









2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
1. Transit Corridors				
Green Line Extension a. Environmental b. Funding c. New Starts d. Engineering e. Construction f. Agreements	Green Line Extension a. Publish Final Environmental Impact Statement (FEIS), issue Record of Decision (ROD) and Council’s Determination of Adequacy b. Secure remaining State funding c. Submit New Starts Project Update and application to Enter Engineering d. Complete 100% design plans e. Issue bids for Civil and Systems construction contracts, hire construction staff f. Execute critical third party agreements NOTE: See “CTIB Funding” on page 6	Green Line Extension a. Q2/Q3 2016 b. Q3 2016 c. Q3 2016 d. Q4 2016 e. Q1/Q2 2017 f. Q4 2016/Q1 2017	Green Line Extension Metro Transit	  <p style="color: green; font-weight: bold;">a. FEIS published 5/13/16. ROD issued 7/15/16. Adequacy Determination made 8/10/16. NEPA Limitation on Claims period ended 12/22/16.</p> <p style="color: green; font-weight: bold;">b. 8/31/16, \$929M of local funds committed with additional commitments from HCRRA and CTIB and Council action to authorize future issuance of Certificates of Participation.</p> <p style="color: green; font-weight: bold;">c. 8/19/16 staff submitted New Starts Project Update and application to Enter Engineering. 12/21/16 FTA approved entry into Engineering.</p> <p style="color: green; font-weight: bold;">d. 100% Civil design plans complete. 100% OMF and System design plans to be completed in early 2017.</p> <p style="color: green; font-weight: bold;">e. Staff preparing construction specifications. Anticipate issuing bids in 2017 for Civil (Q1), Systems and OMF (Q2). Implementing staffing plan to bring on 71 people to support construction. Dir. and Asst. Dir. of Construction start 1/17/17. Working with HR to have majority of positions filled Q2 2017.</p> <p style="color: green; font-weight: bold;">f. Council has authorized execution of HCRRA property transfer and CP property acquisition. Negotiations continue with BNSF and TCW freight railroads. File necessary petitions with the Surface Transportation Board.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>Blue Line Extension</p> <p>a. Municipal Consent</p> <p>b. Environmental</p> <p>c. Engineering</p> <p>d. New Starts</p> <p>e. Agreements</p>	<p>Blue Line Extension</p> <p>a. Complete the Municipal Consent Process</p> <p>b. Publish Final Environmental Impact Statement, issue Record of Decision and Council's Determination of Adequacy</p> <p>c. Complete 30% Design plans</p> <p>d. Submit New Starts Project Update and application to Enter Engineering</p> <p>e. Execute Critical Third Party Agreements</p> <p>NOTE: See "CTIB Funding" on page 6</p>	<p>Blue Line Extension</p> <p>a. Q1 2016</p> <p>b. Q2/Q3 2016</p> <p>c. Q3 2016</p> <p>d. Q3 2016</p> <p>e. Q4 2016/Q1 2017</p>	<p>Blue Line Extension Metro Transit</p>	<div style="text-align: center;">   </div> <p>a. Municipal Consent completed on 3/4/16.</p> <p>b. FEIS published 7/15/16. ROD issued 9/19/16. Adequacy Determination made 9/28/16.</p> <p>c. 30% design achieved on 8/20/16.</p> <p>d. 8/22/16 staff submitted New Starts Project Update. 9/29/16 staff submitted application to Enter Engineering.</p> <p>e. Staff working on critical agreements. Met with railroad companies to discuss the basis for future agreements.</p>
<p>Orange Line Implement bus rapid transit on I-35W from Burnsville to downtown Minneapolis</p> <p>Coordinate with MnDOT \$300M highway bridges & paving improvements related to transit project</p>	<p>Orange Line Develop signature METRO line to improve all-day service along I-35W to existing/new stations, increase reverse commute access to suburban employment centers.</p> <p>Grow ridership by increasing express service speed/reliability and implementing rail-like station-to-station METRO service.</p>	<p>Orange Line 2015-2016 Project Development</p> <p>2017 Final Design and right-of-way acquisitions</p> <p>2017-2020 Construction</p>	<p>Orange Line Metro Transit</p>	<div style="text-align: center;">   </div> <p>In Small Starts Project Development (PD) on track toward 2018 major construction</p> <p>MnDOT Partnership Agreement to construct Lake Street Station and 12th Street Ramp improvement starting in 2017. Completed Q1 design, expected federal approval (LONP), and funding commitments in February 2017 enable Partnership Agreement approval request to Metro Council in March 2017.</p> <p>Received final environmental clearance from FTA on December 1, 2016.</p> <p>Final \$12.1M state share needed mid-2017 or project delay and cost increase will occur</p>




