

January 2006

Minnesota Local Government Pay Equity Compliance Report

**Submitted to the Minnesota Legislature by the
Department of Employee Relations**

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Executive Summary

The Department of Employee Relations (DOER) is responsible for the enforcement of the Local Government Pay Equity Act (Minnesota Statutes 471.991 - .999 and Minnesota Rules Chapter 3920).

The Local Government Pay Equity Act applies to approximately 1,500 local governments in Minnesota, and impacts a total of about 220,000 local government employees. Legislation passed during the 2005 legislative session changed the reporting cycle to once every three years instead of once every five years. The two-year moratorium on reporting has ended and the three-year reporting cycle resumes in 2006 with approximately 500 jurisdictions submitting reports in January of 2006. These jurisdictions last reported in 2001. Another 500 jurisdictions will report in 2007 and another 500 in 2008. A new cycle begins in 2009.

Overall governments have achieved a high level of compliance - both in meeting reporting requirements and implementing pay equity for their employees. The success of this program is largely attributable to the ongoing assistance and monitoring provided by the Department of Employee Relations (DOER)-Pay Equity Unit and to the commitment on the part of local governments.

When reports were last submitted in 2003, 121 (25%) of the 492 jurisdictions reporting were out of compliance, and 371 (75%) were in compliance. With DOER's assistance, all of the non-complying jurisdictions eventually achieved compliance. At this time, only one jurisdiction is out of compliance due to a reversal of an earlier compliance decision that was based on incorrect data.

The review of the 2003 reports was typical of previous reporting results. Since Pay Equity Implementation Reports have been required, approximately one-fourth to one-third of reporting jurisdictions have been initially found out of compliance. While individual jurisdictions achieved compliance in previous reporting years, a significant number failed to maintain that compliance in subsequent reports. As in previous years, the department will continue to assist local governments in meeting compliance requirements.

About This Report

The Department of Employee Relations (DOER) is responsible for enforcement of the Local Government Pay Equity Act, and is required to submit an annual report to the state legislature regarding local government pay equity compliance. Minnesota Statute (M.S.) 471.999 states:

The report must include a list of the political subdivisions in compliance with section 471.992, subdivision 1, and the estimated cost of compliance. The report must also include a list of political subdivisions found by the commissioner to be not in compliance, the basis for that finding, recommended changes to achieve compliance, estimated cost of compliance, and recommended penalties, if any. The commissioner's report must include a list of subdivisions that did not comply with the reporting requirements of this section. The commissioner may request, and a subdivision shall provide, any additional information needed for the preparation of a report under this subdivision.

The 2006 Minnesota Local Government Pay Equity Report was prepared entirely by the Department of Employee Relations staff as part of routine work assignments. Twenty copies of the report were printed in-house. The cost of staff time to prepare the report was approximately \$490.

This document can be made available, upon request, in alternate formats such as large print, Braille or audiotape.

Questions regarding this report may be directed to the DOER pay equity coordinator at (651) 259-3761.

Section One

Background Information

Requirements of the Law

The Local Government Pay Equity Act (LGPEA) of 1984 (M.S. 471.991 to 471.999) required local governments to “establish equitable compensation relationships” by December 31, 1991. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.” Compliance must be maintained and jurisdictions are periodically evaluated. In 2005, legislation was passed changing the evaluation or reporting cycle to once every three years instead of once every five years.

The purpose of the law is “to eliminate sex-based wage disparities in public employment in this state.” Equitable compensation relationships are achieved when “the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value... within the political subdivision.”

The law requires DOER to determine whether local governments have achieved pay equity, based on implementation reports submitted by local governments.

Responsibilities of the Department of Employee Relations

A. Pay Equity Rule Adopted

In 1991, the Legislature authorized DOER to adopt rules under the Administrative Procedures Act to assure compliance with the Local Government Pay Equity Act (Laws 1991, chapter 128, section 2).

That same year, DOER asked employer organizations, unions, and women's groups to name representatives to serve on a rulemaking advisory committee. This 30-member group met to discuss and review compliance guidelines and advise the department on the pay equity rule. DOER adopted the rule MCAR 3920, October 1992.

B. Assistance to Local Governments

In 1989, DOER established a full-time pay equity coordinator position. The coordinator has assisted local governments through extensive training, telephone consultation, and evaluations of their pay equity reports.

DOER has communicated through various means with the approximately 1,500 local governments required to comply with the law. The department has produced numerous free technical assistance publications.

In addition, DOER has developed computer software to help jurisdictions determine the underpayment of female job classes and calculate the results for several of the compliance tests. Over 1000 jurisdictions have used the software to evaluate their compensation structure with respect to pay equity. An upgraded version of the software was launched in July of 2005, available to download free of charge from DOER's website. DOER has periodically offered training sessions, and thousands of individuals throughout the state have attended. DOER has also made videos explaining reporting requirements, compliance requirements and job evaluation training.

In addition to ongoing daily technical assistance, the pay equity coordinator conducted the following major activities in 2005.

Pay Equity Implementation Reports

- Reviewed approximately 100 pay equity reports. Approximately 25% of those were jurisdictions that were not in compliance and had requested extensions or had unusual circumstances. The remaining reports were preliminary reviews for jurisdictions that will be submitting reports in the near future. There was a compliance reversal this fall and this is the only jurisdiction currently out of compliance.
- Prepared "notification packet" sent to approximately 500 jurisdictions required to report in 2006. Instead of including hard copies of the 14-page instruction booklet and 17-page guidebook, the letter directed jurisdictions to DOER's web page for these materials.
- Revised reporting schedule to accommodate the legislation that changed the time between reports back to once every three years instead of once every five years.
- Prepared annual report to the legislature on the status of compliance and non-compliance with each of 1500 local governments. Report was submitted in January of 2005.
- Continued the courtesy of sending jurisdictions that have not submitted a report a reminder letter before the report is overdue.
- Prepared materials, evaluated evidence and continued coordination of an internal team of DOER staff to review and make decisions regarding reconsideration requests and requests for suspension of penalties.
- Conducted meetings with individuals from jurisdictions found out of compliance to discuss their particular circumstances, ways to achieve compliance and action regarding any penalties.

Statewide Training

- Conducted six training sessions throughout the state. Approximately 500 people attended the sessions in Park Rapids, Duluth, Mankato, Willmar, and Edina. Prepared an extensive slide show presentation for the training along with packets and handouts.
- Worked with Minnesota Satellite and Technology, a division of the Minnesota State College and University (MnSCU) system to create a high-quality DVD of the training session. The DVD will be ready for distribution in January of 2006. Considerable time was required for editing and preparation of graphics. Also, additional recording was required to include information about the Pay Equity Analysis software.

Software Upgrade

- DOER launched a major initiative to establish a new version of the Pay Equity Analysis software on the internet. New versions of Microsoft and other technological changes made the Pay Equity Analysis software outdated for some users. The new software was made available to all users in July of 2005. As in the past, the new software on the internet is available free of charge.

