

800415

PAY EQUITY IN MINNESOTA LOCAL GOVERNMENTS

Submitted to Minnesota Legislature

by

Minnesota Department of Employee Relations

PAY EQUITY IN MINNESOTA LOCAL GOVERNMENTS

TABLE OF CONTENTS

I. INTRODUCTION	2
The Local Government Pay Equity Act	
Technical Assistance	
The Local Government Workforce	
II. PAY EQUITY REPORTS	6
Evaluation Systems	
Jurisdictions Without Inequities	
Jurisdictions With Inequities	
Cost of Eliminating Inequities	
Implementation Plans	
III. CONCLUSION	13
Summary of Reports	
Future Issues	
IV. APPENDIX	15
A. Pay Equity Report Form	
B. Technical Assistance Materials	
C. Technical Notes	
D. Local Governments Who Have Reported	
E. Local Governments Who Have Failed to Report	

Department of Employee Relations
444 Lafayette Road
St. Paul, Minnesota 55101
612/296-2616 or 800/652-9747

January 30, 1986

1. INTRODUCTION

This report was prepared for the Minnesota Legislature by the Department of Employee Relations, as required by Minnesota Statutes 471.991 - 471.999, the Local Government Pay Equity Act. It provides a summary of pay equity reports submitted by local units of government in Minnesota.

Minnesota Statutes 471.998 requires that each political subdivision of the state submit a pay equity report to the department by October 1, 1985. The law specifies the following information which must be included in the report:

- (1) the title of each job class which the political subdivision has established;
- (2) the following information for each class as of July 1, 1984:
 - (a) the number of incumbents;
 - (b) the percentage of incumbents who are female;
 - (c) the comparable work value of the class, as determined under the system chosen under section 4; and
 - (d) the minimum and maximum monthly salary for the class;
- (3) a description of the job evaluation system used by the political subdivision; and
- (4) a plan for establishing equitable compensation relationships between female-dominated and male-dominated classes, including:
 - (a) identification of classes for which a compensation inequity exists based on the comparable work value;
 - (b) a timetable for implementation of pay equity; and
 - (c) the estimated cost of implementation.

The department developed a three-page reporting form, included as Appendix A of this report, for local governments to use in reporting this information.

As of January 15, 1986, pay equity reports were submitted by 1,090 local governments in the state. This represents 69 percent of the 1,583 jurisdictions covered by the law. Almost all of those who have not yet reported have studies underway. In addition to those who have reported, 346 jurisdictions have informed the department of the date when their studies will be completed, and these jurisdictions represent an additional 22 percent of the total.

The following sections of this report provide background information about the Local Government Pay Equity Act and the local government workforce. Part II presents the results of local pay equity studies, and Part III contains summary information and future issues related to pay equity in Minnesota. Part IV includes technical information as well as lists of local governments who reported or failed to comply with reporting requirements.

THE LOCAL GOVERNMENT PAY EQUITY ACT

In 1984, the Minnesota Legislature passed a law extending pay equity to local governments: cities, counties, school districts, and other public employers in the state. The law requires each political subdivision of the state to establish "equitable compensation relationships," defined as follows:

" 'Equitable compensation relationship' means that a primary consideration in negotiating, establishing, recommending, and approving total compensation is comparable work value in relationship to other employee positions within the political subdivision (M.S. 471.991, subd. 5) ... 'Comparable work value' means the value of work measured by the skill, effort, responsibility, and working conditions normally required in the performance of the work" (M.S. 471.991, subd. 3).

The law also requires that each local government use a job evaluation system to determine comparable work value. Local governments may establish their own system or use the system of another public employer in the state. Where there is an exclusive representative of employees, the employer must meet and confer with the representative on the development or selection of a job evaluation system.

In order to allow for an orderly, cooperative process, the law also includes some protections for local governments which make good faith efforts to comply. The state Human Rights Department and state courts are prohibited from considering or using the results of a job evaluation system in discrimination proceedings commencing before August 1, 1987. Data collected as part of the study is defined as private data until August 1987, except that the results must be made available to exclusive representatives of employees.

The law requires the Department of Employee Relations to provide technical assistance to local governments on request, and to make this report to the legislature. The department's report must include a list of political subdivisions which did not comply with the law's reporting requirements, and that list is included as an appendix to this report.

TECHNICAL ASSISTANCE

In August 1984, the department published a general guidebook explaining the requirements of the law. In the following months, the department published a series of six supplements to the guidebook, one for each of the major types of employers covered by the law. The supplements included the reporting form and instructions, and explained the state job match evaluation system.

The department conducted a series of 27 half-day training seminars at 13 locations around the state from March through September 1984. Approximately 800 local officials attended one of the seminars. In addition, department staff provided training at 13 regional meetings sponsored by the League of Minnesota Cities in the fall of 1984, and three meetings sponsored by the Minnesota Hospital Association in the summer of 1985.

Department staff also designed and made available computer software to assist local governments in identifying inequities and estimating costs. The department's technical assistance was made available at minimal cost. All publications were provided free of charge, and the computer software was made available for the cost of the computer disc. The cost for each training session was \$10 per participant.

Appendix B includes a list of the department's technical assistance materials and activities.

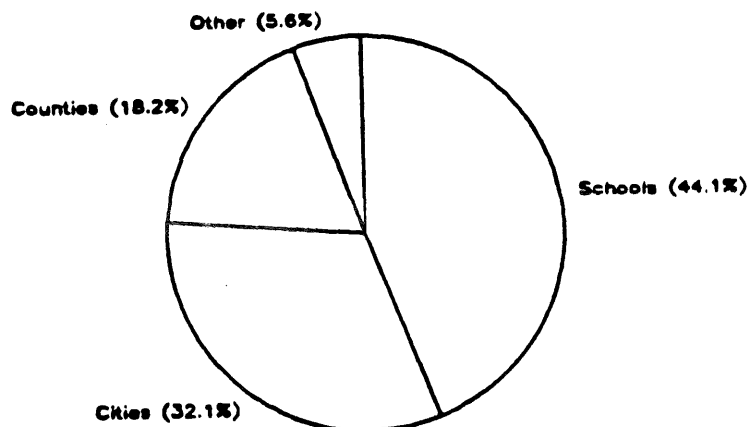
THE LOCAL GOVERNMENT WORKFORCE

There are 1,583 local governments covered by the Local Government Pay Equity Act. The list of employers was developed by the Department of Employee Relations based on records from the department's Social Security Division. The total number excludes some local governments, particularly small cities and townships, who have no employees or only one employee eligible for participation in the Social Security program.

According to a 1982 study by the U.S. Census Bureau, there are about 182,000 employees in Minnesota local governments. This represents just under 10 percent of all employed persons in the state. Minnesota ranks 20th nationally in the number of full-time equivalent local government employees per population, an overall ratio of one local government employee for each 331 state residents.

The chart below shows the distribution of local government employees by type of jurisdiction.

Employment By Jurisdiction



181,793 full-time and part-time local government employees

Source: U.S. Bureau of the Census, "Public Employment in 1982"

Schools account for the largest proportion of local public employees. There are 435 school districts in the state, and about 60 percent of school employees are women. Overall, about three-fourths of school district payrolls are made up of teachers and administrators, while one-fourth are made up of non-certified staff. About half of teachers are women. Most school administrators are men, while women account for the majority of other school employees, primarily teacher aides, food service workers, and clerical workers.

Cities account for about one-third of local public employees. There are 677 cities and townships in the state which are covered by the Local Government Pay Equity Act, and about one-fifth of city employees are women. Cities provide street maintenance, police and fire protection, utilities and sanitation, parks and recreation, liquor stores, hospitals and nursing homes, and other services.

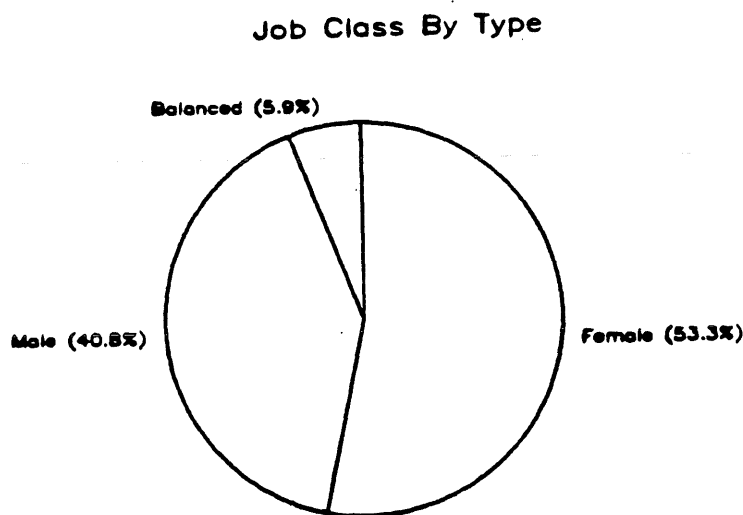
Counties account for about one-fifth of local public employees. There are 87 counties in the state, and about half of county employees are women. Counties

conduct property assessments and tax levies, and provide social services, highway maintenance, planning and zoning, elections, and other services.

There are 384 other local public employers in Minnesota. This includes a wide range of jurisdiction types: hospitals, nursing homes, soil and water conservation districts, housing and redevelopment authorities, libraries, utilities, regional development commissions, educational cooperative service units, special education districts, sanitary districts, metropolitan area agencies, and joint powers organizations established to serve several jurisdictions.

The reports submitted by local governments under the Pay Equity Act provide additional information about the local government workforce, although it should be noted that those who have reported do not constitute a representative sample. Each report lists all classes in a particular jurisdiction, with each class composed of one or more employees performing similar duties.

As defined by the law, a "male" class is one in which more than 80 percent of employees are men and a "female" class is one in which more than 70 percent of employees are women. All other classes are defined as "balanced." The chart below shows the distribution of employees by class type.



17,326 classes

Source: Local Government Pay Equity Reports

The reports include 75,994 employees, of whom 61 percent are women and 39 percent are men. However, the local government workforce is segregated by sex. Only 1 in 17 employees works in a job with approximately equal numbers of male and female employees. A large number of employees are in single-person classes, which by definition must be either male-dominated or female-dominated.

Class patterns vary by type of jurisdiction. In cities, 63 percent of classes are male while 33 percent are female and 4 percent are balanced. In counties, 43 percent of classes are male while 55 percent are female and 2 percent are balanced. In school districts, 36 percent of classes are male while 57 percent are female and 7 percent are balanced.

II. PAY EQUITY REPORTS

The table below shows the number of local governments who have submitted pay equity reports by type of jurisdiction. For more information about number of employees and salary base, see the technical notes in Appendix C.

<u>Jurisdiction Type</u>	<u>Number of Re- ports Received</u>	<u>Number of Employees</u>	<u>Total Monthly Salary Base</u>
School districts	348	49,343	\$ 119,042,958
Cities	386	6,225	8,103,501
Counties	32	4,241	6,343,819
Townships	40	102	105,397
Hospitals	46	6,400	8,445,712
Nursing homes	10	806	764,065
Soil & water districts	77	177	218,789
Housing authorities	36	172	219,904
Libraries	13	261	275,696
All others	102	8,267	17,573,484
Total	1,090	75,994	\$ 161,093,325

These reports represent 80 percent of school districts, 63 percent of cities and townships, 37 percent of counties, and 74 percent of all other jurisdictions covered by the Local Government Pay Equity Act. Overall, the reports submitted account for about 42 percent of local government employees in Minnesota.

Appendix D contains a list of local governments who have reported, and the date each report was received. Appendix E lists the local governments which have failed to comply with reporting requirements. This list also indicates the date each jurisdiction expects to submit a report.

Overall, 69 percent of jurisdictions had reported by January 15, 1986, and an additional 14 percent expect to complete their reports by April 1, 1986. At that time, the Department of Employee Relations will submit an updated list to the legislature.

EVALUATION SYSTEMS

The Local Government Pay Equity Act allows each local government to choose any job evaluation system, so long as the system measures the skill, effort, responsibility, and working conditions required for each job. More than 60 different systems were used by those reporting.

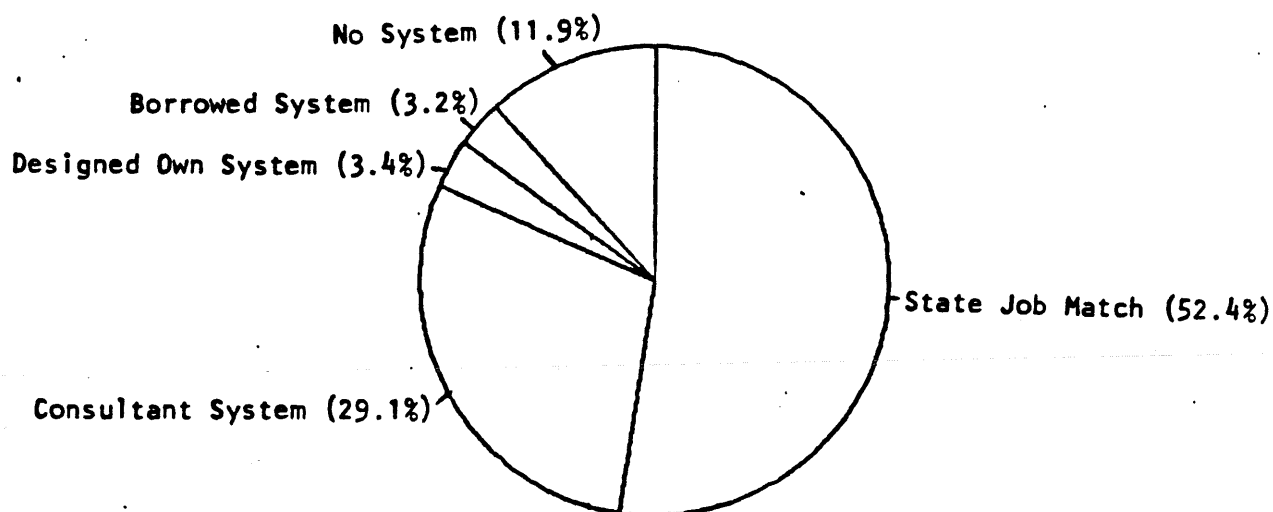
About 12 percent of reporting governments did not use an evaluation system. These were primarily small cities and townships who had only one employee, or all employees were men, or all employees were women, so that no comparisons could be made of male and female employees.