2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>Red Line Red Line is the Region's first bus rapid transit line</p>	<p>Red Line Provide station-to-station BRT service along Cedar Avenue/Highway 77 in the southeast metro to five stations between Apple Valley Transit Station and the Mall of America.</p> <p>Increase ridership and operating efficiency by opening Cedar Grove In-Line Station in 2017.</p> <p>Expand Apple Valley Transit Station (add parking deck) in 2019.</p> <p>Identify long term funding plan for 2019 and beyond to replace 50% CTIB operating share of Cedar Ave Transitway service that will end due to Dakota County's withdrawal from CTIB. Monitor CTIB dissolution proceedings.</p>	<p>Red Line 2016: Meet ridership target.</p> <p>Begin Cedar Grove In-Line Station construction.</p> <p>Negotiate service contract with MVTA</p> <p>Secure CTIB operating grant for 2017 operations.</p> <p>2017 Q1-Q4: Renegotiate Master Funding Agreement with CTIB (for 2018 and beyond)</p> <p>Q1-Q4: Identify plan to fill funding gap when CTIB operations support ends Dec. 31, 2018.</p> <p>Q2-Q4: Update service plan to account for Cedar In-Line Station opening; Q3: Open Cedar In-Line Station</p> <p>2018: New CTIB Master Funding Agreement effective</p>	<p>Red Line Metro Transit/ MTS</p>	  <p>2016 ridership (266,811) is 5% above budgeted ridership, 0.5% above 2015 ridership and 0.5% above 2014 ridership.</p> <p>Council approved service contract with MVTA.</p> <p>2017 CTIB operating grant awarded.</p> <p>Cedar In-Line Station construction proceeding for 2017 open.</p> <p>Operations Funding—CTIB currently provides 50% operations support to Red Line. Financial support ends Dec. 31, 2018 due to Dakota County withdrawal from CTIB. 2019 funding plan has not been determined.</p> <p>CTIB may dissolve. See project labeled, 'CTIB Transitway Capital and Operations Cost Sharing' on page 6 for more details.</p>




2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>Gold Line (Gateway Corridor BRT) Project</p> <p>A 9-mile bus rapid transit line, primarily operating in dedicated guideway, connecting downtown St. Paul with its east side neighborhoods and the suburban cities of Maplewood, Landfall, Oakdale, and Woodbury.</p>	<p>Gold Line</p> <p>Enhanced transitway service with dedicated guideway serving east metro employers and neighborhoods, including ACP50 areas.</p> <p>Continuous guideway enables locally led transit oriented development plans to emerge around planned corridor stations in Saint Paul, Maplewood, Landfall, Oakdale, and Woodbury.</p>	<p>Gold Line Nov/Dec 2016 – PAC, City, County approved the new LPA; Council will adopt through 2018 TPP Update</p> <p>Jan 2017 – Gov. Dayton recommended \$3M for the project in his proposed bonding bill</p> <p>Feb 2017 – PD phase funding commitments by Washington County, Ramsey County, and CTIB (Anticipated by 2/15)</p> <p>May/Jun 2017 – Council requests Entry into the PD phase from FTA (Anticipated, pending \$3M state share funding)</p> <p>Aug/Sep 2017 – FTA authorizes project to begin PD phase (Anticipated)</p>	<p>Gold Line Metro Transit</p>	 <p>FTA has determined that an Environmental Assessment (EA) is the appropriate NEPA class of action consistent with other projects of its scope and scale.</p> <p>Transition of lead agency from Washington County to the Met Council is well underway.</p> <p>A variety of Extended Pre-Project Development Phase activities are either underway or anticipated over the first half of 2017, including preparing of Requests for Proposals for consultant services, and formation of a Project Office.</p> <p>Washington County released an RFP for station area plan development surrounding proposed Gold Line stations on 2/13/17, funded by competitive FTA planning grant passed through Metropolitan Council, matched by CTIB funds. Selection expected April 2017.</p> <p>Corridor may be affected by CTIB dissolution and needed \$3M state share for Project Development.</p>

