

January 2002

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 (Minnesota Statutes 471.991 - .999 and Minnesota Rules Chapter 3920).

The Local Government Pay Equity Act applies to approximately 1508 local governments in Minnesota, and impacts a total of about 220,000 local government employees. Each year approximately one-third of the local governments are required to submit pay equity implementation reports. 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 of Employee Relations (DOER)-Pay Equity Unit; and to the commitment on the part of local governments.

Among the 561 local governments reporting in calendar year 2001, 85% have achieved pay equity and are in compliance with the law. Of the jurisdictions remaining, 10% are out of compliance and the decision is pending for 5%. Initially, 25% were out of compliance, but through DOER's assistance, most jurisdictions have already identified and corrected problems and others are making progress toward compliance.

This year's experience is consistent with past years. Implementation reports were initiated in the early 1990's, and in each reporting cycle since that time, approximately one-fourth to one-third of jurisdictions have been initially found out of compliance. While jurisdictions have achieved compliance in previous reporting cycles, a significant number failed to maintain that compliance in this reporting cycle. In previous years, as in the year 2001, the department assisted local governments so that almost all eventually achieved compliance by the end of the calendar year. In reviewing all 1508 jurisdictions in Minnesota, (covered by the last three years of reporting) 95% are currently in compliance.

About This Report

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

“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 (the 2001 Minnesota Local Government Pay Equity Report) was prepared entirely by personnel at the Department of Employee Relations, as part of routine work assignments. 20 copies of the report were printed in house. The amount of staff time required to prepare the report would cost approximately \$450.

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

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). DOER adopted the rule MCAR 3920, October 1992.

B. Assistance to Local Governments

During the 18 years since the law was passed, DOER has communicated in various ways with the approximately 1500 local governments required to comply with the law. The department has produced ten free technical assistance publications.

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 2001:

Pay Equity Implementation Reports

- Reviewed and made compliance determinations regarding 561 jurisdictions required to report in 2001.
- In addition to the 561 reports, approximately 200 “preliminary reviews” were completed. Preliminary reviews are done for jurisdictions found out of compliance and for any other jurisdiction that requests one.
- 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.
- 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 jurisdictions found out of compliance to discuss their particular circumstances, ways to achieve compliance and action regarding any penalties.
- Resolved all three pending penalty cases. Resolution of these cases resulted in approximately \$1,273 paid to two women for past inequities. Prepared findings and conclusions and notified jurisdictions of DOER decisions.

Changes/Cost-Saving Measures

- Revised “notification packet” sent to approximately 500 jurisdictions required to report in 2002. Instead of including hard copies of the 14-page instruction booklet and 17-page guidebook, the letter directed jurisdictions to DOER’s web page for these materials. The estimated annual cost-savings of this is \$500.
- Revised packets sent to jurisdictions notifying them of “compliance” or “non-compliance” to exclude hard copies of booklets and instead direct them to DOER’s web page. The estimated annual cost-savings of this is \$400.
- Revised the four main letters that go to jurisdictions—the “in compliance” letter, the “out of compliance” letter, the “notification” letter and the “need additional information” letter.

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- Revised reporting schedule to equalize the number of jurisdictions reporting each year and improve the response time on reports. Now each year of the three-year cycle has approximately 500 jurisdictions reporting. Approximately 200 jurisdictions were shifted to a different reporting year. All have received notification and there were no problems.

New Initiatives/Assignments

- Completed approximately 90% of the revision of the State Job Match job evaluation system. This manual has been distributed free of charge and provides jurisdictions with an “in house” option for evaluating jobs in terms of skill, effort, responsibility and working conditions. The format is completely changed, additional jobs were added and more instructional information about job evaluation was added.
- As a result of a legislative requirement to “study the practices and progress” of the Local Government Pay Equity Act, arranged and convened a meeting of the 40-member Pay Equity Advisory Committee. Along with other DOER staff, prepared a report to the legislature concluding that the present system of reporting and enforcement should continue but that DOER should provide additional training particularly in the area of job evaluation. Training sessions are planned for 2002. This report, “Report to the Legislature Practices and Progress of the Local Government Pay Equity Act” January 15, 2002 is available upon request.
- Analyzed and prepared materials regarding jurisdictions requesting salary exemptions for certain employees that would exceed 95% of the Governor’s salary.

