

**January 2010**

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

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**Submitted to the Minnesota Legislature by  
Minnesota Management & Budget**

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St. Paul, MN 55155

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# Executive Summary

Minnesota Management & Budget (MMB) 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 affects 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.

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 Minnesota Management & Budget (MMB)-Pay Equity Unit and to the commitment on the part of local governments.

When reports were submitted in 2009, the initial analysis showed that approximately two-thirds of the 520 jurisdictions reporting were in compliance and approximately one-third were either out of compliance or their reports needed further correction or clarification. With MMB's assistance, most of the non-complying jurisdictions and those whose reports needed corrections have achieved compliance. At this time, 453 (87%) of the jurisdictions reporting in 2009 are in compliance, 42 (8%) remain out of compliance and 25 (5%) need further clarification or correction.

The review of the 2009 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

Minnesota Management & Budget (MMB) 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 2010 Minnesota Local Government Pay Equity Report was prepared entirely by the Minnesota Management & Budget 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 MMB 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 MMB to determine whether local governments have achieved pay equity, based on implementation reports submitted by local governments.

### Responsibilities of Minnesota Management & Budget

#### A. Pay Equity Rule Adopted

In 1991, the Legislature authorized MMB 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, MMB 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. MMB adopted the rule MCAR 3920, October 1992.

#### B. Assistance to Local Governments

In 1989, MMB 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.

MMB 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, MMB 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 2007, available to download free of charge from MMB's website. MMB has periodically offered training sessions, and thousands of individuals throughout the state have attended. MMB 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 2009.

### **Pay Equity Implementation Reports**

- **Analysis of Pay Equity Reports**

Completed an initial review of the 520 reports submitted in January of 2009. After the initial analysis of the reports, approximately two-thirds were in compliance and one-third 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 453 (87%) are in compliance, 42 (8%) are out of compliance and 25 (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 2010. Instead of including hard copies of the 14-page instruction booklet and 17-page guidebook, the notice directed users to MMB's Web site for these materials. The notice provided directions for downloading and using the pay equity 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 has been realized and the feedback on the changes has been very positive.

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- **2009 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 notice 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 MMB 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.

- **State Job Match Job Evaluation System Training**

Conducted five training sessions throughout the state in Duluth, Mankato, Bemidji, Alexandria and St. Paul. Training sessions included distribution and updating of the 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 MMB’s Web site.

### **Ongoing Activities**

- **Instructional DVD & Technical Assistance**

Continued distribution of the DVD, “Pay Equity Reporting and Compliance Requirements” to interested parties for a fee of \$15. Began work on Job Evaluation Training DVD that will be available in 2010.

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.

- **MMB Web Site**

Continued to maintain and update MMB’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 MMB 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 520 reports submitted in 2009. Of the 140 jurisdictions whose reports were initially found out of compliance, 80% failed the completeness and accuracy test. Approximately 16% 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	112
Statistical Analysis Test	2
Alternative Analysis Test	21
Salary Range Test	3
Exceptional Service Pay Test	2
<b>Total</b>	<b>140</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, the current compliance status of local governments includes a composite of results from the years 2007, 2008, and 2009. At this time, 91% of all jurisdictions are in compliance.

### Summary of Compliance Status by Jurisdictional Type - Composite 2007, 2008 & 2009

<b>Jurisdiction Type</b>	<b>In Compliance</b>	<b>Out of Compliance</b>	<b>Decision Pending</b>	<b>Total</b>
City	576	52	15	643
County	80	5	2	87
Schools	304	28	9	341
Soil & Water Conservation Districts (SWCDs)	82	1	1	84
Other Districts	124	3	4	131
Housing and Redevelopment Authorities (HRAs)	72	2	0	74
Townships	75	4	0	79
Utilities	42	2	1	45
Health Care Fac.	37	6	0	43
<b>TOTAL</b>	<b>1392</b>	<b>103</b>	<b>32</b>	<b>1527</b>

