

**March 2012**

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# **Metropolitan Agency Report**

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

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# Table of Contents

	<u>Page</u>
<b>About This Report</b> .....	1
Section One	
<b>Background Information</b> .....	2
Section Two	
<b>Affirmative Action Requirements</b> .....	3
Section Three	
<b>Report Requirements</b> .....	5
Section Four	
<b>Data by Agency</b> .....	7
A. Personnel action data by agency .....	7
• Metropolitan Council .....	7
• Metropolitan Airports Commission .....	12
• Metropolitan Mosquito Control District .....	16
• Metropolitan Sports Facilities Commission.....	20
B. Data for discrimination complaints and lawsuits filed and resolved by agency .....	24
• Metropolitan Council .....	24
• Metropolitan Airports Commission .....	26
• Metropolitan Mosquito Control District .....	27
• Metropolitan Sports Facilities Commission.....	28

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# About This Report

Minnesota Management & Budget (MMB) is responsible for submitting the 2012 Metropolitan Agency Report to the Minnesota Legislature. This report confirms the four Metropolitan agencies submitted their Affirmative Action Plans (AAP) for 2010-2012 to Minnesota Management & Budget. Each plan was reviewed and approved and each complied with the statutory requirements of MN 473.143. The agencies' AAPs and programs demonstrated continuing satisfactory progress toward Affirmative Action objectives. Each agency has provided information in its AAP which assures that employment is equally accessible to all qualified persons. Agencies also make a good faith effort to increase the diversity of the state workforce and provide a supportive work environment to all employees.

This report includes the personnel actions, discrimination complaints and lawsuit information as submitted to Minnesota Management & Budget by the four Metropolitan agencies as required by MN Statute 473.143.

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

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

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## Section One

# Background Information

There are four Metropolitan agencies:

1. The Metropolitan Council is the regional planning organization for the seven-county Twin Cities area. It runs the regional bus and light rail system, collects and treats wastewater, manages regional water resources, plans regional parks and administers funds that provide housing opportunities for low- and moderate-income individuals and families.
2. The Metropolitan Airports Commission (MAC) operates the third largest aviation system in the nation, consisting of Minneapolis-St. Paul International and six reliever airports.
3. The Metropolitan Mosquito Control District (MMCD) provides a variety of services, including the survey and control of mosquitoes that transmit human diseases, to people living in the seven county Minneapolis and St. Paul, Minnesota metropolitan area.
4. The Metropolitan Sports Facilities Commission (MSFC) is the owner and operator of the Hubert H. Humphrey Metrodome.

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## Section Two

# Affirmative Action Requirements

The requirements for the Metropolitan agencies' Affirmative Action Plans are identified in MN Statute 473.143. The report must include: (1) an audit of the record of the council and each agency to determine compliance with affirmative action goals and to evaluate overall progress in attainment of overall affirmative action objectives; (2) if the council or any agency has failed to make satisfactory progress toward its affirmative action goals, a list of unmet goals and an analysis of why the failure occurred.

The four Metropolitan agencies are in compliance with Affirmative Action Plan requirements. The Metropolitan agencies submitted their Affirmative Action Plans (AAP) for 2010-2012 to Minnesota Management & Budget. Each plan was reviewed and approved and each complied with the statutory requirements of MN 473.143. The agencies' AAPs and programs demonstrated continuing satisfactory progress toward Affirmative Action objectives.

### A. Affirmative Action Plan Requirements

Subd. 2. Development and contents. The council and each agency shall develop an affirmative action plan and submit its plan to the commissioner for approval. The commissioner may not approve a plan unless the commissioner determines that it will be effective in assuring that employment positions are equally accessible to all qualified persons, in eliminating the underutilization of qualified members of protected groups, in providing a supportive work environment to all employees, regardless of race, religion, sex, national origin, or disability, and in dealing with discrimination complaints. For purposes of this section, "protected group" has the meaning given it in section 43A.02, subdivision 33. A plan must contain at least the elements required in this subdivision.

