

January 2001

Minnesota Local Government Pay Equity Compliance Report

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

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Executive Summary

The Department of Employee Relations (DOER) is responsible for the enforcement of the Local Government Pay Equity Act. The law applies to 1516 local governments that have a total of about 320,000 employees. Each year approximately one-third of the local governments are required to submit a pay equity implementation report. Overall, local governments have achieved a high level of compliance with the pay equity law—both in meeting reporting requirements and implementing pay equity for their employees. The success of this program is largely attributable to the ongoing assistance and monitoring provided by the department and to the commitment on the part of local governments.

Among the 359 local governments reporting in calendar year 2000, 92% have achieved pay equity and are in compliance with the law. Of the jurisdictions remaining, 6% are out of compliance and the decision is pending for 2%. Initially, 29% were out of compliance, but through the department's assistance, nearly all jurisdictions were able to identify and correct problems and achieve compliance before the end of the year.

This year's experience is consistent with past years. In each reporting cycle since the early 1990's when implementation reports began, approximately one-third of jurisdictions are initially found out of compliance. While their previous reports demonstrated compliance with the law, a substantial number failed to maintain that compliance when they reported again, three years later. In previous years, as in the year 2000, the department assisted local governments so that almost all eventually achieved compliance by the end of the calendar year. In reviewing all 1516 jurisdictions in Minnesota, (covered by the last three years of reporting), 98% are currently in compliance.

About This Report

The Department of Employee Relations (DOER) is responsible for the enforcement of the Local Government Pay Equity Act, Minnesota Statutes 471.991 - .999 and Minnesota Rules Chapter 3920 and DOER is required to submit an annual report to the legislature containing the following information.

“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.”

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.

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 17 years since the law was passed, DOER has communicated in various ways with the approximately 1500 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. In January of 2000 a new version of the software was made available on the Internet for downloading free of charge. Approximately 1100 copies of the software have been downloaded. 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 2000:

- Reviewed and made compliance determinations regarding 359 jurisdictions required to report in 2000.
- Reviewed and made compliance determinations regarding approximately 100 second reports filed by jurisdictions that were initially found out of compliance in 1999 and approximately 80 second reports from jurisdictions found out of compliance in 2000.
- Prepared materials and sent notification packets to approximately 570 jurisdictions required to report in January of 2001.
- 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 six of nine penalty cases. Resolution of these cases resulted in approximately \$125,223 paid to 87 women for past inequities. Prepared findings and conclusions and notified jurisdictions of DOER decisions.

- Began an extensive revision of the free 1984 State Job Match job evaluation system. This manual has been distributed free of charge and provides jurisdictions with and “in house” option for evaluating jobs in terms of skill, effort, responsibility and working conditions. Surveys were sent to over 300 State Job Match users for comments and suggestions for the new revised version. The new version of the manual is scheduled for distribution by the spring of 2001.
- Updated and maintained a web page for pay equity resource materials and information. Reporting instructions, the guidebook and the pay equity software are all available on the site free of charge. Approximately 1100 downloads of the software have been recorded.

Section Two

Tests for Compliance

A. Tests for Compliance

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

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

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

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

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

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

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

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

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 103 jurisdictions whose 2000 reports were initially found out of compliance, 49% failed the completeness and accuracy test and 35% failed either the statistical or alternative salary comparison tests. A specific breakdown regarding each test follows:

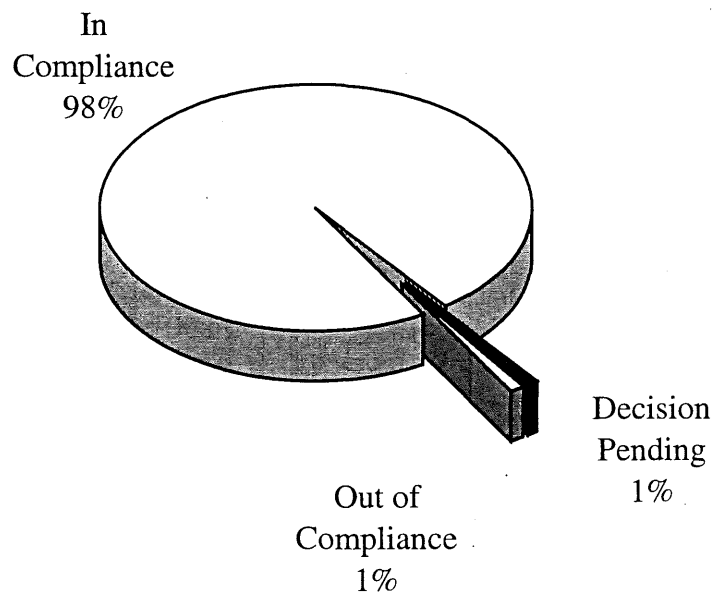
Test Failed	Number
Completeness and Accuracy Test	49
Statistical Analysis Test	12
Alternative Analysis Test	24
Salary Range Test	4
Exceptional Service Pay Test	9
More Than One Test	5
Total	103

Section Three

Summary of Compliance Status of Local Governments

Due to the staggered reporting that began in 1994, the current compliance status of local governments includes a composite of results from three reporting years, 1998, 1999 and 2000. At this time, 98% of all jurisdictions are in compliance, 1% are out of compliance and 1% are yet to be decided.

