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Metropolitan Agency Report

**Submitted to the Minnesota Legislature by
Minnesota Management & Budget**

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Table of Contents

	<u>Page</u>
About This Report	1
 Section One	
Background Information	2
 Section Two	
Requirements of the Law	3
Affirmative Action Plan Requirements	3
 Section Three	
Report Requirements.....	5
 Section Four	
Data by Agency	7
A. Personnel action data by agency	7
• Metropolitan Council	7
• Metropolitan Airports Commission	14
• Metropolitan Mosquito Control District	21
• Metropolitan Sports Facilities Commission.....	28
B. Data for discrimination complaints and lawsuits filed and resolved by agency	35
• Metropolitan Council	35
• Metropolitan Airports Commission	36
• Metropolitan Mosquito Control District	37
• Metropolitan Sports Facilities Commission.....	38

About This Report

Minnesota Management & Budget (MMB) is responsible for submitting the 2009 Metropolitan Agency Report to the Minnesota Legislature. This report 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 Minnesota Management & Budget.

This report summarizes Affirmative Action information submitted to Minnesota Management & Budget by four Metropolitan agencies as required by MN Statute 473.143.

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.

This document can be made available, upon request, in alternative formats such as large print, Braille or audiotape.

Questions regarding this report may be directed to the Minnesota Management & Budget Affirmative Action Coordinator at (651) 259-3623.

Section One

Background Information

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 (MAC) operates the third largest aviation system in the nation, consisting of Minneapolis-St. Paul International and six reliever airports.
3. The Metropolitan Mosquito Control District (MMCD) 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.
4. The Metropolitan Sports Facilities Commission (MSFC) is the owner and operator of the Hubert H. Humphrey Metrodome.

Section Two

Requirements of the Law

The requirements for the Metropolitan agencies' Affirmative Action Plans are identified in MN Statute 473.143.

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.

Section Three

Report Requirements

The Commissioner of Minnesota Management & Budget is required to submit an annual report to the state legislature regarding the affirmative action process of the council and of each agency. Minnesota Statutes 473.143 states:

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

The four Metropolitan agencies submitted the information to meet the requirements of Subd. 5. (3) in statute and the results by agency are in Section Four A.

(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 submitted information to meet the requirements of Subd. 5. (4) in statute and the results by agency are in Section Four B.

***Note about non-disclosable data:**

The Metropolitan agencies correctly submitted all of the required information. For this report, in places where non-disclosable data would be revealed by reporting the protected class status of members of a job group, the data has been removed so neither an individual's identity nor any other characteristic that could uniquely identify an individual is ascertainable.

No totals are shown in the protected group status columns where the total is 10 or less as it is considered non-disclosable data. **The non-disclosable data columns are signified by an *.**

Section Four

Data by Agency

The four Metropolitan agencies submitted their Affirmative Action Plans (AAP) for 2008-2010 to Minnesota Management & Budget. 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.

All four agencies submitted their summaries of personnel actions for the reporting period January 1 through December 31, 2008.

A. Personnel action data by agency

Metropolitan Council

Summary of Personnel Actions:	Total number
New hires	334
Promotions	88
Transfers*	802
Demotions	4
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	4
Letters of reprimand**	25
Involuntary terminations	87
Voluntary terminations	133
Other disciplinary actions	0
Total of all personnel actions	1477

Notes from the Metropolitan Council report:

*Transfers include positions where there is frequent mobility because of job bids/picks.

**Letters of reprimand. Environmental services only.

Metropolitan Council

Detail for each personnel action

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
New hires Total = 334	Off/Mgr	12	3	3		12			
	Professional	40	17	9		37	40		
	Technical	36	21	7		32	4	21	
	Off/Clerical	22	15	9		19	3		
	Service Maint	149	41	83		144	5		
	Police	10	3	4		7	3		
	Paraprofessional								
	Skilled Craft	65	2	8		65		2	
	Total	334	102	123	*	316	55	23	

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
Promotions Total = 88	Off/Mgr	47	13	11		47			
	Professional	20	10	2		20			
	Technical	7	5			7			
	Off/Clerical	5	2	3		5			
	Service Maint	2		1		2			
	Police								
	Paraprofessional								
	Skilled Craft	7				7			
	Total	88	30	17		88			

Notes from the Metropolitan Council report:

Temps are distributed between full-time and part-time. No Seasonal designation.

