SAINT PAUL
HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

STPAUL.GOV/HREEO



2025 Annual Report

Human Rights & Equal Economic Opportunity (HREEO)

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MISSION

The mission of the Department of Human Rights & Equal Economic Opportunity (HREEO or Department) is to serve Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.

HREEO COMMISSIONS & COMMITTEES

The Department, Mayor, and City Council rely on the thoughtful advice of over 30 community boards, commissions, and committees throughout the city. These groups cover a wide range of topics and appeal to a variety of interests. HREEO coordinates the following boards and commissions:

- Advisory Committee on Aging (ACOA)
- HREEO Commission (HREEOC)
- Labor Standards Advisory Committee (LSAC)
- Mayor's Advisory Committee on People with Disabilities (MACPD)
- Police Civilian Internal Affairs Review Commission (PCIARC)

Applications to city boards, commissions, and committees are accepted on a rolling basis. To find out more about HREEO's commissions and committees, or to apply online, visit Boards and Commissions, Openings and Application.

PROCUREMENT DIVISION HIGHLIGHTS

The Procurement Division plays a central role in ensuring the City of Saint Paul obtains the goods, services, and construction it needs to serve residents efficiently, transparently, and in alignment with community values.

Key Procurement Activity in 2025

2025 Procurement Metrics	Total
New Contracts Executed	545
Solicitation Events	131

These contracts supported a wide range of city functions, including public safety, infrastructure, technology, language access, and more.

Solicitation Methods Used

The city uses different types of solicitations depending on the nature and value of the work:

- **Request for Proposals (RFPs) – 42 events**
  Used for **services** over $175,000 where qualifications and approach matter as much as price.
  Examples include translation services, technology consulting, and architectural design.

- **Request for Bids (RFBs) – 72 events**
  Used for **construction, goods, and materials**, where **lowest price** wins under **state law** (Minnesota Statute § 471.345). Examples include street reconstruction, playground equipment, and vehicle purchases.

- **Request for Quotes (RFQs) – 9 events**
  Used for **projects under $175,000**, offering a faster process while maintaining competitive pricing.



Project Start Times

The Procurement Division has an average time between the close of a solicitation and the start of a project:

Solicitation Type	2024 Avg (Days)	2025 Avg (Days)	Change
RFP	74	84	+14%
RFB	28	40	+43%
Overall Average	51	62	+22%

**Increased Project Start times from 2024 to 2025 - can be attributed to Cybersecurity Incident, hiring freeze, etc.*

Advancing Local Impact: Common Cent Projects

In 2024, the city launched its first project under the Common Cent sales tax initiative, investing in streets and parks across Saint Paul. The Procurement Division ensured that public dollars stayed local by providing a scoring incentive for City of Saint Paul-based vendors on Common Cent-funded RFPs which helps support local businesses and grow community wealth as we build for the future.

For more information, visit stpaul.gov/procurement or contact the Procurement Division at 651-266-8966 or email procurement@ci.stpaul.mn.us.

CONTRACT COMPLIANCE & BUSINESS DEVELOPMENT

The Contract Compliance and Business Development Division ensures that the community can participate in the economic opportunities created by the City of Saint Paul. Contract Compliance is responsible for several compliance and business development programs:

- Affirmative Action and Equal Employment Opportunity
- Prevailing Wage
- Vendor Outreach Program
- HUD Section 3

Affirmative Action & Equal Employment Opportunity (AA/EEO)

All vendors with $50,000 or more in city contracts must register their Affirmative Action Plan (AAP) with the city prior to contract signing. An AAP must include hiring goals for the employment of women, minorities, and people with disabilities. In 2025:

- Over 273 vendor Affirmative Action Plans were reviewed and certified.
- The team reviewed and approved 104 contracts requiring compliance with affirmative action.

