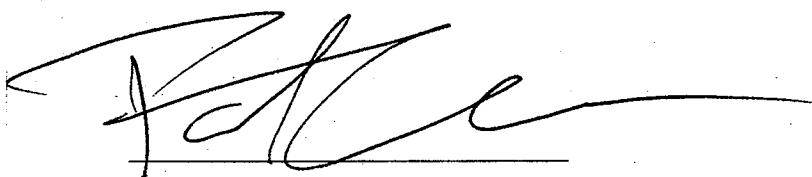
2007 Metropolitan Agency Report

March 2007

**Minnesota Department of Employee Relations
Human Resources Management Division
658 Cedar Street
St Paul, Minnesota 55155**

The Department of Employee Relations is pleased to present the 2007 Metropolitan Agency Report which includes the Metropolitan agency requirements for Affirmative Action and summarizes the data that the four Metropolitan agencies – Metropolitan Council, Metropolitan Airports Commission, Metropolitan Sports Facilities Commission and the Metropolitan Mosquito Control District - are required to submit to the Minnesota Department of Employee Relations.

The agencies' Affirmative Action Plans and programs continue to demonstrate good faith efforts on the part of each agency to comply with the requirements and to go beyond to provide an employment setting that is equally accessible and supportive to all employees.



Patricia Anderson, Commissioner
MN Department of Employee Relations



Laurie Hansen, Manager
Human Resources Management Division
MN Department of Employee Relations

Introduction

This report summarizes Affirmative Action information submitted to the Minnesota Department of Employee Relations by four Metropolitan agencies as required by MN Statute 473.143.

The report is organized in four sections:

- I. Affirmative Action Requirements**
- II. Report Requirements**
- III. Summary data**
 - A. Personnel actions**
 - B. Discrimination complaints and lawsuits**
- IV. Appendices**
 - Appendix A**
 - Appendix B**
 - Appendix C**
 - Appendix D**

I. Affirmative Action Requirements for Metropolitan Agencies

There are four Metropolitan agencies:

1. The Metropolitan Council is the regional planning organization for the seven-county Twin Cities area. It runs the regional bus and light rail system, collects and treats wastewater, manages regional water resources, plans regional parks and administers funds that provide housing opportunities for low- and moderate-income individuals and families.
2. The Metropolitan Airports Commission operates the third largest aviation system in the nation, consisting of Minneapolis-St. Paul International and six reliever airports.
3. The Metropolitan Sports Facilities Commission (MSFC) is the owner and operator of the Hubert H. Humphrey Metrodome.
4. Metropolitan Mosquito Control District provides a variety of services, including the survey and control of mosquitoes that transmit human diseases, to people living in the seven county Minneapolis and St. Paul, Minnesota metropolitan area.

The requirements for the Metropolitan agencies' Affirmative Action Plans are identified in MN Statute 473.143. <http://www.revisor.leg.state.mn.us/stats/473/143.html>

473.143 Affirmative action plans

A. Affirmative Action Plan requirements

Subd. 2. Development and contents. The council and each agency shall develop an **affirmative action plan** and submit its plan to the commissioner for approval. The commissioner may not approve a plan unless the commissioner determines that it will be effective in assuring that employment positions are equally accessible to all qualified persons, in eliminating the underutilization of qualified members of protected groups, in providing a supportive work environment to all employees, regardless of race, religion, sex, national origin, or disability, and in dealing with discrimination complaints. For purposes of this section, "protected group" has the meaning given it in section 43A.02, subdivision 33. A plan must contain at least the elements required in this subdivision. (a) **It must identify protected groups that are underrepresented in the council's or agency's work force.** (b) **It must designate a person responsible for directing and implementing the affirmative action program and assign the specific responsibilities and duties of that person.** The person responsible for implementing the program shall report directly to the council's or agency's chief operating officer regarding the person's affirmative action duties. The person responsible for the affirmative action program shall review examination and other selection criteria to assure compliance with law. This person shall be involved in the filling of all vacancies in the council or agency work force, to the extent necessary to facilitate attainment of affirmative action goals. (c) **It must describe the methods by which the plan will be communicated to employees and to other persons.**

(d) It must describe **methods for recruiting** members of protected groups. These methods may include internship programs, cooperation with union apprenticeship programs, and other steps necessary to expand the number of protected group members in applicant pools.

