

January 2003

Minnesota Local Government Pay Equity Compliance Report

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

200 Centennial Office Building
658 Cedar Street
St. Paul, MN 55155-1603

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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 1500 local governments in Minnesota, and impacts a total of about 220,000 local government employees. Each year approximately one-third of the local governments are required to submit pay equity implementation reports. Overall, local governments have achieved a high level of compliance with the pay equity law—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.

Among the 455 local governments reporting in calendar year 2002, 90% have achieved pay equity and are in compliance with the law. Of the jurisdictions remaining, 7% are out of compliance and the decision is pending for 3%. Initially, 21% were out of compliance, but through DOER's assistance, most jurisdictions have already identified and corrected problems and others are making progress toward compliance.

This year's experience is consistent with past years. Implementation reports were initiated in the early 1990's, and in each reporting cycle since that time, approximately one-fourth to one-third of jurisdictions have been initially found out of compliance. While jurisdictions have achieved compliance in previous reporting cycles, a significant number failed to maintain that compliance in this reporting cycle. In previous years, as in the year 2002, the department assisted local governments so that almost all eventually achieved compliance by the end of the calendar year. In reviewing all jurisdictions in Minnesota, covered by the last three years of reporting, 97% are currently in compliance.

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 regarding local government pay equity compliance to the state legislature. To wit:

“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.”

This report (the 2003 Minnesota Local Government Pay Equity Report) was prepared entirely by personnel at the Department of Employee Relations, as part of routine work assignments. 20 copies of the report were printed in house. The amount of staff time required to prepare the report would cost approximately \$450.

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

Questions on this report may be directed to the DOER pay equity coordinator at (651) 296-2653.

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). DOER adopted the rule MCAR 3920, October 1992.

B. Assistance to Local Governments

During the 19 years since the law was passed, DOER has communicated in various ways with the approximately 1500 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. In January of 2000 a new version of the software was made available on the Internet for downloading free of charge. Approximately 1100 copies of the software have been downloaded. DOER has periodically offered training sessions since 1984, and thousands of individuals from throughout the state have attended. DOER has also made three training videos for smaller jurisdictions, larger jurisdictions and school districts.

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.

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 2002:

Pay Equity Implementation Reports

- Reviewed and made compliance determinations regarding 455 jurisdictions required to report in 2002.
- In addition to the 455 reports, approximately 200 “preliminary reviews” were completed. Preliminary reviews are done for jurisdictions found out of compliance and for any other jurisdiction that requests one.
- 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.
- Prepared materials, evaluated evidence and continued coordination of an internal team of DOER staff to review and make decisions regarding reconsideration requests and requests for suspension of penalties.
- Conducted meetings with individuals from jurisdictions found out of compliance to discuss their particular circumstances, ways to achieve compliance and action regarding any penalties.

Changes/Cost-Saving Measures

- Continued “streamlined” notification packet sent to approximately 500 jurisdictions required to report in 2003. Instead of including hard copies of the 14-page instruction booklet and 17-page guidebook, the letter directed jurisdictions to DOER’s web page for these materials. The estimated annual cost-savings of this is \$500 each year.
- Continued “streamlined” packets sent to jurisdictions notifying them of “compliance” or “non-compliance” to exclude hard copies of booklets and instead direct them to DOER’s web page. The estimated annual cost-savings of this is \$400.

New Initiatives/Assignments

- **State Job Match Revised**

Completed revision of the State Job Match job evaluation system. This manual has been distributed free of charge since 1984 and provides jurisdictions with and “in house” option for evaluating jobs in terms of skill, effort, responsibility and working conditions. The format is completely changed, additional jobs were added and more instructional information about job evaluation was added. The booklet was also added to DOER’s web page.

- **Job Evaluation Training Conducted**

As required, DOER prepared a special report to the legislature in 2002 regarding “the practices and progress” of the Local Government Pay Equity Act. Two primary conclusions were part of the report. First, the present system of reporting and enforcement should continue and second, that DOER should provide additional training particularly in the area of job evaluation.

