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Minnesota Local Government Pay Equity Compliance Report

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

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Executive Summary

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

The Local Government Pay Equity Act applies to approximately 1,500 local governments in Minnesota, and impacts a total of about 220,000 local government employees. Each year approximately one-third of the local governments are required to submit pay equity implementation reports. However, legislation passed during the 2003 legislative session changed the reporting cycle, but did not change the compliance requirements. In addition, a moratorium on reporting was passed for 2003 and 2004. When reporting resumes for 2005, jurisdictions will be required to report once every five years rather than once every three years.

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

Of the 492 reports submitted in 2003, 416 have had their initial reviews completed. Of those reviewed, 103 (25%) were initially found out of compliance and 313 (75%) were initially found in compliance. With DOER's assistance, 63 of the jurisdictions initially found out of compliance have now achieved compliance and the remaining are in the process of correcting issues and are making progress toward compliance. The review is still in progress for the remaining 76 jurisdictions.

This year's experience is typical of previous reporting results. Since the implementation of the reports were initiated in the early 1990's, and in each subsequent reporting cycle, approximately one-fourth to one-third of reporting jurisdictions have been initially found out of compliance. While individual jurisdictions achieved compliance in previous reporting cycles, a significant number have failed to maintain that compliance in subsequent reporting cycles. In previous years, as in 2003, the department will continue to assist local governments to allow them to achieve compliance. In reviewing all jurisdictions covered by the last three years of reporting, 93% achieved 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 to the state legislature regarding local government pay equity compliance. Minnesota Statute (M.S.) 471.999 states:

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

The 2004 Minnesota Local Government Pay Equity Report was prepared entirely by the Department of Employee Relations staff as part of routine work assignments. Twenty copies of the report were printed in house. The cost of staff time to prepare the report was approximately \$490.

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

Questions regarding this report may be directed to the DOER pay equity coordinator at (651) 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. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.” Compliance must be maintained and jurisdictions are periodically evaluated. In 2003, the evaluation or reporting cycle was changed from once every three years to once every five years.

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

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

Responsibilities of the Department of Employee Relations

A. Pay Equity Rule Adopted

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

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

B. Assistance to Local Governments

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

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

In addition, DOER has developed computer software to help jurisdictions determine the underpayment of female job classes and calculate the results for several of the compliance tests. In January of 2000 a new version of the software was made available on the Internet to download free of charge. Approximately 1,100 copies of the software have been downloaded. DOER has periodically offered training sessions, and thousands of individuals throughout the state have attended. DOER has also made videos explaining reporting requirements, compliance requirements and job evaluation training.

In addition to ongoing daily technical assistance, the pay equity coordinator conducted the following major activities in 2003.

Pay Equity Implementation Reports

- Reviewed or is in the process of reviewing 492 reports from jurisdictions required to report in 2003.
- Approximately 200 “preliminary reviews” were completed. Preliminary reviews are conducted for jurisdictions found out of compliance and for any other jurisdiction that requests one.
- Continued the courtesy of sending jurisdictions that have not submitted a report a reminder letter before the report is overdue.
- Prepared materials, evaluated evidence and continued coordination of an internal team of DOER staff to review and make decisions regarding reconsideration requests and requests for suspension of penalties.
- Conducted meetings with out-of-compliance jurisdictions regarding their circumstances, methods to achieve compliance and possible penalties.

Changes and Cost-Saving Measures

- Notices were sent to all 1,500 local governments and interested parties explaining that the 2003 legislature changed the reporting cycle from once every three years to once every five years and placed a moratorium on reporting for 2004 and 2005.
- Continued to send reporting jurisdictions “streamlined” notification of “compliance” or “non-compliance.” Some of the information once mailed to jurisdictions is now available on DOER’s web page savings about \$400 per year.
- Continued distribution of the 2002 State Job Match job evaluation system. This manual has been distributed free of charge since 1984 and provides jurisdictions with an “in house” option for evaluating jobs in terms of skill, effort, responsibility and working conditions. The booklet includes hundreds of job matches, describes how to access over 1,800 state job descriptions and outlines instructions for evaluating jobs. All information is available on DOER’s web page.

New Initiatives/Assignments

- **Statewide Training Planned**

The last time DOER conducted basic training regarding compliance requirements and specifics as to how to complete the reporting form was in 1997. Since it has been a number of years since the last training, DOER is planning to do a series of comprehensive training sessions on these topics throughout the state in 2004.

- **Software Upgrade**

Towards the end of 2003, DOER launched a major initiative to establish a new version of the Pay Equity Analysis software on the internet. New versions of Microsoft and other technological changes have made the current version of the Pay Equity Analysis software outdated for some users. The new software is scheduled to be available to all users in November of 2004. As in the past, the new software on the internet will be available free of charge.