Changes and Cost-Saving Measures

- Notices were sent to all 1,500 local governments and interested parties explaining that the 2005 legislature changed the reporting cycle back to once every three years instead of once every five years. A complete schedule of reporting dates was posted on DOER's website.
- Continued to send reporting jurisdictions "streamlined" notification of "compliance" or "non-compliance." Some of the information once mailed to jurisdictions is now available on DOER's web page saving printing and mailing costs.
- Continued distribution of the 2002 State Job Match job evaluation system. This manual has been distributed free of charge since 1984 and provides jurisdictions with an "in-house" option for evaluating jobs in terms of skill, effort, responsibility and working conditions. The booklet includes hundreds of job matches, describes how to access over 1,800 state job descriptions and outlines instructions for evaluating jobs. All information is available on DOER's web page.

Ongoing Activities

- Provided technical assistance on a daily basis to local governments, employees and the general public involving phone calls, letters and faxes to answer questions and provide guidance for achieving compliance.

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- Continued to distribute “Pay Equity Compliance Review” and “Pay Equity Job Evaluation” videotapes to interested parties for a fee of \$15.
 - Continued to update and maintain DOER’s pay equity web page including the State Job Match booklet along with a comprehensive listing of all state jobs and job evaluation ratings. This allows all interested parties access to information beyond what is in the State Job Match booklet. The web page also includes pay equity reporting instructions, compliance requirements, pay analysis software and forms. All are available on the web free of charge. Over 1,100 downloads of the software have been recorded.
 - Provided testimony and written materials to members of the legislature and legislative commissions and/or committees.

Section Two

Tests for Compliance

A. Tests for Compliance

The tests for compliance are summarized below. Complete details for each of the tests can be found in the pay equity rule. The “recommended action” after each is a brief overview of the general advice DOER gave to jurisdictions that did not pass a particular test. Reports to each jurisdiction were individualized and identified specific problems and requirements to pass the compliance test(s).

1. **Completeness and accuracy test (CA)** - determines whether jurisdictions have filed reports on time, included correct data and supplied all required information.

Recommended action: *Supply any required information not included in the report, make certain all data is correct and submit report by the required date.*

2. **Statistical analysis test (ST)** - compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). Software is used to calculate this test. For smaller jurisdictions, the alternative analysis is used instead of the statistical analysis.

Recommended action: *Adjust salaries to reduce the number of female classes compensated below male classes of comparable value, or reduce the difference between the average compensation for male classes and female classes to the level where it is not statistically significant.*

3. **Alternative analysis test (ALT)** - compares salary data to determine if female classes are paid below male classes even though the female classes have similar or greater work value (job points). Also evaluates the compensation for female classes rated lower than all other classes to see if it is as reasonably proportionate to points as other classes.

Recommended action: *Eliminate the amount of the inequity identified between the salaries for female classes and male classes.*

4. **Salary range test (SR)** - compares the average number of years it takes for individuals in male and female classes to reach the top of a salary range. This test only applies to jurisdictions that have classes where there are an established number of years to move through salary ranges.

Recommended action: *Bring more consistency to the average number of years it takes to move through a salary range for male and female classes to meet the minimum standard for passing the test.*

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5. **Exceptional service pay test (ESP)** - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

Recommended action: *Bring more consistency to the number of male and female classes receiving exceptional service pay to meet the minimum standard for passing the test.*

B. Summary of Tests Failed After Initial Review

Due to the moratorium on reporting, there were no reports required in 2004 and 2005 so the following is a summary of 2003 reports, the last time reports were submitted. Of the 121 jurisdictions whose 2003 reports were initially found out of compliance, 48% failed the completeness and accuracy test. Approximately 35% failed either the statistical or alternative analysis tests, tests that compare salaries and indicate wage inequities. A specific breakdown regarding each test follows:

Test Failed	Number
Completeness and Accuracy Test	58
Statistical Analysis Test	12
Alternative Analysis Test	30
Salary Range Test	11
Exceptional Service Pay Test	10
Total	121

Section Three

Summary of Compliance Status of Local Governments

Due to the staggered reporting that began in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 2001, 2002 and 2003. At this time, all but one jurisdiction is in compliance. Due to the change in the reporting cycle from once every three to once every five years and a moratorium on reporting for two years, the most recent data is for the years 2001, 2002 and 2003. Over 1000 jurisdictions have not been officially reviewed for at least four years.

Summary of Compliance Status by Jurisdictional Type - Composite 2001,2002,2003

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	632	0	0	632
County	87	0	0	87
Schools	343	1	0	344
Soil & Water Conservation Districts (SWCDs)	83	0	0	83
Other Districts	116	0	0	116
Housing and Redevelopment Authorities (HRAs)	75	0	0	75
Townships	70	0	0	70
Utilities	50	0	0	50
Health Care Fac.	45	0	0	45
TOTAL	1501	1	0	1502

Compliance Status of 2003 Reports

After the initial review of the 492 reports, 371 (75%) were in compliance and 121 (25%) were found out of compliance. All of those initially found out of compliance have now achieved compliance.

Jurisdictions found out of compliance were given a grace period of at least 90 days to make adjustments and submit new second reports. Non-complying jurisdictions were also given 30 days to file reconsideration requests if they wanted the grace period extended or wanted to explain their particular circumstances and seek a reversal of DOER's decision. Several of the 121 jurisdictions initially found out of compliance exercised their option to request reconsideration.

Of the 121 jurisdictions initially found out of compliance, all have achieved compliance. Any jurisdiction failing to achieve compliance within the grace period and found out of compliance a second time would have been subject to a penalty.

Inequities Identified in Reports Submitted in 2003

For the past several reporting years, DOER has examined the inequities found in jurisdictions that were not in compliance to determine how the wage gap between comparable male and female job classes changed after pay equity wage increases were given. This report includes examples of inequities that were found and corrected in some of the jurisdictions that were found out of compliance.

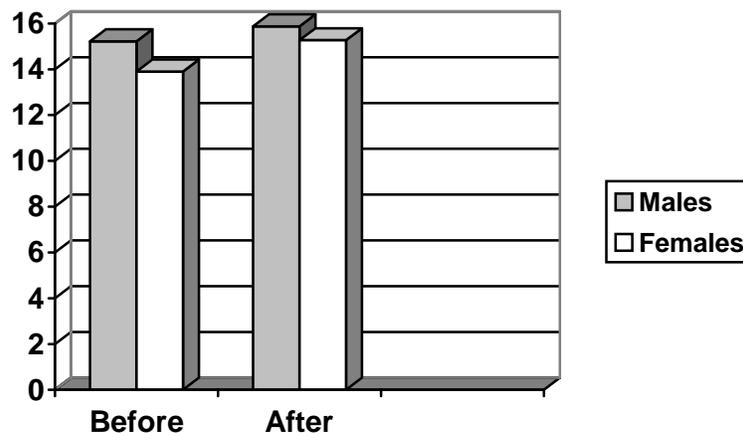
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example, a female in the position of city clerk, rating of 275 points, was paid less than a male in a maintenance position with a rating of 213 points. The dollar amounts of such inequities were calculated and appear on the next page.

Typical inequities in cities were found primarily between city clerks and maintenance workers. In schools, female classes of secretaries, food service workers and teacher aides were paid less than male classes such as custodians.

