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January 2007

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. Jurisdictions are scheduled to report on a three-year cycle, meaning that the department receives approximately 500 reports each year. In January of 2006, approximately 500 jurisdictions submitted reports. Another 500 jurisdictions will report in 2007, another 500 in 2008 and 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 submitted in 2006, the initial analysis showed that approximately half of the 514 jurisdictions reporting were in compliance and approximately half were either out of compliance or their reports needed further correction or clarification. With DOER's assistance, most of the non-complying jurisdictions and those where corrections were needed have achieved compliance. At this time, 455 (89%) of the jurisdictions reporting in 2006 are in compliance, 33 (6%) remain out of compliance and 26 (5%) need further clarification or correction.

The review of the 2006 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 2007 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. Jurisdictions are on a three-year reporting cycle with approximately 500 jurisdictions reporting each year.

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, consultation, and analysis 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 November of 2006, 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 methodology.

In addition to ongoing daily technical assistance, the pay equity coordinator conducted the following major activities in 2006.

Pay Equity Implementation Reports

- **Analysis of Pay Equity Reports**

Completed an initial review of the 514 reports submitted in January of 2006. After the initial analysis of the reports, approximately half were in compliance and half were either out of compliance or needed further clarification or corrections. All non-complying jurisdictions were required to submit new reports with current data, so approximately 200 "second reports" were also analyzed. Currently, approximately 455 (89%) are in compliance, 33 (6%) are out of compliance and 26 (5%) need further clarification or correction. All jurisdictions that are out of compliance and those whose reports need correction or clarification require considerable follow-up work sometimes involving several preliminary reports and investigations to verify accuracy.

- **Notification Packet**

Prepared and sent an email version of the reporting "notification packet" to approximately 500 jurisdictions required to report in 2007. Instead of including hard copies of the 14-page instruction booklet and 17-page guidebook, the notice directed users to DOER's Web site for these materials. The notice provided directions for downloading and using the recently enhanced version of the pay equity software and a new "fill in the blank" form for smaller jurisdictions that would not normally use the software. A system is in place for users to prepare and send reports via email. The electronic reports are downloaded into our pay equity data base for calculation and processing. The department's new practice of requiring electronic reporting has prompted the need for additional technical assistance in operating the new tools.

- **Cost Savings**

Coordinated savings by changing to an electronic notice/reporting format. The electronic mailings included the notice to report, notice of compliance, and follow up communication regarding incomplete or inaccurate reports. An annual savings of \$1000 - \$1500 is anticipated by "going electronic." We have positive feedback on the changes thus far.

- **2006 Annual Report to Legislature**

Prepared the report to the legislature on the status of compliance and non-compliance regarding each of local governments.

- **Communication Regarding Non-Compliance**

Continued the courtesy of sending a reminder letter of the need to submit a new report before the final deadline to achieve compliance expires.

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 jurisdictions that were found out of compliance to discuss their particular circumstances and develop strategies to achieve compliance and avoid any potential penalties.

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 it necessary to update the software. The new software was made available to all users in November, 2006. As in the past, the new software is available online free of charge.

Ongoing Activities

- **State Job Match Job Evaluation System**

Continued distribution of the Revised 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 site.

- **Instructional DVD & Technical Assistance**

Continued distribution of the DVD, "Pay Equity Reporting and Compliance Requirements" to interested parties for a fee of \$15.

Provided technical assistance and guidance for achieving compliance on a daily basis to local governments, employees and the general public via phone calls, emails, letters and faxes.

Provided testimony and written materials to members of the legislature and legislative commissions and/or committees.

- **DOER Web Site**

Continued to maintain and update DOER's pay equity Web page and the State Job Match booklet. The Web page also includes pay equity reporting instructions, compliance requirements, pay equity analysis software and forms. All are available on the web free of charge. Over 1,100 downloads of the software have been recorded.

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 Analysis

The following is a summary of 514 reports submitted in 2006. Of the 146 jurisdictions whose reports were initially found out of compliance, 48% failed the completeness and accuracy test. Approximately 29% 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 | 87 |
| Statistical Analysis Test | 19 |
| Alternative Analysis Test | 24 |
| Salary Range Test | 5 |
| Exceptional Service Pay Test | 6 |
| More than one Test | 5 |
| Total | 146 |

Section Three

Summary of Compliance Status of Local Governments

Due to the three-year reporting cycle that began in 1994 and a two-year moratorium on reporting in 2004 and 2005, the current compliance status of local governments includes a composite of results from the years, 2002, 2003 and 2006. At this time, 96% of all jurisdictions are in compliance.