Ongoing Activities

- Provided technical assistance on a daily basis to local governments, employees and the general public involving phone calls, letters and faxes to answer questions and provide guidance for achieving compliance.
- Continued to distribute "Pay Equity Compliance Review" and "Pay Equity Job Evaluation" videotapes to interested parties for a fee of \$15.
- Continued to update and maintain DOER's pay equity web page including the State Job Match booklet along with a comprehensive listing of all state jobs and job evaluation ratings. This allows all interested parties access to information beyond what is in the State Job Match booklet. The web page also includes pay equity reporting instructions, compliance requirements, pay analysis software and forms. All are available on the web free of charge. Over 1,100 downloads of the software have been recorded.
- Provided testimony and written materials to members of the legislature and legislative commissions and/or committees.

Section Two

Tests for Compliance

A. Tests for Compliance

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

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

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

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

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

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

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

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

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

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 103 jurisdictions whose 2003 reports were initially found out of compliance, 54% failed the completeness and accuracy test and 34% failed either the statistical or alternative salary comparison tests. A specific breakdown regarding each test follows:

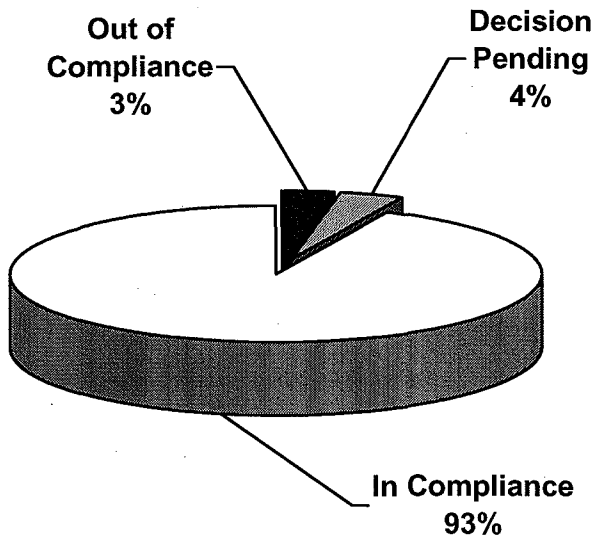
Test Failed	Number
Completeness and Accuracy Test	56
Statistical Analysis Test	10
Alternative Analysis Test	25
Salary Range Test	5
Exceptional Service Pay Test	7
Total	103

Section Three

Summary of Compliance Status of Local Governments

Due to the staggered reporting that began in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 2001, 2002 and 2003. At this time, 93% of all jurisdictions are in compliance, 3% are out of compliance and the decision is pending for 4%.

Current Status—Composite of 2001, 2002 and 2003 Reports



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

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	593	18	21	632
County	73	2	12	87
Schools	312	14	18	344
Soil & Water Conservation Districts (SWCDs)	81	2	1	84
Other Districts	109	1	4	114
Housing and Redevelopment Authorities (HRAs)	73	2	1	76
Townships	67	1	2	70
Utilities	48	1	1	50
Health Care Fac.	38	1	5	44
TOTAL	1394	42	65	1501

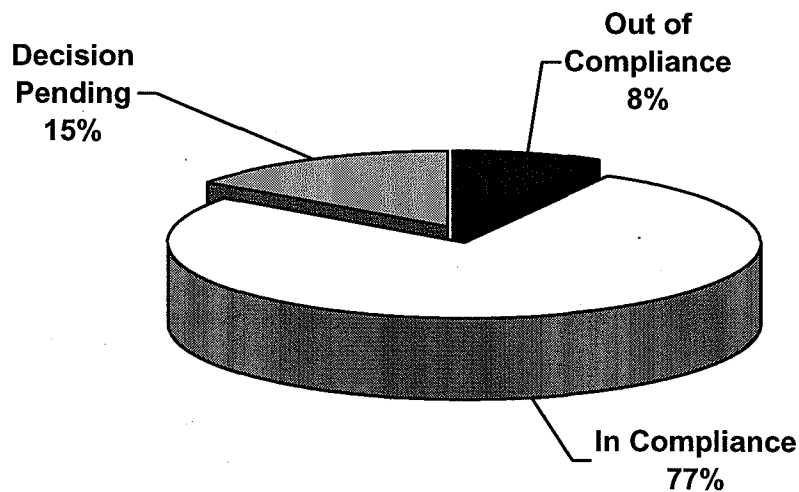
Compliance Status of 2003 Reports

At this time, 416 of 492 reports have been reviewed. After the initial review of the 416 reports, 313 (75%) were in compliance and 103 (25%) were found out of compliance. Over half of those initially found out of compliance have now achieved compliance. The current overall status for all 492 jurisdictions required to report in 2003 is as follows: 376 (77%) are in compliance, 40 (8%) are out of compliance and the decision is pending for 76 (15%).

