
State of Minnesota Metropolitan Agency Report

Submitted to the Minnesota Legislature by
Minnesota Management and Budget for
the reporting period of the calendar year
from January 1, 2025, through December 31, 2025

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Introduction

Under Minnesota Statutes section 473.143, subdivision 5, 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 each agency submitted to MMB for the past calendar year. The report includes determination of their compliance with affirmative action goals; evaluation of their attainment of overall affirmative action objectives; their summaries of personnel actions by job category, protected group, and schedule status; and their summaries of discrimination complaints and lawsuits by basis.

Executive Brief

Based on the information provided to MMB by the Council and each agency, MMB concludes that the Council and each agency are in accordance with the state statutory provisions. They submitted their fiscal years 2024—2026 Affirmative Action Plans to MMB. MMB reviewed their plans, and after requesting and receiving corrections, it approved them.

Agency Descriptions

1. The Metropolitan Council (Met Council) is a policy-making and planning organization serving the Twin Cities metropolitan seven-county area. The council works with local communities to provide essential infrastructure and services, including wastewater collection and treatment, parks and trails system, Metro Transit bus and rail system, Metro Mobility, and affordable housing. The council fosters economic growth to make the area prosperous and supports businesses and neighborhoods 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, plows snow off the runways, offers shopping and dining, and provides continuing financial benefit to create the best experience for its travelers.
3. The Metropolitan Mosquito Control District (MMCD) promotes the health and well-being of the general public in the Twin Cities metropolitan seven-county area 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) is responsible for the management, maintenance, and operation of U.S. Bank Stadium, which serves as a venue for athletic, commercial, civic, community, cultural, and educational events.

Affirmative Action Plan Requirements

Under Minnesota Statutes section 473.143, subdivision 2, the Council and each agency shall develop an Affirmative Action Plan and submit it to MMB for approval. MMB approves a plan if MMB determines that the plan will be effective in ensuring equal employment opportunity; eliminating the underutilization of qualified protected group members; providing a supportive employment environment to their employees regardless of protected class; and processing discrimination complaints in their internal procedures.

Under Minnesota Statutes section 43A.02, subdivision 33, for affirmative action purposes, "protected groups" means females, persons with disabilities, and racial or ethnic minorities. Each Affirmative Action Plan must have at least the following elements:

- a. Identify any protected groups that are underrepresented in the workforce.
- b. Designate an Affirmative Action Officer to be responsible for administering the Affirmative Action Program and assign the duties to that employee.
- c. Describe the methods to communicate the plan to employees and the general public.
- d. Describe methods to recruit protected group members, including internships, apprenticeships, and other programs to increase the number of protected group members in the applicant pools.
- e. Describe appropriate internal procedures for processing discrimination complaints from applicants and employees.
- f. Set goals and timetables to eliminate any underutilization of protected groups in the workforce.
- g. Provide methods to promote and retain protected group members in the workforce, including training opportunities to encourage protected group members to apply in job series with underutilizations.
- h. Describe methods to assess and report results of the Affirmative Action Program, including requiring a pre-employment review of all hiring decisions for job categories with underutilizations.
- i. Provide for training of management in implementing the plan and reporting allegations of discrimination in the workplace.
- j. Provide for periodic surveys of the workforce to determine the employees' attitudes toward its implementation.

- k. Provide for creation of an employee committee to advise on the implementation and any change to the plan.

Under Minnesota Statutes section 473.143, subdivision 3, the council and each agency shall adopt written policies that prohibit harassment based on protected class in the workplace and establish internal procedures to process any such complaints.

Under Minnesota Statutes section 473.143, subdivision 4, the council and each agency shall evaluate the performance of their supervisors and managers in implementing the plan and preventing unlawful discriminatory practices in the workplace.

Report Requirements

Under Minnesota Statutes section 473.143, subdivision 5, MMB shall annually report to the legislature on the affirmative action progress of the council and each agency. This 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;
3. Summaries of all personnel actions taken by the council and each agency during the past calendar year by job category, protected group, and full-time, part-time, temporary, and seasonal status; and
4. Summaries of all discrimination complaints and lawsuits against the council and each agency filed or resolved during the past calendar year by basis.

The term "personnel action" means a new hire, promotion, transfer, demotion, layoff, recall from layoff, suspension with or without pay, letter of reprimand, involuntary termination, voluntary termination, and other disciplinary action.

The term "basis" means race; color; creed; religion; national origin; sex, including pregnancy, childbirth, and related medical conditions; sexual harassment; marital status; disability; public assistance; age; sexual orientation; gender identity; gender expression; familial status; local human rights commission membership or activity; genetic information; and retaliation.