Ongoing Activities

- Provided technical assistance on a daily basis to local governments, employees and the general public involving many phone calls, letters and faxes to answer questions and provide guidance for achieving compliance.
- Continued to distribute “Pay Equity Compliance Review” videotapes to interested parties for a nominal fee of \$15.
- 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. Over 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.*

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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 138 jurisdictions whose 2001 reports were initially found out of compliance, 40% failed the completeness and accuracy test and 48% failed either the statistical or alternative salary comparison tests. A specific breakdown regarding each test follows:

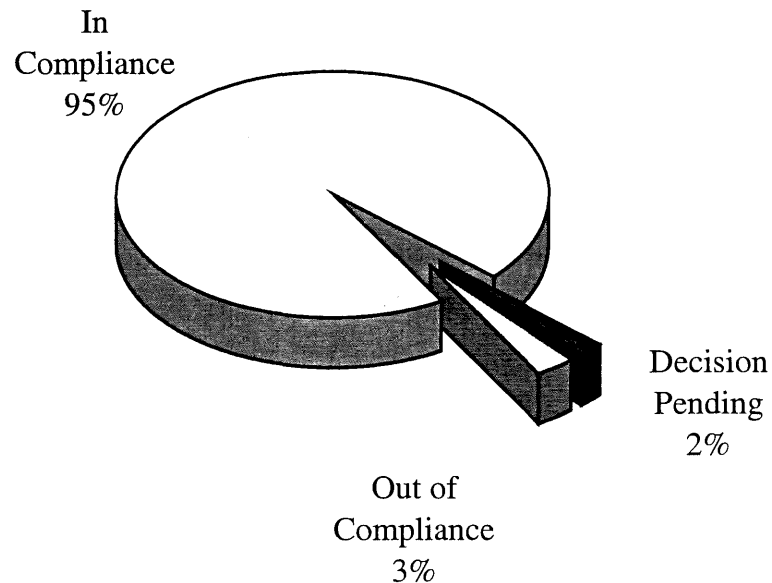
Test Failed	Number
Completeness and Accuracy Test	55
Statistical Analysis Test	18
Alternative Analysis Test	48
Salary Range Test	7
Exceptional Service Pay Test	4
More Than One Test	6
Total	138

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, 1999, 2000 and 2001. At this time, 95% of all jurisdictions are in compliance, 3% are out of compliance and 2% are yet to be decided.

Current Status—Composite of 1999, 2000 and 2001 Reports



Summary of Compliance Status by Jurisdictional Type - Composite 1999, 2000 & 2001

Jurisdiction Type	In Compliance	Out of Compliance	Decision Pending	Total
City	600	21	9	630
County	77	0	10	87
Schools	321	21	2	344
Soil & Water Conservation Districts (SWCDs)	83	1	0	84
Other Districts	117	0	2	119
Housing and Redevelopment Authorities (HRAs)	73	3	1	77
Townships	73	0	0	73
Utilities	47	1	3	50
Health Care Fac.	43	1	0	44
TOTAL	1434	47	27	1508