In the fall of 2002 DOER conducted seven training sessions, five in greater Minnesota and two in the metro area. The sessions were well received and drew approximately 500 drew participants. A video tape of the training has also been made available for a nominal fee. the Legislature Practices and Progress of the Local Government Pay Equity Act” January 15, 2002 is available upon request.

- **Web Page Expanded**

DOER’s web page now includes not only the State Job Match booklet but also a comprehensive listing of all state jobs and job evaluation ratings. This allows all interested parties access to information beyond what is in the State Job Match booklet. The web page also includes pay equity reporting instructions, compliance requirements, pay analysis software and forms.

Ongoing Activities

- Provided technical assistance on a daily basis to local governments, employees and the general public involving many phone calls, letters and faxes to answer questions and provide guidance for achieving compliance.
- Continued to distribute “Pay Equity Compliance Review” videotapes to interested parties for a nominal fee of \$15.
- Updated and maintained a web page for pay equity resource materials and information. Reporting instructions, the guidebook and the pay equity software are all available on the site free of charge. Over 1100 downloads of the software have been recorded.
- Analyzed and prepared materials regarding jurisdictions requesting salary exemptions for certain employees that would exceed to 95% of the Governor’s salary.

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 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.*

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 95 jurisdictions whose 2002 reports were initially found out of compliance, 39% failed the completeness and accuracy test and 48% failed either the statistical or alternative salary comparison tests. A specific breakdown regarding each test follows:

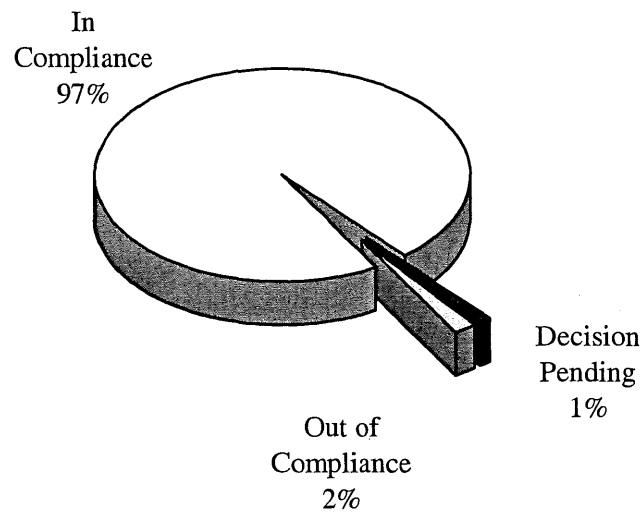
| Test Failed | Number |
|--------------------------------|-----------|
| Completeness and Accuracy Test | 37 |
| Statistical Analysis Test | 10 |
| Alternative Analysis Test | 36 |
| Salary Range Test | 7 |
| Exceptional Service Pay Test | 5 |
| Total | 95 |

Section Three

Summary of Compliance Status of Local Governments

Due to the staggered reporting that began in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 2000, 2001 and 2002. At this time, 97% of all jurisdictions are in compliance, 2% are out of compliance and 1% are yet to be decided.

Current Status—Composite of 2000, 2001 and 2002 Reports



Summary of Compliance Status by Jurisdictional Type - Composite 2000, 2001 & 2002

| Jurisdiction Type | In Compliance | Out of Compliance | Decision Pending | Total |
|--|----------------------|--------------------------|-------------------------|--------------|
| City | 614 | 10 | 6 | 630 |
| County | 83 | 3 | 1 | 87 |
| Schools | 335 | 6 | 2 | 343 |
| Soil & Water Conservation Districts (SWCDs) | 84 | 1 | 0 | 85 |
| Other Districts | 111 | 1 | 3 | 115 |
| Housing and Redevelopment Authorities (HRAs) | 73 | 3 | 1 | 77 |
| Townships | 72 | 0 | 0 | 72 |
| Utilities | 50 | 1 | 0 | 51 |
| Health Care Fac. | 43 | 1 | 0 | 44 |
| TOTAL | 1465 | 26 | 13 | 1504 |

