

MINNESOTA DEPARTMENT OF HUMAN RIGHTS

CASE MANAGEMENT SUMMARY REPORT

Report Period: January 1, 2005—June 30, 2005

05 - 0459

ACTIVITY	Jan. 1, 2005— June 30, 2005	July 1, 2004— Dec. 31, 2004	Change (Percent)
New Charges Filed	549 charges	673 charges	-18%
% of, above, still awaiting determination	71%	69%	+3%
Total # Cases Closed/Disposition %	594 cases	694 cases	-14%
Dismissed: Lack of Merit	43%	41%	+5%
Dismissed: other, incl. Lack of Cooperation	17%	18%	-6%
Withdrawn (<i>excludes settled cases</i>)	2%	5%	-60%
Closed after Probable Cause (PC)	7%	6%	-2%
Closed after No Probable Cause (NPC)	25%	22%	+14%
Closed after split (PC/NPC) determination	<1%	<1%	0%
Pre-determination Resolution*	3%	4%	-25%
ADR-resolved (settled/withdrawn)	3%	3%	0%
Avg. # days to issue PROBABLE CAUSE determination/Number issued	346 days/ 20 PC cases	343 days/ 31 PC cases	+<1% -35%
Avg. # days to issue PC/NPC (split) determination/Number issued	334 days/ 4 PC/NPC cases	360 days/ 2 PC/NPC cases	-7% +100%
Avg. # days to issue NO PROBABLE CAUSE determination/Number issued	330 days/ 129 NPC cases	324 days/ 150 NPC cases	+2% -14%
Avg. # days to issue dismissal	116 days	108 days	+7%
% of DWR Dismissals within 6 months	91%	95%	-4%
Avg. # Cases per fee Enforcement Officer	24 cases	25 cases	-<1%

* Includes predetermination settlements and non-ADR withdrawals due to satisfactory resolution.

INVENTORY: Cases Pending, as of: June 30, 2005:

December 31, 2004:

Cases needing *initial* determination: 631

649

Probable Cause cases:

Conciliation status with Attorney General: 39

49

Administrative review requested by party: 3 cases pending (87 requests) 7 cases pending (88 requests)

Pre-determination Inventory, by Case Age (# days from filing, less tolling):

Case count and percentage of inventory,

as of June 30, 2005:

as of December 31, 2004:

1 – 90 days:	245	39%
91 – 180 days:	167	26%
181 – 270 days:	126	20%
271 – 365 days:	91	14%
366 or more days:	2	<1%
Total:	631	(100%)

1 – 90 days:	307	47%
91 – 180 days:	187	29%
181 – 270 days:	90	14%
271 – 365 days:	65	10%
366 or more days:	0	0%
Total:	649	(100%)

Entire Inventory, by Case Status, as of June 30, 2005: 694

Pre-determination cases:

Initial Inquiry:	255
Case Screening:	54
Investigation:	234
PDS Pending:	3
Supervisor Review:	60
<u>ADR:</u>	<u>25</u>
Total:	631

Post-determination cases:

NPC appeal period:	15
Appeal/Reopen pending:	2
Attorney General's Office:	39
OAH (180-day hearing):	0
Remand Review:	1
Remand Investigation:	6
Policy Director Review:	0
<u>Referred to EEOC:</u>	<u>0</u>
Total:	63

**MINNESOTA DEPARTMENT OF HUMAN RIGHTS
ALTERNATIVE DISPUTE RESOLUTION (ADR) PROGRAM**

Report Period: January 1, 2005—June 30, 2005

ADR Program activity:

Number of cases referred to ADR from Enforcement Inventory: 201
(This is 37% of the *number* of charges filed during period.)

Seventy-four of the cases referred to ADR were *filed* during the January 1, through June 30, 2005 report period. (This is 13% of all charges filed during the period.*)

ADR Case activity, 1/1/05—6/30/05:

Invitation *declined* by one or both parties;
case returned to Investigation Unit: 161 cases

Parties *accepted* ADR invitation:

Mediation held; resolved & closed: 20 cases (avg. of 95 days in ADR status)

Mediation held; awaiting withdrawal: 2 cases

Mediation held; no agreement: 21 cases

Mediation cancelled; no agreement: 2 cases

ADR inventory, as of 6/30/05:

Awaiting response to ADR invitation: 12 cases

Mediation being scheduled: 2 cases

Mediation session scheduled: 9 cases

Resolved/awaiting withdrawal: 2 cases

Total: 25 cases

* Cases are typically sent directly to ADR after the answer and rebuttal are received and the case has been screened for merit, which generally occurs between 3 and 6 months from the filing date; however, if the parties are interested, cases under investigation also may be referred to mediation.

MINNESOTA DEPARTMENT OF HUMAN RIGHTS
Settlements Report
January 1, 2005—June 30, 2005

Settlement Summary, by Settlement Terms

Settlement Term:	No. of Settlements	Total Monetary Value
Back Wages/Pay	8	\$28,278.40
Combined Charging Party/Attorney Award	7	\$128,000.00
Conduct Training	4	\$0.00
Charging Party's Attorney Fees	6	\$32,250.00
Charging Party Damages Awarded	9	\$96,750.00
Implement Policy Change	1	\$0.00
Mental Anguish/Suffering	3	\$14,645.00
Other	1	\$0.00
Other Monetary	22	\$207,720.64
Promotion	3	\$6,240.00
Restore/Establish Seniority	1	\$0.00
Send Letter of Apology	2	\$0.00
Send Letter or Other Positive Reference	1	\$0.00
Severance	1	\$56,200.00
Terms Confidential	17	Unknown
Unspecified Lump Sum	4	\$6,000.00
Totals:	90	\$576,084.04

Settlement Summary, by Closure Type

Closure Type:	No. of Settlements	Total Monetary Value
Alternative Dispute Resolution Program	20	\$182,054.00
Conciliation Agreement	35	\$273,700.00
Predetermination Settlement Agreement	6	\$22,923.40
Two-Party Settlement	3	Unknown
Withdrawal - Satisfactorily Adjusted	26	\$97,406.64
Totals:	90	\$576,084.04

Total number of cases with settlements: 72