2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>A Line Arterial BRT Implemented rapid bus service on Snelling Avenue corridor (A Line) on June 11, 2016</p>	<p>A Line Transit delay reduced and quality improved through pre-pay all-door boarding, curb extension stations with heat, light, security cameras, and other technology, transit signal priority and specialized BRT bus fleet</p> <p>\$27 million project budget</p>	<p>A Line Opened June 2016</p> <p>Project closeout by Q2 2017</p>	<p>A Line Metro Transit</p>	<div style="text-align: center;"></div> <p>A Line service provided 830,000 rides in 2016, +33% corridor rides vs. Jun-Dec 2015. One millionth ride expected 2/15/2017.</p> <p>On time performance >90% in 2016.</p> <p>Project closeout activities continue. Completion anticipated Q1 or early Q2 2017. Recommended to remove from status report once project closeout is completed.</p>
<p>C Line Arterial BRT Implement BRT on Penn Avenue corridor (C Line) downtown Minneapolis to Brooklyn Center</p> <p>Improves existing Route 19 with transitway investments in mixed traffic</p>	<p>C Line Transit delay reduced and quality improved through pre-pay all-door boarding, curb extension stations with heat, light, security cameras, and other technology, transit signal priority, and specialized BRT bus fleet</p> <p>Increased transit infrastructure equity through provision of high quality stations with requested features in low income/ACP-50 areas in Minneapolis and Brooklyn Center</p> <p>Implement partnership with Hennepin County for Penn Avenue Community Works project</p>	<p>C Line Planning 2013-2015 with Hennepin Co.</p> <p>Design 2016-2017</p> <p>Construction 2018</p> <p>Opening 2019, pending funding</p>	<p>C Line Metro Transit</p>	<div style="text-align: center;"> </div> <p>30% plans received late 2016. Project scope and budget remain consistent with pre-design cost estimates. Long-term realignment of C Line to Glenwood Ave (with BLRT) approved Q4 2017. Glenwood Realignment Project Development to begin after BLRT FFGA. Temporary stations planned on Olson Highway until Glenwood opening. TAB awarded \$7M of construction funding through Regional Solicitation on 1/18/2017</p> <p>\$10-13M needed mid-2017 to deliver project in 2018. Funding gap must be closed to deliver C Line stations with \$22M of 2018 C Line funds and \$8M of concurrent Hennepin Co. roadway project funds to be constructed together.</p> <p>Environmental clearance (DCE) reached October 2016.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
CTIB Funding: Capital and Operating	Execute CTIB capital and operating grants for 2017. If CTIB acts to dissolve, negotiate capital grants with host counties and operating grant formulas.	Q4 2016 / Q1 2017: Staff level workshop 2017: on-going negotiations	Metro Transit/ MTS	 Dissolution conversation continues Operating and capital funding impacts unknown. CTIB anticipated to make decision on its path forward in Q1-Q2 2017
2. Streetcar Policy Development				
Policy guiding the region's potential development of modern streetcars as a mode.	Develop a policy for inclusion in the Transportation Policy Plan that addresses the regional role of modern streetcars in the transit system and possible funding models for projects.	2016 Draft Economic Development Impact Research Draft Economic Competitiveness Research Ongoing background reports Mid to late 2017 – Nicollet-Central streetcar environmental work complete	MTS	  The consultant contract was completed by December 31, 2016. We have all the research deliverables that were expected under that contract. Future tasks are undetermined but will be discussed through work on the Transportation Policy Plan Update that is kicking off in Q1 2017.


