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Metropolitan Agency Report

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

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About This Report

Minnesota Management & Budget (MMB) is responsible for submitting the 2016 Metropolitan Agency Report to the Minnesota Legislature. This report confirms the four Metropolitan agencies submitted their Affirmative Action Plans (AAP) for 2014-2016 to Minnesota Management & Budget. Each plan was reviewed and approved and each complied with the statutory requirements of [Minnesota Statute 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 MMB by the four Metropolitan agencies as required by Minnesota Statute 473.143.

Questions regarding this report may be directed to the MMB State Director for Equal Opportunity, Diversity and Inclusion at 651.259.3760.

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 Twin Cities area.
4. The Minnesota Sports Facilities Authority (MSFA) was created in 2012 by the Minnesota Legislature as the successor to the Metropolitan Sports Facilities Commission (MSFC) to control and operate the planned Vikings stadium in Minneapolis.

Section Two – Affirmative Action Requirements

The requirements for the Metropolitan agencies' AAPs are identified in Minnesota 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; and
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 AAP requirements. The Metropolitan agencies submitted their AAPs for 2014-2016 to MMB. Each plan was reviewed and approved and each complied with the statutory requirements of Minnesota Statute 473.143. The agencies' AAPs and programs demonstrated continuing satisfactory progress toward Affirmative Action objectives.

Affirmative Action Plan Requirements

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

- a. It must identify protected groups that are underrepresented in the council's or agency's work force.
- b. It must designate a person responsible for directing and implementing the affirmative action program and assign the specific responsibilities and duties of that person. The person responsible for implementing the program shall report directly to the council's or agency's chief operating officer regarding the person's affirmative action duties. The person responsible for the affirmative action program shall review examination and other selection criteria to assure compliance with law. This person shall be involved in the filling of all vacancies in the council or agency work force, to the extent necessary to facilitate attainment of affirmative action goals.
- c. It must describe the methods by which the plan will be communicated to employees and to other persons.
- d. It must describe methods for recruiting members of protected groups. These methods may include internship programs, cooperation with union apprenticeship programs, and other 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 council or agency. Procedures under this paragraph must be distinct from any procedures available under a union contract or personnel policy for nondiscrimination complaints. Use of procedures developed under this paragraph is not a prerequisite to filing charges with a governmental enforcement agency, nor does it limit a person's right to file these charges.
- f. It must set goals and timetables to eliminate underutilization of members of each protected group in the council or agency work force.
- g. It must provide a plan for retaining and promoting protected group members in the council or agency work force. This plan should encourage training opportunities for protected group members, to the extent necessary to eliminate underutilization in specific parts of the work force.
- h. It must describe methods of auditing, evaluating, and reporting program success, including a procedure that requires a pre-employment review of all hiring decisions for occupational groups with unmet affirmative action goals.
- i. It must provide for training of management and supervisory personnel in implementation of the plan and in dealing with alleged acts of discrimination in the workplace.
- j. It must provide for periodic surveying of the council or agency work force to determine employee attitudes toward implementation of the plan.
- k. It must provide for creation of an employee committee to advise on implementation of the plan and on any changes needed in the plan.

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

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

Section Three - Report Requirements

Minnesota Statutes 473.143 states the Commissioner of MMB 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.

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.

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" includes:

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

“Basis for the complaints” includes:

- age
- race
- color
- creed
- national origin
- religion
- sex
- status with regard to public assistance
- disability
- sexual orientation
- membership in local human rights commission
- marital status

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.

Section Four - Data by Agency

The four Metropolitan agencies submitted their summaries of personnel actions for the reporting period **January 1 through December 31, 2015**.

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.

Summary of Personnel Actions	Total Number
New Hires	558
Promotions	111
Transfers	1,509
Demotions	2
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	2
Letters of Reprimand	
Involuntary Terminations	84
Voluntary Terminations	2082
Other Disciplinary Actions	0
Total of All Personnel Actions	2,548

Metropolitan Council Details for Each Personnel Action

Table 1. New Hire Personnel Actions (Total = 558)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	28	11	4	0	27	1	1	0
Professional	98	46	25	1	90	8	16	0
Technical	124	56	39	5	103	21	102	0
Off/Clerical	18	15	4	0	17	1	6	0
Service Maint	209	58	106	0	6	203	3	0
Protective Svc	23	5	13	0	19	4	4	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	58	0	8	2	58	0	2	0
Total	558	191	199	8	320	238	134	