Current Status—Composite of 1998, 1999 and 2000 Reports



Summary of Compliance Status by Jurisdictional Type - Composite 1998, 1999 & 2000

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	621	9	4	634
County	83	1	3	87
Schools	340	6	1	347
Soil & Water Conservation Districts (SWCDs)	83	2	0	85
Other Districts	115	1	1	117
Housing and Redevelopment Authorities (HRAs)	76	0	0	76
Townships	73	1	0	74
Utilities	52	0	0	52
Health Care Fac.	43	1	0	44
TOTAL	1486	21	9	1516

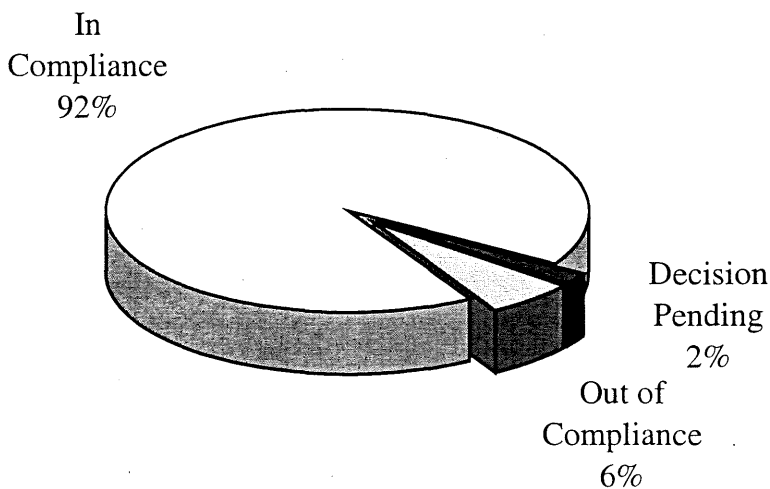
Compliance Status of 2000 Reports

After the initial review of 359 reports was completed, DOER determined that 249 or 69% of jurisdictions were in compliance and that 103 or 29% were not in compliance. The decision is pending for seven jurisdictions or 2%.

Jurisdictions found out of compliance were given a grace period of at least 90 days to make adjustments and submit new second reports. Non-complying jurisdictions were also given 30 days to file reconsideration requests if they wanted the grace period extended or wanted to explain their particular circumstances and seek a reversal of DOER's decision. A few of the 103 jurisdictions initially found out of compliance have exercised their option to request reconsideration.

Approximately 80 of the 103 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—2000 Reports



Inequities Identified in Reports Submitted in 2000

For the past several reporting years, DOER has examined the inequities found in jurisdictions that were not in compliance to determine how the wage gap between male and female employees changed after pay equity wage increases were given.

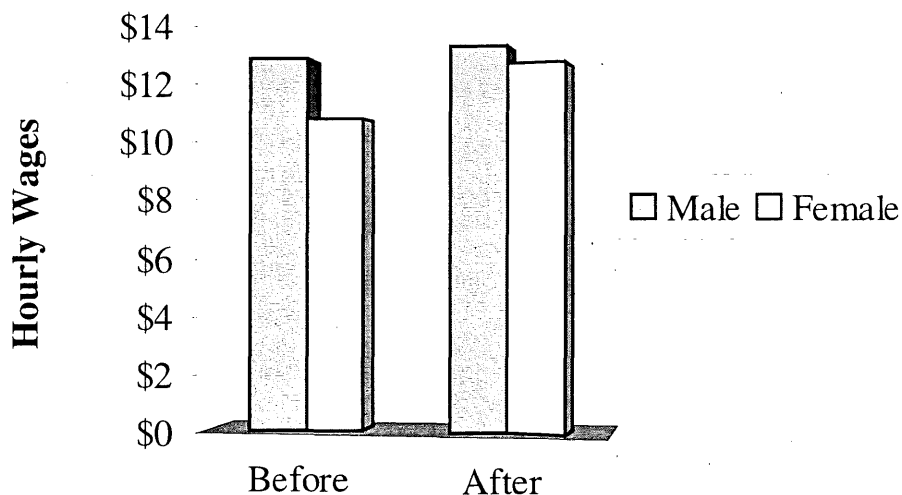
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated otherwise. In addition, disparities could not be accounted for by length of service or performance differences. For example, a female in the position of city clerk, rating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

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

The average increase in wages for females that required salary adjustments was \$1.90 per hour or 17%. Before the inequities were corrected, the average pay for females was \$10.81 per hour and for males was \$12.96 per hour. That is, the females were paid 83% of the wages paid to males despite favorable job evaluation ratings. After adjustments were made, the average pay for females was \$12.71 per hour and for males it was \$13.30 per hour. The wage gap narrowed significantly and, on average, wages for females increased to 95% of their male counterparts.

