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**January 2007**

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

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

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# Executive Summary

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

The Local Government Pay Equity Act applies to approximately 1,500 local governments in Minnesota, and impacts a total of about 220,000 local government employees. Jurisdictions are scheduled to report on a three-year cycle, meaning that the department receives approximately 500 reports each year. In January of 2006, approximately 500 jurisdictions submitted reports. Another 500 jurisdictions will report in 2007, another 500 in 2008 and a new cycle begins in 2009.

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

When reports were submitted in 2006, the initial analysis showed that approximately half of the 514 jurisdictions reporting were in compliance and approximately half were either out of compliance or their reports needed further correction or clarification. With DOER's assistance, most of the non-complying jurisdictions and those where corrections were needed have achieved compliance. At this time, 455 (89%) of the jurisdictions reporting in 2006 are in compliance, 33 (6%) remain out of compliance and 26 (5%) need further clarification or correction.

The review of the 2006 reports was typical of previous reporting results. Since Pay Equity Implementation Reports have been required, approximately one-fourth to one-third of reporting jurisdictions have been initially found out of compliance. While individual jurisdictions achieved compliance in previous reporting years, a significant number failed to maintain that compliance in subsequent reports. As in previous years, the department will continue to assist local governments in meeting compliance requirements.

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# About This Report

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

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

The 2007 Minnesota Local Government Pay Equity Report was prepared entirely by the Department of Employee Relations staff as part of routine work assignments. Twenty copies of the report were printed in-house. The cost of staff time to prepare the report was approximately \$490.

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

Questions regarding this report may be directed to the DOER pay equity coordinator at (651) 259-3761.

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## Section One

# Background Information

### Requirements of the Law

The Local Government Pay Equity Act (LGPEA) of 1984 (M.S. 471.991 to 471.999) required local governments to “establish equitable compensation relationships” by December 31, 1991. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.” Compliance must be maintained and jurisdictions are periodically evaluated. Jurisdictions are on a three-year reporting cycle with approximately 500 jurisdictions reporting each year.

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

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

### Responsibilities of the Department of Employee Relations

#### A. Pay Equity Rule Adopted

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

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

#### B. Assistance to Local Governments

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

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

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In addition, DOER has developed computer software to help jurisdictions determine the underpayment of female job classes and calculate the results for several of the compliance tests. Over 1000 jurisdictions have used the software to evaluate their compensation structure with respect to pay equity. An upgraded version of the software was launched in November of 2006, available to download free of charge from DOER's website. DOER has periodically offered training sessions, and thousands of individuals throughout the state have attended. DOER has also made videos explaining reporting requirements, compliance requirements and job evaluation methodology.

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

### **Pay Equity Implementation Reports**

- **Analysis of Pay Equity Reports**

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

- **Notification Packet**

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

- **Cost Savings**

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

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- **2006 Annual Report to Legislature**

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

- **Communication Regarding Non-Compliance**

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

Prepared materials, evaluated evidence and continued coordination of an internal team of DOER staff to review and make decisions regarding reconsideration requests and requests for suspension of penalties.

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

### **Software Upgrade**

- DOER launched a major initiative to establish a new version of the Pay Equity Analysis software on the internet. New versions of Microsoft and other technological changes made it necessary to update the software. The new software was made available to all users in November, 2006. As in the past, the new software is available online free of charge.

### **Ongoing Activities**

- **State Job Match Job Evaluation System**

Continued distribution of the Revised 2002 State Job Match job evaluation system. This manual has been distributed free of charge since 1984 and provides jurisdictions with an "in-house" option for evaluating jobs in terms of skill, effort, responsibility and working conditions. The booklet includes hundreds of job matches, describes how to access over 1,800 state job descriptions and outlines instructions for evaluating jobs. All information is available on DOER's Web site.

- **Instructional DVD & Technical Assistance**

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

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

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

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- **DOER Web Site**

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

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## Section Two

# Tests for Compliance

### A. Tests for Compliance

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

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

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

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

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

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

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

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

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

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5. **Exceptional service pay test (ESP)** - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

**Recommended action:** *Bring more consistency to the number of male and female classes receiving exceptional service pay to meet the minimum standard for passing the test.*

**B. Summary of Tests Failed After Initial Analysis**

The following is a summary of 514 reports submitted in 2006. Of the 146 jurisdictions whose reports were initially found out of compliance, 48% failed the completeness and accuracy test. Approximately 29% failed either the statistical or alternative analysis tests, tests that compare salaries and indicate wage inequities. A specific breakdown regarding each test follows:

<b>Test Failed</b>	<b>Number</b>
Completeness and Accuracy Test	87
Statistical Analysis Test	19
Alternative Analysis Test	24
Salary Range Test	5
Exceptional Service Pay Test	6
More than one Test	5
<hr/> <b>Total</b>	<hr/> <b>146</b>