Summary of Compliance Status by Jurisdictional Type - Composite 2002, 2003 & 2006

| Jurisdiction Type | In Compliance | Out of Compliance | Decision Pending | Total |
|----------------------------------------------|----------------------|--------------------------|-------------------------|--------------|
| City | 613 | 13 | 10 | 636 |
| County | 81 | 2 | 4 | 87 |
| Schools | 320 | 14 | 9 | 343 |
| Soil & Water Conservation Districts (SWCDs) | 81 | 1 | 1 | 83 |
| Other Districts | 115 | 1 | 1 | 117 |
| Housing and Redevelopment Authorities (HRAs) | 74 | 0 | 1 | 75 |
| Townships | 85 | 1 | 0 | 86 |
| Utilities | 49 | 0 | 0 | 49 |
| Health Care Fac. | 45 | 1 | 0 | 46 |
| TOTAL | 1463 | 33 | 26 | 1522 |

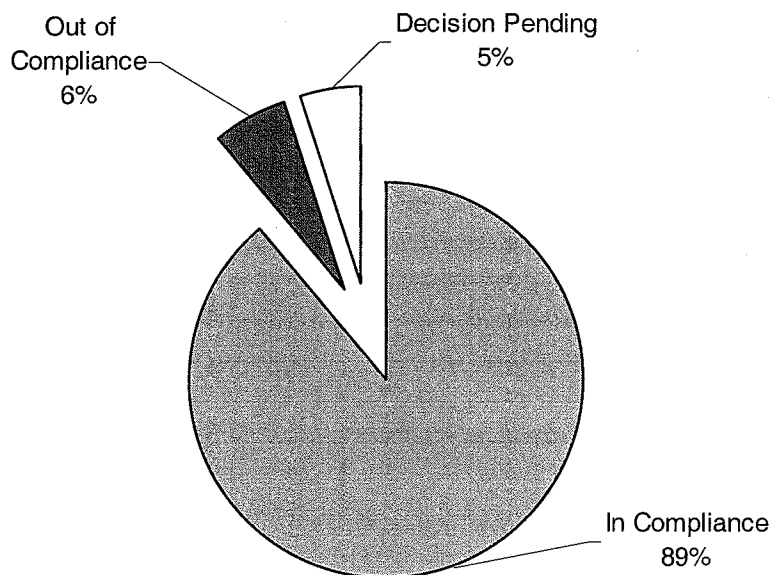
Compliance Status of 2006 Reports

After the initial analysis of the 514 reports submitted in 2006, 342 (67%) were in compliance and 146(28%) were found out of compliance. The decision is pending for 26 jurisdictions (5%). Over three-fourths of the jurisdictions 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 146 jurisdictions initially found out of compliance exercised their option to request reconsideration.

Jurisdictions failing to achieve compliance within the grace period and found out of compliance a second time, may be subject to a penalty.

Compliance Status of 2006 Reports



Inequities Identified in Reports Submitted in 2006

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.

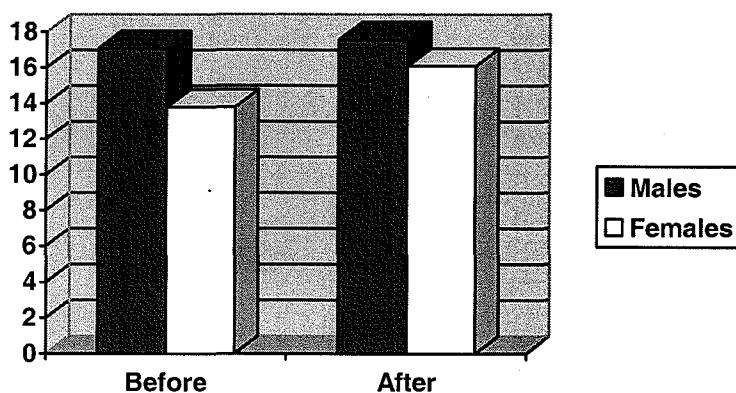
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example, 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 \$2.32 per hour or 17%. Before the inequities were corrected, the average pay for females in the examples was \$13.79 per hour and average for males was \$17.08 per hour. That is, the females were paid 81% of the wages paid to males despite job evaluation ratings that indicated that the pay for the females should be more equitable to the pay for males. After adjustments were made, the average pay for females was \$16.11 per hour and for males it was \$17.58 per hour. The wage gap narrowed and, on average, wages for females increased to over 92% 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 2006 Reports