Wages Before and After Pay Equity Adjustments

(calculation of inequities in jurisdictions found of compliance)



Specific Increases by Position for Inequities Identified in 2000 Reports

Position	"Before" Hrly. Wage	"After" Hrly. Wage	Hrly. Wage Increase
Account Clerk	11.50	15.73	4.23
Assistant Clerk	7.00	12.00	5.00
Bartender	8.53	10.39	1.86
Bookkeeper	10.00	11.00	1.00
City Clerk	17.65	20.40	2.75
City Clerk	10.00	11.54	1.54
City Clerk	7.00	8.45	1.45
City Clerk	8.70	12.71	4.01
City Clerk	8.00	10.00	2.00
City Clerk	8.74	9.50	.76
City Clerk	9.51	11.00	1.49
Cook	9.88	11.61	1.73
Deputy Administrator	15.53	15.63	.10
Deputy Clerk	4.92	8.25	3.33
Deputy Clerk	15.82	16.79	.97
Deputy Clerk	13.70	15.00	1.30
Dispatcher	16.34	17.65	1.31
Finance Director	18.15	18.24	.09
Laborer	5.76	8.25	2.49
Librarian	10.16	13.43	3.27
Liquor Store Clerk	10.48	11.49	1.01
Liquor Store Manager	10.00	10.04	.04
Management Aides	11.74	12.84	1.10
Office Manager	9.80	11.34	1.54
Police Secretary	14.60	14.69	.09
Secretary	10.80	14.47	3.67
Secretary	10.26	12.44	2.18
Teacher Aides	9.19	12.08	2.89

Section Four

Jurisdictions Not in Compliance

A. Jurisdictions Not in Compliance - Penalty May Be Assessed

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

The abbreviations for the tests for compliance used in this section are: CA – completeness and accuracy; ST – statistical salary comparison analysis; ALT – alternative salary comparison salary analysis; SR – salary range and ESP – exceptional service pay. A complete description of each of these tests can be found in section two of this report.

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
Cities			
Chisago City	CA	*	0.1*
Kenyon	CA	*	0.1*
New Richland	ST	217	0.2
Sandstone	ST	332	2.3
Tracy	ESP	*	0.1*
Virginia	SR	*	0.1*
Counties			
Pine	CA	*	0.1*
Itasca	ST, ESP	50	0.1*
School Districts			
ISD No. 85 Springfield	ESP	*	0.1*
ISD No. 191 Burnsville	SR	*	0.1*
ISD No. 208 Evansville	CA	*	0.1*
ISD No. 656 Faribault	ST	30	0.1*
ISD No. 786 Bertha-Hewitt	SR	*	0.1*
ISD No. 2536 Granada-Huntly	ALT	731	0.5
Health Care Facilities			
Glacial Ridge Hospital	ST	16	0.1**

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
Townships			
Forest Lake	ALT	190	0.1**
SWCD			
Lincoln SWCD	ALT	147	1.4
Kanabec SWCD	ALT	544	12.2
Others			
Spirit Mountain Authority	ST,ESP	*	0.1*
Tri-County Comm.. Cor.	ESP	*	0.1*

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

B. Jurisdictions Not in Compliance - Penalties Assessed

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

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

C. Jurisdictions Not in Compliance – Penalties Resolved

Six penalty cases have been resolved since DOER's last report to the legislature and three cases are pending. In the six recent cases resolved, approximately \$125, 223 was paid to 87 women for past inequities. A total of 91 penalty cases have been resolved over the past six years resulting in approximately \$1.62 million in total restitution paid to approximately 1100 employees for past inequities. A total of \$206,233 has been collected in penalties. The penalties go to the general fund and not to DOER.

Recent Penalty Cases Resolved

Information as of January 5, 2001

Jurisdiction	Original Penalty	Final Amount	Considerations for Reducing Original Amount of Penalty
Cities			
Barrett	\$ 29,600	\$ 500	\$ 4,200 to 2 employees
Harmony	\$ 47,500	\$ 500	\$ 19,585 to 5 employees
Rush City	\$ 29,600	\$ 500	reported late and/or inaccurately
Milan	\$ 18,400	\$ 500	reported late and/or inaccurately
Dundee	\$ 18,400	\$ 500	reported late and/or inaccurately
School Districts			
New Ulm ISD No. 88	\$507,277	\$ 0	\$101,438 to 80 employees
Totals	\$ 650,777	\$ 2,500	\$125,223 to 87 employees