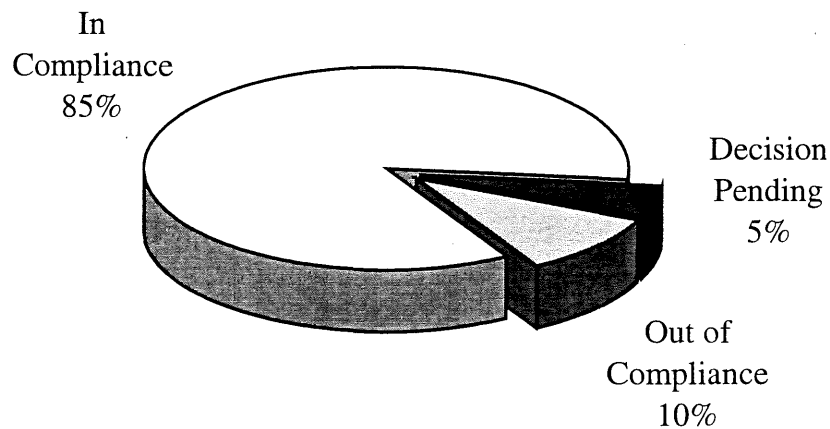
Compliance Status of 2001 Reports

After the initial review of 561 reports was completed, DOER determined that 395 jurisdictions (71%) were in compliance and that 138 jurisdictions (25%) were not in compliance. The decision is pending for 25 jurisdictions (4%).

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 138 jurisdictions initially found out of compliance have exercised their option to request reconsideration.

Of the 138 jurisdictions initially found out of compliance, 90 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—2001 Reports



Inequities Identified in Reports Submitted in 2001

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.

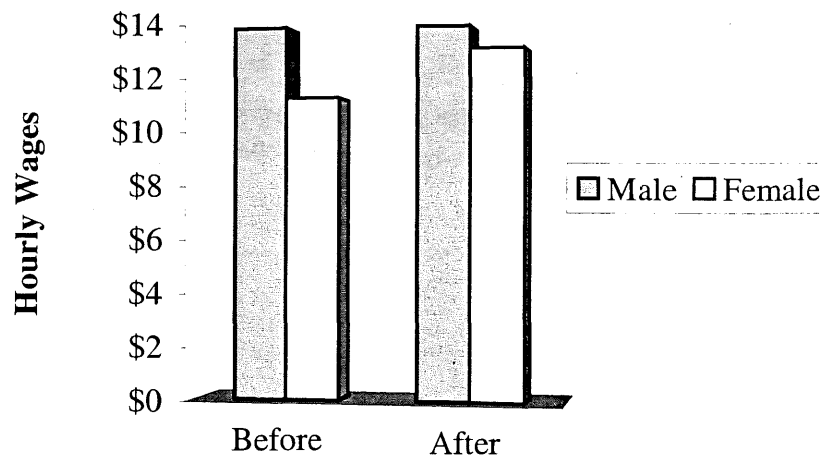
Inequities were identified in instances where females were paid less than males even though their job evaluation ratings indicated otherwise. In addition, disparities could not be accounted for by length of service or performance differences. For example, a female in the position of city clerk, rating 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 \$1.53 per hour or 14%. Before the inequities were corrected, the average pay for females was \$11.04 per hour and for males was \$13.24 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 \$12.57 per hour and for males it was \$13.57 per hour. The wage gap narrowed significantly and, on average, wages for females increased to 93% 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 2001 Reports

Position	"Before" Hrly. Wage	"After" Hrly. Wage	Hrly. Wage Increase
Account Tech	10.50	12.35	1.85
Admin. Asst.	7.68	8.30	.62
Admin. Asst.	15.51	16.46	.95
Bartender	8.25	9.00	.75
Bartender	5.59	7.00	1.41
Bookkeeper/Sec	9.23	9.63	.40
Bookkeeper/Sec	13.82	17.67	3.85
City Clerk	13.18	13.91	.73
City Clerk	12.46	12.90	.44
City Clerk	13.89	13.92	.03
City Clerk	13.47	14.37	1.00
City Clerk	11.36	13.12	1.76
City Clerk	12.75	14.70	1.95
City Clerk	16.21	17.13	.92
City Clerk	15.35	16.80	1.45
Head Cook	13.12	14.25	1.13
Clerk Typist	9.82	10.24	.42
Clerk Typist	9.70	10.80	1.10
Clerk Typist	8.97	9.34	.37
Custodian	13.12	14.25	1.13
Deputy Clerk	8.89	9.6	.71
Deputy Clerk	17.02	20.49	3.47
Deputy Clerk	8.93	10.30	1.37
Deputy Clerk	10.00	11.00	1.00
Housing Manager	9.46	10.25	.79
Housing Manager	8.00	10.25	2.25
Librarian	11.73	19.07	7.34
Liquor Store Clerk	5.50	6.82	1.32
Liquor Store Manager	8.66	12.50	3.84
Liquor Store Manager	6.70	9.50	2.80
Police Secretary	16.29	18.82	2.53
Secretary	8.54	9.00	.46
Secretary	10.88	12.30	1.42
Secretary	8.79	10.25	1.46
Secretary	11.05	11.90	.85
Secretary	13.12	14.25	1.13

