

January 2000

Minnesota Local Government Pay Equity Compliance Report

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

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658 Cedar Street
St. Paul, MN 55155-1603

This report is submitted to the Legislature by the Department of Employee Relations (DOER) as required by state law.

“The commissioner of employee relations shall report to the legislature by January 1 of each year on the status of compliance with section 471.992, subdivision 1, by governmental subdivisions.”

“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.”

- Minnesota Statutes 471.999

This report was prepared entirely by DOER staff as part of routine work assignments and 20 copies of the report were printed in house. The amount of staff time required to prepare the report would equal approximately \$450.

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

Questions on this report may be directed to the DOER pay equity coordinator at (651) 296-2653.

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Summary

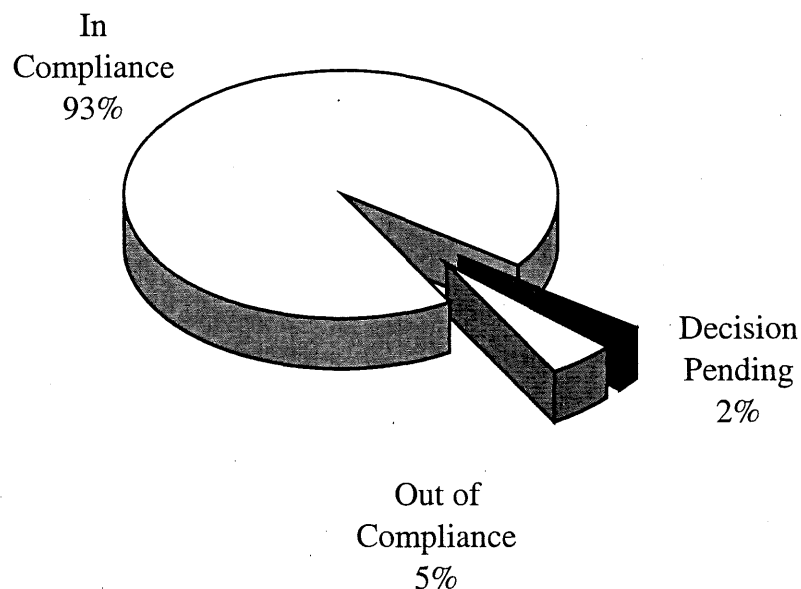
Sixteen years ago the Minnesota Legislature passed the Local Government Pay Equity Act (LGPEA). All local governments (approximately 1600) were required to implement pay equity by December 31, 1991 and submit reports to the Department of Employee Relations (DOER) in January of 1992.

After 1992 when all jurisdictions were required to report, a staggered reporting cycle was implemented whereby each jurisdiction would report once every three years to ensure that pay equity was maintained. This meant that beginning in 1994, approximately one-third of all jurisdictions reported. Another third reported in 1995 and the final third in 1996. Beginning in 1997, the cycle started over. In order to include all jurisdictions, information in this report summarizes the years of 1997, 1998 and 1999.

- **Current Status**

Due to the staggered reporting that begun in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 1997, 1998 and 1999. At this time, 93% of all jurisdictions are in compliance, 5% are out of compliance and 2% are yet to be decided.

Current Status—Composite of 1997, 1998 and 1999 Reports



Summary of Compliance Status by Jurisdictional Type - Composite 1995, 1996 & 1997

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	589	38	7	634
County	77	3	7	87
Schools	326	19	10	355
SWCD	84	1	0	85
Other Districts	106	5	6	117
HRAs	74	2	0	76
Townships	73	1	0	74
Utilities	48	3	1	52
Health Care Fac.	46	0	0	46
TOTAL	1423	72	31	1526

- **Maintaining Compliance**

In each reporting cycle approximately one-third of all jurisdictions were initially found out of compliance. Jurisdictions found out of compliance in 1997, 1998 and 1999 had previously been in compliance but then did not maintain compliance. While 93% of all jurisdictions are currently in compliance, it is clear that on-going monitoring is needed to ensure that pay equity is maintained.

- **Penalty Provision**

The penalty provision of the LGPEA allows any non-complying jurisdiction a grace period to achieve compliance prior to any penalty being assessed. Jurisdictions not in compliance are advised that if compliance is not achieved within the grace period and they are found out of compliance a second time, they are subject to a penalty of a 5% reduction in state aid or \$100 per day, whichever is greater. Jurisdictions have the right to appeal the penalty.

Penalties were enforced for the first time in 1994 and this prompted discussion about the penalty process and the formula for calculating penalties. In response to concerns from some legislators, in November of 1995, DOER reconvened its pay equity advisory committee including representatives from local governments, unions and women's groups to consider these issues. The group commended DOER's effort to work with jurisdictions to resolve past inequities for many female employees in exchange for a reduction in penalties, most by 99%. In recent reporting years less than 1% of jurisdictions reporting in a given year have received penalty notices. This appears to indicate that local governments are strongly motivated to avoid penalties by complying with the law. In 1997 DOER initiated an additional reminder notice to non-complying jurisdictions in an effort to further reduce penalties.

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. Compliance must be maintained and jurisdictions are evaluated every three years. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.”

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

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

Responsibilities of the Department of Employee Relations

A. Pay Equity Rule Adopted

In 1991 the Legislature authorized DOER to adopt rules under the Administrative Procedures Act to assure compliance with the Local Government Pay Equity Act (Laws 1991, chapter 128, section 2). The department adopted the rule MCAR 3920 in October of 1992.

B. Assistance to Local Governments

During the 16 years since the law was passed, DOER has communicated in various ways with the approximately 1600 local governments required to comply with the law. Over the years the department has produced ten technical assistance publications and distributed them free of charge to all local governments.

In addition, DOER has developed computer software to help jurisdictions determine the underpayment of female job classes and calculate the results for several of the compliance tests. Recently a new version of the software was made available on the Internet for downloading free of charge. Approximately 700 copies of the software have been distributed. DOER has periodically offered training sessions since 1984, and thousands of individuals from throughout the state have attended. DOER has also made three training videos for smaller jurisdictions, larger jurisdictions and school districts.

In 1991, DOER asked employer organizations, unions, and women's groups to name representatives to serve on rulemaking advisory committee. This 30-member group met a number of times to discuss and review compliance guidelines and advise the department on the pay equity rule.

In 1989, DOER established a full-time pay equity coordinator position. The coordinator has assisted local governments through extensive training, telephone consultation, and evaluations of their pay equity reports. In addition to ongoing daily technical assistance, the pay equity coordinator conducted the following major activities in 1999:

- Reviewed and made compliance determinations regarding approximately 100 second reports filed by jurisdictions that were initially found out of compliance in 1998 and approximately 85 second reports from jurisdictions found out of compliance in 1999.
- Reviewed and made compliance determinations regarding 577 jurisdictions required to report in 1999.
- Prepared materials and sent notification packets to approximately 400 jurisdictions required to report in January of 2000.
- Continued an additional step in the non-compliance notification process. Thirty days prior to the end of their grace periods, non-complying jurisdictions that have not submitted a report receive a courtesy reminder letter.
- Distributed hundreds of two publications, "Guide to Understanding Pay Equity Compliance and Computer Reports" and "Instructions for Completing Pay Equity Implementation Report."
- Continued to distribute "Pay Equity Compliance Review" video tapes to interested parties for a nominal fee of \$15.
- Prepared materials, evaluated evidence and continued coordination of an internal team of DOER staff to review and make decisions regarding reconsideration requests and requests for suspension of penalties.
- Conducted meetings with individuals from penalized jurisdictions to discuss their particular circumstances, ways to achieve compliance and action regarding penalties.
- Resolved five of eight penalty cases and prepared five new penalty cases. Prepared findings and conclusions and notified jurisdictions of DOER decisions.
- Successfully resolved a petition from a local government to have the pay equity rule changed without having to conduct a costly hearing. New legislation in 1999 allowed jurisdictions to petition agencies for rule changes.
- Coordinated production of a new version of the pay equity software to be compatible with a windows and network environment. Incorporated many suggestions from local government users for improvements in flexibility, editing, viewing, importing, graphing, printing and importing and exporting data.
- Established a web page for pay equity resource materials and information. Reporting instructions, a guidebook and the pay equity software are all available on the site free of charge. Sent out approximately 2000 letters advising interested parties of the site.