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
3. Regional Planning				
<p>Next Round of Local Comprehensive Planning</p>	<p>Cities, townships, and counties in the seven-county area prepare comprehensive plans as required by the Metropolitan Land Planning Act. These plans are due to the Metropolitan Council for review by <u>December 31, 2018</u>. We expect the first plans to be submitted in Q2 2017.</p> <p>We have prepared several items to support the local planning process: System Statements (issued 2015); Local Planning Handbook (launched 2015); and Planning Assistance Fund (released in Q2 2016); PlanIt: Workshop training series (launched Q2 2016). The goal is to facilitate the local planning in meeting minimum requirements, reduce confusion over what is required, and support communities in going beyond those minimum requirements to tackle some of the broader policy issues in the region that Thrive encourages: equity, climate resilience, and economic competitiveness for example.</p>	<p>Local Planning Handbook continues online resource expansion and technical improvements to overall functionality.</p> <p>The PlanIt Workshop training series launched in May 2016 Staff finished scoping the 2017 schedule of events based on feedback received this year and moving into more in-depth topics for 2017 with the first workshop on TOD held in January.</p> <p>Council approved the final Planning Assistance Fund recommendation and program budget of \$1.9M in May 2016 to support local comp planning. Funds made available to eligible local communities at the end of May.</p>	<p>CD</p>	<div data-bbox="1669 373 1879 479" style="text-align: center;"> </div> <p>Handbook continues to grow resources. PlanIt training workshop series successfully underway and webinars in the series are well attended (40+ attendees at each). Feedback has been widely positive.</p> <p>Yellow from the Planning Assistance Grant perspective in that we are working with 2 small communities to help them apply for the (non-competitive) funds. These are communities that are most in need of financial assistance to complete their plan update, and we do not want them to miss the opportunity.</p>



2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
4. Fair Housing Complaint				
<p>Respond to the Fair Housing Complaint filed with HUD by the cities of Brooklyn Center, Brooklyn Park, and Richfield along with Metropolitan Interfaith Council on Affordable Housing (MICAH)</p>	<p>Resolution of the Fair Housing Complaint in a way that advances broader understanding of the Council's role and authority in housing</p>	<p>January 2016: Council receives several letters from the complainants' attorney</p> <p>February 22, 2016: Council staff meets with HUD and the complainants</p> <p>October 26, 2016: Council receives communication from the complainants' attorney</p> <p>November 23, 2016: Council responds to October 26 letter</p>	<p>CD/OGC</p>	<div style="text-align: center;">  </div> <p>There has been no response from either HUD or the complainants' attorney to the Council's November letter. Minneapolis and St. Paul both resolved the fair housing complaints filed against them by signing Voluntary Compliance Agreements. As a result, the Fair Housing Implementation Council (to which the Council contributes resources) is moving ahead with an addendum to the Regional Analysis of Impediments to more fully articulate issues around segregation and integration in the region. The consultant's draft addendum is expected in March. We expect that this draft may include policy recommendations for the Council.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
5. Community Choice Program				
<p>Design and Implement Mobility Counseling Program to support Thrive MSP 2040 Principles and Outcomes</p>	<p>The Community Choice, Mobility Counseling Program helps the council further its commitment to equity. The program assists families with Housing Choice Vouchers locate and secure housing in an area of opportunity that will provide them with the tools they need for success, prosperity, and quality of life.</p> <p>The program components include:</p> <p>Pre-Move counseling (client assessments/goal setting), participant and landlord recruitment, housing search assistance and post move counseling.</p>	<p>Develop and advance community partnerships/ collaborations; meet with social service agencies and school districts; meet with landlord groups and develop marketing channels, participate in speaking engagements to landlord groups; and, continue outreach efforts to participant priority groups.</p> <p>Determine outcomes and methods for measurement and reporting tools and conduct focus groups with Community Choice Participants</p> <p>Provide ongoing case management to Community Choice families and finish development and maintain Case Management Spreadsheet</p>	<p>CD</p>	<div style="text-align: center;">  </div> <p style="color: green; font-weight: bold;">Worked with Communications to complete participant and owner testimonials for outreach video.</p> <p style="color: green; font-weight: bold;">Began Phase II recruitment. Completed intake with 32 families resulting in signed contracts of participation.</p> <p style="color: green; font-weight: bold;">Continue to develop our tracking tools for outcome measurement.</p> <p style="color: green; font-weight: bold;">Senior Outreach Coordinators continue to provide case management, housing search, placement of families and post move counseling. Their case management efforts are documented in a spreadsheet.</p>