(a) It must identify protected groups that are underrepresented in the council's or agency's work force.

(b) It must designate a person responsible for directing and implementing the affirmative action program and assign the specific responsibilities and duties of that person. The person responsible for implementing the program shall report directly to the council's or agency's chief operating officer regarding the person's affirmative action duties. The person responsible for the affirmative action program shall review examination and other selection criteria to assure compliance with law. This person shall be involved in the filling of all vacancies in the council or agency work force, to the extent necessary to facilitate attainment of affirmative action goals.

(c) It must describe the methods by which the plan will be communicated to employees and to other persons.

(d) It must describe methods for recruiting members of protected groups. These methods may include internship programs, cooperation with union apprenticeship programs, and other steps necessary to expand the number of protected group members in applicant pools.

(e) It must describe internal procedures in accordance with this paragraph for processing complaints of alleged discrimination from job applicants and employees. The procedures must provide for an initial determination of whether the complaint is properly a discrimination complaint subject to the procedure under the affirmative action plan. Complaints filed under the discrimination procedures that allege reprisals against an employee for opposing a forbidden practice or for filing a charge, testifying, or participating in an investigation, proceeding, or hearing relating to a forbidden practice are appealable to the chief operating officer of the

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council or agency. Procedures under this paragraph must be distinct from any procedures available under a union contract or personnel policy for nondiscrimination complaints. Use of procedures developed under this paragraph is not a prerequisite to filing charges with a governmental enforcement agency, nor does it limit a person's right to file these charges.

(f) It must set goals and timetables to eliminate underutilization of members of each protected group in the council or agency work force.

(g) It must provide a plan for retaining and promoting protected group members in the council or agency work force. This plan should encourage training opportunities for protected group members, to the extent necessary to eliminate underutilization in specific parts of the work force.

(h) It must describe methods of auditing, evaluating, and reporting program success, including a procedure that requires a pre employment review of all hiring decisions for occupational groups with unmet affirmative action goals.

(i) It must provide for training of management and supervisory personnel in implementation of the plan and in dealing with alleged acts of discrimination in the workplace.

(j) It must provide for periodic surveying of the council or agency work force to determine employee attitudes toward implementation of the plan.

(k) It must provide for creation of an employee committee to advise on implementation of the plan and on any changes needed in the plan.

**Subd. 3. Harassment.** The council and each agency shall adopt written policies forbidding harassment based on sex, disability, or race in their workplaces and establishing implementation plans and grievance procedures to deal with complaints of harassment based on sex, disability, or race.

**Subd. 4. Performance evaluation.** The evaluation of the performance of each supervisory and managerial employee of the council and the agencies must include evaluation of the person's performance in implementing the council's or agency's affirmative action plan and in preventing forbidden discrimination in the workplace.

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## Section Three

# Report Requirements

Minnesota Statutes 473.143 states the Commissioner of Minnesota Management & Budget is required to submit an annual report to the state legislature which includes:

1. a summary of all personnel actions taken by the council and each agency during the past calendar year, categorized by occupational group, protected group status, and full-time, part-time, temporary, and seasonal status and;
2. 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.

Definition of "personnel action"

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

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

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(4) a summary of discrimination complaints and lawsuits against the council and each agency filed or resolved during the past calendar year, including the basis for the complaints and lawsuits. Summary, including basis:

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

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

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

The Metropolitan agencies correctly submitted all of the required information. For data privacy, the columns in this report where non-disclosable data would be revealed by reporting the protected class status (women, minorities and people with a disability) of members of a job group, the data has been removed so neither an individual's identity nor any other characteristic that could uniquely identify an individual is ascertainable. MMBs policy is to not disclose data where the count is ten employees or fewer in any one data field. If these smaller statistics were released, regardless of intent, a second public data request for names of people in the same group could be asked by anyone else who could come in contact with this report, and the comparison of two such requests could potentially identify these people.

