

**January 1999**

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# **Minnesota Local Government Pay Equity Compliance Report**

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

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658 Cedar Street  
St. Paul, MN 55155-1603

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This report is submitted to the Legislature by the Department of Employee Relations (DOER) as required by state law.

“The commissioner of employee relations shall report to the legislature by January 1 of each year on the status of compliance with section 471.992, subdivision 1, by governmental subdivisions.”

“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.”

- Minnesota Statutes 471.999

This report was prepared entirely by DOER staff as part of routine work assignments and 20 copies of the report were printed in house. The amount of staff time required to prepare the report would equal approximately \$450.

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

Questions on this report may be directed to the DOER pay equity coordinator at (612) 296-2653.

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# Summary

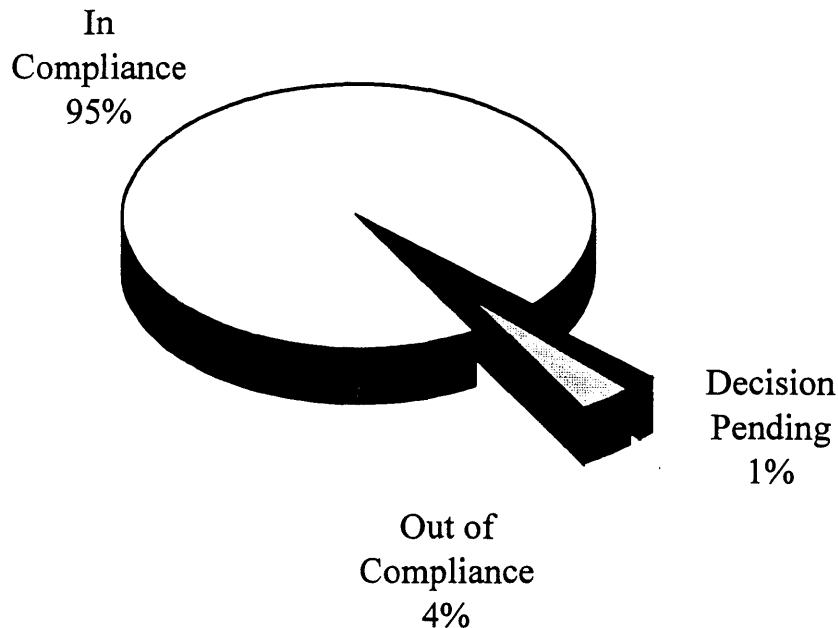
Fifteen years ago the Minnesota Legislature passed the Local Government Pay Equity Act (LGPEA). All local governments (approximately 1600) were required to implement pay equity by December 31, 1991 and submit reports to the Department of Employee Relations (DOER) in January of 1992.

After 1992 when all jurisdictions were required to report, a staggered reporting cycle was implemented whereby each jurisdiction would report once every three years to ensure that pay equity was maintained. This meant that beginning in 1994, approximately one-third of all jurisdictions reported. Another third reported in 1995 and the final third in 1996. Beginning in 1997, the cycle started over. In order to include all jurisdictions, information in this report summarizes the years of 1996, 1997 and 1998.

- **Current Status**

Due to the staggered reporting that begun in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 1996, 1997 and 1998. At this time, 95% of all jurisdictions are in compliance, 4% are out of compliance and 1% are yet to be decided.

## Current Status—Composite of 1996, 1997 and 1998 Reports



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**Summary of Compliance Status by Jurisdictional Type - Composite 1995, 1996 & 1997**

<b>Jurisdiction Type</b>	<b>In Compliance</b>	<b>Out of Compliance</b>	<b>Decision Pending</b>	<b>Total</b>
City	597	30	9	636
County	85	0	2	87
Schools	342	18	4	364
SWCD	86	0	0	86
Other Districts	117	2	0	119
HRAs	75	1	0	76
Townships	76	1	0	77
Utilities	52	0	0	52
Health Care Fac.	45	2	0	47
<b>TOTAL</b>	<b>1475</b>	<b>54</b>	<b>15</b>	<b>1544</b>

- **Maintaining Compliance**

In each reporting cycle approximately one-third of all jurisdictions were initially found out of compliance. Jurisdictions found out of compliance in 1996, 1997 and 1998 had previously been in compliance but then did not maintain compliance. While 95% of all jurisdictions are currently in compliance, it is clear that on-going monitoring is needed to ensure that pay equity is maintained.

- **Penalty Provision**

The penalty provision of the LGPEA allows any non-complying jurisdiction a grace period to achieve compliance prior to any penalty being assessed. Jurisdictions not in compliance are advised that if compliance is not achieved within the grace period and they are found out of compliance a second time, they are subject to a penalty of a 5% reduction in state aid or \$100 per day, whichever is greater. Jurisdictions have the right to appeal the penalty.

Penalties were enforced for the first time in 1994 and this prompted discussion about the penalty process and the formula for calculating penalties. In response to concerns from some legislators, in November of 1995, DOER reconvened its pay equity advisory committee including representatives from local governments, unions and women's groups to consider these issues. The group commended DOER's effort to work with jurisdictions to resolve past inequities for many female employees in exchange for a reduction in penalties, most by 99%. In recent reporting years less than 3% of jurisdictions reporting in a given year have received penalty notices. This appears to indicate that local governments are strongly motivated to avoid penalties by complying with the law. In 1997 DOER initiated an additional reminder notice to non-complying jurisdictions in an effort to further reduce penalties.

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## 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. Compliance must be maintained and jurisdictions are evaluated every three years. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.”

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). The department adopted the rule MCAR 3920 in October of 1992.

#### B. Assistance to Local Governments

During the 15 years since the law was passed, DOER has communicated in various ways with the approximately 1600 local governments required to comply with the law. The department has produced ten technical assistance publications and distributed them free of charge to all local governments.

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. A two-disk set was made available for \$15 and approximately 700 copies of the program have been distributed. An upgrade of the program was distributed free of charge. DOER has periodically offered training sessions since 1984, and thousands of individuals from throughout the state have attended.