The examples on the next page show that wages for females were adjusted an average of \$1.37 per hour or 10%. Before the inequities were corrected, the average pay for females in the examples was \$13.90 per hour and average for males was \$15.22 per hour. That is, the females were paid 91% of the wages paid to males despite job evaluation ratings that indicated that the pay for the females should be at least equal to the pay for males. After adjustments were made, the average pay for females was \$15.27 per hour and for males it was \$15.87 per hour. The wage gap narrowed and, on average, wages for females increased to over 96% of their male counterparts.

Wages Before and After Pay Equity Adjustments

(Calculation of examples of inequities in jurisdictions found out of compliance)



Examples of Inequities Identified in 2003 Reports

Position	“Before” Hrly. Wage	“After” Hrly. Wage	Hrly. Wage Increase
Account Clerk II	20.92	22.16	1.24
Admin. Assistant	14.11	15.35	1.24
Assistant Exec. Dir.	10.19	12.50	2.31
Assistant Librarian	14.72	16.05	1.33
Baker Supervisor	14.43	15.62	1.19
Business Accountant	22.17	24.40	2.23
Cashier	11.05	11.26	.21
City Clerk	18.23	19.84	1.61
City Clerk	12.73	13.00	.27
City Clerk	11.00	11.88	.88
City Clerk	10.00	11.50	1.50
City Clerk	13.00	14.10	1.10
City Clerk	8.93	9.95	1.02
City Clerk	9.95	12.00	2.05
City Clerk	10.00	10.10	1.10
City Clerk	26.45	28.07	1.62
Community Ed. Coord.	15.00	15.62	.62
Dep. City Clerk	17.42	18.11	.69
Dep. City Clerk	13.50	15.51	2.01
Executive Secretary	15.20	15.62	.42
Finance Director	18.67	25.14	6.47
Head Cook	11.35	11.87	.52
Head Custodian	13.47	15.62	2.15
Librarian	18.16	19.82	1.66
Librarian	7.87	11.66	3.79
Liquor Clerk	9.89	10.04	.15
Museum Aide	9.38	10.15	.77
Network Admin.	21.10	24.40	3.30
Office Manager	15.64	16.94	1.30
Office Manager	11.88	14.30	2.42
Office Specialist	11.00	11.24	.24
Police Secretary	14.11	15.35	1.24
Pool Manager	11.30	12.73	1.43
Receptionist	13.01	13.28	.27
Receptionist/Secretary	10.29	11.29	1.00
Receptionist/Secretary	10.36	10.65	.29
Recreation Coordinator	19.74	20.26	.52
Secretary	9.63	11.23	1.60
Secretary/Dist. Clerk	15.22	16.87	1.65
Sec./Elections Clerk	19.74	20.26	.52
Water Operator	9.00	10.22	1.22

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance - Penalty May Be Assessed

The jurisdictions listed below have all received a “first notice of non-compliance” but at this time no penalties have been assessed. Some of the jurisdictions on this list have recently submitted second reports yet to be reviewed or they submitted reconsideration requests. Any jurisdiction on this list could receive a penalty notice at a later time if they fail to submit a new report that passes all compliance tests. The specific actions DOER recommended to each jurisdiction to achieve compliance are described in section two.

The abbreviations for the tests for compliance used in this section are: CA – completeness and accuracy; ST – statistical salary comparison analysis; ALT – alternative salary comparison analysis; SR – salary range and ESP – exceptional service pay. A complete description of each of these tests can be found in section two of this report.

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
School Districts			
ISD No. 2174 Pine River/Backus	CA	*	0.5

*Data to calculate a specific amount was not available to DOER at the time of this report, but based on DOER analysis of average costs, DOER estimates that the cost would not exceed 0.1% of payroll and would probably be less.

**All cost estimates less than 0.1% of payroll were rounded to 0.1%.

B. Jurisdictions Not in Compliance - Penalties Assessed

At this time there are no jurisdictions that have received a second notice of non-compliance with the Local Government Pay Equity Act and a notice that they are subject to a penalty. If there were any jurisdictions in this category, DOER would have specified the reason for non-compliance, recommended actions to achieve compliance and estimated the cost of achieving for compliance for each of these jurisdictions.

Prior to any penalties being assessed, a jurisdiction subject to a penalty would have had several opportunities to avoid such a notice including a first notice of non-compliance and a grace period to make corrections and achieve compliance. In addition, non-compliant jurisdictions would have been:

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- Warned that failure to achieve compliance by the end of the grace period would result in a second notice of non-compliance and a penalty notice. Also, that the penalty would be the greater of a 5% reduction in state aid or \$100 per day, assessed from the original deadline for compliance and would continue until compliance was achieved.
 - Advised of the reason they were found out of compliance, the results of the tests for compliance and an explanation of the results.
 - Encouraged to contact DOER for technical assistance and review of potential salary and other adjustments to see if they would meet compliance requirements.
 - Advised to request reconsideration if they wished to explain circumstances and ask for a reversal of DOER's decision, or request an extension of the grace period to achieve compliance.
 - Sent a courtesy reminder letter from DOER 30 days prior to the end of their grace period to remind them of the deadline for achieving compliance and submitting a new report.

Any penalized jurisdiction would have had the option to request a suspension of the penalty and/or file a contested case appeal. Penalties may not be imposed while an appeal is pending.

The law allows DOER to consider the following factors when deciding whether to suspend any portion of a penalty: circumstances beyond a jurisdiction's control, severe hardship, non-compliance due to factors unrelated to gender, and steps the jurisdiction has taken to achieve compliance. Jurisdictions also have the option to submit a contested case appeal on the new penalty amounts.

Because penalties continue until compliance is achieved, jurisdictions that do not achieve compliance are subject to additional penalties. No penalties may be imposed until the end of the legislative session in which DOER submits a report listing a jurisdiction as not in compliance. DOER makes compliance decisions on an ongoing basis and updates the legislature annually.

C. Jurisdictions Not in Compliance – Penalties Resolved

There were no penalty cases initiated in 2005 and currently there are no penalty cases pending. A total of 94 penalty cases have been resolved over the past ten years resulting in approximately \$1.62 million in total restitution paid to approximately 1100 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to DOER.