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 103 jurisdictions initially found out of compliance have exercised their option to request reconsideration.

Of the 103 jurisdictions initially found out of compliance, 63 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—2003 Reports



Inequities Identified in Reports Submitted in 2003

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

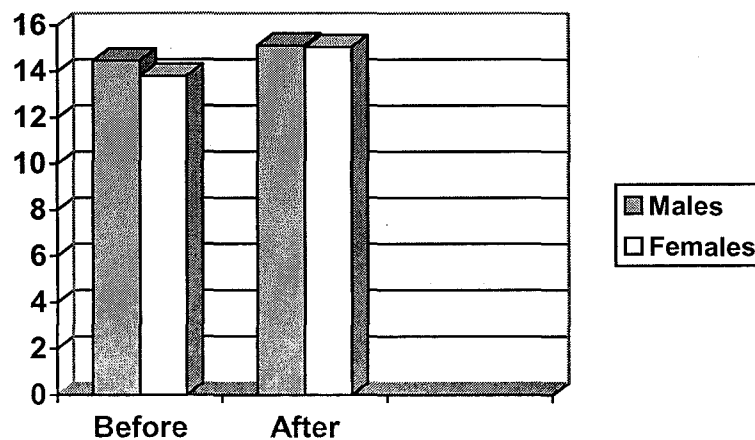
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example,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

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

The examples on the next page show that wages for females were adjusted an average of \$1.26 per hour or 9%. Before the inequities were corrected, the average pay for females in the examples was \$13.81 per hour and average for males was \$14.47 per hour. That is, the females were paid 95% of the wages paid to males despite job evaluation ratings that indicated that the pay for the females should be at least equal to the pay for males. After adjustments were made, the average pay for females was \$15.06 per hour and for males it was \$15.13 per hour. The wage gap narrowed and, on average, wages for females increased to 99% of their male counterparts.

Wages Before and After Pay Equity Adjustments

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



Examples of Inequities Identified in 2003 Reports

Position	“Before” Hrly. Wage	“After” Hrly. Wage	Hrly. Wage Increase
Account Clerk II	20.92	22.16	1.24
Cashier	11.05	11.26	.21
City Clerk	8.93	9.95	1.02
City Clerk	9.95	12.00	2.05
City Clerk	10.00	11.50	1.50
City Clerk	10.00	10.10	.10
City Clerk	13.00	14.10	1.10
City Clerk	26.46	28.07	1.62
Finance Director	18.67	25.14	6.47
Liquor Clerk	9.89	10.04	.15
Office Specialist	11.00	11.24	.24
Receptionist	10.36	10.65	.29
Receptionist/Secretary	10.29	11.29	1.10
Recreation Coordinator	19.74	20.26	.52
Secretary	9.63	11.23	1.60
Secretary/Dist. Clerk	15.22	16.87	1.65
Sec./Elections Clerk	19.74	20.26	.52

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			
Arlington	ST	400	0.9
Ashby	ALT	175	2.3
Battle Lake	ST	50	0.2
Cokato	ALT	620	2.3
Cold Spring	CA	*	0.1*
Evansville	CA	*	0.1
Hanley Falls	ALT	430	4.5
Hastings	ST	500	0.6
Long Lake	ALT	230	0.8
Longville	ALT	200	0.8
Mapleton	CA	*	0.1*
Mayer	ALT	365	5.1
New York Mills	ESP	*	0.1*
Oakdale	ST	80	0.3
Plummer	ALT	220	6.1
Silver Lake	ALT	98	0.6
Vergas	ALT	700	10.2
Wrenshall	CA	*	0.1*