Summary – Recent Penalty Cases Resolved - Total of 5 cities and 1 school district

Penalty Cases Pending

Information as of January 5, 2001

Cities			
Appleton	\$ 29,600		decision pending
Delano	\$ 47,500		decision pending
Moorhead	\$ 29,600		decision pending

Summary - Penalty Cases Pending - Total of 3 cities

Section Five

Jurisdictions in Compliance

Cities

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

Dunnell
Eagan
Eagle Bend
Eagle Lake
East Bethel
East Grand Forks
East Gull Lake
Echo
Eden Prairie
Eden Valley
Edgerton
Edina
Elbow Lake
Elgin
Elizabeth
Elk River
Ellendale
Ellsworth
Elmore
Ely
Elysian
Emily
Emmons
Erhard
Erskine
Evansville
Eveleth
Excelsior
Eyota
Fairfax
Fairmont
Falcon Heights
Faribault
Farmington
Fergus Falls
Fertile
Fifty Lakes
Finlayson
Flensburg
Floodwood
Foley
Forest Lake
Foreston
Fosston
Fountain
Franklin
Frazee
Freeport
Fridley
Frost
Fulda
Gary
Gaylord
Geneva
Gibbon
Gilbert
Gilman
Glencoe
Glenville
Glenwood
Glyndon

Golden Valley
Gonvick
Good Thunder
Goodhue
Goodridge
Goodview
Graceville
Grand Marais
Grand Meadow
Grand Rapids
Granite Falls
Green Isle
Greenbush
Greenfield
Grey Eagle
Grove City
Grygla
Hackensack
Hadley
Hallock
Halstad
Ham Lake
Hamburg
Hancock
Hanley Falls
Hanover
Hanska
Harmony
Harris
Hartland
Hastings
Hawley
Hayfield
Hayward
Hector
Henderson
Hendricks
Hendrum
Henning
Herman
Hermantown
Heron Lake
Hewitt
Hibbing
Hill City
Hills
Hilltop
Hinckley
Hitterdal
Hoffman
Hokah
Holdingford
Holland
Hopkins
Houston
Howard Lake
Hoyt Lakes
Hugo
Hutchinson
Independence
International Falls

Inver Grove Heights
Ironton
Isanti
Isle
Ivanhoe
Jackson
Janesville
Jasper
Jeffers
Jordan
Kandiyohi
Karlstad
Kasota
Kasson
Keewatin
Kelliher
Kellogg
Kennedy
Kensington
Kerkhoven
Kettle River
Kiester
Kilkenny
Kimball
Kinney
La Crescent
La Prairie
Lafayette
Lake Benton
Lake Bronson
Lake City
Lake Crystal
Lake Elmo
Lake Lillian
Lake Park
Lake St. Croix Beach
Lake Wilson
Lakefield
Lakeland
Lakeville
Lamberton
Lancaster
Lanesboro
Lauderdale
Le Center
Le Sueur
LeRoy
Lester Prairie
Lewiston
Lewisville
Lexington
Lindstrom
Lino Lakes
Lismore
Litchfield
Little Canada
Little Falls
Littlefork
Long Lake
Long Prairie
Longville

Lonsdale
Loretto
Lucan
Luverne
Lyle
Lynd
Mabel
Madelia
Madison
Madison Lake
Mahnomon
Mahtomedi
Mankato
Mantorville
Maple Grove
Maple Lake
Maple Plain
Mapleton
Mapleview
Maplewood
Marble
Marietta
Marine on St. Croix
Marshall
Maynard
Mazeppa
McGregor
McIntosh
Medford
Medina
Melrose
Menahga
Mendota Heights
Mentor
Middle River
Milaca
Milan
Millerville
Milroy
Miltona
Minneapolis
Minneota
Minnesota Lake
Minnetonka
Minnetonka Beach
Minnetrista
Montevideo
Montgomery
Monticello
Montrose
Moose Lake
Mora
Morgan
Morris
Morristown
Morton
Motley
Mound
Moundsview
Mountain Iron
Mountain Lake

Murdock
Nashwauk
Nerstrand
Nevis
New Auburn
New Brighton
New Hope
New London
New Prague
New Ulm
New York Mills
Newfolden
Newport
Nicollet
Nisswa
North Branch
North Mankato
North Oaks
North St. Paul
Northfield
Northome
Norwood Young America
Oak Grove
Oak Park Heights
Odessa
Ogema
Ogilvie
Okabena
Oklee
Olivia
Onamia
Orono
Oronoco
Orr
Ortonville
Osakis
Oslo
Osseo
Ostrander
Otsego
Owatonna
Palisade
Park Rapids
Parkers Prairie
Paynesville
Pelican Rapids
Pennock
Pequot Lakes
Perham
Peterson
Pierz
Pillager
Pine City
Pine Island
Pine River
Pipestone
Plainview
Plato
Plummer
Plymouth
Preston