Section Five

Jurisdictions in Compliance

Cities

Ada

Adams

Adrian

Afton

Aitkin

Akeley

Albany

Albert Lea

Albertville

Alden

Alexandria

Alpha

Altura

Alvarado

Amboy

Andover

Annandale

Anoka

Apple Valley

Appleton

Arco

Arden Hills

Arlington

Argyle

Ashby

Askov

Atwater

Audubon

Aurora

Austin

Avoca

Avon

Babbitt

Backus

Badger

Bagley

Balaton

Barnesville

Barnum

Barrett

Battle Lake

Baudette

Baxter

Bayport

Beardsley

Beaver Bay

Becker

Belgrade

Belle Plaine

Bellingham

Belview

Benson

Bemidji

Bertha

Bethel

Big Falls

Big Lake

Bigfork

Birchwood

Bird Island

Biscay

Biwabik

Blackduck

Blaine

Blooming Prairie

Bloomington

Blue Earth

Bovey

Boyd

Braham

Brainerd

Brandon

Breckenridge

Breezy Point

Brewster

Bricelyn

Brooklyn Center

Brooklyn Park

Brooten

Browerville

Browns Valley

Brownsdale

Brownsville

Brownton

Buffalo

Buffalo Lake

Buhl

Burnsville

Butterfield

Byron

Caledonia

Callaway

Calumet

Cambridge

Canby

Cannon Falls

Canton

Carlos

Carlton

Carver

Cass Lake

Center City

Centerville

Ceylon

Champlin

Chandler

Chanhassen

Chaska

Chatfield

Chisago City

Chisholm

Chokio

Circle Pines

Clara City

Claremont

Clarissa

Clarkfield

Clarks Grove

Clearbrook

Clearwater

Clements

Cleveland

Climax

Clinton

Clontarf

Cloquet

Cohasset

Cokato

Cold Spring

Coleraine

Cologne

Columbia Heights

Comfrey

Conger

Cook

Coon Rapids

Corcoran

Cosmos

Cottage Grove

Cottonwood

Cromwell

Crookston

Crosby

Crosslake

Crystal

Currie

Danube

Danvers

Darwin

Dassel

Dawson

Dayton

De Graff

Deephaven

Deer River

Deerwood

Delano

Delevan

Dellwood

Detroit Lakes

Dilworth

Dodge Center

Donnelly

Duluth

Dundas

Dundee	Gonvick	Isanti
Dunnell	Good Thunder	Isle
Eagan	Goodhue	Ivanhoe
Eagle Bend	Goodridge	Jackson
Eagle Lake	Goodview	Janesville
East Bethel	Graceville	Jasper
East Grand Forks	Grand Marais	Jeffers
East Gull Lake	Grand Meadow	Jordan
Echo	Grand Rapids	Kandiyohi
Eden Prairie	Granite Falls	Karlstad
Eden Valley	Grant	Kasota
Edgerton	Green Isle	Kasson
Edina	Greenbush	Keewatin
Elbow Lake	Greenfield	Kelliher
Elgin	Grey Eagle	Kellogg
Elizabeth	Grove City	Kennedy
Elk River	Grygla	Kensington
Ellendale	Hackensack	Kenyon
Ellsworth	Hadley	Kerkhoven
Elmore	Hallock	Kettle River
Ely	Halstad	Kiester
Elysian	Ham Lake	Kilkenny
Emily	Hamburg	Kimball
Emmons	Hancock	Kinney
Erhard	Hanley Falls	La Crescent
Erskine	Hanover	La Prairie
Evansville	Hanska	Lafayette
Eveleth	Harmony	Lake Benton
Excelsior	Harris	Lake Bronson
Eyota	Hartland	Lake City
Fairfax	Hastings	Lake Crystal
Fairmont	Hawley	Lake Elmo
Falcon Heights	Hayfield	Lake Lillian
Faribault	Hayward	Lake Park
Farmington	Hector	Lake Shore
Fergus Falls	Henderson	Lake St. Croix Beach
Fertile	Hendricks	Lake Wilson
Fifty Lakes	Hendrum	Lakefield
Finlayson	Henning	Lakeland
Flensburg	Herman	Lakeville
Floodwood	Hermantown	Lamberton
Foley	Heron Lake	Lancaster
Forest Lake	Hewitt	Lanesboro
Foreston	Hibbing	Lauderdale
Fosston	Hill City	Le Center
Fountain	Hills	Le Sueur
Franklin	Hilltop	LeRoy
Frazee	Hinckley	Lester Prairie
Freeport	Hitterdal	Lewiston
Fridley	Hoffman	Lewisville
Frost	Hokah	Lexington
Fulda	Holdingford	Lindstrom
Gary	Holland	Lino Lakes
Gaylord	Hopkins	Lismore
Geneva	Houston	Litchfield
Gibbon	Howard Lake	Little Canada
Gilbert	Hoyt Lakes	Little Falls
Gilman	Hugo	Littlefork
Glencoe	Hutchinson	Long Lake
Glenville	Independence	Long Prairie
Glenwood	International Falls	Longville
Glyndon	Inver Grove Heights	Lonsdale
Golden Valley	Ironton	Loretto

Lucan	Nerstrand	Prinsburg
Luverne	Nevis	Prior Lake
Lyle	New Auburn	Proctor
Lynd	New Brighton	Ramsey
Mabel	New Hope	Randall
Madelia	New London	Ranier
Madison	New Prague	Raymond
Madison Lake	New Richland	Red Lake Falls
Mahnomen	New Ulm	Red Wing
Mahtomedi	New York Mills	Redwood Falls
Mankato	Newfolden	Remer
Mantorville	Newport	Renville
Maple Grove	Nicollet	Rice
Maple Lake	Nisswa	Richfield
Maple Plain	North Branch	Richmond
Mapleton	North Mankato	Robbinsdale
Mapleview	North Oaks	Rochester
Maplewood	North St. Paul	Rock Creek
Marble	Northfield	Rockford
Marietta	Northome	Rockville
Marine on St. Croix	Norwood Young America	Rogers
Marshall	Oak Grove	Rollingstone
Mayer	Oak Park Heights	Rose Creek
Maynard	Oakdale	Roseau
Mazeppa	Odessa	Rosemount
McGregor	Ogema	Roseville
McIntosh	Ogilvie	Rothsay
Medford	Okabena	Round Lake
Medicine Lake	Oklee	Royalton
Medina	Olivia	Rush City
Melrose	Onamia	Rushford
Menahga	Orono	Rushford Village
Mendota Heights	Oronoco	Rushmore
Mentor	Orr	Russell
Middle River	Ortonville	Ruthton
Milaca	Osakis	Sacred Heart
Milan	Oslo	Sandstone
Millerville	Osseo	Sartell
Milroy	Ostrander	Sauk Centre
Miltona	Otsego	Sauk Rapids
Minneapolis	Owatonna	Savage
Minneota	Palisade	Scanlon
Minnesota Lake	Park Rapids	Sebeka
Minnetonka	Parkers Prairie	Shafer
Minnetrissa	Paynesville	Shakopee
Montevideo	Pelican Rapids	Shelly
Montgomery	Pemberton	Sherburn
Monticello	Pennock	Shoreview
Montrose	Pequot Lakes	Shorewood
Moorhead	Perham	Silver Bay
Moose Lake	Peterson	Silver Lake
Mora	Pierz	Slayton
Morgan	Pillager	Sleepy Eye
Morris	Pine City	South Haven
Morristown	Pine Island	South St. Paul
Morton	Pine River	Spicer
Motley	Pipestone	Spring Grove
Mound	Plainview	Spring Lake Park
Moundsview	Plato	Spring Park
Mountain Iron	Plummer	Spring Valley
Mountain Lake	Plymouth	Springfield
Murdock	Preston	St. Anthony
Nashwauk	Princeton	St. Bonifacius

St. Charles
St. Clair
St. Cloud
St. Francis
St. Hilaire
St. James
St. Joseph
St. Leo
St. Louis Park
St. Michael
St. Paul
St. Paul Park
St. Peter
Stacy
Staples
Starbuck
Stephen
Stewart
Stewartville
Stillwater
Stockton
Storden
Swanville
Taconite
Taylors Falls
Thief River Falls
Thomson
Tonka Bay
Tower
Tracy
Trimont
Truman