Section Two

Summary of Compliance Status of Local Governments

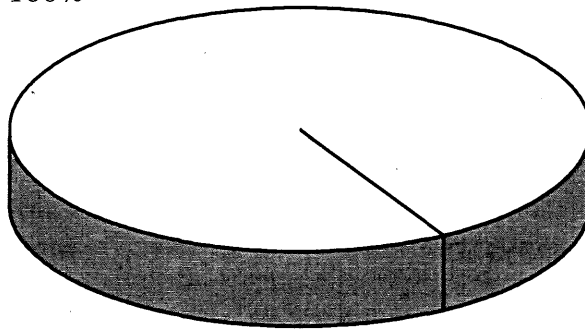
Due to the staggered reporting schedule that began in 1994, information in this section is divided into four parts; results of reports reviewed in 1997, 1998 and 1999 and a composite summary of reports from all three years.

1997 Reports

The current status of the 370 reports submitted in 1997 shows that 100% of the jurisdictions are in compliance.

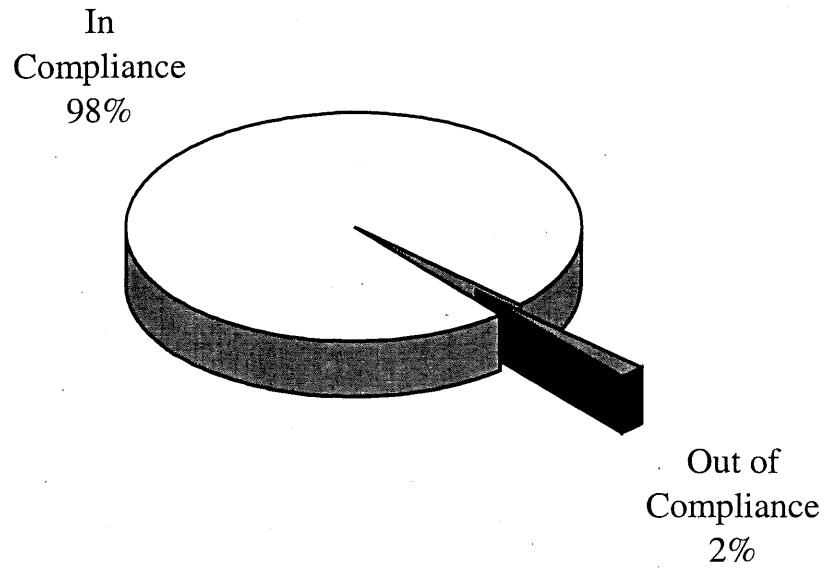
Compliance Status—1997 Reports

In Compliance
100%



1998 Reports

The current status of the 570 reports submitted in 1998 shows that 561 or 98% are in compliance. There are nine jurisdictions out of compliance.



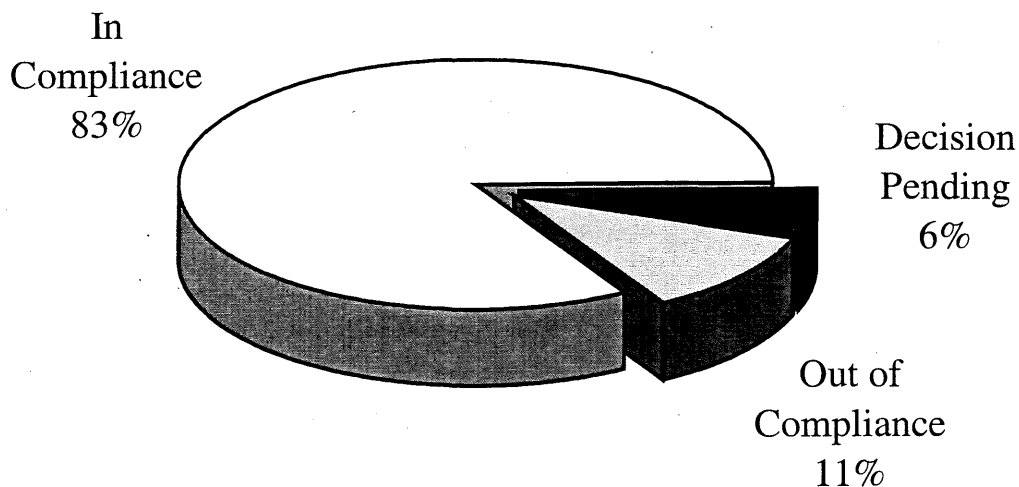
1999 Reports

After the initial review of 577 reports was completed, DOER determined that 396 or 68% of jurisdictions were in compliance and that 150 or 26% were not in compliance. The decision is pending for 31 jurisdictions or 6%.

Jurisdictions found out of compliance were given a grace period of several months to make adjustments and submit new second reports. Non-complying jurisdictions were also given 30 days to file reconsideration requests if they wanted the grace period extended or wanted to explain their particular circumstances and seek a reversal of DOER's decision. A few of the 150 jurisdictions initially found out of compliance have exercised this option.

Approximately 85 of the 150 jurisdictions initially found out of compliance have now achieved compliance. Any jurisdiction failing to achieve compliance within the grace period and found out of compliance a second time will be subject to a penalty.

Compliance Status—1999 Reports



1999 Reports Continued - Examples of Inequities

DOER is in the process of doing a comprehensive study of inequities typically found in local governments. This study will evaluate the amount of inequities and how the wage gap between male and female employees has changed since the implementation of the LGPEA. This study is not yet complete, but DOER has identified typical inequities found in the 1999 reports.

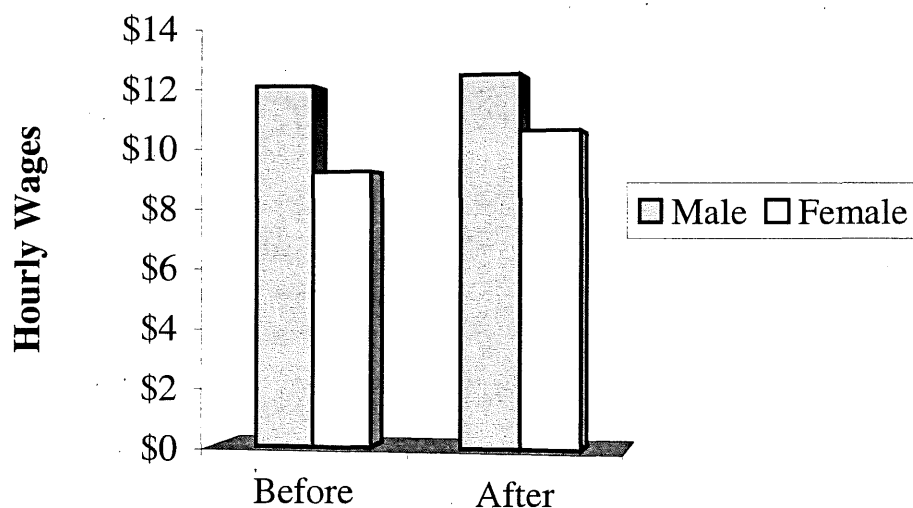
The sample is made up primarily of cases where females were paid less than males even though their job evaluation ratings indicated otherwise. In addition, disparities in this sample could not be accounted for by length of service or performance differences. For example, a female in the position of city 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 for this sample.

