

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS**

**CASE MANAGEMENT SUMMARY REPORT**

Report Period: January 1, 2007—June 30, 2007

<b>CASE ACTIVITY</b>	<b>January 1, 2007— June 30, 2007</b>	<b>July 1 2006— December 31, 2006</b>	<b>Change (Percent)</b>
<b>New Charges Filed</b>	427 charges	507 charges	-16%
% of, above, still awaiting determination	76%	86%	-12%
<b>Total # Cases Closed/Disposition %</b>	476 cases	347 cases	+37%
Dismissed: Lack of Merit	41%	28%	+46%
Dismissed: other, incl. Lack of Cooperation	23%	15%	+53%
Withdrawn ( <i>excludes</i> settled cases)	4%	4 %	0%
<b>Closed after Probable Cause (PC)</b>	6%	9%	-33%
<b>Closed after No Probable Cause (NPC)</b>	22%	31%	-29%
<b>Closed after split (PC/NPC) determination</b>	1%	2%	-50%
Pre-determination Resolution*	2%	5%	-60%
ADR-resolved (settled/withdrawn)	1%	5%	-80%
<b>Avg. # days to issue PROBABLE CAUSE determination/Number issued</b>	325 days/ 30 PC cases	371 days/ 38 PC cases	-12%% -21%
<b>Avg. # days to issue PC/NPC (split) determination/Number issued</b>	344 days/ 9 PC/NPC cases	231 days/ 2 PC/NPC cases	+49% +350%
<b>Avg. # days to issue NO PROBABLE CAUSE determination/Number issued</b>	352 days/ 105 NPC cases	335 days/ 103 NPC cases	+5% +2%
<b>Avg. # days to issue dismissal</b>	143 days	136 days	+5%
% of DWR Dismissals within 6 months	77%	78%	-1%
<b>Avg. # Cases per fte Enforcement Officer</b>	32 cases	31 cases	+3%

\* Includes predetermination settlements (PDS) and non-ADR withdrawals due to satisfactory resolution.

**INVENTORY: Cases Pending, as of: June 30, 2007**

**December 31, 2006**

Cases needing *initial* determination: 534

594

*Probable Cause* cases:

Conciliation status with Attorney General: 75

73

*Administrative review* requested by party: 2 cases pending (53 requests) 9 cases pending (57 requests)

***Pre-determination* Inventory, by Case Age (# days from filing, less tolling):**

**Case count and percentage of inventory, as of**

**June 30, 2007:**

1 – 90 days:	199	37.3%
91 – 180 days:	135	25.3%
181 – 270 days:	124	23.2%
271 – 365 days:	76	14.2%
366 or more days:	0	0.0%
<b>Total:</b>	<b>534</b>	<b>100%</b>

**December 31, 2006:**

1 – 90 days:	281	47.3%
91 – 180 days:	165	27.8%
181 – 270 days:	73	12.3%
271 – 365 days:	60	10.1%
366 or more days:	15	2.5%
<b>Total:</b>	<b>594</b>	<b>100%</b>

***Entire* Inventory, by Case Status, as of June 30, 2007:**

***Pre-determination* cases:**

Initial Inquiry:	180
Case Screening:	103
Investigation:	195
PDS Pending:	2
Determination Review:	23
ADR:	30
Withdrawal Pending:	1
<b>Total:</b>	<b>534</b>

***Post-determination* cases:**

Attorney General's Office:	75
OAH (180-day hearing):	0
Remand Review:	2
Remand Inv./Negotiations:	5
Policy Director Review:	1
NPC/Split Appeal Period:	17
Appeal/Reopen Pending:	3
<b>Total:</b>	<b>103</b>

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS  
ALTERNATIVE DISPUTE RESOLUTION (ADR) PROGRAM**

**Report Period: January 1, 2007—June 30, 2007**

**ADR Program activity:**

**Number of cases referred to ADR from Enforcement Inventory: 201**  
(This is 47% of the *number* of charges filed during period.)

59 of the cases referred to ADR were *filed* during the January 1, through June 30, 2007, report period. (This is 14% of all charges filed during the period.\*)

96% of all cases designated for investigation this report period were first referred to ADR.

**ADR Case activity, 1/1/07—6/30/07:**

Invitation <i>declined</i> by one or both parties; case returned to Investigation Unit:	163 cases
Parties <i>accepted</i> ADR invitation:	38 cases
Mediation held; resolved & closed:	7 cases (avg. of 56 days in ADR status)
Mediation held; awaiting withdrawal:	3 cases
Mediation/s held; no agreement:	18 cases
Mediation cancelled; no agreement:	10 cases

**ADR inventory, as of 6/30/07:**

Awaiting response to ADR invitation:	17 cases
Mediation being scheduled:	5 cases
Mediation session scheduled:	5 cases
<u>Resolved/awaiting withdrawal:</u>	<u>3 cases</u>
Total:	30 cases

\* Cases are typically sent directly to ADR after the answer and rebuttal are received and the case has been screened for merit, which generally occurs between three and six months from the filing date; however, if the parties are interested, cases under investigation also may be referred to mediation.

<b>Settlement Summary</b>		
<b>Closure Date of January 1, 2007, to June 30, 2007</b>		
<b>Summary by Settlement Type:</b>		
<b>Settlement Term</b>	<b>Total(s) #'s</b>	<b>Total(s) \$'s</b>
Back Wages/Pay	4	\$63,000.00
Combined CP/Attorney Award	4	\$94,333.34
Conduct Training	8	\$0.00
CP Attorney Fees	5	\$78,440.15
CP Damages Awarded	13	\$250,379.85
Mental Anguish/Suffering	1	\$20,000.00
Punitive Damages	1	\$9,900.00
Implement Policy Change	5	\$0.00
Other, Monetary	9	\$26,000.00
Civil Penalties	1	\$250.00
Send Letter or Other Positive Reference	1	\$0.00
Terms Confidential	0	\$0.00
Send Letter of Apology	3	\$0.00
Unspecified Lump Sum	8	\$103,750.00
Other, Non-monetary	2	\$0.00
<b>Total</b>	<b>65</b>	<b>\$646,053.34</b>
<b>Summary by Closure Type:</b>		
<b>Closure Type</b>		
ADR	7	\$103,250.00
Conciliation Settlements	42	\$431,650.00
Withdrawal - Satisfactorily Adjusted	3	\$6,333.34
Litigation	13	\$104,820.00
<b>Total</b>	<b>65</b>	<b>\$646,053.34</b>
<b>Total number of cases with reported settlements:</b>	<b>65</b>	