(e) It must describe **internal procedures** in accordance with this paragraph **for processing complaints of alleged discrimination from job applicants and employees**. The procedures must provide for an initial determination of whether the complaint is properly a discrimination complaint subject to the procedure under the affirmative action plan. Complaints filed under the discrimination procedures that allege reprisals against an employee for opposing a forbidden practice or for filing a charge, testifying, or participating in an investigation, proceeding, or hearing relating to a forbidden practice are appealable to the chief operating officer of the council or agency. Procedures under this paragraph must be distinct from any procedures available under a union contract or personnel policy for nondiscrimination complaints. Use of procedures developed under this paragraph is not a prerequisite to filing charges with a governmental enforcement agency, nor does it limit a person's right to file these charges.

(f) It must set **goals and timetables to eliminate underutilization of members of each protected group in the council or agency work force**.

(g) It must provide a **plan for retaining and promoting protected group members** in the council or agency work force. This plan should encourage training opportunities for protected group members, to the extent necessary to eliminate underutilization in specific parts of the work force.

(h) It must describe **methods of auditing, evaluating, and reporting program success, including a procedure that requires a pre employment review of all hiring decisions for occupational groups with unmet affirmative action goals**.

(i) It must provide for **training of management and supervisory personnel in implementation of the plan** and in dealing with alleged acts of discrimination in the workplace.

(j) It must provide for **periodic surveying of the council or agency work force** to determine employee attitudes toward implementation of the plan.

(k) It must provide for **creation of an employee committee** to advise on implementation of the plan and on any changes needed in the plan.

Subd. 3. Harassment. The council and each agency shall adopt written policies forbidding harassment based on sex, disability, or race in their workplaces and establishing implementation plans and grievance procedures to deal with complaints of harassment based on sex, disability, or race.

Subd. 4. Performance evaluation. The evaluation of the performance of each supervisory and managerial employee of the council and the agencies must include evaluation of the person's performance in implementing the council's or agency's affirmative action plan and in preventing forbidden discrimination in the workplace.

II. Report Requirements

The Commissioner of the Department of Employee Relations is required to submit a report to the Legislature by March 1 of each year. The report must include the following:

Subd. 5. Report. By March 1 each year, the commissioner shall report to the legislature on affirmative action progress of the council and of each agency. The report must include:

(1) an audit of the record of the council and each agency to determine compliance with affirmative action goals and to evaluate overall progress in attainment of overall affirmative action objectives;

(2) if the council or any agency has failed to make satisfactory progress toward its affirmative action goals, a list of unmet goals and an analysis of why the failure occurred;

(3) a summary of all personnel actions taken by the council and each agency during the past calendar year, categorized by occupational group, protected group status, and full-time, part-time, temporary, and seasonal status;

Definition of "personnel action"

new hire

promotion

transfer

demotion

layoff

recall from layoff

suspension with or without pay

letter of reprimand

involuntary termination

voluntary termination

other disciplinary action

(4) a summary of discrimination complaints and lawsuits against the council and each agency filed or resolved during the past calendar year, including the basis for the complaints and lawsuits. Summary, including basis:

Age

Race

Color

Creed

National origin

Religion

Sex

Status with regard to public assistance

Disability

Sexual orientation

Membership in local human rights commission

Marital status

The four Metropolitan agencies were asked to submit the information to meet the requirements of Subd. 5. (3) in the Statute and the results by agency are in Appendix A. The sample forms are in Appendix C.

