



December 13, 2018

Legislative Reference Library
645 State Office Building
Saint Paul, MN 55155

RE: State of Minnesota Metropolitan Agency Report

Legislative Reference Library:

In accordance with M.S. 473.143, please find attached a report on the Metropolitan Agency Affirmative Action.
Questions regarding this report may be directed to John Pollard at (651) 201-8039.

Sincerely,

Myron Frans, Commissioner

State of Minnesota Metropolitan Agency Report

Submitted to the Minnesota Legislature
By Minnesota Management and Budget
Reporting Period: January 1, 2017- December 31, 2017

Upon request, this document can be made available in alternate formats to individuals with disabilities by contacting 651-259-3784.

Questions regarding this report may be directed to 651-201-8207.

2018 Metropolitan Agency Report - Table of Contents

Introduction	3
Executive Summary.....	3
Section One – Background Information	4
Section Two – Affirmative Action Requirements.....	5
Section Three – Report Requirements.....	7
Section Four- Report Compliance	8
Section Five – Personnel Data by Agency	8
Section Six – Data for Discrimination Complaints and Lawsuits Filed and Resolved by Agency..	29

Introduction

In accordance with [Minnesota Statute 473.143](#), Subdivision 5, this annual report is intended to summarize the data submitted to Minnesota Management and Budget (MMB) by the Metropolitan Agencies for 2017. The Metropolitan Agency Report includes the personnel actions, discrimination complaints, and litigation information as submitted to MMB. This report does not include council underutilizations of protected group members, affirmative action progress or an analysis of unmet goals. A summary of the council's affirmative action progress will be included in the March 2019 report.

The Metropolitan Agencies include the Metropolitan Council, Metropolitan Airports Commission, Metropolitan Mosquito Control District, and the Minnesota Sports Facility Authority.

- **The Metropolitan Council** is the regional policy-making body, planning agency, and provider of essential services for the Twin Cities metropolitan region. The Council's mission is to foster efficient and economic growth for a prosperous region.
- **The Metropolitan Airports Commission (MAC)**, created by state law in 1943, is a public corporation providing coordinated aviation services throughout the Twin Cities metropolitan area. MAC provides exciting shopping and healthy dining options at Minneapolis-St. Paul International Airport (MSP), plows snow for seven airports' runways, designs and builds sustainable facilities, and ensures the organization's long-term financial strength to provide the best airport experience.
- **The Metropolitan Mosquito Control District** promotes health and well-being by protecting the public from disease and annoyance caused by mosquitoes, black flies and ticks, in an environmentally safe manner. The District covers the Twin Cities, Minnesota metro area which includes Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington Counties.
- **The Minnesota Sports Facilities Authority (MSFA)** was established by the legislature in 2012 and charged with the design, construction and operation of U.S. Bank Stadium.

Executive Summary

The four Metropolitan agencies are in compliance with statutory requirements. The agencies are required to submit their 2018-2020 Affirmative Action Plans to MMB by July 31, 2018. A summary of the council's affirmative action progress will be included in the March 2019 report.

Key insights from this report are based on the number of personnel actions and complaints, and lawsuits reported to Minnesota Management and Budget in 2017:

- The number of new hires the Metropolitan Council had declined significantly from 2016 to 2017.