About 52 percent of those reporting used the state job match system provided by the Department of Employee Relations. This system has allowed local governments to avoid the costs of hiring a consulting firm. The job match system makes available the ratings assigned under the Hay system for several hundred

common jobs. It includes ratings for all of the jobs included in local government salary surveys, which were assigned by Hay Associates under contract with the state as part of the Public Employment Study in 1979. In addition, the system makes available current Hay ratings for state government jobs. Local officials identify Public Employment Study jobs or state jobs which are similar to jobs in the local jurisdiction, and if a match is found, the same number of points are assigned.

About 29 percent of those reporting used a job evaluation system designed by a consulting firm. Sixteen different consulting systems were used. In many cases, local governments participated in joint studies which allowed them to share consultant services at minimal cost. This was particularly true of school districts, who arranged for a joint job match system based on pilot school district studies conducted by a consulting firm.

Job Evaluation Systems Used



1,090 pay equity studies

Source: Local Government Pay Equity Reports

There are also 120 cities and other jurisdictions cooperating in a study sponsored by the Metropolitan Association of Municipal Administrators (MAMA). However, that study has not yet been completed and these organizations are therefore not included in this report.

Three percent of those reporting borrowed the system used by another public employer in the state, and three percent designed their own evaluation systems.

Sixty-six percent of cities used the state job match system, while 17 percent did not use a system, 4 percent used a consultant system, and 13 percent used another alternative.

Eighty-one percent of counties used a consulting system, while 13 percent used the state job match system and 6 percent used another alternative. Sixty-nine percent of school districts used a consulting system, while 30 percent used the state job match system and 1 percent used one of the other options.

All the evaluation systems showed similar results, and the cost of correcting inequities was similar regardless of the system used.

JURISDICTIONS WITHOUT INEQUITIES

Overall, about 51 percent of local governments did not find pay inequities in their workforce. There were two typical kinds of organizations which were unlikely to have inequities: small governments with only one or two employees, and larger organizations with a predominantly female workforce. In both cases, the composition of the workforce made it difficult for employers to compare male and female jobs.

The following table shows that a majority of those reporting no inequities were unable to compare male and female jobs.

	<u>Number reporting no inequities</u>	<u>Percent of those without inequities</u>
No employees	31	5.5 %
Only one employee	58	10.3 %
No female classes	80	14.3 %
No male classes	28	5.0 %
No female classes rated at the same level or higher than male classes for comparison	120	21.4 %
All others without inequities	244	43.5 %
Total without inequities	<u>561</u>	<u>100.0 %</u>

Many of those without inequities are very small employers, typically small cities and townships. There are an average of 18 employees in jurisdictions without inequities, compared with an average of 126 employees in jurisdictions reporting inequities.

Hospitals, nursing homes, and libraries have a predominantly female workforce. In many cases these organizations were unable to identify a pay pattern for male jobs which could be used for comparison purposes.

Some of the jurisdictions without inequities were able to compare male and female jobs, but found no consistent pattern of lower pay for female jobs. In some cases, female jobs were paid less but the employer believed the disparity could be attributed to longevity differences or other factors not related to sex.

JURISDICTIONS WITH INEQUITIES

The table below shows the number and percentage of reports with inequities.

<u>Jurisdiction Type</u>	<u>Number with Inequities</u>	<u>Percent with Inequities</u>
School districts	299	85.9 %
Cities & townships	126	29.6 %
Counties	32	100.0 %
Hospitals	20	43.5 %
Nursing homes	5	50.0 %
Soil & water districts	9	11.7 %
Housing authorities	6	16.7 %
Libraries	1	7.7 %
All others	31	30.4 %
Total	<u>529</u>	<u>48.5 %</u>

The reports list 4,242 classes with pay inequities. This represents about 24 percent of all classes, and about 47 percent of female classes. There are 13,464 employees in the inequity classes, or 18 percent of all employees. This is equivalent to about 30 percent of female employees in all local governments, although this is somewhat misleading because there are some male employees in female classes with an inequity.

The average estimated pay equity increase is \$246 per eligible employee per month, a figure very close to the average inequity found in state government.

The occupational groups most likely to be underpaid vary somewhat by type of jurisdiction. However, some groups are likely to be underpaid -- particularly clerical employees, food service employees, and health care employees -- whether they work for a city, county, school district, or other jurisdiction.

The table below shows the occupational groups with the largest numbers of employees eligible for pay equity increases. This is influenced by the numbers of employees in an occupation in the workforce generally, as well as the frequency with which they are underpaid. For example, teacher aides are one of the largest groups likely to benefit from pay equity, in part because they represent a large proportion of women employed in local governments.

The thirteen occupations listed here account for over 90 percent of those eligible for pay equity increases.

<u>Occupational Group</u>	<u>Number of Employees Eligible for Equity Increases</u>	<u>Percent of All Employees in Inequity Classes</u>
Secretaries	2,128	16.0 %
Other clerical employees	2,369	17.8 %
Teacher aides	2,364	17.7 %
Other school aides	1,275	9.6 %
Cooks and head cooks	1,204	9.0 %
Other food service employees	1,176	8.8 %
Medical, non-nursing	568	4.3 %
Nursing (RN, LPN)	368	2.8 %
Social services employees	193	1.4 %
Courthouse employees	144	1.1 %
Library employees	103	0.8 %
City clerk, clerk-treasurer	86	0.6 %
Liquor store employees	45	0.3 %
All other occupations	1,307	9.8 %
Total	<u>13,330*</u>	<u>100.0 %</u>

* The total number of employees in inequity classes is different from the total listed above because of rounding of full-time equivalent positions.

COST OF ELIMINATING INEQUITIES

Local government pay equity reports present estimated costs only. Actual costs will vary depending on the position of employees within pay ranges, the process of collective bargaining, and the implementation timetable for a particular jurisdiction.

Overall, the average estimated cost to correct inequities is 2.6 percent of payroll for those jurisdictions with inequities. This is generally similar to the cost in state government, which was 3.7 percent of the state government payroll. The table below shows average costs as a percentage of payroll for those jurisdictions with inequities, by type of jurisdiction.

<u>Jurisdiction Type</u>	<u>Mean Cost</u>
School districts	1.7 %
Cities	4.1 %
Counties	3.8 %
Townships	2.1 %
Hospitals	1.4 %
Nursing homes	0.9 %
Soil & water districts	3.9 %
Housing authorities	6.3 %
Libraries	6.2 %
All others	2.7 %
	<hr/>
All jurisdictions	2.6 %

The costs for school districts are fairly consistent, with 73 percent of schools reporting costs under 2 percent of payroll. Only 4 percent of schools report costs of 5 percent of payroll or more. In other jurisdictions, costs are more variable.

While 66 percent of cities have costs under 2 percent of payroll, 32 percent of cities have costs of 5 percent of payroll or more. Smaller cities appear to have proportionately higher costs, probably because the salary base is so low that any change can have a significant impact.

For 34 percent of counties, costs are less than 2 percent of payroll. Eighteen percent of counties have costs of 5 percent of payroll or more. Cost figures for counties will be more representative when a larger percentage of reports are received.

IMPLEMENTATION PLANS

The Local Government Pay Equity Act requires each local government to develop an implementation plan for correcting inequities, including the dates when implementation will begin and when pay equity will be fully implemented. A number of jurisdictions indicated that many factors, particularly collective bargaining, may require changes in their estimated timetable.

Twenty-nine jurisdictions which reported inequities did not provide a timetable for implementation. In each case, the department has notified these local governments that the law requires this information. Those who failed to provide a timetable are listed with an asterisk (*) in the list of reporting jurisdictions in the appendix. When an updated report to the legislature is prepared later this year, the department will include any additional information about implementation dates.

Overall, jurisdictions with inequities plan to phase in pay equity over a period of slightly more than two years. Since average costs were 2.6 percent of payroll, this represents a general implementation plan of 1 percent of payroll earmarked for pay equity per year -- the same plan used in state government. The table below shows average costs and average number of years for implementation by type of jurisdiction.

<u>Jurisdiction Type</u>	<u>Average Imple- mentation Period</u>	<u>Average Cost</u>
School districts	2.9 years	1.7 %
Cities	1.5 years	4.1 %
Counties	2.1 years	3.8 %
Townships	1.2 years	2.1 %
Hospitals	1.6 years	1.4 %
Nursing homes	1.5 years	0.9 %
Soil & water districts	0.6 years	3.9 %
Housing authorities	0.9 years	6.3 %
Libraries	1.5 years	6.2 %
All others	1.4 years	2.7 %
Total	2.3 years	2.6 %

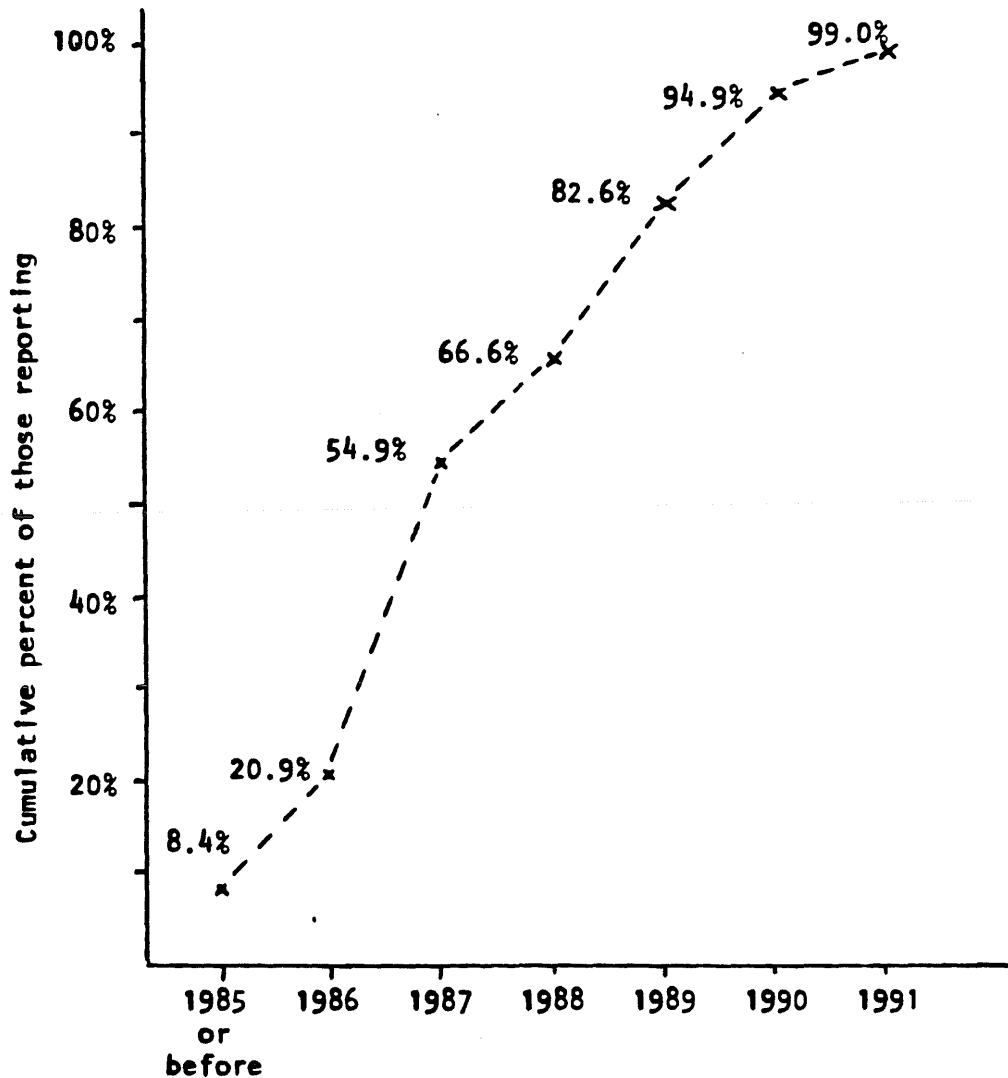
Half of local governments have already started making pay equity adjustments, and an additional 42 percent plan to begin this year. None of those reporting a timetable plan to start later than 1988.

Jurisdictions are most likely to complete the pay equity process sometime in 1987, and a majority will be finished in that year. One-third plan for full implementation sometime between 1989 and 1992, and only two jurisdictions expect completion later than 1992.

The charts on the next page show implementation plans by the year local governments plan to begin the process, and the year they expect to have full implementation. Typically, jurisdictions will begin in 1985 and be finished by 1987.

About eight percent of jurisdictions reported that they have already completed implementation of pay equity, and more than half will have full implementation by 1987. By 1991, almost all reporting jurisdictions will have completed the implementation process. Many local governments stated that they will continue to monitor pay patterns in the future to ensure that new inequities do not occur.

DATE OF FULL IMPLEMENTATION



III. CONCLUSIONS

The process of extending pay equity to local governments in Minnesota has generally worked very well. This section of the report presents summary information about the reports received, and a review of pay equity issues which may be relevant as the process of implementation continues.

SUMMARY OF REPORTS

Pay equity reports were submitted by 1,090 local governments in the state, accounting for 69 percent of local governments covered by the law. Almost all of those who have not yet reported have studies underway.

Local governments used a wide variety of evaluation systems. The majority used the state job match system, while about 30 percent used consultant systems and the remainder used another alternative. Despite the differences in evaluation systems, the pattern of lower pay for work performed by women was consistent. Almost all of those who were able to compare male and female jobs found that the female jobs were underpaid in relationship to the value of the work.

Occupations affected by pay equity, costs of implementation, and implementation timetables generally follow the pattern found in state government. Clerical workers, food service workers, and school aides are most likely to benefit from pay equity. The average cost to correct inequities is 2.6 percent of payroll, and the average period of time for phasing in pay equity is 2.3 years.

FUTURE ISSUES

There are several somewhat technical issues identified in the course of the department's efforts to assist local governments with their pay equity studies. The legislature should be aware of these issues in any future action related to pay equity in Minnesota.