The four Metropolitan agencies were asked to submit information to meet the requirements of Subd. 5. (4) in the Statute and the results by agency are in Appendix B. The sample forms are in Appendix D.

III. Summary

The four Metropolitan agencies submitted their Affirmative Action Plans (AAP) in 2006 to the Department of Employee Relations. Each plan was reviewed and approved and each complied with the statutory requirements of MN 473.143. The agencies' AAPs and programs demonstrated continuing satisfactory progress toward Affirmative Action objectives. Each agency has provided information in its AAP which assures that employment is equally accessible to all qualified persons, that the agency is working toward the elimination of underutilization of qualified members of protected groups and providing a supportive work environment to all employees.

For example, Metropolitan agencies have continued to develop relationships with recruitment sources that reach qualified protected group applicants. Agencies attend job fairs that target protected groups and have developed mailing lists of recruitment sources that refer protected group applicants. The Metropolitan agencies are a presence at community events such as Cinco de Mayo and Juneteenth celebrations where they promote their services and their employment opportunities. The agencies have also used mass mailings, public service radio announcements and contacts with community organizations to continue their efforts to correct underutilization and create a diverse workforce.

In addition, the Metropolitan agencies have developed opportunities for qualified protected group members to enter their workforce in entry level temporary positions with promotion to full-time jobs, and provided flexible schedules for staff in these positions to pursue additional education. Agencies continue to educate their managers and supervisors about the agency's Affirmative Action programs and to include training about Affirmative Action in new employee orientation in order to reach agency goals and provide an environment that welcomes a diverse workforce. And, the agency plans provide for employee committees that advise on implementation of the plan, periodic surveying of employee attitudes and performance evaluations that include the manager's or supervisor's performance in implementing the plan and preventing discrimination in the workplace

All four agencies submitted their summaries of personnel actions for the reporting period January 1 through December 31, 2006.

A. The summary data for personnel actions as submitted by the four Metropolitan agencies is shown below.

Summary of personnel actions

Agency name: all Metropolitan agencies

Reporting period: January 1 through December 31, 2006

Summary of all personnel actions:	Total number
New hires	610
Promotions	194
Transfers	795
Demotions	60
Layoffs	6
Recalls from layoff	4
Suspensions with or without pay	73
Letters of reprimand	847
Involuntary terminations	105
Voluntary terminations	231
Other disciplinary actions	138
Total of all personnel actions	3063

All Metropolitan agencies

Detail of totals for each personnel action sorted by EEO occupational group

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
New hires Total = 610	Off/Mgr	10	3	0	0	10	0	0	0
	Professional	34	17	3	0	32	2	0	0
	Technical	20	10	1	0	12	8	0	0
	Off/Clerical	36	25	10	0	27	9	0	0
	Service Maint	215	52	127	0	26	189	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	1	1	0	0	1	0	0	0
	Skilled Craft	275	1	10	1	26	3	0	246
	Prot Serv	19	3	1	0	19	0	0	0
	Total	610	112	152	1	153	211	0	246

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Promotions Total = 194	Off/Mgr	54	19	5	0	54	0	0	0
	Professional	20	8	4	0	20	0	0	0
	Technical	10	4	2	1	10	0	0	0
	Off/Clerical	6	4	3	0	6	0	0	0
	Service Maint	44	6	6	1	43	1	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	55	4	5	0	54	0	0	1
	Prot Serv	5	1	1	0	5	0	0	0
	Total	194	46	26	2	192	1	0	1

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 795	Off/Mgr	18	5	3	1	18	0	0	0
	Professional	22	8	2	0	21	1	0	0
	Tech	10	0	2	1	4	6	0	0
	Off/Clerical	10	8	2	0	10	0	0	0
	Service Maint	559	132	309	1	346	213	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	175	11	17	0	175	0	0	0
	Prot Services	1	0	0	0	0	1	0	0
	Total	795	164	335	3	574	221	0	0

