



State of Minnesota Metropolitan Agency Report

Submitted to the Minnesota Legislature by
Minnesota Management and Budget for the
Period from January 1, 2022, through December 31, 2022.

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Introduction

Under [Minnesota Statutes 473.143](#), Subdivision 5, Report, Minnesota Management and Budget (MMB) shall annually submit the State of Minnesota Metropolitan Agency Report to the Minnesota legislature. The report is a record of the affirmative action progress of the Metropolitan Council, the Metropolitan Airports Commission, the Metropolitan Mosquito Control District, and the Minnesota Sports Facilities Authority. The report summarizes data that the Council and agencies have submitted to MMB for the prior calendar year. The report includes determination of their compliance with affirmative action goals and evaluation of their attainment of overall affirmative action objectives; summary of their personnel actions by occupational category, protected group, and time status; and summary of filed and resolved discrimination complaints and lawsuits against them by basis.

Executive Brief

MMB concludes that the Council and agencies are in accordance with the State statutory requirements. The Council and agencies submitted their 2022—2024 Affirmative Action Plans to MMB. MMB audited and approved their plans after corrections and clarifications.

The Council and agencies provide equal opportunity to their jobs for qualified protected group applicants. They increase the diversity of their workforces. They promote inclusive employment environments. They process discrimination complaints.

MMB determines that the Council's and agencies' compliance with goals and evaluates their attainment of objectives both as continuing. The Council and agencies have made satisfactory progress toward their affirmative action goals and overall affirmative action objectives. The Council's and agencies' personnel of women, racial/ethnic minorities, and persons with disabilities are becoming proportionate to those populations in Minnesota.

MMB concludes that the Council's, District's, and Authority's personnel actions of women, racial/ethnic minorities, and persons with disabilities had a low standard deviation from the data of the last report. Some specious statistics show a large negative swing, but they are explained away by the small sample size. For example, the Council's demotions of its racial/ethnic minorities are at 80%; however, the amount simply represents 4 of 5 employees from an approximate total of 4,090.

Conversely, the Commission's personnel actions do not appear to be representative of persons with disabilities. MMB identifies improvement of this underutilization as a point of emphasis. Consequently, MMB recommends the Commission's better use of the Connect 700 Program to hire more applicants with disabilities.

MMB concludes that the filed and resolved discrimination complaints and lawsuits against the Council are within the narrow range of the data of the last report. For example, the Council resolved a small increase of 18.75% in complaints of age, race, national origin, religion, sex, and disability discrimination. The Council resolved a large decrease of 75% in lawsuits, resulting in

the single one being of disability discrimination. The sample size of filed and resolved discrimination complaints and lawsuits against the agencies is so small as to prevent any conclusions.

Agency Information

1. The Metropolitan Council (The Council) is the policy making and planning entity serving the Twin Cities seven-county area. The Council works with local communities to provide essential infrastructure and services, including wastewater collection and treatment, affordable housing, Metro Transit bus and rail system, Metro Mobility, and parks and trails system. The Council fosters economic growth to make the area prosperous and supports neighborhoods and businesses to promote a high quality of life for the residents.
2. The Metropolitan Airports Commission (MAC) provides coordinated aviation services for the Twin Cities metropolitan area. The Commission operates one of the largest aviation systems in the nation, comprising Minneapolis-St. Paul International Airport and six other airports. The Commission designs and builds sustainable facilities, offers exciting shopping and healthy dining options, plows snow off the runways, and ensures the long-term financial strength to create the best travel experience.
3. The Metropolitan Mosquito Control District (MMCD) comprises the Twin Cities metropolitan seven-county area. The District promotes the health and well-being of the general public by protecting the residents from disease and annoyance from mosquitoes, black flies, and ticks through survey and control in an environmentally safe manner.
4. The Minnesota Sports Facilities Authority (MSFA) has responsibility for the management, maintenance, and operation of U.S. Bank Stadium. The Authority has oversight of its infrastructure for catering services, clubs, bars, suites, concession stands, food and beverage carts, and vending locations as a venue for athletic, commercial, civic, community, cultural, and educational events.

Affirmative Action Requirements

Under [Minnesota Statutes 473.143, Subdivision 2, Development and Contents](#), the Council and each agency shall develop an Affirmative Action Plan and submit it to MMB for approval. MMB may not approve any plan unless MMB determines that the plan will be effective in ensuring that all persons have equal opportunity to the jobs; in eliminating the underutilization of qualified protected group members; in providing a supportive employment environment to the employees regardless of protected class; and in processing discrimination complaints.