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
Counties			
Crow Wing County	CA	*	0.1*
Pine County	CA	*	0.1*
School Districts			
ISD No. 111 Watertown	SR,ESP	*	0.1*
ISD No. 118 Remer/Long.(Northland)	ALT	550	0.1
ISD No. 194 Lakeville	SR	*	0.1*
ISD No. 315 Greenway	ALT	500	2.0
ISD No. 391 Cleveland	ALT	60	0.1
ISD No. 403 Ivanhoe	ALT	650	0.5
ISD No. 477 Princeton	SR	*	0.1*
ISD No. 480 Onamia	SR	*	0.1*
ISD No. 581 Edgerton	SR	*	0.1*
ISD No. 635 Milroy	CA	*	0.1*
ISD No. 690 Warroad	SR	*	0.1*
ISD No. 706 Virginia	ST	1776	0.7
ISD No. 818 Verndale	ESP	*	0.1*
ISD No. 2536 Granada/Hnt./E.Chn.	ALT	100	0.1
Health Care Facilities			
Cook County North Shore	ESP	*	0.1*
Housing and Redevelopment Authorities			
Lake Benton HRA	CA	*	0.1*
St. James HRA	CA	*	3.3
Soil and Water Conservation Districts			
Carlton SWCD	CA	*	0.1*
Pope SWCD	ALT	*	0.1*
Utilities			
Shakopee Public Utilities	ST	375	0.3
Townships			
Balkan Township	CA	*	0.1*
Fayal Township	ALT	130	0.9
Others			
Metro Mosquito Control	ESP	*	0.1*
Spirit Mt. Authority	ST	110	0.1

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

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

B. Jurisdictions Not in Compliance - Penalties Assessed

The jurisdictions listed later in this section 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. In addition, non-compliant jurisdictions 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.
- 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.

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.

C. Jurisdictions Not in Compliance – Penalties Resolved

There were no penalty cases initiated in 2003 and currently there are no penalty 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

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
Askov
Atwater
Audubon
Aurora
Austin
Avoca
Avon
Babbitt
Backus
Badger
Bagley
Balaton
Barnum
Barrett
Baudette
Baxter
Bayport
Beardsley
Beaver Bay
Becker
Belgrade
Belle Plaine
Bellingham
Benson
Belview
Bemidji
Bertha
Bethel
Big Falls
Big Lake
Bigfork
Birchwood
Bird Island

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

Clearwater
Clements
Cleveland
Climax
Clinton
Clontarf
Cloquet
Cohasset
Coleraine
Cologne
Columbia Heights
Comfrey
Conger
Cook
Coon Rapids
Corcoran
Cosmos
Cottage Grove
Cottonwood
Cromwell
Crookston
Crosby
Crosslake
Currie
Danube
Danvers
Darwin
Dassel
Dawson
Dayton
De Graff
Deephaven
Deer River
Deerwood
Delano
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
Ellsworth
Elmore
Ely
Elysian
Emmons
Emily
Erhard
Erskine
Eveleth
Excelsior
Eyota
Fairfax
Fairmont
Falcon Heights
Faribault
Farmington
Fergus Falls
Fertile
Fifty Lakes
Finlayson
Flensburg
Floodwood
Foley
Forest Lake
Foreston
Fosston
Fountain
Franklin
Frazee
Freeport
Fridley
Frost
Fulda
Gary
Gaylord
Geneva
Gibbon
Gilbert
Gilman
Glenville
Glenwood
Glyndon
Golden Valley
Gonvick
Goodview
Good Thunder
Goodhue
Goodridge
Graceville
Grand Marais
Granite Falls
Green Isle
Greenbush
Greenfield
Grey Eagle
Grove City
Grygla
Hackensack

Hadley
Hallock
Halstad
Ham Lake
Hamburg
Hancock
Hanover
Hanska
Harmony
Harris
Hartland
Hawley
Hayfield
Hayward
Hector
Hendricks
Hendrum
Henning
Herman
Hermantown
Heron Lake
Hewitt
Hibbing
Hill City
Hills
Hilltop
Hinckley
Hitterdal
Hoffman
Hokah
Holdingford
Holland
Hopkins
Houston
Howard Lake
Hoyt Lakes
Hugo
Hutchinson
Independence
International Falls
Inver Grove Heights
Isanti
Isle
Ivanhoe
Jackson
Janesville
Jasper
Jeffers
Jordan
Kandiyohi
Karlstad
Kasota
Kasson
Keewatin
Kelliher
Kellogg
Kennedy
Kensington
Kenyon
Kerkhoven
Kettle River
Kiester
Kilkenny

Kimball
Kinney
La Crescent
La Prairie
Lafayette
Lake Benton
Lake Bronson
Lake City
Lake Crystal
Lake Elmo
Lake Lillian
Lake Shore
Lake St. Croix Beach
Lake Wilson
Lakefield
Lakeland
Lakeville
Lamberton
Lancaster
Lanesboro
Lauderdale
Le Center
Le Sueur
LeRoy
Lester Prairie
Lewiston
Lewisville
Lindstrom
Lino Lakes
Lismore
Litchfield
Little Canada
Little Falls
Littlefork
Long Prairie
Lonsdale
Loretto
Lucan
Luverne
Lyle
Lynd
Mabel
Madelia
Madison
Madison Lake
Mahnomen
Mahtomedi
Mankato
Mantorville
Maple Grove
Maple Lake
Maple Plain
Mapleview
Maplewood
Marietta
Marine on St. Croix
Maynard
Mazeppa
McGregor
McIntosh
Medford
Medina
Melrose