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			
Belview	ALT	600	5.2
Big Lake	ST	500	0.6
Blue Earth	ST	700	0.9
Browns Valley	CA	*	0.1*
Clearbrook	CA	*	0.1*
Crosby	ESP	*	0.1*
Elbow Lake	ESP	*	0.1*
Grand Meadow	CA	*	0.1*
Grand Rapids	CA	*	0.1*
Hastings	ST,ESP	34	0.1*
Hancock	ALT	670	7.4
Hartland	ALT	90	0.2
Hokah	ALT	100	0.8
Madison	ST	400	0.6
Silver Bay	SR	*	0.1*
Spring Lake Park	ST	50	0.1*
Stacy	ALT	300	1.0
Tyler	ALT	500	2.0
Wilmont	ALT	150	1.9

Jurisdiction	Test(s) Failed	Est. Monthly Cost to Achieve Compliance	Cost as % Payroll
School Districts			
ISD No. 4 McGregor	ST	1776	0.7
ISD No. 99 Esko	SR	*	0.1*
ISD No. 162 Bagley	SR	*	0.1*
ISD No. 203 Hayfield	ALT	*	0.1*
ISD No. 281 Robbinsdale	SR	*	0.1*
ISD No. 330 Heron Lake/Okabena	ALT	400	0.2
ISD No. 345 New London Spicer	ESP	*	0.1*
ISD No. 347 Willmar	SR	*	0.1*
ISD No. 404 Lake Benton	CA	600	0.7
ISD No. 486 Swanville	CA	*	0.1*
ISD No. 492 Austin	SR	*	0.1*
ISD No. 513 Brewster	CA	*	0.1*
ISD No 516 Round Lake	ALT	1200	2.3
ISD No. 533 New York Mills	ST	*	0.1*
ISD No. 584 Ruthton	CA,SR	*	0.1*
ISD No. 601 Fosston	SR	*	0.1*
ISD No. 700 Hermantown	ESP	*	0.1*
ISD No. 704 Proctor	SR	*	0.1*
ISD No. 2215 Norman Co. East	CA	*	0.1*
Health Care Facilities			
Swift County-Benson Hosp.	ALT	*	0.1*
Housing and Redevelopment Authorities			
Hibbing HRA	ALT	*	0.1*
Warren HRA	ALT	200	3.3
Willmar HRA	ALT	160	0.7
Soil and Water Conservation Districts			
Sherburne SWCD	ALT	600	3.0

- *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. In addition, non-compliant jurisdictions 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

Three penalty cases have been resolved since DOER's last report to the legislature and currently there are no cases pending. In the three recent cases resolved, approximately \$1274 was paid to two women for past inequities. A total of 94 penalty cases have been resolved over the past seven years resulting in approximately \$1.62 million in total restitution paid to approximately 1100 employees for past inequities. A total of \$210,233 has been collected in penalties. The penalties go to the general fund and not to DOER.

