

January 2012

Minnesota Local Government Pay Equity Compliance Report

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

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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).

In 2010 MMB completed a major project to upgrade the software local governments use to submit reports and was used for the first time in 2011. The new web-based application proved highly efficient and greatly reduced the staff time needed at both the local and state level. The work of the Pay Equity and Business Intelligence units at MMB received a nomination for the Governor's Better Government award for work on the pay equity program.

The Local Government Pay Equity Act applies to about 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 MMB receives approximately 500 reports each year.

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

When reports were submitted in 2011, the initial analysis showed that approximately 81% of the 469 jurisdictions reporting were in compliance and approximately 19% were either out of compliance or their reports needed further correction or clarification. This is an improvement from previous years where typically one-fourth to one-third of reporting jurisdictions has been initially found out of compliance. Most likely the improvement is attributable to the new software program. With MMB's assistance, most of the non-complying jurisdictions and those whose reports needed corrections have achieved compliance. At this time, 410 (87%) of the jurisdictions reporting in 2011 are in compliance, 31 (7%) remain out of compliance and 28 (6%) need further clarification or correction.

While a jurisdiction may have achieved equitable compensation and be in compliance for one reporting cycle, this does not guarantee that all future reports will be in compliance. Therefore, it is important for local governments to continually review their pay structure and submit reports every three years to the State for review and analysis. This on-going requirement to report prevents regression into inequitable compensation practices and reduces sex-based wage disparities in public employment throughout Minnesota.

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 2012 Minnesota Local Government Pay Equity Report was prepared entirely by MMB 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 state pay equity coordinator at (651) 259-3761.

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 available at no cost to the jurisdiction.

MMB has periodically offered training sessions, and thousands of individuals from local governments throughout the state have attended. MMB has also developed videos and DVDs explaining reporting requirements, compliance requirements and job evaluation methodology.

In 2010, MMB developed and launched a new highly efficient web-based software program to help jurisdictions submit reports, determine the underpayment of female job classes and calculate the results for several of the compliance tests. The new software replaces an older downloadable version and local government staff has indicated it is much more user-friendly. Several improvements to the program were made in 2011.

In addition to ongoing daily technical assistance, the state pay equity coordinator conducted the following major activities in 2011.

Pay Equity Implementation Reports

- **Analysis of Pay Equity Reports**

Staff completed an initial review of the 469 reports submitted in January of 2011. After the initial analysis of the reports, approximately 81% were in compliance and 19% were either out of compliance or needed further clarification or corrections. All non-complying jurisdictions were required to submit new reports with current data, resulting in the analysis of approximately 60 “second reports.” Currently, approximately 87% are in compliance, 7% are out of compliance and 6% 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. This may involve several preliminary reports and investigations to verify accuracy.

- **Notification Packet**

Staff prepared and emailed the reporting “notification packet” to approximately 550 jurisdictions required to report in 2012. Instead of mailing the notice and hard copies of the instruction booklet and guidebook, the notice directed users to MMB’s Web site for these materials. The notice also included directions for using the new pay equity software.

- **Cost Containment**

Extensive use of electronic communication between MMB and local governments instead of regular mail is part of the ongoing efforts to contain costs. This included the notice to report, notice of compliance, reporting and compliance requirements, and follow up communication regarding incomplete reports, inaccurate reports or reports not in compliance.

2011 Annual Report to Legislature

Staff prepared the report to the legislature on the status of compliance and non-compliance regarding each local government.

- **Communication Regarding Non-Compliance**

Staff provides ongoing communication to jurisdictions regarding the need to submit new reports to achieve compliance.

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.

- Provided consultation and technical assistance to jurisdictions that were found out of compliance and developed strategies to achieve compliance and avoid any potential penalties.

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

The resource manual has been updated annually and distributed at no charge since 1984. This 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**

Distribution of “Pay Equity Reporting and Compliance Requirements” and “Job Evaluation Training” DVDs to interested parties at a cost recovery price of \$15 each.

Provide 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**

Continue to maintain and update MMB’s pay equity Web page and the State Job Match manual. The web page also includes pay equity reporting instructions, compliance requirements and pay equity analysis software. All are available on the web free of charge.