Typical inequities in cities were found primarily between city clerks and maintenance workers. In schools, female classes of secretarial and food service workers were paid less than male classes of custodians and bus drivers. In other types of jurisdictions, females holding clerical or accounting positions were paid less than male caretakers or light equipment operators.

The average increase in wages for females in this sample was \$1.34 per hour or 14%. Before the inequities were corrected, the average pay for females was \$9.28 per hour and for males in the sample it was \$12.20 per hour. That is, the females were paid 76% of the wages paid to males despite favorable job evaluation ratings. After adjustments were made, the average pay for females was \$10.62 per hour and for males it was \$12.50 per hour. The wage gap narrowed significantly and, on average, wages for females increased to 85% of the males in the sample.

Wages Before and After Pay Equity Adjustments

(sample jurisdictions where inequities for females were identified)



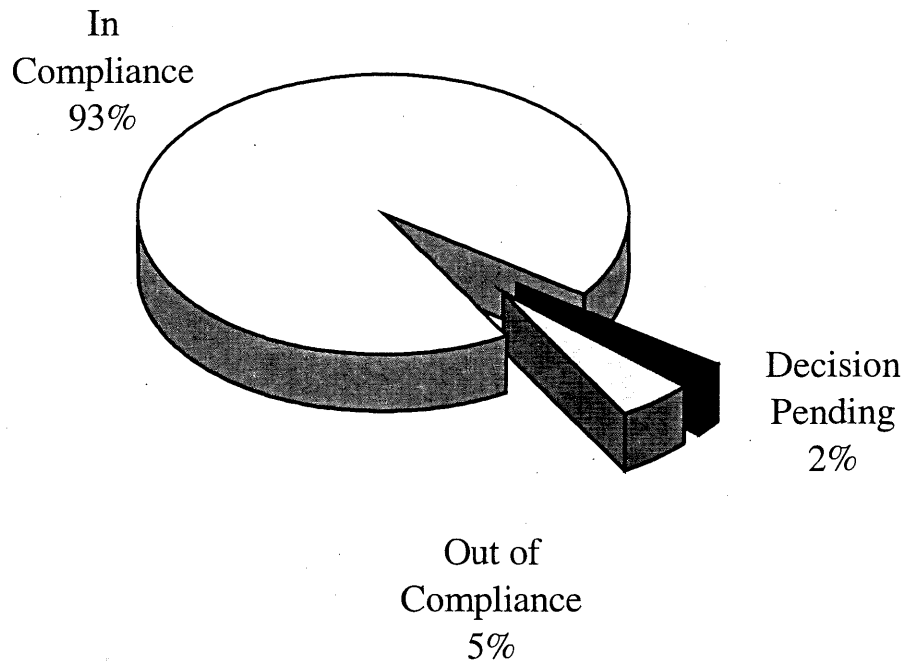
Specific Increases by Position for Sample Inequities

Position	"Before" Hrly. Wage	"After" Hrly. Wage	Hrly. Wage Increase
Bartender	5.83	6.24	.41
Bartender	6.82	6.99	.17
Billing Clerk	10.01	11.03	1.02
Bookkeeper	8.79	9.22	.43
Bookkeeper	7.69	8.87	1.18
City Clerk	12.17	13.15	.98
City Clerk	11.70	12.71	1.01
City Clerk	10.33	11.33	1.00
City Clerk	9.52	11.00	1.48
City Clerk	13.29	14.44	1.15
City Clerk	10.70	11.00	.30
City Clerk	7.94	9.23	1.29
City Clerk	8.24	9.86	1.62
City Clerk	11.02	13.87	2.85
City Clerk	8.00	11.37	3.37
City Clerk	12.28	12.96	.68
City Clerk	10.72	13.05	2.33
City Clerk	9.80	11.90	2.10
City Clerk	7.50	7.80	.30
Deputy Clerk	6.47	6.96	.49
Deputy Clerk	9.77	10.49	.72
Housekeeper	7.18	7.36	.18
Housing Manager	12.11	13.64	1.53
Library Aide	6.82	9.27	2.45
Liquor Store Clerk	6.48	6.74	.26
Liquor Store Manager	11.35	12.25	.90
Liquor Asst. Manager	8.93	9.37	.44
Receptionist	9.63	13.51	3.88
Township Clerk	8.00	12.41	4.41

Composite of 1997, 1998 and 1999 Reports

Due to the staggered reporting cycle begun in 1994, the current compliance status of local governments includes a composite of information from three reporting years 1997, 1998 and 1999. As of January 2000, **93% of all jurisdictions are in compliance, 5% are out of compliance and 2% are yet to be decided.**

Compliance Status Composite of 1997, 1998 and 1999



A listing of all jurisdictions currently in compliance is in Section Five. Of the jurisdictions still out of compliance, most have time remaining in their grace periods to submit new reports that pass all compliance tests. In the event that any of these jurisdictions does not achieve compliance within the grace period, they will receive a second notice of non-compliance and a penalty notice.

Section Three

Tests for Compliance

A. Tests for Compliance

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

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

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

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

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

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

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

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

Of the 150 jurisdictions whose 1999 reports were initially found out of compliance, 39% failed the completeness and accuracy test and 43% failed either the statistical or alternative analysis tests and. A specific breakdown regarding each test follows:

Test Failed	Number
Completeness and Accuracy Test	58
Statistical Analysis Test	19
Alternative Analysis Test	44
Salary Range Test	15
Exceptional Service Pay Test	7
<u>More Than One Test</u>	<u>7</u>
Total	150

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance - Penalty May Be Assessed

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

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
Cities			
Akeley	ALT	260	2.4
Appleton	CA	*	0.1*
Buhl	CA,ESP	760	2.0
Caledonia	ST	134	0.2
Cambridge	ST	36	0.01**
Clements	ALT	108	2.0
Clontarf	ALT	*	0.1
Cologne	ALT	150	1.0
Dundee	ALT	29	0.1
Delano	ST	311	0.7
Ellendale	CA	*	0.01**
Faribault	ESP	0	0.0
Grove City	ALT	283	2.0
Hitterdal	ALT	200	1.8
Kelliher	CA,ALT	180	2.8
Lafayette	ALT	*	0.1*
Lino Lakes	ST	75	0.01**
Long Prairie	ST	800	1.8
Medford	ALT	180	1.2
Milan	CA	*	0.1*
Montgomery	ST	400	1.0
Moorhead	CA	*	0.1*
Morris	ST	61	0.1
Nerstrand	CA	*	0.0
Northome	CA	150	2.0
Redwood Falls	ST	600	0.4
Spicer	ALT	43	0.3
St. Bonifacius	ALT	524	0.1
St. Hilaire	ALT	64	0.7
Taylors Falls	ALT	146	1.0