Agency Conformance

The Council and each agency submitted their fiscal years 2024—2026 Affirmative Action Plans to MMB for approval. The council and each agency submitted their summaries of personnel actions taken during the past calendar year by job category, protected group, and full-time, part-time, temporary, and seasonal status to MMB for determination. The council and agencies

submitted their summaries of discrimination complaints and lawsuits during the past calendar year by basis to MMB for determination. The following tables use “DP” to indicate Data Privacy for numbers less than 10 that would otherwise identify the employees.

Summaries of Personnel Actions

The council’s and each agency’s summary of its personnel actions taken during the past calendar year by job category, protected group, and full-time, part-time, temporary, and seasonal status follow:

Metropolitan Council (MET)

Table 1. Met Council Summary of Personnel Actions

Summary of Personnel Actions	2025 Total Number
New Hires	921
Promotions	196
Transfers	99
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	306
Involuntary Terminations	177
Voluntary Terminations	218
Other Disciplinary Actions*	334
Total of All Personnel Actions	2259

*Other Disciplinary Actions were all Oral Reprimands.

Met Council Details for Each Personnel Action

Table 2. Met Council New Hire Personnel Actions (Total = 921)

W=Women RE=Racial or Ethnic Minorities PWD=Persons with Disabilities

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	52	16	13	DP	51	0	DP	0
Professionals	100	49	24	10	98	0	DP	0
Technicians	25	16	DP	DP	24	0	DP	0
Protective Services	35	DP	19	DP	11	0	24	0
Paraprofessionals	32	13	27	DP	32	0	0	0
Admin. Support	25	15	10	DP	18	0	DP	0
Skilled Craft	114	DP	38	DP	108	0	DP	0
Service Maintenance	538	119	399	35	502	36	0	0
Total	921	241	536	63	844	36	41	0

Table 3. Met Council Promotion Personnel Actions (Total = 196)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	87	31	35	DP	86	0	DP	0
Professionals	26	DP	14	DP	26	0	0	0
Technicians	DP	DP	DP	0	DP	0	0	0
Protective Services	DP	DP	DP	0	DP	0	0	0
Paraprofessionals	38	14	24	DP	38	0	0	0
Admin. Support	DP	DP	DP	DP	DP	0	0	0
Skilled Craft	14	0	DP	DP	14	0	0	0
Service Maintenance	10	DP	DP	DP	10	0	0	0
Total	196	61	90	DP	195	0	DP	0

Table 4. Met Council Transfer Personnel Actions (Total = 99)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	DP	0	DP	0	0	0
Professionals	DP	DP	0	DP	DP	0	DP	0
Technicians	DP	DP	DP	0	DP	0	0	0
Protective Services	DP	0	DP	0	0	0	DP	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Service Maintenance	75	14	50	DP	75	0	0	0
Total	99	26	57	DP	96	0	DP	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Service Maintenance	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Service Maintenance	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Service Maintenance	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 = DP)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Service Maintenance	DP	DP	DP	0	DP	0	0	0
Total	DP	DP	DP	0	DP	0	0	0

Table 9. Met Council Letters of Reprimand Personnel Actions (Total = 306)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	0	DP	0	0	0
Professionals	DP	0	0	0	DP	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	DP	0	0	0	DP	DP	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	18	14	0	0	18	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Service Maintenance	276	51	193	0	269	DP	0	0
Total	306	65	193	0	298	DP	0	0

Table 10. Met Council Involuntary Termination Personnel Actions (Total = 177)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	DP	DP	DP	0	0	0
Professionals	DP	0	DP	0	DP	0	0	0
Technicians	DP	DP	DP	DP	DP	0	0	0
Protective Services	DP	0	DP	0	DP	0	DP	0
Paraprofessionals	DP	0	DP	0	DP	0	0	0
Admin. Support	DP	DP	DP	DP	DP	DP	0	0
Skilled Craft	DP	0	DP	0	DP	0	0	0
Service Maintenance	151	39	115	11	140	11	0	0
Total	177	47	126	15	164	12	DP	0

Table 11. Met Council Voluntary Termination Personnel Actions (Total = 218)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	10	DP	DP	DP	10	0	0	0
Professionals	23	DP	DP	DP	20	0	DP	0
Technicians	11	DP	DP	DP	DP	0	DP	0
Protective Services	DP	DP	DP	DP	DP	0	DP	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	DP	DP	0	DP	0
Skilled Craft	19	DP	DP	DP	16	0	DP	0
Service Maintenance	139	21	100	10	126	13	0	0
Total	218	48	128	22	188	13	17	0