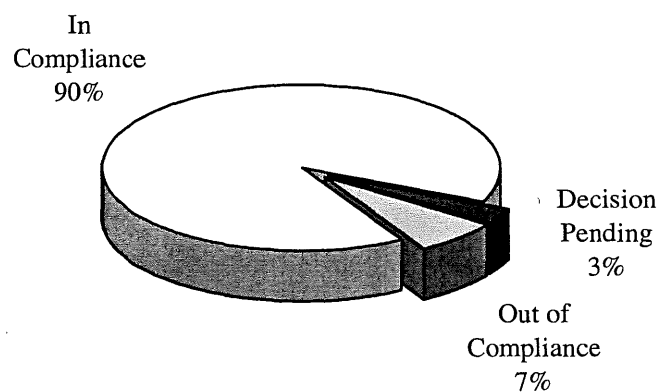
Compliance Status of 2001 Reports

After the initial review of 455 reports was completed, DOER determined that 344 jurisdictions (76%) were in compliance and that 95 jurisdictions (21%) were not in compliance. The decision is pending for 16 jurisdictions (3%).

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. A few of the 95 jurisdictions initially found out of compliance have exercised their option to request reconsideration.

Of the 95 jurisdictions initially found out of compliance, 68 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—2002 Reports



Inequities Identified in Reports Submitted in 2002

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 male and female employees changed after pay equity wage increases were given.

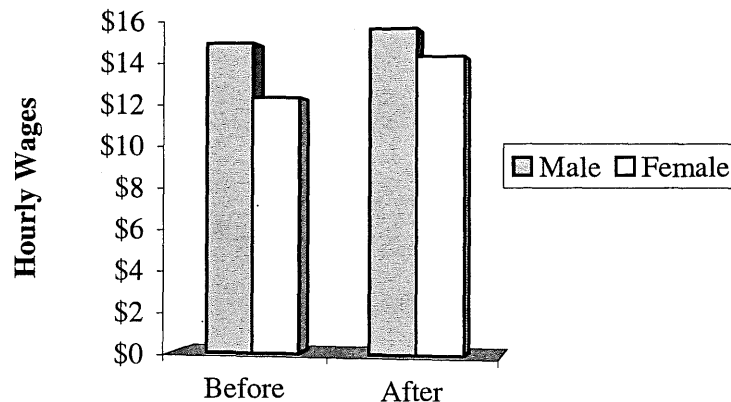
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated otherwise. In addition, disparities could not be accounted for by length of service or performance differences. For example, a female in the position of city clerk, rating 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 average increase in wages for females that required salary adjustments was \$1.89 per hour or 15%. Before the inequities were corrected, the average pay for females was \$12.42 per hour and for males was \$15.10 per hour. That is, the females were paid 82% of the wages paid to males despite favorable job evaluation ratings. After adjustments were made, the average pay for females was \$14.32 per hour and for males it was \$15.70 per hour. The wage gap narrowed significantly and, on average, wages for females increased to 91% of their male counterparts.

Wages Before and After Pay Equity Adjustments

(Calculation of inequities in jurisdictions found of compliance)



Specific Increases by Position for Inequities Identified in 2002 Reports

| Position | "Before" Hrly. Wage | "After" Hrly. Wage | Hrly. Wage Increase |
|------------------------|------------------------|-----------------------|------------------------|
| Asst. Clerk | 12.77 | 14.67 | 1.90 |
| Bartender | 8.27 | 10.00 | 1.73 |
| Bartender | 7.15 | 9.05 | 1.90 |
| City Clerk | 20.20 | 20.77 | .57 |
| Clerk Treas. | 12.25 | 13.33 | 1.08 |
| Clerk | 15.86 | 17.73 | 1.87 |
| Clerk | 12.50 | 15.00 | 2.50 |
| Deputy Clerk | 11.18 | 13.18 | 2.00 |
| Deputy Clerk | 13.41 | 13.98 | .57 |
| Deputy Clerk | 9.18 | 12.00 | 2.82 |
| Dist. Clerk | 11.97 | 13.25 | 1.28 |
| Executive Director | 10.54 | 13.44 | 2.90 |
| Librarian | 14.98 | 15.55 | .57 |
| Librarian | 8.50 | 9.03 | .53 |
| Library Tech. | 7.55 | 10.00 | 2.45 |
| Lifeguard | 6.25 | 6.70 | .45 |
| Liquor Store Manager | 6.75 | 7.50 | .75 |
| Liquor Store Manager | 11.10 | 12.77 | 1.67 |
| Planning GIS Operator | 21.69 | 26.91 | 5.22 |
| Pool Manager | 7.90 | 8.60 | .70 |
| Program Specialist | 18.50 | 20.42 | 1.92 |
| Sr. Prog. Tech. | 15.58 | 18.54 | 2.96 |
| Transportation Planner | 21.69 | 26.91 | 5.22 |