Wanamingo	ALT	570	2.0
Warroad	ST	200	0.3
Zimmerman	ST,SR	500	2.0

Counties

Cass	ST	15	0.01**
Benton	CA	*	0.1*
Red Lake	ST	10	0.01**
Todd	ST	30	0.01**

School Districts

ISD No. 100 Wrenshall	CA	2200	1.4
ISD No. 118 Remer/Longville	ALT	570	0.2
ISD No. 150 Hawley	SR	*	0.1*
ISD No. 239 Rushford-Peterson	CA,ALT	400	0.2
ISD No. 2396 ACGC	ALT	1000	0.3
ISD NO. 2397 LeSueur Henderson	ALT	430	0.01**
ISD No. 308 Nevis	ALT	200	0.1
ISD No. 319 Nashwauk-Keewatin	SR	*	0.1*
ISD No. 391 Cleveland	ALT	662	0.4
ISD No. 392 LeCenter	SR	*	0.1*
ISD No. 394 Montgomery	CA	1060	0.3
ISD No. 411 Balaton	CA	*	0.1*
ISD No. 417 Tracy	ST	*	0.01**
ISD No. 581 Edgerton	SR	*	0.1*
ISD No. 611 Cyrus	ALT	302	0.6
ISD No. 818 Verndale	SR	*	0.1*
ISD No. 857 Lewiston	CA	*	0.1*
ISD No. 882 Monticello	ST,SR	250	0.01**
ISD No. 912 Milaca	ST	5000	0.8
NE Metro Intermediate 916	CA	0	0.0

Utilities

Bd. of Water Comm. Stillwater	ALT	499	2.1
Marshall Water, Light	ST	50	0.01**
Public Utilities Comm. New Ulm	ST	0	0.0

HRA's

Brainerd HRA	CA	*	0.1*
Marshall HRA	ALT	200	0.1

Townships

Columbus	CA	*	0.1*
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SWCD

Wadena	ALT	434	7.0
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Others

Anoka Conservation District	ALT	*	0.1*
Central Minnesota Com. Cor.	ESP	466	0.1
Metro ECSU	ALT	58	0.01**
Midwest Special Education	ALT	*	0.1*
North Central Service Coop 5	CA	*	0.1*
Pioneerland Library System	ALT	*	0.1*

- *Data to calculate a specific amount was not available to DOER at the time of this report, but based on DOER analysis of average costs, DOER estimates that the cost would not exceed 0.1% of payroll and would probably be less.
- **All cost estimates less than 0.01% of payroll were rounded to 0.01%.

B. Jurisdictions Not in Compliance - Penalties Assessed

The jurisdictions listed on the following pages have received a second notice of non-compliance with the Local Government Pay Equity Act and a notice that they are subject to a penalty. DOER has also specified the reason for non-compliance, recommended actions to achieve compliance and estimated the cost of achieving for compliance for each of these jurisdictions.

Prior to any penalties being assessed, each jurisdiction on this list had several opportunities to avoid such a notice. Each received a first notice of non-compliance and each was given a grace period to make corrections and achieve compliance. They also were:

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

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

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

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

Information on Penalized Jurisdictions

Described below is a summary of the penalty cases that have been resolved since 1994. Following the summary is a list of five penalty cases resolved since DOER's last report to the legislature in January of 1999. Following that is a list of four penalty cases that are currently pending. All jurisdictions that received penalty notices twice failed to pass one or more compliance tests and therefore received a second notice of non-compliance and a penalty notice for failure to comply with the Local Government Pay Equity Act M.S. 471.991 - .999.

In all penalty cases that have been resolved jurisdictions exercised their right to request a suspension of the penalty. In each case DOER made a decision on the jurisdiction's request for a suspension of the penalty and issued a "Findings and Conclusions" report. This report detailed the circumstances of the case and identified the portion of the penalty that would be suspended. In all cases jurisdictions achieved compliance and took the necessary steps to ensure that penalties would be reduced to a significant degree.

Penalty Cases Resolved Since 1994

Between 1994 and the end of 1999, a total of 85 penalty cases were resolved. Penalized jurisdictions included 40 cities, 24 school districts, six counties and 15 other types of jurisdictions.

In 44 of the cases, lump sum payments were made to individuals in female-dominated classes where inequities existed. Approximately 1.5 million dollars was paid to approximately 1000 employees. In most cases, penalties were reduced by 99% and a total of \$203,733 was paid to the general fund. Specific detail on each of the penalized jurisdictions has appeared in previous reports to the legislature.

Recent Penalty Cases Resolved

Information as of January 26, 2000

Jurisdiction	Original Penalty	Final Amount	Considerations for Reducing Original Amount of Penalty
Cities			
Canton City	\$ 29,600	\$ 500	reported late and/or inaccurately
Clear Lake City	\$ 29,600	\$ 500	reported late and/or inaccurately
Counties			
Crow Wing	\$ 88,004	\$ 880	\$ 42,002 to 93 employees
School Districts			
ISD No. 628 Plummer	\$ 49,000	\$ 500	\$ 500 to one employee
ISD 2154 Eveleth/Gilbert	\$473,052	\$ 4730	\$ 5440 to two employees
Totals		\$ 7110	\$ 47,942 to 96 employees

Summary – Recent Penalty Cases Resolved - Total of 5

2 cities, 1 county and 2 school districts

Penalty Cases Pending

Information as of January 26, 2000

Cities			
Barrett	\$ 29,600		decision pending
Harmony City	\$ 47,500		decision pending
Rush City	\$ 29,600		decision pending
School Districts			
ISD No. 88 New Ulm	\$507,277		decision pending

Summary - Penalty Cases Pending - Total of 4

3 cities, 1 school district

Section Five

Jurisdictions in Compliance

Cities

Ada	Bellingham	Carver
Adams	Belview	Cass Lake
Adrian	Bemidji	Center City
Afton	Benson	Centerville
Aitkin	Bertha	Ceylon
Albany	Bethel	Champlin
Albert Lea	Big Falls	Chandler
Albertville	Big Lake	Chanhasen
Alden	Bigfork	Chaska
Alexandria	Birchwood	Chatfield
Alpha	Bird Island	Chisago City
Altura	Biscay	Chisholm
Alvarado	Biwabik	Chokio
Amboy	Blackduck	Circle Pines
Andover	Blaine	Clara City
Annandale	Blooming Prairie	Claremont
Anoka	Bloomington	Clarissa
Apple Valley	Blue Earth	Clarkfield
Arco	Bovey	Clarks Grove
Arden Hills	Boyd	Clear Lake
Argyle	Braham	Clearbrook
Arlington	Brainerd	Clearwater
Ashby	Brandon	Cleveland
Askov	Breckenridge	Climax
Atwater	Breezy Point	Clinton
Audubon	Brewster	Cloquet
Aurora	Bricelyn	Cohasset
Austin	Brooklyn Center	Cokato
Avoca	Brooklyn Park	Cold Spring
Avon	Brooten	Coleraine
Backus	Browerville	Columbia Heights
Badger	Browns Valley	Comfrey
Babbitt	Brownsdale	Conger
Bagley	Brownsville	Cook
Balaton	Brownton	Coon Rapids
Barnesville	Buffalo	Corcoran
Barnum	Buffalo Lake	Cosmos
Battle Lake	Burnsville	Cottage Grove
Baudette	Butterfield	Cottonwood
Baxter	Byron	Cromwell
Bayport	Callaway	Crookston
Beardsley	Calumet	Crosby
Becker	Canby	Crosslake
Belgrade	Cannon Falls	Crystal
Belle Plaine	Canton	Currie
	Carlos	Danube
	Carlton	Danvers