Princeton
Prinsburg
Prior Lake
Proctor
Ramsey
Randall
Ranier
Raymond
Red Lake Falls
Red Wing
Redwood Falls
Remer
Renville
Rice
Richfield
Richmond
Robbinsdale
Rochester
Rock Creek
Rockford
Rockville
Rogers
Rollingstone
Rose Creek
Roseau
Rosemount
Roseville
Rothsay
Round Lake
Royalton
Rush City
Rushford
Rushford Village
Rushmore
Russell
Sacred Heart
Sartell
Sauk Centre
Sauk Rapids
Savage
Scanlon
Sebeka
Shafer
Shakopee
Shelly
Sherburn
Shoreview
Shorewood
Silver Bay
Silver Lake
Slayton
Sleepy Eye
South Haven
South St. Paul
Spicer
Spring Grove
Spring Lake Park
Spring Park
Spring Valley
Springfield
St. Anthony

St. Bonifacius
 St. Charles
 St. Clair
 St. Cloud
 St. Francis
 St. Hilaire
 St. James
 St. Joseph
 St. Leo
 St. Louis Park
 St. Michael
 St. Paul
 St. Paul Park
 St. Peter
 Stacy
 Staples
 Starbuck
 Stephen
 Stewart
 Stewartville
 Stillwater
 Stockton
 Storden
 Swanville
 Taconite
 Taylors Falls
 Thief River Falls
 Thomson
 Tonka Bay
 Tower
 Trimont
 Truman
 Twin Valley
 Two Harbors
 Tyler
 Ulen
 Underwood
 Upsala
 Vadnais Heights
 Vergas
 Verndale
 Vernon Center
 Vesta
 Victoria
 Wabasha
 Wabasso
 Waconia
 Wadena
 Wahkon
 Waite Park
 Waldorf
 Walker
 Walnut Grove
 Walters
 Wanamingo
 Warren
 Warroad
 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
 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
 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
 Mahnommen County
 Marshall County
 Martin County
 McLeod County
 Meeker County
 Mille Lacs County
 Morrison County Government
 Center
 Mower County
 Murray County
 Nicollet County
 Norman County
 Olmstead County
 Pennington County
 Pipestone County
 Polk County
 Pope County
 Ramsey County Personnel
 Red Lake County
 Redwood County
 Renville County
 Rice County
 Rock County
 Roseau County
 Scott County
 Sibley County
 St. Louis County
 Stearns County Administration
 Center
 Steele County
 Stevens County
 Swift County
 Todd County
 Traverse County
 Wabasha County
 Wadena County
 Waseca County
 Washington County
 Watonwan 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 Health
Cuyuna Range Hospital District
Dassel Lakeside Community Home
Douglas County 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
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
Brainerd HRA
Breckenridge HRA
Cass County HRA
Cass Lake HRA

Chippewa County HRA
Chisholm HRA
Clay County Housing and Redevelopment Authority
Clearwater County HRA
Cloquet HRA
Cook HRA
Cottonwood HRA
Crookston HRA
Crosby HRA
Dakota County HRA
Detroit Lakes HRA
Duluth HRA
Economic 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
Marshall Public Housing Commission
Montevideo HRA
Moorhead HRA
Mora HRA
Morrison County HRA
Mound HRA
Mountain Lake HRA
Mower County HRA
New Richland HRA
North Mankato HRA
Northwest Multi-County HRA
Pequot Lakes HRA
Pine City HRA
Pine River HRA
Pipestone HRA
Princeton HRA
Red Lake Falls HRA
Red Wing HRA
Redwood Falls HRA
SE Minnesota Multi-County HRA
Sleepy Eye HRA
South St. Paul HRA
St. 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

Intermediate School Dist. 917
ISD No. 1 - Aitkin
ISD No. 88 - New Ulm
ISD No. 100 - Wrenshall
ISD No. 108 - Norwood
ISD No. 11 - Anoka-Hennepin
ISD No. 110 - Waconia
ISD No. 111 - Watertown
ISD No. 112 - Chaska
ISD No. 113 - Walker-Akeley
ISD No. 115 - Cass Lake-Bena
ISD No. 116 - Pillager
ISD No. 118 - Remer/Longville
ISD No. 12 - Centennial
ISD No. 129 - Montevideo
ISD No. 13 - Columbia Heights
ISD No. 138 - North Branch Area Schools
ISD No. 139 - Rush City
ISD No. 14 - Fridley
ISD No. 146 - Barnesville
ISD No. 15 - St. Francis
ISD No. 150 - Hawley
ISD No. 152 - Moorhead
ISD No. 16 - Spring Lake Park
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. 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. 1A - Minneapolis
ISD No. 2 - Hill City
ISD No. 200 - Hastings
ISD No. 203 - Hayfield
ISD No. 204 Kasson-Mantorville
ISD No. 206 - Alexandria
ISD No. 207 - Brandon
ISD No. 2071 - Lake Crystal - Garden City - Vernon Center
ISD No. 21 - Audubon
ISD No. 2125 - Triton
ISD No. 213 - Osakis
ISD No. 2134 - United South Central Public Schools
ISD No. 2135 Maple River Schools
ISD No. 2137 Kingsland Public School
ISD No. 2142 St. Louis County Schools