Construction contracts receiving city funding must comply with workforce inclusion goals for minorities and women set by the Minnesota Department of Human Rights. Here are the 2025 totals for all construction contracts receiving city funding:

2025 Construction Workforce Inclusion			
Minority Inclusion Hours		**Women Inclusion Hours**	
233,964.95		42,467.71	
Goal 32%	**Achieved** 20.67%	**Goal** 20%	**Achieved** 3.75%

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Prevailing Wage

Contract Compliance educates, monitors, and enforces federal, state, and local prevailing wage laws on applicable City of Saint Paul construction projects. In 2025:

- Contract Compliance monitored labor compliance requirements on over 250 construction projects totaling more than $1.25B in total development costs.
- More than 8,000 workers were reported on prevailing wage compliance payrolls totaling more than 1,000,000 construction hours.
- Contract Compliance Coordinators also recovered over $14,000 in restitution owed to underpaid individuals working on City of Saint Paul funded construction projects.

Vendor Outreach Program (VOP)

The VOP is the small business inclusion program for CERT-certified, small, woman-owned, and minority-owned business enterprises (S/W/MBEs).

2024 Local Small Business (VOP) Inclusion	Dollars	Percentage
Overall Small Business (S/W/MBE) Subcontracting	$51,209,410	31.3%

HUD Section 3

The Housing and Urban Development (HUD) Section 3 program requires that opportunities generated by HUD financial assistance be directed to low-income families and individuals, particularly recipients of public housing and other government assistance. Section 3 also benefits businesses that employ and train local low-income workers.

Section 3 requirements apply to HUD-funded projects involving construction, rehabilitation, or public infrastructure when project assistance meets certain thresholds.

In 2025, the City of Saint Paul had five projects that met these thresholds. The projects utilized approximately $1.8 million in CDBG funds and $4 million in HOME funds. The total development cost associated with these projects was $58.6 million.

Across the five projects, 12 Section 3-certified businesses reported qualifying labor hours. In total, 137 contractors, subcontractors, and businesses participated in Section 3-eligible projects.

Breakdown of Section 3 labor hours in 2025

2025	Section 3 Worker Hours	Section 3 Targeted Worker Hours
BENCHMARK	25%	5%
ACHIEVED	28%	6.5%

In 2025, the City of Saint Paul Section 3 certified:

33 Businesses

119 Workers

16 Targeted Section 3 Workers

This year, the City of St. Paul conducted outreach at 5 local and regional events to promote Section 3 contracting opportunities, certification pathways, career and occupational training programs, project fairs and open houses, and other technical assistance resources. These efforts were designed to support both prospective and current Section 3 businesses, workers, and targeted workers. Additionally, the City partnered with the MN Trades Academy / Construction Careers Foundation to strengthen training capacity for local small businesses, including minority-owned, women-owned, and Section 3 businesses. These partnerships also helped expand access to training opportunities for local job seekers, including Section 3 workers and targeted workers.

For more information, visit stpaul.gov/contractcompliance or contact the Contract Compliance Division at 651-266-8966 or email contractcompliance@ci.stpaul.mn.us.

LABOR STANDARDS EDUCATION & ENFORCEMENT

The Labor Standards Enforcement and Education Division is responsible for the education, outreach, and enforcement of the City's Earned Sick and Safe Time (ESST), Minimum Wage Ordinances and, as of January 1, 2025, the City's Wage Theft Ordinance. These Ordinances apply to employees working within the geographic boundaries of the City, regardless of where the employer is located.

In addition to enforcing some of the City's labor laws, the Labor Standards team provides free training to employers and educates the community about Ordinances through outreach. The Labor Standards Advisory Committee (LSAC) is made up of 16 community members. LSAC meets monthly to strengthen community partnerships and engage community stakeholders to support the Division's strategy development, implementation, and reassessment for strategic enforcement and outreach. In 2025, the Labor Standards Division conducted twelve (12) trainings and presentations, tabled at 21 events, and partnered with the Federal and State Department of Labor to visit Saint Paul businesses during Workplace Rights Week. To stay informed of emerging trends and foster relationships, investigators participated in a two-week intensive nationally held labor standards training, hosted by Rutgers University School of Management and Labor Relations, as well as attended an interactive seminar on the intersection of wage theft and human trafficking hosted by Minnesota Department of Health and the Attorney General's Office.

The Labor Standards Division regularly updates Administrative Rules and supporting materials that are used as resources for employees and employers. For example, the Employee Notice Poster is a tool to educate and inform employees and employers of the City's labor standards ordinances and is available in five (5) languages.