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## Section Three

# Summary of Compliance Status of Local Governments

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

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

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

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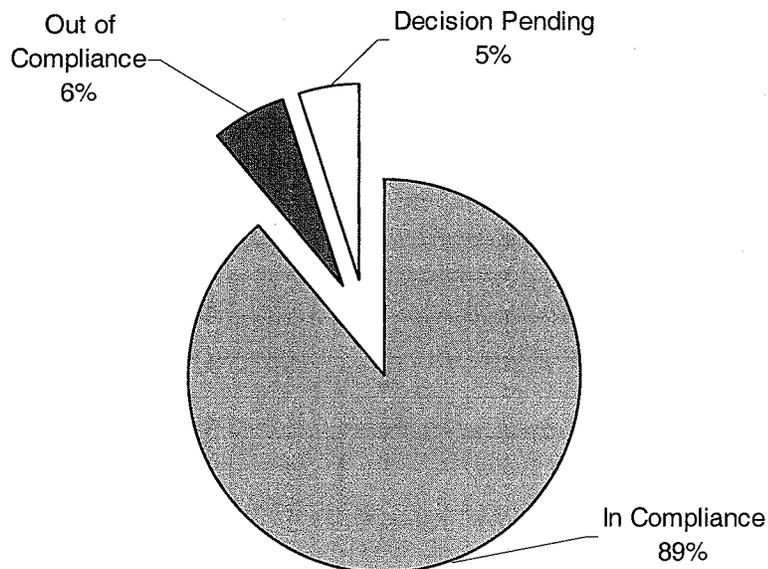
## Compliance Status of 2006 Reports

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

Jurisdictions found out of compliance were given a grace period of at least 90 days to make adjustments and submit new second reports. Non-complying jurisdictions were also given 30 days to file reconsideration requests if they wanted the grace period extended or wanted to explain their particular circumstances and seek a reversal of DOER's decision. Several of the 146 jurisdictions initially found out of compliance exercised their option to request reconsideration.

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

## Compliance Status of 2006 Reports



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## Inequities Identified in Reports Submitted in 2006

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

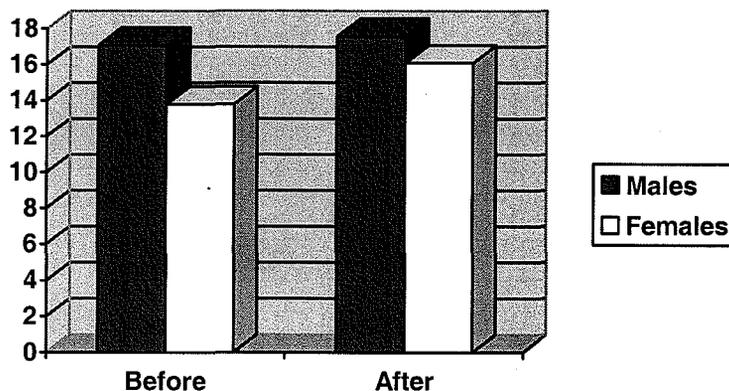
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males. In addition, disparities could not be accounted for by length of service or performance differences. For example,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

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

The examples on the next page show that wages for females were adjusted an average of \$2.32 per hour or 17%. Before the inequities were corrected, the average pay for females in the examples was \$13.79 per hour and average for males was \$17.08 per hour. That is, the females were paid 81% of the wages paid to males despite job evaluation ratings that indicated that the pay for the females should be more equitable to the pay for males. After adjustments were made, the average pay for females was \$16.11 per hour and for males it was \$17.58 per hour. The wage gap narrowed and, on average, wages for females increased to over 92% of their male counterparts.

### Wages Before and After Pay Equity Adjustments

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



## Examples of Inequities Identified in 2006 Reports

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

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## 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.

<b>Jurisdiction</b>	<b>Test(s) Failed</b>	<b>Est. Monthly Cost to Achieve Compliance</b>	<b>Cost as % Payroll</b>
<b>Cities</b>			
Blue Earth	CA	*	0.1
Browns Valley	CA	*	0.1
East Grand Forks	ESP	*	0.1
Fulda	ALT	2563	10.0
Hayward	ALT	135	3.3
Hokah	ALT	1100	6.8
Okabena	ALT	173	1.4
Pipestone	ST	3600	0.3
Shelly	ALT	572	0.1
Two Harbors	ST	200	0.1
Waldorf	ALT	*	0.1
Watson	CA	*	0.1
Wolf Lake	ALT	461	4.8
<b>Counties</b>			
LeSueur	ESP	*	0.1
Hubbard	ST	1465	1.2
<b>School Districts</b>			
ISD No. 15 St. Francis	CA	*	0.1
ISD No. 482 Little Falls	SR	*	0.1
ISD No. 505 Fulda	CA	*	0.1
ISD No. 511 Adrian	ST	*	0.1
ISD No. 505 Fulda	CA	*	0.1

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

**Health Care Facilities**

Swift County Benson Hospital	ALT	*	0.1
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**Soil & Water Conservation Dist.**

Sherburne SWCD	ALT	175	0.7
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**Other**

Anoka Champlin Fire Board	CA	*	0.1
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**Townships**

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

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

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

At this time there are no jurisdictions that have received a second notice of non-compliance with the Local Government Pay Equity Act and a notice that they are subject to a penalty. If there were any jurisdictions in this category, DOER would have specified the reason for non-compliance, recommended actions to achieve compliance and estimated the cost of achieving for compliance for each of these jurisdictions.

Prior to any penalties being assessed, a jurisdiction subject to a penalty would have had several opportunities to avoid such a notice including a first notice of non-compliance and a grace period to make corrections and achieve compliance. In addition, non-compliant jurisdictions would have been:

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- Warned that failure to achieve compliance by the end of the grace period would result in a second notice of non-compliance and a penalty notice. Also, that the penalty would be the greater of a 5% reduction in state aid or \$100 per day assessed from the original deadline for compliance and would continue until compliance was achieved.
  - Advised of the reason they were found out of compliance, the results of the tests for compliance and an explanation of the results.
  - Encouraged to contact DOER for technical assistance and review of potential salary and other adjustments to see if they would meet compliance requirements.
  - Advised to request reconsideration if they wished to explain circumstances and ask for a reversal of DOER's decision, or request an extension of the grace period to achieve compliance.
  - Sent a courtesy reminder letter from DOER 30 days prior to the end of their grace period to remind them of the deadline for achieving compliance and submitting a new report.