For the purposes of Affirmative Action Plans, the term "protected group" means women, racial/ethnic minorities, and persons with disabilities at [Minnesota Statutes 43A.02, subdivision 33](#). Each plan must have at least the following elements.

- a. Each plan must identify protected groups that are underrepresented in the workforce.
- b. Each plan must designate an employee to be responsible for directing and administrating the affirmative action program and assign those duties to that employee. This employee shall report directly to the Chief Operating Officer on the performance of the affirmative action duties. The employee shall review the employment selection criteria to ensure compliance with equal opportunity laws. The employee shall also consult on the hiring for all vacancies in the workforce to facilitate the affirmative action goals and objectives.
- c. Each plan must describe the methods to communicate it to employees and others.
- d. Each plan must describe methods to recruit protected group members. The methods may include internships, union apprenticeships, and other programs necessary to increase the number of protected group members in the applicant pools.
- e. Each plan must describe internal procedures for processing discrimination complaints from the job applicants and employees. The procedures must provide for an initial determination of whether the complaint is properly of discrimination. Complaints filed under the discrimination procedures that allege reprisals against an employee for opposing an unlawful practice; filing a discrimination charge; or testifying or participating in an investigation, proceeding, or hearing regarding an unlawful practice are appealable to the Chief Operating Officer. The procedures must be separate from any others available under a personnel policy or union contract for nondiscrimination complaints. Use of the procedures is not a prerequisite to filing charges with governmental enforcement agencies nor does it limit a complainant's rights in making such allegations.
- f. Each plan must set goals and schedules to eliminate underutilization of members of each protected group in the workforce.
- g. Each plan must provide methods to retain and promote protected group members in the workforce. The methods are to encourage training opportunities for protected group members to eliminate underutilizations in identified job series.
- h. Each plan must describe methods to audit, evaluate, and report success of the program, including requiring a pre-employment review of all hiring decisions for occupational categories with unmet goals.
- i. Each plan must provide for training of the management in implementing it and in reporting allegations of discrimination in the workplace.
- j. Each plan must provide for periodic survey of the workforce to determine the employees' attitudes toward implementation of it.
- k. Each plan must provide for creation of an employee committee to advise on the implementation of it and on any change to it.

Under [Minnesota Statutes 473.143](#), **Subdivision 3, Harassment, the Council and** each agency shall adopt written policies prohibiting harassment based on protected classes in the workplace and establishing implementation plans and grievance procedures to process such harassment complaints.

Under [Minnesota Statutes 473.143](#), **Subdivision 4, Performance Evaluation, the Council and** each agency shall evaluate the performance of the supervisors and managers on implementing the plan and on preventing unlawful discrimination in the workplace.

Report Requirements

Under [Minnesota Statutes 473.143](#), Subdivision 5, Report, MMB shall annually report to the legislature on the affirmative action progress of the Council and Agencies. The Metropolitan Agency 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 attainment of overall affirmative action objectives;
2. If the Council or any of the agencies has failed to make satisfactory progress toward its affirmative action goals, a list of the unmet goals with an analysis of the reasons for the failure;
3. A summary of all personnel actions taken by the Council and each agency during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status; and
4. A summary of all discrimination complaints and lawsuits against the Council and each agency filed or resolved during the past calendar year, including the basis.

The term "personnel actions" include:

- 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 term “basis” includes:

- Race
- Color
- Creed
- Religion
- National origin
- Sex
- Marital status
- Disability
- Public assistance
- Age
- Sexual orientation
- Gender identity
- Familial status
- Local Human Rights commission activity

Conformance

The Council and each agency submitted their 2022—2024 Affirmative Action Plans to MMB for approval. The Council and each agency submitted summaries of personnel actions during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status to MMB for its audit, evaluation, and determination. The Council and each agency submitted summaries of discrimination complaints and lawsuits filed or resolved during the past calendar year by basis to MMB for its audit, evaluation, and determination. The following tables use “DP” to indicate Data Privacy for numbers less than ten that would disclose employee identifying information.