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 Minnesota Rules Chapter 3920. The “recommended action” after each is a brief overview of the general advice MMB gives to jurisdictions that did not pass a particular test. Reports to each jurisdiction are individualized and identify 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 469 reports submitted in 2011. Of the 57 jurisdictions whose reports were initially found out of compliance, 54% failed the completeness and accuracy test. Approximately 35% failed either the statistical or alternative analysis test (the tests that compare salaries and indicate wage inequities). A specific breakdown regarding each test follows:

| Test Failed | Number |
|--------------------------------|---------------|
| Completeness and Accuracy Test | 31 |
| Statistical Analysis Test | 8 |
| Alternative Analysis Test | 12 |
| Salary Range Test | 4 |
| Exceptional Service Pay Test | 2 |
| Total | 57 |

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 2009, 2010, and 2011. At this time, 97% of all jurisdictions are in compliance.

Summary of Compliance Status by Jurisdictional Type - Composite 2008, 2009 & 2010

| Jurisdiction Type | In Compliance | Out of Compliance | Decision Pending | Total |
|--|----------------------|--------------------------|-------------------------|--------------|
| City | 595 | 17 | 21 | 633 |
| County | 85 | 0 | 2 | 87 |
| Schools | 306 | 8 | 13 | 327 |
| Soil & Water Conservation Districts (SWCDs) | 83 | 2 | 0 | 85 |
| Other Districts | 133 | 1 | 4 | 137 |
| Housing and Redevelopment Authorities (HRAs) | 71 | 1 | 1 | 73 |
| Townships | 76 | 1 | 0 | 77 |
| Utilities | 42 | 0 | 1 | 43 |
| Health Care Fac. | 37 | 1 | 1 | 39 |
| TOTAL | 1428 | 31 | 43 | 1502 |

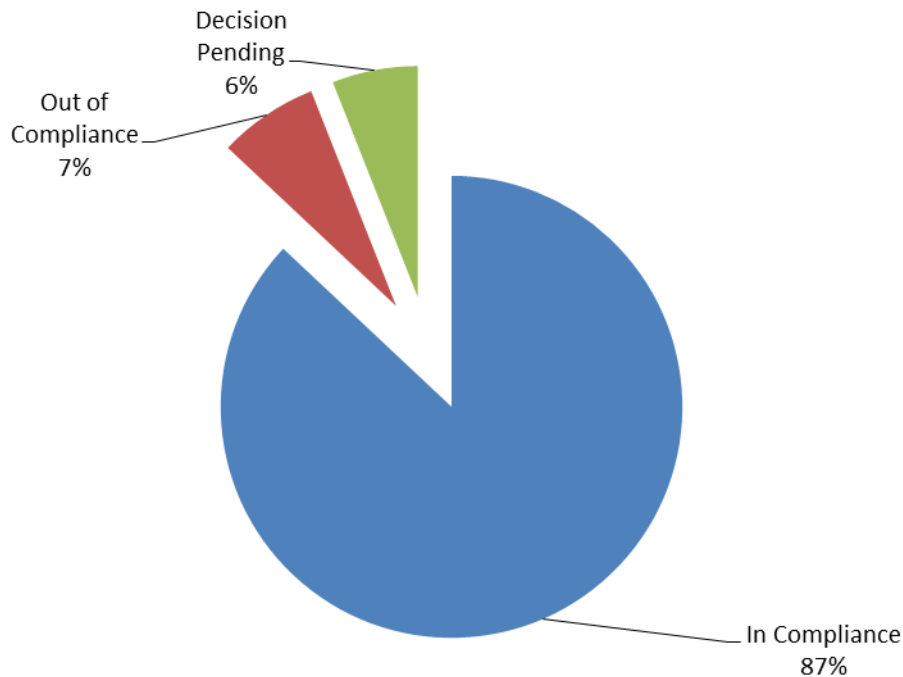
Compliance Status of 2011 Reports

After the initial analysis of the 469 reports submitted in 2011, 380 (81%) were in compliance, 57 (12%) were found out of compliance, and 32 (7%) needed further clarification. Currently (87%) are in compliance, (7%) are out of compliance and the decision is pending for 6%. Over half 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. A few of the 57 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 2011 Reports



Inequities Identified in Reports Submitted in 2011

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 \$2.49 per hour or 16%. Before the inequities were corrected, the average pay for females in the examples was \$15.89 per hour. After adjustments were made, the average pay for females was \$18.37 per hour. Prior to the adjustments, females were paid 82% of what males were paid, but after the adjustments, the wage gap narrowed and females were paid 93% of what males were paid.