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance - Penalty May Be Assessed

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

The abbreviations for the tests for compliance used in this section are: CA – completeness and accuracy; ST – statistical salary comparison analysis; ALT – alternative salary comparison 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 | | | |
| Battle Lake | ST | 50 | 0.2 |
| Chaska | ST | 750 | 0.2 |
| Clontarf | ALT | 25 | 0.2 |
| Cold Spring | SR | * | 0.1* |
| Cologne | ALT | 80 | 0.8 |
| Crosby | ESP | * | 0.1* |
| Hastings | ESP | * | 0.1* |
| Lake Lillian | ALT | * | 0.1* |
| Moose Lake | ALT | 200 | 0.6 |
| St. Peter | SR | * | 0.1* |
| Counties | | | |
| Norman County | ESP | * | 0.1* |
| Yellow Medicine County | SR | * | 0.1* |
| Wadena County | ESP | * | 0.1* |
| School Districts | | | |
| ISD No. 282 St. Anth./New Bright. | ST | 1500 | 0.2 |
| ISD No. 316 Greenway | ESP | * | 0.1* |
| ISD No. 706 Virginia | ESP | * | 0.1* |
| ISD No. 756 Blooming Prairie | ALT | 175 | 0.2 |
| ISD No. 883 Rockford | ST | 400 | 0.1 |
| ISD No. 916 NE Metro | SR | * | 0.1* |

| Jurisdiction | Test(s) Failed | Est. Monthly Cost to Achieve Compliance | Cost as % Payroll |
|--|---------------------------|--|------------------------------|
| Health Care Facilities | | | |
| Northfield City Hospital | SR | * | 0.1* |
| Housing and Redevelopment Authorities | | | |
| Cass County HRA | ALT | * | 0.1* |
| Breckenridge HRA | ALT | 200 | 3.3 |
| South St. Paul HRA | ALT | 250 | 0.5 |
| Soil and Water Conservation Districts | | | |
| Pennington SWCD | ALT | 200 | 2.2 |
| Utilities | | | |
| Bagley Public Utilities | ALT | 360 | 2.0 |
| Others | | | |
| International Falls Recreation | ALT | 80 | 1.4 |

- *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

Previous reports to the legislature have included jurisdictions that had penalties. However, at this time there have been no penalties assessed for any of the jurisdictions reporting in 2002. Although unlikely, it is possible that those jurisdictions still out of compliance or those where a decision is pending could be penalized if compliance is not achieved in an appropriate and timely manner.

Any jurisdiction subject to a penalty must receive a second notice of non-compliance with the Local Government Pay Equity Act and a notice that they are subject to a penalty. DOER also specifies 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, any penalized jurisdiction would have had several opportunities to avoid such a notice. Each received a first notice of non-compliance and each would have had a grace period to make corrections and achieve compliance. In addition, non-compliant jurisdictions would be:

- 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 has 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

DOER's last report to the legislature contained a summary of penalty cases and currently there are no cases pending. A total of 94 penalty cases have been resolved over the past eight years resulting in approximately \$1.62 million in total restitution paid to approximately 1100 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to DOER.