In 1991, DOER asked employer organizations, unions, and women's groups to name representatives to serve on rulemaking advisory committee. This 30-member group met a number of times to discuss and review compliance guidelines and advise the department on the pay equity rule.

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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. In addition to ongoing daily technical assistance, the pay equity coordinator conducted the following major activities in 1998:

- Reviewed and made compliance determinations regarding approximately 100 second reports filed by jurisdictions that were initially found out of compliance in 1997.
- Prepared materials and sent notification packets to approximately 570 jurisdictions required to report in January of 1998.
- Reviewed and made compliance determinations regarding approximately 570 Pay Equity Implementation Reports submitted in 1998.
- Reviewed and made compliance determinations regarding approximately 200 second reports filed by jurisdictions that were initially found out of compliance in 1998.
- Continued an additional step in the non-compliance notification process. Thirty days prior to the end of their grace periods, non-complying jurisdictions that have not submitted a report receive a courtesy reminder letter.
- Distributed hundreds of two publications, "Guide to Understanding Pay Equity Compliance and Computer Reports" and "Instructions for Completing Pay Equity Implementation Report."
- Distributed approximately 100 "Pay Equity Compliance Review" video tapes to interested parties for a nominal fee of \$15.
- 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 penalized jurisdictions to discuss their particular circumstances, ways to achieve compliance and action regarding penalties.
- Resolved 11 of 16 penalty cases and settled all contested cases. Prepared findings and conclusions and notified jurisdictions of DOER decisions.
- Sent penalty notices to nine jurisdictions.



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Section Two

# Summary of Compliance Status of Local Governments

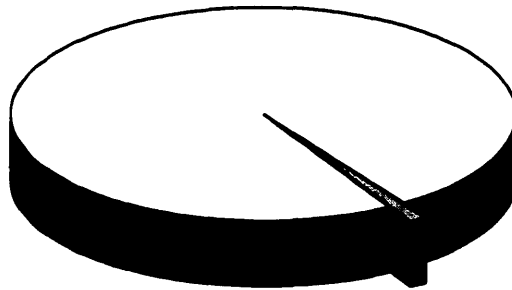
Due to the staggered reporting schedule that began in 1994, information in this section is divided into four parts; results of reports reviewed in 1996, 1997 and 1998 and a composite summary of reports from all three years.

## 1996 Reports

After reviewing the 595 reports submitted in 1996, DOER determined that 587 or 99% of the jurisdictions required to report were in compliance. Seven jurisdictions or 1% remain out of compliance and all are pending penalty cases.

### Compliance Status—1996 Reports

In  
Compliance  
99%



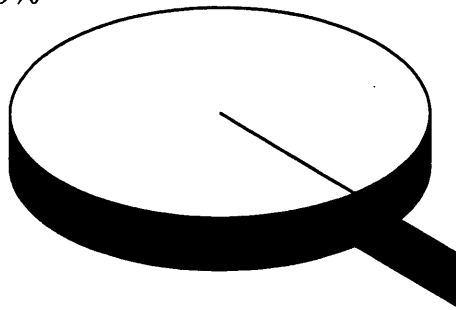
Out of  
Compliance  
1%

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## 1997 Reports

The current status of the 344 reports submitted in 1997 shows that 343 or 99.9% are in compliance. There is one jurisdiction out of compliance and this is a pending penalty case.

In  
Compliance  
99.9%



Out of  
Compliance  
0.1%

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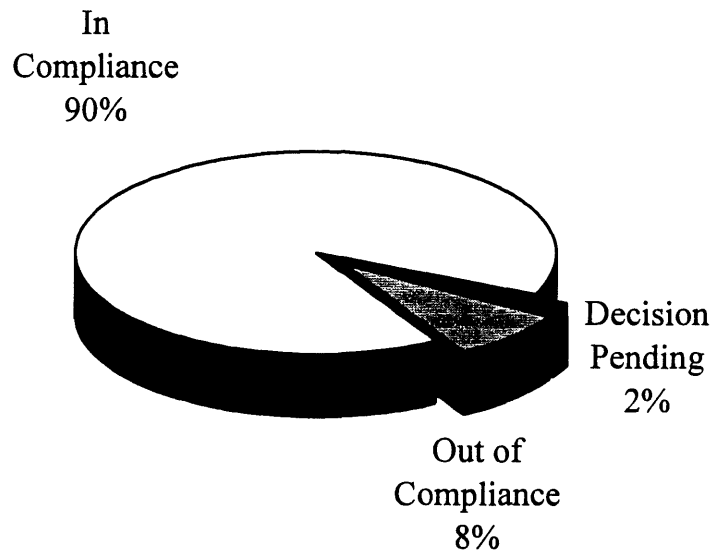
## 1998 Reports

After the initial review of 574 reports was completed, DOER determined that 399 or 70% of jurisdictions were in compliance and that 161 or 28% were not in compliance. The decision is pending for 14 jurisdictions or 2%.

Jurisdictions found out of compliance were given a grace period of several months 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. A few of the 161 jurisdictions initially found out of compliance have exercised this option.

Over 100 of the 161 jurisdictions initially found out of compliance have now achieved compliance. Any jurisdiction failing to achieve compliance within the grace period and found out of compliance a second time will be subject to a penalty.

### Compliance Status—1998 Reports



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## 1998 Reports Continued - Examples of Inequities

DOER is in the process of doing a comprehensive study of inequities typically found in local governments. This study will evaluate the amount of inequities and how the wage gap between male and female employees has changed since the implementation of the LGPEA. This study is not yet complete, but DOER has identified typical inequities found in the 1998 reports.