| Position | Hourly Wage "Before" | Hourly Wage "After" | Difference |
|-----------------------------|-------------------------------------|------------------------------------|-------------------|
| Admin. Asst. | 19.00 | 23.15 | 4.15 |
| Admin. Asst. | 11.14 | 14.14 | 3.00 |
| Admin. Asst. | 14.50 | 19.33 | 4.83 |
| Asst. Cook | 13.63 | 16.53 | 2.90 |
| Bartender/Lock Up | 8.40 | 11.50 | 3.10 |
| Business Manager | 27.99 | 31.30 | 3.31 |
| City Clerk | 19.67 | 20.74 | 1.07 |
| City Clerk | 8.45 | 10.59 | 2.14 |
| City Clerk | 12.00 | 16.25 | 4.25 |
| City Clerk | 12.71 | 14.00 | 1.29 |
| City Clerk | 13.00 | 14.50 | 1.50 |
| City Clerk | 14.66 | 17.20 | 2.54 |
| City Clerk | 9.61 | 11.75 | 2.14 |
| City Clerk/Treasurer | 16.69 | 17.36 | 0.67 |
| Clerk | 14.89 | 17.29 | 2.40 |
| Community Dev. Dir. | 26.17 | 29.51 | 3.34 |
| Computer Aide | 14.37 | 17.26 | 2.89 |
| Cook | 9.72 | 11.51 | 1.79 |
| Cook | 14.37 | 17.26 | 2.89 |
| Deputy Clerk | 10.50 | 12.86 | 2.36 |
| Head Cook | 9.72 | 11.51 | 1.79 |
| Head Cook | 12.85 | 14.02 | 1.17 |
| Head Librarian | 14.75 | 16.96 | 2.21 |
| Instructional Aide | 14.19 | 16.96 | 2.77 |
| Liquor Store Clerk | 13.00 | 16.51 | 3.51 |
| Liquor Store Manager | 11.02 | 11.45 | 0.43 |
| Liquor Store Manager | 10.48 | 11.75 | 1.27 |
| Office Assistant | 14.00 | 16.00 | 2.00 |
| Office Manager | 14.77 | 16.83 | 2.06 |
| Student Support | 17.11 | 18.69 | 1.58 |
| Teacher Aide | 9.72 | 11.51 | 1.79 |
| Teacher Aide/Para | 12.40 | 14.02 | 1.62 |
| Typist | 9.60 | 11.28 | 1.68 |
| Averages | \$13.79 | \$16.11 | \$2.32 |

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 salary 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 |
|--------------------------|---------------------------|----------------------------------------------------|------------------------------|
| Cities | | | |
| Blue Earth | CA | * | 0.1 |
| Browns Valley | CA | * | 0.1 |
| East Grand Forks | ESP | * | 0.1 |
| Fulda | ALT | 2563 | 10.0 |
| Hayward | ALT | 135 | 3.3 |
| Hokah | ALT | 1100 | 6.8 |
| Okabena | ALT | 173 | 1.4 |
| Pipestone | ST | 3600 | 0.3 |
| Shelly | ALT | 572 | 0.1 |
| Two Harbors | ST | 200 | 0.1 |
| Waldorf | ALT | * | 0.1 |
| Watson | CA | * | 0.1 |
| Wolf Lake | ALT | 461 | 4.8 |
| Counties | | | |
| LeSueur | ESP | * | 0.1 |
| Hubbard | ST | 1465 | 1.2 |
| School Districts | | | |
| ISD No. 15 St. Francis | CA | * | 0.1 |
| ISD No. 482 Little Falls | SR | * | 0.1 |
| ISD No. 505 Fulda | CA | * | 0.1 |
| ISD No. 511 Adrian | ST | * | 0.1 |
| ISD No. 505 Fulda | CA | * | 0.1 |

| | | | |
|-------------------------------------|-----|--------|-----|
| ISD No. 531 Byron | ESP | * | 0.1 |
| ISD No. 565 Thief River Falls | ST | * | 0.1 |
| ISD No. 593 Crookston | CA | * | 0.1 |
| ISD No. 682 Roseau | ST | 11,100 | 1.9 |
| ISD No. 810 Plainview/Elg./Millview | CA | * | 0.1 |
| ISD No. 820 Sebeka | ST | 3000 | 1.4 |
| ISD No. 891 Canby | CA | * | 0.1 |
| ISD No. 2154 Eveleth Gilbert | SR | * | 0.1 |
| ISD No. 2159 Buffalo Lake/Hector | ST | 900 | 0.1 |
| ISD No. 2835 Janesville Wal./Pem. | CA | * | 0.1 |