Examples of Inequities Identified in 2011 Reports

| <i>Position</i> | <i>Hourly Wage "Before"</i> | <i>Hourly Wage "After"</i> | <i>Difference</i> |
|------------------------------|-----------------------------|----------------------------|-------------------|
| <i>Admin. Asst.</i> | 14.44 | 22.86 | 8.42 |
| <i>Bartender</i> | 7.82 | 9.00 | 1.18 |
| <i>Child Care Teacher</i> | 11.07 | 13.62 | 2.55 |
| <i>City Clerk/Treas.</i> | 19.26 | 19.76 | .50 |
| <i>City Clerk/Treas.</i> | 15.34 | 21.16 | 5.82 |
| <i>Cook Helpers</i> | 12.05 | 13.54 | 1.49 |
| <i>Health Asst.</i> | 15.47 | 16.23 | .76 |
| <i>Lead Cook</i> | 16.63 | 16.97 | .34 |
| <i>Library Director</i> | 19.67 | 22.86 | 3.19 |
| <i>Media Assistant</i> | 15.13 | 16.23 | 1.10 |
| <i>Program Head</i> | 17.72 | 18.86 | 1.14 |
| <i>School Age Child Care</i> | 18.84 | 20.86 | 2.02 |
| <i>Secretary Elem</i> | 23.14 | 26.98 | 3.84 |
| Averages | \$15.89 | \$18.37 | \$2.49 |

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.

| Jurisdiction | Test(s) Failed | Est. Monthly Cost to Achieve Compliance | Cost as % Payroll |
|---------------------|---------------------------|--|------------------------------|
| Cities | | | |
| Cook | SR | * | 0.1 |
| Duluth | ESP | * | 0.1 |
| Dundee | CA | * | 0.1 |
| Echo | CA | * | 0.1 |
| Elizabeth | ALT | 116 | 1.0 |
| Ely | SR | * | 0.1 |
| Faribault | ST | 1036 | 0.1 |
| Flensburg | CA | * | 0.1 |
| Minneota | ALT | 210 | 0.6 |
| Moose lake | CA | * | 0.1 |
| Morristown | CA | * | 0.1 |
| Oronoco | CA | * | 0.1 |
| Paynesville | ST | 320 | 0.4 |
| Rainer | CA | * | 0.1 |
| Sherburn | ALT | 110 | 0.3 |
| St. Clair | CA | * | 0.1 |
| Willmar | SR | * | 0.1 |

School Districts

| | | | |
|---------------------------|-----|---|-----|
| ISD No. 1 Aitkin | ST | * | 0.1 |
| ISD No. 23 Frazee-Vergas | ST | * | 0.1 |
| ISD No. 93 Carlton | SR | * | 0.1 |
| ISD No. 371 Bellingham | CA | * | 0.1 |
| ISD No. 635 Milroy | CA | * | 0.1 |
| ISD No. 640 Wabasso | ALT | * | 0.1 |
| ISD No. 696 Ely | SR | * | 0.1 |
| ISD No. 786 Bertha-Hewitt | CA | * | 0.1 |

HCF

| | | | |
|------------------------|----|---|-----|
| Cedarview Nursing Home | CA | * | 0.1 |
|------------------------|----|---|-----|

HRA

| | | | |
|------------------|----|---|-----|
| Grand Rapids HRA | CA | * | 0.1 |
| St. James HRA | CA | * | 0.1 |

SWCD

| | | | |
|-----------------------|-----|-----|-----|
| Faribault County SWCD | CA | * | 0.1 |
| Lac Qui Parle SWCD | ALT | 239 | 1.5 |

Townships

| | | | |
|------------------|----|---|-----|
| Pike BayTownship | CA | * | 0.1 |
|------------------|----|---|-----|

*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.