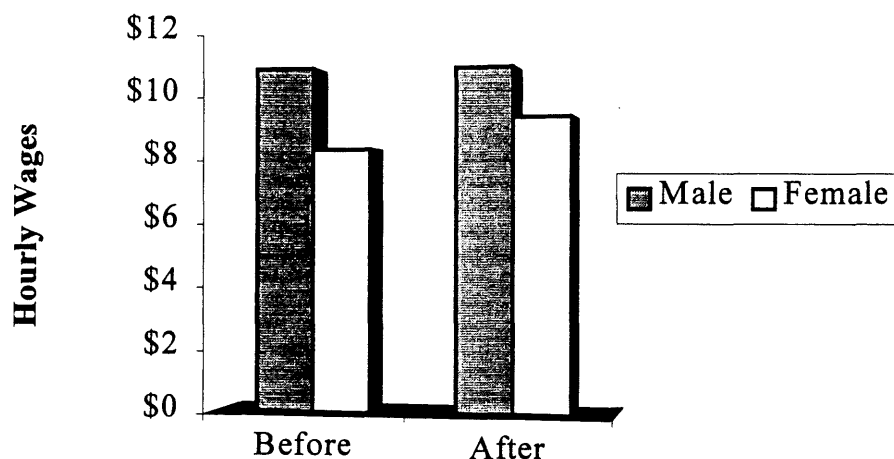
The sample is made up primarily of cases where females were paid less than males even though their job evaluation ratings indicated otherwise. In addition, disparities in this sample could not be accounted for by length of service or performance differences. For example, a female in the position of city 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 for this sample.

Typical inequities in cities were found primarily between city clerks and maintenance workers. In schools, female classes of secretarial and food service workers were paid less than male classes of custodians and bus drivers. In other types of jurisdictions, females holding clerical or accounting positions were paid less than male caretakers or light equipment operators.

The average increase in wages for females in this sample was \$1.12 per hour or 13%. Before the inequities were corrected, the average pay for females was \$8.60 per hour and for males in the sample it was \$11.24 per hour. That is, the females were paid 77% of the wages paid to males despite favorable job evaluation ratings. After adjustments were made, the average pay for females was \$9.72 per hour and for males it was \$11.36 per hour. The wage gap narrowed significantly and, on average, wages for females increased to 86% of the males in the sample.

### Wages Before and After Pay Equity Adjustments

(sample jurisdictions where inequities for females were identified)



## Specific Increases by Position for Sample Inequities

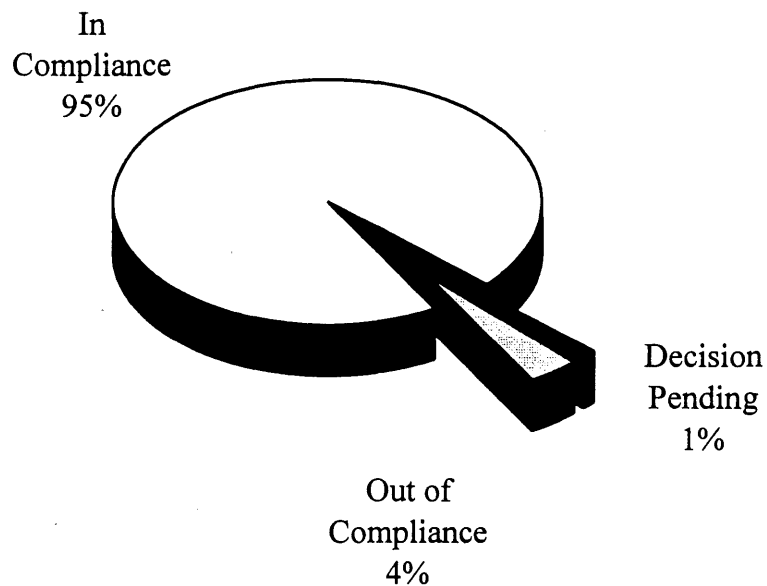
Position	"Before" Hrly. Wage	"After" Hrly. Wage	Hrly. Wage Increase
city clerk	6.65	7.05	0.40
city clerk	8.50	10.99	2.49
city clerk	8.00	9.00	1.00
city clerk/treas	9.00	10.56	1.56
city clerk/treas	9.04	9.60	0.56
city clerk/treas	7.58	8.19	0.61
city clerk/treas	8.11	10.27	2.16
city clerk/treas	11.82	12.44	0.62
clerk/treas	9.00	10.55	1.55
clerk	6.48	8.65	2.17
clerk	9.75	10.19	0.44
clerk	9.64	10.00	0.36
clerk	12.00	13.87	1.87
dep clerk	6.99	8.31	1.32
dep clerk	6.75	7.40	0.65
clerk typist	6.72	7.25	0.53
sec./recept.	10.50	10.90	0.40
sec./recept.	8.74	13.58	4.84
dist. sec.	11.07	11.51	0.44
supt. sec.	9.50	9.79	0.29
secretary	7.28	8.39	1.11
office secretary	10.50	12.00	1.50
dist clerk	11.15	12.78	1.63
office manager	15.82	16.79	0.97
pool manager	7.50	8.00	0.50
janitor	5.71	5.78	0.07
librarian	5.49	7.13	1.64
librarian	11.54	12.70	1.16
lib. teacher aide	7.11	9.00	1.89
dist tech	8.25	10.56	2.31
housing manager	7.00	8.87	1.87
bartender	6.25	6.67	0.42
bartender	6.50	6.80	0.30
bartender	6.90	7.10	0.20
bartender	6.36	6.49	0.13
bartender/waitress	7.07	7.50	0.43
liq. store mgr.	11.29	11.64	0.34
head cook	8.52	8.78	0.26
head cook	10.10	10.90	0.80
comm. ed. coord.	7.80	10.75	2.95

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## Composite of 1996, 1997 and 1998 Reports

Due to the staggered reporting cycle begun in 1994, the current compliance status of local governments includes a composite of information from three reporting years 1996, 1997 and 1998. As of January 1999, **95% of all jurisdictions are in compliance, 4% are out of compliance and 1% are yet to be decided.**

### Compliance Status Composite of 1996, 1997 and 1998



A listing of all jurisdictions currently in compliance is in Section Five. Of the jurisdictions still out of compliance, most have time remaining in their grace periods to submit new reports that pass all compliance tests. In the event that any of these jurisdictions does not achieve compliance within the grace period, they will receive a second notice of non-compliance and a penalty notice.

