
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, 2024, through December 31, 2024

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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; their summaries of personnel actions by occupational category, protected group, and schedule status; and their summaries of discrimination complaints and lawsuits by basis.

Executive Brief

MMB concludes that the council and each agency is in accordance with the state statutory provisions. They submitted their 2024—2026 Affirmative Action Plans to MMB. MMB audited their plans, and after requesting and receiving clarifications and corrections, it approved them.

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

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. They have made satisfactory progress. 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.

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 2023 to 2024, the council's personnel actions increased by 334, but of them, 146 were new hires. Although females decreased by 1%, racial or ethnic minorities increased by 2%, and persons with disabilities increased by 3% and their promotions increased by 8%. Although other disciplinary action of oral reprimands increased by 256% and letters of reprimand increased by 68%, suspensions decreased by 50% and involuntary terminations decreased by 20%. The council's discrimination complaints and lawsuits stayed relatively steady.

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 continues to be 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, and providing continuing financial benefit 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 it will be effective in ensuring equal opportunity to their jobs; eliminating the underutilization of qualified protected group members; providing a supportive employment environment to the employees regardless of protected class; and processing discrimination complaints in their internal procedures.

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

- a. 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 the 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 the general public.
- d. Each plan must describe methods to recruit protected group members, including 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 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, including training opportunities to encourage protected group members to apply into job series with underutilizations.
- h. Each plan must describe methods to assess and report results of the program, including requiring a pre-employment review of all hiring decisions for occupational categories with underutilizations.
- i. Each plan must provide for training of the management in implementing it and reporting allegations of discrimination in the workplace.
- j. Each plan must provide periodic survey of the workforce to determine the employees' attitudes toward its implementation.
- k. Each plan must provide for creation of an employee committee to advise on the implementation and any change to it.

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

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

Report Requirements

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

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

The term "personnel 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, including pregnancy, childbirth, and related medical conditions
- Sexual Harassment
- Marital Status
- Disability
- Public Assistance
- Age
- Sexual Orientation
- Gender Identity
- Gender Expression
- Familial Status
- Local Human Rights Commission Membership or Activity
- Genetic Information
- Retaliation

Agency Conformance

The council and each agency submitted their 2024—2026 Affirmative Action Plans to MMB for approval. The council and each agency submitted their summaries of personnel actions taken during the past calendar year by occupational category, protected group, and full-time, part-time, temporary, and seasonal status to MMB for determination. The council and agencies submitted their summaries of discrimination complaints and lawsuits during the past calendar year by basis to MMB for determination. The following tables use “DP” to indicate Data Privacy for numbers less than 10 that would disclose identifying information on the employees.

Summaries of Personnel Actions

The council’s and each agency’s summary of its personnel actions taken during the past calendar year by 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	2024 Total Number
New Hires	898
Promotions	162
Transfers	70
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	186
Involuntary Terminations	140
Voluntary Terminations	270
Other Disciplinary Actions*	196
Total of All Personnel Actions	1934

*Other Disciplinary Actions were all Oral Reprimands.

Met Council Details for Each Personnel Action

Table 2. Met Council New Hire Personnel Actions (Total = 898)

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	34	13	DP	DP	32	DP	0	0
Professionals	114	55	41	16	110	0	DP	0
Technicians	31	13	13	DP	31	0	0	0
Protective Services	21	DP	10	DP	11	0	10	0
Paraprofessionals	DP	DP	DP	DP	DP	0	0	0
Admin. Support	21	11	DP	DP	21	0	0	0
Skilled Craft	82	DP	28	DP	79	0	DP	0
Service Maintenance	586	129	439	27	555	31	0	0
Total	898	238	550	64	848	33	17	0

Table 3. Met Council Promotion Personnel Actions (Total = 162)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	66	17	11	DP	66	0	0	0
Professionals	38	20	DP	DP	37	0	DP	0
Technicians	18	DP	DP	DP	14	0	DP	0
Protective Services	DP	0	DP	DP	DP	0	0	0
Paraprofessionals	13	DP	DP	DP	13	0	0	0
Admin. Support	DP	DP	0	DP	DP	0	0	0
Skilled Craft	14	0	DP	DP	14	0	0	0
Service Maintenance	DP	DP	DP	0	DP	0	0	0
Total	162	48	44	17	157	0	DP	0

Table 4. Met Council Transfer Personnel Actions (Total = 70)

		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	DP	DP	0	0	DP	DP	0	0
Technicians	DP	DP	0	0	DP	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	DP	0	0	0	DP	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	DP	0	DP	0	DP	0	0	0
Service Maintenance	59	DP	40	DP	59	0	0	0
Total	70	DP	44	DP	69	DP	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	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	0	0	0	0	0	0	0	0
Skilled Craft	DP	0	0	0	2	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	0	DP	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 = DP)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	DP	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	0	0	0	0	0	0	0	0
Service Maintenance	DP	DP	DP	0	DP	DP	0	0
Total	DP	DP	DP	DP	DP	DP	0	0