- * Employer determinations. In some cases, it has been difficult for local governments to determine which employer has the final authority to determine wages for a particular group of employees. This has sometimes been the case for hospital and nursing home employees when the hospital or nursing home is owned by a city or county. Less frequently, there have been similar issues for employees of libraries, utilities, and other semi-independent operations. The department's position has been that these determinations should be made at the local level. The Bureau of Mediation Services has assisted local governments in making this decision. The decision can have a significant impact on the identification of inequities, and therefore this issue should be carefully monitored in the future.
- * Methods of estimating inequities. Several local governments have interpreted the law to require a "pay for points" system in which pay is established through a mathematical formula. The department's position is that the law requires only that job evaluation scores serve as one consideration in establishing pay, and that a strict "pay for points" system is unnecessary for the purpose of the law and an infringement on collective bargaining.

- * Methods of estimating inequities, continued. Some reports have compared pay rates for female jobs to average pay rates for all jobs, rather than average pay rates for male jobs. In addition, some reports are based on the use of a "corridor" which assumes female jobs will be paid below the average rate for male jobs, or below the average rate for all jobs. The department's position is that these methods do not reflect the purpose of the law, which is to eliminate patterns of sex-based wage disparities.
- * Treatment of fringe benefits. The policy section of the Local Government Pay Equity Act requires "equitable compensation relationships," and compensation generally includes fringe benefits as well as direct pay. However, the reporting section of the law requires only that local governments report on salaries paid to employees. While some jurisdictions have begun analyzing benefit patterns to ensure that there are no sex-based differences in this area, no full-scale analysis has yet been made of fringe benefits. Since there are some local governments which appear to have sex-based differences in benefit programs, this issue will need future monitoring.
- * Treatment of working conditions. Working conditions are considered in evaluation systems in addition to the factors of skill, effort, and responsibility required for each job. However, in some cases the methods of analyzing the relationship between pay and working conditions have been different from the methods of analyzing the relationship between pay and other factors. It appears that some local governments have assumed that all pay differences which remain after considering the other factors can be attributed to working conditions rather than to sex bias. Since historically working conditions have generally been associated with male jobs only, the methods of evaluating working conditions should be carefully monitored.

Most local government employers appear to be making a good faith effort to comply with both the letter and the spirit of the Local Government Pay Equity Act. With continued cooperative efforts on the part of all those concerned, pay equity will soon be a reality for public sector employers in Minnesota.



DEPARTMENT OF EMPLOYEE RELATIONS
3rd FLOOR SPACE CENTER BUILDING
444 LAFAYETTE ROAD
ST. PAUL, MN 55101
(612) 296-2796

LOCAL GOVERNMENT PAY EQUITY REPORTING FORM

PART A-IDENTIFYING INFORMATION

Name		Work Phone Number	
Jurisdiction			
Street	City	State	Zip
Type of Jurisdiction			
<input type="checkbox"/> City	<input type="checkbox"/> Township	<input type="checkbox"/> School District	
<input type="checkbox"/> County	<input type="checkbox"/> Other (Specify) _____		

PART B-DESCRIPTION OF JOB EVALUATION USED

- What system did you use? Check all that apply.

<input type="checkbox"/> State Job Match	<input type="checkbox"/> System of another employer (specify) _____
<input type="checkbox"/> Designed own	<input type="checkbox"/> Consultant's system (specify) _____
<input type="checkbox"/> Other (specify) _____	
- Please attach a brief (not more than 2 pages) narrative description of your system, including a list of factors and subfactors used.
- Information used to evaluate jobs. Check all that apply.

<input type="checkbox"/> Class Specifications	<input type="checkbox"/> Position Descriptions
<input type="checkbox"/> Employee Questionnaire	<input type="checkbox"/> Supervisor Questionnaire
<input type="checkbox"/> Employee Interview	<input type="checkbox"/> Supervisor Interview
<input type="checkbox"/> Other (specify) _____	
- List below any classes that were excluded from your study, and briefly explain why they were excluded.

PART C-JOB CLASS INFORMATION

[illegible]

PART D-ESTIMATE OF PAY INEQUITIES

	10	11	12	13
	Class Title- Female Class With Pay Inequity	Number of Employees	Amount of Pay Inequity	Total Inequity
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
			\$ _____	\$ _____
TOTALS		_____		\$ _____

PART E-PAY EQUITY PLAN

1. Estimated cost of implementation of pay equity, calculated as follows:
 - a. Total salary base (item 9 from Part C of this report):
\$ _____
 - b. Total inequity (item 13 above): \$ _____
 - c. Divide (b) by (a) and multiply times 100. This is the estimated pay equity cost as a percentage of your payroll: _____%
2. What is your timetable for implementation of pay equity?
 - a. Implementation will begin/was begun on ____/____/____.
 - b. Implementation will be/was completed on ____/____/____.
3. Attach any additional information about your pay equity plan.

APPENDIX B. TECHNICAL ASSISTANCE PROVIDED BY THE DEPARTMENT OF EMPLOYEE RELATIONS

The Local Government Pay Equity Act requires the Department of Employee Relations to provide technical assistance to local governments upon request. Since June 1984, the department has offered training seminars and distributed materials, as listed below.

I. TRAINING SEMINARS

These half-day seminars were provided to local government officials at a cost of \$10 per participant. The seminars explained the law, how to conduct job analysis and job evaluation using the state job match system, and methods of pay analysis, as well as instructions for completing the report form. The following list shows locations and dates when seminars were presented in 1985.

March 8	St. Paul	*June 21	St. Paul
March 18	St. Cloud	June 25	Granite Falls
March 21	St. Paul	June 26	Mankato
March 25	Marshall	*June 27	St. Paul
March 28	Eveleth	June 28	Thief River Falls
March 29	Bemidji	*August 27	Eveleth
*April 10	Faribault	August 28	Brainerd
April 17	Alexandria	*August 29	St. Paul
May 28	St. Paul	*September 4	Alexandria
June 19	Fergus Falls	*September 5	Willmar
June 20	Brainerd		

* Two sessions were held at this location on the date shown.

II. PRESENTATIONS AND TELEPHONE ASSISTANCE

In addition to the training seminars, department staff made more than 200 presentations on pay equity at meetings, conferences, and other events over the past year and a half. Staff answered an average of 15 calls a day from local governments with questions about pay equity, from the metropolitan area or on the department's toll-free telephone line.

III. PUBLICATIONS

The following publications were written, published, and made available free of charge to local governments.

A Guide To Implementing Pay Equity in Local Government. August 1984, 21 pp. General guide to the requirements of the law. Contents include: Minnesota's experience with pay equity; questions and answers about the law; selecting a job evaluation system; description of the report to Employee Relations.

Supplement for School Districts. October 1984, 38 pp. Contents include: Information specific to schools; review of pay equity concepts; instructions for completing the report form; methods for drawing a salary line; school job match list with 93 possible matching jobs; pay equity report form.

Supplement for Cities. October 1984, 40 pp. Contents are the same as for schools, except with information specific to cities and job match list includes 120 typical city jobs. Designed for cities with more than 10 employees.

PUBLICATIONS, continued

Supplement for Small Cities. November 1984, 18 pp. Contents are the same as other supplements, excepted limited to the listing method of pay analysis and with a simplified match list for 24 typical jobs. Designed for cities with fewer than 10 employees.

Supplement for Counties. November 1984, 42 pp. Contents are the same as other supplements, except specific to counties, limited to the salary line method of pay analysis, and job match list is for 122 typical county jobs.

Pay Equity Information for Utilities. February 1985, 3 pp. Contains additional job match list for eight jobs unique to public utilities. Designed for use in combination with the city supplement.

Supplement for Hospitals and Nursing Homes. June 1985, 56 pp. Contents are the same as other supplements, except specific to hospitals and nursing homes and job match list includes 153 typical jobs. Also includes guidelines for determining whether the hospital board or another employer is responsible for pay equity. May be used in combination with city or county supplements.

IV. OTHER TECHNICAL ASSISTANCE MATERIALS

The following materials were designed and made available by the department at the cost of preparing and mailing.

Pay Equity Computer Software. Designed for an IBM Personal Computer and Lotus 1-2-3 software or compatible systems. Allows the user to enter number of male and female employees in each job, evaluation points, and salary to produce printouts and a scattergram showing pay patterns and cost of implementing pay equity. To order, send a 5¼" two-sided dual density disk and return postage to the department.

VHS or Slide/Tape Presentation: "Pay Equity: The Minnesota Experience." (Developed in January 1986.) Presentation includes most of the information presented in training seminars. The one-hour program covers an explanation of pay equity; the process of change; steps needed to conduct a pay equity study; and the process of pay analysis. Cost of materials and postage is \$12.50 for the video tape, \$32.50 for the slide/tape presentation.

Department staff also participated in preparation of a publication by the Commission on the Economic Status of Women, "Pay Equity: The Minnesota Experience," (June 1985, 22 pp). This publication provides a review of pay equity activities nationally, in Minnesota state government, and in Minnesota local governments.

APPENDIX C. TECHNICAL NOTES

The following notes provide more information about the data presented in this report.

Reporting jurisdictions. As explained in the "Future Issues" section of this report, there are some questions about employer determinations. The department developed the list of jurisdictions covered by the law on the assumption that these determinations were properly made at the local level. In general, this report refers to the largest employee group covered by a particular pay equity report. For example, a "county" report may include information about a county hospital and a "hospital" report may include information about a nursing home operated by the hospital.

PELRA definition of employee. The department advised local governments to use the definition of a "public employee" found in the Public Employment Labor Relations Act -- generally, an employee who works more than 14 hours a week and more than 67 days a year. The PELRA definition also excludes elected officials. Some employers chose to include employees who did not meet this definition, and those data are reported as they were presented to the department.

Schools who failed to report certified staff. Fifteen school districts, or 4 percent of reporting school districts, failed to include information about teachers and/or administrators. In these cases, the department has contacted the district to request this information, which will be included in later updates of this report. Since the exclusion of these groups greatly reduces the total salary base, the cost estimates were not included in summary data for this group of reports.

Number of employees reported. Although most jurisdictions excluded employees who work less than the hours required under the PELRA definition, employee numbers reported here are overstated because they do not account for full-time equivalency. Some school districts did report employee numbers on an FTE basis.

Monthly salary data. All dollar amounts in this report are monthly figures, as required by the law. These figures should not be annualized, since a large number of jurisdictions -- particularly school districts -- do not have all employees working year-round.

Salary base information. Salary data in this report assumes that all employees work full-time, and therefore these figures are overstated. This does not affect the percentage cost estimates, since the cost estimates in dollar amounts also assume that all employees are full-time. Some jurisdictions reported costs based on full-time equivalents as well as costs assuming all employees work full-time, and the average difference between these two estimates was six-tenths of one percent of payroll. In addition, some very small jurisdictions did not report a salary base.

Corrections to reports. Throughout this report, all data are reported as submitted by local governments, with a few exceptions. Some reports listed inequities but indicated in a narrative that they believed the disparity was due to longevity or some factor other than sex. In these cases, the inequities were not listed or included in summary data. In some cases, mathematical errors were identified and corrected. In a few cases, reports listed inequities for male or balanced classes as well as for female classes. These inequities were included in summary data only when the report indicated that there was an inequity for the male or balanced class in relationship to female classes, and this was true in only one case.

The following local governments submitted pay equity reports to the Department of Employee Relations by January 15, 1986.