Section Five

Jurisdictions in Compliance

Cities

Ada
Adams
Adrian
Afton
Aitkin
Akeley
Albany
Albert Lea
Albertville
Alden
Alexandria
Alpha
Altura
Alvarado
Amboy
Andover
Annandale
Anoka
Apple Valley
Appleton
Arco
Arden Hills
Argyle
Arlington
Ashby
Askov
Atwater
Audubon
Aurora
Austin
Avoca
Avon
Babbitt
Backus
Badger
Bagley
Balaton
Barnesville
Barnum
Barrett
Baudette
Baxter
Bayport
Beardsley
Beaver Bay
Becker
Belgrade
Belle Plaine
Bellingham
Belview
Bernidji
Benson
Bertha
Big Falls
Big Lake
Bigfork
Birchwood
Bird Island

Biscay
Biwabik
Blackduck
Blaine
Blooming Prairie
Bloomington
Blue Earth
Bovey
Boyd
Braham
Brainerd
Brandon
Breckenridge
Breezy Point
Brewster
Bricelyn
Brooklyn Center
Brooklyn Park
Brooten
Browerville
Browns Valley
Brownsdale
Brownsville
Brownton
Buffalo
Buffalo Lake
Buhl
Burnsville
Butterfield
Byron
Caledonia
Callaway
Calumet
Cambridge
Canby
Cannon Falls
Canton
Carlos
Carlton
Carver
Cass Lake
Center City
Centerville
Ceylon
Champlin
Chandler
Chanhausen
Chaska
Chatfield
Chisago City
Chisholm
Chokio
Circle Pines
Clara City
Claremont
Clarissa
Clarkfield
Clarks Grove
Clearbrook
Clearwater

Clements
Cleveland
Climax
Clinton
Clontarf
Cloquet
Cohasset
Cokato
Cold Spring
Coleraine
Cologne
Columbia Heights
Comfrey
Conger
Cook
Coon Rapids
Corcoran
Cosmos
Cottage Grove
Cottonwood
Cromwell
Crookston
Crosslake
Currie
Danube
Danvers
Darwin
Dassel
Dawson
Dayton
Deephaven
De Graff
Deer River
Deerwood
Delano
Delavan
Dellwood
Detroit Lakes
Dilworth
Dodge Center
Donnelly
Duluth
Dundas
Dundee
Dunnell
Eagan
Eagle Bend
Eagle Lake
East Bethel
East Grand Forks
East Gull Lake
Echo
Eden Prairie
Eden Valley
Edgerton
Edina
Elbow Lake
Elgin
Elizabeth
Elk River

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

Milaca
 Milan
 Millerville
 Milroy
 Miltona
 Minneapolis
 Minneota
 Minnesota Lake
 Minnetonka
 Minnetonka Beach
 Minnetrista
 Montevideo
 Montgomery
 Monticello
 Montrose
 Moorhead
 Mora
 Morgan
 Morris
 Morristown
 Morton
 Motley
 Mound
 Mountain Iron
 Mountain Lake
 Murdock
 Nashwauk
 Nerstrand
 Nevis
 New Auburn
 New Brighton
 New Hope
 New London
 New Prague
 New Richland
 New Ulm
 New York Mills
 Newfolden
 Newport
 Nicollet
 Nisswa
 North Branch
 North Mankato
 North Oaks
 North St. Paul
 Northfield
 Northome
 Norwood Young America
 Oak Grove
 Oak Park Heights
 Oakdale
 Odessa
 Ogema
 Ogilvie
 Okabena
 Oklee
 Olivia
 Onamia
 Orono
 Oronoco
 Orr
 Ortonville
 Osakis
 Oslo
 Otsego
 Owatonna

Palisade
 Park Rapids
 Parkers Prairie
 Paynesville
 Pelican Rapids
 Pequot Lakes
 Pennock
 Perham
 Peterson
 Pierz
 Pillager
 Pine City
 Pine Island
 Pine River
 Pipestone
 Plainview
 Plato
 Plummer
 Plymouth
 Preston
 Princeton
 Prinsburg
 Prior Lake
 Proctor
 Ramsey
 Randall
 Ranier
 Raymond
 Red Lake Falls
 Red Wing
 Redwood Falls
 Remer
 Renville
 Rice
 Richfield
 Richmond
 Robbinsdale
 Rochester
 Rock Creek
 Rockford
 Rockville
 Rogers
 Rollingstone
 Rose Creek
 Roseau
 Rosemount
 Roseville
 Rothsay
 Round Lake
 Royalton
 Rushford Village
 Rushmore
 Russell
 Sacred Heart
 Sandstone
 Sartell
 Sauk Centre
 Sauk Rapids
 Savage
 Scanlon
 Sebeke
 Shafer
 Shakopee
 Shelly
 Sherburn
 Shoreview