2025 Labor Standards Case Data	Total
Inquiries Received from Employers and Employees	119
Official Complaints Received	45
Closed Investigated Cases	36
Employees Impacted in Closed Cases	640
Financial Remedies Ordered	$178,492.55
ESST Hours Recovered	2884

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Earned Sick & Safe Time (ESST)

In 2016, the City of Saint Paul passed the first ESST Ordinance in the state, recognizing the benefit to employers and employees of paid sick time. To this day, HREEO continues to work with employers and employees to foster understanding of employees' rights to care for themselves and their family's health and well-being and of the benefits of increasing employee retention.

Minimum Wage

When the City of Saint Paul passed its Minimum Wage Ordinance in 2018, the minimum wage rates differed based on business size to give employers time to adjust their business model to adapt to the minimum wage increases. To determine business size, employers must count all employees: full-time, part-time, and temporary; hired jointly with another employer; employees working remotely or at another location outside of the City. The Saint Paul Minimum Wage rate increases annually for all businesses on January 1st or July 1st, depending on their business size.

MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

BUSINESS SIZE	EFFECTIVE JAN. 1, 2025	EFFECTIVE JUL. 1, 2025	EFFECTIVE JAN. 1, 2026	EFFECTIVE JUL. 1, 2026
City Rate Includes Macro & Large (101+ employees)	$15.97	$15.97	$16.37	$16.37
Small (6-100 employees)	$14.00	$15.00	$15.00	$16.37
Micro (5 or fewer employees)	$12.25	$13.25	$13.25	$14.25

Wage Theft

The City's Wage Theft Ordinance took effect on January 1, 2025, and applies to all employees, full-time, part-time, and temporary, who work at least 2 hours during a week within the geographic boundaries of Saint Paul. Wage theft occurs any time employers fail to pay wages employees are legally entitled to, including paying below minimum wage, not paying overtime, requiring work without pay, denying legal breaks, misclassification, withholding tips, non-payment of fringe benefits, and illegal deductions. The Ordinance does not cover independent contractors.

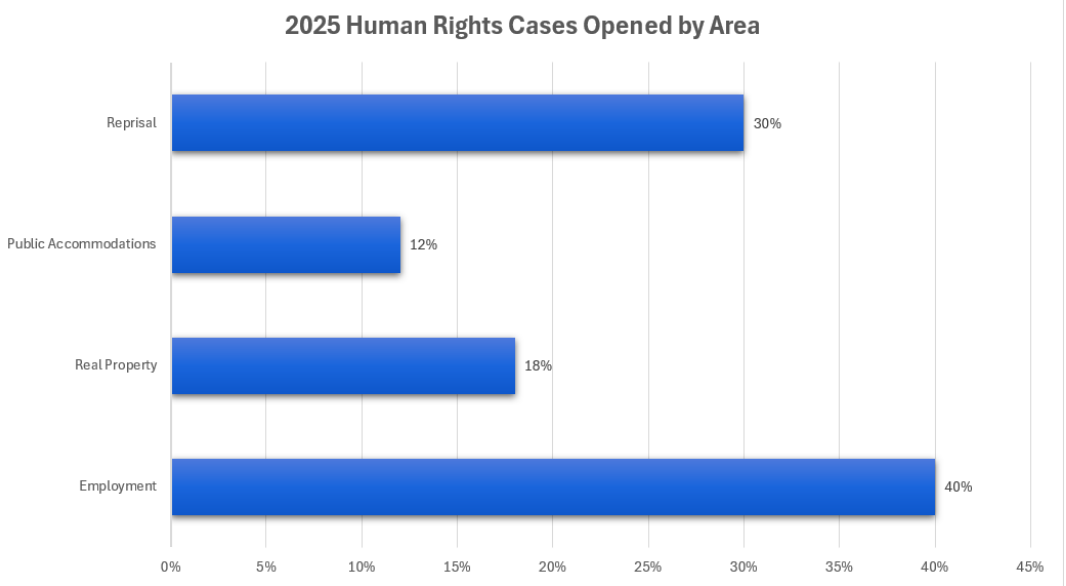
For more information on ESST, Minimum Wage, Wage Theft, or other Labor Standards resources, visit stpaul.gov/laborstandards or contact the Labor Standards Division at 651-266-8966 or email LaborStandards@stpaul.gov.