All Metropolitan agencies

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Demotions Total = 60	Off/Mgr	3	1	0	0	3	0	0	0
	Professional	2	1	1	0	2	0	0	0
	Tech	2	0	0	0	2	0	0	0
	Off/Clerical	4	3	0	0	4	0	0	0
	Service Maint	32	4	6	1	32	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	17	2	4	0	17	0	0	0
	Prot Serv	0	0	0	0	0	0	0	0
	Total	60	11	11	1	60	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Layoffs Total = 6	Off/Mgr	0	0	0	0	0	0	0	0
	Profess	0	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	6	0	1	0	0	6	0	0
	Prot Serv	0	0	0	0	0	0	0	0
	Total	6	0	1	0	0	6	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Recalls from layoff Total = 4	Off/Mgr	0	0	0	0	0	0	0	0
	Profess	0	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	4	0	1	0	0	4	0	0
	Prot Serv	0	0	0	0	0	0	0	0
	Total	4	0	1	0	0	4	0	0

All Metropolitan agencies

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 73	#								
	Off/Mgr	3	1	0	0	3	0	0	0
	Profess	2	0	0	0	2	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	1	1	1	0	1	0	0	0
	Service Maint	55	7	18	0	49	6	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	12	1	2	0	9	3	0	0
	Prot Serv	0	0	0	0	0	0	0	0
	Total	73	10	22	0	64	9	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Letters of reprimand Total = 847	#								
	Off/Mgr	1	0	0	0	1	0	0	0
	Profess	1	1	0	0	1	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	787	236	275	0	617	170	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	57	6	10	0	26	4	0	27
	Prot Serv	1	0	1	0	1	0	0	0
	Total	847	243	286	0	646	174	0	27

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Involuntary terminations Total = 105	#								
	Off/Mgr	1	0	0	0	1	0	0	0
	Profess	4	2	0	0	3	1	0	0
	Tech	21	4	2	0	4	17	0	0
	Off/Clerical	3	2	1	0	2	1	0	0
	Serv Maint	61	23	37	0	17	44	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	13	1	2	0	8	2	0	3
	Prot Serv	2	0	0	0	1	1	0	0
	Total	105	32	42	0	36	66	0	3

All Metropolitan agencies

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations	Off/Mgr	12	1	1	0	10	0	0	0
	Profess	20	11	2	1	19	1	0	0
	Tech	16	11	1	0	11	5	0	0
	Off/Clerical	25	19	4	0	21	4	0	0
	Service Maint	88	20	38	1	46	42	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	44	1	2	1	13	26	0	5
	Prot Serv	26	2	1	0	12	14	0	0
	Total	231	65	49	3	132	92	0	5
Total = 231									

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions	Off/Mgr	1	0	1	0	1	0	0	0
	Profess	0	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	1	1	0	0	1	0	0	0
	Service Maint	125	37	66	0	68	57	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	11	2	1	1	11	0	0	0
	Prot Serv	0	0	0	0	0	0	0	0
	Total	138	40	68	1	81	57	0	0
Total = 138									

B. Summary data for discrimination complaints and lawsuits for all agencies

The summary of totals for discrimination complaints and lawsuits filed and resolved during the reporting period as submitted by the four Metropolitan agencies is shown below.

Agency name: all Metropolitan agencies

Reporting period: January 1 through December 31, 2006

Summary of discrimination complaints resolved

Basis	Number	Percentage
Sex	15	45.4%
Race	9	27.2%
Disability	3	9.0%
Marital status	3	9.0%
Age	2	6.0%
National origin	1	3.0%
Religion	0	0.0%
Color	0	0.0%
Creed	0	0.0%
Sexual orientation	0	0.0%
Status with regard to public assistance	0	0.0%
Membership in local human rights commission	0	0.0%
Total	33	99.6%

All agencies

Summary of lawsuits resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Appendices