Any penalized jurisdiction would have had the option to request a suspension of the penalty and/or file a contested case appeal. Penalties may not be imposed while an appeal is pending.

The law allows DOER to consider the following factors when deciding whether to suspend any portion of a penalty: circumstances beyond a jurisdiction's control, severe hardship, non-compliance due to factors unrelated to gender, and steps the jurisdiction has taken to achieve compliance. Jurisdictions also have the option to submit a contested case appeal on the new penalty amounts.

Because penalties continue until compliance is achieved, jurisdictions that do not achieve compliance are subject to additional penalties. No penalties may be imposed until the end of the legislative session in which DOER submits a report listing a jurisdiction as not in compliance. DOER makes compliance decisions on an ongoing basis and updates the legislature annually.

### **C. Jurisdictions Not in Compliance – Penalties Resolved**

There were no penalty cases initiated in 2006 and currently there are no penalty cases pending. A total of 94 penalty cases have been resolved over the past ten years resulting in approximately \$1.62 million in total restitution paid to approximately 1100 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to DOER.

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## Section Five

# Jurisdictions in Compliance

### Cities

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

Elgin  
Elizabeth  
Elk River  
Ellendale  
Ellsworth  
Elmore  
Ely  
Elysian  
Emily  
Emmons  
Erhard  
Erskine  
Evansville  
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  
Gary  
Gaylord  
Geneva  
Gibbon  
Gilbert  
Gilman  
Glencoe  
Glenville  
Glenwood  
Glyndon  
Golden Valley  
Gonvick  
Good Thunder  
Goodhue  
Goodridge  
Goodview  
Graceville  
Grand Marais  
Grand Meadow  
Grand Rapids  
Granite Falls  
Grant  
Green Isle  
Greenbush  
Grey Eagle  
Grove City

Grygla  
Hackensack  
Hadley  
Hallock  
Halstad  
Ham Lake  
Hamburg  
Hancock  
Hanley Falls  
Hanover  
Hanska  
Harmony  
Harris  
Hartland  
Hastings  
Hawley  
Hayfield  
Hayward  
Hector  
Henderson  
Hendricks  
Hendrum  
Henning  
Herman  
Hermantown  
Heron Lake  
Hewitt  
Hibbing  
Hill City  
Hills  
Hilltop  
Hinckley  
Hitterdal  
Hoffman  
Holland  
Hopkins  
Houston  
Howard Lake  
Hoyt Lakes  
Hugo  
Hutchinson  
Independence  
International Falls  
Inver Grove Heights  
Ironton  
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 Elmó  
Lake Lillian  
Lake Park  
Lake Shore  
Lake St. Croix Beach  
Lake Wilson  
Lakeland  
Lakerville  
Lamberton  
Lancaster  
Lanesboro  
Lauderdale  
Le Center  
Le Sueur  
LeRoy  
Lester Prairie  
Lewiston  
Lewisville  
Lexington  
Lindstrom  
Lino Lakes  
Lismore  
Litchfield  
Little Canada  
Little Falls  
Littlefork  
Long Lake  
Long Prairie  
Longville  
Loretto  
Lucan  
Lyle  
Lynd  
Mabel  
Madelia  
Madison  
Madison Lake  
Mahnomen  
Mahtomedi  
Mankato  
Mantorville  
Maple Grove  
Maple Lake  
Maple Plain  
Mapleton  
Mapleview  
Marble  
Marietta  
Marine on St. Croix

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Marshall  
Mayer  
Maynard  
Mazeppa  
McGregor  
McIntosh  
Medford  
Medicine Lake  
Melrose  
Menahga  
Mendota Heights  
Mentor  
Middle River  
Milaca  
Milan  
Millerville  
Milroy  
Miltona  
Minneapolis  
Minneota  
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  
Oklee  
Olivia  
Onamia  
Orono  
Oronoco  
Orr  
Ortonville  
Osakis  
Oslo  
Osseo  
Ostrander  
Otsego  
Owatonna  
Palisade  
Park Rapids  
Parkers Prairie  
Paynesville  
Pelican Rapids  
Pemberton  
Pennock  
Pequot Lakes  
Perham  
Peterson  
Pierz  
Pillager  
Pine City  
Pine Island  
Pine River  
Plainview  
Plato  
Plummer  
Plymouth  
Preston  
Princeton  
Prinsburg  
Prior Lake  
Proctor  
Ramsey  
Randall  
Ranier  
Raymond  
Red Lake Falls  
Red Wing  
Redwood Falls  
Remer  
Renville  
Rice  
Richfield  
Richmond  
Robbinsdale  
Rochester  
Rock Creek  
Rockford  
Rockville  
Rogers  
Rollingstone  
Rose Creek  
Roseau

Rosemount  
Rothsay  
Round Lake  
Royalton  
Rush City  
Rushford  
Rushford Village  
Rushmore  
Russell  
Ruthton  
Sacred Heart  
Sandstone  
Sartell  
Sauk Centre  
Sauk Rapids  
Savage  
Scanlon  
Sebeka  
Shafer  
Shakopee  
Sherburn  
Shoreview  
Shorewood  
Silver Bay  
Silver Lake  
Slayton  
Sleepy Eye  
South Haven  
South St. Paul  
Spicer  
Spring Grove  
Spring Lake Park  
Spring Park  
Spring Valley  
Springfield  
St. Anthony  
St. Bonifacius  
St. Charles  
St. Clair  
St. Cloud  
St. Francis  
St. Hilaire  
St. James  
St. Joseph  
St. Leo  
St. Louis Park  
St. Michael  
St. Paul  
St. Paul Park  
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  
Tyler  
Ulen  
Underwood  
Upsala  
Vadnais Heights  
Vergas  
Verndale  
Vernon Center  
Vesta  
Victoria  
Virginia  
Wabasha  
Wabasso  
Waconia