Twin Valley
Two Harbors
Tyler
Ulen
Underwood
Upsala
Vadnais Heights
Vergas
Verndale
Vernon Center
Vesta
Victoria
Virginia
Wabasha
Wabasso
Waconia
Wadena
Wahkon
Waite Park
Waldorf
Walker
Walnut Grove
Walters
Wanamingo
Warren
Warroad
Waseca
Watertown
Waterville
Watkins
Watson

Waubun
Waverly
Wayzata
Welcome
Wells
West Concord
West St. Paul
Westbrook
Wheaton
White Bear Lake
Willernie
Williams
Willmar
Wilmont
Windom
Winger
Winnebago
Winona
Winsted
Winthrop
Winton
Wolf Lake
Wolverton
Wood Lake
Woodbury
Worthington
Wrenshall
Wykoff
Wyoming
Zimmerman
Zumbrota

Counties

Aitkin County
Anoka County
Becker County
Beltrami County
Benton County
Big Stone County
Blue Earth County
Brown County
Carlton County
Carver County
Cass County
Chippewa County
Chisago County
Clay County
Clearwater County
Cook County
Cottonwood County
Crow Wing County
Dakota County
Dodge County
Douglas County
Faribault County
Fillmore County
Freeborn County
Goodhue County
Grant County
Hennepin County

Houston County
Hubbard County
Isanti County
Jackson County
Itasca County
Kanabec County
Kandiyohi County
Kittson County
Koochiching County
Lac Qui Parle County
Lake County
Lake of the Woods County
Le Sueur County
Lincoln County
Lyon County
Mahnommen County
Marshall County
Martin County
McLeod County
Meeker County
Mille Lacs County
Morrison County
Mower County
Murray County
Nicollet County
Nobles County
Norman County
Olmstead County
Otter Tail County

Pennington County
Pine County
Pipestone County
Polk County
Pope County
Ramsey County
Red Lake County
Redwood County
Renville County
Rice County
Rock County
Roseau County
Scott County
Sherburne County
Sibley County

St. Louis County
Stearns County
Steele County
Stevens County
Swift County
Todd County
Traverse County
Wabasha County
Wadena County
Waseca County
Washington County
Watsonwan County
Wilkin County
Winona County
Wright County
Yellow Medicine County

Health Care Facilities

Appleton Municipal Hospital
Cannon Falls Community Hospital District
Cedarview Nursing Home
Chippewa County Montevideo Hospital
Community Hospital and Health Care Center
Cook County North Shore Hospital
Cook-Orr Health Care District
Cottonwood/Jackson Community Health Service
Countryside Public Health
Cuyuna Range Hospital District
Dassel Lakeside Community Home
Douglas County Hospital
Glacial Ridge Hospital
Goodhue County Public Health
Granite Falls Municipal Hospital
Hutchinson Area Health Care
Inter County Nursing Service
Itasca Nursing Home
Johnson Memorial Health Services
L.L.M.P. Community Health Services
Lakeview Home
Lakewood Health System
Louis Weiner Memorial Hospital

Mercy Hospital and Health Care Center
Monticello Big Lake Community Hospital
Multi County Nursing Service
Nobles Rock Public Health Care Service
Northern Itasca Hospital District
Northfield City Hospital
Ortonville Area Health Service
Parkview Manor Nursing Home
Paynesville Community Hospital
Pelican Valley Health Center
Perham Hospital District
Quin County Community Health Service
Redwood Area Hospital
Rice County District One Hospital
Shady Lane Nursing Home
Sibley Medical Center
Sleepy Eye Municipal Hospital
South Country Health Alliance
St. Peter Community Hospital
Sunrise Nursing Home
Swift County Benson Hospital
United Hospital District
Western Pope Co. Hosp. Dist. Minnewaska
District Hospital
Worthington Regional Hospital

Housing and Redevelopment Authorities

Aitkin County HRA
Austin HRA
Bagley Housing Authority
Barnesville HRA
Benson HRA
Big Stone County HRA
Blue Earth HRA
Brainerd HRA
Breckenridge HRA
Carver County HRA
Cass County HRA
Cass Lake HRA
Chippewa County HRA
Chisholm HRA
Clay County Housing and Redevelopment Authority
Clearwater County HRA
Cloquet HRA

Cook HRA
Cottonwood HRA
Crookston HRA
Crosby HRA
Dakota County HRA
Detroit Lakes HRA
Duluth HRA
Economic Dev. Auth. E. Grand Forks
Ely HRA
Eveleth HRA
Fairmont HRA
Fergus Falls HRA
Grand Rapids HRA
Hibbing HRA
International Falls HRA
Lincoln County HRA
Litchfield HRA
Little Falls HRA

Luverne HRA
Madison HRA
Marshall Public Housing Commission
Montevideo HRA
Moorhead HRA
Mora HRA
Morrison County HRA
Mountain Lake HRA
Mower County HRA
New Richland HRA
North Mankato HRA
Northwest Multi-County HRA
Pequot Lakes HRA
Pine City HRA
Pine River HRA
Pipestone HRA
Princeton HRA
Red Lake Falls HRA
Red Wing HRA
Redwood Falls HRA

Rush City HRA
SE Minnesota Multi-County HRA
Sleepy Eye HRA
South St. Paul HRA
St. Cloud HRA
St. James HRA
St. Peter HRA
Swift County HRA
Thief River Falls HRA
Todd County HRA
Tracy HRA
Virginia HRA
Wadena HRA
Walker HRA
Warren HRA
Waseca HRA
Washington County HRA
Willmar HRA
Windom HRA
Winona HRA
Worthington HRA

Independent School Districts

ISD No. 1 Aitkin
ISD No. 1A Minneapolis
ISD No. 2 Hill City
ISD No. 4 McGregor
ISD No. 6 South St. Paul
ISD No. 11 Anoka-Hennepin
ISD No. 12 Centennial
ISD No. 13 Columbia Heights
ISD No. 14 Fridley
ISD No. 15 St. Francis
ISD No. 16 Spring Lake Park
ISD No. 22 Detroit Lakes
ISD No. 23 Frazee
ISD No. 25 Pine Point
ISD No. 31 Bemidji
ISD No. 32 Blackduck
ISD No. 36 Kelliher
ISD No. 38 Red Lake
ISD No. 47 Sauk Rapids
ISD No. 51 Foley
ISD No. 62 Ortonville
ISD No. 75 St. Clair
ISD No. 77 Mankato
ISD No. 81 Comfrey
ISD No. 84 Sleepy Eye
ISD No. 85 Springfield
ISD No. 88 New Ulm
ISD No. 91 Barnum
ISD No. 93 Carlton
ISD No. 94 Cloquet
ISD No. 95 Cromwell-Wright
ISD No. 97 Moose Lake
ISD No. 99 Esko
ISD No. 100 Wrenshall
ISD No. 108 Norwood
ISD No. 110 Waconia
ISD No. 111 Watertown
ISD No. 112 Chaska
ISD No. 113 Walker-Akeley