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- 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 reminding 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.

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 15 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.

Section Five

Jurisdictions in Compliance

Cities

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

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

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

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

Minnesota Lake
Minnetonka
Minnetonka Beach
Minnetrista
Montevideo
Montgomery
Monticello
Moose Lake
Mora
Morgan
Morris
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
Nowthen
Oak Grove
Oak Park Heights
Oakdale
Odessa
Ogema
Ogilvie
Okabena
Oklee
Olivia
Onamia
Orono
Orr
Ortonville
Osakis
Oslo
Ostrander
Otsego
Owatonna
Palisade
Park Rapids
Parkers Prairie
Pelican Rapids
Pemberton
Pennock
Pequot Lakes

Perham
Peterson
Pierz
Pillager
Pine City
Pine Island
Pine River
Pipestone
Plainview
Plato
Plymouth
Preston
Princeton
Prinsburg
Prior Lake
Proctor
Ramsey
Randall
Raymond
Red Lake Falls
Red Wing
Redwood Falls
Remer
Renville
Rice
Richfield
Richmond
Robbinsdale
Rochester
Rock Creek
Rockville
Rogers
Rollingstone
Roseau
Rose Creek
Roseau
Rosemount
Roseville
Rothsay
Round Lake
Royalton
Rush City
Rushford
Rushford Village
Rushmore
Russell
Ruthton
Sacred Heart
Sanborn
Sandstone
Sartell
Sauk Rapids
Savage
Scandia
Scanlon
Sebeka
Shafer
Shakopee
Shelly
Shoreview
Shorewood
Silver Bay
Slayton
South Haven
South St. Paul
Spicer

Spring Grove
Spring Lake Park
Spring Park
Spring Valley
Springfield
St. Anthony
St. Augusta
St. Bonifacius
St. Charles
St. Cloud
St. Francis
St. Hilaire
St. James
St. Joseph
St. Leo
St. Louis Park
St. Michael
St. Paul
St. Peter
Stacy
Starbuck
Stephen
Stewart
Stewartville
Stillwater
Storden
Swanville
Taconite
Thief River Falls
Thomson
Tonka Bay
Tower
Trimont
Truman
Twin Valley
Tyler
Ulen
Underwood
Vadnais Heights
Vergas
Verndale
Vernon Center
Vesta
Victoria
Virginia
Wabasha
Wabasso
Waconia
Wadena
Wahkon
Waldorf
Walker
Walnut Grove
Walters
Wanamingo
Warren
Warroad
Waseca
Watertown
Waterville
Watkins
Watson
Waubun
Waverly
Welcome
Wells

West Concord
West St. Paul
Westbrook
Wheaton
White Bear Lake
Willernie
Williams
Wilmont

Windom
Winona
Winsted
Winthrop
Winton
Wolf Lake
Wolverton
Wood Lake

Woodbury
Worthington
Wrenshall
Wykoff
Wyoming
Zimmerman
Zumbrota

Counties

Aitkin County
Anoka County
Becker County
Beltrami County
Benton County
Big Stone County
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
Fillmore County
Freeborn County
Goodhue County
Grant County
Hennepin County
Houston County
Hubbard County
Isanti County
Itasca County
Jackson County
Kanabec County
Kandiyohi County
Kittson County
Koochiching County
Lac Qui Parle County
Lake County
Lake of the Woods County
LeSueur County
Lincoln County
Lyon County
Mahnomen County
Marshall County

Martin County
McLeod County
Meeker County
Mille Lacs County
Morrison County
Mower County
Murray County
Nicollet County
Nobles County
Norman County
Olmstead County
Otter Tail County
Pennington 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
Watsonwan County
Wilkin County
Winona County
Wright County
Yellow Medicine County