Appendix A

Personnel action data by agency

Metropolitan Council

Reporting period: January 1 through December 31, 2006

Summary of Personnel Actions:	Total number
New hires	296
Promotions	172
Transfers	788
Demotions	57
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	62
Letters of reprimand	814
Involuntary terminations	86
Voluntary terminations	148
Other disciplinary actions	136
Total of all personnel actions	2559

Detail for each personnel action sorted by EEO occupational category

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total = 296	Off/Mgr	9	2	0	0	9	0	0	0
	Professional	32	16	3	0	30	2	0	0
	Technical	20	10	1	0	12	8	10	0
	Off/Clerical	13	11	3	0	12	1	0	0
	Service Maint	196	50	123	0	7	189	2	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	1	1	0	0	1	0	0	0
	Skilled Craft	24	0	0	0	24	0	0	0
	Transit Police	1	0	0	0	1	0	0	0
	Total	296	90	130	0	96	200	12	0

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Promotions Total = 172	#								
	Off/Mgr	49	16	3	0	49	0	0	0
	Professional	20	8	4	0	20	0	0	0
	Technical	9	4	2	1	9	0	0	0
	Off/Clerical	5	3	3	0	5	0	0	0
	Service Maint	39	6	6	1	38	1	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	49	4	5	0	49	0	0	0
	Transit Police	1	0	0	0	1	0	0	0
	Total	172	41	23	2	171	1	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Transfers Total = 788	#								
	Off/Mgr	18	5	3	1	18	0	0	0
	Professional	22	8	2	0	21	1	0	0
	Tech	10	0	2	1	4	6	6	0
	Off/Clerical	8	6	2	0	8	0	0	0
	Service Maint	554	132	309	1	341	213	0	0
	Laborer	0	0	0	0	0	1	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	175	11	17	0	175	0	0	0
	Transit Police	1	0	0	0	0	1	0	0
	Total	788	162	335	3	567	221	6	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Demotions Total = 57	#								
	Off/Mgr	1	1	0	0	1	0	0	0
	Professional	1	0	0	0	1	0	0	0
	Tech	2	0	0	0	2	0	0	0
	Off/Clerical	4	3	0	0	4	0	0	0
	Service Maint	32	4	6	1	32	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	17	2	4	0	17	0	0	0
	Transit Police	0	0	0	0	0	0	0	0
	Total	57	10	10	1	57	0	0	0

Metropolitan Council

		Protected group status			Full-time	Part-time	Temp	Seasonal
Occupational group			Wom	Min	Disab			
Layoffs Total = 0	#							
	Off/Mgr	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0
	Transit Police	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0

		Protected group status			Full-time	Part-time	Temp	Seasonal
Occupational group			Wom	Min	Disab			
Recalls from layoff Total = 0	#							
	Off/Mgr	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0
	Transit Police	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0

		Protected group status			Full-time	Part-time	Temp	Seasonal
Occupational group			Wom	Min	Disab			
Suspensions (w or w/o pay) Total = 62	#							
	Off/Mgr	1	1	0	0	1	0	0
	Professional	1	0	0	0	1	0	0
	Tech	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0
	Service Maint	53	7	18	0	47	6	0
	Laborer	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0
	Skilled Craft	7	1	0	0	7	0	0
	Transit Police	0	0	0	0	0	0	0
	Total	62	9	18	0	56	6	0

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Letters of reprimand Total = 814	#								
	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	1	1	0	0	1	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	787	236	275	0	617	170	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	26	2	8	0	26	0	0	0
	Transit Police	0	0	0	0	0	0	0	0
	Total	814	239	283	0	644	170	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Involuntary terminations Total = 86	#								
	Off/Mgr	1	0	0	0	1	0	0	0
	Professional	4	2	0	0	3	1	2	0
	Tech	14	3	2	0	4	10	11	0
	Off/Clerical	2	1	1	0	2	0	0	0
	Serv Maint	57	22	35	0	14	43	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	6	0	1	0	6	0	1	0
	Transit Police	2	0	0	0	1	1	0	0
	Total	86	28	39	0	31	55	14	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Voluntary terminations Total = 148	#								
	Off/Mgr	6	0	1	0	6	0	0	0
	Professional	19	10	2	1	18	1	1	0
	Tech	16	11	1	0	11	5	5	0
	Off/Clerical	10	8	1	0	10	0	0	0
	Service Maint	72	19	36	0	31	41	3	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	11	1	1	1	11	0	0	0
	Transit Police	14	0	1	0	0	14	0	0
	Total	148	49	43	2	87	61	9	0