- Experienced a significant decline in involuntary terminations.
- Diversity of the Metropolitan Council's hires were proportionate to the representation of Minnesotans in regards to women and racial/ethnic minorities.
- Hires of individuals with disabilities was not representative. This has been identified as an area of improvement for the Metropolitan Council. It is recommended the Metropolitan Council utilize the Connect 700 hiring program to attract more applicants with disabilities to apply for employment opportunities.
- Data reported by the Metropolitan Council demonstrates a considerable increase in the letters of reprimand given in 2016 compared to 2017. The council reported the 314 letter given in 2017 will serve as a baseline as the 2016 data reported cannot be substantiated. The Council reports this as an area of focus to strengthen the data collection for disciplinary actions and will assess the data by division and any potential adverse impacts on protected groups.
- The Metropolitan Council experienced an increase in discrimination complaints from 9 in 2016 to 16 in 2017. There were 6 sex based discrimination complaints reported in 2017. In 2018, the Council has required all executives, senior leaders, managers and staff to take sexual harassment prevention training and has defined expectations around behaviors and protocols for reporting harassment.
- The number of new hires the Metropolitan Airport Commission had declined significantly from 2016 to 2017.
- The Metropolitan Mosquito Control District operates by hiring seasonal employees. The data reported did not present any key insights.
- The Minnesota Sports Facilities Authority has a total of 5 employees. The data reported did not present any key insights.

The Metropolitan Council's Affirmative Action report for March of 2019 will provide further analysis of each agency's progress and opportunities for improvement.

Section One – Background Information

There are four Metropolitan agencies:

1. The Metropolitan Council is the regional policy-making body, planning agency, and provider of community based infrastructure for the Twin Cities metropolitan region. The Council also provides essential services that support communities and businesses that ensure a high quality of life for residents - Metro Transit bus and rail system, Metro Mobility, Transit Link, wastewater treatment services, regional parks, planning, and affordable housing.

2. The Metropolitan Airports Commission (MAC) is a public corporation providing coordinated aviation services throughout the Twin Cities metropolitan area. MAC operates one of the largest aviation system in the nation, consisting of Minneapolis-St. Paul International and six general aviation 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 Twin Cities area.
4. The Minnesota Sports Facilities Authority (MSFA) was created in 2012 by the Minnesota Legislature as the successor to the Metropolitan Sports Facilities Commission (MSFC) to control and operate US Bank Stadium.

Section Two – Affirmative Action Requirements

Affirmative Action Plan Requirements

Minnesota Statute 473.143, 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 [Minnesota Statute 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 programs 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 AAP and in preventing forbidden discrimination in the workplace.

Section Three – Report Requirements

Minnesota Statutes 473.143, Subdivision 5 requires the Commissioner of MMB to submit an annual report to the state legislature. The Metropolitan Councils' compliance with the following report requirements can be found in section four:

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 (will be reported in March 2019);
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 (will be reported in March 2019);
3. A summary of all personnel actions taken by the council and each agency during the past calendar year, categorized by occupational group¹, protected group status, and full-time, part-time, temporary, and seasonal status (included in this report);
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 (included in this report).

Definition of "personnel action" includes:

- new hire
- promotion
- transfer
- demotion
- layoff
- recall from layoff
- suspension with or without pay
- letter of reprimand
- involuntary termination
- voluntary termination
- other disciplinary action

"Basis for the complaints" includes:

- 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

¹ Occupational groups are employee job categories as defined by the [U.S. Equal Employment Opportunity Commission](#).

Section Four- Report Compliance

A report on the Metropolitan agencies' compliance with the 4 requirements defined in Minnesota Statutes 473.143, Subdivision 5 (detailed in Section Three); is detailed below.

1. The four Metropolitan agencies are in compliance. The agencies are required to submit their 2018-2020 Affirmative Action Plans to MMB by July 31, 2018. A review of the council's affirmative action progress will be included in the March 2019 report.
2. A comprehensive assessment of the council's affirmative action progress will be conducted when the agencies submit their 2018-2020 plans.
3. 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 Five.
4. The four Metropolitan agencies submitted information to meet the requirements of Subd. 5. (4) in statute and the results by agency are in Section Six.

Section Five – Personnel Data by Agency

The four Metropolitan agencies submitted their summaries of personnel actions for the reporting period January 1 through December 31, 2017. The data that each agency submitted are shown below.