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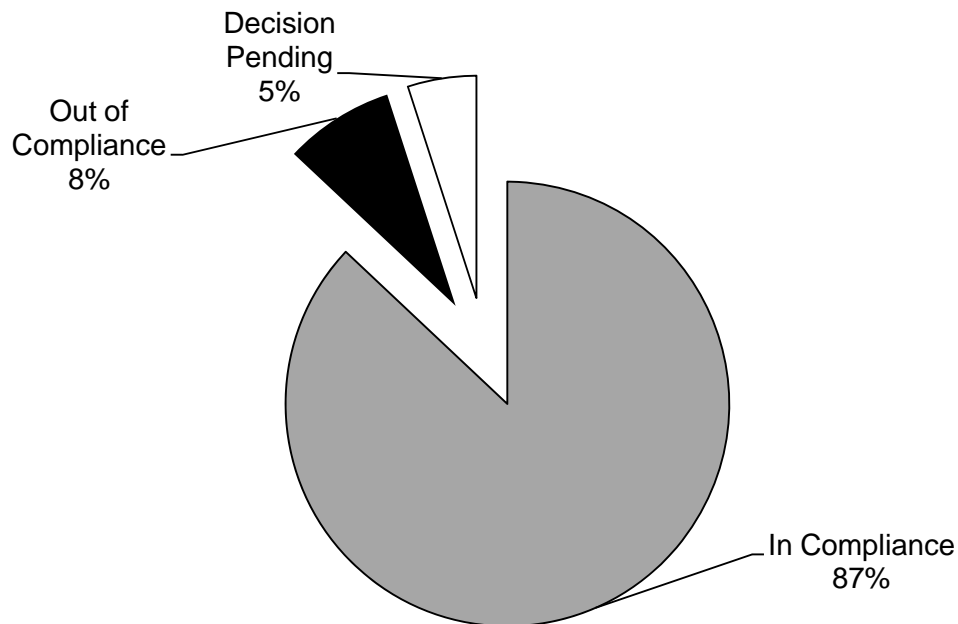
## Compliance Status of 2009 Reports

After the initial analysis of the 520 reports submitted in 2009, 339 (65%) were in compliance, 140 (27%) were found out of compliance, and 41 (8%) needed further clarification. Currently, 453 (87%) are in compliance, 42 (8%) are out of compliance and the decision is pending for 25 jurisdictions (5%). Over two-thirds 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 MMB's decision. Several of the 140 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 2009 Reports



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## **Inequities Identified in Reports Submitted in 2009**

For the past several reporting years, MMB 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 below.

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 below show that wages for females were adjusted an average of \$3.13 per hour or 18%. Before the inequities were corrected, the average pay for females in the examples was \$16.97 per hour. After adjustments were made, the average pay for females was \$20.10 per hour. Prior to the adjustments, females were paid 75% of what males were paid, but after the adjustments, the wage gap narrowed and females were paid 82% of what males were paid.

## **Examples of Inequities Identified in 2009 Reports**

<b><i>Position</i></b>	<b><i>Hourly Wage "Before"</i></b>	<b><i>Hourly Wage "After"</i></b>	<b><i>Difference</i></b>
<b><i>Acct. Clerk</i></b>	17.37	20.72	3.35
<b><i>Admin. Asst.</i></b>	17.81	18.91	1.10
<b><i>City Clerk/Treasurer</i></b>	15.91	17.47	1.56
<b><i>City Clerk/Treasurer</i></b>	10.75	14.00	3.25
<b><i>Executive Asst.</i></b>	26.88	29.01	2.13
<b><i>Secretary</i></b>	13.00	17.87	4.87
<b><i>Utility Billing Clerk</i></b>	17.81	18.91	1.10
<b><i>Averages</i></b>	\$16.97	\$20.10	\$3.13

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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 MMB 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>			
Alden	CA	*	0.1
Alpha	ALT	*	0.1
Arco	CA	*	0.1
Barnum	CA	*	0.1
Baxter	CA	*	0.1
Biscay	ALT	164	1.0
Bovey	CA	*	0.1
Browns Valley	CA	*	0.1
Brownsdale	ALT	110	1.2
Calumet	ALT	*	0.1
Chandler	CA	*	0.1
Chanhassen	CA	*	0.1
Chisholm	CA	*	0.1
Conger	CA	*	0.1
Cromwell	CA	*	0.1
Delevan	CA	*	0.1
East Gull Lake	CA	*	0.1
Gaylord	CA	*	0.1
Geneva	CA	*	0.1
Gilman	CA	*	0.1
Goodhue	CA	*	0.1
Goodridge	CA	*	0.1
Grand Meadow	ALT	443	2.0
Hadley	CA	*	0.1
Harmony	ALT	795	3.5