HUMAN RIGHTS INVESTIGATIONS

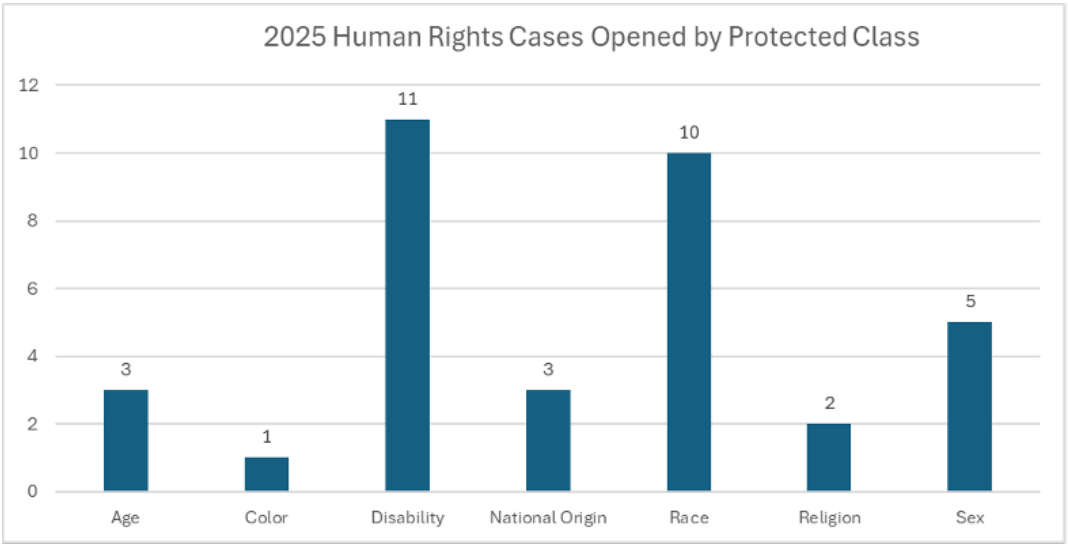
The Human Rights Investigation Division enforces the City of Saint Paul Human Rights Ordinance, Chapter 183.

The Human Rights Ordinance prohibits discrimination and harassment based on 13 protected classes: race, color, national origin, disability, sex, gender identity/expression, sexual and affectional orientation, religion, creed, age, marital status, familial status, ancestry, and status with regard to public assistance in the areas of Employment, Real Property (Housing), Education, Public Accommodations, Public Services, Reprisal, Business, and Credit in Saint Paul.

The division investigates alleged acts of discrimination, determines findings of "cause" or "no cause" of discrimination, and mediates settlement discussions before and after investigations conclude. There is no charge for this service.



** Some cases involve 2 or more areas (i.e. Employment and Reprisal).*



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Human Rights Case Outcomes

The Human Rights Investigation division works to settle every case that is opened. The Department offers parties the opportunity to suspend an investigation and work toward a resolution in the matter. This process is referred to as pre-determination settlement conversations that will result in an enforceable agreement that all parties commit to. The Department also works to negotiate conciliation agreements when investigations reveal discrimination or "cause" in a case. Settlement agreements either before or after a determination is made often include some or all of the following things:

- Policy development and implementation
- Training
- Public notice
- Data collection
- Restitution
- Monetary payments. Some examples are:
  - Lost wages
  - Pain and suffering
  - Reimbursement for expenses



In 2025, the Human Rights Investigation division negotiated more than $110,000 in direct payments to complainants.

Case Outcomes

No Cause	Cause	Split	PDSA**
25	3	5***	5

Transferred to another agency	Withdrawn	Administrative Closure	Total Cases Closed
2	1	1	42

** *Pre-Determination Settlement Agreement (PDSA)*
*** *Final determination with findings of both cause and no cause.*

For more information, visit stpaul.gov/humanrights or contact the Human Rights Investigations Division at 651-266-8966 or HRightsComplaints@ci.stpaul.mn.us.







ACCESSIBILITY

The Accessibility Coordinator enforces Title II of the Americans with Disabilities Act (ADA) and Limited English Proficiency (LEP) services across the city. The Accessibility Coordinator works with city departments to make sure community members do not face barriers to accessing the programs and services the city provides.