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Tech	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	125	37	66	0	68	57	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	11	2	1	1	11	0	0	0
	Transit Police	0	0	0	0	0	0	0	0
	Total	136	39	67	1	79	57	0	0

Metropolitan Airports Commission

Reporting period: January 1 through December 31, 2006

Summary of Personnel Actions:	Total number
New hires	96
Promotions	20
Transfers	7
Demotions	2
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	8
Letters of reprimand	2
Involuntary terminations	6
Voluntary terminations	75
Other disciplinary actions	2
Total of all personnel actions	218

Detail for each personnel action sorted by EEO occupational category

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total =96	Officials/Admin.	1	1	0	0	1	0	0	0
	Professional	2	1	0	0	2	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	23	14	7	0	15	8	0	0
	Service Maint.	18	2	4	0	18	0	0	0
	Prot Serv	18	3	1	0	18	0	0	0
	Managers/Supv	0	0	0	0	0	0	0	0
	Skilled Craft	34	1	1	1	2	0	0	32
	Total	96	21	13	1	56	8	0	32

Metropolitan Airports Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Promotions Total =20	Off/Admin.	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	1	0	0	0	1	0	0	0
	Off/Clerical	1	1	0	0	1	0	0	0
	Service Maint	5	0	0	0	5	0	0	0
	Protective Serv	4	1	1	0	4	0	0	0
	Manager/ Supv	5	3	2	0	5	0	0	0
	Skilled Craft	4	0	0	0	4	0	0	0
	Total	20	3	2	0	20	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 7	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	2	2	0	0	2	0	0	0
	Service Maint	5	0	0	0	5	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Manager/Supv	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	7	0	0	0	7	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Demotions Total = 2	Off/Admin	0	0	0	0	0	0	0	0
	Professional	1	1	1	0	1	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Manager/Supv	1	0	0	0	1	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	2	1	1	0	2	0	0	0

Metropolitan Airports Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Layoffs Total = 0	#								
	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Manager/Supv	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Recalls from layoff Total = 0	#								
	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Manager/Supv	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 8	#								
	Off/Admin	0	0	0	0	0	0	0	0
	Professional	1	0	0	0	1	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	1	1	1	0	1	0	0	0
	Service Maint	2	0	0	0	2	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Manager/Supv	2	1	2	0	2	0	0	0
	Skilled Craft	2	0	1	0	2	0	0	0
	Total	8	0	0	0	8	0	0	0

Metropolitan Airports Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Letters of reprimand Total = 2	#								
	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Protective Ser	1	0	1	0	1	0	0	0
	Manager/Supv	1	0	1	0	1	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	2	0	2	0	2	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Involuntary terminations Total = 6	#								
	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	1	1	0	0	0	1	0	0
	Service Maint	3	0	1	0	3	0	2	0
	Protective/Serv	0	0	0	0	0	0	0	0
	Manager/Supv	0	0	0	0	0	0	0	0
	Skilled Craft	2	1	0	0	2	0	0	0
	Total	6	2	1	0	5	1	2	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Voluntary terminations Total = 75	#								
	Off/Admin	3	1	0	0	3	0	0	0
	Professional	1	1	0	0	1	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	15	11	3	0	11	4	8	0
	Service Maint	15	1	2	0	15	0	0	0
	Protective Serv	12	2	0	0	12	0	0	0
	Manager/Super	2	0	0	0	2	0	0	0
	Skilled Craft	27	0	1	0	2	25	0	0
	Total	75	16	6	0	46	29	8	0