I. SCHOOL DISTRICTS WHICH HAVE REPORTED

SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE
ADA SCHOOLS	09/23/85	CAMBRIDGE SCHOOLS 911	09/30/85	ELY SCHOOLS 696	10/02/85
ATTIKIN SCHOOL 001	09/20/85	CAMPBELL-TINTAR SCHOOLS 852	10/15/85	ERSKINE SCHOOLS 597	01/02/86
AKELEY SCHOOL 301	12/18/85	CANBY SCHOOL 891	10/28/85	ESKO SCHOOLS 099	12/19/85
ALBANY SCHOOLS 745	10/01/85	CANNON FALLS SCHOOLS 252	11/25/85	EVANSVILLE SCHOOLS 208	12/13/85
*ALBERT LEA SCHOOLS 241	10/29/85	CARLTON SCHOOLS 093	12/19/85	FARIBAUT SCHOOLS 656	10/02/85
ALDEN-CONGER SCHOOL	10/23/85	CASS LAKE SCHOOLS 115	10/15/85	FARMINGTON SCHOOLS 192	10/09/85
ALVARADO SCHOOL 436	11/25/85	CEYLON SCHOOLS 451	10/07/85	FERGUS FALLS SCHOOLS 544	10/25/86
ANNANDALE SCHOOLS 876	09/27/85	CHISAGO LAKES SCHOOLS 141	10/09/85	FERTILE SCHOOLS 599	01/13/86
ANOKA-BENNEPIN SCHOOLS 011	10/02/85	CHISHOLM SCHOOLS 695	09/23/85	FINLAYSON SCHOOLS 570	01/15/86
APPLETON SCHOOLS 784	09/30/85	CHOKIO-ALBERTA SCHOOLS 771	12/02/85	FISHER SCHOOL 600	10/07/85
ARGYLE SCHOOL 437	11/25/85	CHOSEN VALLEY SCHOOLS 227	11/06/85	FLOODWOOD SCHOOL 698	10/17/85
ARLINGTON-GREEN ISLE 731	12/31/85	CLARA CITY SCHOOL 126	10/24/85	FOLEY SCHOOLS 051	10/16/85
ASHBY SCHOOLS 261	09/30/85	**CLAREMONT SCHOOL 201	10/07/85	FOSSTON SCHOOLS 601	12/02/85
ATWATER PUBLIC SCHOOL	09/11/85	CLARISSA SCHOOLS 789	12/02/85	FRANKLIN SCHOOL 650	12/02/85
AUDUBON SCHOOL 021	11/19/85	CLARKFIELD SCHOOL 892	09/30/85	FRAZEE-VERGAS SCHOOLS 023	12/13/85
*AUSTIN SCHOOLS 492	12/05/85	CLEVELAND SCHOOLS 391	11/26/85	FREEBORN SCHOOLS 244	12/16/85
**BABBITT SCHOOLS 692	11/30/84	CLIMAX PUBLIC SCHOOLS	10/07/85	FRIDLEY SCHOOLS 014	09/24/85
BACKUS SCHOOLS 114	12/04/85	CLOQUET SCHOOLS 094	12/02/85	FULDA SCHOOLS 505	12/06/85
BADGER SCHOOL 676	09/13/85	COLD SPRING SCHOOLS 750	08/16/85	GARDEN CITY SCHOOLS 078	10/04/85
BALATON SCHOOLS	09/20/85	COLERAINE SCHOOLS 316	10/02/85	GAYLORD SCHOOL DISTRICT 732	09/09/85
BARNESVILLE SCHOOLS 146	09/30/85	COLUMBIA HEIGHTS SCHOOLS 013	11/14/85	GIBSON SCHOOLS 733	10/02/85
BARNUM SCHOOLS 091	12/16/85	CONFREY SCHOOLS 081	12/03/85	GLENCOE SCHOOLS 422	10/02/85
BARRETT SCHOOLS 262	09/23/85	COSMOS SCHOOLS	11/22/85	GLENWOOD SCHOOLS 612	09/30/85
BEARDSLEY SCHOOLS 057	10/02/85	COTTONWOOD SCHOOL 412	10/10/85	GLYNDON-FELTON SCHOOL 145	09/25/85
BECKER SCHOOLS 726	11/27/85	CROWELL-WRIGHT SCHOOLS 095	11/20/85	**CONVICK TRAIL SCHOOL 158	10/02/85
BELGRADE SCHOOLS 736	09/12/85	CYRUS SCHOOL	10/21/85	GOODHUE SCHOOLS 253	09/26/85
BELLE PLAINE SCHOOL 716	10/15/85	DAKOTA COUNTY SCHOOLS 917	01/15/86	GOODRIDGE SCHOOLS 561	12/19/85
BELLINGHAM SCHOOL 371	09/30/85	DANUBE SCHOOLS	09/27/85	GRAND RAPIDS SCHOOLS 318	12/05/85
BELVIEW SCHOOL 631	10/02/85	DASSEL-COKATO SCHOOLS 466	10/11/85	GRANITE FALLS SCHOOLS 894	09/20/85
BENTDJT SCHOOLS 031	09/30/85	*DAWSON SCHOOLS 378	10/02/85	GREENBUSH SCHOOL 678	09/13/85
BERTHA-BEWITT SCHOOLS 786	10/10/85	DEER CREEK SCHOOLS 543	09/30/85	GREY EAGLE SCHOOLS 791	09/09/85
BIG LAKE SCHOOLS 727	11/26/85	DEER RIVER SCHOOLS 317	10/04/85	GRYGLA/GATZKE SCHOOL 447	10/18/85
BIRD ISLAND-LAKE LILLIAN	11/21/85	DELANO SCHOOLS 879	10/09/85	**HALLOCK SCHOOLS 351	10/21/85
BIWABIK SCHOOLS 693	09/30/85	DELAVAL SCHOOL 218	09/23/85	HALSTAD SCHOOL 524	10/17/85
BLACKDUCK SCHOOLS 32	10/24/85	DETROIT LAKES SCHOOLS 022	10/15/85	HANCOCK SCHOOLS	09/30/85
BLOOMING PRATRIE SCHOOLS 756	08/22/85	DILWORTH SCHOOL 147	09/23/85	HARMONY SCHOOLS	12/02/85
BLOOMINGTON PUBLIC SCHOOL 271	11/12/85	DODGE CENTER SCHOOL	10/28/85	HASTINGS SCHOOLS 200	09/18/85
BLUE EARTH SCHOOL 240	11/06/85	DOVER EYOTA SCHOOLS 533	11/15/85	HAWLEY SCHOOL 150	10/04/85
BORUP SCHOOLS 522	10/18/85	DULUTH SCHOOLS 709	12/13/85	HAYFIELD COMMUNITY SCHOOL 203	10/02/85
BRAINERD SCHOOLS 181	11/25/85	EAGLE BEND SCHOOL 790	10/25/85	HECTOR SCHOOLS 651	09/30/85
BRECKENRIDGE SCHOOL 846	10/15/85	EAST CHAIN SCHOOLS 453	11/04/85	HENDERSON SCHOOLS 734	09/27/85
BREWSTER SCHOOLS 513	09/30/85	ECHO SCHOOL 893	10/03/85	HENDRICKS SCHOOL 402	10/04/85
BROOKLYN CENTER SCHOOL 286	11/14/85	EDEN PRIRIE SCHOOLS 272	11/18/85	HENDRUM SCHOOL 525	10/17/85
BROOKEN SCHOOLS 737	09/20/85	EDEN VALLEY-MATKINS 463	12/04/85	HEMING SCHOOLS 545	08/05/85
**BROWERVILLE SCHOOLS 787	10/02/85	EDGERTON SCHOOL	10/09/85	HERMANTOWN SCHOOL 700	12/11/85
BROWNS VALLEY SCHOOLS 801	10/02/85	**MEDINA PUBLIC SCHOOLS 273	11/18/85	HERON LAKE-OKABENA SCHOOL	10/10/85
BROWNTON SCHOOLS 421	11/12/85	ELBOW LAKE SCHOOLS 263	11/25/85	HIBBING SCHOOLS 701	10/03/85
BUFFALO LAKE SCHOOL	11/01/85	ELGIN HILLVILLE SCHOOL 806	11/12/85	HILL CITY SCHOOLS 002	12/04/85
BURNSVILLE-EAGAN-SAVAGE 191	11/27/85	ELLENDALE/GENEVA SCHOOLS 762	08/30/85	HILLS-BEAVER CREEK SCHOOL 671	10/01/85
BYRON SCHOOL 531	10/24/85	ELLSWORTH SCHOOLS	10/03/85	HINCKLEY SCHOOLS 573	01/10/86
CALEDONIA SCHOOLS 299	10/15/85	ELMORE SCHOOLS 219	09/27/85	HOFFMAN SCHOOLS 265	09/20/85

* Report does not include a timetable for implementation.

** Report does not include teachers and/or administrators.

I. SCHOOL DISTRICTS WHICH HAVE REPORTED, CONTINUED

SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE
BOLDINGFORD SCHOOLS 738	11/01/85	MELROSE SCHOOLS 740	01/15/86	PLAINVIEW SCHOOLS 810	09/25/85
BOUSTON SCHOOLS 294	09/24/85	MENAHGA SCHOOL 821	09/26/85	PLUMMER SCHOOL 628	11/15/85
BUNBOLDT SCHOOL 352	11/20/85	MENTOR SCHOOL 604	11/06/85	PRESTON SCHOOLS 233	12/02/85
BUTCHINSON SCHOOLS 423	09/23/85	MIDDLE RIVER SCHOOLS	09/27/85	PRINCETON SCHOOLS 477	10/24/85
INTERNATIONAL FALLS 361	09/23/85	MILAM SCHOOLS	10/09/85	PRINSBURG COMM SCHOOL 815	11/13/85
ISLE PUBLIC SCHOOLS 473	10/03/85	MILROY SCHOOLS 635	10/02/85	PRIOR LAKE SCHOOLS 719	10/16/85
IVANHOE SCHOOL	09/18/85	** MINNEOTA SCHOOLS 414	10/03/85	PROCTOR SCHOOL 704	01/13/86
JANESVILLE SCHOOLS 830	09/24/85	MINNESOTA LAKE SCHOOL 223	09/19/85	RANDOLPH SCHOOLS 195	11/19/85
JASPER SCHOOL 582	11/21/85	MINNETONKA SCHOOLS 276	11/27/85	** RAYMOND SCHOOLS 346	10/07/85
KARLSTAD SCHOOL 353	11/27/85	* MONTEVIDEO SCHOOLS 129	09/23/85	RED LAKE FALLS SCHOOLS 630	10/07/85
KASSON-MANTORVILLE 204	09/16/85	MONTCOMERY-LONSDALE 394	11/27/85	RED LAKE SCHOOL 038	10/18/85
KELLINER PUBLIC SCHOOL 036	08/19/85	MONTECELLO SCHOOLS 882	12/02/85	RED WING SCHOOL 256	12/02/85
KENNEDY SCHOOL 354	10/07/85	MOOREHEAD PUBLIC SCHOOLS 152	12/02/85	REDWOOD FALLS SCHOOLS 637	09/30/85
KENSINGTON SCHOOL 209	10/02/85	MOOSE LAKE SCHOOL 097	09/19/85	RENER/LONGVILLE SCHOOL 118	10/07/85
KERKHOVEN-MURDOCK-SUNBURG 775	11/20/85	MORA SCHOOLS 332	12/05/85	RENVILLE SCHOOLS 654	09/20/85
KIESTER-WALTERS SCHOOLS 222	07/11/85	MORGAN SCHOOLS 636	12/02/85	RICHFIELD SCHOOLS 280	10/03/85
KIMBALL SCHOOLS 739	01/15/86	MORRIS SCHOOLS	09/30/85	ROCHESTER SCHOOLS 535	12/09/85
LACRESCEMENT SCHOOLS 300	11/21/85	MORRISTOWN SCHOOL 657	10/09/85	ROCKFORD SCHOOL 883	11/25/85
LAKE BENTON SCHOOL	09/23/85	MORTON SCHOOL	09/30/85	ROSEVILLE SCHOOLS 623	10/23/85
LAKE CITY SCHOOL 813	10/28/85	MOTLEY SCHOOL 483	10/23/85	ROTHSAY SCHOOLS 850	09/27/85
LAKE PARK SCHOOL 024	10/03/85	MOUNTAIN LAKE SCHOOLS 173	11/21/85	ROUND LAKE SCHOOLS 516	09/30/85
LAKE SUPERIOR SCHOOL 381	12/03/85	* NASHWAUK-KEEWATIN SCHOOL 319	10/03/85	ROYALTON SCHOOLS 485	01/15/86
LAKEFIELD SCHOOL 325	10/15/85	** NEW LONDON SPICER 345	09/30/85	RUSH CITY SCHOOLS 139	10/21/85
LAMBERTON SCHOOLS	09/24/85	NEW PRAGUE SCHOOLS 721	12/04/85	RUSHFORD SCHOOLS 234	03/19/85
LANCASTER SCHOOLS 356	09/13/85	NEW RICHLAND-HARTLAND 827	09/24/85	RUTHTON SCHOOLS 584	12/06/85
LANESBORO SCHOOLS 229	01/03/86	NEW YORK HILLS SCHOOL 553	10/04/85	S. KOCH/RAINY RIVER 363	10/18/85
LAPORTE SCHOOLS 306	10/04/85	NEWFOLDEN SCHOOLS 441	10/28/85	SACRED HEART SCHOOLS 655	09/20/85
LE CENTER SCHOOLS 392	10/16/85	NICOLLET SCHOOLS 507	10/11/85	SANBORN SCHOOLS 638	10/01/85
LESTER PRAIRIE SCHOOLS 424	11/13/85	NORTH BRANCH SCHOOLS 138	10/21/85	SANDSTONE SCHOOLS 576	01/15/86
LESUEUR SCHOOLS 393	10/03/85	NORTHFIELD SCHOOL 659	12/23/85	SAUK CENTRE SCHOOLS 743	01/15/86
** LEWISTON SCHOOLS 857	12/24/85	NSP MAPLEWOOD-OAKDALE 622	12/04/85	SEBEKA SCHOOLS 820	10/15/85
LITCHFIELD SCHOOLS 465	09/30/85	OGILVIE SCHOOLS 333	11/27/85	SHAKOPEE SCHOOLS 720	09/12/85
LITTLE FALLS SCHOOLS 482	11/25/85	OKLEE SCHOOLS 627	09/18/85	SHERBURN-DUNKELL SCHOOLS 456	10/23/85
LITTLEFORK-BIG FALLS 362	12/20/85	OLIVIA SCHOOLS 653	12/23/85	SILVER LAKE SCHOOL 425	11/13/85
LONG PRAIRIE SCHOOLS 792	01/15/86	OMAHIA SCHOOLS 480	10/29/85	STOIX VALLEY SCHOOLS 328	09/30/85
LUVERNE SCHOOLS	09/30/85	ORONO SCHOOL 278	10/30/85	SLAYTON SCHOOL 504	10/29/85
LYLE SCHOOLS	10/02/85	ORTONVILLE SCHOOLS 062	01/03/86	SLEEPY EYE SCHOOL 084	11/22/85
LYND SCHOOL 415	09/27/85	OSAKIS SCHOOLS 213	12/05/85	SPRING GROVE SCHOOLS 297	05/06/85
MABEL-CANTON 238	10/28/85	OSLO SCHOOLS 442	11/07/85	SPRINGFIELD SCHOOLS 085	11/18/85
MADISON SCHOOL	10/25/85	OSSED AREA SCHOOLS 279	12/23/85	* ST ANTHONY-NEW BRIGHTON 282	09/30/85
MAGNOLIA SCHOOLS 669	10/03/85	PARKERS PRAIRIE SCHOOLS 547	09/30/85	ST CHARLES SCHOOLS 858	10/02/85
MAHONEN SCHOOLS 432	09/30/85	* PAYNESVILLE SCHOOLS 741	01/16/86	ST FRANCIS SCHOOLS 015	10/21/85
MANKATO SCHOOLS 077	11/04/85	PELICAN RAPIDS SCHOOL 548	09/12/85	ST LOUIS COUNTY SCHOOLS 710	10/02/85
MAPLE LAKE SCHOOLS 881	10/04/85	PEQUOT LAKES SCHOOL 186	12/05/85	ST PETER SCHOOLS 508	09/24/85
MAPLETON SCHOOLS 072	12/09/85	PERHAM SCHOOLS 549	10/04/85	ST. JAMES SCHOOLS 840	09/30/85
MARIETTA-MASSAU SCHOOL 376	10/29/85	PETERSON SCHOOL 232	07/30/85	STARBUCK SCHOOL 614	09/12/85
MARSHALL SCHOOL 413	10/02/85	PIERZ SCHOOLS 484	01/15/86	STEPHEN SCHOOLS 443	11/27/85
MAZEPPA PUBLIC SCHOOL 809	07/12/85	* PILLAGER SCHOOLS 116	09/30/85	STEWARTVILLE SCHOOL 534	10/28/85
MCGREGOR SCHOOLS 004	11/27/85	PINE ISLAND SCHOOLS 255	11/18/85	STILLWATER SCHOOLS 834	10/07/85
MCINTOSH-WINGER SCHOOL 603	12/23/85	PINE RIVER SCHOOLS 117	12/02/85	STORDEN-JEFFERS SCHOOLS 178	10/04/85
** MEDFORD SCHOOLS 763	09/30/85	PIPESTONE SCHOOLS 583	10/15/85	STRANDQUIST SCHOOLS 444	09/13/85

* Report does not include a timetable for implementation.

