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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. Legislation passed during the 2003 legislative session changed the reporting cycle from once every three years to once every five years, but did not change the compliance requirements. In addition, a moratorium on reporting was passed for 2003 and 2004. The reporting cycle resumes in 2005 with approximately 300 jurisdictions submitting reports in January of 2006. Another 300 jurisdictions will report the following year and so on until 2010. A new cycle begins in 2011.

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

When reports were last submitted in 2003, 121 (25%) of the 492 jurisdictions reporting were out of compliance, and 371 (75%) were in compliance. With DOER's assistance, nearly all of the non-complying jurisdictions achieved compliance or developed a plan to achieve compliance. The overall rate of compliance at this time is 99% based on composite data in reports submitted in 2001, 2002 and 2003. This means that for approximately 500 jurisdictions the last official review was based on data that is now four years old and for an additional 500 jurisdictions, the last official review was based on data that is now at least three years old.

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

About This Report

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

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

The 2005 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. An upgraded version of the software will be available in 2005. 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 2004.

Pay Equity Implementation Reports

- Completed review of 492 reports from jurisdictions required to report.
- Conducted approximately 200 "preliminary reviews." 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 individuals from jurisdictions found out of compliance to discuss their particular circumstances, ways to achieve compliance and action regarding any 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. A complete schedule of reporting dates was posted on DOER's website.
- Continued to send reporting jurisdictions "streamlined" notification of "compliance" or "non-compliance." Some of the information once mailed to jurisdictions is now available on DOER's website saving printing and mailing costs.
- Continued distribution of the 2002 State Job Match job evaluation system. This manual has been distributed free of charge since 1984 and provides jurisdictions with and "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 website.

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 2005.

- **Software Upgrade**

DOER launched a major initiative to establish a new version of the Pay Equity Analysis software on the internet. New versions of Microsoft and other technological changes 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 early 2005. 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 website 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 website 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 121 jurisdictions whose 2003 reports were initially found out of compliance, 48% failed the completeness and accuracy test. Approximately 35% failed either the statistical or alternative analysis tests, tests that compare salaries and indicate wage inequities. A specific breakdown regarding each test follows:

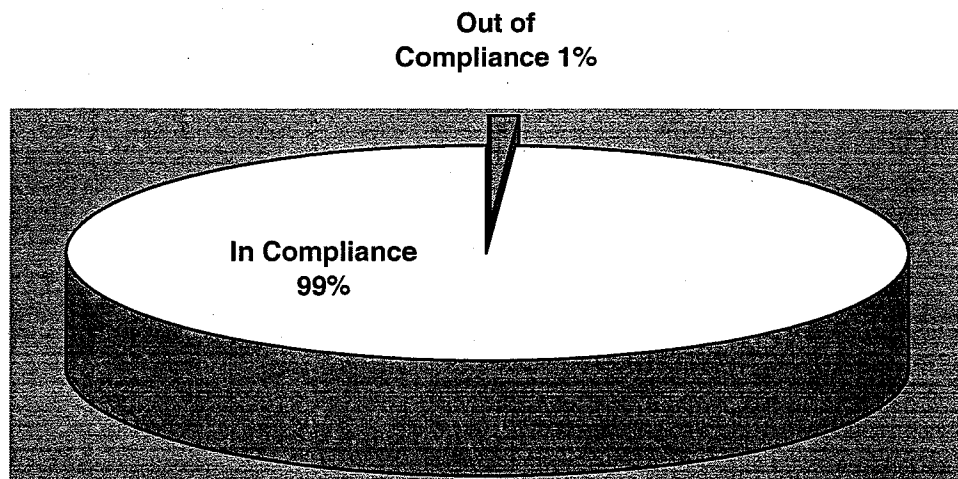
Test Failed	Number
Completeness and Accuracy Test	58
Statistical Analysis Test	12
Alternative Analysis Test	30
Salary Range Test	11
<u>Exceptional Service Pay Test</u>	<u>10</u>
Total	121

Section Three

Summary of Compliance Status of Local Governments

Due to the staggered reporting that began in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 2001, 2002 and 2003. At this time, 99% of all jurisdictions are in compliance and 1% are out of compliance. Due to the change in the reporting cycle from once every three to once every five years and a moratorium on reporting for two years, the most recent data is for the years 2001, 2002 and 2003. Over 1000 jurisdictions have not been officially reviewed for at least three years.