ISD No. 2143 Waterville-Elysian-Morristown
ISD No. 2144 Chisago Lakes School District
ISD No. 2149 - Minnewaska
ISD No. 2154-Eveleth/Gilbert
ISD No. 2155-Wadena/Deer Creek
ISD No. 2159 Buffalo 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
ISD No. 2174-Pine River-Backus Public Schools
ISD No. 2176 Warren/Alvarado/Oslo
ISD No. 2180 - MacCray
ISD No. 2184 - Luverne
ISD No. 2190 - Yellow Medicine East
ISD No. 2198-Fillmore Central
ISD No. 22 - Detroit Lakes
ISD No. 2215 Norman County East
ISD No. 227 - Chatfield
ISD No. 229 - Lanesboro
ISD No. 23 - Frazee
ISD No. 2310-Sibley E. Schools
ISD No. 2311 Clearbrook-Gonvick
ISD No. 2342 West Central Area Schools
ISD No. 2358 Tri County Schools
ISD No. 2364 Belgrade-Brooten-Elrosa
ISD No. 2365 - GFW Gibbon-Fairfax-Winthrop
ISD No. 238 - Mabel-Canton
ISD No. 239 Rushford-Peterson
ISD No. 2396 Atwater-Cosmos-Grove City
ISD No. 2397 LeSueur - Henderson
ISD No. 24 - Lake Park/Audubon
ISD No. 241 - Albert Lea
ISD No. 242 - Alden
ISD No. 243 - Emmons
ISD No. 2448 Martin County West Schools
ISD No. 245 - Glenville
ISD No. 25 - Pine Point
ISD No. 252 - Cannon Falls
ISD No. 2527 - Halstad-Hendrum
ISD No. 253 - Goodhue
ISD No. 2534 - BOLD Bird Island-Olivia-Lk. Lillian
ISD No. 255 - Pine Island
ISD No. 256 - Red Wing
ISD No. 2580 East Central Schools
ISD No. 2609 - WIN-E-MAC
ISD No. 261 - Ashby
ISD No. 264 - Herman-Norcross
ISD No. 2683 Greenbush/Middle River
ISD No. 2687 Howard Lake/ Waverly/Winsted
ISD No. 2689 Pipestone-Jasper
ISD No. 270 - Hopkins
ISD No. 271 - Bloomington
ISD No. 2711 - Mesabi East
ISD No. 272 - Eden Prairie
ISD No. 273 - Edina
ISD No. 2752 Fairmont Area Schools

ISD No. 2753 Long Prairie/Grey Eagle
 ISD No. 2754-Morgan/Franklin
 ISD No. 2758 - Redwood Falls
 ISD No. 2759 - Eagle Valley
 ISD No. 276 - Minnetonka
 ISD No. 277 - Westonka
 ISD No. 278 - Orono
 ISD No. 279 - Osseo
 ISD No. 280 - Richfield
 ISD No. 2805-Zumbrota-Mazeppa
 ISD No. 281 - Robbinsdale
 ISD No. 282 St. Anthony-New Brighton
 ISD No. 283 - St. Louis Park
 ISD No. 2835 Janesville-Waldorf-Pemberton
 ISD No. 284 - Wayzata
 ISD No. 2853 Lac Qui Parle Valley
 ISD No. 2854 - Ada-Borup Public Schools
 ISD No. 2856 Stephen/Argyle Central
 ISD No. 2859 Glencoe-Silver Lake
 ISD No. 286 - Brooklyn Center
 ISD No. 2860 - Blue Earth Area Schools
 ISD No. 2862 - Jackson County Central
 ISD No. 2884 - Red Rock Central
 ISD No. 2887 - McLeod West Public Schools
 ISD No. 2888 - Clinton-Graceville-Beardsley
 ISD No. 294 - Houston
 ISD No. 297 - Spring Grove
 ISD No. 299 - Caledonia
 ISD No. 3001 - BDRSH
 ISD No. 300-LaCrescent-Hokah
 ISD No. 306 - LaPorte
 ISD No. 308 - Nevis
 ISD No. 309 - Park Rapids
 ISD No. 31 - Bemidji
 ISD No. 314 - Braham
 ISD No. 316 The Greenway Schools
 ISD No. 317 - Deer River
 ISD No. 318 - Grand Rapids
 ISD No. 319 Nashwauk-Keewatin
 ISD No. 32 - Blackduck
 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. 36 - Kelliher
 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. 38 - Red Lake
 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. 4 - McGregor
 ISD No. 402 - Hendricks
 ISD No. 403 - Ivanhoe