Darwin	Floodwood	Hector
Dassel	Foley	Henderson
Dawson	Forest Lake	Hendricks
Dayton	Foreston	Hendrum
De Graff	Fosston	Henning
Deephaven	Fountain	Herman
Deer River	Franklin	Hermantown
Deerwood	Frazee	Heron Lake
Delavan	Freeport	Hewitt
Dellwood	Fridley	Hibbing
Detroit Lakes	Frost	Hill City
Dilworth	Fulda	Hills
Dodge Center	Gary	Hilltop
Donnelly	Gaylord	Hinckley
Duluth	Geneva	Hoffman
Dundas	Gibbon	Hokah
Dunnell	Gilbert	Holdingford
Eagan	Gilman	Holland
Eagle Bend	Glencoe	Hopkins
Eagle Lake	Glenville	Houston
East Bethel	Glyndon	Howard Lake
East Grand Forks	Golden Valley	Hoyt Lakes
East Gull Lake	Gonvick	Hugo
Echo	Good Thunder	Hutchinson
Eden Prairie	Goodhue	Independence
Eden Valley	Goodridge	International Falls
Edgerton	Goodview	Ironton
Edina	Graceville	Isanti
Elbow Lake	Grand Marais	Isle
Elgin	Grand Meadow	Ivanhoe
Elizabeth	Grand Rapids	Jackson
Elk River	Granite Falls	Janesville
Ellsworth	Green Isle	Jasper
Elmore	Greenbush	Jeffers
Ely	Greenfield	Jordan
Elysian	Grey Eagle	Kandiyohi
Emily	Grygla	Karlstad
Emmons	Hackensack	Kasota
Erhard	Hadley	Kasson
Erskine	Hallock	Keewatin
Evansville	Halstad	Kellogg
Eveleth	Ham Lake	Kennedy
Excelsior	Hamburg	Kensington
Eyota	Hancock	Kenyon
Fairfax	Hanley Falls	Kerkhoven
Fairmont	Hanover	Kettle River
Falcon Heights	Hanska	Kiester
Farmington	Harris	Kilkenny
Fergus Falls	Hartland	Kimball
Fertile	Hastings	Kinney
Fifty Lakes	Hawley	La Crescent
Finlayson	Hayfield	La Prairie
Flensburg	Hayward	Lake Benton

Lake Bronson	Maynard	Oak Grove
Lake City	Mazeppa	Oak Park Heights
Lake Crystal	McGregor	Oakdale
Lake Elmo	McIntosh	Odessa
Lake Lillian	Medina	Ogema
Lake Park	Melrose	Ogilvie
Lake Shore	Menahga	Okabena
Lake St. Croix Beach	Mendota Heights	Oklee
Lake Wilson	Mentor	Olivia
Lakefield	Middle River	Onamia
Lakeland	Milaca	Orono
Lakeville	Millerville	Oronoco
Lamberton	Milroy	Orr
Lancaster	Miltona	Ortonville
Lanesboro	Minneapolis	Osakis
Lauderdale	Minneota	Oslo
Le Center	Minnesota Lake	Osseo
Le Sueur	Minnetonka	Ostrander
LeRoy	Minnetonka Beach	Otsego
Lester Prairie	Minnetrissa	Owatonna
Lewiston	Montevideo	Palisade
Lewisville	Monticello	Park Rapids
Lexington	Montrose	Parkers Prairie
Lindstrom	Moose Lake	Paynesville
Lismore	Mora	Pelican Rapids
Litchfield	Morgan	Pennock
Little Canada	Morristown	Pequot Lakes
Little Falls	Morton	Perham
Littlefork	Motley	Peterson
Long Lake	Mound	Pierz
Longville	Moundsview	Pillager
Lonsdale	Mountain Iron	Pine City
Loretto	Mountain Lake	Pine Island
Lucan	Murdock	Pine River
Luverne	Nashwauk	Pipestone
Lyle	Nevis	Plainview
Lynd	New Auburn	Plato
Mabel	New Brighton	Plummer
Madelia	New Hope	Plymouth
Madison	New London	Preston
Madison Lake	New Prague	Princeton
Mahnomen	New Richland	Prinsburg
Mahtomedi	New Ulm	Prior Lake
Mantorville	Newfolden	Proctor
Maple Grove	Newport	Ramsey
Maple Lake	Nicollet	Randall
Maple Plain	Nisswa	Ranier
Mapleview	North Branch	Raymond
Maplewood	North Mankato	Red Lake Falls
Marble	North Oaks	Red Wing
Marietta	North St. Paul	Remer
Marine on St. Croix	Northfield	Renville
Marshall	Norwood Young America	Rice

Richfield
Richmond
Robbinsdale
Rochester
Rock Creek
Rockford
Rockville
Rogers
Rollingstone
Rose Creek
Roseau
Rosemount
Roseville
Rothsay
Round Lake
Royalton
Rushford
Rushford Village
Rushmore
Russell
Sacred Heart
Sandstone
Sartell
Sauk Centre
Sauk Rapids
Scanlon
Sebek
Shafer
Shakopee
Shelly
Sherburn
Shoreview
Shorewood
Silver Bay
Silver Lake
Slayton
Sleepy Eye
South Haven
South St. Paul
Spring Grove
Spring Lake Park
Spring Park
Spring Valley
Springfield
St. Anthony
St. Charles
St. Clair
St. Cloud
St. Francis
St. James
St. Joseph
St. Leo
St. Louis Park

St. Paul
St. Paul Park
St. Peter
Stacy
Staples
Starbuck
Stephen
Stewart
Stewartville
Stillwater
Stockton
Storden
Swanville
Taconite
Thief River Falls
Thomson
Tonka Bay
Tower
Tracy
Trimont
Truman
Twin Valley
Two Harbors
Tyler
Ulen
Underwood
Upsala
Vadnais Heights
Vergas
Verndale
Vernon Center
Vesta
Victoria
Virginia
Wabasha
Wabasso
Waconia
Wadena
Wahkon
Waite Park
Waldorf
Walker
Walnut Grove
Walters
Warren
Waseca
Watertown
Waterville
Watkins
Watson
Waubun
Waverly
Wayzata

Welcome
Wells
West Concord
West St. Paul
Westbrook
Wheaton
White Bear Lake
Willernie
Williams
Willmar
Wilmont
Windom
Winger
Winnebago
Winona
Winsted
Winthrop
Winton
Wolf Lake
Wolverton
Wood Lake
Woodbury
Worthington
Wrenshall
Wykoff
Wyoming
Zumbrota

Counties

Aitkin County
Anoka County
Becker County
Beltrami County
Big Stone County
Blue Earth County
Brown County
Carlton 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
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
Le Sueur County
Lincoln County
Lyon County
Mahnomen County
Marshall County

Martin County
McLeod County
Meeker County
Mille Lacs County
Morrison County Government
Center
Mower County
Murray County
Nobles County
Norman County
Olmstead County
Otter Tail County
Pennington County
Pine County
Pipestone County
Polk County
Pope County
Ramsey County Personnel
Redwood County
Renville County

Rice County
Roseau County
Sherburne County
Sibley County
Stearns County
Administration Center
Steele County
Stevens County
Swift County
Traverse County
Wabasha County
Waseca County
Washington County
Watsonwan County
Wilkin County
Winona County
Wright County
Yellow Medicine County