Recent Penalty Cases Resolved

Information as of January 5, 2002

Jurisdiction	Original Penalty	Final Amount	Considerations for Reducing Original Amount of Penalty
Cities			
Appleton	\$ 29,600	\$ 500	Reported late and/or inaccurately
Moorhead	\$ 300,041	\$ 3,000	Reported late and/or inaccurately
Delano	\$ 31,200	\$ 500	Paid \$1274 to 2 employees
Totals	\$360,841	\$ 4,000	\$1274 to 2 employees

Summary – Recent Penalty Cases Resolved - Total of 3 cities. There are no penalty cases pending.

Section Five

Jurisdictions in Compliance

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

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

Milan	Ostrander	Shoreview
Millerville	Otsego	Shorewood
Milroy	Owatonna	Slayton
Miltona	Palisade	Sleepy Eye
Minneota	Park Rapids	South Haven
Minnesota Lake	Parkers Prairie	South St. Paul
Minnetonka	Paynesville	Spicer
Minnetonka Beach	Pelican Rapids	Spring Grove
Minnetrista	Pennock	Spring Park
Montevideo	Perham	Spring Valley
Montgomery	Peterson	Springfield
Monticello	Pierz	St. Anthony
Montrose	Pillager	St. Bonifacius
Moorhead	Pine City	St. Charles
Moose Lake	Pine Island	St. Clair
Mora	Pipestone	St. Cloud
Morgan	Plainview	St. Francis
Morris	Plato	St. Hilaire
Morristown	Plummer	St. James
Morton	Plymouth	St. Joseph
Motley	Preston	St. Leo
Mound	Princeton	St. Louis Park
Moundsview	Prinsburg	St. Michael
Mountain Iron	Prior Lake	St. Paul Park
Mountain Lake	Proctor	St. Peter
Murdock	Ramsey	Staples
Nashwauk	Randall	Starbuck
Nerstrand	Ranier	Stephen
Nevis	Raymond	Stewart
New Auburn	Red Lake Falls	Stewartville
New Brighton	Red Wing	Stillwater
New Hope	Redwood Falls	Stockton
New London	Remer	Storden
New Prague	Renville	Swanville
New Richland	Rice	Taconite
New Ulm	Richfield	Tailors Falls
New York Mills	Richmond	Thief River Falls
Newfolden	Robbinsdale	Thomson
Newport	Rochester	Tonka Bay
Nicollet	Rock Creek	Tower
Nisswa	Rockford	Tracy
North Branch	Rockville	Trimont
North Mankato	Rogers	Truman
North Oaks	Rollingstone	Twin Valley
North St. Paul	Rose Creek	Two Harbors
Northfield	Roseau	Ulen
Northome	Rosemount	Underwood
Norwood Young America	Rothsay	Upsala
Oak Grove	Round Lake	Vadnais Heights
Oak Park Heights	Royalton	Vergas
Oakdale	Rushford Village	Verndale
Odessa	Rushmore	Vernon Center
Ogema	Russell	Vesta
Ogilvie	Sacred Heart	Victoria
Okabena	Sandstone	Virginia
Oklee	Sartell	Wabasha
Olivia	Sauk Centre	Wabasso
Onamia	Sauk Rapids	Waconia
Orono	Savage	Wadena
Oronoco	Scanlon	Wahkon
Orr	Sebek	Waite Park
Ortonville	Shafer	Waldorf
Osakis	Shakopee	Walker
Oslo	Shelly	Walnut Grove
Osseo	Sherburn	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
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
Brown County
Blue Earth County
Carlton County
Carver County
Cass County
Chippewa County
Clay County
Clearwater County
Cook County
Cottonwood County
Crow Wing County
Dakota County
Dodge County
Douglas County
Faribault County
Fillmore County
Goodhue County
Grant County
Hennepin County
Houston County
Hubbard County
Isanti County
Itasca County
Kanabec 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
Morrison County Government Center
Mower County
Murray County
Nicollet County
Nobles County
Norman County
Olmstead County
Otter Tail County
Pine County
Pipestone County
Polk County
Pope County
Red Lake County
Redwood County
Renville County
Rock County
Roseau County
Scott County
Sherburne County
Sibley County
St. Louis County
Stearns County Administration Center
Steele County
Stevens County
Todd County
Traverse County
Wabasha County
Wadena County
Waseca 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
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