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	626	6	0	632
County	86	1	0	87
Schools	339	5	0	344
Soil & Water Conservation Districts (SWCDs)	83	0	0	83
Other Districts	116	0	0	116
Housing and Redevelopment Authorities (HRAs)	75	0	0	75
Townships	69	1	0	70
Utilities	50	0	0	50
Health Care Fac.	44	0	0	44
TOTAL	1488	13	0	1501

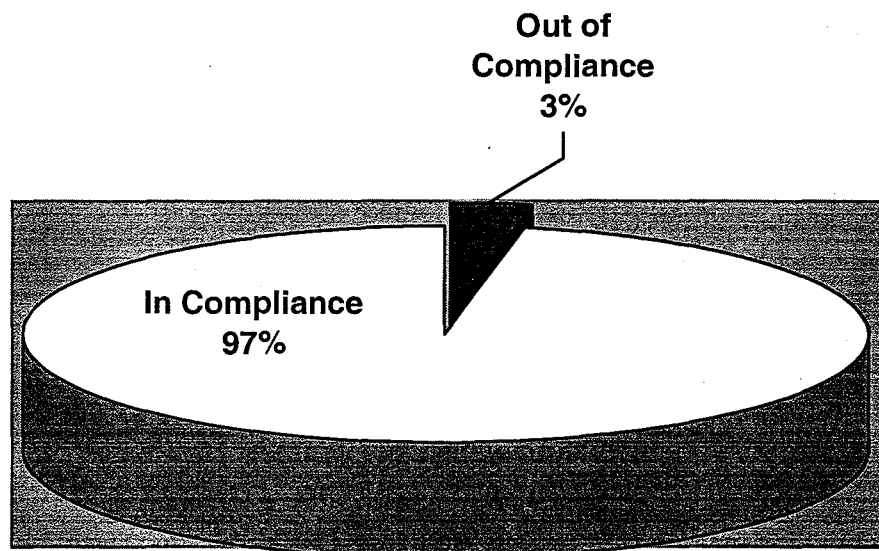
Compliance Status of 2003 Reports

After the initial review of the 492 reports, 371 (75%) were in compliance and 121 (25%) were found out of compliance. Nearly all of those initially found out of compliance have now achieved compliance or have an approved plan to meet compliance requirements. The current overall status for all 492 jurisdictions required to report in 2003 is as follows: 478 (97%) are in compliance and 13 (3%) are still out of compliance.

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

Of the 121 jurisdictions initially found out of compliance, 108 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.

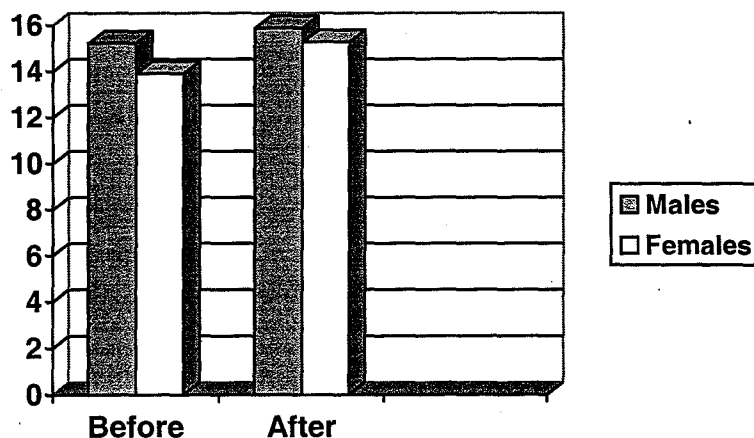
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example, 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 \$1.37 per hour or 10%. Before the inequities were corrected, the average pay for females in the examples was \$13.90 per hour and average for males was \$15.22 per hour. That is, the females were paid 91% of the wages paid to males despite job evaluation ratings that indicated that the pay for the females should be at least equal to the pay for males. After adjustments were made, the average pay for females was \$15.27 per hour and for males it was \$15.87 per hour. The wage gap narrowed and, on average, wages for females increased to over 96% of their male counterparts.