City Departments continued their work on creating, submitting and following up on ADA transition plans to improve accessibility standards in every way each department intersects with the public, whether it in in our physical spaces, services rendered, programs planned, or information disseminated. HREEO has teamed up with the Office of Technology and Communication (OTC) to focus on digital accessibility in the websites, documents and forms that the city controls ahead of new standards put forth by the Web Content Accessibility Guidelines (WCAG2.1). The city will be working with a third-party contractor to make sure all PDFs will be accessible to screen readers and other adaptive technology that people use to access the web. To review the ADA Transition plans, please visit stpaul.gov/adaplans.

The Mayor's Advisory Committee for People with Disabilities continues to expand and evolve, with new leadership and bylaws that highlight the committee as a resource and sounding board for the city on all things disability and accessibility related. The Committee continues to provide feedback, advice and the insight of lived experience to departments as they create plans and make decisions that affect the community and the services and programs the city provides.

The City of Saint Paul takes pride in our diverse and multicultural communities and providing information and services in any language is essential to create a fully accessible city. In 2025, we recorded over 30,000 LEP encounters between community members and city staff. The city prides itself in making sure anyone looking to access city services or information is able to communicate and receive communication in the language of their choice at no cost to them.



For more information, to request access, or to submit a grievance form, visit stpaul.gov/accessibility. To contact the City of Saint Paul Accessibility Coordinator directly, email adacoordinator@ci.stpaul.mn.us or call 651-266-8966.

POLICE CIVILIAN INTERNAL AFFAIRS REVIEW COMMISSION (PCIARC)

Composed of Saint Paul residents, the PCIARC is the City's civilian oversight group or commission that reviews investigations into complaints from community members about misconduct by licensed officers of the Saint Paul Police Department (SPPD). The PCIARC recommends disciplinary actions and policy updates to the Saint Paul Chief of Police based on its review of investigations into complaints filed by community members. The PCIARC does not replace civil or criminal court, rather it makes recommendations to the Chief of Police regarding the conduct of police officers as employees, subject to the Minnesota Peace Officer Discipline Procedures Act (PODPA) and related state labor laws. The Chief of Police has the authority over any discipline assigned to police officers.

The following table shows cases reviewed by the Commission since the PCIARC moved to HREEO in 2017. Please note: In 2025, two of the PCIARC case review meetings were canceled due to the City of Saint Paul's response to a digital security incident.

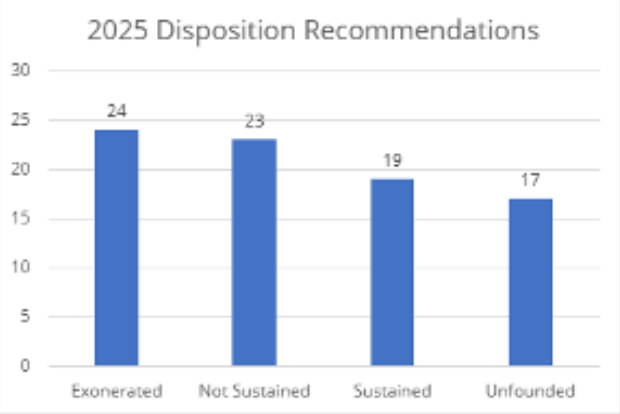
	2017	2018	2019	2020	2021	2022	2023	2024	2025
Cases Reviewed by PCIARC	29	42	44	39	21	19	34	52	30
Total Sworn Officers	54	70	72	81	26	32	66	97	61
Total Allegations	63	77	88	90	26	37	88	124	83

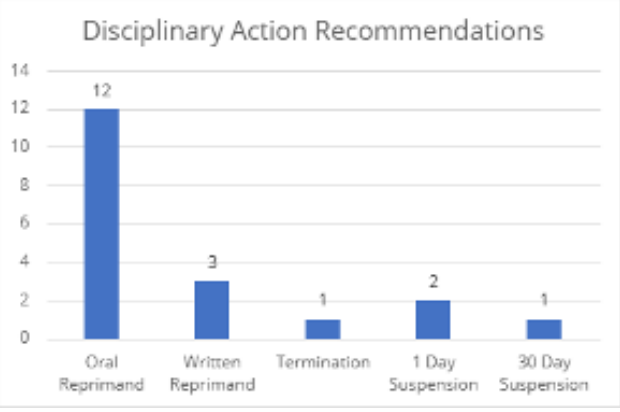
2025 PCIARC Case Review Data

Summary data reflects the 30 cases reviewed by the PCIARC in 2025, as well as disposition and disciplinary recommendations made to the Chief of Police. Please note some of the complaints reviewed by the PCIARC in 2025 were filed in 2024.