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
Carver County HRA
Cass County HRA
Cass Lake HRA
Chippewa County HRA
Chisholm HRA
Clay County Housing and Redevelopment Authority
Clearwater County HRA
Cloquet HRA
Cook HRA
Cottonwood HRA
Crookston HRA
Crosby HRA
Dakota County HRA
Detroit Lakes HRA
Duluth HRA
Economic Dev. Auth. E. Grand Forks
Ely HRA
Eveleth HRA
Fairmont HRA
Fergus Falls HRA
Grand Rapids HRA
International Falls HRA
Lake Benton HRA

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 Area Hospital
Rice County District One Hospital
Shady Lane Nursing Home
Sleepy Eye Municipal Hospital
Sunrise Nursing Home
United Hospital District
Western Pope Co. Hosp. Dist. Minnewaska District Hospital
Worthington Municipal Hospital

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

Waseca HRA
Windom HRA

Independent School Districts

Intermediate School Dist. 917
ISD No. - 1, Aitkin
ISD No. - 1A, Minneapolis
ISD No. - 2, Hill City
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. - 22, Detroit Lakes
ISD No. - 23, Frazee
ISD No. - 25, Pine Point
ISD No. - 31, Bemidji
ISD No. - 32, Blackduck
ISD No. - 36, Kelliher
ISD No. - 38, Red Lake
ISD No. - 47, Sauk Rapids
ISD No. - 51, Foley
ISD No. - 62, Ortonville
ISD No. - 75, St. Clair
ISD No. - 77, Mankato
ISD No. - 81, Comfrey
ISD No. - 84, Sleepy Eye
ISD No. - 85, Springfield
ISD No. - 88, New Ulm
ISD No. - 91, Barnum
ISD No. - 93, Carlton
ISD No. - 94, Cloquet
ISD No. - 95, Cromwell-Wright
ISD No. - 97, Moose Lake
ISD No. - 100, Wrenshall
ISD No. - 108, Norwood
ISD No. - 110, Waconia
ISD No. - 111, Watertown
ISD No. - 112, Chaska
ISD No. - 113, Walker-Akeley
ISD No. - 115, Cass Lake-Bena
ISD No. - 118, Remer/Longville
ISD No. - 129, Montevideo
ISD No. - 138, North Branch Area Schools
ISD No. - 139, Rush City
ISD No. - 146, Barnesville
ISD No. - 150, Hawley
ISD No. - 152, Moorhead
ISD No. - 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