Wages Before and After Pay Equity Adjustments

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



Examples of Inequities Identified in 2003 Reports

Position	"Before" Hrly. Wage	"After" Hrly. Wage	Hrly. Wage Increase
Account Clerk II	20.92	22.16	1.24
Admin. Assistant	14.11	15.35	1.24
Assistant Exec. Dir.	10.19	12.50	2.31
Assistant Librarian	14.72	16.05	1.33
Baker Supervisor	14.43	15.62	1.19
Business Accountant	22.17	24.40	2.23
Cashier	11.05	11.26	.21
City Clerk	18.23	19.84	1.61
City Clerk	12.73	13.00	.27
City Clerk	11.00	11.88	.88
City Clerk	10.00	11.50	1.50
City Clerk	13.00	14.10	1.10
City Clerk	8.93	9.95	1.02
City Clerk	9.95	12.00	2.05
City Clerk	10.00	10.10	.10
City Clerk	26.45	28.07	1.62
Community Ed. Coord.	15.00	15.62	.62
Dep. City Clerk	17.42	18.11	.69
Dep. City Clerk	13.50	15.51	2.01
Executive Secretary	15.20	15.62	.42
Finance Director	18.67	25.14	6.47
Head Cook	11.35	11.87	.52
Head Custodian	13.47	15.62	2.15
Librarian	18.16	19.82	1.66
Librarian	7.87	11.66	3.79
Liquor Clerk	9.89	10.04	.15
Museum Aide	9.38	10.15	.77
Network Admin.	21.10	24.40	3.30
Office Manager	15.64	16.94	1.30
Office Manager	11.88	14.30	2.42
Office Specialist	11.00	11.24	.24
Police Secretary	14.11	15.35	1.24
Pool Manager	11.30	12.73	1.43
Receptionist	13.01	13.28	.27
Receptionist/Secretary	10.29	11.29	1.00
Receptionist/Secretary	10.36	10.65	.29
Recreation Coordinator	19.74	20.26	.52
Secretary	9.63	11.23	1.60
Secretary/Dist. Clerk	15.22	16.87	1.65
Sec./Elections Clerk	19.74	20.26	.52
Water Operator	9.00	10.22	1.22

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance - Penalty May Be Assessed

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

The abbreviations for the tests for compliance used in this section are: CA – completeness and accuracy; ST – statistical salary comparison analysis; ALT – alternative salary comparison 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
Evansville	CA	*	0.1
Longville	ALT	200	0.8
Mayer	ALT	*	0.1
Vergas	ALT	700	10.2
Wrenshall	CA	*	0.1*
Counties			
Pine County	CA	*	0.1*
School Districts			
ISD No. 403 Ivanhoe	ALT	650	0.5
ISD No. 624 White Bear Lake	SR	*	0.1*
ISD No. 690 Warroad	SR	*	0.1*
ISD No. 2536 Granada/Hnt./E.Chn.	ALT	100	0.1
Townships			
Balkan Township	CA	*	0.1*

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

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

B. Jurisdictions Not in Compliance - Penalties Assessed

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
Ashby
Askov
Atwater
Audubon
Aurora
Austin
Avoca
Avon
Babbitt
Backus
Badger
Bagley
Balaton
Barnum
Barrett
Battle Lake
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
Cokato
Cold Spring
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
Gryla
Hackensack
Hadley
Hallock
Halstad
Ham Lake

Hamburg
Hancock
Hanley Falls
Hanover
Hanska
Harmony
Harris
Hartland
Hastings
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 Lake
Longville
Long Prairie
Lonsdale
Loretto
Lucan
Luverne
Lyle
Lynd
Mabel
Madelia
Madison
Madison Lake
Mahnomon
Mahtomedi
Mankato
Mantorville
Maple Grove
Maple Lake
Maple Plain
Mapleview
Mapleton
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
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
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
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
Roseau
Rosemount
Roseville
Rothsay
Round Lake
Royalton
Rush City
Rushford
Rushford Village
Rushmore

Russell
 Sacred Heart
 Sandstone
 Sauk Centre
 Savage
 Scanlon
 Sebek
 Shafer
 Shakopee
 Shelly
 Sherburn
 Shoreview
 Shorewood
 Silver Lake
 Sleepy Eye
 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
 Crow Wing 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
 Mahnomon 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
 Watonwan County
 Wilkin County
 Winona County
 Wright County