Table 2. Promotion Personnel Actions (Total = 111)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	46	15	6	0	46	0	0	0
Professional	23	11	4	0	23	0	2	0
Technical	8	3	2	0	8	0	0	0
Off/Clerical	4	3	2	0	4	0	1	0
Service Maint	8	2	3	0	8	0	0	0
Protective Svc	7	3	0	0	7	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	15	1	1	0	15	0	0	0
Total	111	38	18	0	111	0	3	0

Table 3. Transfer Personnel Actions (Total = 1509)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	57	15	12	0	57	0	0	0
Professional	34	13	8	1	33	1	6	0
Technical	22	9	4	1	18	4	7	0
Off/Clerical	31	8	11	0	31	0	1	0
Service Maint	1139	293	606	2	810	329	0	0
Protective Svc	3	0	2	0	3	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	223	10	28	4	223	0	0	0
Total	1509	348	671	8	1175	334	14	0

Table 4. Suspension (With or Without Pay) Personnel Actions (Total = 2)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/Clerical	0	0	0	0	0	0	0	0
Service Maint	1	0	1	0	1	0	0	0
Protective Svc	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Total	2	0	1	0	2	0	0	0

Table 5. Involuntary Termination Personnel Actions (Total = 84)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	4	1	0	0	4	0	0	0
Technical	6	3	2	0	6	0	1	0
Off/Clerical	9	7	2	0	9	0	1	0
Service Maint	53	19	30	0	27	26	0	0
Protective Svc	5	0	2	0	5	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	7	1	0	1	7	0	0	0
Total	84	31	36	1	58	26	2	0

Table 6. Voluntary Termination Personnel Actions (Total = 282)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	13	4	1	1	11	2	1	0
Professional	46	29	14	1	36	10	9	0
Technical	86	47	37	3	58	25	80	0
Off/Clerical	7	6	2	1	5	2	4	0
Service Maint	100	27	49	0	48	52	0	0
Protective Svc	15	2	5	0	7	8	1	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	15	0	3	0	15	8	1	0
Total	282	115	111	6	180	102	95	0

End of Data for Metropolitan Council

Metropolitan Airports Commission

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

Summary of Personnel Actions	Total Number
New Hires	108
Promotions	23
Transfers	2
Demotions	4
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	4
Letters of Reprimand	5
Involuntary Terminations	6
Voluntary Terminations	34
Other Disciplinary Actions	1
Total of All Personnel Actions	187

MAC Details for Each Personnel Action

Table 7. New Hire Personnel Actions (Total = 108)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	1	0	1	0	1	0	0	0
Professional	3	1	1	0	3	0	0	0
Technical	1	0	0	0	1	0	0	0
Off/Clerical	8	4	7	0	3	3	2	0
Service Maint	62	1	4	0	8	0	0	54
Protective Svc	18	3	2	0	13	5	0	0
Skilled Craft	11	1	1	0	8	0	2	1
Manager/Sup	4	0	0	0	4	0	0	0
Total	108	9	14	0	41	8	4	55

Table 8. Promotion Personnel Actions (Total = 23)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	1	0	0	0	1	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	1	0	0	0	1	0	0	0
Off/Clerical	2	2	0	0	2	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	7	0	1	0	6	0	0	0
Skilled Craft	3	0	0	0	3	0	0	0
Manager/Sup	10	4	1	0	10	0	0	0
Total	23	6	2	0	23	0	0	0

Table 9. Demotion Personnel Actions (Total =4)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	1	0	0	0	1	0	0	0
Off/Clerical	0	0	0	0	0	0	0	0
Service Maint	1	0	0	0	1	0	0	0
Protective Svc	1	0	0	0	1	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	4	0	0	0	4	0	0	0

Table 10. Suspension (With or Without Pay) Personnel Actions (Total = 4)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	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
Off/Clerical	2	1	2	0	2	0	0	0
Service Maint	0	0	0	0	0	0	0	0
Protective Svc	1	0	0	0	1	0	0	0
Skilled Craft	1	0	0	0	1	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	4	1	2	0	4	0	0	0

Table 11. Letter of Reprimand Personnel Actions (Total = 5)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	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
Off/Clerical	3	1	0	0	3	0	0	0
Service Maint	1	0	0	0	1	0	0	0
Protective Svc	0	0	0	0	0	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	1	0	0	5	0	0	0

Table 12. Involuntary Termination Personnel Actions (Total = 6)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	1	0	1	0	1	0	0	0
Off/Clerical	1	1	0	0	1	0	0	0
Service Maint	2	0	0	0	0	2	0	0
Protective Svc	0	0	0	0	0	0	0	0
Skilled Craft	2	0	0	0	2	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	6	1	1	0	6	0	0	0

Table 13. Voluntary Termination Personnel Actions (Total = 34)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Officers/Dire	1	0	0	0	1	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	2	0	0	0	2	0	0	0
Off/Clerical	2	1	1	0	2	0	0	0
Service Maint	1	0	0	0	1	0	0	0
Protective Svc	17	4	0	0	7	10	0	0
Skilled Craft	4	1	1	0	4	0	0	0
Manager/Sup	8	0	0	0	8	0	0	0
Total	34	6	1	0	24	10	0	0

End of Data for MAC

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 Twin Cities area.