ISD No. 115 Cass Lake-Bena
ISD No. 116 Pillager
ISD No. 118 Northland
ISD No. 129 Montevideo
ISD No. 138 North Branch Area Schools
ISD No. 139 Rush City
ISD No. 146 Barnesville
ISD No. 150 Hawley
ISD No. 152 Moorhead
ISD No. 162 Bagley
ISD No. 166 Cook County
ISD No. 173 Mountain Lake
ISD No. 177 Windom
ISD No. 181 Brainerd
ISD No. 182 Crosby-Ironton
ISD No. 186 Pequot Lakes
ISD No. 191 Burnsville-Eagan-Savage
ISD No. 192 Farmington
ISD No. 194 Lakeville
ISD No. 195 Randolph
ISD No. 196 Rosemount Apple Valley Eagan
ISD No. 197 West St. Paul
ISD No. 199 Inver Grove Hgts.
ISD No. 200 Hastings
ISD No. 203 Hayfield
ISD No. 204 Kasson-Mantorville
ISD No. 206 Alexandria
ISD No. 207 Brandon
ISD No. 208 Evansville
ISD No. 213 Osakis
ISD No. 227 Chatfield
ISD No. 229 Lanesboro
ISD No. 238 Mabel-Canton
ISD No. 239 Rushford-Peterson
ISD No. 241 Albert Lea
ISD No. 242 Alden
ISD No. 252 Cannon Falls
ISD No. 253 Goodhue
ISD No. 255 Pine Island
ISD No. 256 Red Wing

ISD No. 261 Ashby
ISD No. 264, Herman-Norcross
ISD No. 270 Hopkins
ISD No. 271 Bloomington
ISD No. 272 Eden Prairie
ISD No. 273 Edina
ISD No. 276 Minnetonka
ISD No. 277 Westonka
ISD No. 278 Orono
ISD No. 279 Osseo
ISD No. 280 Richfield
ISD No. 281 Robbinsdale
ISD No. 282 St. Anthony-New Brighton
ISD No. 283 St. Louis Park
ISD No. 284 Wayzata
ISD No. 286 Brooklyn Center
ISD No. 288 Clinton Graceville Beardsley
ISD No. 294 Houston
ISD No. 297 Spring Grove
ISD No. 299 Caledonia
ISD No. 300 LaCrescent-Hokah
ISD No. 306 LaPorte
ISD No. 308 Nevis
ISD No. 309 Park Rapids
ISD No. 314 Braham
ISD No. 316 Greenway
ISD No. 317 Deer River
ISD No. 318 Grand Rapids
ISD No. 319 Nashwauk-Keewatin
ISD NO. 330 Heron Lake Okabena
ISD No. 332 Mora
ISD No. 333 Ogilvie
ISD No. 345 New London Spicer
ISD No. 347 Willmar
ISD No. 356 Lancaster
ISD No. 361 International Falls
ISD No. 362 Littlefork-Big Falls
ISD No. 363 South Koochiching
ISD No. 371 Bellingham
ISD No. 378 Dawson
ISD No. 381 Lake Superior
ISD No. 390, Lake of the Woods
ISD No. 391 Cleveland
ISD No. 392 LeCenter
ISD No. 394 Montgomery
ISD No. 402 Hendricks
ISD No. 403 Ivanhoe
ISD No. 404 Lake Benton
ISD No. 409 Tyler
ISD No. 411 Balaton
ISD No. 413 Marshall
ISD No. 414 Minneota
ISD No. 415 Lynd
ISD No. 417 Tracy
ISD No. 418 Russell
ISD No. 423 Hutchinson
ISD No. 424 Lester Prairie
ISD No. 432 Mahnomen
ISD No. 435 Waubun-Ogema- White Earth
Community Schools
ISD No. 441 Marshall County
ISD No. 447 Grygla
ISD No. 458 Truman
ISD No. 463 Eden Valley
ISD No. 465 Litchfield
ISD No. 466 Dassel-Cokato
ISD No. 473 Isle
ISD No. 477 Princeton
ISD No. 480 Onamia
ISD No. 482 Little Falls
ISD No. 484 Pierz
ISD No. 485 Royalton
ISD No. 486 Swanville
ISD No. 487 Upsala Area Schools
ISD No. 492 Austin
ISD No. 495 Grand Meadow
ISD No. 497 Lyle
ISD No. 499 LeRoy/Ostrander
ISD No. 500 Southland
ISD No. 505 Fulda
ISD No. 507 Nicollet
ISD No. 508 St. Peter
ISD No. 511 Adrian
ISD No. 513 Brewster
ISD No. 514 Ellsworth
ISD No. 516 Round Lake
ISD No. 518 Worthington
ISD No. 531 Byron
ISD No. 533 Dover-Eyota
ISD No. 534 Stewartville
ISD No. 535 Rochester
ISD No. 542 Battle Lake
ISD No. 544 Fergus Falls
ISD No. 545 Henning
ISD No. 547 Parkers Prairie
ISD No. 548 Pelican Rapids
ISD No. 549 Perham
ISD No. 550 Underwood
ISD No. 553 New York Mills
ISD No. 561 Goodridge
ISD No. 564Thief River Falls
ISD No. 577 Willow River
ISD No. 578 Pine City
ISD No. 581 Edgerton
ISD No. 584 Ruthton
ISD No. 592 Climax
ISD No. 593 Crookston
ISD No. 595 East Grand Forks
ISD No. 599 Fertile-Beltrami
ISD No. 600 Fisher
ISD No. 601Fosston
ISD No. 611 Cyrus
ISD No. 621 Mounds View
ISD No. 622 North St. Paul
ISD No. 623 Roseville
ISD No. 624 White Bear Lake
ISD No. 625 St. Paul
ISD No. 627 Oklee
ISD No. 628 Plummer
ISD No. 630 Red Lake Falls
ISD No. 635 Milroy
ISD No. 640 Wabasso
ISD No. 656 Faribault
ISD No. 659 Northfield
ISD No. 671 Hills
ISD No. 676 Badger