Menahga
Mendota Heights
Mentor
Middle River
Milaca
Milan
Millerville
Milroy
Miltona
Minneapolis
Minnesota Lake
Minnetonka
Minnetrista
Montevideo
Montgomery
Monticello
Montrose
Moorhead
Moose Lake
Mora
Morgan
Morris
Morristown
Morton
Motley
Mound
Moundsview
Mountain Iron
Mountain Lake
Murdock
Nashwauk
Nerstrand
Nevis
New Auburn
New Brighton
New Hope
New London
New Prague
New Richland
New Ulm
Newfolden
Newport
Nicollet
Nisswa
North Branch
North Mankato
North Oaks
North St. Paul
Northfield
Northome
Norwood Young America
Oak Grove
Oak Park Heights
Odessa
Ogema
Ogilvie
Okabena
Oklee
Olivia
Onamia
Orono
Oronoco
Orr

Ortonville
Osakis
Oslo
Osseo
Ostrander
Otsego
Owatonna
Palisade
Park Rapids
Parkers Prairie
Paynesville
Pelican Rapids
Pennock
Pequot Lakes
Perham
Peterson
Pierz
Pillager
Pine City
Pine Island
Pine River
Pipestone
Plainview
Plato
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
Roseau
Rosemount
Roseville
Rothsay
Round Lake
Royalton
Rush City
Rushford
Rushford Village
Rushmore
Russell
Sacred Heart
Sandstone
Sauk Centre

Savage
Scanlon
Sebekka
Shafer
Shakopee
Shelly
Sherburn
Shoreview
Shorewood
Slayton
Sleepy Eye
South Haven
South St. Paul
Spicer
Spring Grove
Spring Park
Spring Valley
Springfield
St. Anthony
St. Bonifacius
St. Charles
St. Clair
St. Cloud
St. Francis
St. Hilaire
St. James
St. Leo
St. Louis Park
St. Michael
St. Paul
St. Paul Park
St. Peter
Stacy
Staples
Starbuck
Stephen
Stewart
Stewartville
Stillwater
Stockton
Storden
Swanville
Taconite
Taylors Falls
Thief River Falls
Thomson
Tonka Bay
Tower
Tracy
Trimont
Truman
Twin Valley
Two Harbors
Tyler
Ulen
Underwood
Upsala
Vadnais Heights
Verndale
Vernon Center
Vesta
Victoria
Virginia

Wabasso
Waconia
Wadena
Wahkon
Waite Park
Waldorf
Walker
Walnut Grove
Walters
Wanamingo
Warren
Warroad
Waseca
Watertown
Waterville
Watkins
Watson

Waubun
Waverly
Wayzata
Welcome
West Concord
West St. Paul
Westbrook
Wheaton
White Bear Lake
Willernie
Williams
Willmar
Wilmont
Windom
Winger
Winnebago
Winona

Winsted
Winthrop
Winton
Wolf Lake
Wolverton
Wood Lake
Woodbury
Worthington
Wykoff
Wyoming
Zimmerman
Zumbrota

Counties

Anoka County
Becker County
Beltrami County
Benton County
Big Stone County
Brown County
Blue Earth County
Carlton County
Carver County
Cass County
Chippewa County
Chisago County
Clay County
Clearwater County
Cook County
Cottonwood County
Dakota County
Dodge County
Douglas County
Faribault County
Freeborn County
Goodhue County
Grant County
Hennepin County
Houston County
Hubbard County
Isanti County
Jackson County
Itasca County
Kanabec County
Kittson County
Koochiching County
Lac Qui Parle County
Lake County
Lake of the Woods County
Le Sueur County

Lincoln County
Mahnommen County
Marshall County
Martin County
McLeod County
Mille Lacs County
Mower County
Nicollet County
Nobles County
Norman County
Olmstead County
Pennington County
Pipestone County
Polk County
Ramsey County
Red Lake County
Redwood County
Rice County
Rock County
Roseau County
Scott County
Sherburne County
Sibley County
Stearns County
Stevens County
Swift County
Todd County
Traverse County
Wabasha County
Waseca County
Washington County
Watsonwan County
Wilkin County
Winona County
Wright County
Yellow Medicine County

