
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, 2023, through December 31, 2023

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Introduction

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

Executive Brief

MMB concludes that the Council and each agency is in accordance with the state statutory provisions. The Council and each agency submitted their 2022—2024 Affirmative Action Plan to MMB. MMB audited their plans, and after requesting and receiving clarifications and corrections, MMB approved them.

The Council and each agency provide equal opportunity to their positions and promotions for qualified protected group applicants. They promote diversity in their workforces. They encourage inclusivity in their employment environments. They investigate discrimination complaints.

MMB determines the Council's and each agency's compliance with affirmative action goals and evaluates their attainment of overall affirmative action objectives to be continuing. The Council and each agency have made satisfactory progress toward both of them. The Council's and each agency's employees of females, persons with disabilities, and racial or ethnic minorities are incrementally becoming proportionate to those populations in the State of Minnesota.

MMB recognizes that the Council's personnel actions and discrimination complaints and lawsuits together have a low standard deviation from the data of the last report. Some specious statistics show a large negative swing, but they are easily explained by countervailing counts. For example, from 2022 to 2023, the Council's involuntary terminations increased from 91 to 174, of which females were 49 and racial or ethnic minorities were 126. Correspondingly, discrimination complaints against it of race doubled from 14 to 28, and of sex more than doubled from 6 to 13. However, these results are counterbalanced by its new hires having risen from 322 to 752, of which females were 211 and racial or ethnic minorities were 441. Further, its issued letters of reprimand fell from 261 to 111, thereby diminishing the significance of the number of the complaints. The Council's surge in hiring of the protected groups is laudable and with it naturally comes a commensurate rise in discharges and allegations.

MMB recognizes that the agencies' personnel actions and discrimination complaints and lawsuits are within the narrow range of the data of the last report. The sample size is so small as to prevent any meaningful deduction.

Agency Descriptions

1. The Metropolitan Council (Met Council) is the policy making and planning entity serving the Twin Cities seven-county area. The Council works with local communities to provide essential infrastructure and services, including wastewater collection and treatment, 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, plowing snow off the runways, offering shopping and dining options, and providing long-term financial strength to create the best experience for its travelers.
3. The Metropolitan Mosquito Control District (MMCD) comprises the Twin Cities metropolitan seven-county area. The District promotes the health and well-being of the general public by protecting the residents from disease and annoyance from mosquitoes, black flies, and ticks through survey and control in an environmentally safe manner.
4. The Minnesota Sports Facilities Authority (MSFA) has responsibility for the management, maintenance, and operation of U.S. Bank Stadium. The Authority has oversight of its infrastructure for catering services, clubs, bars, suites, concession stands, food and beverage carts, and vending locations as a venue for athletic, commercial, civic, community, cultural, and educational events.

Affirmative Action Requirements

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

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 plan must have at least the following elements.

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

- k. Each plan must provide for creation of an employee committee to advise on the implementation of it and on any change to it.

Under Minnesota Statutes section 473.143, subdivision 3, **Harassment, the Council and** each agency shall adopt written policies prohibiting harassment based on protected class in the workplace and establishing procedures to process such complaints.

Under Minnesota Statutes section 473.143, subdivision 4, **Performance Evaluation, the Council and** each agency shall evaluate the performance of the supervisors and managers in implementing the Affirmative Action Plan and in preventing unlawful discriminatory practices in the workplace.

Report Requirements

Under Minnesota Statutes section 473.143, subdivision 5, Report, MMB shall annually report to the legislature on the affirmative action progress of the Council and each agency. The Metropolitan Agency Report must include:

1. An audit of the record of the Council and each agency to determine compliance with affirmative action goals and to evaluate attainment of overall affirmative action objectives;
2. If the Council or any of the agencies has failed to make satisfactory progress toward its affirmative action goals, a list of the unmet goals with an analysis of the reasons for the failures;
3. A summary of all personnel actions taken by the Council and each agency during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status; and
4. A summary of all discrimination complaints and lawsuits against the Council and each agency filed or resolved during the past calendar year by basis.

The term "personnel actions" include:

- New Hire
- Promotion
- Transfer
- Demotion
- Layoff
- Recall from Layoff
- Suspension with or without Pay
- Letter of Reprimand
- Involuntary Termination

- Voluntary Termination
- Other Disciplinary Action

The term “basis” includes:

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

Agency Conformance

The Council and each agency submitted their 2022—2024 Affirmative Action Plans to MMB for approval. The Council and each agency submitted their summaries of their personnel actions taken during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status to MMB for audit, evaluation, and determination. The Council and agencies submitted their summaries of discrimination complaints and lawsuits against each of them filed or resolved during the past calendar year by basis to MMB for audit, evaluation, and determination. The following tables use “DP” to indicate Data Privacy for numbers less than 10 that would disclose identifying information on the employees.