** Report does not include teachers and/or administrators.

APPENDIX D-3

I. SCHOOL DISTRICTS WHICH HAVE REPORTED, CONTINUED

SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE	SCHOOL DISTRICT	REPORTING DATE
SWANVILLE SCHOOLS 486	11/20/85	WALDORF-PEMBERTON SCHOOL 913	10/09/85	WESTBROOK SCHOOLS 175	09/30/85
**TAYLORS FALLS SCHOOLS 140	01/15/86	WALKER-HACKENSACK SCHOOL 119	11/21/85	WESTONKA SCHOOLS 277	11/17/85
TOWER SCHOOLS 708	09/26/85	WALNUT GROVE SCHOOL 641	11/14/85	WHEATON SCHOOL 803	10/15/85
TRACY SCHOOLS	09/30/85	WANAMINGO SCHOOL	09/26/85	*WINDOM SCHOOLS 177	01/06/86
TRI COUNTY COOP CENTER 946	09/30/85	WARREN SCHOOLS 446	01/13/86	WINNEBAGO SCHOOL 225	09/26/85
TRIMONT SCHOOLS	01/02/86	WARROAD SCHOOLS 690	10/31/85	WINONA SCHOOLS 861	11/20/85
*TRUMAN SCHOOLS 458	11/18/85	WASECA SCHOOL 829	12/23/85	WINSTED SCHOOL	10/28/85
TWIN VALLEY SCHOOLS 526	01/03/86	WATERTOWN-MAYER SCHOOLS 111	10/02/85	WOOD LAKE SCHOOL 896	10/03/85
TYLER & RUSSEU 409	12/20/85	WATERVILLE-ELYSIAN 395	12/19/85	WORTHINGTON SCHOOLS 518	12/04/85
ULEN HITTERDAL SCHOOLS 914	11/25/85	WAUBUN-OGENA-WHITE EARTH 435	10/31/85	WRENSHALL SCHOOL	11/08/85
UNDERWOOD SCHOOL 550	09/19/85	WAYZATA SCHOOLS 284	12/31/85	WYKOFF SCHOOL 236	12/30/85
UPSALA SCHOOLS 487	09/27/85	WELCOME COMMUNITY SCHOOL 459	11/19/85	ZUMBROTA SCHOOLS 260	10/01/85
VILLARD SCHOOL 615	11/14/85	WELLS-EASTON SCHOOLS 224	10/17/85		
WABASSO SCHOOLS 640	12/19/85	WEST CONCORD SCHOOLS 205	09/27/85		
WADEKA SCHOOLS 819	10/07/85	WEST ST. PAUL SCHOOLS 197	09/25/85		

II. COUNTIES WHICH HAVE REPORTED

COUNTY	REPORTING DATE	COUNTY	REPORTING DATE
BELTRAMI COUNTY	01/02/86	LYON COUNTY	10/25/85
BIG STONE COUNTY	11/12/85	MARSHALL COUNTY	12/23/85
BROWN COUNTY	11/20/85	MARTIN COUNTY	12/11/85
CHIPPEWA COUNTY	11/01/85	*MCLEOD COUNTY	12/02/85
CLAY COUNTY	12/23/85	NEEKER COUNTY	09/30/85
COOK COUNTY	10/03/85	NICOLLET COUNTY	09/30/85
DODGE COUNTY	09/27/85	NOBLES COUNTY	01/06/86
*FREEBORN COUNTY	01/14/86	POPE COUNTY	12/06/85
GRANT COUNTY	12/23/85	REDWOOD COUNTY	09/20/85
*HOUSTON COUNTY	12/06/85	RENVILLE COUNTY	12/30/85
HUBBARD COUNTY	12/17/85	*RICE COUNTY	11/07/85
ISANTI COUNTY	12/05/85	TRAVERSE COUNTY	11/19/85
ITASCA COUNTY	12/27/85	WASECA COUNTY	10/01/85
KITTSOM COUNTY	12/09/85	WATONWAN COUNTY	01/03/86
LAC QUI PARLE COUNTY	11/25/85	YELLOW MEDICINE COUNTY	10/29/85
LAKE COUNTY	11/25/85		
LE SUEUR COUNTY	12/13/85		

* Report does not include a timetable for implementation.

** Report does not include teachers and/or administrators.

III. CITIES & TOWNSHIPS WHICH HAVE REPORTED

CITY	REPORTING DATE	CITY	REPORTING DATE	CITY	REPORTING DATE
ADA	08/08/85	BROWNTON	12/10/85	DONNELLY	02/15/85
ADAMS	09/30/85	BUFFALO	09/30/85	DULUTH	10/01/85
ADRIAN	10/24/85	BUHL	10/02/85	DUNDAS	05/16/85
AFTON	09/05/85	BUTTERFIELD	09/25/85	DUNNELL	04/22/85
AITKIN	09/30/85	BYRON	09/30/85	EAGLE BEND	11/25/85
ALBANY	09/27/85	CALLAWAY	10/04/85	EAGLE LAKE	10/10/85
ALBERT LEA TWP	09/25/85	CALUMET	01/03/86	EAST BETHEL	09/09/85
ALBERTVILLE	12/13/85	CANNON FALLS	10/03/85	ECHO	11/13/85
ALDEN	10/04/85	CANTON	11/13/85	EDEN VALLEY	09/12/85
ALPHA	10/10/85	CARLTON	08/29/85	EDGERTON	12/23/85
ALTURA	12/12/84	CARVER	01/18/85	ELBOW LAKE	05/30/85
ALVARADO	12/11/85	CASS LAKE	09/30/85	ELGIN	01/10/86
AMBOY	12/05/85	CENTER CITY	09/30/85	ELIZABETH	01/16/85
ANDOVER	12/11/85	CENTERVILLE	09/04/85	ELKTON	09/30/85
ANNANDALE	07/29/85	CEYLON	09/25/85	ELLENDALE	11/14/85
* APPLETON	11/24/85	CHANHASSEN	11/25/85	ELLSWORTH	10/24/85
ARCO	08/09/85	CHATFIELD	10/02/85	ELMORE	09/27/85
ARGYLE	10/03/85	CHISAGO CITY	09/30/85	ELY	04/29/85
ARLINGTON	10/02/85	CHISAGO LAKES TWP	11/13/85	EMBARRASS TWP	11/01/85
ASHBY	09/30/85	CHOKIO	11/13/85	EMILY	09/13/85
ASKOV	11/14/85	CLARA CITY	09/27/85	ERHARD	11/04/85
AURORA	09/12/85	CLARKFIELD	10/02/85	ERSKINE	12/05/85
BACKUS	02/11/85	CLARKS GROVE	07/12/85	EVANSVILLE	09/16/85
BAGLEY	03/28/85	CLEAR LAKE	10/29/85	EVELETH	12/31/85
BALATON	09/23/85	CLEARWATER TWP	11/26/85	EYOTA	09/09/85
BALKAN TWP	09/30/85	CLEMENTS	01/02/86	FAIRFAX	09/23/85
* BARNUM	12/13/85	COATES	09/19/85	FALCON HEIGHTS	12/18/85
BASS BROOK TWP	09/27/85	COLERAINE	12/31/85	FAYAL TWP	04/02/85
BATTLE LAKE	11/14/85	COLOGNE	12/18/85	FERTILE	10/04/85
BAUDETTE	09/27/85	COLUMBUS TWP	09/30/85	FIFTY LAKES	09/13/85
BAXTER	12/17/85	CONFREY	09/18/85	FLOODWOOD	09/27/85
BAYPORT	10/18/85	COOK	09/30/85	FOLEY	08/23/85
BEAVER BAY	10/03/85	CORINNA TWP	01/08/85	FOREST LAKE TWP	05/02/85
BECKER	09/30/85	COSMOS	10/03/85	FORESTON	10/02/85
BELVIEW	10/03/85	COTTONWOOD	09/30/85	FORT RIPLEY	10/04/85
BENA	10/07/85	CROWWELL	10/23/85	FOUNTAIN	11/25/85
BERTHA	12/23/85	CROSSLAKE	09/30/85	FRANKLIN	10/07/85
BIG FALLS	09/27/85	CROW LAKE TWP	03/05/85	FRAZEE	09/13/85
BIGFORK	10/02/85	CURRIE	09/16/85	FREEBORN	11/14/85
BIRCHWOOD VILLAGE	09/23/85	DANUBE	11/27/85	FRENCH LAKE TWP	11/14/85
BISCAY	09/17/85	DANVERS	10/04/85	GARFIELD	09/17/85
BIWABIK	09/26/85	DASSEL	10/07/85	GARY	11/18/85
BIWABIK TWP	09/13/85	DAWSON	11/18/85	GAYLORD	10/07/85
BLACKDUCK	03/18/85	DAYTON	12/23/85	GHEENT	09/09/85
BOYD	09/20/85	DEER CREEK	08/02/85	GIBBON	09/30/85
BRAHAM	10/18/85	* DEER RIVER	09/30/85	GILBERT	01/10/86
BRANDON	12/02/85	DEERWOOD	09/25/85	GLENCOE	09/26/85
BREEZY POINT	09/17/85	DEGRAFF	11/20/85	GLENVILLE	11/25/85
BREITONG TWP	11/21/85	DELAVAN	10/03/85	CONVICK	09/30/85
BRICELYN	12/10/84	DELHI	12/21/84	GOOD THUNDER	12/10/85
BROOTEN	10/07/85	DELLWOOD	12/12/85	GOODHUE	08/29/85
BROWERVILLE	12/16/85	DEXTER	09/09/85	* GRAND MEADOW	09/27/85
BROWNS VALLEY	09/30/85	DODGE CENTER	12/13/85	GRAND RAPIDS	11/21/85

* Report does not include a timetable for implementation.

III. CITIES & TOWNSHIPS WHICH HAVE REPORTED, CONTINUED

CITY	REPORTING DATE	CITY	REPORTING DATE	CITY	REPORTING DATE
GRAND RAPIDS TWP	08/29/85	KASOTA	07/17/85	MARINE ON ST. CROIX	09/18/85
GRASSTON	01/10/86	KASSON	11/27/85	MARSHALL	10/02/85
GREAT SCOTT TWP	01/11/85	KEEVATIN	10/02/85	MAYER	11/19/85
GREENWAY TWP	05/02/85	KELLIHER	10/02/85	MAYNARD	09/27/85
GREY EAGLE	09/27/85	KELLOGG	10/11/85	MCGREGOR	09/30/85
HACKENSACK	07/10/85	KENYON	10/02/85	MCKINLEY	11/13/85
HADLEY	12/16/85	KERKHOVEN	10/02/85	MEADOWLANDS	05/01/85
HALLOCK	04/04/85	* KETTLE RIVER	09/30/85	MENAHGA	10/01/85
HALSTAD	05/09/85	KIESTER	10/21/85	MIDDLE RIVER	12/03/85
HAM LAKE	08/28/85	KIMBALL	10/22/85	MILACA	09/30/85
HAMBURG	11/13/85	LAFAYETTE	09/20/85	MILAN	09/23/85
HANLEY FALLS	11/19/85	LAGRANDE TWP	11/20/85	MILLERVILLE	11/22/85
HANOVER	11/14/85	LAKE CITY	10/28/85	MILROY	07/30/85
HANSKA	12/06/85	LAKE CRYSTAL	10/09/85	MILTONA	04/26/85
HARRIS	09/19/85	LAKE EDWARD TWP	06/20/85	MINNEOTA	10/02/85
HARRIS TWP	04/18/85	* LAKE ELMO	10/04/85	MINNETONKA BEACH	12/31/84
HARTLAND	01/25/85	LAKE SHORE	10/07/85	MONTEVIDEO	09/18/85
HASSAN TWP	12/05/85	LAKE WILSON	12/24/85	MONTGOMERY	10/30/85
HATFIELD	01/23/85	LAKEFIELD	11/21/85	MONTICELLO TWP	05/23/85
HAWLEY	09/30/85	LAKELAND	09/23/85	MOOSE LAKE	09/27/85
HAYFIELD	09/18/85	LAKETOWN TWP	11/25/85	MORRISTOWN	09/06/85
HECTOR	09/30/85	LAMBERTON	10/08/85	MORTON	11/25/85
HENDERSON	12/19/85	LANCASTER	10/21/84	MOTLEY	11/15/85
HENDRICKS	09/25/85	LANESBORO	09/30/85	MURDOCK	10/03/85
HENNING	10/01/85	LAPRAIRIE	09/13/85	MYRTLE	12/24/84
HENRIETTE	12/12/84	LAUDERDALE	12/10/85	NASHWAUK	10/15/85
HERMAN	08/02/85	LE CENTER	12/03/84	NEW RICHLAND	10/21/85
HERMANTOWN	09/30/85	LE ROY	09/30/85	NEW YORK MILLS	07/29/85
HERON LAKE	10/04/85	LESAX TWP	10/03/85	NICOLLET	10/02/85
HEWITT	11/19/85	LESTER PRAIRIE	10/10/85	NORTH OAKS	11/21/85
HIBBING	10/10/85	LEVISTON	09/30/85	NORWOOD	11/22/85
HILL CITY	07/08/85	LEVISVILLE	11/14/85	OAK GROVE TWP	06/19/85
HILLS	11/25/85	LINDSTROM	12/13/85	OAK PARK HEIGHTS	09/30/85
HINCKLEY	08/22/85	LINWOOD TWP	09/13/85	ODESSA	01/14/85
* BITTERDAL	10/11/85	LITTLEFORK	12/02/85	ODIN	12/10/84
HOFFMAN	09/30/85	LK ST CROIX BEACH	10/09/85	OGENA	10/25/85
HOKAH	09/23/85	* LONG PRAIRIE	09/30/85	OGILVIE	09/30/85
BOLLAND	11/13/85	LUCAN	09/27/85	OKABENA	08/19/85
HOUSTON	09/23/85	LYLE	09/30/85	OLIVIA	10/31/85
HOWARD LAKE	09/17/85	LYND	09/19/85	OMAHA	10/02/85
HOYT LAKES	11/18/85	LYNDEN TWP	09/30/85	ORONOOCO	10/02/85
HUGO	08/28/85	MABEL	11/27/85	ORR	09/25/85
HUTCHINSON	02/08/85	MADELIA	11/20/85	ORTONVILLE	12/02/85
INDEPENDENCE	10/02/85	MADISON	11/04/85	OTSEGO TWP	12/12/85
IRONDALE TWP	09/16/85	MADISON LAKE	12/05/85	PALISADE	11/01/85
IRONTON	07/17/85	MARTONEDI	10/02/85	PARKERS PRAIRIE	10/28/85
ISANTI	09/24/85	MAINT ASSH	11/15/85	PAYNESVILLE	09/30/85
ISLE	10/02/85	MARCHESTER	12/10/84	PELICAN RAPIDS	09/27/85
IVANHOE	09/25/85	MANTORVILLE	09/27/85	PEDUOT LAKES	10/03/85
JAKESVILLE	12/16/85	MAPLE LAKE	12/05/85	PERHAM	11/21/85
JEFFERS	08/28/85	MAPLE LAKE TWP	11/22/85	PETERSON	09/12/85
KANDIYOH	12/02/85	MAPLEVIEW	08/21/85	PILLAGER	12/10/84
KARLSTAD	07/22/85	MARBLE	10/02/85	PIKE CITY	10/02/85

* Report does not include a timetable for implementation.