Summary of Personnel Actions	Total Number
New Hires	212
Promotions	1
Transfers	5
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	2
Letters of Reprimand	2
Involuntary Terminations	126
Voluntary Terminations	86
Other Disciplinary Actions	0
Total of All Personnel Actions	481

MMCD Details for Each Personnel Action

Table 14. New Hire Personnel Actions (Total = 212)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	1	1	0	0	1	0	0	0
Technical	3	2	0	0	3	0	0	0
Off/Clerical	1	1	0	0	1	0	0	0
Service Maint	207	45	11	0	0	0	0	0
Laborer	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	212	49	11	0	5	0	0	0

Table 15. Transfer Personnel Actions (Total = 53)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/Clerical	0	0	0	0	0	0	0	0
Service Maint	53	11	3	0	0	0	0	53
Laborer	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	53	11	3	0	0	0	0	53

Table 16. Suspension (With or Without Pay) Personnel Actions (Total = 2)

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

Table 17. Letter of Reprimand Personnel Actions (Total = 2)

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

Table 18. Involuntary Termination Personnel Actions (Total = 121)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/Clerical	0	0	0	0	0	0	0	0
Service Maint	121	34	0	0	0	0	0	121
Laborer	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	121	34	0	0	0	0	0	121

Table 19. Voluntary Termination Personnel Actions (Total = 86)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/Clerical	0	0	0	0	0	0	0	0
Service Maint	86	11	0	0	0	0	0	86
Laborer	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	86	11	0	0	0	0	0	86

End of Data for MMCD

Metropolitan Sports Facilities Authority

The Metropolitan Sports Facilities Authority (MSFA) was established in June of 2012 by the Legislature to oversee the planning of the new Vikings stadium.

Summary of Personnel Actions	Total Number
New Hires	0
Promotions	0
Transfers	0
Demotions	0
Layoffs	2
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	0
Involuntary Terminations	0
Voluntary Terminations	1
Other Disciplinary Actions	0
Total of All Personnel Actions	3

MSFA Details for Each Personnel Action

Table 20. New Hire Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/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
Paraprof	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 21. Promotion Personnel Actions (Total = 0)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/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
Paraprof	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 22. Layoff Personnel Actions (Total = 17)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	0	0	0	0	0	0	0	0
Technical	<10	0	<10	0	<10	0	0	0
Off/Clerical	<10	<10	0	0	0	<10	0	0
Service Maint	<10	<10	<10	0	<10	<10	0	0
Laborer	0	0	0	0	0	0	0	0
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	17	<10	<10	0	12	<10	0	0

Table 23. Voluntary Termination Personnel Actions (Total = 1)

Occupational group		Protected group status			Full-time	Part-time	Temp	Seasonal
#		Wom	Min	PWD				
Off/Mgr	0	0	0	0	0	0	0	0
Professional	1	0	1	0	1	0	0	0
Technical	0	0	0	0	0	0	0	0
Off/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
Paraprof	0	0	0	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Total	1	0	1	0	1	0	0	0

End of Data for MSFA

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, 2015**.

Metropolitan Council

Table 24. Summary of Discrimination Complaints Resolved During Reporting Period

Basis	Total Number
Age	2
Race	13
Color	1
Creed	0
National Origin	1
Religion	1
Sex	3
Status with Regard to Public Assistance	0
Disability	4
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Reprisal	0
Total Complaints	25
Total Complaints With Multiple Basis	18

Table 25. Summary of Lawsuits Resolved During Reporting Period

Basis	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 Airports Commission

Table 26. Summary of Discrimination Complaints Resolved During Reporting Period

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

Table 27. Summary of Lawsuits Resolved During Reporting Period

Basis	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

Table 28. Summary of Discrimination Complaints Resolved During Reporting Period

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

Table 29. Summary of Lawsuits Resolved During Reporting Period

Basis	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

Table 30. Summary of Discrimination Complaints Resolved During Reporting Period

Basis	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 31. Summary of Lawsuits Resolved during Reporting Period

Basis	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

End of Metropolitan Agency Report