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Harris	CA	*	0.1
Holdingsford	ALT	*	0.1
Holland	CA	*	0.1
Hugo	CA	*	0.1
Jackson	ST	185	0.06
Keewatin	ALT	*	0.1
Kellogg	CA	*	0.1
Kenyon	CA	*	0.1
Marine on St. Croix	CA	*	0.1
Menahga	CA	*	0.1
Middle River	ALT	461	10.0
Nerstrand	ST	*	0.1
Osseo	ST	15	0.02
Plummer	CA	*	0.01
Rose Creek	ALT	168	3.5
Sauk Center	SR	*	0.1
Silver Lake	ST	137	0.4
Spring Grove	ALT	1440	2.9
Staples	CA	*	0.1
Taylors Falls	ALT	150	0.7
Tracy	ST	1083	1.3
Two Harbors	ST	200	0.1
Underwood	ALT	560	6.0
Upsala	CA	*	0.1
Welcome	ALT	338	4.0
Williams	CA	*	0.1
Winnebago	CA	*	0.1

**Counties**

Fillmore County	SR	*	0.1
Freeborn	CA	*	0.1
Hubbard County	CA	*	0.1
Pennington	SR	*	0.1
Wabasha	ST	2538	0.1

**School Districts**

ISD No. 12 Centennial	SR	*	0.1
ISD No. 116 Pillager	CA	*	0.1
ISD No. 204 Kasson-Mant.	CA	*	0.1
ISD No. 213 Osakis	CA	*	0.1
ISD No. 270 Hopkins	CA	*	0.1
ISD No. 402 Hendricks	ALT	182	0.3
ISD No. 403 Ivanhoe	ALT	237	0.2
ISD No. 486 Swanville	ALT	700	0.1
ISD No. 505 Fulda	CA	*	0.1
ISD No. 581 Edgerton	CA	*	0.1
ISD No. 592 Climax-Shelly	ALT	1115	0.1
ISD No. 593 Crookston	SR	*	0.1
ISD No. 599 Fertile-Beltrami	CA	*	0.1

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ISD No. 600 Fisher	CA	*	0.1
ISD No. 624 White Bear Lake	SR	*	0.1
ISD No. 682 Roseau	ST	3300	0.5
ISD No. 707 Nett Lake	CA	*	0.1
ISD No. 717 Jordan	CA	*	0.1
ISD No. 719 Prior Lk. Savage	SR	*	0.1
ISD No. 763 Medford	SR	*	0.1
ISD No. 2135 Maple River	CA	*	0.1
ISD No. 2154 Eveleth Gilbert	CA	*	0.1
ISD No. 2164 Dilworth Glyn. Fel.	ALT	5997	1.1
ISD No. 2168 NRHEG	CA	*	0.1
ISD No. 2342 West Central	SR	*	0.1
ISD No. 2580 East Central	SR	*	0.1
ISD No. 2854 Ada Borup	CA	*	0.1
ISD No. 2887 McLeod West	CA	*	0.1
<b>Utilities</b>			
Bagley Public Utilities	CA	*	0.1
Central MN Municipal Power	CA	*	0.1
<b>Soil and Water Conservation Districts</b>			
Washington Conservation District	CA	*	0.1
<b>Housing and Redevelopment Authorities</b>			
Austin HRA	CA	*	0.1
Mora HRA	CA	*	0.1
<b>Health Care Facilities</b>			
City of Heron Lake-Lakeview Home	CA	*	0.1
L.L.M.P. Public	CA	*	0.1
Monticello Big Lake Hospital	CA	*	0.1
Rice County Dist. One Hospital	SR	*	0.1
Swift County Benson Hospital	ALT	*	0.1
United Hospital District	ESP	*	0.1
<b>Other</b>			
Pipestone County Ec. Dev.	CA	*	0.1
Carver Scott Educational Coop.	SR	*	0.1
Metro Mosquito Control	CA	*	0.1
<b>Townships</b>			
Hassan Township	ALT	137	1.0
Linwood Township	ALT	*	0.1
Nevis Township	CA	*	0.1
Newberg Township	CA	*	0.1

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

## **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, MMB 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:

- 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 MMB 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 MMB's decision, or request an extension of the grace period to achieve compliance.
- Sent a courtesy reminder letter from MMB 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 MMB 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.



