

# MINNESOTA DEPARTMENT OF HUMAN RIGHTS

## CASE MANAGEMENT SUMMARY REPORT

Report Period: January 1, 2010—June 30, 2010

CASE ACTIVITY	January 1, 2010 – June 30, 2010	July 1, 2009 – December 31, 2009	Change (Percent)
<b>New Charges Filed</b>	422 charges	325 charges	30%
% of, above, still awaiting determination	79%	72%	1%
<b>Total # Cases Closed/Disposition %</b>	323	376	-14%
Dismissed: Lack of Merit	41%	46%	-11%
Dismissed: other, incl. Lack of Cooperation	5%	6%	-17%
Withdrawn ( <i>excludes</i> settled cases)	8%	6%	33%
<b>Closed after Probable Cause (PC)</b>	8%	10%	-20%
<b>Closed after No Probable Cause (NPC)</b>	27%	27%	0%
<b>Closed after split (PC/NPC) determination</b>	2%	0%	100%
Pre-determination Resolution*	6%	0%	100%
ADR-resolved (settled/withdrawn)	3%	5%	-40%
<b>Avg. # days to issue PROBABLE CAUSE determination/Number issued</b>	388 days/ 35 PC cases	317 days/ 23 PC cases	22% 52%
<b>Avg. # days to issue PC/NPC (split) determination/Number issued</b>	427 days/ 5 PC/NPC cases	306 days/ 4 PC/NPC cases	40% 25%
<b>Avg. # days to issue NO PROBABLE CAUSE determination/Number issued</b>	373 days/ 104 NPC cases	317 days/ 65 NPC cases	18% 60%
<b>Avg. # days to issue dismissal</b>	122	116	5%
% of DWR Dismissals within 6 months	89%	N/A*	N/A*
<b>Avg. # Cases per fte Enforcement Officer</b>	35	27	30%

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

### INVENTORY: Cases Pending, as of: June 30, 2010 December 31, 2009

Cases needing <i>initial</i> determination:	556	492
<i>Probable Cause</i> or <i>Split</i> cases:	39	36
Conciliation/Litigation with Attorney General:		
<i>Administrative review</i> requested by party:	13 pending (55 requests)	55 pending (50 requests)

### **Pre-determination Inventory, by Case Age (# days from filing, less tolling):** Case count and percentage of inventory, as of

<u>June 30, 2010:</u>	#	%	<u>December 31, 2009:</u>	#	%
1 – 90 days:	246	44%	1 – 90 days:	N/A*	
91 – 180 days:	113	20%	91 – 180 days:	N/A*	
181 – 270 days:	74	13%	181 – 270 days:	N/A*	
271 – 365 days:	88	16%	271 – 365 days:	N/A*	
366 or more days:	32	6%	366 or more days:	0	0%
<b>Total:</b>	<b>553</b>	<b>100%</b>	<b>Total:</b>	<b>492</b>	<b>100%</b>

### **Entire Inventory, by Case Status, as of June 30, 2010:**

#### **Pre-determination cases:**

Initial Inquiry:	267
Case Screening:	1
Investigation:	244
PDS Pending:	0
Determination Review:	0
ADR Pending:	39
<u>Withdrawal Pending:</u>	<u>2</u>
<b>Total:</b>	<b>553</b>

#### **Post-determination cases:**

Remand Review:	N/A*
Remand Inv./Negotiations:	6
NPC/Split Appeal Period:	29
Attorney General's Office:	39
OAH (180-day hearing):	N/A*
Appeal/Reopen Pending:	12
Legal Affairs Mgr. Review:	N/A*
<u>Withdrawal pending/post-PC:</u>	<u>N/A*</u>
<b>Total:</b>	<b>86</b>

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

**Report Period: January 1, 2010—June 30, 2010**

**ADR Program activity:**

**Number of cases referred to ADR from Enforcement Inventory: 160**  
(This is 35% of the *number* of charges filed during period.)

100% of all cases designated for investigation during the period of January 1 through June 30, 2010 were first referred to ADR.

**ADR Case activity, 1/1/10—6/30/10:**

Invitation *declined* by one or both parties;  
returned to Case Processing Unit: 80 cases

Both parties *accepted* ADR invitation: 46 cases

Mediation held; resolved & closed: 7 cases

Mediation held; awaiting withdrawal: 1 case

Mediation/s held; no agreement: 12 cases

Mediation cancelled; no agreement: 6 cases

**Total: 152 cases**

**ADR inventory, as of 6/30/10:**

Awaiting response to ADR invitation: 0 cases

Mediation being scheduled: 27 cases

Mediation session scheduled: 0 cases

Resolved/awaiting withdrawal: 1 case

**Total: 28 cases**

## MINNESOTA DEPARTMENT OF HUMAN RIGHTS

<b>Settlement Summary</b>		
Closure Date of January 1, 2010—June 30, 2010		
<b>Summary by Settlement Term:</b>	<b>Total(s) #'s</b>	<b>Total(s) \$'s</b>
Back Wages/Pay	4	57,700.00
Civil Penalties	2	750.00
Combined CP/Attorney Award	7	239,200.00
Conduct Training	15	0.00
CP Attorney Fees	4	42,300.00
CP Damages Awarded	4	54,000.00
Implement Policy Change	14	0.00
Mental Anguish/Suffering	1	5,000.00
Modify Job, Etc. to Accommodate Disability	3	0.00
Other	6	0.00
Other Monetary	1	0.00
Post EEO Notice	2	0.00
Send Letter or Other Positive Reference	2	0.00
Submit Report to MDHR	3	0.00
<b>Total</b>	<b>68</b>	<b>\$398,950.00</b>
<b>Summary by Closure Type:</b>		
ADR	13	
Conciliation Settlements	19	<b>\$398,950.00</b>
Litigation	0	
<b>Total</b>	<b>32</b>	