Health Care Facilities

Appleton Municipal Hospital
Cannon Falls Community Hospital District
Cedarview Nursing Home
Chippewa County Montevideo Hospital
Community Hospital and Health Care Center
Cook-Orr Health Care District
Cottonwood/Jackson Community Health Service
Countryside Public Health
Dassel Lakeside Community Home
Douglas County Hospital
Glacial Ridge Hospital
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
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
Quin County Community Health Service
Redwood Area Hospital
Shady Lane Nursing Home
Sibley Medical Center
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
Carver County HRA
Cass County HRA
Cass Lake HRA
Chippewa County HRA
Chisholm HRA
Clay County Housing and Redevelopment
Authority
Clearwater County HRA
Cloquet HRA
Cook HRA
Cottonwood HRA
Crookston HRA
Crosby HRA
Dakota County HRA
Detroit Lakes HRA
Duluth HRA
Economic Dev. Auth. E. Grand Forks
Ely HRA
Eveleth HRA
Fairmont HRA
Fergus Falls HRA
Grand Rapids HRA
Hibbing HRA
International Falls HRA
Lincoln County HRA
Litchfield HRA
Little Falls HRA
Luverne HRA

Madison HRA
Marshall Public Housing Commission
Montevideo HRA
Moorhead HRA
Mora HRA
Morrison County HRA
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. 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

Intermediate School Dist. 917
ISD No. - 1, Aitkin
ISD No. - 1A, Minneapolis
ISD No. - 2, Hill City
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. - 62, Ortonville
ISD No. - 75, St. Clair
ISD No. - 77, Mankato
ISD No. - 81, Comfrey
ISD No. - 84, Sleepy Eye
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. - 112, Chaska
ISD No. - 113, Walker-Akeley
ISD No. - 115, Cass Lake-Bena
ISD No. - 116, Pillager
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. - 181, Brainerd
ISD No. - 182, Crosby-Ironton
ISD No. - 186, Pequot Lakes
ISD No. - 191, Burnsville-Eagan-Savage
ISD No. - 192, Farmington
ISD No. - 195, Randolph
ISD No. - 197, West St. Paul
ISD No. - 199, Inver Grove Hgts.
ISD No. - 200, Hastings
ISD No. - 203, Hayfield

ISD No. - 204, Kasson-Mantorville
ISD No. - 206, Alexandria
ISD No. - 207, Brandon
ISD No. - 208, Evansville
ISD No. - 213, Osakis
ISD No. - 227, Chatfield
ISD No. - 229, Lanesboro
ISD No. - 238, Mabel-Canton
ISD No. - 239, Rushford-Peterson
ISD No. - 241, Albert Lea
ISD No. - 242, Alden
ISD No. - 252, Cannon Falls
ISD No. - 253, Goodhue
ISD No. - 255, Pine Island
ISD No. - 256, Red Wing
ISD No. - 261, Ashby
ISD No. - 264, Herman-Norcross
ISD No. - 270, Hopkins
ISD No. - 271, Bloomington
ISD No. - 272, Eden Prairie
ISD No. - 273, Edina
ISD No. - 276, Minnetonka
ISD No. - 277, Westonka
ISD No. - 279, Osseo
ISD No. - 281, Robbinsdale
ISD No. - 282, St. Anthony-New Brighton
ISD No. - 283, St. Louis Park
ISD No. - 284, Wayzata
ISD No. - 286, Brooklyn Center
ISD No. - 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. - 332, Mora
ISD No. - 333, Ogilvie
ISD No. - 345, New London Spicer
ISD No. - 347, Willmar
ISD No. - 356, Lancaster
ISD No. - 361, International Falls
ISD No. - 362, Littlefork-Big Falls
ISD No. - 363, South Koochiching
ISD No. - 371, Bellingham
ISD No. - 378, Dawson
ISD No. - 381, Lake Superior
ISD No. - 390, Lake of the Woods
ISD No. - 392, LeCenter
ISD No. - 394, Montgomery
ISD No. - 402, Hendricks
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, Mahanomen
ISD No. - 435, Waubun-Ogema- White Earth
Community Schools
ISD No. - 447, Grygla
ISD No. - 463, Eden Valley
ISD No. - 465, Litchfield
ISD No. - 466, Dassel-Cokato
ISD No. - 473, Isle
ISD No. - 482, Little Falls
ISD No. - 484, Pierz
ISD No. - 485, Royalton
ISD No. - 486, Swanville
ISD No. - 487, Upsala Area Schools
ISD No. - 492, Austin
ISD No. - 495, Grand Meadow
ISD No. - 497, Lyle
ISD No. - 499, LeRoy/Ostrander
ISD No. - 500, Southland
ISD No. - 505, Fulda
ISD No. - 507, Nicollet
ISD No. - 508, St. Peter
ISD No. - 511, Adrian
ISD No. - 513, Brewster
ISD No. - 514, Ellsworth
ISD No. - 516, Round Lake
ISD No. - 518, Worthington
ISD No. - 531, Byron
ISD No. - 533, Dover-Eyota
ISD No. - 534, Stewartville
ISD No. - 535, Rochester
ISD No. - 542, Battle Lake
ISD No. - 544, Fergus Falls
ISD No. - 545, Henning
ISD No. - 547, Parkers Prairie
ISD No. - 548, Pelican Rapids
ISD No. - 549, Perham
ISD No. - 550, Underwood
ISD No. - 553, New York Mills
ISD No. - 561, Goodridge
ISD No. - 564 Thief River Falls
ISD No. - 577, Willow River
ISD No. - 578, Pine City
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. - 611, Cyrus
ISD No. - 621, Mounds View Public Schools
ISD No. - 623, Roseville
ISD No. - 625, St. Paul
ISD No. - 627, Oklee
ISD No. - 628, Plummer
ISD No. - 630, Red Lake Falls
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. - 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. - St. Cloud
ISD No. - 743, Sauk Centre
ISD No. - 748, Sartell St. Stephen
ISD No. - 750, Rocori Area Schools
ISD No. - 756, Blooming Prairie
ISD No. - 761, Owatonna
ISD No. - 763, Medford
ISD No. - 768, Hancock
ISD No. - 769, Morris
ISD No. - 771, Chokio-Alberta
ISD No. - 775, Kerkhoven-Murdock-Sunburg
ISD No. - 777, Benson
ISD No. - 786, Bertha-Hewitt
ISD No. - 787, Browerville
ISD No. - 801, Browns Valley
ISD No. - 803, Wheaton
ISD No. - 806, Elgin-Millville
ISD No. - 810, Plainview
ISD No. - 811, Wabasha-Kellogg
ISD No. - 813, Lake City
ISD No. - 815, Prinsburg
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. - 877, Buffalo
ISD No. - 879, Delano
ISD No. - 881, Maple Lake
ISD No. - 883, Rockford
ISD No. - 885, St. Michael-Albertville