Table 9. Met Council Letters of Reprimand Personnel Actions (Total = 186)

		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	DP	DP	0	0	DP	0	0	0
Technicians	0	0	0	0	0	0	0	0
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	DP	DP	DP	0	DP	0	0	0
Admin. Support	15	13	DP	0	15	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Service Maintenance	166	25	114	0	158	DP	0	0
Total	186	42	124	0	178	DP	0	0

Table 10. Met Council Involuntary Termination Personnel Actions (Total = 140)

		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	14	DP	DP	DP	14	0	0	0
Technicians	DP	0	DP	DP	DP	0	DP	0
Protective Services	DP	0	DP	0	DP	DP	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	DP	0	DP	0	DP	0	0	0
Service Maintenance	109	22	86	DP	106	DP	0	0
Total	140	32	99	DP	135	DP	DP	0

Table 11. Met Council Voluntary Termination Personnel Actions (Total = 270)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	24	11	DP	DP	24	0	0	0
Professionals	45	25	13	DP	40	0	DP	0
Technicians	13	DP	DP	DP	11	0	DP	0
Protective Services	18	DP	12	DP	12	DP	DP	0
Paraprofessionals	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	0	DP	0	0	0
Skilled Craft	18	DP	DP	DP	15	0	DP	0
Service Maintenance	148	46	106	DP	131	17	0	0
Total	270	99	150	17	237	21	12	0

Table 12. Met Council Other Disciplinary Personnel Actions (Total = 196)

		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
Protective Services	0	0	0	0	0	0	0	0
Paraprofessionals	DP	0	DP		DP	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	193	37	132	0	180	13	0	0
Total	196	37	133	0	183	13	0	0

Metropolitan Airports Commission (MAC)

Table 13. MAC Summary of Personnel Actions

Summary of Personnel Actions	2024 Total Number
New Hires	181
Promotions	50
Transfers	10
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	DP
Letters of Reprimand	DP
Involuntary Terminations	10
Voluntary Terminations	110
Other Disciplinary Actions	11
Total of All Personnel Actions	390

MAC Details for Each Personnel Action

Table 14. MAC New Hire Personnel Actions (Total =181)

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

Job Category	#	Protected group status			Full-time	Part-time	Temp	Seasonal
		W	RE	PWD				
Officials and Managers	DP	DP	0	0	DP	0	0	0
Professionals	12	DP	DP	0	12	0	0	0
Technicians	DP	DP	DP	0	DP	0	DP	0
Admin, Support	23	19	DP	DP	15	DP	DP	0
Service Maintenance	69	DP	DP	0	30	0	0	39
Protective Services	40	DP	DP	DP	36	DP	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Manager/Sup	18	11	DP	0	18	0	0	0
Total	181	45	33	DP	129	DP	DP	39

Table 15. MAC Promotion Personnel Actions (Total = 50)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	0	0	DP	0	0	0
Professionals	DP	0	0	0	DP	0	0	0
Technicians	DP	0	0	0	DP	0	0	0
Admin. Support	DP	DP	0	0	DP	0	0	0
Service Maintenance	10	0	DP	0	10	0	0	0
Protective Services	DP	0	DP	0	DP	0	0	0
Skilled Craft	DP	DP		0	DP	0	0	0
Manager/Sup	14	DP	DP	0	14	0	0	0
Total	50	DP	DP	0	50	0	0	0

Table 16. MAC Transfer Personnel Actions (Total = 10)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	0	0	0	0	0	0	0	0
Service Maintenance	DP	0	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	DP	0	0	0	DP	0	0	0
Total	10	0	DP	0	10	0	0	0

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

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

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

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

Table 19. MAC Recall from Layoff Personnel Actions (Total = 0)

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

Table 20. MAC Suspension (With or Without Pay) Personnel Actions (Total = DP)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	DP	0	0	0	DP	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	DP	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 21. MAC Letter of Reprimand Personnel Actions (Total = DP)

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

Table 22. MAC Involuntary Termination Personnel Actions (Total = 10)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	0	0	0	DP	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin Support	DP	DP	DP	0	DP	0	0	0
Service Maintenance	DP	0	DP	0	DP	0	0	0
Protective Services	DP	0	DP	0	DP	0	0	0
Skilled Craft	0	0	0	0	0	0	0	0
Manager/Sup	DP	DP	0	DP	DP	0	0	0
Total	10	DP	DP	DP	10	0	0	0

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

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	DP	DP	DP		DP	0	0	0
Professionals	DP	DP	0	0	DP	0	0	0
Technicians	DP	DP	DP	0	DP	0	DP	0
Admin Support	14	10	DP	0	13	0	DP	0
Service Maintenance	53	DP	10	0	20	0	0	33
Protective Services	16	DP	DP	0	12	DP	0	0
Skilled Craft	DP	0	0	0	DP	0	0	0
Manager/Sup	DP	DP	0	0	DP	0	0	0
Total	110	26	24	0	71	DP	DP	33

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

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

Metropolitan Mosquito Control District (MMCD)