2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
6. SAC Taskforce Follow-Up				
<p>Investigating use of water meters for SAC determinations</p> <p>“Growth cost” legislation</p>	<p>To be responsive to customer communities and to reduce acrimony over SAC. Legislation would reduce the SAC required in the long run (but would increase MWC).</p>	<p>Community surveys complete</p>	<p>ES</p>	<div style="text-align: center;">   </div> <p>Expand use of deferrals and provide technical assistance – complete.</p> <p>Upon completion of water meter study, water meters are not a viable means for SAC determinations. Conclusions shared with current task force in January, 2017. Taskforce agreed water meters are not a viable determination method. Taskforce outcome to be shared with EC in Q1 2017.</p> <p>In June 2016, the Council approved a SAC Deferral Program for existing residential housing in communities transitioning to the MDS. In addition, equity grant funds will be made available through CD for SAC grants.</p> <p>Action on remaining recommendations would require legislative action.</p>



2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
7. Inflow and Infiltration Task Force				
Staff Council appointed I/I Task Force; facilitate discussions and prepare Task Force report	That the region continues to make progress in reducing inflow and infiltration to protect public health and the environment, avoid costly infrastructure expansion (or reliever) projects and encourage groundwater recharge.	Task Force presented their report to the Environment Committee on October 26, 2016 which included eight recommendations. The report was accepted and the recommendations were authorized by the Council on November 9, 2016.	ES	<div style="text-align: center;">  </div> <p>ES Staff is in the process of developing a framework for a robust I/I public education program (recommendation #2 of the Task Force Report).</p> <p>ES staff supported efforts to secure funding for public infrastructure and private I/I migration from State Bond Funds and Clean Water Legacy Funds (recommendation #3 of the Task Force Report).</p> <p>ES staff is working with Government Affairs to explore helping communities with private property I/I mitigation through regional sources, such as a portion of the municipal wastewater charge (recommendation #3 of the Task Force Report).</p> <p>ES staff is working with communities to design and implement a private property I/I demonstration project (recommendation #6 of the Task Force Report).</p> <p>ES staff is developing a work plan to address the remaining recommendations of the report.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
8. 3M Lawsuit				
Party to lawsuit for environmental damages from releases of perfluorocarbons into soil and water from 3M operations and secondary sources	To have 3M's claims against the Council for alleged perfluorocarbon contamination by the Council dismissed.	<p>After an approximately 3-year delay due to 3M seeking to disqualify the State, the litigation resumed.</p> <p>Court directed mediation with all 3 parties unsuccessful. The case is in discovery and moving toward trial.</p> <p>The Council received new permit for the Metro Plant without any limits for PFCs.</p>	ES	 <p>The court ordered mediation scheduled for July 15, 2016, was unsuccessful. The parties are now supplementing their document production with depositions likely to begin in February or March. The case has not been scheduled for trial. The trial will most likely be sometime in 2018.</p>
9. Incentive Program for Pre-Treating Industrial Discharge				
Incentive program to get industrial dischargers to pre-treat high-strength wastewater	Delay capital investment for capacity expansion at treatment facilities thereby providing rate relief for the region.	<p>Received applications from four industrial firms.</p> <p>Pilot testing underway of new technology performance. Financial due diligence completed with two firms.</p>	ES	 <p>Compliance concerns with one industrial firm have been resolved and proceeding with pilot testing.</p> <p>Draft contract negotiations in progress with two firms.</p>

2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
10. Thrive Implementation				
<p>Thrive Indicators Thrive MSP 2040 commits the Council to adopting Thrive Indicators and using this information to assess the success of its policies</p>	<p>Thrive Indicators Well-crafted performance indicators identify performance problems and lead to strategies for performance improvement. These indicators focus on how well the region is doing relative to the <i>Thrive</i> vision.</p> <p>The Council is focusing attention on indicators that are linked and integrated with goals; that are understandable, maintainable, and meaningful over time; that are meaningful in communicating the <i>Thrive</i> vision; and that are informed by evidence-based practice and research connecting processes to ultimate outcomes.</p>	<p>Thrive Indicators 2017—Begin reporting Thrive Indicators</p>	<p>Thrive Indicators CD</p>	 <p>Council staff are building the online Thrive Indicators dashboard, building on the graphic conventions piloted with the Housing Policy Plan Indicators Dashboard, and will preview the Dashboard at the March 22 Management Committee meeting.</p>
<p>Thrive Economic Competitiveness Implementation Team (TECIT) The Thrive Economic Competitiveness Implementation Team is a Council-wide team to support efforts to collaborate with regional partners in developing a shared vision and priorities to advance regional competitiveness.</p>	<p>TECIT The team's 2017 priorities include focusing on:</p> <ul style="list-style-type: none"> Operations that support economic competitiveness Planning support to local governments around economic competitiveness Research and analysis to improve planning, policy, and services Collaborative partnerships 	<p>TECIT Team is regularly meeting and identifying new opportunities to embed economic competitiveness into the work of the Council.</p>	<p>TECIT All divisions</p>	 <p>The team continues to strengthen integration across the Council and identify new opportunities to embed economic competitiveness into the work of the Council, including: offering PlanIt webinars and resources that educate local planners on how to promote economic competitiveness in comprehensive planning; supporting the Industrial Pretreatment Incentive Program to support large industrial wastewater users; assessing the current, planned and needed supply of industrial land across the region; and, conducting transportation studies that identify opportunities for transportation to support economic competitiveness for the region's businesses, workers, and students.</p>