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## Section Three

# 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 is 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**

Of the 161 jurisdictions whose 1998 reports were initially found out of compliance, 39% failed the completeness and accuracy test and 48% failed either the statistical or alternative analysis tests and. A specific breakdown regarding each test follows:

<b>Test Failed</b>	<b>Number</b>
Completeness and Accuracy Test	63
Statistical Analysis Test	22
Alternative Analysis Test	55
Salary Range Test	9
Exceptional Service Pay Test	6
<u>More Than One Test</u>	<u>6</u>
<b>Total</b>	<b>161</b>

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## Section Four

# Jurisdictions Not in Compliance

### A. Jurisdictions Not in Compliance - Penalty May Be Assessed

The jurisdictions listed below are currently out of compliance but at this time no penalties have been assessed. Most jurisdictions on this list have recently submitted 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 the previous section.

<b>Jurisdiction</b>	<b>Test(s) Failed</b>	<b>Est. Monthly Cost to Achieve Compliance</b>	<b>Cost as % Payroll</b>
<b>Cities</b>			
Alexandria	ST	236	0.1
Appleton	CA	*	0.1*
Bayport	ST	61	0.1
Bigfork	ALT	29	0.1
Cass Lake	ST	60	0.1
Delano	ST	311	0.7
Dundee	CA	*	0.1*
Elbow Lake	ALT	320	0.1
Gary	ALT	52	2.6
Gilbert	ST,SR	468	0.6
Hartland	ALT	*	0.1*
Lewiston	ALT	294	1.8
Madelia	ST	94	0.2
Maple Grove	ST	2780	0.4
Marshall	ESP	*	0.1
Milan	CA	0	0.0
Minnetonka	ESP	*	0.1*
Moorhead	CA	*	0.1*
Morris	ST	781	0.6
Pierz	CA	*	0.1
Ramsey	ST	46	0.1
South Haven	ALT	151	1.6
Stewartville	ST	116	0.1
Winona	ESP	*	0.1*
Winsted	ALT	62	0.1
<b>School Districts</b>			
ISD No. 347 Willmar	ST	4000	0.2
ISD No. 402 Hendricks	Alt	2074	2.7
ISD No. 423 Hutchinson	SR	*	0.1*

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ISD No. 486 Swanville	ALT	303	0.2
ISD No. 561 Goodridge	SR	*	0.1*
ISD No. 577 Willow River	ST	25	0.1
ISD No. 627 Oklee	ALT	144	0.1*
ISD No. 630 Red Lake Falls	ALT	720	0.4
ISD No. 717 Jordan	ESP	*	0.1*
ISD No. 743 Sauk Centre	ESP	*	0.1*
ISD No. 787 Browerville	SR	*	0.1*
ISD No. 806 Elgin-Millville	SR	*	0.1*
ISD No. 879 Delano	CA	*	0.1*
ISD No. 891 Canby	CA	*	0.1*
ISD No. 2159 Buffalo Lk-Hector	ST	550	0.2
<b>Health Care Facilities</b>			
Lakewood Health System	CA,ST	9600	1.8
Ridgewood Medical Center	SR	*	0.1*
<b>HRA's</b>			
Becker County HRA	CA	*	0.1*
<b>Townships</b>			
Albert Lea	CA	*	0.0*
<b>Others</b>			
Redwood-Cottonwood Rivers Con.	ALT	200	4.8
SELCO	CA	*	*

\* Data to calculate a specific amount was not provided to DOER, but based on DOER analysis of average costs, this is the estimated cost to achieve compliance. All cost estimates less than 0.1% of payroll were rounded to 0.1%.

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## **B. Jurisdictions Not in Compliance - Penalties Assessed**

The jurisdictions listed on the following pages 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. DOER has also 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, each jurisdiction on this list had several opportunities to avoid such a notice. Each received a first notice of non-compliance and each was given a grace period to make corrections and achieve compliance. They also were:

- 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.

All penalized jurisdictions 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.

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## **Information on Penalized Jurisdictions**

Described below is a summary of the penalty cases that have been resolved since 1994. Following the summary is a list of eight penalty cases that are currently pending. All jurisdictions that received penalty notices twice failed to pass one or more compliance tests and therefore received a second notice of non-compliance and a penalty notice for failure to comply with the Local Government Pay Equity Act M.S. 471.991 - .999.

In all penalty cases that have been resolved jurisdictions exercised their right to request a suspension of the penalty. In each case DOER made a decision on the jurisdiction's request for a suspension of the penalty and issued a "Findings and Conclusions" report. This report detailed the circumstances of the case and identified the portion of the penalty that would be suspended. In all cases jurisdictions achieved compliance and took the necessary steps to ensure that penalties would be reduced to a significant degree.

### **Penalty Cases Resolved 1994-1997**

Between 1994 and the end of 1997, a total of 71 penalty cases were resolved. Penalized jurisdictions included 33 cities, 21 school districts, 5 counties and 12 other types of jurisdictions.

In over 40 of the cases, lump sum payments were made to individuals in female-dominated classes where inequities existed. Approximately 1.5 million dollars was paid to approximately 1000 employees. In most cases penalties were reduced by 99% and a total of \$192,149 was paid to the general fund. Specific details on each of the penalized jurisdictions has appeared in previous reports to the legislature.

## Penalty Cases Resolved in 1998

Information as of January 15, 1999

Jurisdiction	Original Penalty	Final Amount	Considerations for Reducing Original Amount of Penalty
<b>Cities</b>			
Aitkin	\$ 37,400	\$ 500	\$10,918 to one employee
Cook	\$ 37,500	\$ 500	\$29,514 to eight employees
Harris	\$ 29,600	\$ 500	reported late and/or inaccurately
Prior Lake	\$ 51,800	\$ 518	reported late and/or inaccurately
Rogers	\$ 29,600	\$ 500	reported late and/or inaccurately
Trimont	\$ 34,700	\$ 500	reported late and/or inaccurately
<b>Counties</b>			
Douglas County	\$ 83,600	\$ 836	reported late and/or inaccurately
<b>School Districts</b>			
Barnum ISD No. 91	\$200,065	\$ 2000	\$3086 to 24 employees
<b>Others</b>			
Eveleth Recreation Dept.	\$ 30,400	\$ 0	merged with another entity
Mahnomen County & Village Hospital	\$ 31,800	\$ 0	became private entity
Sibley County Cooperative Center	\$ 30,400	\$ 0	merged with another entity
<b>Totals</b>		<b>\$ 5854</b>	<b>\$43,518 to 33 employees</b>