Metropolitan Council (Met Council)

Table 1. Met Council Summary of Personnel Actions

Summary of Personnel Actions	2016 Total Number	2017 Total Number
New Hires	919	557
Promotions	198	75
Transfers	3,015	1,209
Demotions	4	4
Layoffs	0	0
Recalls From Layoff	0	0
Suspensions (With or Without Pay)	8	11
Letters of Reprimand	0	314
Involuntary Terminations	195	100
Voluntary Terminations	445	442
Other Disciplinary Actions	0	0
Total of All Personnel Actions	4,784	2,712

Met Council Details for Each Personnel Action

Table 2. Met Council New Hire Personnel Actions (Total = 557)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	32	9	4	1	28	3	1	0
Professional	62	23	15	2	46	6	10	0
Technical	101	48	35	3	17	1	83	0
Office/Clerical	8	6	4	0	6	0	2	0
Service Maint	284	78	190	2	13	271	0	0
Paraprofessional	2	1	1	0	2	0	0	0
Skilled Craft	50	2	2	1	49	0	1	0
Protective Service	18	0	9	0	11	0	7	0
Total	557	167	260	9	172	281	104	0

Table 3. Met Council Promotion Personnel Actions (Total = 75)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	32	8	5	1	32	0	0	0
Professional	23	13	6	0	22	0	1	0
Technical	5	1	1	1	5	0	0	0
Off/Clerical	5	3	3	0	5	0	0	0
Service Maint	5	0	1	0	5	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	2	0	0	0	2	0	0	0
Protective Service	3	0	3	0	3	0	0	0
Total	75	25	19	2	74	0	1	0

Table 4. Met Council Transfer Personnel Actions (Total = 1,209)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	9	2	0	1	9	0	0	0
Professional	17	7	4	3	11	2	4	0
Technical	11	4	5	1	9	0	2	0
Off/Clerical	49	12	19	0	44	0	5	0
Service Maint	891	191	544	4	543	333	15	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	232	10	41	9	232	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	1,209	226	613	18	848	335	26	0

Table 5. Met Council Demotions Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 6. Met Council Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 7. Met Council Recall from Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 8. Met Council Suspension (With or Without Pay) Personnel Actions (Total = 11)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	5	1	3	0	5	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	6	0	0	0	6	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	11	1	3	0	11	0	0	0

Table 9. Met Council Letters of Reprimand Personnel Actions (Total = 314)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	4	1	1	0	4	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	1	1	0	0	0	1	0	0
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	309	72	213	2	260	49	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	314	74	214	2	264	50	0	0

Table 10. Met Council Involuntary Termination Personnel Actions (Total = 100)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	0	0	0	0	0	0	0	0
Professional	6	5	2	1	4	0	2	0
Technical	4	2	3	0	2	0	2	0
Off/Clerical	1	0	1	0	1	0	0	0
Service Maint	83	26	53	0	33	50	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	5	0	3	0	5	0	0	0
Protective Service	1	0	1	0	1	0	0	0
Total	100	33	63	1	46	50	4	0

Table 11. Met Council Voluntary Termination Personnel Actions (Total = 442)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	38	9	5	1	37	1	0	0
Professional	51	25	8	5	41	4	6	0
Technical	92	47	23	3	19	0	73	0
Off/Clerical	18	12	10	0	14	1	3	0
Service Maint	177	37	90	3	93	78	6	0
Paraprofessional	1	0	0	0	1	0	0	0
Skilled Craft	49	3	0	2	49	0	0	0
Protective Service	16	2	6	0	5	10	1	0
Total	442	135	142	14	259	94	89	0

Table 12. Met Council Other Disciplinary Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

End of Data for Metropolitan Council

Metropolitan Airports Commission (MAC)

Table 13. MAC Summary of Personnel Actions

Summary of Personnel Actions	2016 Total Number	2017 Total Number
New Hires	89	40
Promotions	12	41
Transfers	4	0
Demotions	0	0
Layoffs	0	0
Recalls From Layoff	0	0
Suspensions (With or Without Pay)	4	1
Letters of Reprimand	10	10
Involuntary Terminations	3	0
Voluntary Terminations	34	47
Other Disciplinary Actions	1	2
Total of All Personnel Actions	157	141