Summaries of Personnel Actions

The Council’s and each agency’s summary of their personnel actions taken during the past calendar year by occupational 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	2023 Total Number
New Hires	752
Promotions	156
Transfers	51
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	18
Letters of Reprimand	111
Involuntary Terminations	174
Voluntary Terminations	282
Other Disciplinary Actions*	55
Total of All Personnel Actions	1600

*Other Disciplinary Actions were all Oral Reprimands.

Met Council Details for Each Personnel Action

Table 2. Met Council New Hire Personnel Actions (Total = 752)

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	31	10	DP	DP	31	0	0	0
Professionals	125	51	32	DP	115	0	10	0
Technicians	36	17	14	DP	34	0	DP	0
Protective Services	17	DP	12	0	DP	0	DP	0
Paraprofessionals	DP	0	DP	0	DP	0	0	0
Admin. Support	24	DP	DP	DP	23	0	DP	0
Skilled Craft	41	DP	12	DP	33	0	DP	0
Service Maintenance	477	119	355	11	414	63	0	0
Total	752	211	441	27	660	63	29	0

Table 3. Met Council Promotion Personnel Actions (Total = 156)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	61	16	15	DP	61	0	0	0
Professionals	47	23	13	DP	42	0	DP	0
Technicians	DP	DP	DP	DP	DP	0	DP	0
Protective Services	DP	DP	DP	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	12	0	DP	DP	12	0	0	0
Service Maintenance	14	DP	10	0	13	DP	0	0
Total	156	52	48	DP	149	DP	DP	0

Table 4. Met Council Transfer Personnel Actions (Total = 51)

		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	DP	DP	DP	0	DP	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	0	DP	0	DP	0	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Service Maintenance	35	DP	24	0	35	0	0	0
Total	51	DP	31	0	51	0	0	0

Table 5. Met Council 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	DP	0	0	0	DP	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	DP	0	0	0	DP	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 = 18)

		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	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	DP	0	0	0	DP	0	0	0
Service Maintenance	13	DP	DP	DP	13	0	0	0
Total	18	DP	DP	DP	18	0	0	0

Table 9. Met Council Letters of Reprimand Personnel Actions (Total = 111)

		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	0	0	0	DP	0	0	0
Technicians	DP	0	DP	0	DP	0	0	0
Protective Services	DP	0	DP	0	DP	DP	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	26	20	12	0	26	0	0	0
Skilled Craft	DP	0	DP	0	DP	0	0	0
Service Maintenance	63	11	44	0	57	DP	0	0
Total	111	31	67	0	100	11	0	0

Table 10. Met Council Involuntary Termination Personnel Actions (Total = 174)

		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	0	DP	DP	DP	0	0	0
Technicians	DP	DP	DP	0	DP	DP	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Service Maintenance	152	44	119	DP	130	22	0	0
Total	174	49	126	DP	151	23	0	0

Table 11. Met Council Voluntary Termination Personnel Actions (Total = 282)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	33	11	DP	0	33	0	0	0
Professionals	48	15	12	DP	47	0	DP	0
Technicians	DP	DP	DP	0	DP	15	0	0
Protective Services	27	DP	11	0	10	0	DP	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	DP	0
Skilled Craft	19	DP	DP	DP	17	0	DP	0
Service Maintenance	141	42	95	DP	118	23	0	0
Total	282	81	134	DP	238	38	DP	0

Table 12. Met Council Other Disciplinary Personnel Actions (Total = 55)

		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	0	0	0	DP	0	0	0
Technicians	DP	0	0	0	DP	0	0	0
Protective Services	DP	0	DP	0	DP	0	0	0
Paraprofessionals	DP	0	0	0	DP	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Skilled Craft	12	DP	DP	0	12	0	0	0
Service Maintenance	30	DP	20	0	27	DP	0	0
Total	55	DP	27	0	52	DP	0	0

Metropolitan Airports Commission (MAC)

Table 13. MAC Summary of Personnel Actions

Summary of Personnel Actions	2023 Total Number
New Hires	128
Promotions	46
Transfers	DP
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	12
Involuntary Terminations	DP
Voluntary Terminations	51
Other Disciplinary Actions	DP
Total of All Personnel Actions	262

MAC Details for Each Personnel Action

Table 14. MAC New Hire Personnel Actions (Total =128)

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	0	0	DP	0	0	0
Professionals	10	DP	DP	0	10	0	0	0
Technicians	DP	DP	DP	0	DP	0	0	0
Admin, Support	DP	DP	DP	0	DP	0	0	0
Service Maintenance	37	DP	DP	0	37	0	0	DP
Protective Services	32	DP	DP	0	32	0	0	0
Skilled Craft	10	DP	0	0	10	0	0	0
Manager/Sup	26	DP	DP	0	26	0	0	0
Total	128	30	23	0	128	0	0	DP

Table 15. MAC Promotion Personnel Actions (Total = 46)