ISD No. 682 Roseau	ISD No. 876 Annandale
ISD No. 690 Warroad	ISD No. 877 Buffalo
ISD No. 695 Chisholm	ISD No. 879 Delano
ISD No. 696 Ely	ISD No. 881 Maple Lake
ISD No. 698 Floodwood	ISD No. 882 Monticello
ISD No. 700 Hermantown	ISD No. 883 Rockford
ISD No. 701 Hibbing	ISD No. 885 St. Michael-Albertville
ISD No. 704 Proctor	ISD No. 891 Canby
ISD No. 706 Virginia	ISD No. 911 Cambridge-Isanti
ISD No. 707 Nett Lake	ISD No. 912 Milaca
ISD No. 709 Duluth	ISD No. 914 Ulen-Hitterdal
ISD No. 712 Mountain Iron-Buhl	ISD No. 917 Rosemount
ISD No. 716 Belle Plaine	ISD No. 2071 Lake CrystalGarden City - Vernon Center
ISD No. 717 Jordan	ISD No. 2125 Triton
ISD No. 719 Prior Lake-Savage	ISD No. 2134 United South Central Public Schools
ISD No. 720 Shakopee	ISD No. 2135 Maple River Schools
ISD No. 721 New Prague	ISD No. 2137 Kingsland Public School
ISD No. 726 Becker	ISD No. 2142 St. Louis County Schools
ISD No. 727 Big Lake	ISD No. 2143 Waterville-Elysian-Morristown
ISD No. 728 Elk River	ISD No. 2144 Chisago Lakes School District
ISD No. 738 Holdingford	ISD No. 2149 Minnewaska
ISD No. 739 Kimball	ISD No. 2154 Eveleth/Gilbert
ISD No. 740 Melrose	ISD No. 2155 Wadena/Deer Creek
ISD No. 741 Paynesville	ISD No. 2159 Buffalo LakeHector Schools
ISD No. 742 St. Cloud	ISD No. 2164 Dilworth-Glyndon-Felton
ISD No. 743 Sauk Centre	ISD No. 2165 Hinckley-Finlayson Pub. School
ISD No. 745 Albany	ISD No. 2167 Cottonwood-Wood Lake
ISD No. 748 Sartell St. Stephen	ISD No. 2168 NRHEG Public Schools
ISD No. 750 Rocori Area Schools	ISD No. 2169 Murray County Central
ISD No. 756 Blooming Prairie	ISD No. 2170 Staples/Motley
ISD No. 761 Owatonna	ISD No. 2171 Kittson Central School
ISD No. 763 Medford	ISD No. 2172 Kenyon/Wanamingo
ISD No. 768 Hancock	ISD No. 2174 Pine River-Backus Public Schools
ISD No. 769 Morris	ISD No. 2176 Warren/Alvarado/Oslo
ISD No. 771 Chokio-Alberta	ISD No. 2180 MacCray
ISD No. 775 Kerkhoven-Murdock-Sunburg	ISD No. 2184 Luverne
ISD No. 777 Benson	ISD No. 2190 Yellow Medicine East
ISD No. 786 Bertha-Hewitt	ISD No. 2198 Fillmore Central
ISD No. 787 Browerville	ISD No. 2215 Twin Valley
ISD No. 801 Browns Valley	ISD No. 2310 Sibley E. Schools
ISD No. 803 Wheaton	ISD No. 2311 Clearbrook-Gonvick
ISD No. 806 Elgin-Millville	ISD No. 2342 West Central Area Schools
ISD No. 810 Plainview	ISD No. 2358 Tri County Schools
ISD No. 811 Wabasha-Kellogg	ISD No. 2364 Belgrade-Brooten-Elrosa
ISD No. 813 Lake City	ISD No. 2365 GFW Gibbon-Fairfax-Winthrop
ISD No. 815 Prinsburg	ISD No. 2396 Atwater-Cosmos-Grove City
ISD No. 818 Verndale	ISD No. 2397 LeSueurHenderson
ISD No. 820 Sebeka	ISD No. 2448 Martin County West Schools
ISD No. 821 Menahga	ISD No. 2527 Norman County West
ISD No. 829 Waseca	ISD No. 2534 BOLD, Bird Island-Olivia-Lk. Lillian
ISD No. 831 Forest Lake	ISD No. 2536 Granada Huntley East Chain
ISD No. 832 Mahtomedi	ISD No. 2580 East Central Schools
ISD No. 833 South Washington County	ISD No. 2609 WIN-E-MAC
ISD No. 834 Stillwater	ISD No. 2683 Greenbush/Middle River
ISD No. 836 Butterfield-Odin	ISD No. 2687 Howard Lake/ Waverly/Winsted
ISD No. 837 Madelia	ISD No. 2689 Pipestone-Jasper
ISD No. 840 St. James	ISD No. 2711 Mesabi East
ISD No. 846 Breckenridge	ISD No. 2752 Fairmont Area Schools
ISD No. 850 Rothsay	ISD No. 2753 Long Prairie/Grey Eagle
ISD No. 852 Campbell-Tintah	ISD No. 2754 Morgan/Franklin
ISD No. 857 Lewiston-Altura `	ISD No. 2759 Eagle Valley
ISD No. 858 St. Charles	ISD No. 2805 Zumbrota-Mazeppa
ISD No. 861 Winona	ISD No. 2835 Janesville-Waldorf-Pemberton

ISD No. 2853 Lac Qui Parle Valley
ISD No. 2854 Ada-Borup Public Schools
ISD No. 2856 Stephen/Argyle Central
ISD No. 2859 Glencoe-Silver Lake
ISD No. 2860 Blue Earth Area Schools
ISD No. 2884 Red Rock Central
ISD No. 2885 Glenville-Emmons
ISD No. 2887 McLeod West Public Schools

ISD No. 2889 Lake Park/Audubon
ISD No. 2890 Westbrook Walnut Grove
ISD No. 2895 Jackson County Central
ISD No. 2897 Redwood Falls
ISD No. 2898 Westbrook Walnut Grove
ISD No. 4007 New Country
ISD No. 6076 Northland
Intermediate School Dist. 917
NE Metro Intermediate School District 916

Others

A.L.F. Joint Powers Ambulance Service
Anoka Conservation District
Anoka-Champlin Fire Board
Area Special Education Cooperative
Arrowhead Library System
Arrowhead Region Computing Consortium
Arrowhead Regional Development Commission
Arrowhead Regional Corrections
Bemidji Regional Interdistrict Council
Benton/Stearns Education District #6383
BrainerdLakes Regional Airport Commission
Brown Nicollet Community Health Board
Brown-Nicollet-Cottonwood Clean Water Partnership
Carver-Scott Cooperative District #930
Centennial Lakes
Central Minnesota Community Corrections-
Corrections Center
Central MN Education Resource and
Development Council
Cottonwood River Technical Center
Crow River Special Educ. Coop. Joint Powers District
#937
Duluth Airport Authority
Duluth State Convention Center Administrative Board
East Central Regional Development Commission
East Central Regional Library
East Central Solid Waste Commission
Fergus Falls Area Special Education Coop 935
Freshwater Education District #6004
Government Trng. Service (GTS)
Great River Regional Library
Headwaters Regional Development Commission
Hennepin Parks
Hennepin Technical College Intermediate District 287
Human Services of Faribault and Martin Counties
International Falls Recreation Commission
61-6026 West Central Education Dist.
Kitchigami Regional Library
L.O.G.I.S.
Lake Agassiz Regional Library
Lake Agassiz Special Education Cooperative
Lakes Country Service Cooperative
Lincoln, Lyon and Murray Human Services
MAWSECO District No. 938
Metro ECSU
Metro Library Service Agency
Metro Mosquito Control
Metronet
Metropolitan Airports Commission
Metropolitan Council
Metropolitan Sports Facilities Commission