Only column totals are shown in the protected group status columns because individual fields may have 10 or fewer employees. If the column total in the protected group status column is less than 10, it will be signified as <10.



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## Section Four

# Data by Agency

The four Metropolitan agencies submitted their summaries of personnel actions for the reporting period **January 1 through December 31, 2011**.

### A. Personnel action data by agency

#### METROPOLITAN COUNCIL

The Metropolitan Council is the regional planning organization for the seven-county Twin Cities area. It runs the regional bus and light rail system, collects and treats wastewater, manages regional water resources, plans regional parks and administers funds that provide housing opportunities for low- and moderate-income individuals and families.

<b>Summary of Personnel Actions:</b>	<b>Total number</b>
Transfers	743
Other disciplinary actions	646
New hires	261
Voluntary terminations	142
Promotions	56
Suspensions with or without pay	44
Involuntary terminations	40
Demotions	3
Layoffs	
Recalls from layoff	
Letters of reprimand	No tracked
<b>Total of all personnel actions</b>	<b>1,935</b>

**Detail for each personnel action METROPOLITAN COUNCIL**

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>New hires</b>  <b>Total = 261</b>	Off/Mgr	15				13	1	3	
	Professional	46				42	4	7	
	Technical	69				16	53	56	
	Off/Clerical	18				17	1	5	
	Service Maint	82				1	81		
	Laborer	5				5			
	Paraprof								
	Skilled Craft	26				26		2	
	<b>Total</b>	<b>261</b>	<b>86</b>	<b>64</b>	<b>&lt;10</b>	<b>121</b>	<b>140</b>	<b>73</b>	

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Promotions</b>  <b>Total = 56</b>	Off/Mgr	18				18			
	Professional	15				15			
	Technical	4				4			
	Off/Clerical	3				3			
	Service Maint	6				6			
	Laborer	2				2			
	Paraprof								
	Skilled Craft	8				8			
	<b>Total</b>	<b>56</b>	<b>15</b>	<b>&lt;10</b>	<b>&lt;10</b>	<b>56</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Transfers</b>  <b>Total = 743</b>	Off/Mgr	9				9			
	Professional	9				8	1		
	Tech	5				4	1		
	Off/Clerical	47				46	1		
	Service Maint	455				316	139		
	Laborer								
	Paraprof	2				2			
	Skill Craft	216				216			
	<b>Total</b>	<b>743</b>	<b>145</b>	<b>252</b>	<b>&lt;10</b>	<b>601</b>	<b>142</b>		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Demotions</b>  <b>Total = 3</b>	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint	2				2			
	Laborer								
	Paraprof								
	Skill Craft	1				1			
	<b>Total</b>	<b>3</b>				<b>3</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Layoffs</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Recalls from layoff</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Suspensions (w or w/o pay)  Total = 38</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint	38				38			
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>	<b>38</b>	<b>17</b>	<b>27</b>		<b>38</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Letters of reprimand  Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Involuntary terminations  Total = 40</b>	Off/Mgr	1				1			
	Profess	3				3		1	
	Tech	1				1			
	Off/Clerical	1				1			
	Service Maint	32				15	17		
	Laborer								
	Paraprof								
	Skill Craft	2				2			
	<b>Total</b>	<b>40</b>	<b>14</b>			<b>23</b>	<b>17</b>	<b>1</b>	

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Voluntary terminations</b>  <b>Total = 142</b>	Off/Mgr	14				14		2	
	Profess	23				18	5	5	
	Tech	51				21	29	42	
	Off/Clerical	8				7	1	4	
	Service Maint	33				16	17		
	Laborer	6				3	3	1	
	Paraprof								
	Skill Craft	7				7		1	
	<b>Total</b>	<b>142</b>	<b>53</b>	<b>28</b>	<b>&lt;10</b>	<b>86</b>	<b>56</b>	<b>56</b>	

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Other disciplinary actions</b>  <b>Total = 645</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint	645				645			
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>	<b>645</b>	<b>197</b>	<b>320</b>		<b>645</b>			

End of Data for Metropolitan Council

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## **METROPOLITAN AIRPORTS COMMISSION (MAC)**

The Metropolitan Airports Commission (MAC) operates the third largest aviation system in the nation, consisting of Minneapolis-St. Paul International and six reliever airports.