PCIARC Commissioners review all case materials, hold case deliberations, and recommend a determination or decision on investigations as to if an officer violated a policy. That determination is called a disposition. Commissioners may also recommend disciplinary action to the Chief of Police and make policy recommendations to SPPD.

To learn more about the PCIARC or file a complaint visit stpaul.gov/pciarc or contact the PCIARC Coordinator at 651-266-8970 or CivilianReview@stpaul.gov.

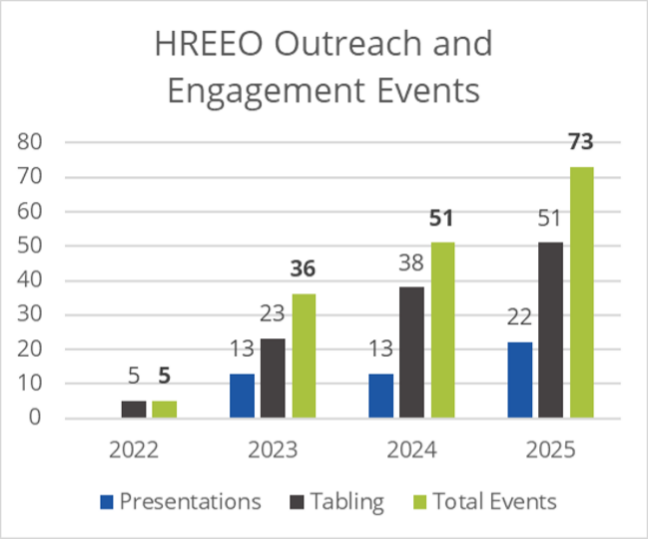




OUTREACH, ENGAGEMENT & COMMUNICATIONS

The Department's commitment to communication, outreach, and engagement has remained steady and consistent in 2025. We have continued our efforts as a team to participate in community events, offer presentations, and use communication tools such as the website, email blasts, and social media.

In 2025, HREEO engaged with a total of 1,817 community members. Staff participated in 51 events and gave 22 presentations.



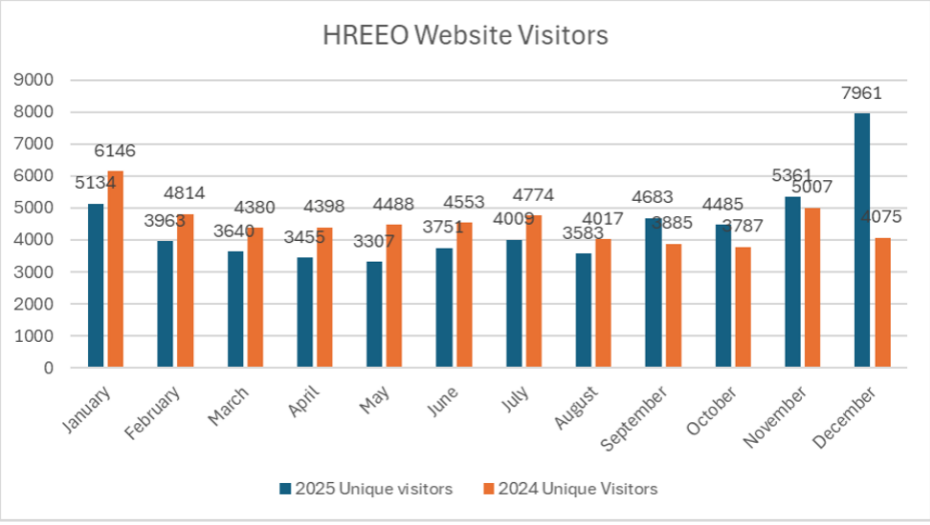
During 2025, the Public Information Specialist ("Specialist") supported the establishment of consistent communication methods across both internal and external audiences within HREEO. New processes were also developed to support a clear and efficient flow of communications, improving coordination and information sharing throughout the department and the community.