Summaries of Personnel Actions

The Council’s and agencies’ summaries of personnel actions taken by each during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status follow:

Metropolitan Council

Table 1. Met Council Summary of Personnel Actions

Summary of Personnel Actions	2022 Total Number
New Hires	322
Promotions	172
Transfers	46
Demotions	DP
Layoffs	0
Recalls From Layoff	20
Suspensions (With or Without Pay)	22
Letters of Reprimand	261
Involuntary Terminations	91
Voluntary Terminations	281
Other Disciplinary Actions	0
Total of All Personnel Actions	1,220

Met Council Details for Each Personnel Action

Table 2. Met Council New Hire Personnel Actions (Total = 322)

W=Women R/E=Racial/Ethnic Minorities PWD=Persons with Disabilities

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	20	DP	DP	DP	20	0	0	0
Professional	61	33	21	DP	61	0	0	0
Technical	23	15	DP	DP	23	0	0	0
Office/Clerical	20	DP	DP	0	10	0	10	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	18	DP	DP	DP	18	0	0	0
Skilled Craft	41	DP	DP	DP	41	0	0	0
Protective Service	139	22	109	DP	119	20	0	0
Total	322	93	166	15	292	20	10	0

Table 3. Met Council Promotion Personnel Actions (Total = 172)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	90	26	21	DP	90	0	0	0

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Professional	38	14	DP	DP	38	0	0	0
Technical	12	DP	DP	DP	12	0	0	0
Office/Clerical	1	0	0	0	1	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	5	DP	DP	DP	5	0	0	0
Skilled Craft	6	0	0	0	5	1	0	0
Protective Service	20	DP	16	0	20	0	0	0
Total	172	49	52	12	171	1	0	0

Table 4. Met Council Transfer Personnel Actions (Total = 46)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	6	0	DP	0	6	0	0	0
Professional	10	DP	DP	DP	10	0	0	0
Technical	6	DP	DP	DP	6	0	0	0
Office/Clerical	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	7	DP	DP	0	7	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Protective Service	16	DP	11	DP	1	15	0	0
Total	46	17	20	DP	31	15	0	0

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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	2	DP	DP	0	2	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Service	3	0	3	0	3	0	0	0
Total	5	DP	DP	0	5	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 = 20)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	1	0	0	0	1	0	0	0
Professional	1	0	0	0	1	0	0	0
Technical	1	0	0	0	1	0	0	0
Office/Clerical	2	0	DP	0	2	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	2	0	0	0	2	0	0	0
Protective Service	13	DP	10	0	13	0	0	0
Total	20	DP	12	0	20	0	0	0

Table 8. Met Council Suspension (With or Without Pay) Personnel Actions (Total = 22)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	1	0	0	0	1	0	0	0
Professional	1	0	0	0	1	0	0	0
Technical	1	0	0	0	1	0	0	0
Office/Clerical	2	DP	DP	0	2	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	2	0	0	0	2	0	0	0
Protective Service	15	DP	11	0	13	2	0	0
Total	22	DP	13	0	20	2	0	0

Table 9. Met Council Letters of Reprimand Personnel Actions (Total = 261)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	10	DP	DP	0	10	0	0	0
Professional	1	0	0	0	1	0	0	0
Technical	3	0	DP	0	3	0	0	0
Office/Clerical	1	0	0	0	1	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	18	12	DP	0	18	0	0	0
Skilled Craft	12	DP	DP	0	12	0	0	0
Protective Service	216	51	129	0	189	27	0	0
Total	261	67	140	0	234	27	0	0

Table 10. Met Council Involuntary Termination Personnel Actions (Total = 91)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	1	0	0	0	1	0	0	0
Professional	3	DP	DP	0	3	0	0	0
Technical	5	DP	DP	0	5	0	0	0
Off/Clerical	3	DP	DP	0	2	1	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	8	DP	DP	DP	8	0	0	0
Skilled Craft	8	0	DP	DP	8	0	0	0
Protective Service	63	15	42	0	52	11	0	0
Total	91	24	52	DP	79	12	0	0

Table 11. Met Council Voluntary Termination Personnel Actions (Total = 281)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	28	DP	DP	DP	28	0	0	0
Professional	46	18	18	DP	46	0	0	0
Technical	17	10	DP	DP	17	0	0	0
Office/Clerical	16	DP	DP	0	11	5	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Paraprofessional	10	DP	DP	0	10	0	0	0
Skilled Craft	33	DP	DP	DP	30	3	0	0
Protective Service	131	26	86	0	101	30	0	0
Total	281	77	136	10	243	38	0	0

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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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

Metropolitan Airports Commission (MAC)