Wadena  
Wahkon  
Waite Park  
Walker  
Walnut Grove  
Walters  
Wanamingo  
Warren  
Warroad  
Waseca  
Watertown  
Waterville  
Watkins  
Waubun  
Waverly  
Wayzata  
Welcome  
Wells  
West Concord  
West St. Paul  
Westbrook  
Wheaton

White Bear Lake  
Willernie  
Williams  
Willmar  
Wilmont  
Windom  
Winger  
Winnebago  
Winona  
Winsted  
Winthrop  
Winton  
Wolverton  
Wood Lake  
Woodbury  
Worthington  
Wrenshall  
Wykoff  
Wyoming  
Zimmerman  
Zumbrota

### **Counties**

Aitkin County  
Anoka County  
Becker County  
Beltrami County  
Benton County  
Big Stone County  
Blue Earth County  
Brown County  
Carlton County  
Carver County  
Cass County  
Chippewa County  
Chisago County  
Clay County  
Clearwater County  
Cook County  
Cottonwood County  
Crow Wing County  
Dodge County  
Douglas County  
Faribault County  
Fillmore County  
Goodhue County  
Grant County  
Hennepin County  
Houston County  
Isanti County  
Jackson County  
Itasca County  
Kanabec County  
Kandiyohi County  
Kittson County  
Lac Qui Parle County  
Lake County  
Lake of the Woods County  
Lincoln County  
Lyon County  
Mahnommen County

Marshall County  
Martin County  
McLeod County  
Meeker County  
Mille Lacs County  
Morrison County  
Mower County  
Murray County  
Nicollet County  
Nobles County  
Norman County  
Olmstead County  
Otter Tail County  
Pennington County  
Pine County  
Pipestone County  
Polk County  
Pope County  
Ramsey County  
Red Lake County  
Redwood County  
Renville County  
Rice County  
Rock County  
Roseau County  
Scott County  
Sherburne County  
Sibley County  
St. Louis County  
Stearns County  
Steele County  
Stevens County  
Swift County  
Todd County  
Traverse County  
Wabasha County  
Wadena County  
Waseca County  
Washington County

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Watowan County  
Wilkin County

Winona County  
Yellow Medicine County

### **Health Care Facilities**

Appleton Municipal Hospital  
Cannon Falls Community Hospital District  
Cedarview Nursing Home  
Chippewa County Montevideo Hospital  
Community Hospital and Health Care Center  
Cook County North Shore Hospital  
Cook-Orr Health Care District  
Cottonwood/Jackson Community Health Service  
Countryside Public Health  
Cuyuna Range Hospital District  
Dassel Lakeside Community Home  
Douglas County Hospital  
Glacial Ridge Hospital  
Goodhue County Public Health  
Granite Falls Municipal Hospital  
Hutchinson Area Health Care  
Inter County Nursing Service  
Itasca Nursing Home  
Johnson Memorial Health Services  
L.L.M.P. Community Health Services  
Lakeview Home  
Lakewood Health System  
Louis Weiner Memorial Hospital

Mercy Hospital and Health Care Center  
Monticello Big Lake Community Hospital  
Multi County Nursing Service  
Nobles Rock Public Health Care Service  
Northern Itasca Hospital District  
Northfield City Hospital  
Ortonville Area Health Service  
Parkview Manor Nursing Home  
Paynesville Community Hospital  
Pelican Valley Health Center  
Perham Hospital District  
Quin County Community Health Service  
Redwood Area Hospital  
Rice County District One Hospital  
Shady Lane Nursing Home  
Sibley Medical Center  
Sleepy Eye Municipal Hospital  
South Country Health Alliance  
St. Peter Community Hospital  
Sunrise Nursing Home  
United Hospital District  
Western Pope Co. Hosp. Dist. Minnewaska  
District Hospital  
Worthington Regional Hospital

### **Housing and Redevelopment Authorities**

Aitkin County HRA  
Austin HRA  
Bagley Housing Authority  
Barnesville HRA  
Benson HRA  
Big Stone County HRA  
Blue Earth HRA  
Brainerd HRA  
Breckenridge HRA  
Cass County HRA  
Cass Lake HRA  
Chippewa County HRA  
Chisholm HRA  
Clay County Housing and Redevelopment Authority  
Clearwater County HRA  
Cloquet HRA  
Cook HRA  
Cottonwood HRA  
Crookston HRA  
Crosby HRA  
Dakota County HRA  
Detroit Lakes HRA  
Duluth HRA  
Economic Dev. Auth. E. Grand Forks  
Ely HRA  
Eveleth HRA  
Fairmont HRA  
Fergus Falls HRA  
Grand Rapids HRA  
Hibbing HRA  
International Falls HRA  
Lincoln County HRA

Litchfield HRA  
Little Falls HRA  
Luverne HRA  
Madison HRA  
Marshall Public Housing Commission  
Montevideo HRA  
Moorhead HRA  
Mora HRA  
Morrison County HRA  
Mountain Lake HRA  
Mower County HRA  
New Richland HRA  
North Mankato HRA  
Northwest Multi-County HRA  
Pequot Lakes HRA  
Pine City HRA  
Pine River HRA  
Pipestone HRA  
Princeton HRA  
Red Lake Falls HRA  
Red Wing HRA  
Redwood Falls HRA  
Rush City HRA  
SE Minnesota Multi-County HRA  
Sleepy Eye HRA  
South St. Paul HRA  
St. Cloud HRA  
St. James HRA  
St. Peter HRA  
Swift County HRA  
Thief River Falls HRA  
Todd County HRA  
Tracy HRA