Mid-Minnesota Development Commission
Midwest Special Education Interdistrict Cooperative
Minneapolis Community Development Agency
Minneapolis Municipal Building Commission
Minneapolis Parks and Recreation Board
Minneapolis Public Housing Authority
Minneapolis Public Library Board
Minnesota Counties Information Systems
Minnesota River Valley Special Education Cooperative
Minnesota State High School League
Minnesota Valley Cooperative Center
Minnesota Valley Transit Authority
Mississippi Headwaters Board
MN Valley Education District #6027
North Central Service Coop 5
North Country Library Cooperative
Northeast Service Cooperative
Northern Lights Library Network
Northwest Hennepin Human Services Council
Northwest MN Education Cooperative Services Unit
Northwest Migrant Region
Northwest Regional Development Commission
Northwest Regional Library
Northwest Service Cooperative
Northwest Suburbs Cable Communications Commission
NW Regional Inter-District Council No. 382-52
Pine-Prairie Cooperative Center
Pioneerland Library System
Pipestone County Economic Joint Powers Authority
Plum Creek Library System
Praeland Joint County Compost Facility
Public Safety Dept. – Amboy
Quad Cities Cable
Ramsey County District Court
Ramsey/Washington Co. Suburban Cable
Communications Comm. II
Redwood-Cottonwood Rivers Control Area
Region 5 Development Commission
Region I ESV Information Services
Region Nine Development Commission
Region V Computer Service
Rice Creek Watershed District
River Bend Education District #6049
Rock Nobles Community Corrections
S.A.M.M.I.E.
Seaway Port Authority/Duluth
South Central Minnesota Inter-Library Exchange (SMILE)
South Hennepin - Regional Planning Agency
South Lake Minnetonka Public Safety Department
Southeast Minnesota Education Service Unit
Southern Plains Cooperative
Southwest & West Central Service Coop

Southwest Metro Transit Commission
Southwest Regional Development Commission
Spirit Mountain Authority
St. Cloud Area Planning Organization
St. Cloud Metro Transit Commission
St. Paul Port Authority
St. Paul Public Housing
Stearns-Benton Employment and Training Council
T.B. Sheldon Performing Arts Theatre
Technology Information Educational Services (TIES)

Three Rivers Park District
Todd Wadena Community Corrections
Traverse Des Sioux Library System
Tri-County Community Corrections
Upper Minnesota Valley Regional Development Comm.
Viking Library System
Waseca-Le Sueur Regional Library
West Central Area Agency on Aging
West Hennepin Public Safety
Wright Technical Center

Soil and Water Conservation Districts

Aitkin County SWCD
Becker SWCD
Beltrami SWCD
Benton County SWCD
Big Stone SWCD
Blue Earth County SWCD
Brown SWCD
Carlton SWCD
Carver County SWCD
Chippewa County SWCD
Chisago SWCD
Clay County SWCD
Clearwater SWCD
Cottonwood SWCD
Crow Wing SWCD
Dakota County SWCD
Dodge County SWCD
Douglas SWCD
East Ottertail SWCD
East Polk SWCD
Faribault County SWCD
Freeborn SWCD
Goodhue SWCD
Grant County SWCD
Hubbard County SWCD
Isanti SWCD
Itasca County SWCD
Kanabec SWCD
Kandiyohi SWCD
Kittson SWCD
Koochiching SWCD
Lac Qui Parle SWCD
Lake County SWCD
Lake Minnetonka SWCD
Lake of the Woods SWCD
Le Sueur County SWCD
Lincoln County SWCD
Lyon County SWCD
Mahnomon County SWCD
Marshall SWCD
Marshall-Beltrami SWCD

Martin SWCD
McLeod SWCD
Meeker SWCD
Mille Lacs SWCD
Morrison SWCD
Mower County SWCD
Nicollet SWCD
Nobles SWCD
Norman County SWCD
North St. Louis SWCD
Pennington SWCD
Pine County SWCD
Pipestone County SWCD
Pope SWCD
Ramsey County SWCD
Red Lake County SWCD
Redwood County SWCD
Renville County SWCD
Rice SWCD
Root River SWCD
Roseau County SWCD
Scott County SWCD
Sherburne County SWCD
Sibley County SWCD
So. St. Louis SWCD
Stearns County SWCD
Steele County SWCD
Stevens SWCD
Swift County SWCD
Todd SWCD
Traverse SWCD
Wabasha County SWCD
Wadena SWCD
Waseca SWCD
Washington Conservation SWCD
Watonwan County SWCD
West Ottertail SWCD
West Polk SWCD
Wilkin SWCD
Winona County SWCD
Wright SWCD
Yellow Medicine SWCD

Towns

Albion Township
Arbo Township
Balkan Township
Beaver Creek Township
Belgrade Township
Big Lake, Township
Biwabik Township
Breitung Township
Burns Township
Cannon Falls, Township
Chisago Lake Township
Clearwater Township
Columbus Township
Corinna Township
Embarrass Township
Fair Haven Township
Fayal Township
Fish Lake Township
Franconia Township
Franklin Township
Grand Rapids Township
Great Scott Township
Greenway Township
Hassan Township
Hollywood Township
Ideal Township
Iron Range Township
Irondale Township
Krain Township
LaGrande Township
Laketown Township
Lakeview Township
Linwood Township
Maple Lake Townshp

Marysville Township
May Township
Middleville Township
Monticello Township
Mountain Lake Township
Nashwauk Township
Nessel Township
Nevis Township
New Scandia Township
Newburg Township
Northern Township
Oak Lawn Township
Pokegama Township
Rice Lake Township
Rochester Township
Rockford Township
Scandia Valley Township
Shingobee Township
Silver Creek Township - Monticello
Silver Creek Township - Two Harbors
St. Augusta Township
Stanford Township - Isanti Co.
Stillwater Township
Sverdrup Township
Thomson Township
Township Maintenance Association
Vasa Township
Victor Township
Waconia Township
Warsaw Township
Watertown Township
White Bear Township
White Township
Wyoming Township
York Township

Utilities

Aitkin Public Utilities Commission
Alexandria Bd. Of Public Works
Alexandria Lake Area Sanitary District
Austin Utilities
Babbitt Public Utilities
Bagley Public Utilities Commission
Blue Earth Light & Water
Board of Water Commissioners- Stillwater
Bovey-Coleraine Water & Waste Water Commission
Chisago Lakes Joint Sewage Treatment Commission
Delano Municipal Utilities
Dover-Eyota-St. Charles Area Sanitary District
East Grand Forks Utilities
Elk River Municipal Utilities
Glencoe Power & Light Commission
Grand Rapids Public Utilities
Hibbing Utilities
Hutchinson Utility Commission
Kenyon Municipal Utilities
Kittson-Marshall Rural Water Users
Lakefield Public Utilities
Madelia Municipal Power/Light
Marshall & Polk Rural Water System
Marshall Water, Light and Power Commission

Middle River-Snake River Watershed District
Moorhead Public Service
Moose Lake Water and Light Commission
North Branch Water & Light
North Kittson Rural Water System
Otter Tail Water Management District
Owatonna Public Utilities
Pope/Douglas Solid Waste Management
Princeton Public Utilities
Prior Lake - Spring Lake Watershed District
Proctor Public Utilities Commission
Public Utilities Commission – New Ulm
Red Lake Watershed District
Rock County Rural Water District
Sauk Centre Water, Light & Power Commission
Shakopee Public Utilities
Sleepy Eye Public Utility
Southern Minn. Municipal Power Agency
Spring Valley Public Utilities Commission
Springfield Public Utilities Commission
Truman Municipal Light Plant
Upper Minnesota River Watershed District
Utilities Plus
West Lake Superior Sanitary District
Wells Public Utilities Department
Westbrook Power & Water Department