Table 13. MAC Summary of Personnel Actions

Summary of Personnel Actions	2022 Total Number
New Hires	129
Promotions	37
Transfers	DP
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	12
Involuntary Terminations	0
Voluntary Terminations	106
Other Disciplinary Actions	DP
Total of All Personnel Actions	301

MAC Details for Each Personnel Action

Table 14. MAC New Hire Personnel Actions (Total =129)

W=Women R/E=Racial/Ethnic Minorities PWD=Persons with Disabilities

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	2	DP	0	0	2	0	0	0
Professional	8	DP	DP	0	8	0	0	0
Technical	1	0	0	0	1	0	0	0
AdR/E Support	14	DP	DP	0	14	0	0	0
Service Maintenance	57	DP	DP	0	9	0	43	5
Protective Services	30	DP	DP	0	25	5	0	0
Skilled Craft	10	0	0	0	10	0	0	0
Manager/Sup	7	DP	DP	0	7	0	0	0
Total	129	15	19	0	76	5	43	5

Table 15. MAC Promotion Personnel Actions (Total = 37)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	3	DP	0	0	3	0	0	0
Professional	1	0	0	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
AdR/E Support	7	DP	DP	0	7	0	0	0
Service Maintenance	2	0	0	0	0	0	0	2
Protective Services	4	0	DP	0	4	0	0	0
Skilled Craft	3	0	0	0	3	0	0	0
Manager/Sup	17	DP	DP	0	17	0	0	0
Total	37	DP	DP	0	35	0	0	2

Table 16. MAC Transfer Personnel Actions (Total = 6)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	0	0	0	0	0	0	0	0
Professional	1	DP	0	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
AdR/E Support	1	DP	0	0	1	0	0	0
Service Maintenance	4	0	0	0	4	0	0	0
Protective Services	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	6	DP	0	0	6	0	0	0

Table 17. MAC Demotions Personnel Actions (Total = 2)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	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
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Protective Services	1	0	0	0	0	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	0	0	0	0	1	0	0	0
Total	2	0	0	0	2	0	0	0

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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	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
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
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	#	W	R/E	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
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Protective Services	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 = 5)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	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
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	1	0	0	0	1	0	0	0
Protective Services	3	0	0	0	3	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	5	0	0	0	5	0	0	0

Table 21. MAC Letter of Reprimand Personnel Actions (Total = 12)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	1	0	0	0	1	0	0	0
Professional	2	0	0	0	2	0	0	0

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Technical	0	0	0	0	0	0	0	0
AdR/E Support	2	0	DP	0	2	0	0	0
Service Maintenance	1	0	0	0	1	0	0	0
Protective Services	4	0	DP	0	4	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	1	0	0	0	1	0	0	0
Total	12	0	DP	0	12	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	#	W	R/E	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
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Protective Services	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 = 106)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	3	0	DP	0	3	0	0	0
Professional	1	0	DP	0	1	0	0	0
Technical	2	0	DP	0	2	0	0	0
AdR/E Support	12	DP	DP	DP	12	0	0	0
Service Maintenance	43	DP	DP	0	5	1	0	37
Protective Services	29	DP	DP	0	26	3	0	0
Skilled Craft	6	0	0	0	6	0	0	0
Manager/Sup	10	DP	DP	0	10	0	0	0
Total	106	16	19	DP	65	4	0	37

Table 24. MAC Other Disciplinary Personnel Actions (Total = 4)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officers/Directors	1	0	0	0	1	0	0	0
Professional	1	0	0	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
AdR/E Support	0	0	0	0	0	0	0	0
Service Maintenance	1	DP	DP	0	1	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	1	0	0	0	1	0	0	0
Total	4	DP	DP	0	4	0	0	0

Metropolitan Mosquito Control District (MMCD)

Table 25. MMCD Summary of Personnel Actions

Summary of Personnel Actions	2022 Total Number
New Hires	187
Promotions	0
Transfers	DP
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	DP
Involuntary Terminations	64
Voluntary Terminations	122
Other Disciplinary Actions	29
Total of All Personnel Actions	412

MMCD Details for Each Personnel Action

Table 26. MMCD New Hire Personnel Actions (Total = 187)

W=Women R/E=Racial/Ethnic Minorities PWD=Persons with Disabilities

Occupational Group		Protected Group Status			Full-Time	Part-Time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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	2	DP	0	DP	2	0	0	0
Service Maintenance	2	0	0	DP	2	0	0	0
Paraprofessional	7	DP	DP	DP	0	0	0	7
Skilled Craft	176	49	16	21	0	0	0	176
Protective Services	0	0	0	0	0	0	0	0
Total	187	54	18	24	4	0	0	183