Virginia HRA  
Wadena HRA  
Walker HRA  
Warren HRA  
Waseca HRA

Washington County HRA  
Willmar HRA  
Windom HRA  
Winona HRA  
Worthington HRA

### **Independent School Districts**

ISD No. 1 Aitkin  
ISD No. 1A Minneapolis  
ISD No. 2 Hill City  
ISD No. 4 McGregor  
ISD No. 6 South St. Paul  
ISD No. 11 Anoka-Hennepin  
ISD No. 12 Centennial  
ISD No. 13 Columbia Heights  
ISD No. 14 Fridley  
ISD No. 16 Spring Lake Park  
ISD No. 22 Detroit Lakes  
ISD No. 23 Frazee  
ISD No. 25 Pine Point  
ISD No. 31 Bemidji  
ISD No. 32 Blackduck  
ISD No. 36 Kelliher  
ISD No. 38 Red Lake  
ISD No. 47 Sauk Rapids  
ISD No. 51 Foley  
ISD No. 62 Ortonville  
ISD No. 75 St. Clair  
ISD No. 77 Mankato  
ISD No. 81 Comfrey  
ISD No. 84 Sleepy Eye  
ISD No. 85 Springfield  
ISD No. 88 New Ulm  
ISD No. 91 Barnum  
ISD No. 93 Carlton  
ISD No. 94 Cloquet  
ISD No. 95 Cromwell-Wright  
ISD No. 97 Moose Lake  
ISD No. 99 Esko  
ISD No. 100 Wrenshall  
ISD No. 110 Waconia  
ISD No. 111 Watertown  
ISD No. 112 Chaska  
ISD No. 113 Walker-Akeley  
ISD No. 115 Cass Lake-Bena  
ISD No. 116 Pillager  
ISD No. 118 Northland  
ISD No. 129 Montevideo  
ISD No. 138 North Branch Area Schools  
ISD No. 139 Rush City  
ISD No. 146 Barnesville  
ISD No. 150 Hawley  
ISD No. 152 Moorhead  
ISD No. 162 Bagley  
ISD No. 166 Cook County  
ISD No. 173 Mountain Lake  
ISD No. 177 Windom  
ISD No. 181 Brainerd  
ISD No. 182 Crosby-Ironton  
ISD No. 186 Pequot Lakes  
ISD No. 191 Burnsville-Eagan-Savage  
ISD No. 192 Farmington

ISD No. 194 Lakeville  
ISD No. 195 Randolph  
ISD No. 196 Rosemount Apple Valley Eagan  
ISD No. 197 West St. Paul  
ISD No. 199 Inver Grove Hgts.  
ISD No. 200 Hastings  
ISD No. 203 Hayfield  
ISD No. 204 Kasson-Mantorville  
ISD No. 206 Alexandria  
ISD No. 208 Evansville  
ISD No. 213 Osakis  
ISD No. 227 Chatfield  
ISD No. 229 Lanesboro  
ISD No. 238 Mabel-Canton  
ISD No. 239 Rushford-Peterson  
ISD No. 241 Albert Lea  
ISD No. 242 Alden  
ISD No. 252 Cannon Falls  
ISD No. 253 Goodhue  
ISD No. 255 Pine Island  
ISD No. 256 Red Wing  
ISD No. 261 Ashby  
ISD No. 264, Herman-Norcross  
ISD No. 270 Hopkins  
ISD No. 271 Bloomington  
ISD No. 272 Eden Prairie  
ISD No. 273 Edina  
ISD No. 276 Minnetonka  
ISD No. 277 Westonka  
ISD No. 278 Orono  
ISD No. 279 Osseo  
ISD No. 280 Richfield  
ISD No. 281 Robbinsdale  
ISD No. 282 St. Anthony-New Brighton  
ISD No. 283 St. Louis Park  
ISD No. 284 Wayzata  
ISD No. 286 Brooklyn Center  
ISD No. 288 Clinton Graceville Beardsley  
ISD No. 294 Houston  
ISD No. 297 Spring Grove  
ISD No. 299 Caledonia  
ISD No. 300 LaCrescent-Hokah  
ISD No. 306 LaPorte  
ISD No. 308 Nevis  
ISD No. 309 Park Rapids  
ISD No. 314 Braham  
ISD No. 316 Greenway  
ISD No. 317 Deer River  
ISD No. 318 Grand Rapids  
ISD No. 319 Nashwauk-Keewatin  
ISD NO. 330 Heron Lake Okabena  
ISD No. 332 Mora  
ISD No. 333 Ogilvie  
ISD No. 345 New London Spicer  
ISD No. 347 Willmar  
ISD No. 356 Lancaster