Shorewood
 Silver Bay
 Slayton
 Sleepy Eye
 South Haven
 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
 Stacy
 Staples
 Starbuck
 Stephen
 Stewart
 Stewartville
 Stillwater
 Stockton
 Storden
 Swanville
 Taconite
 Taylors Falls
 Thief River Falls
 Thomson
 Tonka Bay
 Tower
 Tracy
 Trimont
 Truman
 Tyler
 Twin Valley
 Two Harbors
 Ulen
 Underwood
 Upsala
 Vadnais Heights
 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
Windom
Winger
Winnebago
Winona
Winsted
Winthrop
Winton
Wolf Lake
Wolverton

Wood Lake
Woodbury
Worthington
Wrenshall
Wykoff
Wyoming
Zimmerman
Zumbrota

Counties

Aitkin County
Anoka County
Becker County
Beltrami County
Benton County
Big Stone County
Brown County
Blue Earth County
Carlton County
Carver County
Cass County
Chippewa County
Clay County
Chisago County
Clearwater County
Cook County
Cottonwood County
Crow Wing County
Dakota County
Dodge County
Douglas County
Faribault County
Fillmore County
Freeborn County
Goodhue County
Grant County
Hennepin County
Houston County
Hubbard County
Isanti County
Itasca County
Jackson County
Kanabec County
Kandiyohi County
Kittson County
Koochiching County
Lake County
Lake of the Woods County
Le Sueur County
Lincoln County
Lyon County
Mahnomen County

Marshall County
Martin County
McLeod County
Meeker County
Mille Lacs County
Morrison County
Mower County
Murray County
Nicollet County
Nobles 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
Todd County
Swift County
Traverse County
Wabasha County
Washington County
Waseca County
Watsonwan County
Wilkin County
Winona County
Wright County

Health Care Facilities

Appleton Municipal Hospital
Arlington 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
 Glencoe Area Health Center
 Goodhue/Wabasha Community 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
 District
 Multi County Nursing 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
 Sleepy Eye Municipal Hospital
 Swift County Benson Hospital
 Sunrise Nursing Home
 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
 Carver 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
 Lake Benton 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
 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
 St. Cloud HRA
 St. James HRA
 St. Peter HRA
 Swift County HRA
 Thief River Falls HRA
 Todd County HRA
 Tracy HRA
 Wadena HRA
 Walker HRA
 Waseca HRA
 Washington County HRA
 Warren HRA
 Willmar HRA
 Windom HRA
 Winona HRA
 Worthington HRA

Independent School Districts

Intermediate School Dist. 917

ISD No. - 1, Aitkin
ISD No. - 1A, Minneapolis
ISD No. - 2, Hill City
ISD No. - 4 McGregor
ISD No. - 6, South St. Paul
ISD No. - 11, Anoka-Hennepin
ISD No. - 12, Centennial
ISD No. - 13, Columbia Heights
ISD No. - 14, Fridley
ISD No. - 15, St. Francis
ISD No. - 16, Spring Lake Park
ISD No. - 22, Detroit Lakes
ISD No. - 23, Frazee
ISD No. - 25, Pine Point
ISD No. - 31, Bemidji
ISD No. - 32, Blackduck
ISD No. - 36, Kelliher
ISD No. - 38, Red Lake
ISD No. - 47, Sauk Rapids
ISD No. - 51, Foley
ISD No. - 62, Ortonville
ISD No. - 75, St. Clair
ISD No. - 77, Mankato
ISD No. - 81, Comfrey
ISD No. - 84, Sleepy Eye
ISD No. - 85, Springfield
ISD No. - 88, New Ulm
ISD No. - 91, Barnum
ISD No. - 93, Carlton
ISD No. - 94, Cloquet
ISD No. - 95, Cromwell-Wright
ISD No. - 97, Moose Lake
ISD No. - 99, Esko
ISD No. - 100, Wrenshall
ISD No. - 108, Norwood
ISD No. - 110, Waconia
ISD No. - 111, Watertown
ISD No. - 112, Chaska
ISD No. - 113, Walker-Akeley
ISD No. - 115, Cass Lake-Bena
ISD No. - 116, Pillager
ISD No. - 118, Remer/Longville
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. - 175, Westbrook
ISD No. - 177, Windom
ISD No. - 195, Randolph
ISD No. - 196, Rosemount-Apple Valley-Eagan
ISD No. - 197, West St. Paul
ISD No. - 199, Inver Grove Hgts.
ISD No. - 200, Hastings
ISD No. - 203, Hayfield
ISD No. - 204, Kasson-Mantorville
ISD No. - 206, Alexandria
ISD No. - 207, Brandon
ISD No. - 208, Evansville
ISD No. - 213, Osakis