Table 27. MMCD Promotion Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 Services	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 28. MMCD Transfer Personnel Actions (Total = 6)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	2	DP	0	DP	0	0	0	2
Paraprofessional	2	DP	0	DP	0	0	0	2
Skilled Craft	2	DP	0	0	2	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Total	6	DP	0	DP	2	0	0	4

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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	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 Maintenance	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 Services	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 Services	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Protective Services	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 = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 Services	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

Table 33. MMCD Letter of Reprimand Personnel Actions (Total = 4)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	4	DP	0	DP	0	0	0	4
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Total	4	DP	0	DP	0	0	0	4

Table 34. MMCD Involuntary Termination Personnel Actions (Total = 64)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	59	12	DP	DP	0	0	0	59
Paraprofessional	5	DP	DP	DP	0	0	0	5
Skilled Craft	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Total	64	14	DP	10	0	0	0	64

Table 35. MMCD Voluntary Termination Personnel Actions (Total = 122)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	1	0	0	DP	1	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Office/Clerical	DP	DP	0	0	1	0	0	0
Service Maintenance	117	37	11	12	0	0	0	117
Paraprofessional	DP	DP	0	0	0	0	0	2
Skilled Craft	DP	0	0	0	1	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Total	122	40	11	13	3	0	0	119

Table 36. MMCD Other Disciplinary Actions (Total = 29)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	1	DP	0	DP	1	0	0	0
Office/Clerical	0	0	0	0	0	0	0	0
Service Maintenance	28	DP	DP	DP	0	0	0	28
Paraprofessional	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Total	29	DP	DP	DP	1	0	0	28

Minnesota Sports Facilities Authority (MSFA)

Table 37. MSFA Summary of Personnel Actions

Summary of Personnel Actions	2022 Total Number
New Hires	DP
Promotions	0
Transfers	0
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	DP
Involuntary Terminations	0
Voluntary Terminations	DP
Other Disciplinary Actions	0
Total of All Personnel Actions	DP

MSFA Details for Each Personnel Action

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

W=Women R/E=Racial/Ethnic Minorities PWD=Persons with Disabilities

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	DP	0	DP	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 Maintenance	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	DP	0	DP	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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	#	W	R/E	PWD				
Officials/Mgrs	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 46. MSFA Involuntary Termination Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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 = 2)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	1	0	0	0	1	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 Maintenance	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	2	DP	0	0	2	0	0	0

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

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	R/E	PWD				
Officials/Mgrs	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 Maintenance	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

Summaries of Discrimination Complaints and Lawsuits

The Council's and agencies' summaries of discrimination complaints and lawsuits against each filed or resolved during the past calendar year by basis follow:

Metropolitan Council Complaints and Lawsuits

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

Basis	2022 Total Number
Age	DP
Race	12
Color	0
Creed	0
National Origin	DP
Religion	DP
Sex	DP
Status with Regard to Public Assistance	0
Disability	DP
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Reprisal	0
Total Complaints	19

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

Basis	2022 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	DP
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Lawsuits	DP

Metropolitan Airports Commission Complaints and Lawsuits

Table 51. MAC Summary of Discrimination Complaints During Reporting Period

Basis	2022 Total Number
Age	DP
Race	0
Color	0
Creed	0
National Origin	DP
Religion	0
Sex	DP
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Complaints (1 complaint with 3 basis)	DP

Table 52. MAC Summary of Discrimination Lawsuits During Reporting Period

Basis	2022 Total 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 Lawsuits	0

Metropolitan Mosquito Control District Complaints and Lawsuits

Table 53. MMCD Summary of Discrimination Complaints During Reporting Period

Basis	2022 Total 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
Gender Expression	0
Gender Identity	DP
Total Complaints	DP

Table 54. MMCD Summary of Discrimination Lawsuits During Reporting Period

Basis	2022 Total 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 Lawsuits	0

Metropolitan Sports Facilities Authority Complaints and Lawsuits

Table 55. MSFA Summary of Discrimination Complaints During Reporting Period

Basis	2022 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	DP
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Complaints	DP

Table 56. MSFA Summary of Discrimination Lawsuits during Reporting Period

Basis	2022 Total 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 Lawsuits	0