Winona HRA
Worthington HRA
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. - 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. - 239, Rushford-Peterson
ISD No. - 241, Albert Lea
ISD No. - 242, Alden
ISD No. - 252, Cannon Falls
ISD No. - 253, Goodhue
ISD No. - 255, Pine Island
ISD No. - 256, Red Wing
ISD No. - 261, Ashby
ISD No. - 264, Herman-Norcross
ISD No. - 270, Hopkins
ISD No. - 271, Bloomington
ISD No. - 272, Eden Prairie
ISD No. - 273, Edina
ISD No. - 276, Minnetonka
ISD No. - 277, Westonka
ISD No. - 278, Orono
ISD No. - 279, Osseo
ISD No. - 280, Richfield
ISD No. - 282, St. Anthony-New Brighton
ISD No. - 283, St. Louis Park
ISD No. - 284, Wayzata
ISD No. - 286, Brooklyn Center
ISD No. - 294, Houston
ISD No. - 297, Spring Grove
ISD No. - 299, Caledonia
ISD No. - 300, LaCrescent-Hokah
ISD No. - 306, LaPorte
ISD No. - 308, Nevis
ISD No. - 309, Park Rapids
ISD No. - 314, Braham
ISD No. - 316, The Greenway Schools
ISD No. - 317, Deer River
ISD No. - 318, Grand Rapids
ISD No. - 319, Nashwauk-Keewatin
ISD No. - 332, Mora
ISD No. - 333, Ogilvie
ISD No. - 356, Lancaster
ISD No. - 361, International Falls
ISD No. - 362, Littlefork-Big Falls
ISD No. - 363, South Koochiching
ISD No. - 371, Bellingham
ISD No. - 378, Dawson
ISD No. - 381, Lake Superior
ISD No. - 390, Lake of the Woods
ISD No. - 391, Cleveland
ISD No. - 392, LeCenter
ISD No. - 394, Montgomery
ISD No. - 402, Hendricks
ISD No. - 403, Ivanhoe
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, Mahanomen
ISD No. - 435, Waubesa-Ogema- White Earth
Community Schools
ISD No. - 441, Newfolden
ISD No. - 447, Grygla
ISD No. - 458, Truman
ISD No. - 465, Litchfield
ISD No. - 466, Dassel-Cokato
ISD No. - 473, Isle
ISD No. - 477, Princeton
ISD No. - 480, Onamia
ISD No. - 482, Little Falls
ISD No. - 484, Pierz
ISD No. - 485, Royalton
ISD No. - 487, Upsala Area Schools
ISD No. - 495, Grand Meadow
ISD No. - 497, Lyle
ISD No. - 499, LeRoy/Ostrander
ISD No. - 500, Southland
ISD No. - 505, Fulda
ISD No. - 507, Nicollet
ISD No. - 508, St. Peter
ISD No. - 511, Adrian
ISD No. - 514, Ellsworth
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. - 564 Thief River Falls
ISD No. - 577, Willow River
ISD No. - 578, Pine City
ISD No. - 581, Edgerton
ISD No. - 592, Climax
ISD No. - 593, Crookston
ISD No. - 595, East Grand Forks
ISD No. - 599, Fertile-Beltrami
ISD No. - 611, Cyrus
ISD No. - 621, Mounds View Public Schools
ISD No. - 622, Mounds View Public Schools
ISD No. - 623, Roseville
ISD No. - 624, White Bear Lake
ISD No. - 625, St. Paul
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. - 656, Faribault
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. - 701, Hibbing
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. - St. Cloud
ISD No. - 743, Sauk Centre
ISD No. - 745, Albany
ISD No. - 748, Sartell St. Stephen
ISD No. - 750, Rocori Area Schools
ISD No. - 756, Blooming Prairie
ISD No. - 761, Owatonna
ISD No. - 763, Medford
ISD No. - 768, Hancock
ISD No. - 769, Morris
ISD No. - 771, Chokio-Alberta
ISD No. - 775, Kerkhoven-Murdock-Sunburg
ISD No. - 777, Benson
ISD No. - 786, Bertha-Hewitt
ISD No. - 787, Browerville
ISD No. - 801, Browns Valley
ISD No. - 803, Wheaton
ISD No. - 806, Elgin-Millville
ISD No. - 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. - 836, Butterfield-Odin
ISD No. - 837, Madelia
ISD No. - 840, St. James
ISD No. - 846, Breckenridge
ISD No. - 850, Rothsay
ISD No. - 852, Campbell-Tintah
ISD No. - 857, Lewiston-Altura
ISD No. - 858, St. Charles
ISD No. - 861, Winona
ISD No. - 876, Annandale
ISD No. - 877, Buffalo
ISD No. - 879, Delano