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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 MMB submits a report listing a jurisdiction as not in compliance. MMB makes compliance decisions on an ongoing basis and updates the legislature annually.

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

A total of 96 penalty cases have been resolved over the past 13 years resulting in \$1,267,851.00 in total restitution paid to approximately 1300 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to MMB.

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## Section Five

# Jurisdictions in Compliance

### Cities

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

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Emily	Hayward	Le Sueur
Emmons	Hector	LeRoy
Erhard	Henderson	Lester Prairie
Erskine	Hendricks	Lewiston
Evansville	Hendrum	Lexington
Eveleth	Henning	Lindstrom
Excelsior	Herman	Lino Lakes
Eyota	Hermantown	Lismore
Fairfax	Hewitt	Litchfield
Fairmont	Hibbing	Little Canada
Falcon Heights	Hill City	Little Falls
Faribault	Hills	Littlefork
Farmington	Hilltop	Long Lake
Fergus Falls	Hinckley	Long Prairie
Fertile	Hitterdal	Longville
Fifty Lakes	Hoffman	Loretto
Finlayson	Hokah	Lucan
Flensburg	Hollandale	Luverne
Floodwood	Hopkins	Lyle
Foley	Houston	Lynd
Forest Lake	Howard Lake	Mabel
Foreston	Hoyt Lakes	Madelia
Fosston	Hutchinson	Madison
Fountain	Independence	Madison Lake
Franklin	International Falls	Mahnomen
Frazee	Inver Grove Heights	Mahtomedi
Freeport	Ironton	Mankato
Fridley	Isanti	Mantorville
Frost	Isle	Maple Grove
Fulda	Ivanhoe	Maple Lake
Gary	Janesville	Maple Plain
Gibbon	Jeffers	Mapleton
Gilbert	Jordan	Mapleview
Glencoe	Kandiyohi	Maplewood
Glenville	Karlstad	Marble
Glenwood	Kasota	Marietta
Glyndon	Kasson	Marshall
Golden Valley	Kelliher	Mayer
Gonvick	Kennedy	Maynard
Good Thunder	Kerkhoven	Mazeppa
Goodview	Kettle River	McGregor
Graceville	Kiester	McIntosh
Grand Marais	Kimball	Medford
Grand Rapids	Kinney	Medina
Grant	La Crescent	Melrose
Granite Falls	La Prairie	Mendota Heights
Green Isle	Lafayette	Mentor
Greenbush	Lake Benton	Milaca
Greenfield	Lake Bronson	Milan
Grey Eagle	Lake City	Millerville
Grove City	Lake Crystal	Milroy
Grygla	Lake Elmo	Miltona
Hackensack	Lake Lillian	Minneapolis
Hallock	Lake Park	Minneota
Halstad	Lake Shore	Minnesota Lake
Ham Lake	Lake St. Croix Beach	Minnetonka
Hampton	Lake Wilson	Minnetonka Beach
Hancock	Lakefield	Minnetrista
Hanley Falls	Lakeland	Montevideo
Hanover	Lakeville	Montgomery
Hanska	Lamberton	Monticello
Hartland	Lancaster	Montrose
Hastings	Lanesboro	Moorhead
Hawley	Lauderdale	Mora
Hayfield	Le Center	Morgan