ISD No. 404 - Lake Benton
 ISD No. 409 - Tyler
 ISD No. 411 - Balaton
 ISD No. 413 - Marshall
 ISD No. 414 - Minneota
 ISD No. 415 - Lynd
 ISD No. 417 - Tracy
 ISD No. 418 - Russell
 ISD No. 423 - Hutchinson
 ISD No. 424 - Lester Prairie
 ISD No. 432 - Mahnomen
 ISD No. 435 - Waubun-Ogema- White Earth Community
 Schools
 ISD No. 441 - Newfolden
 ISD No. 447 - Grygla
 ISD No. 458 - Truman
 ISD No. 463 - Eden Valley
 ISD No. 465 - Litchfield
 ISD No. 466 - Dassel-Cokato
 ISD No. 47 - Sauk Rapids
 ISD No. 473 - Isle
 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. 51 - Foley
 ISD No. 511 - Adrian
 ISD No. 513 - Brewster
 ISD No. 514 - Ellsworth
 ISD No. 516 - Round Lake
 ISD No. 518 - Worthington
 ISD No. 531 - Byron
 ISD No. 533 - Dover-Eyota
 ISD No. 534 - Stewartville
 ISD No. 535 - Rochester
 ISD No. 542 - Battle Lake
 ISD No. 544 - Fergus Falls
 ISD No. 545 - Henning
 ISD No. 547 - Parkers Prairie
 ISD No. 548 - Pelican Rapids
 ISD No. 549 - Perham
 ISD No. 550 - Underwood
 ISD No. 553 - New York Mills
 ISD No. 561 - Goodridge
 ISD No. 564 Thief River Falls
 ISD No. 577 - Willow River
 ISD No. 578 - Pine City
 ISD No. 581 - Edgerton
 ISD No. 584 - Ruthton
 ISD No. 592 - Climax
 ISD No. 593 - Crookston

ISD No. 595 - East Grand Forks
 ISD No. 599 - Fertile-Beltrami
 ISD No. 6 - South St. Paul
 ISD No. 600 - Fisher
 ISD No. 601 - Fosston
 ISD No. 611 - Cyrus
 ISD No. 62 - Ortonville
 ISD No. 621 Mounds View Public Schools
 ISD No. 622 North St. Paul-Maplewood
 ISD No. 623 - Roseville
 ISD No. 624 - White Bear Lake
 ISD No. 625 - St. Paul
 ISD No. 627 - Oklee
 ISD No. 628 - Plummer
 ISD No. 630 - Red Lake Falls
 ISD No. 635 - Milroy
 ISD No. 640 - Wabasso
 ISD No. 641 - Walnut Grove
 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. 696 - Ely
 ISD No. 698 - Floodwood
 ISD No. 700 - Hermantown
 ISD No. 701 - Hibbing
 ISD No. 704 - Proctor
 ISD No. 706 - Virginia
 ISD No. 707 - Nett Lake
 ISD No. 709 - Duluth
 ISD No. 712 Mountain Iron-Buhl
 ISD No. 716 - Belle Plaine
 ISD No. 717 - Jordan
 ISD No. 719 Prior Lake-Savage
 ISD No. 720 - Shakopee
 ISD No. 721 - New Prague
 ISD No. 726 - Becker
 ISD No. 727 - Big Lake
 ISD No. 728 - Elk River
 ISD No. 738 - Holdingford
 ISD No. 739 - Kimball
 ISD No. 740 - Melrose
 ISD No. 741 - Paynesville
 ISD No. 742 - St. Cloud
 ISD No. 743 - Sauk Centre
 ISD No. 745 - Albany
 ISD No. 748 - Sartell St. Stephen
 ISD No. 75 - St. Clair
 ISD No. 750 Rocori Area Schools
 ISD No. 756 - Blooming Prairie
 ISD No. 761 - Owatonna
 ISD No. 763 - Medford
 ISD No. 768 - Hancock
 ISD No. 769 - Morris
 ISD No. 77 - Mankato
 ISD No. 771 - Chokio-Alberta
 ISD No. 775 Kerkhoven-Murdock-Sunburg
 ISD No. 777 - Benson
 ISD No. 787 - Browerville