Metropolitan Airports Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions Total = 2	Off/Admin	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	1	1	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Protective Ser	0	0	0	0	0	0	0	0
	Supv/Manager	1	0	1	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	2	1	1	0	0	0	0	0

Metropolitan Sports Facilities Commission

Reporting period: January 1 through December 31, 2006

Summary of Personnel Actions:	Total number
New hires	4
Promotions	1
Transfers	0
Demotions	0
Layoffs	6
Recalls from layoff	4
Suspensions with or without pay	3
Letters of reprimand	4
Involuntary terminations	10
Voluntary terminations	3
Other disciplinary actions	0
Total of all personnel actions	35

Detail for each personnel action sorted by EEO occupational category

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total = 4	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	1	1	0	0	1	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	3	0	1	0	0	3	0	0
	Total	4	1	1	0	1	3	0	0

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Promotions Total = 1	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	1	0	0	0	1	0	0	0
	Total	1	0	0	0	1	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Demotions Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Layoffs Total = 6	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	6	0	1	0	0	6	0	0
	Total	6	0	1	0	0	6	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Recalls from layoff Total = 4	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	4	0	1	0	0	4	0	0
	Total	4	0	1	0	0	4	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 3	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	3	0	1	0	0	3	0	0
	Total	3	0	1	0	0	3	0	0

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Letters of reprimand Total = 4	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	4	0	2	0	0	4	0	0
	Total	4	0	2	0	0	4	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Involuntary terminations Total = 10	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	7	1	0	0	0	7	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	1	1	1	0	0	1	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	2	0	1	0	0	2	0	0
	Total	10	2	2	0	0	10	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = 3	Off/Mgr	1	0	0	0	1	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	1	0	0	1	0	1	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	1	0	0	0	0	1	0	0
	Total	3	0	0	1	1	2	0	0

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
Other disciplinary actions Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

Metropolitan Mosquito Control District

Reporting period: January 1 through December 31, 2006

Summary of Personnel Actions:	Total number
New hires	214
Promotions	1
Transfers	0
Demotions	1
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	0
Letters of reprimand	27
Involuntary terminations	3
Voluntary terminations	5
Other disciplinary actions	0
Total of all personnel actions	251

Detail for each personnel action sorted by EEO occupational category

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total = 214	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	214	0	8	0	0	0	0	214
	Total	214	0	8	0	0	0	0	214

Metropolitan Mosquito Control District

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Promotions Total = 1	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	1	0	0	0	0	0	0	1
	Total	1	0	0	0	0	0	0	1

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Demotions Total = 1	Off/Mgr	1	0	0	0	1	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	1	0	0	0	1	0	0	0

Metropolitan Mosquito Control District

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Layoffs Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Recalls from layoff Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

Metropolitan Mosquito Control District

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Letters of reprimand Total = 27	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	27	4	0	0	0	0	0	27
	Total	27	4	0	0	0	0	0	27

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Involuntary terminations Total = 3	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Serv Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	3	0	0	0	0	0	0	3
	Total	3	0	0	0	0	0	0	3

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = 5	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	5	0	0	0	0	0	0	5
	Total	5	0	0	0	0	0	0	5

Metropolitan Mosquito Control District

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions Total = 0	Off/Mgr	0	0	0	0	0	0	0	0
	Professional	0	0	0	0	0	0	0	0
	Technical	0	0	0	0	0	0	0	0
	Off/Clerical	0	0	0	0	0	0	0	0
	Service Maint	0	0	0	0	0	0	0	0
	Laborer	0	0	0	0	0	0	0	0
	Paraprof	0	0	0	0	0	0	0	0
	Skilled Craft	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0

Appendix B

Summary data for discrimination complaints and lawsuits by agency

The data that each agency submitted for discrimination complaints and lawsuits filed and resolved during the reporting period are shown below.