Health Care Facilities

Appleton Area Municipal Hospital
Avera Marshall Regional Medical Center
Chippewa County Montevideo Hospital
Cook County North Shore Hospital
Cook-Orr Health Care District
Cottonwood/Jackson Community Health Service
Countryside Public Health
Cuyuna Range Hospital District
Douglas County Hospital
Glacial Ridge Hospital
Granite Falls Municipal Hospital
Hennepin County Medical Center
Heritage Living Center
Inter County Nursing Service
Itasca Nursing Home
Johnson Memorial Health Services
L.L.M.P Public Health Service
Lakewood Health System

New River Medical Center
Mercy Hospital and Health Care Center
Nobles Rock Public Health Care Service
Norman-Mahnomen Public Health
Northfield City Hospital
Northern Itasca Helath Care Center
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
United Hospital District

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
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. 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. 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. 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. 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. 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. 113 Walker-Akeley
ISD No. 115 Cass Lake-Bena
ISD No. 116 Pillager
ISD No. 129 Montevideo
ISD No. 138 North Branch Area Schools
ISD No. 139 Rush City
ISD No. 146 Barnesville
ISD No. 150 Hawley
ISD No. 152 Moorhead
ISD No. 162 Bagley
ISD No. 166 Cook County
ISD No. 173 Mountain Lake
ISD No. 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. 206 Alexandria
ISD No. 207 Brandon
ISD No. 208 Evansville
ISD No. 213 Osakis
ISD No. 227 Chatfield
ISD No. 229 Lanesboro
ISD No. 238 Mabel-Canton
ISD No. 239 Rushford-Peterson
ISD No. 241 Albert Lea
ISD No. 242 Alden
ISD No. 252 Cannon Falls
ISD No. 253 Goodhue
ISD No. 255 Pine Island
ISD No. 256 Red Wing
ISD No. 261 Ashby
ISD No. 264, Herman-Norcross
ISD No. 270 Hopkins
ISD No. 271 Bloomington
ISD No. 272 Eden Prairie
ISD No. 273 Edina
ISD No. 276 Minnetonka
ISD No. 277 Westonka
ISD No. 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
ISD No. 361 International Falls
ISD No. 362 Littlefork-Big Falls
ISD No. 363 South Koochiching – Rainey River
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. 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. 482 Little Falls
ISD No. 484 Pierz
ISD No. 485 Royalton
ISD No. 486 Swanville
ISD No. 487 Upsala Area Schools
ISD No. 492 Austin
ISD No. 495 Grand Meadow
ISD No. 497 Lyle
ISD No. 499 LeRoy-Ostrander
ISD No. 500 Southland
ISD No. 505 Fulda
ISD No. 507 Nicollet
ISD No. 508 St. Peter
ISD No. 511 Adrian
ISD No. 513 Brewster
ISD No. 514 Ellsworth
ISD No. 516 Round Lake
ISD No. 518 Worthington
ISD No. 531 Byron
ISD No. 533 Dover Eyota
ISD No. 534 Stewartville
ISD No. 535 Rochester
ISD No. 544 Fergus Falls
ISD No. 545 Henning
ISD No. 547 Parkers Prairie
ISD No. 548 Pelican Rapids
ISD No. 549 Perham
ISD No. 550 Underwood
ISD No. 553 New York Mills
ISD No. 561 Goodridge
ISD No. 564 Thief River Falls
ISD No. 577 Willow River
ISD No. 578 Pine City
ISD No. 592 Climax-Shelly
ISD No. 595 East Grand Forks
ISD No. 599 Fertile – Beltrami
ISD No. 600 Fisher
ISD No. 601 Fosston
ISD No. 611 Cyrus
ISD No. 621 Mounds View
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. 659 Northfield
ISD No. 671 Hills
ISD No. 676 Badger
ISD No. 682 Roseau
ISD No. 690 Warroad
ISD No. 695 Chisholm
ISD No. 698 Floodwood
ISD No. 700 Hermantown
ISD No. 701 Hibbing
ISD No. 704 Proctor
ISD No. 706 Virginia
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. 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. 811 Wabasha-Kellogg
ISD No. 815 Prinsburg
ISD No. 818 Verndale
ISD No. 820 Sebeka
ISD No. 821 Menahga
ISD No. 829 Waseca
ISD No. 831 Forest Lake
ISD No. 832 Mahtomedi
ISD No. 833 South Washington County
ISD No. 834 Stillwater
ISD No. 836 Butterfield-Odin
ISD No. 837 Madelia
ISD No. 840 St. James
ISD No. 846 Breckenridge
ISD No. 850 Rothsay
ISD No. 852 Campbell-Tintah
ISD No. 857 Lewiston-Altura
ISD No. 858 St. Charles
ISD No. 861 Winona
ISD No. 876 Annandale
ISD No. 877 Buffalo
ISD No. 879 Delano
ISD No. 881 Maple Lake
ISD No. 882 Monticello
ISD No. 885 St. Michael-Albertville
ISD No. 891 Canby
ISD No. 911 Cambridge - Isanti
ISD No. 914 Ulen-Hitterdal
ISD No. 917 Rosemount
ISD No. 2071 Lake Crystal Welcome Memorial
ISD No. 2125 Triton
ISD No. 2134 United South Central Public Schools
ISD No. 2135 Maple River
ISD No. 2137 Kingsland Public School
ISD No. 2142 St. Louis County Schools