ISD No. - 227, Chatfield
ISD No. - 229, Lanesboro
ISD No. - 238, Mabel-Canton
ISD No. - 239, Rushford-Peterson
ISD No. - 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. - 283, St. Louis Park
ISD No. - 284, Wayzata
ISD No. - 286, Brooklyn Center
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. - 317, Deer River
ISD No. - 318, Grand Rapids
ISD No. - 319, Nashwauk-Keewatin
ISD No. - 323, Franconia
ISD No. - 328, Souix Valley
ISD No. - 330, Heron Lake
ISD No. - 332, Mora
ISD No. - 333, Ogilvie
ISD No. - 345, New London
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, Mahnommen

ISD No. - 435, Waubun-Ogema- White Earth
 Community Schools
 ISD No. - 441, Newfolden
 ISD No. - 447, Grygla
 ISD No. - 458, Truman
 ISD No. - 463, Eden Valley Watkins
 ISD No. - 465, Litchfield
 ISD No. - 466, Dassel-Cokato
 ISD No. - 473, Isle
 ISD No. - 477, Princeton
 ISD No. - 480, Onamia
 ISD No. - 482, Little Falls
 ISD No. - 484, Pierz
 ISD No. - 485, Royalton
 ISD No. - 486, Swanville
 ISD No. - 487, Upsala Area Schools
 ISD No. - 492, Austin
 ISD No. - 495, Grand Meadow
 ISD No. - 497, Lyle
 ISD No. - 499, LeRoy/Ostrander
 ISD No. - 500, Southland
 ISD No. - 505, Fulda
 ISD No. - 507, Nicollet
 ISD No. - 508, St. Peter
 ISD No. - 511, Adrian
 ISD No. - 513, Brewster
 ISD No. - 514, Ellsworth
 ISD No. - 516, Round Lake
 ISD No. - 518, Worthington
 ISD No. - 531, Byron
 ISD No. - 533, Dover-Eyota
 ISD No. - 534, Stewartville
 ISD No. - 535, Rochester
 ISD No. - 542, Battle Lake
 ISD No. - 544, Fergus Falls
 ISD No. - 545, Henning
 ISD No. - 547, Parkers Prairie
 ISD No. - 548, Pelican Rapids
 ISD No. - 549, Perham
 ISD No. - 550, Underwood
 ISD No. - 561, Goodridge
 ISD No. - 564 Thief River Falls
 ISD No. - 577, Willow River
 ISD No. - 578, Pine City
 ISD No. - 581, Edgerton
 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. - 611, Cyrus
 ISD No. - 621, Mounds View Public Schools
 ISD No. - 622, Mounds View Public Schools
 ISD No. - 623, Roseville
 ISD No. - 624, White Bear Lake
 ISD No. - 625, St. Paul
 ISD No. - 627, Oklee
 ISD No. - 628, Plummer
 ISD No. - 630, Red Lake Falls
 ISD No. - 635, Milroy
 ISD No. - 640, Wabasso
 ISD No. - 656, Faribault
 ISD No. - 659, Northfield
 ISD No. - 671, Hills
 ISD No. - 676, Badger