ISD No. - 891, Canby
 ISD No. - 911, Cambridge-Isanti
 ISD No. - 914, Ulen-Hitterdal
 ISD No. - 2071, Lake Crystal Garden City -
 Vernon Center
 ISD No. - 2125, Triton
 ISD No. - 2134, United South Central Public
 Schools
 ISD No. - 2135, Maple River Schools
 ISD No. - 2137, Kingsland Public School
 ISD No. - 2142, St. Louis County Schools
 ISD No. - 2143, Waterville-Elysian-Morristown
 ISD No. - 2144, Chisago Lakes School District
 ISD No. - 2149, Minnewaska
 ISD No. - 2154, Eveleth/Gilbert
 ISD No. - 2155, Wadena/Deer Creek
 ISD No. - 2159, Buffalo Lake Hector 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. - 2190, Yellow Medicine East
 ISD No. - 2198, Fillmore Central
 ISD No. - 2215, Twin Valley
 ISD No. - 2310, Sibley E. Schools
 ISD No. - 2311, Clearbrook-Gonvick
 ISD No. - 2342, West Central Area Schools

Others

A.L.F. Joint Powers Ambulance Service
 Anoka Conservation District
 Anoka-Champlin Fire Board
 Area Special Education Cooperative
 Arrowhead Library System
 Arrowhead Region Computing Consortium
 Arrowhead Regional 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
 Centennial Lakes
 Central Minnesota Community Corrections-
 Corrections Center
 Central MN Education Resource and
 Development Council
 Cottonwood River Technical Center
 Crow River Special Educ. Coop. Joint Powers District
 #937
 Duluth Airport Authority
 Duluth State Convention Center Administrative
 Board

ISD No. - 2358, Tri County Schools
 ISD No. - 2364, Belgrade-Brookton-Elrosa
 ISD No. - 2365, GFW Gibbon-Fairfax-Winthrop
 ISD No. - 2396, Atwater-Cosmos-Grove City
 ISD No. - 2397, LeSueur-Henderson
 ISD No. - 2448, Martin County West Schools
 ISD No. - 2527, Norman County West
 ISD No. - 2534, BOLD - Bird Island-Olivia-Lk.
 Lillian
 ISD No. - 2580, East Central Schools
 ISD No. - 2609, WIN-E-MAC
 ISD No. - 2683, Greenbush/Middle River
 ISD No. - 2687, Howard Lake/Waverly/Winsted
 ISD No. - 2689, Pipestone-Jasper
 ISD No. - 2711, Mesabi East
 ISD No. - 2752, Fairmont Area Schools
 ISD No. - 2753, Long Prairie/Grey Eagle
 ISD No. - 2754, Morgan/Franklin
 ISD No. - 2759, Eagle Valley
 ISD No. - 2805, Zumbrota-Mazeppa
 ISD No. - 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. - 2885, Glenville
 ISD No. - 2887, McLeod West Public Schools
 ISD No. - 2889, Lake Park/Audubon
 ISD No. - 2890, Westbrook Walnut Grove
 NE Metro Intermediate School District 916