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 802	Off/Mgr	47	7	11	4	47			
	Professional	3	2		1	2	1		
	Technical	3	1			3			
	Off/Clerical	32	11	9	3	32			
	Service Maint	535	109	295	2	286	249		
	Police								
	Paraprofessional								
	Skilled Craft	182	11	28	2	182			
	Total	802	141	343	12	552	250		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Demotions Total = 4	Off/Mgr								
	Professional	1				1			
	Technical	1				1			
	Off/Clerical								
	Service Maint	1				1			
	Police								
	Paraprofessional								
	Skilled Craft	1				1			
	Total	4	*			4			

Metropolitan Council

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

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

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 4	Off/Mgr								
	Professional	2				1	1		
	Technical								
	Off/Clerical								
	Service Maint								
	Police								
	Paraprofessional								
	Skilled Craft	2				2			
	Total	4	*	*		3	1		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Letters of reprimand* Total = 25	Off/Mgr								
	Professional	5				5			
	Technical	1				1			
	Off/Clerical								
	Service Maint								
	Police								
	Paraprofessional								
	Skilled Craft	19				19			
	Total	25	*	*		25			

Notes from the Metropolitan Council report:

*Letters of reprimand. Environmental services information.

Metropolitan Council

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Involuntary terminations Total = 87	Off/Mgr	1	1			1			
	Professional	2				2			
	Technical	11	7	1		7	4	4	
	Off/Clerical	4	1	2		4			
	Service Maint	64	18	51		24	37		
	Police								
	Paraprofessional								
	Skilled Craft	5		2		5		2	
	Total	87	27	56		43	41	6	

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = 133	Off/Mgr	9	4			6	3	1	
	Professional	28	17	5		19	9	3	
	Technical	30	16	5		24	6	8	
	Off/Clerical	7	5	4		5	2		
	Service Maint	42	12	19		15	27		
	Police	7	1	1		2	2		
	Paraprofessional								
	Skilled Craft	10	2	1		10			
	Total	133	57	35		81	52	12	

Metropolitan Council

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

End of Data for Metropolitan Council

Metropolitan Airports Commission (MAC)

Summary of Personnel Actions:	Total number
New hires	117
Promotions	19
Transfers	11
Demotions	2
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	8
Letters of reprimand	4
Involuntary terminations	1
Voluntary terminations	27
Other disciplinary actions	0
Total of all personnel actions	189

Metropolitan Airports Commission (MAC)

Detail for each personnel action

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
New hires Total = 117	Off/Admin								
	Professional	10	3			7		3	
	Technical	7	3			7			
	Off/Clerical	18	6			9		9	
	Service Maint	44				2			42
	Protective Services	20				11	4	5	
	Supervisors								
	Skilled Craft	18				7	11		
	Total	117	12	*		43	15	17	42

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Promotions Total = 19	Off/Admin	4				4			
	Professional	5				5			
	Technical	1				1			
	Off/Clerical	3				3			
	Service Maint	2				2			
	Protective Services	1				1			
	Supervisors	2				2			
	Skilled Craft	1				1			
	Total	19	*	*		19			

Metropolitan Airports Commission (MAC)

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 11	Off/Admin								
	Professional	1				1			
	Technical	1				1			
	Off/Clerical	1				1			
	Service Maint	8				8			
	Protective Services								
	Supervisor								
	Skilled Craft								
	Total	11	*			11			

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

Metropolitan Airports Commission (MAC)

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

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

Metropolitan Airports Commission (MAC)