### Summary - Penalty Cases Resolved in 1998 - Total of 11

6 cities, 1 county, 1 school district and 3 others

## Penalty Cases Pending

Information as of January 15, 1999

<b>Cities</b>			
Barrett	\$ 29,600		decision pending
Canton	\$ 29,600		decision pending
Clear Lake City	\$ 26,000		decision pending
Harmony City	\$ 47,500		decision pending
Rush City	\$ 29,600		decision pending
<b>School Districts</b>			
ISD No. 88 New Ulm	\$507,277		decision pending
ISD No. 628 Plummer	\$ 49,000		decision pending
ISD No. 2154 Eveleth/Gilbert	\$473,052		decision pending

### Summary - Penalty Cases Pending - Total of 8

5 cities, 3 school districts

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Section Five

# Jurisdictions in Compliance

**Cities**

City

Ada

Adams

Adrian

Afton

Aitkin

Akeley

Albany

Albert Lea

Albertville

Alden

Alpha

Altura

Alvarado

Amboy

Andover

Annandale

Anoka

Apple Valley

Arco

Arden Hills

Argyle

Arlington

Ashby

Askov

Atwater

Audubon

Aurora

Avoca

Avon

Babbitt

Backus

Badger

Bagley

Balaton

Barnesville

Barnum

Battle Lake

Baudette

Baxter

Beardsley

Beaver Bay

Becker

Belgrade

Belle Plaine

Bellingham

Belview

Benson

Bertha

Bethel

Big Falls

Big Lake

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

Carlos

Carlton

Carver

Center City

Centerville

Ceylon

Champlin

Chandler

Chanhassen

Chaska

Chatfield

Chisago City

Chokio

Circle Pines

Clara City

Claremont

Clarissa

Clarkfield

Clarks Grove

Clearbrook

Clearwater

Clements

Cleveland

Climax

Clinton

Clontarf

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



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Dassel	Flensburg	Hayward
Dawson	Floodwood	Hector
Dayton	Foley	Henderson
De Graff	Forest Lake	Hendricks
Deephaven	Foreston	Hendrum
Deer River	Fosston	Henning
Deerwood	Fountain	Herman
Delavan	Franklin	Hermantown
Dellwood	Frazee	Heron Lake
Detroit Lakes	Freeport	Hewitt
Dilworth	Fridley	Hibbing
Dodge Center	Frost	Hill City
Donnelly	Fulda	Hills
Duluth	Gaylord	Hilltop
Dundas	Geneva	Hinckley
Dunnell	Gibbon	Hitterdal
Eagan	Gilman	Hoffman
Eagle Bend	Glencoe	Hokah
Eagle Lake	Glenville	Holdingsford
East Bethel	Glenwood	Holland
East Grand Forks	Glyndon	Hopkins
East Gull Lake	Golden Valley	Houston
Echo	Gonvick	Howard Lake
Eden Prairie	Good Thunder	Hoyt Lakes
Eden Valley	Goodhue	Hugo
Edgerton	Goodridge	Hutchinson
Edina	Goodview	Independence
Elgin	Graceville	International Falls
Elizabeth	Grand Marais	Inver Grove Heights
Elk River	Grand Meadow	Ironton
Ellendale	Grand Rapids	Isanti
Ellsworth	Granite Falls	Isle
Elmore	Green Isle	Ivanhoe
Ely	Greenbush	Jackson
Elysian	Greenfield	Janesville
Emily	Grey Eagle	Jasper
Emmons	Grove City	Jeffers
Erhard	Grygla	Jordan
Erskine	Hackensack	Kandiyohi
Evansville	Hadley	Karlstad
Eveleth	Hallock	Kasota
Excelsior	Halstad	Kasson
Eyota	Ham Lake	Keewatin
Fairfax	Hamburg	Kelliher
Fairmont	Hancock	Kellogg
Falcon Heights	Hanley Falls	Kennedy
Faribault	Hanover	Kensington
Farmington	Hanska	Kenyon
Fergus Falls	Harris	Kerkhoven
Fertile	Hastings	Kettle River
Fifty Lakes	Hawley	Kiester
Finlayson	Hayfield	Kilkenny

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Kimball	Mapleton	Newfolden
Kinney	Mapleview	Newport
La Crescent	Maplewood	Nicollet
La Prairie	Marble	Nisswa
Lafayette	Marietta	North Branch
Lake Benton	Marine on St. Croix	North Mankato
Lake Bronson	Maynard	North Oaks
Lake City	Mazeppa	North St. Paul
Lake Crystal	McGregor	Northfield
Lake Elmo	McIntosh	Northome
Lake Lillian	Medford	Norwood Young America
Lake Park	Medina	Oak Grove
Lake Shore	Melrose	Oak Park Heights
Lake St. Croix Beach	Menahga	Oakdale
Lake Wilson	Mendota Heights	Odessa
Lakefield	Mentor	Ogema
Lakeland	Middle River	Ogilvie
Lakeville	Milaca	Okabena
Lamberton	Millerville	Oklee
Lancaster	Milroy	Olivia
Lanesboro	Miltona	Onamia
Lauderdale	Minneapolis	Orono
Le Center	Minneota	Oronoco
Le Sueur	Minnesota Lake	Orr
LeRoy	Minnetonka Beach	Ortonville
Lester Prairie	Minnetrista	Osakis
Lewisville	Montevideo	Oslo
Lexington	Montgomery	Osseo
Lindstrom	Monticello	Ostrander
Lino Lakes	Montrose	Otsego
Lismore	Moose Lake	Owatonna
Litchfield	Mora	Palisade
Little Canada	Morgan	Park Rapids
Little Falls	Morristown	Parkers Prairie
Littlefork	Morton	Paynesville
Long Lake	Motley	Pelican Rapids
Long Prairie	Mound	Pennock
Longville	Mounds View	Pequot Lakes
Loretto	Mountain Iron	Perham
Lucan	Mountain Lake	Peterson
Luverne	Murdock	Pillager
Lyle	Nashwauk	Pine City
Lynd	Nerstrand	Pine Island
Mabel	Nevis	Pine River
Madison	New Auburn	Pipestone
Madison Lake	New Brighton	Plainview
Mahnomen	New Hope	Plato
Mahtomedi	New London	Plummer
Mankato	New Prague	Plymouth
Mantorville	New Richland	Preston
Maple Lake	New Ulm	Princeton
Maple Plain	New York Mills	Prinsburg