		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	0	0	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	DP	0	0	0	DP	0	0	0
Protective Services	DP	DP	DP	0	DP	0	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Manager/Sup	21	DP	DP	0	21	0	0	0
Total	46	DP	DP	0	46	0	0	0

Table 16. MAC Transfer 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	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	DP	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	DP	DP	DP	0	DP	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	DP	0	DP	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	DP	0	0	0	DP	0	0	0
Manager/Sup	0	0	0	0	0	0	0	0
Total	DP	0	DP	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

		Protected group status			Full-time	Part-time	Temp	Seasonal
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	0	0	0	0	0	0	0	0
Service Maintenance	DP	DP	DP	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	0	0	0	0	0	0	0	0
Total	DP	DP	DP	0	DP	0	0	0

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

		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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Service Maintenance	DP	0	0	0	0	0	0	0
Protective Services	DP	DP	DP	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	0	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	DP	0	0	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	DP	0	0	0	DP	0	0	0
Total	DP	DP	0	0	DP	0	0	0

Table 23. MAC Voluntary Termination Personnel Actions (Total =51)

		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	DP	DP	0	0	DP	0	0	0
Service Maintenance	DP	DP	DP	0	DP	0	0	0
Protective Services	14	0	DP	0	12	DP	0	0
Skilled Craft	DP	0	DP	0	0	0	0	0
Manager/Sup	15	DP	0	0	0	0	0	0
Total	51	11	DP	0	49	DP	0	0

Table 24. MAC Other Disciplinary Personnel Actions (Total = 3)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				

		Protected group status			Full-time	Part-time	Temp	Seasonal
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	0	0	0	0	0	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	2023 Total Number
New Hires	198
Promotions	0
Transfers	DP
Demotions	0
Layoffs	DP
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	DP
Involuntary Terminations	82
Voluntary Terminations	117
Other Disciplinary Actions	16
Total of All Personnel Actions	425

MMCD Details for Each Personnel Action

Table 26. MMCD New Hire Personnel Actions (Total = 198)

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	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	DP	DP	DP	DP	0	0	0	DP
Service Maintenance	190	56	22	34	0	0	0	190
Total	198	60	23	37	0	0	0	198

Table 27. MMCD 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
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 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	0	0	DP	0	0	0
Paraprofessionals	DP	0	0	0	0	0	0	DP
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	0	0	0	DP	0	0	DP

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 = 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
Professional	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
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 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 = 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

		Protected group status			Full-time	Part-time	Temp	Seasonal
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 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	DP	DP	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	DP	0	DP	DP	0	0	0	DP
Total	DP	DP	DP	DP	0	0	0	DP

Table 34. MMCD Involuntary Termination Personnel Actions (Total = 82)

		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	DP	DP	DP	0	0	0	0	DP
Service Maintenance	77	18	DP	18	0	0	0	77
Total	82	19	DP	18	0	0	0	82

Table 35. MMCD Voluntary Termination Personnel Actions (Total = 117)

		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	DP	DP	DP	DP	0	0	0
Paraprofessionals	DP	DP	0	DP	0	0	0	DP
Service Maintenance	113	28	14	16	0	0	0	113
Total	117	40	11	13	DP	0	0	116

Table 36. MMCD Other Disciplinary Actions (Total =16)

		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	16	DP	DP	DP	0	0	0	16
Total	16	DP	DP	DP	0	0	0	16

Minnesota Sports Facilities Authority (MSFA)

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

Summary of Personnel Actions	2023 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	DP
Other Disciplinary Actions	0
Total of All Personnel Actions	DP

MSFA Details for Each Personnel Action

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

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	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 = DP)

		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	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	DP	0	DP	0	DP	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 filed or resolved during the past calendar year by basis follow:

Metropolitan Council Complaints and Lawsuits

Table 49. Met Council Summary of Discrimination Complaints

Basis	2023 Total Number
Age	DP
Race	27
Color	DP
Creed	0
National Origin	DP
Religion	DP
Sex	11
Status with Regard to Public Assistance	0
Disability	17
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	DP
Reprisal	0
Total Complaints	80

Table 50. Met Council Summary of Discrimination Lawsuits

Basis	2023 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	DP
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Lawsuits	DP

Metropolitan Airports Commission Complaints and Lawsuits

Table 51. MAC Summary of Discrimination Complaints

Basis	2023 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	DP
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Complaints	DP

Table 52. MAC Summary of Discrimination Lawsuits

Basis	2023 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

Basis	2023 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Gender Expression	0
Gender Identity	DP
Total Complaints	DP

Table 54. MMCD Summary of Discrimination Lawsuits

Basis	2023 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Lawsuits	0

Metropolitan Sports Facilities Authority Complaints and Lawsuits

Table 55. MSFA Summary of Discrimination Complaints

Basis	2023 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

Basis	2023 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