III. CITIES & TOWNSHIPS WHICH HAVE REPORTED, CONTINUED

CITY	REPORTING DATE	CITY	REPORTING DATE	CITY	REPORTING DATE
PINE RIVER	10/10/85	ST BONIFACIUS	08/28/85	VERGAS	10/10/85
• PLAINVIEW	12/19/85	ST CLAIR	10/02/85	VERNON CENTER	09/10/85
PLATO	12/13/85	ST CLOUD TWP	08/22/85	VICTORIA	11/26/85
PLUMMER	12/02/85	ST HILAIRE	10/15/85	VINING	09/30/85
PRINCETON	09/25/85	ST JOSEPH	12/27/85	WAHKON	03/15/85
PRINSBURG	12/02/85	ST JOSEPH TWP	11/13/85	WAITE PARK	09/24/85
RACINE	06/03/85	ST UNDEL TWP	01/10/86	WALDORF	01/02/86
RANDOLPH	11/25/85	ST. CHARLES	09/27/85	WALKER	10/15/85
RANIER	10/03/85	ST. MARY'S POINT	01/10/85	WALNUT GROVE	10/03/85
RENVILLE	12/02/85	ST. MICHAEL	12/10/84	WANANINGO	09/24/85
RICHMOND	09/26/85	STACY	09/20/85	WARREN	10/02/85
ROCK CREEK	04/11/85	STANFORD TWP	01/22/85	WARROAD	12/04/85
ROCKFORD	09/30/85	STEPHEN	12/02/85	WATERTOWN	11/07/85
ROCKFORD TWP	09/30/85	STEWART	10/17/85	WATERVILLE	08/29/85
ROLLINGSTONE	09/30/85	STEWARTVILLE	12/23/85	WATKINS	11/20/85
ROSE CREEK	09/23/85	STOCKTON	10/01/85	WATSON	12/02/85
ROSEAU	09/20/85	STORDEN	09/26/85	WAUBUN	01/06/86
ROUND LAKE	08/27/85	TACONITE	11/15/85	WELCONE	09/13/85
RUSH CITY	10/02/85	TAYLORS FALLS	11/21/85	WENDELL	01/10/85
RUSHFORD	07/01/85	TENSTRIKE	03/25/85	WESTBROOK	11/21/85
RUTHTON	01/06/86	THOMSON TWP	09/25/89	WHEATON	01/03/86
S INTERNATIONAL FALL	10/02/85	TONKA BAY	10/02/85	WHITE TWP	09/27/85
SACRED HEART	09/20/85	TOWER	07/18/85	WILDER	12/31/84
SANBORN	03/11/85	TRACY	10/01/85	WILMONT	09/30/85
SARGEANT	12/12/84	TRINONT	11/27/85	WINDOM	09/30/85
SAUK CENTRE	11/27/85	TROMHALD	12/10/84	WINGER	09/26/85
SHAFFER	10/02/85	TRUMAN	08/16/85	WINNEBAGO	01/16/85
SHERBURN	10/07/85	TWIN LAKES	07/16/85	WINSTED	10/23/85
SILVER BAY	09/27/85	TWIN VALLEY	11/25/85	WOLF LAKE	10/03/85
SILVER CREEK TWP	10/05/85	TWO HARBORS	09/27/85	WOLVERTON	05/16/85
SILVER CREEK TWP	11/21/85	TYLER	09/26/85	WOOD LAKE	12/12/85
SILVER LAKE	09/20/85	UNDERWOOD	12/09/85	WOODLAND	02/01/85
SPRING LAKE PARK	09/18/85	UPSALA	01/25/85	WORTHINGTON	09/30/85
SPRINGFIELD	10/02/85	UTICA	12/07/84	WRENSHALL	09/12/85
				WYKOFF	10/02/85
				YOUNG AMERICA	04/04/85
				ZIMMERMAN	10/08/85
				ZUMBROTA	10/07/85

* Report does not include a timetable for implementation.

IV. OTHER JURISDICTIONS WHICH HAVE REPORTED

JURISDICTION	REPORTING DATE	JURISDICTION	REPORTING DATE	JURISDICTION	REPORTING DATE
ADAMS HEALTH CARE CENTER	09/30/85	CROW RIVER SPEC ED COOP	11/19/85	HUBBARD SWCD	09/23/85
AITKIN SWCD	09/19/85	CROW WING SWCD	07/15/85	HUDSON LANDFILL AUTHORITY	11/26/85
ALBANY HOSP. HOME HEALTH SERV.	09/27/85	CUYUNA RANGE HOSP DIST	10/11/85	HUTCHINSON HOSPITAL	10/24/85
ALBERT LEA TOWNSHIP OF	09/25/85	DAKOTA COUNTY HRA	09/27/85	INT'L FALLS RECREATION COMM	11/15/85
ALEXANDRIA LAKE SAN DIST	10/01/85	DAKOTA SWCD	09/05/85	INTERDIST SPEC ED COOP	11/20/85
ARROWHEAD LIBRARY SYSTEM	04/15/85	DASSEL LAKESIDE NURSING HOME	10/03/85	IRONDALE TOWNSHIP	09/16/85
ARROWHEAD REG COMPUTING COMS	01/03/86	DELANO MUNICIPAL POWER PLANT	09/27/85	ISANTI-MILLE LACS BD OF HEALTH	09/12/85
BALKAN TOWNSHIP	09/30/85	DODGE SWCD	09/27/85	ITASCA SWCD	09/30/85
BASS BROOK TOWNSHIP	09/27/85	DOVER-EVOTA-ST. CHARLES SAN.	03/15/85	JACKSON MUN. HOSP. & HSG. HOME	08/28/85
BECKER SWCD	10/31/85	DULUTH AIRPORT AUTHORITY	10/02/85	JANESVILLE MUNICIPAL UTILITIES	12/04/85
BENIDJI HRA	11/21/85	E AGASSIZ SWCD	09/30/85	JANESVILLE NURSING HOME	12/04/85
BENIDJI REGION INTERDIST COUNC	01/13/86	EAST CENTRAL REG. DEV. COMM.	06/07/85	JOHNSON MEM HOSP & HOME	10/02/85
BENIDJI VOC COOP	11/15/85	EAST CENTRAL REGIONAL LIBRARY	01/14/86	JOINT POWER WATER SYSTEM	11/14/85
BENSON HRA	09/20/85	EAST OTTER TAIL SWCD	10/31/85	KANABEC HOSPITAL	10/24/85
BENTON SWCD	04/04/85	EAST POLK SWCD	09/27/85	KANABEC SWCD	04/26/85
BIG STONE COUNTY HRA	11/21/85	EAST RANGE VOC CTR	11/15/85	KANDIYOHI SWCD	09/23/85
BIG STONE SWCD	11/14/85	BGSU-5	10/17/85	KARLSTAD HEALTH FACILITIES	09/27/85
BIWABIK TOWNSHIP	09/13/85	ELY HRA	10/02/85	KENYON MUNICIPAL UTILITY	09/23/85
BLUE EARTH SWCD	04/17/85	EMBARRASS TOWNSHIP	11/01/85	KITTSO, SWCD	09/25/85
BLUE MOUND CENTER	09/30/85	ESV REGION V COMPUTER SERVICES	10/15/85	KOOCHICHING SWCD	09/30/85
BOUNDARY WATERS SPEC ED COOP	11/27/85	EVELETH RECREATION COMMISSION	01/06/86	LAC QUI PARLE SWCD	02/15/85
BRAINERD HRA	10/07/85	FAR-MAR-WAT HUMAN SVC BD	11/25/85	LAGRANDE TOWNSHIP	11/20/85
BRECKENRIDGE HRA	11/15/85	FAYAL TOWNSHIP	04/02/85	LAKE AGASSIZ SPEC ED COOP	09/30/85
BREITONG TOWNSHIP	11/21/85	FERGUS FALLS AGENCY ON AGING	11/19/85	LAKE BROWSON RURAL WATER SYST	11/22/85
BROWN SWCD	08/19/85	FERGUS FALLS AREA SPEC ED COOP	11/19/85	LAKE EDWARD TOWNSHIP	06/20/85
BROWN-NICOLLET HUMAN SERV. BD.	10/02/85	FERGUS FALLS HRA	04/24/85	LAKE MINNETONKA CONSRVTN DIST	09/30/85
BURNS MANOR MUNICIPAL NURS RM	10/03/85	FILLMORE SWCD	09/03/85	LAKE MINNETONKA PUBLIC SAFETY	06/26/85
CANNON FALLS DIST HOSP	09/27/85	FOREST LAKE TOWNSHIP	05/02/85	LAKE OF THE WOODS SWCD	09/27/85
CARTLTON SWCD	09/12/85	FREEBORN SWCD	09/23/85	LAKE SWCD	10/02/85
CARVER SWCD	09/27/85	FRENCH LAKE TOWNSHIP	11/14/85	LAKETOWN TOWNSHIP	11/25/85
*CASS COUNTY HRA	12/20/85	GAYLORD HOSP & LAKEVIEW HOME	11/04/85	LEAF RIVER VALLEY COOP CENTER	09/20/85
CHIPPewa CO-MONTEVIDEO HOSP	12/03/85	GILLETTE CHILDREN'S HOSP	09/27/85	LESAUX TOWNSHIP	10/03/85
CHISAGO LAKE HOSPITAL	10/21/85	GLACIAL RIDGE HOSPITAL	10/17/85	LINCOLN SWCD	11/14/85
CHISAGO LAKES TOWNSHIP	11/13/85	GLENCOE AREA HEALTH CENTER	09/30/85	LINWOOD TOWNSHIP	09/13/85
CHISAGO SWCD	08/16/85	GOODHUE SWCD	08/21/85	LITCHFIELD HRA	12/11/85
CHISHOLM HRA	09/30/85	GRAND MARAIS SWCD	11/19/85	LITTLEFORK MUNICIPAL HOSPITAL	12/04/85
CLARA CITY NURSING HOME	09/12/85	GRAND RAPIDS LIBRARY	11/04/85	LUVERNE HRA	07/10/85
CLAY SWCD	09/16/85	GRAND RAPIDS PUC	10/23/85	LYNDEN TOWNSHIP	09/30/85
CLEARWATER CO HOSP & HSG SVC	12/19/85	GRAND RAPIDS TOWNSHIP	08/29/85	LYON SWCD	10/18/85
CLEARWATER SWCD	10/02/85	GRAND SWCD	09/18/85	MADISON HRA	12/12/85
CLEARWATER TOWNSHIP	11/26/85	*GRANITE FALLS MUN HOSP & MANOR	09/20/85	MAHNOKEN SWCD	04/19/85
CLOQUET HRA	01/02/86	GREAT RIVER REGIONAL LIBRARY	09/09/85	MAINT ASSN	11/15/85
COLUMBIA HGHTS HRA	09/06/85	GREAT SCOTT TOWNSHIP	01/11/85	MAPLE LAKE TOWNSHIP	11/22/85
COLUMBUS TOWNSHIP	09/30/85	GREEN LEA MANOR NURSING HOME	11/15/85	MARSHALL & POLK RURAL WATER SYS	08/22/85
CORINNA TOWNSHIP	01/08/85	GREENWAY TOWNSHIP	05/02/85	MARSHALL SWCD	07/25/85
COTTONWOOD RIVER COOP CENTER	12/19/85	HARRIS TOWNSHIP	04/18/85	MARSHALL-BELTRAMI SWCD	09/30/85
COTTONWOOD SWCD	09/30/85	MASSAN TOWNSHIP	12/05/85	MARSHALL-LYON COUNTY LIBRARY	12/02/85
COUNTRYSIDE PUBLIC HEALTH SERV	09/12/85	HEADWATERS REG. DEVEL. COMM.	06/24/85	MARTIN SWCD	10/07/85
CROSBY HRA	09/25/85	WENNEPIN CONSERVATION DIST	08/08/85	MCLEOD SWCD	09/11/85
CROW LAKE TOWNSHIP	03/05/85	HERON LAKE HOSP & LAKEVIEW HOME	10/03/85	NEEKER SWCD	10/01/85
CROW RIVER REC DEPT	11/27/85	HRA OF REDWOOD FALLS	09/30/85	NELROSE HOSP & PINE VILLA NURS	10/24/85

* Report does not include a timetable for implementation.