ISD No. - 682, Roseau
 ISD No. - 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. - 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. - 761, Owatonna
 ISD No. - 763, Medford
 ISD No. - 768, Hancock
 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. - 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-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. - 885, St. Michael-Albertville

ISD No. - 891, Canby
 ISD No. - 911, Cambridge-Isanti
 ISD No. - 912, Milaca
 ISD No. - 914, Ulen-Hitterdal
 ISD No. - 2071, Lake CrystalGarden 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. - 2149, Minnewaska
 ISD No. - 2215, Twin Valley
 ISD No. - 2154, Eveleth/Gilbert
 ISD No. - 2155, Wadena/Deer Creek
 ISD No. - 2159, Buffalo LakeHector Schools
 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. - 2310, Sibley E. Schools
 ISD No. - 2311, Clearbrook-Gonvick
 ISD No. - 2342, West Central Area Schools
 ISD No. - 2358, Tri County Schools

Others

A.L.F. Joint Powers Ambulance Service
 Agassiz Valley Vocational
 Anoka Conservation District
 Anoka-Champlin Fire Board
 Area Special Education Cooperative
 Arrowhead Library System
 Arrowhead Region Computing Consortium
 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 Community Corrections-
 Corrections Center
 Central Minnesota Computing 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

ISD No. - 2364, Belgrade-Brooten-Elrosa
 ISD No. - 2365, GFW Gibbon-Fairfax-Winthrop
 ISD No. - 2396, Atwater-Cosmos-Grove City
 ISD No. - 2397, LeSueurHenderson
 ISD No. - 2448, Martin County West Schools
 ISD No. - 2527, Norman County West
 ISD No. - 2534BOLD, 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. - 2758, Redwood Falls
 ISD No. - 2759, Eagle Valley
 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. - 2884, Red Rock Central
 ISD No. - 2886, Glenville Emmons
 ISD No. - 2887, McLeod West Public Schools
 ISD No. - 2888, Clinton-Graceville-Beardsley
 ISD No. - 2889, Lake Park/Audubon
 ISD No. - 2898, Westbrook Walnut Grove
 ISD No. - 2890, Renville County West
 ISD No. - 4007, Henderson

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
 Greenway Joint Recreation Association
 Headwaters Regional Development Commission
 Hennepin Parks
 Hennepin Technical College Intermediate
 District 287
 Human Services of Faribault and Martin
 Counties
 61-6026 West Central Education Dist.
 Joint Recreation Board, Eveleth
 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 District
 Metronet
 Metropolitan Airports Commission
 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 Migrant Region
 Northwest Regional Development Commission
 Northwest Regional Library
 Northwest Suburbs Cable Communications
 Commission
 NW Regional Inter-District Council No. 382-52
 Pine-Prairie Cooperative Center
 Pipestone County Economic Joint Powers
 Authority
 Plum Creek Library System
 Prairieland Joint County Compost Facility
 Quad Cities Cable Communications
 Commission
 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
 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
 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 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 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
 Chippewa County SWCD
 Chisago SWCD
 Clay County SWCD
 Clearwater SWCD
 Cook County 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
 Jackson 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
Olmstead SWCD
Pine County SWCD
Pipestone County SWCD
Pope SWCD
Ramsey County SWCD
Red Lake County SWCD
Redwood County SWCD
Renville County SWCD
Rice SWCD
Root River SWCD
Roseau County SWCD
Scott County SWCD

Sherburne 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
Watsonwan 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
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
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
St. Augusta Township
Stanford Township - Isanti Co.
Stillwater, Town of
Sverdrup Township
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
Alexandria Bd. Of Public Works
Alexandria Lake Area Sanitary District
Austin Utilities
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
Grand Rapids Public Utilities
Glencoe Power & Light Commission
Hibbing Utilities
Hutchinson Utility Commission
Kenyon 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
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 Minn. Municipal Power Agency
Spring Valley Public Utilities Commission
Springfield Public Utilities Commission
Truman Municipal Light Plant
Upper Minnesota River Watershed District
Utilities Plus – Blue Earth
Wells Public Utilities Department
West Lake Superior Sanitary District
Westbrook Power & Water Department