Metropolitan Council

Reporting period: January 1 through December 31, 2006

Summary of discrimination complaints resolved

Basis	Number
Age	2
Race	8
Color	0
Creed	0
National origin	0
Religion	0
Sex	11
Status with regard to public assistance	0
Disability	2
Sexual orientation	0
Marital status	3
Membership in local human rights commission	0
Total	26

Metropolitan Council

Summary of lawsuits resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Metropolitan Airports Commission

Reporting period: January 1 through December 31, 2006

Summary of discrimination complaints resolved

Basis	Number
Age	0
Race	1
Color	0
Creed	0
National origin	1
Religion	0
Sex	4
Status with regard to public assistance	0
Disability	1
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	7

Metropolitan Airports Commission

Summary of lawsuits resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Metropolitan Sports Facilities Commission

Reporting period: January 1 through December 31, 2006

Summary of discrimination complaints resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Metropolitan Sports Facilities Commission

Summary of lawsuits resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Metropolitan Mosquito Control District

Reporting period: January 1 through December 31, 2006

Summary of discrimination complaints resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Metropolitan Mosquito Control District

Summary of lawsuits resolved

Basis	Number
Age	0
Race	0
Color	0
Creed	0
National origin	0
Religion	0
Sex	0
Status with regard to public assistance	0
Disability	0
Sexual orientation	0
Marital status	0
Membership in local human rights commission	0
Total	0

Appendix C – Sample of reporting tools provided to all Metropolitan agencies to submit their personnel action data to DOER

**Sample - Summary of all Personnel Actions
Required by Minnesota Statute 473.143 Subd. 5**

Agency name:

Reporting period:

January 1 through December 31, 2006

Summary of Personnel Actions: (See a completed sample summary chart at the end of this document.)	Total number
New hires	
Promotions	
Transfers	
Demotions	
Layoffs	
Recalls from layoff	
Suspensions with or without pay	
Letters of reprimand	
Involuntary terminations	
Voluntary terminations	
Other disciplinary actions	
Total of all personnel actions	

See a completed sample personnel action chart at the end of Appendix C.

Detail for each personnel action

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
New hires Total = _____	#								
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Promotions Total = _____	#								
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
Transfers Total = _____	#								
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Demotions Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Layoffs Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Recalls from layoff Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Suspensions (w or w/o pay) Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Letters of reprimand Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Serv Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Involuntary terminations Total = _____	#		Wom	Min	Disab				
	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Serv Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = _____	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions Total = _____	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft								
	Total								

Samples of completed forms

Sample completed summary

Summary of Personnel Actions	Total number
New hires	42
Promotions	3
Transfers	0
Demotions	0
Layoffs	1
Recalls from layoff	0
Suspensions with or without pay	0
Letters of reprimand	0
Involuntary terminations	0
Voluntary terminations	0
Other disciplinary actions	0
Total of all personnel actions	46

Sample personnel action chart for *New Hires*

Detail for each personnel action:

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total = 42	Off/Mgr	2	1	1	1	2	0	0	0
	Professional	8	4	2	3	7	1	1	0
	Technical	6	3	3	3	5	1	1	0
	Off/Clerical	12	10	5	3	10	2	2	0
	Service Maint	4	1	1	2	4	0	0	0
	Laborer	3	2	1	1	3	0	0	0
	Paraprof	5	3	2	3	5	0	0	0
	Skilled Craft	2	1	1	1	2	0	0	0
	Total	42	25	16	17	38	4	4	0

Appendix D – Sample of reporting tool provided to all Metropolitan agencies to submit their discrimination and lawsuit data to DOER

Summary of all discrimination complaints and lawsuits filed and resolved as required by Minnesota Statute 473.143 Subd. 5

Agency name:

Reporting period:

January 1 through December 31, 2006

Summary of discrimination complaints resolved during reporting period

Basis	Number
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
Total	

Summary of lawsuits resolved during reporting period

Basis	Number
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
Total	