Table 12. Met Council Other Disciplinary Personnel Actions (Total = 334)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	DP	0	DP	0	0	0
Professionals	DP	DP	0	0	DP	0	0	0
Technicians	DP	DP	0	0	DP	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	DP	0	DP	0	DP	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Service Maintenance	321	68	228	0	304	17	0	0
Total	334	72	231	0	317	17	0	0

Metropolitan Airports Commission (MAC)

Table 13. MAC Summary of Personnel Actions

Summary of Personnel Actions	2025 Total Number
New Hires	147
Promotions	53
Transfers	12
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	DP
Involuntary Terminations	DP
Voluntary Terminations	104
Other Disciplinary Actions	DP
Total of All Personnel Actions	338

MAC Details for Each Personnel Action

Table 14. MAC New Hire Personnel Actions (Total =147)

W=Women RE=Racial or Ethnic Minorities PWD=Persons with Disabilities

Job Category	#	Protected group status			Full-time	Part-time	Temp	Seasonal
		W	RE	PWD				
Officials and Managers	DP	DP	DP	0	DP	DP	0	0
Professionals	16	DP	DP	DP	16	0	0	0
Technicians	DP	DP	DP	0	DP	0	0	0
Admin, Support	24	18	11	0	12	DP	DP	DP
Service Maintenance	49	DP	DP	DP	DP	0	0	40
Protective Services	22	DP	DP	0	18	DP	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Manager/Sup	18	DP	DP	0	18	0	0	0
Total	147	49	34	DP	90	DP	DP	45

Table 15. MAC Promotion Personnel Actions (Total = 53)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	0	0	DP	0	0	0
Professionals	DP	DP	DP	0	DP	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Service Maintenance	12	0	DP	0	12	0	0	0
Protective Services	DP	0	DP	0	DP	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Manager/Sup	17	DP	DP	0	17	0	0	0
Total	53	DP	DP	0	53	0	0	0

Table 16. MAC Transfer Personnel Actions (Total = 12)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	0	DP	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Service Maintenance	DP	0	DP	0	DP	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	12	DP	DP	0	12	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Service Maintenance	DP	0	0	0	DP	0	0	0
Protective Services	DP	0	0	0	DP	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Manager/Sup	DP	0	0	0	DP	0	0	0
Total	DP	0	0	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. 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 19. MAC Recall from Layoff Personnel Actions (Total = 0)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. 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 = DP)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	0	0	0	DP	0	0	0
Service Maintenance	DP	0	0	0	DP	0	0	0
Protective Services	DP	0	0	0	DP	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	DP	0	0	0	DP	0	0	0
Total	DP	0	0	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	0	DP	0	DP	0	0	0
Service Maintenance	DP	0	0	0	DP	0	0	0
Protective Services	DP	DP	0	0	DP	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	DP	0	DP	0	DP	0	0	0
Total	DP	DP	DP	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin Support	DP	DP	0	0	DP	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	DP	0	0	0	DP	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	DP	DP	0	0	DP	0	0	0

Table 23. MAC Voluntary Termination Personnel Actions (Total =110)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	0	DP	0	0	0
Professionals	DP	DP	DP	0	DP	0	0	0
Technicians	DP	0	DP	DP	DP	0	0	0
Admin Support	14	DP	DP	0	DP	0	DP	DP
Service Maintenance	DP	0	0	0	DP	0	0	0
Protective Services	16	DP	DP	0	11	DP	0	0
Skilled Craft	43	DP	DP	DP	DP	0	0	0
Manager/Sup	DP	DP	DP	0	DP	0	0	0
Total	104	21	16	DP	55	DP	DP	41

Table 24. MAC Other Disciplinary Personnel Actions (Total = 11)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin Support	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Protective Services	DP	0	0	0	DP	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	DP	0	0	0	DP	0	0	0
Total	DP	0	0	0	DP	0	0	0

Metropolitan Mosquito Control District (MMCD)

Table 25. MMCD Summary of Personnel Actions

Summary of Personnel Actions	2025 Total Number
New Hires	224
Promotions	DP
Transfers	DP
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	DP
Involuntary Terminations	104
Voluntary Terminations	109
Other Disciplinary Actions	24
Total of All Personnel Actions	473

MMCD Details for Each Personnel Action

Table 26. MMCD New Hire Personnel Actions (Total = 224)