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ISD No. 361 International Falls  
ISD No. 362 Littlefork-Big Falls  
ISD No. 363 South Koochiching  
ISD No. 371 Bellingham  
ISD No. 378 Dawson  
ISD No. 381 Lake Superior  
ISD No. 390, Lake of the Woods  
ISD No. 391 Cleveland  
ISD No. 392 LeCenter  
ISD No. 394 Montgomery  
ISD No. 402 Hendricks  
ISD No. 403 Ivanhoe  
ISD No. 404 Lake Benton  
ISD No. 409 Tyler  
ISD No. 411 Balaton  
ISD No. 413 Marshall  
ISD No. 414 Minneota  
ISD No. 415 Lynd  
ISD No. 417 Tracy  
ISD No. 418 Russell  
ISD No. 423 Hutchinson  
ISD No. 424 Lester Prairie  
ISD No. 432 Mahnomen  
ISD No. 435 Waubun-Ogema- White Earth  
Community Schools  
ISD No. 441 Marshall County  
ISD No. 447 Grygla  
ISD No. 458 Truman  
ISD No. 463 Eden Valley  
ISD No. 465 Litchfield  
ISD No. 466 Dassel-Cokato  
ISD No. 473 Isle  
ISD No. 477 Princeton  
ISD No. 480 Onamia  
ISD No. 484 Pierz  
ISD No. 485 Royalton  
ISD No. 486 Swanville  
ISD No. 487 Upsala Area Schools  
ISD No. 492 Austin  
ISD No. 495 Grand Meadow  
ISD No. 497 Lyle  
ISD No. 499 LeRoy/Ostrander  
ISD No. 500 Southland  
ISD No. 507 Nicollet  
ISD No. 508 St. Peter  
ISD No. 513 Brewster  
ISD No. 514 Ellsworth  
ISD No. 516 Round Lake  
ISD No. 518 Worthington  
ISD No. 533 Dover-Eyota  
ISD No. 534 Stewartville  
ISD No. 535 Rochester  
ISD No. 542 Battle Lake  
ISD No. 544 Fergus Falls  
ISD No. 545 Henning  
ISD No. 547 Parkers Prairie  
ISD No. 548 Pelican Rapids  
ISD No. 549 Perham  
ISD No. 550 Underwood  
ISD No. 561 Goodridge  
ISD No. 564 Thief River Falls  
ISD No. 577 Willow River  
ISD No. 578 Pine City

ISD No. 581 Edgerton  
ISD No. 584 Ruthton  
ISD No. 595 East Grand Forks  
ISD No. 600 Fisher  
ISD No. 601 Fosston  
ISD No. 611 Cyrus  
ISD No. 621 Mounds View  
ISD No. 622 North St. Paul  
ISD No. 623 Roseville  
ISD No. 624 White Bear Lake  
ISD No. 625 St. Paul  
ISD No. 627 Oklee  
ISD No. 628 Plummer  
ISD No. 630 Red Lake Falls  
ISD No. 635 Milroy  
ISD No. 640 Wabasso  
ISD No. 656 Faribault  
ISD No. 671 Hills  
ISD No. 676 Badger  
ISD No. 690 Warroad  
ISD No. 695 Chisholm  
ISD No. 696 Ely  
ISD No. 698 Floodwood  
ISD No. 700 Hermantown  
ISD No. 701 Hibbing  
ISD No. 704 Proctor  
ISD No. 706 Virginia  
ISD No. 707 Nett Lake  
ISD No. 709 Duluth  
ISD No. 712 Mountain Iron-Buhl  
ISD No. 716 Belle Plaine  
ISD No. 717 Jordan  
ISD No. 719 Prior Lake-Savage  
ISD No. 720 Shakopee  
ISD No. 721 New Prague  
ISD No. 726 Becker  
ISD No. 727 Big Lake  
ISD No. 728 Elk River  
ISD No. 738 Holdingford  
ISD No. 739 Kimball  
ISD No. 740 Melrose  
ISD No. 741 Paynesville  
ISD No. 742 St. Cloud  
ISD No. 743 Sauk Centre  
ISD No. 745 Albany  
ISD No. 748 Sartell St. Stephen  
ISD No. 750 Rocori Area Schools  
ISD No. 756 Blooming Prairie  
ISD No. 761 Owatonna  
ISD No. 763 Medford  
ISD No. 768 Hancock  
ISD No. 769 Morris  
ISD No. 771 Chokio-Alberta  
ISD No. 775 Kerkhoven-Murdock-Sunburg  
ISD No. 777 Benson  
ISD No. 786 Bertha-Hewitt  
ISD No. 787 Browerville  
ISD No. 801 Browns Valley  
ISD No. 803 Wheaton  
ISD No. 806 Elgin-Millville  
ISD No. 811 Wabasha-Kellogg  
ISD No. 813 Lake City  
ISD No. 815 Prinsburg

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

### **Others**

A.L.F. Joint Powers Ambulance Service  
Anoka Conservation District  
Area Special Education Cooperative  
Arrowhead Library System  
Arrowhead Region Computing Consortium  
Arrowhead Regional Development Commission  
Arrowhead Regional Corrections  
Bemidji Regional Interdistrict Council  
Benton/Stearns Education District #6383  
Brainerd Lakes Regional Airport Commission  
Brown Nicollet Community Health Board  
Brown-Nicollet-Cottonwood Clean Water Partnership  
Carver-Scott Cooperative District #930  
Centennial Lakes  
Central Minnesota Community Corrections-  
Corrections Center