ISD No. 801 - Browns Valley
 ISD No. 803 - Wheaton
 ISD No. 806 - Elgin-Millville
 ISD No. 81 - Comfrey
 ISD No. 810 - Plainview
 ISD No. 811 - Wabasha-Kellogg
 ISD No. 813 - Lake City
 ISD No. 815 - Prinsburg
 ISD No. 818 - Verndale
 ISD No. 820 - Sebeka
 ISD No. 821 - Menahga
 ISD No. 829 - Waseca
 ISD No. 831 - Forest Lake
 ISD No. 832 - Mahtomedi
 ISD No. 833 South Washington County
 ISD No. 834 - Stillwater
 ISD No. 836 - Butterfield-Odin
 ISD No. 837 - Madelia
 ISD No. 84 - Sleepy Eye
 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. 883 - Rockford
 ISD No. 885 St. Michael-Albertville
 ISD No. 891 - Canby
 ISD No. 91 - Barnum
 ISD No. 911 - Cambridge-Isanti
 ISD No. 912 - Milaca
 ISD No. 914 - Ulen-Hitterdal
 ISD No. 93 - Carlton
 ISD No. 94 - Cloquet
 ISD No. 95 - Cromwell-Wright
 ISD No. 97 - Moose Lake
 ISD No. 99 - Esko
 NE Metro Intermediate School District 916

Others

A.L.F. Joint Powers Ambulance Service
 Anoka Conservation District
 Anoka-Champlin Fire Board
 Area Special Education Cooperative
 Arrowhead Library System
 Arrowhead Region Computing Consortium
 Arrowhead Regional 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 Minnesota Community Corrections-Corrections 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
 Fergus Falls Area Special Education Coop No. 935
 Freshwater Education District #6004
 Government Trng. Service (GTS)
 Great River Regional Library
 Headwaters Regional Development Commission
 Hennepin Parks
 Hennepin Technical College Intermediate District 287
 Human Services of Faribault and Martin Counties
 International Falls Recreation Commission
 ISD No. 61-6026 West Central Education Dist.
 Kitchigami Regional Library
 L.O.G.I.S.
 Lake Agassiz Regional Library
 Lake Agassiz Special Education Cooperative
 Lakes Country Service Cooperative
 Leaf River Education District
 Lincoln, Lyon and Murray Human Services
 MAWSECO District No. 938
 Metro ECSU
 Metro Library Service Agency
 Metro Mosquito Control District
 Metronet
 Metropolitan Airports Commission
 Metropolitan Council
 Metropolitan Sports Facilities Commission
 Mid-Minnesota Development Commission
 Midwest Special Education Interdistrict Cooperative
 Minneapolis Community Development Agency
 Minneapolis Municipal Building Commission
 Minneapolis Parks and Recreation Board
 Minneapolis Public Housing Authority
 Minneapolis Public Library Board
 Minnesota Counties Information Systems
 Minnesota River Valley Special Education Cooperative
 Minnesota State High School League
 Minnesota Valley Cooperative Center
 Minnesota Valley Regional Library
 Minnesota Valley Transit Authority
 Mississippi Headwaters Board
 MN Valley Education District #6027
 North Central Service Coop 5
 North Country Library Cooperative
 Northeast Service Cooperative
 Northern Lights Library Network
 Northwest Hennepin Human Services Council
 Northwest MN Education Cooperative Services Unit
 Northwest Regional Development Commission
 Northwest Regional Library

Northwest Suburbs Cable Communications Commission
 NW Regional Inter-District Council No. 382-52
 Pine-Prairie Cooperative Center
 Pioneerland Library System
 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 & West Central Service Coop
 Southwest Metro Transit Commission
 Southwest Regional Development Commission
 St. Bonifacius & Minnetrista Public Safety Department
 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
 Upper Minnesota Valley Regional Development 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
 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
 Lyon County SWCD
 Mahnommen County SWCD
 Marshall SWCD
 Marshall-Beltrami SWCD
 Martin SWCD
 McLeod SWCD
 Meeker SWCD
 Mille Lacs SWCD
 Morrison SWCD
 Mower County SWCD
 Nicollet SWCD
 Nobles SWCD
 Norman County SWCD
 North St. Louis SWCD
 Olmstead SWCD
 Pennington SWCD
 Pine County SWCD
 Pipestone County SWCD
 Pope SWCD
 Ramsey County SWCD
 Red Lake County SWCD
 Redwood County SWCD
 Renville County SWCD
 Rice SWCD
 Root River SWCD
 Roseau County SWCD
 Scott County SWCD
 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
 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
 Columbus, Town of
 Concord Township
 Corinna, Town of
 Embarrass, Town of
 Fair Haven, Town of
 Fayal, Town of
 Fish Lake Township
 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

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 Minn. 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

Utilities

Aitkin Public Utilities Commission
 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
 Board of Water Commissioners
 Bovey-Coleraine Water & Waste Water Commission
 Chisago Lakes Joint Sewage Treatment Commission
 City of Babbitt Public Utilities Commission
 Delano Municipal Utilities
 Dover-Eyota-St. Charles Area Sanitary District
 East Grand Forks Utilities
 Elk River Municipal Utilities
 Glencoe Power & Light Commission
 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
 Marshall Water, Light and Power Commission
 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