2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>Climate Change & Environmental Sustainability Team (CCEST) The Climate Change and Environmental Sustainability Team is coordinating efforts i) developing and improving environmentally sustainable plans, policies and procedures, and projects for Council's operations, ii) implementing sustainability and stewardship strategies and vision from Thrive MSP 2040, and iii) engaging and collaborating with the state, local governments, the U of M, and private parties to advance these objectives.</p>	<p>CCEST The team's strategies include: 1) efforts to lead by example and 2) helping others addressing climate change and environmental sustainability issues.</p> <p>Helping others includes providing resources to local governments, leading by convening, and collaboration and outreach.</p> <p>Examples of "leading by example" work includes: the multiple solar initiatives, "Be the Solution" internal environmental behavioral campaign, reducing the Metropolitan Wastewater Treatment Plant use of the Prairie du Chien aquifer, an urban forestry program design effort underway that aims to improve tree canopy in the metro area, gathering regional climate data on GHG emissions, and procuring energy management software for Council buildings.</p>	<p>CCEST Q1 2016: CoW presentation in March that included Dr. Mark Seeley on the impacts of extreme weather we are already seeing and state and Council staff talking about our sustainability work</p> <p>Q2 2016: Managed the "Turn it off" campaign targeted at getting employees to turn off lights and other energy-using devices that do not need to be on 24/7</p> <p>ES convened Council-wide team to look at improving sustainability of Council property (landscaping) management</p> <p>Q3 2016: Completed Specification study to support a Council-wide energy mgmt. system standard</p> <p>Q4 2016: Participated in Results Based</p>	<p>CCEST All divisions</p>	 <p>All 2016 projects are being continued into 2017. Key work includes: advancing more solar, working with Xcel for a potential partnership, and getting funding for electric bus demonstration program.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
Climate Change & Environmental Sustainability Team (CCEST)—continued		<p>Accountability to focus efforts around operational environmental sustainability</p> <p>Relamped lighting at Robert St with LED lights</p> <p>ES completed awarding \$500,000 of water conservation grants</p> <p>Transit put out RFP to enhance recovery of traction power from LRTs</p> <p>ES awarded final funds available in stormwater grant program</p> <p>Continuing to pursue advancing solar through subscriptions to more Community Solar Gardens, and working on new RFP for 6 Transit rooftops</p>		