Health Care Facilities

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

Multi County Nursing Service
Northern Itasca Hospital District
Northfield City Hospital
Ortonville Area Health Service
Parkview Manor Nursing Home
Paynesville Community Hospital
Pelican Valley Health Center
Perham Hospital District
Quin County Community Health Service
Redwood Falls Municipal Hospital
Rice County District One Hospital
Ridgeview Medical Center
Shady Lane Nursing Home
Sleepy Eye Municipal Hospital
Sunrise Nursing Home
Swift County Benson Hospital
United Hospital District
Western Pope Co. Hosp. Dist. Minnewaska
District Hospital
Worthington Municipal Hospital

Housing and Redevelopment Authorities

Aitkin County HRA
Austin HRA
Bagley Housing Authority
Barnesville HRA
Benson HRA
Big Stone County HRA
Blue Earth HRA
Breckenridge HRA
Cass County HRA
Cass Lake HRA
Chippewa County HRA
Chisholm HRA
Clay County Housing and Redevelopment
Authority
Clearwater County HRA
Cloquet HRA
Cook HRA
Cottonwood HRA
Crookston HRA
Crosby HRA
Dakota County HRA
Detroit Lakes HRA
Duluth HRA
Economic Development HRA
Ely HRA
Eveleth HRA
Fairmont HRA
Fergus Falls HRA
Grand Rapids HRA
Hibbing HRA
International Falls HRA
Lake Benton HRA
Lincoln County HRA
Litchfield HRA
Little Falls HRA
Luverne HRA
Madison HRA
Montevideo HRA
Moorhead HRA
Mora HRA
Morrison County HRA
Mound HRA
Mountain Lake HRA
Mower County HRA
New Richland HRA
North Mankato HRA
Northwest Multi-County HRA
Pequot Lakes HRA
Pine City HRA
Pine River HRA

Pipestone HRA
Princeton HRA
Red Lake Falls HRA
Red Wing HRA
Redwood Falls HRA
SE Minnesota Multi-County HRA
Sleepy Eye HRA
South St. Paul HRA
St. Cloud HRA
St. James HRA
St. Peter HRA
Swift County HRA
Thief River Falls HRA
Todd County HRA
Tracy HRA
Virginia HRA
Wadena HRA
Walker HRA
Warren HRA
Waseca HRA
Washington County HRA
Willmar HRA
Windom HRA
Winona HRA
Worthington HRA

Independent School Districts

ISD No. 1 - Aitkin
ISD No. 1A - Minneapolis
ISD No. 2 - Hill City
ISD No. 4 - McGregor
ISD No. 6 - South St. Paul
ISD No. 11 - Anoka-Hennepin
ISD No. 12 - Centennial
ISD No. 13 - Columbia Heights
ISD No. 14 - Fridley
ISD No. 15 - St. Francis
ISD No. 16 - Spring Lake Park
ISD No. 21 - Audubon
ISD No. 22 - Detroit Lakes
ISD No. 23 - Frazee
ISD No. 24 - Lake Park/Audubon
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. 61 - 6026 West Central Education Dist.

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. 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. 108 - Norwood
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. 152 - Moorhead
ISD No. 162 - Bagley
ISD No. 166 - Cook County
ISD No. 173 - Mountain Lake
ISD No. 175 - Westbrook
ISD No. 177 - Windom
ISD No. 181 - Brainerd
ISD No. 182 - Crosby-Ironton
ISD No. 186 - Pequot Lakes
ISD No. 191 - Burnsville-Eagan-Savage
ISD No. 192 - Farmington
ISD No. 194 - Lakeville
ISD No. 195 - Randolph
ISD No. 196 - Rosemount-Apple Valley-Eagan
ISD No. 197 - West St. Paul
ISD No. 199 - Inver Grove Hgts.
ISD No. 200 - Hastings
ISD No. 203 - Hayfield
ISD No. 204 - Kasson-Mantorville
ISD No. 206 - Alexandria
ISD No. 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. 241 - Albert Lea
ISD No. 242 - Alden
ISD No. 243 - Emmons
ISD No. 245 - Glenville
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. 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. 294 - Houston
ISD No. 297 - Spring Grove
ISD No. 299 - Caledonia
ISD No. 300 - LaCrescent-Hokah
ISD No. 306 - LaPorte
ISD No. 309 - Park Rapids
ISD No. 286 - Brooklyn Center
ISD No. 314 - Braham
ISD No. 316 - The Greenway Schools
ISD No. 317 - Deer River
ISD No. 318 - Grand Rapids
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
ISD No. 371 - Bellingham
ISD No. 378 - Dawson
ISD No. 381 - Lake Superior
ISD No. 390 - Lake of the Woods
ISD No. 402 - Hendricks
ISD No. 403 - Ivanhoe
ISD No. 404 - Lake Benton
ISD No. 409 - Tyler
ISD No. 413 - Marshall
ISD No. 414 - Minneota
ISD No. 415 - Lynd
ISD No. 418 - Russell
ISD No. 421 - Brownton
ISD No. 423 - Hutchinson
ISD No. 424 - Lester Prairie
ISD No. 426 - Stewart

ISD No. 432 - Mahanomen	ISD No. 623 - Roseville
ISD No. 435 - Waubun	ISD No. 624 - White Bear Lake
ISD No. 441 - Newfolden	ISD No. 625 - St. Paul
ISD No. 447 - Grygla	ISD No. 627 - Oklee
ISD No. 458 - Truman	ISD No. 628 - Plummer
ISD No. 463 - Eden Valley	ISD No. 630 - Red Lake Falls
ISD No. 465 - Litchfield	ISD No. 635 - Milroy
ISD No. 473 - Isle	ISD No. 640 - Wabasso
ISD No. 477 - Princeton	ISD No. 641 - Walnut Grove
ISD No. 480 - Onamia	ISD No. 656 - Faribault
ISD No. 482 - Little Falls	ISD No. 659 - Northfield
ISD No. 484 - Pierz	ISD No. 671 - Hills
ISD No. 485 - Royalton	ISD No. 676 - Badger
ISD No. 486 - Swanville	ISD No. 682 - Roseau
ISD No. 487 - Upsala Area Schools	ISD No. 690 - Warroad
ISD No. 492 - Austin	ISD No. 695 - Chisholm
ISD No. 495 - Grand Meadow	ISD No. 696 - Ely
ISD No. 497 - Lyle	ISD No. 698 - Floodwood
ISD No. 499 - LeRoy/Ostrander	ISD No. 700 - Hermantown
ISD No. 500 - Southland	ISD No. 701 - Hibbing
ISD No. 505 - Fulda	ISD No. 704 - Proctor
ISD No. 507 - Nicollet	ISD No. 706 - Virginia
ISD No. 508 - St. Peter	ISD No. 707 - Nett Lake
ISD No. 511 - Adrian	ISD No. 709 - Duluth
ISD No. 513 - Brewster	ISD No. 712 - Mountain Iron-Buhl
ISD No. 514 - Ellsworth	ISD No. 716 - Belle Plaine
ISD No. 516 - Round Lake	ISD No. 717 - Jordan
ISD No. 518 - Worthington	ISD No. 719 - Prior Lake-Savage
ISD No. 531 - Byron	ISD No. 720 - Shakopee
ISD No. 533 - Dover-Eyota	ISD No. 721 - New Prague
ISD No. 534 - Stewartville	ISD No. 726 - Becker
ISD No. 535 - Rochester	ISD No. 727 - Big Lake
ISD No. 542 - Battle Lake	ISD No. 728 - Elk River
ISD No. 544 - Fergus Falls	ISD No. 739 - Kimball
ISD No. 545 - Henning	ISD No. 740 - Melrose
ISD No. 547 - Parkers Prairie	ISD No. 741 - Paynesville
ISD No. 548 - Pelican Rapids	ISD No. 743 - Sauk Centre
ISD No. 549 - Perham	ISD No. 745 - Albany
ISD No. 550 - Underwood	ISD No. 748 - Sartell St. Stephen
ISD No. 553 - New York Mills	ISD No. 750 - Rocori Area Schools
ISD No. 561 - Goodridge	ISD No. 756 - Blooming Prairie
ISD No. 564 - Thief River Falls	ISD No. 761 - Owatonna
ISD No. 577 - Willow River	ISD No. 763 - Medford
ISD No. 578 - Pine City	ISD No. 768 - Hancock
ISD No. 584 - Ruthton	ISD No. 769 - Morris
ISD No. 592 - Climax	ISD No. 771 - Chokio-Alberta
ISD No. 593 - Crookston	ISD No. 775 - Kerkhoven-Murdock-Sunburg
ISD No. 595 - East Grand Forks	ISD No. 777 - Benson
ISD No. 599 - Fertile-Beltrami	ISD No. 786 - Bertha-Hewitt
ISD No. 600 - Fisher	ISD No. 787 - Browerville
ISD No. 601 - Fosston	ISD No. 801 - Browns Valley
ISD No. 604 - Mentor	ISD No. 803 - Wheaton
ISD No. 621 - Mounds View Public Schools	ISD No. 806 - Elgin-Millville