W=Women RE=Racial or Ethnic Minorities PWD=Persons with Disabilities

		Protected Group Status			Full-Time	Part-Time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	DP	0	DP	0	0	0
Professionals	DP	DP	0	0	DP	0	0	0
Technicians	DP	0	0	0	DP	0	0	0
Admin. Support	DP	DP	0	0	0	DP	0	0
Skilled Craft	DP	DP	DP	DP	DP	0	0	0
Paraprofessionals	31	DP	DP	DP	0	0	0	31
Service Maintenance	183	68	26	38	0	0	0	183
Total	224	81	31	47	DP	DP	0	214

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	0	DP	0	0	0
Professionals	DP	DP	0	0	DP	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	DP	0	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Manager	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	DP	0	DP	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	0	DP	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	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 = DP)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	0	0	0	DP	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	DP	DP	DP	DP	DP	0	0	DP
Total	DP	DP	DP	DP	DP	0	0	DP

Table 34. MMCD Involuntary Termination Personnel Actions (Total = 104)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	16	DP	DP	DP	16	0	0	16
Service Maintenance	88	29	15	20	85	DP	0	88
Total	104	32	16	23	85	DP	0	104

Table 35. MMCD Voluntary Termination Personnel Actions (Total = 109)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	0	DP	DP	0	0	0
Professionals	DP	DP	0	DP	DP	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Paraprofessionals	DP	DP	0	DP	DP	0	0	DP
Service Maintenance	97	39	12	19	95	DP	0	97
Total	109	47	12	23	108	DP	0	106

Table 36. MMCD Other Disciplinary Actions (Total =24)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	22	DP	DP	DP	22	0	0	22
Total	24	DP	DP	DP	24	0	0	24

Minnesota Sports Facilities Authority (MSFA)

Table 37. MSFA Summary of Personnel Actions (Total =DP)

Summary of Personnel Actions	2025 Total Number
New Hires	0
Promotions	0
Transfers	0
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	0
Involuntary Terminations	0
Voluntary Terminations	0
Other Disciplinary Actions	0
Total of All Personnel Actions	0

MSFA Details for Each Personnel Action

Table 38. MSFA New Hire Personnel Actions (Total =0)

W=Women RE=Racial or Ethnic Minorities PWD=Persons with Disabilities

Job Category	#	Protected group status			Full-time	Part-time	Temp	Seasonal
		W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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 39. MSFA Promotion Personnel Actions (Total = 0)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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 = 0)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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 48. MSFA Other Disciplinary Personnel Actions (Total = 0)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	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
Paraprofessionals	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 during the past calendar year by basis follow:

Metropolitan Council Complaints and Lawsuits

Table 49. Met Council Summary of Discrimination Complaints Resolved

Basis	2025 Total Number
Age	DP
Race	26
Color	DP
Creed	0
National Origin	DP
Religion	DP
Sex	12
Status with Regard to Public Assistance	0
Disability	DP
Sexual Orientation	DP
Marital Status	DP
Familial Status	0
Membership in Local Human Rights Commission	0
Retaliation	19
Sexual Harassment	11
Genetic Information	0
Total Complaints	105

Table 50. Met Council Summary of Discrimination Lawsuits Resolved

Basis	2024 Total Number
Age	0
Race	DP
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	DP
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 Resolved

Basis	2025 Total Number
Age	0
Race	DP
Color	0
Creed	0
National Origin	DP
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 Complaints	DP

Table 52. MAC Summary of Discrimination Lawsuits Resolved

Basis	2025 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 Resolved

Basis	2025 Total Number
Age	0
Color	0
Creed	0
Disability	0
Familial Status	0
Gender Expression	0
Gender Identity	0
Genetic Information	0
Local Human Rights Commission	0
Marital Status	0
National Origin	0
Public Assistance Status	0
Race	0
Religion	0
Retaliation	0
Sex	0
Sexual Harassment	0
Sexual Orientation	0
Total Complaints	0

Table 54. MMCD Summary of Discrimination Lawsuits Resolved

Basis	2025 Total Number
Age	0
Color	0
Creed	0
Disability	0
Familial Status	0
Gender Expression	0
Gender Identity	0
Genetic Information	0
Local Human Rights Commission	0
Marital Status	0
National Origin	0
Public Assistance Status	0
Race	0
Religion	0
Retaliation	0
Sex	0
Sexual Harassment	0
Sexual Orientation	0
Total Lawsuits	0

Metropolitan Sports Facilities Authority Complaints and Lawsuits

Table 55. MSFA Summary of Discrimination Complaints Resolved

Basis	2025 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 Complaints	0

Table 56. MSFA Summary of Discrimination Lawsuits Resolved

Basis	2025 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