ISD No. - 881 , Maple Lake
 ISD No. - 882 , Monticello
 ISD No. - 883 , Rockford
 ISD No. - 885 , St. Michael-Albertville
 ISD No. - 891 , Canby
 ISD No. - 911 , Cambridge-Isanti
 ISD No. - 912 , Milaca
 ISD No. - 914 , Ulen-Hitterdal
 ISD No. - 2071 , Lake Crystal Garden City -
 Vernon Center
 ISD No. - 2125 , Triton
 ISD No. - 2134 , United South Central Public
 Schools
 ISD No. - 2135 , Maple River Schools
 ISD No. - 2137 , Kingsland Public School
 ISD No. - 2142 , St. Louis County Schools
 ISD No. - 2143 , Waterville-Elysian-Morristown
 ISD No. - 2144 , Chisago Lakes School District
 ISD No. - 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. - 2310 , Sibley E. Schools
 ISD No. - 2311 , Clearbrook-Gonvick

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 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 Community Corrections-
 Corrections Center
 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

ISD No. - 2342 , West Central Area Schools
 ISD No. - 2358 , Tri County Schools
 ISD No. - 2364 , Belgrade-Brooten-Elrosa
 ISD No. - 2365 , GFW Gibbon-Fairfax-Winthrop
 ISD No. - 2396 , Atwater-Cosmos-Grove City
 ISD No. - 2397 , LeSueur-Henderson
 ISD No. - 2448 , Martin County West Schools
 ISD No. - 2527 , Norman County West
 ISD No. - 2534 BOLD, Bird Island-Olivia-Lk.
 Lillian
 ISD No. - 2536 , Granada-Huntley-East Chain
 ISD No. - 2580 , East Central Schools
 ISD No. - 2609 , WIN-E-MAC
 ISD No. - 2683 , Greenbush/Middle River
 ISD No. - 2687 , Howard Lake/ Waverly/Winsted
 ISD No. - 2689 , Pipestone-Jasper
 ISD No. - 2711 , Mesabi East
 ISD No. - 2752 , Fairmont Area Schools
 ISD No. - 2753 , Long Prairie/Grey Eagle
 ISD No. - 2754 , Morgan/Franklin
 ISD No. - 2758 , Redwood Falls
 ISD No. - 2759 , Eagle Valley
 ISD No. - 2805 , Zumbrota-Mazeppa
 ISD No. - 2835 , Janesville-Waldorf-Pemberton
 ISD No. - 2853 , Lac Qui Parle Valley
 ISD No. - 2854 , Ada-Borup Public Schools
 ISD No. - 2856 , Stephen/Argyle Central
 ISD No. - 2859 , Glencoe-Silver Lake
 ISD No. - 2860 , Blue Earth Area Schools
 ISD No. - 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. - 2889 , Lake Park/Audubon
 ISD No. - 2890 , Renville County West
 NE Metro Intermediate School District 916

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
 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
Pipestone County Economic Joint Powers
Authority
Plum Creek Library System
Prairieland Joint County Compost Facility
Quad Cities Cable Communications

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
Chippewa County SWCD
Chisago SWCD
Clay County SWCD
Clearwater SWCD
Cottonwood SWCD
Crow Wing SWCD
Dakota County SWCD

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
Spirit Mountain Authority
St. Bonifacius & Minnetrista Public Safety Department
St. Cloud Area Planning Organization
St. Cloud Metro Transit Commission
St. Paul Port Authority
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 Community Corrections
Upper Minnesota Valley Regional Development
Comm.
Viking Library System
Waseca-Le Sueur Regional Library
West Central Area Agency on Aging
West Hennepin Public Safety Department
Wright Technical Center

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
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

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
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

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

Linwood 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

Utilities

Aitkin Public Utilities Commission
Alexandria Bd. 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
Hibbing Utilities
Hutchinson Utility Commission
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
Moose Lake Water and Light Commission
North Branch Water & Light
North Kittson Rural Water System
Otter Tail Water Management District
Owatonna Public Utilities
Pope/Douglas Solid Waste Management
Princeton Public Utilities
Prior Lake - Spring Lake Watershed District
Proctor Public Utilities Commission
Public Utilities Commission
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
Westbrook Power & Water Department