One key area of responsibility has been responding to public data requests, with a large focus on managing the significant increase in requests received within HREEO in 2025. The majority of data requests pertain to public procurement data.

Year	Total Data Requests	Closed Requests	Pending Requests
2023	20	18	2
2024	81	76	5
2025	194	187	7

Data was compiled from the City's Data Practices Center Portal and may not include all requests submitted via email, in person, or by telephone.

Additionally, the Specialist has significantly improved HREEO's public-facing webpages through a comprehensive website optimization plan to enhance the design and accessibility of HREEO's online public information. The majority of the optimization plan was finalized at the end of summer 2025, after which HREEO saw an increase in unique website visitors. Here is a look at HREEO's online traffic presence compared to last years:

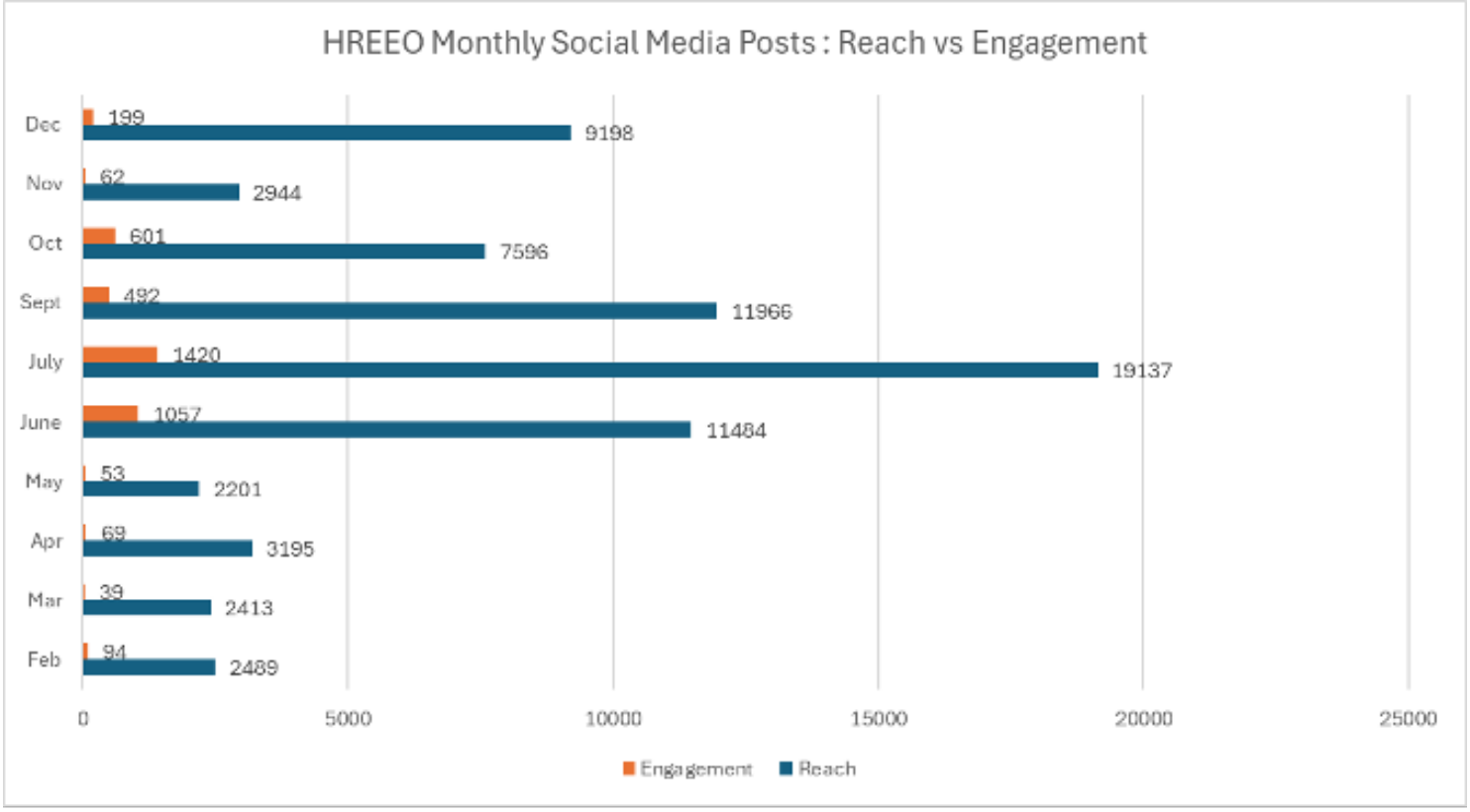


Email communications have also continued to evolve, with a strategic shift toward reducing the overall number of email blasts and newsletters in order to improve consistency, clarity, and focus of messaging to community members. Despite sending fewer emails in 2025 compared to 2024, the Department reached a larger number of constituents, demonstrating improved efficiency and engagement in communications. In 2025, email communications reached a total of 272,735 constituents, with an average reach of 5,240 per email and an average delivery rate of 96%.

Year	Total Emails	Total Constituents Reached	Email Average Reach	Average Delivery Rate
2023	08	25,678	3,210	92%
2024	65	223,130	3,486	96%
2025	37	272,735	5,240	96%

The data was compiled from GovDelivery and does not include internal email communications or emails sent directly by City employees to constituents.

On social media, HREEO expanded its presence across the City's Facebook, X (formerly Twitter), Instagram, and LinkedIn accounts in 2025, with a focused effort on increasing visibility through Citywide channels. Content emphasized community inclusivity and awareness while highlighting HREEO's services and community offerings. The chart below provides a closer look at HREEO's monthly social media performance, specifically reach versus engagement.