Yellow Medicine County

Health Care Facilities

Appleton Municipal Hospital
 Cannon Falls Community Hospital District
 Cedarview Nursing Home
 Chippewa County Montevideo Hospital
 Community Hospital and Health Care Center
 Cook County North Shore Hospital
 Cook-Orr Health Care District
 Cottonwood/Jackson Community Health Service
 Countryside Public Health
 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. James HRA
 St. Peter HRA
 Swift County HRA
 Thief River Falls HRA
 Todd County HRA
 Tracy HRA
 Virginia HRA
 Wadena HRA
 Walker HRA
 Warren HRA
 Waseca HRA
 Washington County HRA
 Willmar HRA
 Windom HRA
 Winona HRA
 Worthington HRA

Independent School Districts

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. 111 Watertown
 ISD No. 112 Chaska
 ISD No. 113 Walker-Akeley
 ISD No. 115 Cass Lake-Bena
 ISD No. 116 Pillager
 ISD No. 118 Northland
 ISD No. 129 Montevideo
 ISD No. 138 North Branch Area Schools
 ISD No. 139 Rush City
 ISD No. 146 Barnesville
 ISD No. 150 Hawley
 ISD No. 152 Moorhead
 ISD No. 162 Bagley
 ISD No. 166 Cook County
 ISD No. 173 Mountain Lake
 ISD No. 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. 194 Lakeville
 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. 315 Greenway
 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. 391 Cleveland
 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. 477 Princeton
 ISD No. 480 Onamia
 ISD No. 482 Little Falls
 ISD No. 484 Pierz
 ISD No. 485 Royalton
 ISD No. 486 Swanville
 ISD No. 487 Upsala Area Schools
 ISD No. 492 Austin
 ISD No. 495 Grand Meadow
 ISD No. 497 Lyle
 ISD No. 499 LeRoy/Ostrander
 ISD No. 500 Southland
 ISD No. 505 Fulda
 ISD No. 507 Nicollet
 ISD No. 508 St. Peter
 ISD No. 511 Adrian
 ISD No. 513 Brewster
 ISD No. 514 Ellsworth
 ISD No. 516 Round Lake
 ISD No. 518 Worthington
 ISD No. 531 Byron
 ISD No. 533 Dover-Eyota
 ISD No. 534 Stewartville
 ISD No. 535 Rochester
 ISD No. 542 Battle Lake
 ISD No. 544 Fergus Falls
 ISD No. 545 Henning
 ISD No. 547 Parkers Prairie
 ISD No. 548 Pelican Rapids
 ISD No. 549 Perham
 ISD No. 550 Underwood
 ISD No. 553 New York Mills
 ISD No. 561 Goodridge
 ISD No. 564 Thief River Falls
 ISD No. 577 Willow River
 ISD No. 578 Pine City
 ISD No. 581 Edgerton
 ISD No. 584 Ruthton
 ISD No. 592 Climax
 ISD No. 593 Crookston
 ISD No. 595 East Grand Forks
 ISD No. 599 Fertile-Beltrami
 ISD No. 600 Fisher
 ISD No. 601 Fosston
 ISD No. 611 Cyrus
 ISD No. 621 Moundsview 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. 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. 695 Chisholm
 ISD No. 696 Ely
 ISD No. 698 Floodwood
 ISD No. 700 Hermantown
 ISD No. 701 Hibbing
 ISD No. 704 Proctor
 ISD No. 706 Virginia
 ISD No. 707 Nett Lake
 ISD No. 709 Duluth
 ISD No. 712 Mountain Iron-Buhl
 ISD No. 716 Belle Plaine
 ISD No. 717 Jordan
 ISD No. 719 Prior Lake-Savage
 ISD No. 720 Shakopee
 ISD No. 721 New Prague
 ISD No. 726 Becker
 ISD No. 727 Big Lake
 ISD No. 728 Elk River
 ISD No. 738 Holdingford
 ISD No. 739 Kimball
 ISD No. 740 Melrose
 ISD No. 741 Paynesville
 ISD No. 742 St. Cloud
 ISD No. 743 Sauk Centre
 ISD No. 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. 818 Verndale
 ISD No. 820 Sebeka
 ISD No. 821 Menahga
 ISD No. 829 Waseca
 ISD No. 831 Forest Lake
 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 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. 2190 Yellow Medicine East
 ISD No. 2198 Fillmore Central
 ISD No. 2215 Twin Valley
 ISD No. 2310 Sibley E. Schools
 ISD No. 2311 Clearbrook-Gonvick
 ISD No. 2342 West Central Area Schools
 ISD No. 2358 Tri County Schools
 ISD No. 2364 Belgrade-Brooten-Elrosa
 ISD No. 2365 GFW Gibbon-Fairfax-Winthrop
 ISD No. 2396 Atwater-Cosmos-Grove City
 ISD No. 2397 LeSueur-Henderson
 ISD No. 2448 Martin County West Schools
 ISD No. 2527 Norman County West
 ISD No. 2534 BOLD, Bird Island-Olivia-Lk. Lillian
 ISD No. 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