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Morris	Plainview	St. Charles
Morristown	Plato	St. Clair
Morton	Plymouth	St. Cloud
Motley	Preston	St. Francis
Mound	Princeton	St. Hilaire
Moundsview	Prinsburg	St. James
Mountain Iron	Prior Lake	St. Joseph
Mountain Lake	Proctor	St. Leo
Murdock	Ramsey	St. Louis Park
Nashwauk	Randall	St. Michael
Nevis	Ranier	St. Paul
New Auburn	Raymond	St. Paul Park
New Brighton	Red Lake Falls	St. Peter
New Hope	Red Wing	Starbuck
New London	Redwood Falls	Stephen
New Prague	Remer	Stewart
New Richland	Renville	Stewartville
New Ulm	Rice	Stillwater
New York Mills	Richfield	Stockton
Newfolden	Richmond	Storden
Newport	Robbinsdale	Swanville
Nicollet	Rochester	Taconite
Nisswa	Rock Creek	Thief River Falls
North Branch	Rockford	Thomson
North Mankato	Rockville	Tonka Bay
North Oaks	Rogers	Tower
North St. Paul	Rollingstone	Truman
Northome	Roseau	Twin Valley
Norwood Young America	Rosemount	Ulen
Nowthen	Rothsay	Vadnais Heights
Oak Grove	Round Lake	Vergas
Oak Park Heights	Royalton	Verndale
Oakdale	Rush City	Vernon Center
Odessa	Rushford	Vesta
Ogema	Rushford Village	Victoria
Ogilvie	Rushmore	Virginia
Okabena	Russell	Wabasha
Oklee	Ruthton	Wabasso
Olivia	Sacred Heart	Waconia
Onamia	Sandstone	Wadena
Orono	Sartell	Wahkon
Oronoco	Sauk Rapids	Waite Park
Orr	Savage	Waldorf
Ortonville	Scandia	Walker
Osakis	Scanlon	Walnut Grove
Oslo	Sebeka	Walters
Ostrander	Shafer	Wanamingo
Otsego	Shakopee	Warren
Owatonna	Shelly	Warroad
Palisade	Sherburn	Waseca
Park Rapids	Shoreview	Watertown
Parkers Prairie	Shorewood	Waterville
Paynesville	Silver Bay	Watkins
Pelican Rapids	Slayton	Watson
Pemberton	Sleepy Eye	Waubun
Pennock	South Haven	Waverly
Pequot Lakes	South St. Paul	Wayzata
Perham	Spicer	Wells
Peterson	Spring Lake Park	West Concord
Pierz	Spring Park	West St. Paul
Pillager	Spring Valley	Westbrook
Pine City	Springfield	Wheaton
Pine Island	St. Anthony	White Bear Lake
Pine River	St. Augusta	Willernie
Pipestone	St. Bonifacius	Willmar

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Wilmington  
Windom  
Winger  
Winona  
Winsted

Winthrop  
Winton  
Wolverton  
Wood Lake  
Woodbury

Worthington  
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  
Dakota County  
Dodge County  
Douglas County  
Faribault County  
Freeborn County  
Goodhue County  
Grant County  
Hennepin County  
Houston County  
Isanti County  
Itasca County  
Jackson County  
Kanabec County  
Kittson County  
Koochiching County  
Lac Qui Parle County  
Lake County  
LeSueur 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  
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  
Wadena County  
Waseca County  
Washington County  
Watsonwan County  
Wilkin County  
Winona County  
Wright County  
Yellow Medicine County

### **Health Care Facilities**

Appleton Municipal Hospital  
Avera Marshall Regional Medical Center  
Cedarview Nursing Home  
Chippewa County Montevideo Hospital  
City of Heron Lake – Lakeview Home  
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  
Heritage Living Center  
Inter County Nursing Service  
Itasca Nursing Home  
Johnson Memorial Health Services  
Lakewood Health System

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Mercy Hospital and Health Care Center  
Nobles Rock Public Health Care Service  
Norman-Mahnomen Public Health  
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  
Rivers Edge Hospital & Clinic  
Sleepy Eye Municipal Hospital  
South Country Health Alliance  
Stevens-Traverse-Grant Public Health Joint Powers  
Sunrise Nursing Home  
Worthington Regional Hospital

### **Housing and Redevelopment Authorities**

Aitkin County 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 CDA  
Detroit Lakes HRA  
Duluth HRA  
East Grand Forks HRA  
Economic Dev. Auth. E. Grand Forks  
Ely HRA  
Eveleth HRA  
Fairmont HRA  
Fergus Falls HRA  
Grand Rapids HRA  
Hibbing HRA  
International Falls HRA  
Litchfield HRA  
Little Falls HRA  
Luverne HRA  
Madison HRA

Marshall Public Housing Commission  
Montevideo HRA  
Moorhead 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  
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