Table 25. MMCD Summary of Personnel Actions

Summary of Personnel Actions	2024 Total Number
New Hires	207
Promotions	DP
Transfers	DP
Demotions	DP
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	DP
Involuntary Terminations	88
Voluntary Terminations	119
Other Disciplinary Actions	23
Total of All Personnel Actions	446

MMCD Details for Each Personnel Action

Table 26. MMCD New Hire Personnel Actions (Total = 208)

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	0	0	0	DP	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	DP	DP	DP	DP	DP	0	0
Skilled Craft	DP	DP	DP	0	DP	0	0	0
Paraprofessionals	16	DP	DP	DP	0	0	0	16
Service Maintenance	186	58	20	25	0	0	0	186
Total	208	60	23	37	DP	DP	0	202

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

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

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	DP	0	0	DP	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0
Total	DP	DP	0	0	DP	0	0	0

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

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

Table 30. MMCD Layoffs Personnel Actions (Total = 0)

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

Table 31. MMCD Recall from Layoff Personnel Actions (Total = 0)

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

Table 32. MMCD Suspension (With or Without Pay) Personnel Actions (Total = 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 33. MMCD Letter of Reprimand Personnel Actions (Total = DP)

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

Table 34. MMCD Involuntary Termination Personnel Actions (Total = 120)

		Protected group status			Full-time	Part-time	Temp	Seasonal
Job Category	#	W	RE	PWD				
Officials and Managers	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0
Admin. Support	DP	0	0	0	DP	0	0	0
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	DP	0	0	82

Table 35. MMCD Voluntary Termination Personnel Actions (Total = 118)

		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	DP	DP	0	0	0
Technicians	DP	0	0	DP	DP	0	0	0
Admin. Support	DP	0	0	0	DP	0	0	0
Skilled Craft	DP	0	0	DP	DP	0	0	0
Paraprofessionals	DP	DP	0	DP	0	0	0	DP
Service Maintenance	109	31	10	10	0	0	0	109
Total	118	35	10	15	DP	0	0	112

Table 36. MMCD Other Disciplinary Actions (Total =23)

		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	0	0	0	0	0	0	DP
Service Maintenance	22	DP	DP	DP	0	0	0	22
Total	23	DP	DP	DP	0	0	0	23

Minnesota Sports Facilities Authority (MSFA)

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

Summary of Personnel Actions	2023 Total Number
New Hires	DP
Promotions	0
Transfers	0
Demotions	0
Layoffs	0
Recalls From Layoff	0
Suspensions (With or Without Pay)	0
Letters of Reprimand	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 = DP)

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

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

Metropolitan Council Complaints and Lawsuits

Table 49. Met Council Summary of Discrimination Complaints Resolved

Basis	2024 Total Number
Age	DP
Race	20
Color	DP
Creed	DP
National Origin	DP
Religion	DP
Sex	10
Status with Regard to Public Assistance	0
Disability	DP
Sexual Orientation	DP
Marital Status	0
Familial Status	0
Membership in Local Human Rights Commission	DP
Retaliation	DP
Sexual Harassment	11
Genetic Information	0
Total Complaints	71

Table 50. Met Council Summary of Discrimination Lawsuits Resolved

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

Basis	2024 Total Number
Age	DP
Race	DP
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 (one complaint with 2 basis)	DP

Table 52. MAC Summary of Discrimination Lawsuits Resolved

Basis	2024 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Lawsuits	0

Metropolitan Mosquito Control District Complaints and Lawsuits

Table 53. MMCD Summary of Discrimination Complaints Resolved

Basis	2024 Total Number
Age	0
Color	0
Creed	0
Disability	0
Familial Status	0
Gender Expression	0
Gender Identity	0
Genetic Information	0
Local Human Rights Commission	0
Marital Status	0
National Origin	0
Public Assistance Status	0
Race	0
Religion	0
Retaliation	0
Sex	0
Sexual Harassment	0
Sexual Orientation	0
Total Complaints	0

Table 54. MMCD Summary of Discrimination Lawsuits Resolved

Basis	2024 Total Number
Age	0
Color	0
Creed	0
Disability	0
Familial Status	0
Gender Expression	0
Gender Identity	0
Genetic Information	0
Local Human Rights Commission	0
Marital Status	0
National Origin	0
Public Assistance Status	0
Race	0
Religion	0
Retaliation	0
Sex	0
Sexual Harassment	0
Sexual Orientation	0
Total Lawsuits	0

Metropolitan Sports Facilities Authority Complaints and Lawsuits

Table 55. MSFA Summary of Discrimination Complaints Resolved

Basis	2024 Total Number
Age	0
Race	0
Color	0
Creed	0
National Origin	0
Religion	0
Sex	0
Status with Regard to Public Assistance	0
Disability	0
Sexual Orientation	0
Marital Status	0
Membership in Local Human Rights Commission	0
Total Complaints	0

Table 56. MSFA Summary of Discrimination Lawsuits Resolved

Basis	2024 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