Health Care Facilities

| | | | |
|------------------------------|-----|---|-----|
| Swift County Benson Hospital | ALT | * | 0.1 |
|------------------------------|-----|---|-----|

Soil & Water Conservation Dist.

| | | | |
|----------------|-----|-----|-----|
| Sherburne SWCD | ALT | 175 | 0.7 |
|----------------|-----|-----|-----|

Other

| | | | |
|---------------------------|----|---|-----|
| Anoka Champlin Fire Board | CA | * | 0.1 |
|---------------------------|----|---|-----|

Townships

| | | | |
|----------|----|---|-----|
| Pokegama | CA | * | 0.1 |
|----------|----|---|-----|

*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:

-
- 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 2006 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 | Birchwood | Clearwater |
| Adams | Bird Island | Clements |
| Adrian | Biscay | Cleveland |
| Afton | Biwabik | Climax |
| Aitkin | Blackduck | Clinton |
| Akeley | Blaine | Clontarf |
| Albany | Blooming Prairie | Cloquet |
| Albert Lea | Bloomington | Cohasset |
| Albertville | Bovey | Cokato |
| Alden | Boyd | Cold Spring |
| Alexandria | Braham | Coleraine |
| Alpha | Brainerd | Cologne |
| Altura | Brandon | Columbia Heights |
| Alvarado | Breckenridge | Comfrey |
| Amboy | Breezy Point | Conger |
| Andover | Brewster | Cook |
| Annandale | Bricelyn | Coon Rapids |
| Anoka | Brooklyn Center | Corcoran |
| Apple Valley | Brooklyn Park | Cosmos |
| Appleton | Brooten | Cottage Grove |
| Arco | Browerville | Cottonwood |
| Arden Hills | Brownsdale | Cromwell |
| Arlington | Brownsville | Crookston |
| Argyle | Brownton | Crosslake |
| Ashby | Buffalo | Crystal |
| Askov | Buffalo Lake | Currie |
| Atwater | Buhl | Danube |
| Audubon | Burnsville | Danvers |
| Aurora | Butterfield | Darwin |
| Austin | Byron | Dassel |
| Avoca | Caledonia | Dawson |
| Avon | Callaway | Dayton |
| Babbitt | Calumet | De Graff |
| Backus | Cambridge | Deephaven |
| Badger | Canby | Deer River |
| Bagley | Cannon Falls | Deerwood |
| Balaton | Canton | Delano |
| Barnesville | Carlos | Delevan |
| Barnum | Carlton | Dellwood |
| Barrett | Carver | Detroit Lakes |
| Battle Lake | Cass Lake | Dilworth |
| Baudette | Center City | Dodge Center |
| Baxter | Centerville | Donnelly |
| Bayport | Ceylon | Duluth |
| Beardsley | Champlin | Dundas |
| Beaver Bay | Chandler | Dundee |
| Becker | Chaska | Dunnell |
| Belgrade | Chatfield | Eagan |
| Belle Plaine | Chisago City | Eagle Bend |
| Bellingham | Chisholm | Eagle Lake |
| Belview | Chokio | East Bethel |
| Benson | Circle Pines | East Gull Lake |
| Bertha | Clara City | Echo |
| Bethel | Claremont | Eden Prairie |
| Big Falls | Clarissa | Eden Valley |
| Big Lake | Clarkfield | Edgerton |
| Bigfork | Clarks Grove | Edina |
| | Clearbrook | Elbow Lake |