IV. OTHER JURISDICTIONS WHICH HAVE REPORTED, CONTINUED

JURISDICTION	REPORTING DATE	JURISDICTION	REPORTING DATE	JURISDICTION	REPORTING DATE
MERCY HOSP & HEALTH CARE CNTR	09/30/85	PINE COUNTY SWCD	09/19/85	ST DOMINICUS & MINNETRISTA PS	09/30/85
MERIT SYSTEM	10/01/85	PINE RIVER HRA	10/15/85	ST CLOUD HRA	10/24/85
METRO BCSU	12/03/85	PINE TO PRAIRIE COOP CENTER	09/26/85	ST CLOUD TOWNSHIP	08/22/85
METRO WASTE CONTROL COMM	09/25/85	PIONEERLAND LIBRARY SYSTEM	12/09/85	ST JOSEPH TOWNSHIP	11/13/85
METRO-II, ESW REGION VI	10/02/85	PIPESTONE HRA	11/14/85	ST PETER HRA	08/16/85
METRONET LIBRARY SYSTEM	11/14/85	PIPESTONE SWCD	11/19/85	ST WIDEL TOWNSHIP	01/10/86
METROPOLITAN COUNCIL	09/30/85	PLUM CREEK LIBRARY SYSTEM	09/20/85	ST. CLOUD AREA PLANNING ORG	12/11/85
METROPOLITAN TRANSIT COMM	11/21/85	POPE SWCD	09/11/85	ST. JAMES HRA	11/26/85
MID-RANGE SPEC COOP	12/26/85	PRINCETON UTILITIES	12/02/85	ST. MICHAEL'S HOSP & CMC UNIT	12/03/85
MIDDLE RIV-SNAKE RIV. WATERSH	09/23/85	PRIOR LAKE WATERSHED DIST	11/13/85	ST. PAUL PORT AUTHORITY	12/12/85
MILLE LACS SWCD	10/02/85	QUIN COUNTY COMM. HEALTH SERV.	02/04/85	ST. PETER HOSP&HEALTH CARE CTR	12/05/85
MINN COUNTIES INFO SYSTEMS	07/05/85	*RED LAKE FALLS HRA	09/19/85	STANFORD TOWNSHIP	01/22/85
MINN SCHOOLS DATA PROC JT BD	09/30/85	RED LAKE FALLS SPEC ED COOP	11/25/85	STEELE SWCD	10/02/85
MINNEAPOLIS COMM DEVEL AGENCY	11/22/85	RED LAKE SWCD	08/26/85	STERNS SWCD	10/02/85
MISSISSIPPI HEADWATERS BD	11/19/85	RED LAKE WATERSHED DISTRICT	12/04/85	STEVENS SWCD	12/19/85
MN RIVER VALLEY ED COOP	09/12/85	RED RIVER VALLEY COOP CTR	01/08/86	STEWARTVILLE NURSING HOME	08/19/85
MONTVIDEO HRA	10/02/85	REDWOOD FALLS HOSPITAL	10/02/85	SUB HENR REG PARK DIST	10/25/85
MONTICELLO TOWNSHIP	05/23/85	REDWOOD FALLS UTILITIES	10/02/85	SW AREA MULTI-CTY INTERLIBRARY	09/03/85
MONTICELLO-BIG LAKE BOS. DIST.	09/18/85	REDWOOD SWCD	09/17/85	SW REGIONAL DEVELOPMENT COMM	09/30/85
MOOSE LAKE WATER & LIGHT COMM.	09/19/85	REGION 5 REG. COMM.	10/03/85	SWIFT COUNTY HRA	11/14/85
MOUND HRA	11/19/85	REGION I-ESV	11/21/85	SWIFT COUNTY-BENSON HOSPITAL	12/20/85
MOUNTAIN LAKE HRA	01/09/86	REGION NINE DEVEL. COMM.	07/01/85	SWIFT SWCD	10/02/85
MOWER SWCD	09/30/85	*REGION VIII NORTH WELFARE	09/06/85	TELEPHONE CO. CROSSLAKE	09/30/85
MULTI-COUNTY NURSING SERVICE	12/02/85	RENVILLE COUNTY SWCD	11/25/85	THOMSON TOWNSHIP	09/25/89
MUNICIPAL POWER AGENCY	10/10/85	RICE COUNTY DISTRICT ONE HOSP	12/02/85	TOWNSHIP MAIN ASSOC.	11/15/85
MURRAY SWCD	05/29/85	RICE CREEK WATERSHED DIST	11/13/85	TRACY HOUSING & REDEV. AUTH.	08/29/85
NASHVAUK PUBLIC UTILITIES	11/25/85	RICE SWCD	10/08/85	TRACY MUNICIPAL HOSPITAL	09/09/85
NE EDUC COOP SERVICE UNIT	10/02/85	ROCK COUNTY DIST WATER SYST	11/22/85	TRAVERSE SWCD	10/07/85
NEW PRAGUE UTILITY COMM	11/21/85	ROCKFORD TOWNSHIP	09/30/85	TRI-COUNTY COMM CORRECTIONS	10/23/85
NICOLLET SWCD	09/26/85	ROSEAU AREA HOSPITAL	10/08/85	TRINONT NURSING HOME	11/27/85
NO. ITASCA HOSP & CMC	09/27/85	ROSEAU SWCD	08/15/85	UNITED DISTRICT HOSP	11/14/85
NOBLES SWCD	09/30/85	RURAL FIRE ASSN	12/16/85	UNITED HOSPITAL DISTRICT	09/30/85
NORTH BRANCH WATER & LIGHT	10/09/85	RUSH CITY HOSPITAL	10/10/85	UPPER MN VALLEY BOC	09/19/85
NORTH COUNTY LIBRARY COOP	07/10/85	SCOTT SOIL & WATER CONS. DIST.	09/20/85	VIKING LIBRARY SYSTEM	07/29/85
NORTH ST. LOUIS SWCD	09/20/85	SHADY LAKE NURSING HOME	09/27/85	VIRGINIA HRA	11/25/85
NORTHWEST BCSU	09/11/85	SHAKOPEE PUBLIC UTIL COMM	10/15/85	VIRGINIA REGIONAL MEDICAL CNTR	09/30/85
NORTHWEST HENR HUN SVCS COUNCIL	10/16/85	SHERBURNE SWCD	04/03/85	WABASHA HRA	12/02/85
NORTHWEST INTER DIST COUNCIL	11/07/85	SIBLEY SWCD	09/06/85	WABASHA SWCD	09/30/85
NORTHWOODS LANDFILL AUTHORITY	01/30/85	SILVER CREEK TOWNSHIP	10/05/85	WACONIA RIDGEVIEW HOSPITAL	11/07/85
NW MULTI-COUNTY HRA	10/04/85	SILVER CREEK TOWNSHIP	11/21/85	WADEDA SWCD	12/02/85
NW REGIONAL DEVEL COMM	10/02/85	SIX EAST BOC	11/26/85	*WALKER SWCD	11/20/85
OAK GROVE TOWNSHIP	06/19/85	SLEEPY EYE HRA	07/25/85	*WASECA HRA	08/09/85
OLMSTED SWCD	11/21/85	*SLEEPY EYE MUNICIPAL HOSPITAL	12/23/85	WASECA SWCD	08/26/85
ORTONVILLE AREA HEALTH SERVICE	12/30/85	SO ST LOUIS SWCD	09/30/85	WASECA-LESUEUR REGNL LIBRARY	09/26/85
OTSEGO TOWNSHIP	12/12/85	SO ST PAUL HRA	10/02/85	WASHINGTON SWCD	10/09/85
PARKERS PRAIRIE DISTRICT	09/26/85	SOUTH CENTRAL BCSU	11/20/85	WASTEWATER TREATMENT PLANT	12/13/85
PARKVIEW MANOR H.H.	09/25/85	SOUTHEAST LIBRARY SYSTEM	06/24/85	WATONWAN SWCD	09/12/85
PAYNESVILLE HOSP/KORONIS MANOR	09/27/85	SOUTHEAST MINNESOTA BCSU	10/07/85	WEINER MEN MED CENTER	12/02/85
PELICAN VALLEY HEALTH CENTER	09/27/85	SOUTHERN MINNESOTA COOP CENTER	09/26/85	WEST CENTRAL BCSU	10/02/85
PENNINGTON SWCD	06/24/85	SOUTHWEST & WEST CENTRAL BCSU	09/30/85	WEST HENRIEPIN HUMAN SERVICES	09/27/85
PEQUOT LAKES HRA	10/25/85	SPIRIT MOUNTAIN REC. AUTH.	09/30/85	WEST OTTER TAIL SWCD	09/30/85
*PERHAM HEN. HOSP. AND HOME	10/03/85	SPRINGFIELD POC	09/26/85	WEST POLK SWCD	07/24/85

* Report does not include a timetable for implementation.

APPENDIX D-9IV. OTHER JURISDICTIONS WHICH HAVE REPORTED, CONTINUED

JURISDICTION	REPORTING DATE
WESTBROOK MUN LIGHT & POWER	09/12/85
WESTERN LAKE SUPERIOR SAN DIS	10/02/85
WESTERN POPE COUNTY HOSP DIST	09/04/85
WHEATON HOSPITAL	10/03/85
WHITE TOWNSHIP	09/27/85
WILKIN SWCD	09/16/85
WINDOM AREA HOSPITAL	09/30/85
WINONA COUNTY SWCD	09/30/85
WINONA HRA	12/16/85
WORTHINGTON HOSPITAL	09/25/85
WRIGHT SWCD	09/17/85
WRIGHT VOC. COOP CENTER	09/16/85
YELLOW MEDICINE SWCD	06/05/85

The following local governments had not submitted reports as of January 15, 1986, or submitted reports which did not include all the information required by the law.

I. SCHOOL DISTRICTS WHICH HAVE NOT REPORTED

SCHOOL DISTRICT	REPORT DATE	SCHOOL DISTRICT	REPORT DATE	SCHOOL DISTRICT	REPORT DATE
ADAMS (500)		GILBERT (699)		HORWOOD (108)	5-1-86
ADRIAN (511)		GLENVILLE (245)	1-1-86	OMATONNA (761)	2-15-86
ALEXANDRIA (206)	1-1-86	GRACEVILLE (60)	12-15-85	PARK RAPIDS (309)	4-30-86
ANDOV (79)	11-27-85	GRANADA (460)	4-1-86	PIKE CITY (578)	
ASKOV (566)	3-1-86	GRAND MARAIS (166)	1-1-86	ROSEAU (682)	12-15-85
AURORA (691)	1-31-86	GRAND MEADOW (495)	2-15-86	ROSEMOUNT (196)	
BAGLEY (162)	12-27-85	HERMAN (264)		STAPLES (793)	1-17-86
BATTLE LAKE (542)	11-15-85	HOPKINS (270)	12-1-85	SARTELL (748)	3-1-86
BAUDETTE (390)		HOWARD LAKE (880)		SAUK RAPIDS (47)	2-28-86
BEKSON (777)	1-1-86 *	INVER GROVE HEIGHTS (199)	12-15-85	SOUTH ST PAUL (6)	1-15-86
BRANAH (314)	2-28-86	JACKSON (324)	*	SPRING VALLEY (237)	12-1-85
BRANDON (207)	*	JORDAN (717)	5-30-86	ST CLAIR (75)	
BRICELYN (217)	12-1-85	KENYON (254)	1-15-86	ST CLOUD (742)	3-1-86
BUFFALO (877)	12-15-85	LAKE CRYSTAL (70)	1-15-86	ST LOUIS PARK (283)	10-1-85
BUTTERFIELD (836)	3-1-86	LAKE WILSON (918)	12-15-85	ST MICHAEL (885)	11-25-85
CHASKA (112)	4-1-86	LAKEVILLE (194)	6-30-86	ST PAUL (625)	1-31-86
CIRCLE PINES (12)	12-31-85	LEROY (499)	2-15-86	STEWART (426)	
CLEARBROOK (161)	*	MADELIA (837)		TRIEF RIVER FALLS (564)	12-13-85 *
CLINTON (58)	12-15-85	MARTINEZ (832)	2-1-86	VERDI (408)	
COTTAGE GROVE (833)	11-30-85	MAYNARD (127)	3-1-86	VERMIDALE (818)	12-15-85
CROOKSTON (593)	12-30-85	MILACA (912)	1-30-86	VIRGINIA (706)	10-15-85
CROSBY MOUNTAIN (182)	1-1-86	MINNEAPOLIS (287)	12-15-85	WABASHA (811)	
EAST GRAND FORKS (595)	11-1-85	MINNEAPOLIS (1)	12-1-85	WACONIA (110)	12-20-85
ELK RIVER (728)	12-6-85	MINNEAPOLIS (281)	12-1-85	WHITE BEAR LAKE (916)	11-15-85
EDMONS (243)	12-1-85	MINNEAPOLIS (16)	12-31-85	WHITE BEAR LAKE (624)	2-21-86
EVELETH (697)		MOUNDS VIEW (621)	11-15-85 *	WILLMAR (347)	12-31-85
FAIRFAX (649)	12-20-85	MOUNTAIN IRON (712)	3-1-86 **	WILLOW RIVER (577)	11-26-85
FAIRMONT (454)		NETT LAKE (707)		WINTHROP (735)	7-1-86
FOREST LAKE (831)	3-25-86	NEVIS (308)			
GARY (523)	12-30-85 *	NEW ULM (88)	12-20-85		

* Information Was Received After Jan 15, and has not been reviewed for accuracy and completeness.