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Prior Lake  
Proctor  
Randall  
Ranier  
Raymond  
Red Lake Falls  
Red Wing  
Redwood Falls  
Remer  
Renville  
Rice  
Richfield  
Richmond  
Robbinsdale  
Rochester  
Rock Creek  
Rockford  
Rogers  
Rollingstone  
Rose Creek  
Rosemount  
Roseville  
Rothsay  
Round Lake  
Royalton  
Rushford  
Rushford Village  
Rushmore  
Russell  
Sacred Heart  
Sandstone  
Sartell  
Sauk Centre  
Sauk Rapids  
Savage  
Scanlon  
Sebeka  
Shafer  
Shakopee  
Shelly  
Sherburn  
Shoreview  
Shorewood  
Silver Bay  
Silver Lake  
Slayton  
Sleepy Eye  
South St. Paul  
Spicer  
Spring Grove  
Spring Lake Park  
Spring Park

Spring Valley  
Springfield  
St. Anthony  
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  
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  
Winthrop  
Winton  
Wolf Lake  
Wolverton  
Wood Lake  
Woodbury  
Worthington  
Wrenshall  
Wykoff  
Wyoming  
Zimmerman  
Zumbrota

**Counties**

Aitkin County  
Anoka County  
Becker County  
Beltrami County  
Big Stone County  
Blue Earth County

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Brown County	Koochiching County	Redwood County
Carlton County	Lac Qui Parle County	Renville County
Carver County	Lake County	Rice County
Cass County	Lake of the Woods County	Rock County
Chippewa County	Le Sueur County	Roseau County
Chisago County	Lincoln County	Scott County
Clay County	Lyon County	Sherburne County
Clearwater County	Mahnomen County	Sibley County
Cook County	Marshall County	St. Louis County
Cottonwood County	Martin County	Stearns County
Crow Wing County	McLeod County	Administration Center
Dakota County	Meeker County	Steele County
Dodge County	Mille Lacs County	Stevens County
Douglas County	Morrison County Government	Swift County
Faribault County	Center	Todd County
Fillmore County	Mower County	Traverse County
Freeborn County	Murray County	Wabasha County
Goodhue County	Nicollet County	Wadena County
Grant County	Nobles County	Waseca County
Hennepin County	Norman County	Washington County
Houston County	Olmstead County	Watonwan County
Hubbard County	Otter Tail County	Wilkin County
Isanti County	Pennington County	Winona County
Itasca County	Pine County	Wright County
Jackson County	Pipestone County	Yellow Medicine County
Kanabec County	Polk County	
Kandiyohi County	Pope County	
Kittson County	Ramsey County Personnel	

### **Health Care Facilities**

Appleton Municipal Hospital/ Nursing Home	Itasca Nursing Home
Arlington Municipal Hospital	Johnson Memorial Health Services
Cannon Falls Community Hospital District	L.L.M.P. Community Health Services
Cedarview Nursing Home	Lakeview Home
Chippewa County Montevideo Hospital	Louis Weiner Memorial Hospital
Community Hospital and Health Care Center	Mercy Hospital and Health Care Center
Cook County North Shore Hospital	Monticello/Big Lake Community Hospital
Cook-Orr Health Care District	District
Cottonwood/Jackson Community Health Service	Multi County Nursing Service
Countryside Public	Northern Itasca Hospital District
Cuyuna Range Hospital District	Northfield City Hospital
Dassel Lakeside Community Home	Ortonville Area Health Service
Douglas County Hospital	Parkview Manor Nursing Home
Glacial Ridge Hospital	Paynesville Community Hospital
Glencoe Area Health Center	Pelican Valley Health Center
Goodhue/Wabasha Community Health	Perham Hospital District
Granite Falls Municipal Hospital	Quin County Community Health Service
Hutchinson Area Health Care	Redwood Falls Municipal Hospital
Inter County Nursing Service	Rice County District One Hospital
Itasca Medical Center	Shady Lane Nursing Home

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Sleepy Eye Municipal Hospital  
Sunrise Nursing Home  
Swift County Benson Hospital  
United Hospital District  
Western Pope Co. Hosp. Dist. Minnewaska  
District Hospital  
Worthington Municipal 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 Development HRA  
Ely HRA  
Eveleth HRA  
Fairmont HRA  
Fergus Falls HRA  
Grand Rapids HRA  
Hibbing HRA  
International Falls HRA  
Lake Benton HRA  
Lincoln County HRA  
Litchfield HRA  
Little Falls HRA  
Luverne HRA  
Madison HRA  
Montevideo HRA  
Moorhead HRA  
Mora HRA  
Morrison County HRA

Mound 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  
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. 21 - Audubon  
ISD No. 22 - Detroit Lakes  
ISD No. 23 - Frazee  
ISD No. 24 - Lake Park/Audubon