<b>Summary of Personnel Actions:</b>	<b>Total number</b>
New hires	93
Voluntary terminations	86
Promotion	21
Transfers	10
Letters of reprimand	8
Demotions	6
Suspensions with or without pay	5
Involuntary terminations	5
Other disciplinary actions	4
Layoffs	
Recalls from layoff	
<b>Total of all personnel actions</b>	<b>238</b>

**Detail for each personnel action METROPOLITAN AIRPORTS COMMISSION (MAC)**

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>New hires</b>  <b>Total = 93</b>	Officers, Directors and Protective Services Chiefs								
	Professional	4				4			
	Technical	1				1			
	Protective Services	10				9	1		
	Administrative Support	5				4	1		
	Skilled Craft	5				2		3	
	Service Maintenance	67				5		55	7
	Manager/Supervisor	1				1			
	<b>Total</b>	<b>93</b>	<b>&lt;10</b>	<b>&lt;10</b>		<b>26</b>	<b>2</b>	<b>58</b>	<b>7</b>

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Promotions</b>  <b>Total =21</b>	Officers, Directors and Protective Services Chiefs								
	Professional	6				6			
	Technical	2				2			
	Protective Services	3				3			
	Administrative Support	1				1			
	Skilled Craft	1				1			
	Service Maintenance	3				3			
	Manager/Supervisor	5				5			
	<b>Total</b>	<b>21</b>	<b>&lt;10</b>			<b>21</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Transfers</b>  <b>Total = 10</b>	Officers, Directors and Protective Services Chiefs								
	Professional Tech								
	Protective Services								
	Administrative Support	3				3			
	Skilled Craft								
	Service Maintenance	6				6			
	Manager/Supervisor	1				1			
	<b>Total</b>	<b>10</b>	<b>&lt;10</b>	<b>&lt;10</b>		<b>10</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Demotions</b>  <b>Total = 6</b>	Officers, Directors and Protective Services Chiefs								
	Professional Technicians	2				2			
	Protective Services								
	Administrative Support								
	Skilled Craft	1				1			
	Service Maintenance	3				3			
	Manager/Supervisor								
	<b>Total</b>	<b>6</b>	<b>&lt;10</b>	<b>&lt;10</b>		<b>6</b>			



	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Layoffs</b>  <b>Total = 0</b>	Officers, Directors and Protective Services Chiefs								
	Professional								
	Technician								
	Protective Services								
	Administrative Support								
	Skilled Craft								
	Service Maintenance								
	Manager/Supervisor								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Recalls from layoff</b>  <b>Total = 0</b>	Officers, Directors and Protective Services Chiefs								
	Professional								
	Technician								
	Protective Services								
	Administrative Support								
	Skilled Craft								
	Service Maintenance								
	Manager/Supervisor								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Suspensions (w or w/o pay)  Total = 5</b>	Officers, Directors and Protective Services Chiefs								
	Professional Technician								
	Protective Services	4				4			
	Administrative Support								
	Skilled Craft	1							
	Service Maintenance					1			
	Manager/ Supervisor								
	<b>Total</b>	<b>5</b>		<b>&lt;10</b>		<b>5</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Letters of reprimand  Total = 8</b>	Officers, Directors and Protective Services Chiefs								
	Professional Technician								
	Protective Services	4				4			
	Administrative Support								
	Skilled Craft	2				2			
	Service Maintenance	2				2			
	Manager/ Supervisor								
	<b>Total</b>	<b>8</b>		<b>&lt;10</b>		<b>8</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Involuntary terminations</b>  <b>Total = 4</b>	Officers, Directors and Protective Services Chiefs								
	Professional								
	Technician								
	Protective Services	1				1			
	Administrative Support	2				2			
	Skilled Craft								
	Service Maintenance	1				1			
	Manager/Supervisor								
	<b>Total</b>	<b>4</b>				<b>4</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Voluntary terminations</b>  <b>Total = 86</b>	Officers, Directors and Protective Services Chiefs	1				1			
	Professional	2				2			
	Technician								
	Protective Services	9				9			
	Administrative Support	5				5			
	Skilled Craft	2				2			
	Service Maintenance	64				2		55	7
	Manager/Supervisor	3				3			
	<b>Total</b>	<b>86</b>	<b>&lt;10</b>	<b>&lt;10</b>		<b>24</b>		<b>55</b>	<b>7</b>