ISD No. 2143 Waterville-Elysian-Morristown
ISD No. 2144 Chisago Lakes School District
ISD No. 2149 Minnewaska
ISD No. 2154 Eveleth Gilbert
ISD No. 2155 Wadena/Deer Creek
ISD No. 2159 Buffalo Lake-Hector
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. 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. 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. 2859 Glencoe Silver Lake
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. 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. 2903 Ortonville
ISD No. 2904 Tracy Area Public Schools
NE Metro Intermediate School District 916
ISD No. 6076 Northland Learning Center

Others

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
Carver – Scott Educational Coop.
Centennial Lakes Police Dept.
Central Minnesota Community Corrections-
Corrections Center
Central MN Education Resource and
Development Council
Clear Lake/Clearwater Sewer Authority
Cloquet Area Fire Dept.
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 County Economic Dev.
Lac Qui Parle-Yellow BankWatershed District
Lake Agassiz Regional Library
Lake Agassiz Special Education Cooperative
Lakes Country Service Cooperative
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
Minnehaha Creek Watershed Dist.
Minnesota Counties Information Systems
Minnesota River Valley Special Education Cooperative
Minnesota Valley Cooperative Center
Minnesota Valley Transit Authority
Minnesota State High School League
Mississippi Headwaters Board
Mississippi Watershed Management Organization
MN Valley Education District #6027
National Joint Powers Alliance

Nine Mile Creek Watershed District
North Central Service Coop 5
North Country Library Cooperative
Northeast Service Cooperative
Northern Lights Library Network
Northwest Hennepin Human Services Council
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
Pipestone Co. Economic Dev.
Pioneerland Library System
Plum Creek Library System
Praeland Joint County Compost Facility
Prior Lake-Spring Lake Watershed District
Public Safety Dept. – Amboy
Quad Cities Cable
Ramsey Washington Metro Watershed Dist
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 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 Lake Minnetonka Public Safety Department
South Washington Watershed District
Southeast Minnesota Education Service Unit
Southeast Service Cooperative
Southern Plains Cooperative
Southwest Health and Human Services
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
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
Chisago SWCD
Chippewa County SWCD
Clay County SWCD
Clearwater SWCD
Cottonwood SWCD
Crow Wing SWCD
Dakota County SWCD
Dodge County SWCD
Douglas SWCD
East Polk SWCD
East Otter Tail 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
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
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
Watonwan County SWCD
Washington Conservation Dist.
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
Hassan 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
Linwood Township

Livonia Township
Mankato Township
Maple Lake Townhsip
Marysville Township
May Township
Middleville Township
Millwood Township
Monticello Township
Mountain Lake Township
Nashwauk Township
New Haven Township
Northern Township
Oak Lawn Township
Paynesville Township
Perch Lake 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

Utilities

Aitkin Public Utilities Commission
Alexandria Lake Area Sanitary District
Alexandria Light and Water
Austin Utilities
Babbitt Public Utilities
Blue Earth Light & Water
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 Municipal Utilities
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
Western Lake Superior Sanitary Dist.
Westbrook Power & Water Department