MAC Details for Each Personnel Action

Table 14. MAC New Hire Personnel Actions (Total = 40)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	1	0	1	0	1	0	0	0
Professional	5	2	0	0	5	0	0	0
Technical	1	0	0	0	1	0	0	0
Admin Support	12	5	5	0	11	1	0	0
Service Maint	9	1	3	0	9	0	0	0
Protective Svc	7	1	1	0	7	0	0	0
Skilled Craft	4	1	0	0	4	0	0	0
Manager/Sup	1	0	0	0	1	0	0	0
Total	40	10	10	0	39	1	0	0

Table 15. MAC Promotion Personnel Actions (Total = 41)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	5	2	1	0	5	0	0	0
Professional	3	0	0	0	3	0	0	0
Technical	0	0	0	0	0	0	0	0
Admin Support	3	3	0	0	3	0	0	0
Service Maint	10	0	0	0	10	0	0	0
Protective Svc	6	0	0	0	6	0	0	0
Skilled Craft	3	0	0	0	3	0	0	0
Manager/Sup	11	2	0	0	11	0	0	0
Total	41	7	1	0	41	0	0	0

Table 16. MAC Transfer Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 17. MAC Demotions Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 18. MAC Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 19. MAC Recall from Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 20. MAC Suspension (With or Without Pay) Personnel Actions (Total = 1)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	1	0	0	0	1	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	1	0	0	0	1	0	0	0

Table 21. MAC Letter of Reprimand Personnel Actions (Total = 10)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	0	0	0	0	6	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Admin Support	6	4	1	0	6	0	0	0
Service Maint	2	0	0	0	2	0	0	0
Protective Svc	1	0	0	0	1	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	10	4	1	0	10	0	0	0

Table 22. MAC Involuntary Termination Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 23. MAC Voluntary Termination Personnel Actions (Total = 47)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	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
Admin Support	0	0	0	0	0	0	0	0
Service Maint	47	0	0	0	0	0	0	47
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	47	0	0	0	0	0	0	47

Table 24. MAC Other Disciplinary Personnel Actions (Total = 2)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officers/Directors	0	0	0	0	0	0	0	0
Professional	1	1	0	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
Admin Support	1	1	0	0	1	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	2	2	0	0	2	0	0	0

End of Data for MAC

Metropolitan Mosquito Control District (MMCD)

Table 25. MMCD Summary of Personnel Actions

Summary of Personnel Actions	2016 Total Number	2017 Total Number
New Hires	219	214
Promotions	4	1
Transfers	49	5
Demotions	0	0
Layoffs	0	0
Recalls From Layoff	0	0
Suspensions (With or Without Pay)	2	1
Letters of Reprimand	7	9
Involuntary Terminations	94	83
Voluntary Terminations	126	129
Other Disciplinary Actions	15	20
Total of All Personnel Actions	516	462

MMCD Details for Each Personnel Action

Table 26. MMCD New Hire Personnel Actions (Total = 214)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	214	50	9	0	2	0	0	214
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	214	50	9	0	2	0	0	214

Table 27. MMCD Promotion Personnel Actions (Total = 1)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	1	0	0	0	1	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	1	0	0	0	1	0	0	0

Table 28. MMCD Transfer Personnel Actions (Total = 5)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	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	1
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	4	0	0	0	4	0	0	4
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	5	0	0	0	5	0	0	5

Table 29. MMCD Demotions Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 30. MMCD Layoffs Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 31. MMCD Recall from Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 32. MMCD Suspension (With or Without Pay) Personnel Actions (Total = 1)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	1	0	0	0	0	0	0	1
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	1	0	0	0	0	0	0	1

Table 33. MMCD Letter of Reprimand Personnel Actions (Total = 9)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	9	2	1	0	0	0	0	9
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	9	2	1	0	0	0	0	9