2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
<p>Equity Implementation Team (EIT) The Equity Implementation Team is a Council-wide team working to ensure Council employees, departments, and divisions have resources, tools, and information to advance equity within the Council and throughout the region.</p>	<p>EIT The EIT is focused on guiding the Council in practicing equity in internal operations, making equitable decisions and investments, and collaborating with partners for a more equitable region.</p>	<p>EIT Q1 2017 – Restructuring Plan drafted for Thrive Executive Implementation Team review</p>	<p>EIT All divisions</p>	<div style="text-align: center;"></div> <p>A design team has been assembled to restructure the EIT and create processes for the new structure. The vision is to have a more inclusive and integrated approach to connect with all employees and provide different opportunities for employees to learn more about equity and how it directly relates to their work. The design team recently held three 2-hour meetings. A recommendation will go before the Thrive Executive Implementation Team on the restructuring request, which will be connected to the forthcoming Equity Work Plan.</p>
<p>Thrive Lens The Thrive Lens is a series of questions to prompt consideration of all the outcomes and principles called for in Thrive and the trade-offs among outcomes when making decisions.</p>	<p>Thrive Lens Thrive demands an integrative approach to decision-making that requires more than this list of questions. The point of the Thrive Lens is to create a basic standard and framework to make sure these questions are being raised and answered consistently within our regular course of doing business.</p>	<p>Thrive Lens Q4 2016—All standing committees adopt Thrive Lens in business items</p> <p>Q1-Q2 2017—Continue Thrive Lens educational efforts</p> <p>2017 and beyond—continue to move Thrive Lens upstream in the decision-making processes to align projects and initiatives with regional outcomes</p>	<p>Thrive Lens All Divisions</p>	<div style="text-align: center;"></div> <p>Thrive Lens is in use by all standing committees following December 2016 presentations to the Executive Committee and the Metropolitan Council. Business Item template includes “Thrive Lens Analysis” section, and all recording secretaries have been briefed on this change.</p> <p>In 2017, the focus shifts to expanding Thrive Lens use and refining the tool based on lessons learned from expanded use.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
11. Health and Wellness				
<p>Develop long term health and wellness strategy within self-insured model</p>	<p>Improve employee health, contain health care costs, build employee skills to manage their health and health care costs</p> <p>Identify top employee health concerns to guide programs; improve employee health on key indicators</p>	<p>Implement 2016 wellness program to address health issues, affect culture and healthcare costs, and build employee participation</p> <p>Monitor on-site clinic utilization</p> <p>Offer annual employee health assessment</p>	<p>RA</p>	<div style="text-align: center;">  </div> <p>Well@Work since clinic opening 2/25 average visits per day at 7. Prevent Diabetes Prevention Program has 331 employees enrolled – over 2,585 pounds lost.</p> <p>Launched yearlong FFL program to improve healthy eating through skill building, education, and action planning: 78 employees attended group nutrition coaching sessions and 138 individual nutrition consults</p> <p>As of Q3 2016 self-insured health plan costs 4.1% below budget and 8.6% above YE 2015 due to increase in large claims; self-insured dental Q3 2016 claims 8.6% below budget and 3% above YE 2015 with reserve over-funded.</p> <p>In 2017, launching the Make It Ok campaign to educate and promote conversations about stress reduction and mental health. Also, addressing needed improvements to mother’s nursing rooms around the Council.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
12. Workforce Plan Implementation				
Implement five-year workforce plan to meet the Council's human capital requirements necessary to reach 2020 business goals	<p>Develop employee skills to meet current and future business demands and to guide career paths toward promotion</p> <p>Develop manager and supervisor skills to provide effective leadership for a growing and changing organization</p> <p>Source and recruit qualified, capable candidates to meet needs for replacement and expansion personnel</p> <p>Fully engage business units in the design and implementation of projects</p>	<p>Identify strategies to address gaps</p> <p>Implement 2016 project plans</p> <p>Communicate plan goals to Council staff and report progress</p>	RA	<div style="text-align: center;">   </div> <p>Implemented soft hiring freeze; open positions reviewed – cancelled 11 RA and 14 MT requisitions to date; will reduce internships by approximately 50%. Closely monitor staffing needs considering funding projections.</p> <p>Bus Operator recruitment effort success continues. Hired 290 bus operators in 2016 – 88 higher than last year. Monitor this effort because Transit remains approximately 40 bus operators short of full compliment.</p> <p>Mentorship program design completed; program start delayed to Q2 2017.</p> <p>Continued development of the Learning Institute structure to include professional development areas of: Leading Self; Leading Others; and, Leading the Organization.</p> <p>Began implementing Southwest Project Office staffing plan – 20 jobs posted in December.</p>


2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
13. Building Workforce Diversity Initiative				
<p>Build and support diversity in the Council's employee base because diverse teams are more creative, innovative and make better decisions; support Thrive principles of equity, stewardship, collaboration, and accountability</p>	<p>The Council's employee base to more closely match the demographics of the regional labor market.</p> <p>Increase diversity in the qualified candidate pool</p> <p>Improve the perception of selection process fairness and increase opportunities to interview diverse candidates</p> <p>Build an inclusive Council culture; support, recognize and mentor employees</p> <p>Develop and support leadership skills to increase diversity in management levels</p> <p>Fully engage business units in the design and implementation of projects</p>	<p>Implement the Building Diversity initiative goals</p> <p>Measure and communicate results and progress</p>	<p>RA</p>	<div style="text-align: center; margin-bottom: 10px;">  </div> <p style="color: green; font-weight: bold;">19 MTT graduates continue attending classes and interning 40 hours per week with support from TC Rise.</p> <p style="color: green; font-weight: bold;">MTT2 program designed for Light Rail Signals and Electro Mechanical positions; Outreach activities completed by community partners – received 400+ applications. The 40 selected participants began job readiness training in November 2016. 20 participants will begin their customized internship exposure experience at Light Rail beginning this April.</p> <p style="color: green; font-weight: bold;">Continuous Improvement project to address concerns of internal stakeholders around the Recruitment and Selection process – began implementation of 92 action items.</p> <p style="color: green; font-weight: bold;">Completed 2016 engagement survey – data analysis underway with report expected in early February. By year end 42% of the Council's 692 vacancies were filled by people of color (includes internal and external hires).</p>