ISD No. 2184 Luverne  
ISD No. 2190 Yellow Medicine East  
ISD No. 2198 Fillmore Central  
ISD No. 2215 Twin Valley  
ISD No. 2310 Sibley E. Schools  
ISD No. 2311 Clearbrook-Gonvick  
ISD No. 2342 West Central Area Schools  
ISD No. 2358 Tri County Schools  
ISD No. 2364 Belgrade-Brooten-Elrosa  
ISD No. 2365 GFW Gibbon-Fairfax-Winthrop  
ISD No. 2396 Atwater-Cosmos-Grove City  
ISD No. 2397 LeSueur-Henderson  
ISD No. 2448 Martin County West Schools  
ISD No. 2527 Norman County West  
ISD No. 2534 BOLD, Bird Island-Olivia-Lk. Lillian  
ISD No. 2536 Granada Huntley East Chain  
ISD No. 2580 East Central Schools  
ISD No. 2609 WIN-E-MAC  
ISD No. 2683 Greenbush/Middle River  
ISD No. 2687 Howard Lake/ Waverly/Winsted  
ISD No. 2689 Pipestone-Jasper  
ISD No. 2711 Mesabi East  
ISD No. 2752 Fairmont Area Schools  
ISD No. 2753 Long Prairie/Grey Eagle  
ISD No. 2754 Morgan/Franklin  
ISD No. 2759 Eagle Valley  
ISD No. 2805 Zumbrota-Mazeppa  
ISD No. 2853 Lac Qui Parle Valley  
ISD No. 2854 Ada-Borup Public Schools  
ISD No. 2856 Stephen/Argyle Central  
ISD No. 2859 Glencoe-Silver Lake  
ISD No. 2860 Blue Earth Area Schools  
ISD No. 2884 Red Rock Central  
ISD No. 2885 Glenville-Emmons  
ISD No. 2887 McLeod West Public Schools  
ISD No. 2889 Lake Park/Audubon  
ISD No. 2890 Westbrook Walnut Grove  
ISD No. 2895 Jackson County Central  
ISD No. 2897 Redwood Falls  
ISD No. 2898 Westbrook Walnut Grove  
ISD No. 4007 New Country  
ISD No. 6076 Northland  
Intermediate School Dist. 917  
NE Metro Intermediate School District 916

Central MN Education Resource and  
Development Council  
Cottonwood River Technical Center  
Crow River Special Educ. Coop. Joint Powers District  
#937  
Duluth Airport Authority  
Duluth State Convention Center Administrative Board  
East Central Regional Development Commission  
East Central Regional Library  
East Central Solid Waste Commission  
Fergus Falls Area Special Education Coop 935  
Freshwater Education District #6004  
Government Trng. Service (GTS)  
Great River Regional Library  
Headwaters Regional Development Commission  
Hennepin Parks  
Hennepin Technical College Intermediate District 287

Human Services of Faribault and Martin Counties  
International Falls Recreation Commission  
61-6026 West Central Education Dist.  
Kitchigami Regional Library  
L.O.G.I.S.  
Lake Agassiz Regional Library  
Lake Agassiz Special Education Cooperative  
Lakes Country Service Cooperative  
Lincoln, Lyon and Murray Human Services  
MAWSECO District No. 938  
Metro ECSU  
Metro Library Service Agency  
Metro Mosquito Control  
Metronet  
Metropolitan Council  
Metropolitan Sports Facilities Commission  
Mid-Minnesota Development Commission  
Midwest Special Education Interdistrict Cooperative  
Minneapolis Community Development Agency  
Minneapolis Municipal Building Commission  
Minneapolis Parks and Recreation Board  
Minneapolis Public Housing Authority  
Minneapolis Public Library Board  
Minnesota Counties Information Systems  
Minnesota River Valley Special Education Cooperative  
Minnesota State High School League  
Minnesota Valley Cooperative Center  
Minnesota Valley Transit Authority  
Mississippi Headwaters Board  
MN Valley Education District #6027  
North Central Service Coop 5  
North Country Library Cooperative  
Northeast Service Cooperative  
Northern Lights Library Network  
Northwest Hennepin Human Services Council  
Northwest MN Education Cooperative Services Unit  
Northwest Migrant Region  
Northwest Regional Development Commission  
Northwest Regional Library  
Northwest Service Cooperative  
Northwest Suburbs Cable Communications Commission  
NW Regional Inter-District Council No. 382-52  
Pine-Prairie Cooperative Center  
Pioneerland Library System

Pipestone County Economic Joint Powers Authority  
Plum Creek Library System  
Prairieland Joint County Compost Facility  
Public Safety Dept. – Amboy  
Quad Cities Cable  
Ramsey County District Court  
Ramsey/Washington Co. Suburban Cable  
Communications Comm. II  
Redwood-Cottonwood Rivers Control Area  
Region 5 Development Commission  
Region I ESV Information Services  
Region Nine Development Commission  
Region V Computer Service  
Rice Creek Watershed District  
River Bend Education District #6049  
Rock Nobles Community Corrections  
S.A.M.M.I.E.  
Seaway Port Authority/Duluth  
South Central Minnesota Inter-Library Exchange (SMILE)  
South Hennepin - Regional Planning Agency  
South Lake Minnetonka Public Safety Department  
Southeast Minnesota Education Service Unit  
Southern Plains Cooperative  
Southwest & West Central Service Coop  
Southwest Metro Transit Commission  
Southwest Regional Development Commission  
Spirit Mountain Authority  
St. Cloud Area Planning Organization  
St. Cloud Metro Transit Commission  
St. Paul Port Authority  
St. Paul Public Housing  
Stearns-Benton Employment and Training Council  
T.B. Sheldon Performing Arts Theatre  
Technology Information Educational Services (TIES)  
Three Rivers Park District  
Todd Wadena Community Corrections  
Traverse Des Sioux Library System  
Tri-County Community Corrections  
Upper Minnesota Valley Regional Development Comm.  
Viking Library System  
Waseca-Le Sueur Regional Library  
West Central Area Agency on Aging  
West Hennepin Public Safety  
Wright Technical Center