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

Minnesota River Valley Special Education Cooperative
Minnesota State High School League
Minnesota Valley Cooperative Center
Minnesota Valley Transit Authority
Mississippi Headwaters Board
MN Valley Education District #6027
North Central Service Coop 5
North Country Library Cooperative
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
Prairie Land 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
Spirit Mountain Authority
St. Cloud Area Planning Organization
St. Cloud Metro Transit Commission
St. Paul Port Authority
St. Paul Public Housing
Stearns-Benton Employment and Training Council
T.B. Sheldon Performing Arts Theatre
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
 Carlton SWCD
 Carver County SWCD
 Chippewa County SWCD
 Chisago SWCD
 Clay County SWCD
 Clearwater SWCD
 Cottonwood SWCD
 Crow Wing SWCD
 Dakota County SWCD
 Dodge County SWCD
 Douglas SWCD
 East Ottertail SWCD
 East Polk SWCD
 Faribault County SWCD
 Freeborn SWCD
 Goodhue SWCD
 Grant County SWCD
 Hubbard County SWCD
 Isanti SWCD
 Itasca County SWCD
 Kanabec SWCD
 Kandiyohi SWCD
 Kittson SWCD
 Koochiching SWCD
 Lac Qui Parle SWCD
 Lake County SWCD
 Lake Minnetonka SWCD
 Lake of the Woods SWCD
 Le Sueur County SWCD
 Lincoln County SWCD
 Lyon County SWCD
 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
 Pope SWCD
 Ramsey County SWCD
 Red Lake County SWCD
 Redwood County SWCD
 Renville County SWCD
 Rice SWCD
 Root River SWCD
 Roseau County SWCD
 Scott County SWCD
 Sibley County SWCD
 So. St. Louis SWCD
 Stearns County SWCD
 Steele County SWCD
 Stevens SWCD

Swift County SWCD
 Todd SWCD
 Traverse SWCD
 Wabasha County SWCD
 Wadena SWCD
 Waseca SWCD
 Washington County SWCD
 Watonwan 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 Township
 Biwabik Township
 Breitung Township
 Burns Township
 Cannon Falls Township
 Chisago Lake Township
 Clearwater Township
 Columbus Township
 Concord Township
 Corinna Township
 Embarrass Township
 Fair Haven Township
 Fayal Township
 Fish Lake Township
 Franconia Township
 Franklin Township
 Grand Rapids Township
 Great Scott Township
 Greenway Township
 Hassan Township
 Hollywood Township
 Ideal Township
 Iron Range Township
 Krain Township
 LaGrande Township
 Laketown Township
 Lakeview Township
 Linwood Township
 Maple Lake Township
 Marysville Township
 May Township
 Middleville Township
 Monticello Township
 Mountain Lake Township
 Nashwauk Township
 Nessel Township
 Nevis Township
 New Scandia Township
 Newburg Township
 Northern Township
 Oak Lawn Township
 Pokegama Township
 Rice Lake Township
 Rochester Township

Rockford Township
Scandia Valley Township
Shingobee Township
Silver Creek Township
Silver Creek Township
St. Augusta Township
Stanford Township
Stillwater Township
Sverdrup Township
Thomson Township
Township Maintenance Association
Vasa Township
Victor Township
Waconia Township
Warsaw Township
Watertown Township
White Bear Township
White Township
Wyoming Township
York Township

Utilities Plus
West Lake Superior Sanitary District
Wells Public Utilities Department
Westbrook Power & Water Department

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
Shakopee Public Utilities
Sleepy Eye Public Utility
Southern Minn. Municipal Power Agency
Spring Valley Public Utilities Commission
Springfield Public Utilities Commission
Truman Municipal Light Plant
Upper Minnesota River Watershed District