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## **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. 13 Columbia Heights  
ISD No. 14 Fridley  
ISD No. 15 St. Francis  
ISD No. 16 Spring Lake Park  
ISD No. 22 Detroit Lakes  
ISD No. 23 Frazee  
ISD No. 25 Pine Point  
ISD No. 31 Bemidji  
ISD No. 32 Blackduck  
ISD No. 36 Kelliher  
ISD No. 38 Red Lake  
ISD No. 47 Sauk Rapids  
ISD No. 51 Foley  
ISD No. 62 Ortonville  
ISD No. 75 St. Clair  
ISD No. 77 Mankato  
ISD No. 81 Comfrey  
ISD No. 84 Sleepy Eye  
ISD No. 85 Springfield  
ISD No. 88 New Ulm  
ISD No. 91 Barnum  
ISD No. 93 Carlton  
ISD No. 94 Cloquet  
ISD No. 95 Cromwell-Wright  
ISD No. 97 Moose Lake  
ISD No. 99 Esko  
ISD No. 100 Wrenshall  
ISD No. 108 Norwood Young America  
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. 118 Northland Community  
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. 203 Hayfield  
ISD No. 206 Alexandria  
ISD No. 207 Brandon  
ISD No. 208 Evansville  
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. 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. 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. 404 Lake Benton  
ISD No. 413 Marshall  
ISD No. 414 Minneota  
ISD No. 415 Lynd  
ISD No. 423 Hutchinson  
ISD No. 432 Mahnomen  
ISD No. 435 Waubun-Ogema-White Earth Community Schools  
ISD No. 441 Marshall County

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ISD No. 447 Grygla	ISD No. 721 New Prague
ISD No. 458 Truman	ISD No. 726 Becker
ISD No. 463 Eden Valley	ISD No. 727 Big Lake
ISD No. 465 Litchfield	ISD No. 728 Elk River
ISD No. 466 Dassel-Cokato	ISD No. 738 Holdingford
ISD No. 473 Isle	ISD No. 739 Kimball
ISD No. 477 Princeton	ISD No. 740 Melrose
ISD No. 480 Onamia	ISD No. 741 Paynesville
ISD No. 484 Pierz	ISD No. 742 St. Cloud
ISD No. 485 Royalton	ISD No. 743 Sauk Centre
ISD No. 487 Upsala Area Schools	ISD No. 745 Albany
ISD No. 492 Austin	ISD No. 748 Sartell St. Stephen
ISD No. 495 Grand Meadow	ISD No. 750 Rocori Area Schools
ISD No. 497 Lyle	ISD No. 756 Blooming Prairie
ISD No. 499 LeRoy-Ostrander	ISD No. 761 Owatonna
ISD No. 500 Southland	ISD No. 768 Hancock
ISD No. 507 Nicollet	ISD No. 769 Morris
ISD No. 508 St. Peter	ISD No. 771 Chokio-Alberta
ISD No. 511 Adrian	ISD No. 775 Kerkhoven-Murdock-Sunburg
ISD No. 513 Brewster	ISD No. 777 Benson
ISD No. 514 Ellsworth	ISD No. 786 Bertha-Hewitt
ISD No. 516 Round Lake	ISD No. 787 Browerville
ISD No. 518 Worthington	ISD No. 801 Browns Valley
ISD No. 531 Byron	ISD No. 803 Wheaton
ISD No. 533 Dover-Eyota	ISD No. 811 Wabasha-Kellogg
ISD No. 534 Stewartville	ISD No. 813 Lake City
ISD No. 535 Rochester	ISD No. 815 Prinsburg
ISD No. 542 Battle Lake	ISD No. 818 Verndale
ISD No. 544 Fergus Falls	ISD No. 820 Sebeka
ISD No. 545 Henning	ISD No. 821 Menahga
ISD No. 547 Parkers Prairie	ISD No. 829 Waseca
ISD No. 548 Pelican Rapids	ISD No. 831 Forest Lake
ISD No. 549 Perham	ISD No. 832 Mahtomedi
ISD No. 550 Underwood	ISD No. 833 South Washington County
ISD No. 553 New York Mills	ISD No. 834 Stillwater
ISD No. 561 Goodridge	ISD No. 836 Butterfield-Odin
ISD No. 564 Thief River Falls	ISD No. 837 Madelia
ISD No. 577 Willow River	ISD No. 840 St. James
ISD No. 578 Pine City	ISD No. 846 Breckenridge
ISD No. 595 East Grand Forks	ISD No. 850 Rothsay
ISD No. 601 Fosston	ISD No. 852 Campbell-Tintah
ISD No. 611 Cyrus	ISD No. 857 Lewiston-Altura
ISD No. 621 Mounds View	ISD No. 858 St. Charles
ISD No. 622 North St. Paul	ISD No. 861 Winona
ISD No. 623 Roseville	ISD No. 876 Annandale
ISD No. 625 St. Paul	ISD No. 877 Buffalo
ISD No. 627 Oklee	ISD No. 879 Delano
ISD No. 628 Plummer	ISD No. 881 Maple Lake
ISD No. 630 Red Lake Falls	ISD No. 882 Monticello
ISD No. 635 Milroy	ISD No. 883 Rockford
ISD No. 640 Wabasso	ISD No. 885 St. Michael-Albertville
ISD No. 656 Faribault	ISD No. 891 Canby
ISD No. 659 Northfield	ISD No. 912 Milaca
ISD No. 671 Hills	ISD No. 914 Ulen-Hitterdal
ISD No. 676 Badger	ISD No. 917 Rosemount
ISD No. 690 Warroad	ISD No. 2071 Lake Crystal Garden City - Vernon Center
ISD No. 695 Chisholm	ISD No. 2125 Triton
ISD No. 696 Ely	ISD No. 2134 United South Central Public Schools
ISD No. 698 Floodwood	ISD No. 2137 Kingsland Public School
ISD No. 700 Hermantown	ISD No. 2142 St. Louis County Schools
ISD No. 701 Hibbing	ISD No. 2143 Waterville-Elysian-Morristown
ISD No. 704 Proctor	ISD No. 2144 Chisago Lakes School District
ISD No. 712 Mountain Iron-Buhl	ISD No. 2149 Minnewaska
ISD No. 716 Belle Plaine	ISD No. 2155 Wadena/Deer Creek
ISD No. 720 Shakopee	ISD No. 2159 Buffalo Lake-Hector