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
			Wom	Min	Disab				
<b>Other disciplinary actions</b>  <b>Total = 4</b>	Officers, Directors and Protective Services Chiefs								
	Professional Technician								
	Protective Services	3				3			
	Administrative Support								
	Skilled Craft								
	Service Maintenance								
	Manager/Supervisor	1				1			
	<b>Total</b>	<b>4</b>				<b>4</b>			

End of Data for Metropolitan Airports Commission (MAC)

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## **METROPOLITAN MOSQUITO CONTROL DISTRICT**

The Metropolitan Mosquito Control District (MMCD) provides a variety of services, including the survey and control of mosquitoes that transmit human diseases, to people living in the seven county Minneapolis and St. Paul, Minnesota metropolitan area.

<b>Summary of Personnel Actions</b>	<b>Total number</b>
New hires	249
Voluntary terminations	248
Transfers	42
Letters of reprimand	14
Involuntary terminations	1
Promotions	
Demotions	
Layoffs	
Recalls from layoff	
Suspensions with or without pay	
Other disciplinary actions	
<b>Total of all personnel actions</b>	<b>554</b>

**Detail for each personnel action METROPOLITAN MOSQUITO CONTROL DISTRICT**

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>New hires</b>  <b>Total =249</b>	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical								
	Service Maint	249							249
	Laborer								
	Paraprof								
	Skilled Craft								
	<b>Total</b>	<b>249</b>	<b>57</b>						<b>249</b>

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

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Transfers</b>  <b>Total = 42</b>	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint	42							42
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>	<b>42</b>	<b>&lt;10</b>						<b>42</b>

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Demotions</b>  <b>Total = 0</b>	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Layoffs</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Recall from layoffs</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Suspensions (w or w/o pay)  Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	Total								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Letters of reprimand  Total = 14</b>	Off/Mgr	1				1			
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint	13							13
	Laborer								
	Paraprof								
	Skill Craft								
	Total	14	<10			1			13

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Involuntary terminations  Total = 1</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint	1							1
	Laborer								
	Paraprof								
	Skill Craft								
	Total	1	<10						1



	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Voluntary terminations</b>  <b>Total = 249</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint	249							249
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>	<b>249</b>	<b>57</b>						<b>249</b>

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Other disciplinary actions</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

End of Data for Metropolitan Mosquito Control District

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## **METROPOLITAN SPORTS FACILITIES COMMISSION**

The Metropolitan Sports Facilities Commission (MSFC) is the owner and operator of the Hubert H. Humphrey Metrodome.