Table 34. MMCD Involuntary Termination Personnel Actions (Total = 83)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	83	19	3	0	0	0	0	83
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	83	19	3	0	0	0	0	83

Table 35. MMCD Voluntary Termination Personnel Actions (Total = 129)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	0	0	0	0	0	0	0	0
Professional	1	1	0	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	128	27	5	0	0	0	0	128
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	129	28	5	0	1	0	0	128

Table 36. MMCD Other Disciplinary Actions (Total = 20)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Officials/Mgr	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
Office/Clerical	0	0	0	0	0	0	0	0
Service Maint	19	4	0	0	0	0	0	19
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0
Total	20	4	0	0	1	0	0	19

End of Data for MMCD

Minnesota Sports Facilities Authority (MSFA)

Table 37. MSFA Summary of Personnel Actions

Summary of Personnel Actions	2016 Total Number	2017 Total Number
New Hires	1	1
Promotions	0	0
Transfers	0	0
Demotions	0	0
Layoffs	1	0
Recalls From Layoff	0	0
Suspensions (With or Without Pay)	0	0
Letters of Reprimand	0	0
Involuntary Terminations	0	0
Voluntary Terminations	2	4
Other Disciplinary Actions	0	0
Total of All Personnel Actions	4	5

MSFA Details for Each Personnel Action

Table 38. MSFA New Hire Personnel Actions (Total = 1)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 39. MSFA Promotion Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 40. MSFA Transfer Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 41. MSFA Demotion Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 42. MSFA Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 43. MSFA Recall from Layoff Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 44. MSFA Suspension (With or Without Pay) Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 45. MSFA Letters of Reprimand Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 46. MSFA Involuntary Termination Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

Table 47. MSFA Voluntary Termination Personnel Actions (Total = 4)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
Off/Mgr	3	1	0	0	3	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Office/Clerical	1	1	0	0	0	1	0	0
Service Maint	0	0	0	0	0	0	0	0
Laborer	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	4	2	0	0	3	1	0	0

Table 48. MSFA Other Disciplinary Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	Wom	Min	PWD				
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
Office/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
Paraprofessional	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

End of Data for MSFA

Section Six – 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, 2017.

Metropolitan Council – Complaints and Lawsuits

Table 49. Met Council Summary of Discrimination Complaints Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	1	0
Race	5	4
Color	0	0
Creed	0	0
National Origin	1	2
Religion	1	1
Sex	0	6
Status with Regard to Public Assistance	0	0
Disability	1	3
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Reprisal	0	0
Total Complaints	9	16

Table 50. Met Council Summary of Lawsuits Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	2	1
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	1
Status with Regard to Public Assistance	0	0
Disability	0	2
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Lawsuits	2	4

Metropolitan Airports Commission – Complaints and Lawsuits

Table 51. MAC Summary of Discrimination Complaints Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	0	0
Color	1	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	1
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Complaints	1	1

Table 52. MAC Summary of Lawsuits Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	0	0
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	1	0
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Lawsuits	1	0

Metropolitan Mosquito Control District – Complaints and Lawsuits

Table 53. MMCD Summary of Discrimination Complaints Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	1	0
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	0
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	1	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Complaints	2	0

Table 54. MMCD Summary of Lawsuits Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	1	0
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	0
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	1	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Lawsuits	2	0

Metropolitan Sports Facilities Authority – Complaints and Lawsuits

Table 55. MSFA Summary of Discrimination Complaints Resolved During Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	0	0
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	0
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Complaints	0	0

Table 56. MSFA Summary of Lawsuits Resolved during Reporting Period

Basis	2016 Total Number	2017 Total Number
Age	0	0
Race	0	0
Color	0	0
Creed	0	0
National Origin	0	0
Religion	0	0
Sex	0	0
Status with Regard to Public Assistance	0	0
Disability	0	0
Sexual Orientation	0	0
Marital Status	0	0
Membership in Local Human Rights Commission	0	0
Total Lawsuits	0	0

End of Metropolitan Agency Report