This chart includes data from the following social media platforms: Facebook, X (formerly Twitter), and Instagram.

CONNECT WITH US

Whether you live, work, or play in Saint Paul, our ordinances hold protections for you. Share your upcoming event and connect with us to arrange a presentation in person or virtually. Staff will inform you about the Saint Paul ordinances that HREEO enforces and will answer your questions about the City's:

- Human Rights ordinance that makes discrimination illegal in Saint Paul
- Labor Standards educations such as the Wage Theft, Minimum Wage, and Earned Sick & Safe Time (ESST) Ordinances
- Civilian review of police misconduct
- Resources for greater language access and better access under the Americans with Disabilities Act (ADA)
- CERT program that certifies small and local businesses
- And so much more!

Looking ahead to 2026, the Department will focus on strengthening email communications by expanding subscriber growth through enhanced email and web sign-up opportunities, while continuing to prioritize clear, targeted, and high-impact messaging. At the same time, HREEO is committed to deepening community engagement through increased event participation, expanded outreach, and a stronger presence across social media and press. To connect with us, please contact HREEO at Contact-HREEO@stpaul.gov or 651-266-8966. We look forward to working with you!

Attention
If you want help translating this information or need an accommodation, please contact LEP@ci.stpaul.mn.us or 651-266-8966.

Atención
Si desea recibir asistencia gratuita para traducir esta información o necesita una adaptación razonable, comuníquese con LEP@ci.stpaul.mn.us o al 651-266-8966.

Lus ceev
Yog koj xav tau kev pab txhais cov ntaub ntawv no los sis xav tau kev npaj kom yooj yim, ces thov tiv toj LEP@ci.stpaul.mn.us 651-266-8966.

ဒီကနဉ်
နမ့်၊လိဉ်ဘဉ်တ်၊မၤစၢၤလၢတ်၊ကွဲးကျိဉ်ထံဘဉ်တ်၊ဂ့ၢ်တ်၊ကျိၤအံၤ မ့တမ့်၊ လိဉ်ဘဉ်တ်၊ဟ့ဉ်ကူဉ်ဟ့ဉ်ဖးနှဉ် ဝံသးစူၤဆဲးကျၢ LEP@ci.stpaul.mn.us 651-266-8966.

Fiiro gaar ah
Haddii and rabto in macliumaadkan laguu tarjumo ama and u baahantahay adeeg nala soo xiriir LEP@ci.stpaul.mn.us 651-266-8966.

SAINT PAUL
HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY

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