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Suspensions (w or w/o pay) Total = 8	Off/Admin								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	6				6			
	Protective Services	2				2			
	Supervisor								
	Skilled Craft								
	Total	8	*	*		8			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Letters of reprimand Total = 4	Off/Admin								
	Professional	1				1			
	Technical								
	Off/Clerical								
	Service Maint	1				1			
	Protective Services								
	Supervisor								
	Skilled Craft	2				2			
	Total	4	*			4			

Metropolitan Airports Commission (MAC)

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Involuntary terminations Total = 1	Off/Admin								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Protective Services								
	Supervisor								
	Skilled Craft	1				1			
	Total	1				1			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = 27	Off/Admin	2				2			
	Professional	8				8			
	Technical	2				2			
	Off/Clerical	3				3		6	
	Service Maint	8				8			
	Protective Services	3				3			
	Supervisor								
	Skilled Craft	1				1			
	Total	27	*	*		27		6	

Metropolitan Airports Commission (MAC)

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

End of Data for Metropolitan Airports Commission (MAC)

Metropolitan Mosquito Control District

Summary of Personnel Actions:	Total number
New hires	205
Promotions	0
Transfers	14
Demotions	0
Layoffs	0
Recalls from layoff	0
Suspensions with or without pay	1
Letters of reprimand	16
Involuntary terminations	1
Voluntary terminations	108
Other disciplinary actions	0
Total of all personnel actions	345

Metropolitan Mosquito Control District

Detail for each personnel action

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
New hires Total = 205	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	205	50						205
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	205	50						205

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

Metropolitan Mosquito Control District

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Transfers Total = 14	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint	14							14
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	14	*						14

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

Metropolitan Mosquito Control District

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

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

Metropolitan Mosquito Control District

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

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Letters of reprimand Total = 16	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	16				1			15
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	16	*			1			15

Metropolitan Mosquito Control District

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

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Voluntary terminations Total = 108	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	108	22						108
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	108	22						108

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								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	0							

End of Data for Metropolitan Mosquito Control District

Metropolitan Sports Facilities Commission

Summary of Personnel Actions:	Total number
New hires	4
Promotions	1
Transfers	0
Demotions	0
Layoffs	6
Recalls from layoff	6
Suspensions with or without pay	0
Letters of reprimand	0
Involuntary terminations	2
Voluntary terminations	2
Other disciplinary actions	2
Total of all personnel actions	23

Metropolitan Sports Facilities Commission

Detail for each personnel action

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

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

Metropolitan Sports Facilities Commission

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

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

Metropolitan Sports Facilities Commission

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

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Recalls from layoff Total = 6	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprofessional								
	Skilled Craft	6					6		
	Total	6		*			6		

Metropolitan Sports Facilities Commission

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

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

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Involuntary terminations	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	2					2		
	Laborer								
	Paraprofessional								
	Skilled Craft								
	Total	2		*			2		
	Total = 2								

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

Metropolitan Sports Facilities Commission

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
Other disciplinary actions Total = 2	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprofessional								
	Skilled Craft	2				2			
	Total	2		*		2			

End of Data for Metropolitan Sports Facilities Commission

B. Data for discrimination complaints and lawsuits filed and resolved by agency

The data that each agency submitted for discrimination complaints and lawsuits filed and resolved during the reporting period are shown below. The reporting period was January 1 through December 31, 2008.

Metropolitan Council

Summary of discrimination complaints resolved during reporting period

Basis	Number
Age	1
Race	9
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	3
Sexual orientation	
Marital status	
Membership in local human rights commission	
Total	13

Summary of lawsuits resolved during reporting period

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

Metropolitan Airports Commission

Summary of discrimination complaints resolved during reporting period

Basis	Number
Age	
Race	1
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	1
Sexual orientation	
Marital status	
Membership in local human rights commission	
Total	2

Summary of lawsuits resolved during reporting period

Basis	Number
Age	
Race	1
Color	
Creed	
National origin	
Religion	2
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
Total	3

Metropolitan Mosquito Control District

Summary of discrimination complaints resolved during reporting period

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

Summary of lawsuits resolved during reporting period

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 discrimination complaints resolved during reporting period

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

Summary of lawsuits resolved during reporting period

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