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ISD No. 25 - Pine Point	ISD No. 203 - Hayfield
ISD No. 31 - Bemidji	ISD No. 204 - Kasson-Mantorville
ISD No. 32 - Blackduck	ISD No. 206 - Alexandria
ISD No. 36 - Kelliher	ISD No. 207 - Brandon
ISD No. 38 - Red Lake	ISD No. 208 - Evansville
ISD No. 47 - Sauk Rapids	ISD No. 213 - Osakis
ISD No. 51 - Foley	ISD No. 227 - Chatfield
ISD No. 55 - Clinton-Graceville	ISD No. 229 - Lanesboro
ISD No. 57 - Beardsey	ISD No. 238 - Mabel-Canton
ISD No. 61-6026 West Central Education Dist.	ISD No. 239 - Rushford-Peterson
ISD No. 62 - Ortonville	ISD No. 241 - Albert Lea
ISD No. 75 - St. Clair	ISD No. 242 - Alden
ISD No. 77 - Mankato	ISD No. 243 - Emmons
ISD No. 81 - Comfrey	ISD No. 245 - Glenville
ISD No. 84 - Sleepy Eye	ISD No. 252 - Cannon Falls
ISD No. 85 - Springfield	ISD No. 253 - Goodhue
ISD No. 91 - Barnum	ISD No. 255 - Pine Island
ISD No. 93 - Carlton	ISD No. 256 - Red Wing
ISD No. 94 - Cloquet	ISD No. 261 - Ashby
ISD No. 95 - Cromwell-Wright	ISD No. 264 - Herman-Norcross
ISD No. 97 - Moose Lake	ISD No. 270 - Hopkins
ISD No. 99 - Esko	ISD No. 271 - Bloomington
ISD No. 100 - Wrenshall	ISD No. 272 - Eden Prairie
ISD No. 108 - Norwood	ISD No. 273 - Edina
ISD No. 110 - Waconia	ISD No. 276 - Minnetonka
ISD No. 111 - Watertown	ISD No. 277 - Westonka
ISD No. 112 - Chaska	ISD No. 278 - Orono
ISD No. 113 - Walker-Akeley	ISD No. 279 - Osseo
ISD No. 115 - Cass Lake-Bena	ISD No. 280 - Richfield
ISD No. 116 - Pillager	ISD No. 281 - Robbinsdale
ISD No. 118 - Remer/Longville	ISD No. 282 - St. Anthony-New Brighton
ISD No. 138 - North Branch Area Schools	ISD No. 283 - St. Louis Park
ISD No. 139 - Rush City	ISD No. 284 - Wayzata
ISD No. 146 - Barnesville	ISD No. 286 - Brooklyn Center
ISD No. 150 - Hawley	ISD No. 294 - Houston
ISD No. 152 - Moorhead	ISD No. 297 - Spring Grove
ISD No. 166 - Cook County	ISD No. 299 - Caledonia
ISD No. 173 - Mountain Lake	ISD No. 300 - LaCrescent-Hokah
ISD No. 175 - Westbrook	ISD No. 306 - LaPorte
ISD No. 177 - Windom	ISD No. 308 - Nevis
ISD No. 178 - Storden-Jeffers	ISD No. 309 - Park Rapids
ISD No. 181 - Brainerd	ISD No. 314 - Braham
ISD No. 182 - Crosby-Ironton	ISD No. 316 - The Greenway Schools
ISD No. 186 - Pequot Lakes	ISD No. 317 - Deer River
ISD No. 191 - Burnsville-Eagan-Savage	ISD No. 318 - Grand Rapids
ISD No. 192 - Farmington	ISD No. 319 - Nashwauk-Keewatin
ISD No. 194 - Lakeville	ISD No. 328 - Sioux Valley
ISD No. 195 - Randolph	ISD No. 330 - Heron Lake-Okabena
ISD No. 196 - Rosemount-Apple Valley-Eagan	ISD No. 332 - Mora
ISD No. 197 - West St. Paul	ISD No. 333 - Ogilvie
ISD No. 199 - Inver Grove Hgts.	ISD No. 345 - New London-Spicer
ISD No. 200 - Hastings	ISD No. 356 - Lancaster

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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. 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. 421 - Brownton  
ISD No. 424 - Lester Prairie  
ISD No. 426 - Stewart  
ISD No. 427 - Winsted  
ISD No. 432 - Mahanomen  
ISD No. 435 - Waubun  
ISD No. 441 - Newfolden  
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. 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. 564 - Thief River Falls  
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. 601 - Fosston  
ISD No. 604 - Mentor  
ISD No. 611 - Cyrus  
ISD No. 621 - Mounds View Public Schools  
ISD No. 622 - North St. Paul-Maplewood  
ISD No. 623 - Roseville  
ISD No. 624 - White Bear Lake  
ISD No. 625 - St. Paul  
ISD No. 633 - Lamberton  
ISD No. 635 - Milroy  
ISD No. 638 - Sanborn  
ISD No. 640 - Wabasso  
ISD No. 641 - Walnut Grove  
ISD No. 656 - Faribault  
ISD No. 671 - Hills  
ISD No. 676 - Badger  
ISD No. 682 - Roseau  
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. 719 - Prior Lake-Savage  
ISD No. 720 - Shakopee  
ISD No. 721 - New Prague

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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. 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. 784 - Appleton  
ISD No. 786 - Bertha-Hewitt  
ISD No. 801 - Browns Valley  
ISD No. 803 - Wheaton  
ISD No. 810 - Plainview  
ISD No. 811 - Wabasha-Kellogg  
ISD No. 813 - Lake City  
ISD No. 815 - Prinsburg  
ISD No. 818 - Verndale  
ISD No. 820 - Sebeka  
ISD No. 821 - Menahga  
ISD No. 829 - Waseca  
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. 840 - St. James  
ISD No. 846 - Breckenridge  
ISD No. 850 - Rothsay  
ISD No. 852 - Campbell-Tintah  
ISD No. 857 - Lewiston  
ISD No. 858 - St. Charles  
ISD No. 861 - Winona  
ISD No. 876 - Annandale  
ISD No. 877 - Buffalo  
ISD No. 880 - Howard Lake - Waverly  
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  
NE Metro Intermediate School District 916  
Intermediate School Dist. 917  
ISD No. 2134 - United South Central Public  
Schools  
ISD No. 2071 - Lake Crystal-Garden City-  
Vernon Center  
ISD No. 2125 - Triton  
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. 2149 - Minnewaska  
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  
ISD No. 2184 - Luverne  
ISD No. 2190 - Yellow Medicine East  
ISD No. 2198 - Fillmore Central  
ISD No. 2215 - Norman County East  
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 - Halstad-Hendrum  
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. 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. 2758 - Redwood Falls  
ISD No. 2759 - Eagle Valley