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ISD No. 2165 Hinckley-Finlayson Pub. School  
ISD No. 2167 Cottonwood-Wood Lake  
ISD No. 2169 Murray County Central  
ISD No. 2170 Staples/Motley  
ISD No. 2171 Kittson Central School  
ISD No. 2172 Kenyon/Wanamingo  
ISD No. 2174 Pine River-Backus Public Schools  
ISD No. 2176 Warren/Alvarado/Oslo  
ISD No. 2180 MacCray  
ISD No. 2184 Luverne  
ISD No. 2190 Yellow Medicine East  
ISD No. 2198 Fillmore Central  
ISD No. 2215 Norman County East  
ISD No. 2310 Sibley E. Schools  
ISD No. 2311 Clearbrook-Gonvick  
ISD No. 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 LeSueurHenderson  
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. 2609 WIN-E-MAC

ISD No. 2683 Greenbush/Middle River  
ISD No. 2687 Howard Lake, Waverly, Winsted  
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. 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. 2886 Glenville-Emmons  
ISD No. 2889 Lake Park/Audubon  
ISD No. 2890 Renville County West  
ISD No. 2895 Jackson County Central  
ISD No. 2897 Redwood Falls  
ISD No. 2898 Westbrook Walnut Grove  
ISD No. 2899 Plainview  
ISD No. 2902 Russell-Tyler-Ruthton  
ISD No. 2904 Tracy Area Public Schools  
NE Metro Intermediate School District 916

## **Others**

A.L.F. Joint Powers Ambulance Service  
Anoka Champlin Fire Department  
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  
BrainerdLakes Regional Airport Commission  
Brown Nicollet Community Health Board  
Brown-Nicollet-Cottonwood Clean Water Partnership  
Carnelian Marine St. Croix Watershed District  
Centennial Lakes  
Central Minnesota Community Corrections-  
Corrections Center  
Central MN Education Resource and  
Development Council  
Clear Lake/Clearwater Sewer Authority  
Comfort Lake - Forest Lake Watershed District  
Dakota Communications Center  
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  
Great River Regional Library  
Headwaters Regional Development Commission  
Hennepin South Services  
Hennepin Technical College Intermediate District 287  
Human Services of Faribault and Martin Counties  
Heron Lake Watershed District

International Falls Recreation Commission  
61-6026 West Central Education Dist.  
Kitchigami Regional Library  
L.O.G.I.S.  
Lac Qui Parle-Yellow BankWatershed District  
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 Library Service Agency (MELSA)  
Metropolitan Sports Facilities Commission  
Mid-Minnesota Development Commission  
Middle River-Snake River Watershed District  
Midwest Special Education Interdistrict Cooperative  
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 Valley Cooperative Center  
Minnesota Valley Transit Authority  
Mississippi Headwaters Board  
Mississippi Watershed Management Organization  
MN Valley Education District #6027  
Nine Mile Creek Watershed District  
North Central Service Coop 5  
North Country Library Cooperative  
Northeast Service Cooperative