<b>Summary of Personnel Actions:</b>	<b>Total number</b>
Voluntary terminations	5
New hires	3
Layoffs	2
Recalls from layoff	2
Suspensions with or without pay	2
Letters of reprimand	2
Promotions	1
Transfers	
Demotions	
Involuntary terminations	
Other disciplinary actions	
<b>Total of all personnel actions</b>	<b>17</b>

**Detail for each personnel action METROPOLITAN SPORTS FACILITIES COMMISSION**

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>New hires</b>  <b>Total = 3</b>	Off/Mgr								
	Professional								
	Technical								
	Off/Clerical	2				1			
	Service Maint								
	Laborer								
	Paraprof								
	Skilled Craft	1				1			
	<b>Total</b>	<b>3</b>	<b>&lt;10</b>			<b>2</b>			

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

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Transfers</b>  <b>Total = 0</b>	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Demotions</b>  <b>Total = 0</b>	Off/Mgr								
	Professional								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Layoffs</b>  <b>Total = 2</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft	2					2		
	<b>Total</b>	2					2		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Recalls from layoff</b>  <b>Total = 2</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Service Maint								
	Laborer								
	Paraprof								
	Skill Craft	2					2		
	<b>Total</b>	2					2		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Suspensions (w or w/o pay)</b>  <b>Total = 2</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Cleri								
	Service Maint	1				1			
	Laborer								
	Paraprof								
	Skill Craft	1				1			
	<b>Total</b>	<b>2</b>			<10	<b>2</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Letters of reprimand</b>  <b>Total = 2</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint	1				1			
	Laborer								
	Paraprof								
	Skill Craft	1				1			
	<b>Total</b>	<b>2</b>			<10	<b>2</b>			

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
	#		Wom	Min	Disab				
<b>Involuntary terminations</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Voluntary terminations</b>  <b>Total = 5</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical	2				2			
	Serv Maint	2				1	1		
	Laborer								
	Paraprof								
	Skill Craft	1				1			
	<b>Total</b>	<b>5</b>	<b>&lt;10</b>	<b>&lt;10</b>		<b>4</b>	<b>1</b>		

	Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
		#	Wom	Min	Disab				
<b>Other disciplinary actions</b>  <b>Total = 0</b>	Off/Mgr								
	Profess								
	Tech								
	Off/Clerical								
	Serv Maint								
	Laborer								
	Paraprof								
	Skill Craft								
	<b>Total</b>								

End of Data for Metropolitan Sports Facilities Commission

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

The data that each agency submitted for discrimination complaints and lawsuits filed and resolved during the reporting period are shown below. The reporting period was **January 1 through December 31, 2011.**

**Metropolitan Council****Summary of discrimination complaints resolved during reporting period**

<b>Basis</b>	<b>Number</b>
Race	14
Disability	7
Sex	5
National origin	4
Age	1
Color	
Creed	
Religion	
Status with regard to public assistance	
Sexual orientation	
Marital status	
Membership in local human rights commission	
<b>Total</b>	<b>31</b>

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## Summary of lawsuits resolved during reporting period

<b>Basis</b>	<b>Number</b>
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
<b>Total</b>	<b>0</b>



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## **Metropolitan Airports Commission**

### **Summary of discrimination complaints resolved during reporting period**

<b>Basis</b>	<b>Number</b>
Sex	2
Age	1
Race	
Color	
Creed	
National origin	
Religion	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
<b>Total</b>	<b>3</b>

### **Summary of lawsuits resolved during reporting period**

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

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## **Metropolitan Mosquito Control District**

### **Summary of discrimination complaints resolved during reporting period**

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

### **Summary of lawsuits resolved during reporting period**

<b>Basis</b>	<b>Number</b>
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
<b>Total</b>	<b>0</b>

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## **Metropolitan Sports Facilities Commission**

### **Summary of discrimination complaints resolved during reporting period**

<b>Basis</b>	<b>Number</b>
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
<b>Total</b>	<b>0</b>

### **Summary of lawsuits resolved during reporting period**

<b>Basis</b>	<b>Number</b>
Age	
Race	
Color	
Creed	
National origin	
Religion	
Sex	
Status with regard to public assistance	
Disability	
Sexual orientation	
Marital status	
Membership in local human rights commission	
<b>Total</b>	<b>0</b>

### **End of Metropolitan Agency Report**