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

| | | |
|-----------------------|------------------|-------------------|
| Marshall | Oak Park Heights | Rosemount |
| Mayer | Oakdale | Rothsay |
| Maynard | Odessa | Round Lake |
| Mazeppa | Ogema | Royalton |
| McGregor | Ogilvie | Rush City |
| McIntosh | Oklee | Rushford |
| Medford | Olivia | Rushford Village |
| Medicine Lake | Onamia | Rushmore |
| Melrose | Orono | Russell |
| Menahga | Oronoco | Ruthton |
| Mendota Heights | Orr | Sacred Heart |
| Mentor | Ortonville | Sandstone |
| Middle River | Osakis | Sartell |
| Milaca | Oslo | Sauk Centre |
| Milan | Osseo | Sauk Rapids |
| Millerville | Ostrander | Savage |
| Milroy | Otsego | Scanlon |
| Miltona | Owatonna | Sebeka |
| Minneapolis | Palisade | Shafer |
| Minneota | Park Rapids | Shakopee |
| Minnesota Lake | Parkers Prairie | Sherburn |
| Minnetonka | Paynesville | Shoreview |
| Minnetrista | Pelican Rapids | Shorewood |
| Montevideo | Pemberton | Silver Bay |
| Montgomery | Pennock | Silver Lake |
| Monticello | Pequot Lakes | Slayton |
| Montrose | Perham | Sleepy Eye |
| Moorhead | Peterson | South Haven |
| Moose Lake | Pierz | South St. Paul |
| Mora | Pillager | Spicer |
| Morgan | Pine City | Spring Grove |
| Morris | Pine Island | Spring Lake Park |
| Morristown | Pine River | Spring Park |
| Morton | Plainview | Spring Valley |
| Motley | Plato | Springfield |
| Mound | Plummer | St. Anthony |
| Moundsview | Plymouth | St. Bonifacius |
| Mountain Iron | Preston | St. Charles |
| Mountain Lake | Princeton | St. Clair |
| Murdock | Prinsburg | St. Cloud |
| Nashwauk | Prior Lake | St. Francis |
| Nerstrand | Proctor | St. Hilaire |
| Nevis | Ramsey | St. James |
| New Auburn | Randall | St. Joseph |
| New Brighton | Ranier | St. Leo |
| New Hope | Raymond | St. Louis Park |
| New London | Red Lake Falls | St. Michael |
| New Prague | Red Wing | St. Paul |
| New Richland | Redwood Falls | St. Paul Park |
| New Ulm | Remer | St. Peter |
| New York Mills | Renville | Stacy |
| Newfolden | Rice | Staples |
| Newport | Richfield | Starbuck |
| Nicollet | Richmond | Stephen |
| Nisswa | Robbinsdale | Stewart |
| North Branch | Rochester | Stewartville |
| North Mankato | Rock Creek | Stillwater |
| North Oaks | Rockford | Stockton |
| North St. Paul | Rockville | Storden |
| Northfield | Rogers | Swanville |
| Northome | Rollingstone | Taconite |
| Norwood Young America | Rose Creek | Taylors Falls |
| Oak Grove | Roseau | Thief River Falls |

Thomson
Tonka Bay
Tower
Tracy
Trimont
Truman
Twin Valley
Tyler
Ulen
Underwood
Upsala
Vadnais Heights
Vergas
Verndale
Vernon Center
Vesta
Victoria
Virginia
Wabasha
Wabasso
Waconia

Wadena
Wahkon
Waite Park
Walker
Walnut Grove
Walters
Wanamingo
Warren
Warroad
Waseca
Watertown
Waterville
Watkins
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
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
Dodge County
Douglas County
Faribault County
Fillmore County
Goodhue County
Grant County
Hennepin County
Houston County
Isanti County
Jackson County
Itasca County
Kanabec County
Kandiyohi County
Kittson County
Lac Qui Parle County
Lake County
Lake of the Woods 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
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
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
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. 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. 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. 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. 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. 507 Nicollet
ISD No. 508 St. Peter
ISD No. 513 Brewster
ISD No. 514 Ellsworth
ISD No. 516 Round Lake
ISD No. 518 Worthington
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. 561 Goodridge
ISD No. 564 Thief River Falls
ISD No. 577 Willow River
ISD No. 578 Pine City

ISD No. 581 Edgerton
ISD No. 584 Ruthton
ISD No. 595 East Grand Forks
ISD No. 600 Fisher
ISD No. 601 Fosston
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. 671 Hills
ISD No. 676 Badger
ISD No. 690 Warroad
ISD No. 695 Chisholm
ISD No. 696 Ely
ISD No. 698 Floodwood
ISD No. 700 Hermantown
ISD No. 701 Hibbing
ISD No. 704 Proctor
ISD No. 706 Virginia
ISD No. 707 Nett Lake
ISD No. 709 Duluth
ISD No. 712 Mountain Iron-Buhl
ISD No. 716 Belle Plaine
ISD No. 717 Jordan
ISD No. 719 Prior Lake-Savage
ISD No. 720 Shakopee
ISD No. 721 New Prague
ISD No. 726 Becker
ISD No. 727 Big Lake
ISD No. 728 Elk River
ISD No. 738 Holdingford
ISD No. 739 Kimball
ISD No. 740 Melrose
ISD No. 741 Paynesville
ISD No. 742 St. Cloud
ISD No. 743 Sauk Centre
ISD No. 745 Albany
ISD No. 748 Sartell St. Stephen
ISD No. 750 Rocori Area Schools
ISD No. 756 Blooming Prairie
ISD No. 761 Owatonna
ISD No. 763 Medford
ISD No. 768 Hancock
ISD No. 769 Morris
ISD No. 771 Chokio-Alberta
ISD No. 775 Kerkhoven-Murdock-Sunburg
ISD No. 777 Benson
ISD No. 786 Bertha-Hewitt
ISD No. 787 Browerville
ISD No. 801 Browns Valley
ISD No. 803 Wheaton
ISD No. 806 Elgin-Millville
ISD No. 811 Wabasha-Kellogg
ISD No. 813 Lake City
ISD No. 815 Prinsburg