### **Soil and Water Conservation Districts**

Aitkin County SWCD  
Becker SWCD  
Beltrami SWCD  
Benton County SWCD  
Big Stone SWCD  
Blue Earth County SWCD  
Brown SWCD  
Carlton SWCD  
Carver County SWCD  
Chippewa County SWCD  
Chisago SWCD  
Clay County SWCD  
Clearwater SWCD  
Cottonwood SWCD  
Crow Wing SWCD  
Dodge County SWCD

Douglas SWCD  
East Ottertail SWCD  
East Polk SWCD  
Faribault County SWCD  
Freeborn SWCD  
Goodhue SWCD  
Grant County SWCD  
Hubbard County SWCD  
Isanti SWCD  
Itasca County SWCD  
Kanabec SWCD  
Kandiyohi SWCD  
Kittson SWCD  
Koochiching SWCD  
Lac Qui Parle SWCD  
Lake County SWCD  
Lake Minnetonka SWCD

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Lake of the Woods SWCD  
Le Sueur County SWCD  
Lincoln County SWCD  
Lyon County SWCD  
Mahnomon County SWCD  
Marshall SWCD  
Marshall-Beltrami SWCD  
Martin SWCD  
McLeod SWCD  
Meeker SWCD  
Mille Lacs SWCD  
Morrison SWCD  
Mower County SWCD  
Nicollet SWCD  
Nobles SWCD  
Norman County SWCD  
North St. Louis SWCD  
Pennington SWCD  
Pine County SWCD  
Pipestone County SWCD  
Pope SWCD  
Ramsey County SWCD  
Red Lake County SWCD  
Redwood County SWCD

Renville County SWCD  
Rice SWCD  
Root River SWCD  
Roseau County SWCD  
Scott County SWCD  
Sibley County SWCD  
So. St. Louis SWCD  
Stearns County SWCD  
Steele County SWCD  
Stevens SWCD  
Swift County SWCD  
Todd SWCD  
Traverse SWCD  
Wabasha County SWCD  
Wadena SWCD  
Waseca SWCD  
Washington Conservation SWCD  
Watonwan County SWCD  
West Ottertail SWCD  
West Polk SWCD  
Wilkin SWCD  
Winona County SWCD  
Wright SWCD  
Yellow Medicine SWCD

### **Towns**

Albion Township  
Arbo Township  
Balkan Township  
Beaver Creek Township  
Belgrade Township  
Big Lake, Township  
Biwabik Township  
Breitung Township  
Burns Township  
Cannon Falls, Township  
Chisago Lake Township  
Clearwater Township  
Columbus Township  
Corinna Township  
Embarrass Township  
Fair Haven Township  
Fayal Township  
Fish Lake Township  
Franconia Township  
Franklin Township  
Grand Rapids Township  
Great Scott Township  
Greenway Township  
Hassan Township  
Hollywood Township  
Ideal Township  
Iron Range Township  
Irondale Township  
Krain Township  
LaGrande Township  
Laketown Township  
Lakeview Township  
Linwood Township  
Maple Lake Townhsip

Marysville Township  
May Township  
Middleville Township  
Monticello Township  
Mountain Lake Township  
Nashwauk Township  
Nessel Township  
Nevis Township  
New Scandia Township  
Newburg Township  
Northern Township  
Oak Lawn Township  
Rice Lake Township  
Rochester Township  
Rockford Township  
Scandia Valley Township  
Shingobee Township  
Silver Creek Township - Monticello  
Silver Creek Township - Two Harbors  
St. Augusta Township  
Stanford Township - Isanti Co.  
Stillwater Township  
Sverdrup Township  
Thomson Township  
Township Maintenance Association  
Vasa Township  
Victor Township  
Waconia Township  
Warsaw Township  
Watertown Township  
White Bear Township  
White Township  
Wyoming Township  
York Township

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## **Utilities**

Aitkin Public Utilities Commission  
Alexandria Bd. Of Public Works  
Alexandria Lake Area Sanitary District  
Austin Utilities  
Babbitt Public Utilities  
Bagley Public Utilities Commission  
Blue Earth Light & Water  
Board of Water Commissioners- Stillwater  
Bovey-Coleraine Water & Waste Water Commission  
Chisago Lakes Joint Sewage Treatment Commission  
Delano Municipal Utilities  
Dover-Eyota-St. Charles Area Sanitary District  
East Grand Forks Utilities  
Elk River Municipal Utilities  
Glencoe Power & Light Commission  
Grand Rapids Public Utilities  
Hibbing Utilities  
Hutchinson Utility Commission  
Kenyon Municipal Utilities  
Kittson-Marshall Rural Water Users  
Lakefield Public Utilities  
Madelia Municipal Power/Light  
Marshall & Polk Rural Water System  
Marshall Water, Light and Power Commission

Middle River-Snake River Watershed District  
Moorhead Public Service  
Moose Lake Water and Light Commission  
North Branch Water & Light  
North Kittson Rural Water System  
Otter Tail Water Management District  
Owatonna Public Utilities  
Pope/Douglas Solid Waste Management  
Princeton Public Utilities  
Prior Lake - Spring Lake Watershed District  
Proctor Public Utilities Commission  
Public Utilities Commission – New Ulm  
Red Lake Watershed District  
Rock County Rural Water District  
Sauk Centre Water, Light & Power Commission  
Shakopee Public Utilities  
Sleepy Eye Public Utility  
Southern Minn. Municipal Power Agency  
Spring Valley Public Utilities Commission  
Springfield Public Utilities Commission  
Truman Municipal Light Plant  
Upper Minnesota River Watershed District  
Utilities Plus  
West Lake Superior Sanitary District  
Wells Public Utilities Department  
Westbrook Power & Water Department