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Northern Lights Library Network  
Northwest Hennepin Human Services Council  
Northwest MN Education Cooperative Services Unit  
Northwest Regional Development Commission  
Northwest Regional Library  
Northwest Service Cooperative  
Northwest Suburbs Cable Communications Commission  
NW Regional Inter-District Council No. 382-52  
Okabena-Ocheda Watershed District  
Pelican River Watershed District  
Pine-Prairie Cooperative Center  
Pioneerland Library System  
Plum Creek Library System  
Prairieland Joint County Compost Facility  
Prior Lake-Spring Lake Watershed District  
Public Safety Dept. – Amboy  
Quad Cities Cable  
Ramsey County District Court  
Ramsey/Washington Co. Suburban Cable  
Communications Comm. II  
Red Lake Watershed District  
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 County Rural Water  
Rock Nobles Community Corrections  
S.A.M.M.I.E.

Sauk River Watershed District  
Scott County Community Development Agency (CDA)  
Seaway Port Authority/Duluth  
South Central Minnesota Inter-Library Exchange (SMILE)  
South Lake Minnetonka Public Safety Department  
South Washington Watershed District  
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  
Two Rivers Watershed District  
Upper Minnesota River Watershed District  
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  
Yellow Medicine River Watershed District

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

Aitkin County SWCD  
Anoka Conservation District  
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  
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  
Pennington SWCD  
Pine County SWCD  
Pipestone County SWCD  
Pope SWCD  
Ramsey County SWCD

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Red Lake County SWCD  
Redwood County SWCD  
Renville County SWCD  
Rice SWCD  
Root River SWCD  
Roseau County SWCD  
Scott County SWCD  
Sherburne SWCD  
Sibley County SWCD  
So. St. Louis SWCD  
Stearns County SWCD  
Steele County SWCD  
Stevens SWCD

Swift County SWCD  
Todd SWCD  
Traverse SWCD  
Wabasha County SWCD  
Wadena SWCD  
Waseca SWCD  
Watsonwan County SWCD  
West Ottertail SWCD  
West Polk SWCD  
Wilkin SWCD  
Winona County SWCD  
Wright SWCD  
Yellow Medicine SWCD

### **Towns**

Albion Township  
Alexandria Township  
Arbo Township  
Baldwin Township  
Balkan Township  
Beaver Creek Township  
Belgrade Township  
Big Lake, Township  
Biwabik Township  
Blackberry Township  
Breitung Township  
Camden Township  
Cannon Falls, Township  
Chisago Lake Township  
Clearwater Township  
Cokato Township  
Corinna Township  
Embarrass Township  
Fair Haven Township  
Fayal Township  
Fish Lake Township  
Franconia Township  
Franklin Township  
Great Scott Township  
Greenway Township  
Harris Township  
Hollywood Township  
Ideal Township  
Iron Range Township  
Irondale Township  
Isanti Township  
Joint Powers Board Cascade/Rochester Township  
Krain Township  
Lafayette Township  
LaGrande Township  
Laketown Township  
Lakeview Township  
Livonia Township

Mankato Township  
Maple Lake Township  
Marysville Township  
May Township  
Middleville Township  
Millwood Township  
Monticello Township  
Mountain Lake Township  
Nashwauk Township  
Nessel Township  
New Haven Township  
Northern Township  
Oak Lawn Township  
Paynesville Township  
Perch Lake Township  
Pike Bay Township  
Pine City Township  
Pokegama Township  
Princeton Township  
Rice Lake Township  
Rochester Township  
Rockford Township  
Scandia Valley Township  
Shingobee Township  
Silver Creek Township - Monticello  
Silver Creek Township - Two Harbors  
Stanford Township - Isanti Co.  
Stillwater Township  
Sverdrup Township  
Thomson Township  
Township Maintenance Association  
Vasa Township  
Victor Township  
Waconia Township  
Watertown Township  
White Bear Township  
White 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  
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  
Elk River Municipal Utilities  
Farwell Kensington Sanitary District  
Glencoe Power & Light Commission  
Grand Rapids Public Utilities  
Hibbing Public 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  
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  
Proctor Public Utilities Commission  
Public Utilities Commission – New Ulm  
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  
Wells Public Utilities Department  
Westbrook Power & Water Department