ISD No. 810 - Plainview	ISD No. 2174 - Pine River-Backus Public Schools
ISD No. 811 - Wabasha-Kellogg	ISD No. 2176 - Warren/Alvarado/Oslo
ISD No. 813 - Lake City	ISD No. 2180 - MacCray
ISD No. 815 - Prinsburg	ISD No. 2184 - Luverne
ISD No. 820 - Sebek	ISD No. 2190 - Yellow Medicine East
ISD No. 821 - Menahga	ISD No. 2198 - Fillmore Central
ISD No. 829 - Waseca	ISD No. 2215 - Norman County East
ISD No. 831 - Forest Lake	ISD No. 2311 - Clearbrook-Gonvick
ISD No. 832 - Mahtomedi	ISD No. 2342 - West Central Area Schools
ISD No. 833 - South Washington County	ISD No. 2358 - Tri County Schools
ISD No. 834 - Stillwater	ISD No. 2364 - Belgrade-Brooten-Elrosa
ISD No. 836 - Butterfield-Odin	ISD No. 2365 - GFW Gibbon-Fairfax-Winthrop
ISD No. 837 - Madelia	ISD No. 2448 - Martin County West Schools
ISD No. 840 - St. James	ISD No. 2527 - Halstad-Hendrum
ISD No. 846 - Breckenridge	ISD No. 2534 - BOLD Bird Island-Olivia-Lk. Lillian
ISD No. 850 - Rothsay	ISD No. 2536 - Granada-Huntley-East Chain
ISD No. 852 - Campbell-Tintah	ISD No. 2580 - East Central Schools
ISD No. 858 - St. Charles	ISD No. 2609 - WIN-E-MAC
ISD No. 861 - Winona	ISD No. 2683 - Greenbush/Middle River
ISD No. 876 - Annandale	ISD No. 2687 - Howard Lake/ Waverly/Winsted
ISD No. 877 - Buffalo	ISD No. 2689 - Pipestone-Jasper
ISD No. 879 - Delano	ISD No. 2711 - Mesabi East
ISD No. 881 - Maple Lake	ISD No. 2752 - Fairmont Area Schools
ISD No. 883 - Rockford	ISD No. 2753 - Long Prairie/Grey Eagle
ISD No. 885 - St. Michael-Albertville	ISD No. 2754 - Morgan/Franklin
ISD No. 891 - Canby	ISD No. 2758 - Redwood Falls
ISD No. 911 - Cambridge-Isanti	ISD No. 2759 - Eagle Valley
ISD No. 914 - Ulen-Hitterdal	ISD No. 2805 - Zumbrota-Mazeppa
Intermediate School Dist. 917	ISD No. 2835 - Janesville-Waldorf-Pemberton
ISD No. 2071 - Lake Crystal - Garden City - Vernon Center	ISD No. 2853 - Lac Qui Parle
ISD No. 2125 - Triton	ISD No. 2854 - Ada-Borup Public Schools
ISD No. 2134 - United South Central Public Schools	ISD No. 2856 - Stephen/Argyle Central
ISD No. 2135 - Maple River Schools	ISD No. 2859 - Glencoe-Silver Lake
ISD No. 2137 - Kingsland Public School	ISD No. 2860 - Blue Earth Area Schools
ISD No. 2142 - St. Louis County Schools	ISD No. 2862 - Jackson County Central
ISD No. 2143 - Waterville-Elysian-Morristown	ISD No. 2884 - Red Rock Central
ISD No. 2144 - Chisago Lakes School District	ISD No. 2888 - Clinton-Graceville-Beardsley
ISD No. 2149 - Minnewaska	ISD No. 3001 - BDRSH
ISD No. 2154 - Eveleth/Gilbert	
ISD No. 2155 - Wadena/Deer Creek	
ISD No. 2159 - Buffalo Lake - Hector Schools	
ISD No. 2164 - Dilworth-Glyndon-Felton	
ISD No. 2165 - Hinckley-Finlayson Pub. School	
ISD No. 2167 - Cottonwood-Wood Lake	
ISD No. 2168 - NRHEG Public Schools	
ISD No. 2169 - Murray County Central	
ISD No. 2170 - Staples/Motley	
ISD No. 2171 - Kittson Central School	
ISD No. 2172 - Kenyon/Wanamingo	

Others

A.L.F. Joint Powers Ambulance Service
Anoka-Champlin Fire Board
Area Special Education Cooperative
Arrowhead Library System
Arrowhead Region Computing Consortium
Arrowhead Regional Development Commission
Arrowhead Regional Corrections
Bemidji Regional Interdistrict Council
Benton/Stearns Education District #6383
Brainerd/Crow Wing County Airport
Commission
Brown Nicollet Community Health Board
Brown-Nicollet-Cottonwood Clean Water
Partnership
Carver-Scott Cooperative District #930
Central Minnesota Computing Center
Central MN Education Resource and
Development Council
Circle Pines-Lexington Police Department
Cottonwood River Technical Center
Crow River Special Educ. Coop. Joint Powers
District #937
Duluth Airport Authority
Duluth State Convention Center Administrative
Board
East Central Regional Development Commission
East Central Regional Library
East Central Solid Waste Commission
Education Technology Alliance
Freshwater Education District #6004
Government Trng. Service (GTS)
Great River Regional Library
Headwaters Regional Development Commission
Hennepin Technical College Intermediate
District 287
Human Services of Faribault and Martin
Counties
International Falls Recreation Commission
Joint Recreation Board
Kitchigami Regional Library
L.O.G.I.S.
Lake Agassiz Regional Library
Lake Agassiz Special Education Cooperative
Lakes Country Service Cooperative
MAWSECO District No. 938
Metro Mosquito Control District
Metronet
Metropolitan Airports Commission
Metropolitan Council
Metropolitan Sports Facilities Commission