ISD No. 818 Verndale
 ISD No. 821 Menahga
 ISD No. 831 Forest Lake
 ISD No. 832 Mahtomedi
 ISD No. 833 South Washington County
 ISD No. 834 Stillwater
 ISD No. 836 Butterfield-Odin
 ISD No. 837 Madelia
 ISD No. 846 Breckenridge
 ISD No. 850 Rothsay
 ISD No. 852 Campbell-Tintah
 ISD No. 857 Lewiston-Altura
 ISD No. 858 St. Charles
 ISD No. 861 Winona
 ISD No. 876 Annandale
 ISD No. 877 Buffalo
 ISD No. 879 Delano
 ISD No. 881 Maple Lake
 ISD No. 882 Monticello
 ISD No. 883 Rockford
 ISD No. 885 St. Michael-Albertville
 ISD No. 911 Cambridge-Isanti
 ISD No. 912 Milaca
 ISD No. 914 Ulen-Hitterdal
 ISD No. 917 Rosemount
 ISD No. 2071 Lake Crystal Garden City - Vernon Center
 ISD No. 2125 Triton
 ISD No. 2134 United South Central Public Schools
 ISD No. 2135 Maple River Schools
 ISD No. 2137 Kingsland Public School
 ISD No. 2142 St. Louis County Schools
 ISD No. 2143 Waterville-Elysian-Morristown
 ISD No. 2144 Chisago Lakes School District
 ISD No. 2155 Wadena/Deer Creek
 ISD No. 2164 Dilworth-Glyndon-Felton
 ISD No. 2165 Hinckley-Finlayson Pub. School
 ISD No. 2167 Cottonwood-Wood Lake
 ISD No. 2168 NRHEG Public Schools
 ISD No. 2169 Murray County Central
 ISD No. 2170 Staples/Motley
 ISD No. 2171 Kittson Central School
 ISD No. 2172 Kenyon/Wanamingo
 ISD No. 2174 Pine River-Backus Public Schools
 ISD No. 2176 Warren/Alvarado/Oslo
 ISD No. 2180 MacCray

Others

A.L.F. Joint Powers Ambulance Service
 Anoka Conservation District
 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
 Brainerd Lakes 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

ISD No. 2184 Luverne
 ISD No. 2190 Yellow Medicine East
 ISD No. 2198 Fillmore Central
 ISD No. 2215 Twin Valley
 ISD No. 2310 Sibley E. Schools
 ISD No. 2311 Clearbrook-Gonvick
 ISD No. 2342 West Central Area Schools
 ISD No. 2358 Tri County Schools
 ISD No. 2364 Belgrade-Brooten-Elrosa
 ISD No. 2365 GFW Gibbon-Fairfax-Winthrop
 ISD No. 2396 Atwater-Cosmos-Grove City
 ISD No. 2397 LeSueur-Henderson
 ISD No. 2448 Martin County West Schools
 ISD No. 2527 Norman County West
 ISD No. 2534 BOLD, Bird Island-Olivia-Lk. Lillian
 ISD No. 2536 Granada Huntley East Chain
 ISD No. 2580 East Central Schools
 ISD No. 2609 WIN-E-MAC
 ISD No. 2683 Greenbush/Middle River
 ISD No. 2687 Howard Lake/ Waverly/Winsted
 ISD No. 2689 Pipestone-Jasper
 ISD No. 2711 Mesabi East
 ISD No. 2752 Fairmont Area Schools
 ISD No. 2753 Long Prairie/Grey Eagle
 ISD No. 2754 Morgan/Franklin
 ISD No. 2759 Eagle Valley
 ISD No. 2805 Zumbrota-Mazeppa
 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

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 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
 Prairieland 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
 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
Mahnommen 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
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
Watsonwan 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 Townhsip

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
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