East Central Regional Development Commission
 East Central Regional Library
 East Central Solid Waste Commission
 Fergus Falls Area Special Education Coop 935
 Freshwater Education District #6004
 Government Trng. Service (GTS)
 Great River Regional Library
 Headwaters Regional Development Commission
 Hennepin Parks
 Hennepin Technical College Intermediate
 District 287
 Human Services of Faribault and Martin
 Counties
 International Falls Recreation Commission
 61-6026 West Central Education Dist.
 Kitchigami Regional Library
 L.O.G.I.S.
 Lake Agassiz Regional Library
 Lake Agassiz Special Education Cooperative
 Lakes Country Service Cooperative
 Lincoln, Lyon and Murray Human Services
 MAWSECO District No. 938
 Metro ECSU
 Metro Library Service Agency
 Metronet
 Metropolitan Airports Commission
 Metropolitan Council

Metropolitan Sports Facilities Commission
Mid-Minnesota Development Commission
Midwest Special Education Interdistrict
Cooperative
Minneapolis Community Development Agency
Minneapolis Municipal Building Commission
Minneapolis Parks and Recreation Board
Minneapolis Public Housing Authority
Minneapolis Public Library Board
Minnesota Counties Information Systems
Minnesota River Valley Special Education
Cooperative
Minnesota State High School League
Minnesota Valley Cooperative Center
Minnesota Valley Transit Authority
Mississippi Headwaters Board
MN Valley Education District #6027
North Central Service Coop 5
North Country Library Cooperative
Northern Lights Library Network
Northwest Hennepin Human Services Council
Northwest MN Education Cooperative Services
Unit
Northwest Migrant Region
Northwest Regional Development Commission
Northwest Regional Library
Northwest Suburbs Cable Communications
Commission
NW Regional Inter-District Council No. 382-52
Pine-Prairie Cooperative Center
Pioneerland Library System
Pipestone County Economic Joint Powers
Authority
Plum Creek Library System
Prairieland Joint County Compost Facility
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
St. Cloud Area Planning Organization
St. Cloud Metro Transit Commission
St. Paul Port Authority
St. Paul Public Housing
Stearns-Benton Employment and Training
Council
T.B. Sheldon Performing Arts Theatre
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
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
Carver County SWCD
Chippewa County SWCD
Chisago SWCD
Clay County SWCD
Clearwater SWCD
Cottonwood SWCD
Crow Wing SWCD
Dakota County SWCD
Dodge County SWCD
Douglas SWCD
East Ottertail SWCD
East Polk SWCD
Faribault County SWCD
Freeborn SWCD
Goodhue SWCD
Grant County SWCD
Hubbard County SWCD

Isanti SWCD
Itasca County SWCD
Kanabec SWCD
Kandiyohi SWCD
Kittson SWCD
Koochiching SWCD
Lac Qui Parle SWCD
Lake County SWCD
Lake Minnetonka SWCD
Lake of the Woods SWCD
Le Sueur County SWCD
Lincoln County SWCD
Lyon County SWCD
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
Pennington SWCD
Pine County SWCD
Pipestone County SWCD
Ramsey County SWCD
Red Lake County SWCD
Redwood County SWCD
Renville County SWCD
Rice SWCD
Root River SWCD
Roseau County SWCD
Scott County SWCD
Sibley County SWCD
So. St. Louis SWCD

Stearns County SWCD
Steele County SWCD
Stevens SWCD
Swift County SWCD
Todd SWCD
Traverse SWCD
Wabasha County SWCD
Wadena SWCD
Waseca SWCD
Washington County SWCD
Watsonwan County SWCD
West Ottertail SWCD
West Polk SWCD
Wilkin SWCD
Winona County SWCD
Wright SWCD

Towns

Albion Township
Arbo Township
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
Fish Lake Township
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
Krain Township
LaGrande, Town of
Laketown Township
Lakeview Township
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
Silver Creek, Town of
Silver Creek, Town of
St. Augusta Township
Stanford Township
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
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
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
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
Rock County Rural Water District
Sauk Centre Water, Light & Power 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
West Lake Superior Sanitary District
Wells Public Utilities Department
Westbrook Power & Water Department