2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
14. Equity Advisory Committee				
<p>Create and launch the Equity Advisory Committee</p>	<p>The Equity Advisory Committee will advise the Metropolitan Council in its work to advance equity in the metropolitan region. In forming the EAC, the Metropolitan Council affirms its commitment in Thrive MSP 2040 to ensure that residents and communities are full partners in making the decisions that affect them.</p> <p>The EAC is comprised of 21 members, including 4 Council Members, 8 geographic-based members (Districts A-H), and 9 at-large members. Membership should reflect the full diversity of the region, including communities of color and low-wealth communities.</p>	<p>Q1 2017— Approval of bylaws by the Council.</p> <p>Committee's approval of their work plan.</p>	<p>RA/OEO</p>	<div style="text-align: center;">  </div> <p>The EAC bylaws were recently approved in Management Committee and will go before the Metropolitan Council for final approval.</p> <p>Subgroups were created to work on the following areas that will ultimately create the committee's work plan: (1) EAC's Impact on the Met Council, (2) Mission of the EAC, (3) Community Relationship and Transparency, (4) Criteria for Evaluation, Prioritization, and Measurement of Content.</p> <p>The committee is finalizing a workplan framework to help prioritize items to work on and engage.</p>

2016 Q4: Major Projects, Initiatives, and Issues Report

Description	Objective, goal, or desired outcome	Milestones or timeline	Lead	Status
15. Metropolitan Council Underutilized Business (MCUB) Program Expansion				
<p>Expand the Metropolitan Council Underutilized Business program</p>	<p>MCUB subcontracting inclusion goals will be applied to construction, construction design, professional technical services, and other services.</p> <p>In addition, Council staff would make efforts to include MCUB firms on projects where setting goals is not appropriate or feasible.</p> <p>Goals include increased inclusion of MCUB firms in the Council's procurement activities and enhanced accounting mechanisms to better track expenditures to MCUB firms.</p> <p>All program recommendations should be implemented by 2018. See "Milestones or Timeline" for specific recommendations.</p>	<p>Q1 2017 Phase 1- Phase 1 includes full implementation of MCUB goals on PT & AE contracts.</p> <p>Q2 2017 Phase 2— Implementation of Targeted Solicitations for procurements that fall into the \$50,000 - \$100,000 range.</p> <p>Q3 2017 Phase 3- Implementation of Target Solicitations under \$50,000</p> <p>Q4 2017 Phase 4- Analyze currently implemented efforts, create work plan for 2018 that enhances previous implementations, and move forward with an aggressive outreach plan.</p>	<p>RA/OEO</p>	<div style="text-align: center;">  </div> <p>OEO has completed updates to language in Request for Proposals (RFP) instruments to reflect the expanded MCUB program. OEO has forwarded these updates to Procurement for final review and implementation.</p> <p>OEO continues to work with procurement to enhance CIM routing to align with appropriate OEO staff.</p> <p>OEO has trained ES Technical Services staff in the new processes aligned with goals applied to design and technical services contracts.</p> <p>OEO continues to provide data for a multi-agency disparity study. This study will provide baseline data of MCUB inclusion since 2011. The inclusion data will be used to measure progress of the MCUB Expansion efforts moving forward.</p> <p>Procurement is working on creating technology for individuals and businesses to sign up for automatic email notices regarding Met Council contracting opportunities. This will be beneficial in communicating opportunities to MCUB firms efficiently.</p> <p>OEO has created a mechanism for collecting MCUB inclusion data to be used for performance measures.</p>