Mid-Minnesota Development Commission
Minneapolis Community Development Agency
Minneapolis Municipal Building Commission
Minneapolis Parks and Recreation Board
Minneapolis Public Housing Authority
Minneapolis Public Library Board
Minnesota Counties Information Systems
Minnesota River Valley Special Education
Cooperative
Minnesota State High School League
Minnesota Valley Cooperative Center
Minnesota Valley Regional Library
Minnesota Valley Transit Authority
Mississippi Headwaters Board
MN Valley Education District #6027
North Country Library Cooperative
Northeast Service Cooperative
Northern Lights Library Network
Northwest Hennepin Human Services Council
Northwest MN Education Cooperative Services
Unit
Northwest Regional Development Commission
Northwest Regional Library
Northwest Suburbs Cable Communications
Commission
NW Regional Inter-District Council No. 382-52
Pine-Prairie Cooperative Center
Plum Creek Library System
Quad Cities Cable Communications Commission
Ramsey County District Court
Ramsey/Washington Co. Suburban Cable
Communications Comm. II
Redwood-Cottonwood Rivers Control Area
Region 5 Development Commission
Region I ESV Information Services
Region Nine Development Commission
Region V Computer Service
Rice Creek Watershed District
River Bend Education District #6049
S.A.M.M.I.E.
Seaway Port Authority/Duluth
South Central Minnesota Inter-Library Exchange
(SMILE)
South Hennepin - Regional Planning Agency
South Lake Minnetonka Public Safety
Department
Southeast Minnesota Education Service Unit
Southern Plains Cooperative
Southwest Metro Transit Commission
Southwest Regional Development Commission
Spirit Mountain Authority
St. Bonifacius & Minnetrista Public Safety Dept.
St. Cloud Area Planning Organization

St. Cloud Metro Transit Commission
St. Paul Port Authority
St. Paul Public Housing Agency
Stearns-Benton Employment and Training
Council
T.B. Sheldon Performing Arts Theatre
Technology Information Educational Services
(TIES)
Todd-Wadena Community Corrections
Traverse Des Sioux Library System
Tri-County Commission Corrections
Upper Minnesota Valley Regional Develop. Comm.
Viking Library System
Waseca-Le Sueur Regional Library
West Central Area Agency on Aging
West Hennepin Public Safety Department
Wright Technical Center

Soil and Water Conservation Districts

Aitkin County SWCD
Becker SWCD
Beltrami SWCD
Benton County SWCD
Big Stone SWCD
Blue Earth County SWCD
Brown SWCD
Carlton County SWCD
Carver County SWCD
Cass County SWCD
Chippewa County SWCD
Chisago SWCD
Clay County SWCD
Clearwater SWCD
Cottonwood SWCD
Crow Wing SWCD
Dakota County SWCD
Dodge County SWCD
Douglas SWCD
East Ottertail SWCD
East Polk SWCD
Faribault County SWCD
Freeborn SWCD
Goodhue SWCD
Grant County SWCD
Hubbard County SWCD
Isanti SWCD
Itasca County SWCD
Kanabec SWCD
Kandiyohi SWCD
Kittson SWCD

Koochiching SWCD
Lac Qui Parle SWCD
Lake County SWCD
Lake Minnetonka SWCD
Lake of the Woods SWCD
Le Sueur County SWCD
Lincoln County SWCD
Lyon County SWCD
Mahnomen County SWCD
Marshall SWCD
Marshall-Beltrami SWCD
Martin SWCD
McLeod SWCD
Meeker SWCD
Mille Lacs SWCD
Morrison SWCD
Mower County SWCD
Nicollet SWCD
Nobles SWCD
Norman County SWCD
North St. Louis SWCD
Olmstead SWCD
Pennington SWCD
Pine County SWCD
Pipestone County SWCD
Pope SWCD
Ramsey County SWCD
Red Lake County SWCD
Redwood County SWCD
Renville County SWCD
Rice SWCD
Root River SWCD
Roseau County SWCD
Scott County SWCD
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
Waseca SWCD
Washington County SWCD
Watonwan County SWCD
West Ottertail SWCD
West Polk SWCD
Wilkin SWCD
Winona County SWCD
Wright SWCD
Yellow Medicine SWCD

Towns

Albion Township
Arbo Township
Balkan, Town of
Beaver Creek Township
Belgrade Township
Big Lake, Town of
Biwabik Township
Breitung Township
Burns Township
Cannon Falls, Town of
Chisago Lake Township
Clearwater, Town of
Concord Township
Corinna, Town of
Embarrass, Town of
Fair Haven, Town of
Fayal, Town of
Fish Lake Township
Forest Lake, Town of
Franconia Township
Franklin, Town of
Grand Rapids, Town of
Great Scott, Town of
Greenway Township
Hassan, Town of
Hollywood Township
Ideal Township
Iron Range, Town of
Irondale Township
Krain Township
LaGrande, Town of
Laketown Township
Lakeview Township
Leon, Town of
Linwood Township
Mankato Township
Maple Lake, Town of
Marysville Township
May, Town of
Middleville Township
Monticello Township
Mountain Lake Township
Nashwauk Township
Nessel Township
Nevis, Town of
New Scandia Township
Newburg Township
Northern Township
Oak Lawn Township
Pokegama Township

Rice Lake Township
Rochester, Town of
Rockford, Town of
Scandia Valley Township
Shingobee, Town of
Sibley Township
Silver Creek, Town of
Silver Creek, Town of
St. Augusta Township
Stanford Township - Isanti Co.
Stillwater, Town of
Sverdrup Township
Thomson Township
Township Maintenance Association
Vasa Township
Victor Township
Waconia Township
Warsaw Township
Watertown Township
White Bear Township
White, Town of
Wyoming Township
York Township

Utilities

Albertville Joint Power Water System
Alexandria Board of Public Works
Alexandria Lake Area Sanitary District
Austin Utilities
Bagley Public Utilities Commission
Blue Earth Light & Water
Bovey-Coleraine Water & Waste Water
Commission
Chisago Lakes Joint Sewage Treatment
Commission
City of Babbitt Public Utilities Commission
Delano Municipal Utilities
Dover-Eyota-St. Charles Area Sanitary District
East Grand Forks Utilities
Elk River Municipal Utilities
Glencoe Power & Light Commission
Grand Rapids Public Utilities Commission
Hibbing Utilities
Hutchinson Utility Commission
Kenyon Municipal Utilities
Kittson-Marshall Rural Water Users
Lakefield Public Utilities
Madelia Municipal Power/Light
Marshall & Polk Rural Water System
Middle River-Snake River Watershed District
Moorhead Public Service Department

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
Prairieland Joint County Compost Facility
Princeton Public Utilities
Prior Lake - Spring Lake Watershed District
Proctor Public Utilities Commission
Red Lake Watershed District
Redwood Falls Utilities Commission
Rock County Rural Water District
Sauk Centre Water, Light & Power Commission
Shakopee Public Utilities Commission
Sleepy Eye Public Utility
Southern Minnesota Municipal Power Agency
Spring Valley Public Utilities Commission
Springfield Public Utilities Commission
Truman Municipal Light Plant
Upper Minnesota River Watershed District
Wells Public Utilities Department
West Lake Superior Sanitary District
Westbrook Power & Water Department