** District was consolidated in September 1985 and was unable to begin the pay equity study prior to that time

II. COUNTIES WHICH HAVE NOT REPORTED

COUNTY	REPORT DATE	COUNTY	REPORT DATE	COUNTY	REPORT DATE
AITKIN	1-1-86	KANABEC	11-1-85	RED LAKE	12-20-85
ANDOKA	4-1-86	KANDIYOH	3-31-86	ROCK	4-1-86
BECKER	6-30-86	KOOCHICHING	12-15-85	ROSEAU	3-15-86
BENTON	11-15-85	LAKE OF THE WOODS	3-1-86	SCOTT	1-31-86
BLUE EARTH		LINCOLN	10-1-85	SHERBURNE	2-1-86
CARLTON	12-1-85	MAHOMEN	1-1-86	SIBLEY	12-1-85
CARVER	5-1-86	MILLE LACS	1-31-86	ST LOUIS	12-31-85
CASS		MORRISON	1-21-86	STEARNS	12-31-85
CHISAGO	4-1-86	ROWER	11-30-85	STEELE	1-1-86
CLEARWATER	5-31-86	MURRAY	11-1-85	STEVENS	11-1-85
COTTONWOOD	1-10-86	NORMAN	1-25-86	SWIFT	2-15-86
CROW WING		OLMSTED	10-25-85	TODD	
DAKOTA	12-31-85	OTTER TAIL	6-1-86	WABASHA	11-30-85
DOUGLAS	7-1-86	PENNINGTON	12-13-85	WADENA	9-1-86
FARIBAULT	12-1-85	PINE	4-1-86	WASHINGTON	12-31-85
FILLMORE	2-1-86	PIPESTONE		WILKIN	12-13-85
GOODHUE	12-15-85	POLK	3-1-86	WINONA	3-1-86
HENNEPIN	4-1-86	QUINCY	2-1-86	WRIGHT	12-1-85
JACKSON	12-31-85				

III. CITIES & TOWNSHIPS WHICH HAVE NOT REPORTED

CITY	EXPECTED REPORT DATE	CITY	EXPECTED REPORT DATE	CITY	EXPECTED REPORT DATE
AKELEY		COTTAGE GROVE	5-7-86	HILLTOP	
ALBERT LEA	5-7-86	COURTLAND		HOLDINGFORD	
ALEXANDRIA	5-7-86	CROOKSTON	5-7-86	HOPKINS	5-7-86
ANOKA	5-7-86	CROSBY	10-15-85	INTERNATIONAL FALLS	5-7-86
APPLE VALLEY	5-7-86	CRYSTAL	5-7-86	INVER GROVE HEIGHTS	5-7-86
ARDEN HILLS VILLAGE	5-7-86	DALTON	12-1-85	IRON RANGE TOWNSHIP	
ATWATER	2-1-86	DARWIN		JACKSON	5-7-86
AUDUBON	1-15-86	DEEPHAVEN		JASPER	7-1-86
AUSTIN	5-7-86	DELAND	5-7-86	JENKINS	*
AVOCA	*	DENT		JORDAN	
AVON	*	DETROIT LAKES	5-7-86	KENNEDY	
BABBITT	*	DILWORTH	1-31-86	KENSINGTON	
BARNESVILLE		EAGAN	5-7-86	KINNEY	
BEAVER CREEK		EAST GRAND FORKS	5-7-86	LA CRESCENT	11-15-85
BELGRADE	12-20-85	EDEN PRAIRIE	5-7-86	LAKE BENTON	
BELLE PLAINE	12-30-85	EDINA	5-7-86	LAKE BRONSON	
BEMIDJI		ELK RIVER	5-7-86	LAKE LILLIAN	
BENSON	5-7-86	ELYSIAN		LAKE PARK	12-20-85
BLAINE	5-7-86	EMMONS		LAKEVILLE	5-7-86
BLOOMINGTON	5-7-86	EXCELSIOR	5-7-86	LE SUEUR	4-1-86
BLUE EARTH		FAIRMONT	5-7-86	LEXINGTON	3-15-86
BOVEY	2-28-86	FALL LAKE TOWNSHIP		LIND LAKES	5-7-86
BRAINERD	5-7-86	FARIBAULT	5-7-86	LISMORE	
BRANCH	2-28-86	FARMINGTON	2-7-86	LITCHFIELD	5-7-86
BRECKENRIDGE	5-7-86	FERGUS FALLS	5-7-86	LITTLE CANADA	
BREWSTER		FINLAYSON	1-31-86	LITTLE FALLS	5-7-86
BROOKLYN CENTER	5-7-86	FISHER		LONG LAKE	
BROOKLYN PARK	5-7-86	FLENSBURG		LONGVILLE	1-15-86
BUFFALO LAKE		FOREST LAKE	5-7-86	LONSDALE	*
BURNSVILLE	5-7-86	FOSSTON		LUVERNE	3-1-86
CALEDONIA	*	FREEPORT		MAHONEN	3-15-86
CAMBRIDGE	1-1-86	FRIDLEY	5-7-86	MANKATO	5-7-86
CANBY		FROST		MAPLE GROVE	5-7-86
CARLOS		FULDA	4-1-86	MAPLE PLAIN	
CHAMPLIN	5-7-86	GILMAN		MAPLETON	9-1-86
CHASKA	5-7-86	GLENWOOD	11-25-85	MAPLEWOOD	5-7-86
CHISHOLM		GLYNDON		MAZEPPA	
CIRCLE PINES	5-7-86	GOLDEN VALLEY	5-7-86	MCINTOSH	1-31-86
CLAREMONT		GOODVIEW	1-15-86	MEDFORD	*
CLARISSA	12-1-85	GRACEVILLE		MEDINA	
CLEARBROOK	12-1-85	GRAND MARAIS	6-1-86	MELROSE	1-31-86
CLEARWATER	1-24-86	GRANITE FALLS	1-31-86	MENDOTA HEIGHTS	5-7-86
CLEVELAND	12-30-85	GREENBUSH	1-15-86	MENTOR	
CLINTON		GREENFIELD	3-1-86	MINNEAPOLIS	4-1-86
CLOQUET	5-7-86	GROVE CITY		MINNESOTA LAKE	
COKATO	12-31-85	GRYGLA	2-1-86	WINNETONKA	5-7-86
COLD SPRING		HAMPTON		WINNETRISTA	5-7-86
COLUMBIA HEIGHTS		HANCOCK	2-15-86	MONTICELLO	5-7-86
CONGER		HARMONY		MOORHEAD	5-7-86
COON RAPIDS	5-7-86	HASTINGS	5-7-86	MORA	5-7-86
CORCORAN		HENDRUM		MORGAN	2-15-86

* Information Was Received After January 15th, and has not been reviewed for accuracy and completeness

APPENDIX E-3III. CITIES & TOWNSHIPS WHICH HAVE NOT REPORTED, CONTINUED

CITY	EXPECTED REPORT DATE	CITY	EXPECTED REPORT DATE	CITY	EXPECTED REPORT DATE
MORRIS	5-7-86	PROCTOR		ST JAMES	5-7-86
MOUND	5-7-86	RANSEY	5-7-86	ST LEO	
MOUNDSVIEW	5-7-86	RANDALL		ST LOUIS PARK	1-1-86
MOUNTAIN IRON	1-31-86	RED LAKE FALLS		ST PAUL	1-1-86
MOUNTAIN LAKE		RED WING	5-7-86	ST PAUL PARK	12-31-85
NASHWAUK TOWNSHIP		REDWOOD FALLS	5-7-86	ST PETER	5-7-86
NEVIS		REMER	12-31-85	STAPLES	12-31-85
NEW BRIGHTON	5-7-86	RICE LAKE TOWNSHIP	2-1-86	STARBUCK	12-1-85
NEW HOPE	5-7-86	RICHFIELD	5-7-86	STILLWATER	12-31-85
NEW LONDON		ROBBINSDALE	5-7-86	SWANVILLE	
NEW MUNICH		ROCHESTER	11-1-85	THIEF RIVER FALLS	5-7-86
NEW PRAGUE	12-20-85	ROGERS	2-15-86	ULEN	
NEW ULM	5-7-86	ROSEMOUNT	5-7-86	VADNAIS HEIGHTS	11-15-85
NEWFOLDEN		ROSEVILLE	5-7-86	VERNDALE	
NEWPORT	6-30-86	ROTHSAY	1-29-86	VESTA	2-7-86
NISSWA		ROYALTON		VIRGINIA	5-7-86
NORTH BRANCH	10-31-85	RUSHMORE	1-2-86	WABASHA	8-1-86
NORTH MANKATO	5-7-86	RUSSELL	12-20-85	WABASSO	
NORTH ST PAUL	5-7-86	SANDSTONE	11-15-85	WACONIA	12-1-85
NORTHFIELD	5-7-86	SARTELL		WADENA	
NORTHOME		SAUK RAPIDS	5-7-86	WASECA	5-7-86
NORTHROP		SAVAGE	5-7-86	WAVERLY	
OAKDALE	5-7-86	SCANLON		WAYZATA	12-1-85
OKLEE	2-1-86	SHAKOPEE	5-7-86	WELLS	
OROND	5-7-86	SHOREVIEW	5-7-86	WEST CONCORD	*
OSAKIS	1-1-87	SHOREWOOD	2-1-86	WEST ST PAUL	11-30-85
OSLO		SLAYTON		WHITE BEAR LAKE	5-7-86
OSSEO		SLEEPY EYE		WHITE BEAR TOWNSHIP	
OWATONNA	1-1-86	SOUTH ST PAUL		WILLERNIE	
PARK RAPIDS	12-1-85	SPICER	1-1-86	WILLIAMS	1-27-86 *
PIERZ		SPRING GROVE	*	WILLMAR	
PINE ISLAND		SPRING PARK		WINDNA	5-7-86
PIPESTONE	5-7-86	SPRING VALLEY		WINTHROP	2-15-86
PLYMOUTH	5-7-86	ST ANTHONY	5-7-86	WOODBURY	5-7-86
PRESTON		ST CLOUD	5-7-86	WYOMING	
PRIOR LAKE	5-7-86	ST FRANCIS	1-20-86		

* Information Was Received After January 15th, and has not been reviewed for accuracy and completeness

APPENDIX E-4

IV. OTHER JURISDICTIONS WHICH HAVE NOT REPORTED

JURISDICTION	EXPECTED REPORT DATE	JURISDICTION	EXPECTED REPORT DATE	JURISDICTION	EXPECTED REPORT DATE
AITKIN HRA		NOPKINS HRA		PINE PT EXPR SCHOOL	
AITKIN UTILITIES		NUTCHINSON UTILITIES	5/7/86	PINE RIVER SANITARY DIST	
ALEXANDRIA PUBLIC WORKS	5/7/86	INTERNATIONAL FALLS HRA	12-15-85	PRESTON UTILITIES	5/7/86
APPLETON HOSPITAL		KITCHISAMI REG LIBRARY		PROCTOR UTILITIES	1-15-86
ARLINGTON HOSPITAL	2-11-86	L.O.G.I.S.		RAMSEY SWCD	
AUSTIN HRA	5/7/86	LE SUEUR HRA	4-1-86	REGIONAL TRANSIT BOARD	1-31-86
AUSTIN UTILITIES		LITCHFIELD UTILITIES	5/7/86	ROCK SWCD	*
BAGLEY UTILITIES	*	LITTLE FALLS HRA	*	SAUK CENTRE UTILITIES	
BRAINERD WATER/LIGHT	5/7/86	LUVERNE HOSPITAL	*	SIBLEY CO VOC CENTER	12-15-85
CANBY HOSPITAL		MAHNDOMEN HOSPITAL	12-1-85	SOUTHWESTERN VO-TECH INST	2-1-86
CHASKA CO-OP CENTER	2-1-86	MAPLE PLAIN PUBLIC SAFETY	3-31-86	SPRING VALLEY UTILITIES	5/7/86
CHIPPEWA COUNTY HRA		MARSHALL HOUSING COMM		ST CLOUD EDUC RD COUNC	12-31-85
CIRCLE PINES JT POLICE	5/7/86	MARSHALL UTILITIES	5/7/86	ST CLOUD METRO TRANSIT	
CLARKFIELD HOSPITAL		METRO AIRPORTS COMMISSION	5/7/86	ST CLOUD SPEC ED CO-OP	5-30-86
COKATO SPECIAL ED CO-OP	2-3-86	METRO LIBRARY SERVICE AG		ST PAUL 2D JUDICIAL DIST	6-1-86
COTTONWD-JACK HEALTH BD	1-2-86	METRO MOSQUITO CONTROL	1-1-86	ST PAUL HOUSING AGENCY	3-31-86
DOUGLAS COUNTY HOSPITAL	8-1-86	MILACA AREA HOSPITAL	1-1-86	ST PAUL RAMSEY HOSPITAL	2-1-86
DOUGLAS SWCD	7-1-86	MN VALLEY INT SPEC ED		STAPLES HRA	
DULUTH ARENA COMMISSION		MN VALLEY REG LIBRARY	5/7/86	STAPLES WOODLAND VOC CTR	1-17-85
DULUTH HRA	5-1-86	MOORHEAD PUBLIC SERVICE	5/7/86	TRAVERSE DS LIBRARY	5/7/86
DULUTH PORT AUTHORITY		MOORHEAD REG LIBRARY	5/7/86	TRF-INTER-CO NURSING	12-13-85
DULUTH REG DEVEL COMM	12-31-85	MORA HRA		TRUMAN LIGHT PLANT	12-1-85
E CENTRAL CO-OP CENTER		MORA UTILITIES	12-1-85	TYLER-HIGHLAND VOC CO-OP	
ELK RIVER UTILITIES	5/7/86	MORRIS HRA		VIKING VOCATIONAL CTR	12-10-85
FARIBAULT SWCD	2-15-86	MORRIS SPEC ED DIST		VIRGINIA UTILITIES	5/7/86
GLENCOE POWER & LIGHT	5/7/86	MORRISON SWCD	1-15-86	WADENA HRA	
GRAND RAPIDS HRA		NORTHFIELD HOSPITAL	2-28-86	WELLS UTILITIES	
GRAND RAPIDS REC ASSN		NORTHWEST REG LIBRARY	5/7/86	WILLMAR UTILITIES	
HENNEPIN TECHNICAL CENTER	11-15-85	NW CABLE COMMUNICATIONS	1-28-86 *	WILLMAR- RICE HOSPITAL	
HIBBING UTILITIES		ONATONNA UTILITIES	12-15-85	WINDEMERE SEWER DIST	
HILLCREST NURSING H(PLA)				WINDOM HRA	
				WORTHINGTON HRA	

* Information was received after January 15, 1986, and has not been reviewed for accuracy and completeness.