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ISD No. 2805 - Zumbrota-Mazeppa  
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. 2862 - Jackson County Central  
ISD No. 3001 - BDRSH  
ISD No. 4003 - New Heights  
ISD No. 4004 - Cedar Riverside Community  
School  
ISD No. 4005 - Metro Deaf School  
ISD No. 4008 - PACT Charter School  
ISD No. 4012 - Emily Charter School

**Other**

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  
Brainerd/Crow Wing County Airport  
Commission  
Brown Nicollet Community Health Board  
Brown-Nicollet-Cottonwood Clean Water  
Partnership  
Carver-Scott Cooperative District #930  
Central Minnesota Computing Center  
Central Minnesota Community Corrections-  
Corrections Center  
Central MN Education Resource and  
Development Council  
Circle Pines-Lexington Police Department  
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  
Education Technology Alliance  
Fergus Falls Area Special Education Coop No.  
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  
Joint Recreation Board  
Kitchigami Regional Library  
Lake Agassiz Regional Library  
Lake Agassiz Special Education Cooperative  
Lakes Country Service Cooperative  
Leaf River Education District  
Marshall Public Housing Commission  
MAWSECO District No. 938  
Metro ECSU  
Metro Library Service Agency  
Metro Mosquito Control District  
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 Regional Library  
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 Regional Development Commission  
Northwest Regional Library

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Northwest Suburbs Cable Communications  
Commission  
NW Regional Inter-District Council No. 382-52  
Pine-Prairie Cooperative Center  
Pioneerland Library System  
Plum Creek Library System  
Quad Cities Cable Communications Commission  
Ramsey County District Court  
Ramsey/Washington Co. Suburban Cable  
Communications Comm. II  
Region 5 Development Commission  
Region I ESV Information Services  
Region Nine Development Commission  
Region V Computer Service  
Region VIII North-Welfare Board  
Rice Creek Watershed District  
River Bend Education District #6049  
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 ECSU  
Southwest Metro Transit Commission  
Southwest Regional Development Commission  
Spirit Mountain Authority  
St. Bonifacius & Minnetrista Public Safety  
Department  
St. Cloud Area Planning Organization  
St. Cloud Metro Transit Commission  
St. Paul Port Authority  
St. Paul Public Housing Agency  
Stearns-Benton Employment and Training  
Council  
T.B. Sheldon Performing Arts Theatre  
Technology Information Educational Services  
(TIES)  
Todd-Wadena Community Corrections  
Traverse Des Sioux Library System  
Tri-County Commission 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 Department  
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 County SWCD  
Carver County SWCD  
Cass 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  
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

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Norman County SWCD  
North St. Louis SWCD  
Olmstead 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  
Rock SWCD  
Root River SWCD  
Roseau County SWCD  
Scott County SWCD  
Sherburne 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 County SWCD  
Watonwan County SWCD  
West Ottertail SWCD  
West Polk SWCD  
Wilkin SWCD  
Winona County SWCD  
Wright SWCD  
Yellow Medicine SWCD

**Townships**

Albion Township  
Arbo Township  
Balkan, Town of  
Beaver Creek Township  
Belgrade Township  
Big Lake, Town of  
Biwabik Township  
Breitung Township  
Burns Township  
Cannon Falls, Town of  
Chisago Lake Township  
Clearwater, Town of  
Columbus, Town of

Concord Township  
Corinna, Town of  
Dahlgren Township  
Embarrass, Town of  
Fair Haven, Town of  
Fayal, Town of  
Fish Lake Township  
Forest Lake, Town of  
Franconia Township  
Franklin, Town of  
Grand Rapids, Town of  
Great Scott, Town of  
Greenway Township  
Hassan, Town of  
Hollywood Township  
Ideal Township  
Iron Range, Town of  
Irondale Township  
Krain Township  
LaGrande, Town of  
Laketown Township  
Lakeview Township  
Leon, Town of  
Linwood Township  
Mankato Township  
Maple Lake, Town of  
Marysville Township  
May, Town of  
Middleville Township  
Monticello Township  
Mountain Lake Township  
Nashwauk Township  
Nessel Township  
Nevis, Town of  
New Scandia Township  
Newburg Township  
Northern Township  
Oak Lawn Township  
Pokegama Township  
Rice Lake Township  
Rochester, Town of  
Rockford, Town of  
Scandia Valley Township  
Shingobee, Town of  
Sibley Township  
Silver Creek, Town of  
Silver Creek, Town of  
Springdale Township  
St. Augusta Township  
Stanford Township - Isanti Co.  
Stillwater, Town of  
Sverdrup Township

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Thomson Township  
Township Maintenance Association  
Vasa Township  
Victor Township  
Waconia Township  
Warsaw Township  
Watertown Township  
White Bear Township  
White, Town of  
Wyoming Township  
York Township

**Utilities**

Aitkin Public Utilities Commission  
Albertville Joint Power Water System  
Alexandria Board of Public Works  
Alexandria Lake Area Sanitary District  
Austin Utilities  
Bagley Public Utilities Commission  
Blue Earth Light & Water  
Board of Water Commissioners  
Bovey-Coleraine Water & Waste Water  
Commission  
Chisago Lakes Joint Sewage Treatment  
Commission  
City of Babbitt Public Utilities 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 Commission  
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 Department  
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  
Prairieland Joint County Compost Facility  
Princeton Public Utilities  
Prior Lake - Spring Lake Watershed District  
Proctor Public Utilities Commission  
Public Utilities Commission  
Red Lake Watershed District  
Redwood Falls Utilities Commission  
Rock County Rural Water District  
Sauk Centre Water, Light & Power Commission  
Shakopee Public Utilities Commission  
Sleepy Eye Public Utility  
Southern Minnesota Municipal Power Agency  
Spring Valley Public Utilities Commission  
Springfield Public Utilities Commission  
Truman Municipal Light Plant  
Upper Minnesota River Watershed District  
Wells Public Utilities Department  
West Lake Superior Sanitary District  
Westbrook Power & Water Department