



Professional Employees Association, Inc.

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

www.peaonline.org

Professional View

April – June 2012

Mission Statement

The Professional Employees Association is dedicated to bargain, administer and enforce labor agreements in a responsible, prudent and lawful manner for the overall improvement of members' working conditions, with emphasis on general advocacy, education and communication.

2nd Quarter 2012 President's Update

Submitted by John F. Blackstone, P.E, President

I continue to be impressed by the Executive Committee's dedication to PEA. Lucie Passus our new Treasurer is working hard to complete all of the Treasurer's tasks. I remember taking over the job of Treasurer. It is challenging when you don't have an accounting background which neither Lucie nor I have. I learned a lot and now I am the Treasurer of my regional church camp and President of PEA. Besides the day to day business of responding to members' issues, conducting monthly Executive Committee Meetings and publishing a quarterly news letter we have some short and long term issues on which we are focused. School District Negotiations are under way with the leadership of David Peterson. David has a long dedicated history with PEA. PEA and members in the District are fortunate to have David leading the negotiations. Karin Anderson attends the City Labor Management Health Committee on Insurance. This role traditionally held by the Vice President is extremely important to City members. Karin brings expertise from her job in the City Attorney's Office, her overall understanding of the process and her dedication. There is no question that she is the right woman for this job. These are just a few examples of how hard the Executive Committee works for PEA.

This spring the Executive Committee met again to evaluate progress on the 2011 Strategic Plan and to develop a Strategic Plan for 2012. It is not good enough to do the everyday business of the Association we must be planning for the future and identifying issues that need our attention. We published a special newsletter on "Right to Work." This topic seems to have died in the legislature this year. We think it will be back next year. I suggest you take a look at a recent book about the former Senator Nick Coleman, Mayor Chris Coleman's father, which tells the story about the work that was done for organized labor in the 1970's. The PEA Executive Committee does not believe for a second that "Right to Work" is good for Minnesota or folks working in Minnesota.

Our membership is strong and viable. We consistently have very good attendance at both General Membership and Stewards Meetings. However our Regular Members are declining and our Fair Share Members are increasing. The Executive Committee is very concerned about this trend. We developed strategies as part of our Strategic Plan to change the direction of this phenomenon. Part of the problem may be that we tend to see the Government as us and them. In truth there is no them there is only us. The same is

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true of PEA, there is no us and them, there is only us and we are "...dedicated to bargain, administer and enforce labor agreements..."

We are in the process of publishing the 2011 Annual Report. I am hopeful that it will be out before our June 6 General Membership Meeting. This idea was suggested by David Peterson at one of our strategic planning sessions. This will be our second report you can see the 2010 report on the PEA Website. This is important because it gives members a summary of what PEA is doing. There is a fine line between confidentiality when a member comes to a steward or legal counsel for assistance and reporting to our members that these needs are being addressed. We know that many members are hesitant to come forward and we are aware of situations where we wish members would come forward. Can you imagine the angst that would be created if we actually published a member's name or gave enough specifics so that one could figure out who received services. We believe we have found the balance between never

reporting anything and reporting information in a way that protects members' confidentiality and informs our membership.

Finally I need to mention a milestone. Susan Henry stepped down from being Newsletter Editor at the end of 2011. I thanked Susan at the Spring Stewards meeting. I ask you to stop by and say thank you to Susan for all of her tireless years of service. Susan is like many of us we do our job and wonder why folks are making a big deal about it. Well the reason we are making a big deal about it is because Susan did a terrific job and deserves to be recognized which means just stop and say, "Thank you, I appreciate what you did for PEA." Most of you are aware that Susan continues as a Steward in Libraries.

I invite you to join us at the General Membership Meeting on June 6. Please contact me, your steward or an Executive Committee Member if we can be of any assistance. It is a pleasure and honor to serve PEA.

PEA Calendar of Events 2012

- Wednesday, June 6, 2012 General Membership Meeting at Joseph's
- Wednesday, September 12, 2012 Board & Stewards Meeting at Joseph's
- Details to be determined General Membership Meeting (late fall / early winter)

PERA Speaker for June General membership meeting

By David Peterson

At the June General membership meeting John Paulson from PERA will give a 15 minute overview of PERA member pension benefits, followed by a five minute question/answer time.

John has been asked to cover why an individual PERA pension should be supplemented by a personal IRA or other funds; and what the concerns should be for working part-time or full-time after receiving pension benefits (particularly for subsequent work in PERA covered positions).

You may get a lot of information on your individual PERA pension at <http://www.mnpera.org>

Let me know of any special topics you want covered, by sending an email to david.peterson@spps.org



It's that time again!
Please join the Executive
Committee and your fellow members
on Wednesday, June 6, 2012, for
PEA's General Membership Meeting

Where & When:

Joseph's Grill at Wabasha & Plato in Saint Paul
5:30 p.m. Social Time
6:00 p.m. Dinner
6:45 p.m. Meeting

Agenda:

1. Introduction of Stewards and Executive Committee in attendance
2. Adoption of minutes from Nov. 30, 2011, General Membership meeting
3. Guest Speaker John Paulson, PERA
4. Executive Committee Reports
 - a. President, John Blackstone
 - b. Vice President, Karin Anderson
 - c. Treasurer, Lucie Passus
 - d. Personnel Chair, Page DeLong
 - e. School District Negotiations Chair, David Peterson
 - f. City Negotiations Chair, Paul Hogreff
5. Old Business
6. New Business
7. Adjourn

RSVP your menu selection to
karin.anderson@ci.stpaul.mn.us by June 4, 2011

Grilled New York Strip Steak

Broiled Walleye

Roasted Lemon-Thyme Chicken

Vegetarian Fettuccine Alfredo

All dinners include house salad and non-alcoholic beverage of your choice.

If you have special dietary needs please let Karin know when making your reservation.

Only regular members may vote and participate in PEA's decisions.
If you are "fair share" consider becoming a regular member so you, too,
can vote and participate in your Association.

The Corner

By Mike Wilde, Legal Counsel

“Right To Work” Update

A few months ago, PEA published its first **special edition newsletter**. It was the Executive Board’s attempt to get timely information to our membership that could definitely impact our members and their careers. The newsletter gave a historical perspective of labor unions rise in the 20th century and the anti-labor legislation that it known as “Right to Work.” Here are some developments since that publication:

- Senator Dave Thompson (Republican from Lakeville) moved the bill asking for a Right to Work Constitutional amendment from the jobs committee, where it had little support, to the judiciary committee with very short notice.
- Approximately 1,600 union supporters showed up on the following Monday morning to show opposition to the bill.
- Some PEA members, including PEA President John Blackstone, attended the hearing to learn more about the bill and show support for Minnesota’s unions.
- The Judiciary Committee passed the bill 7-6 and moved it on to the Rules Committee, where it has not yet had a hearing. Minnesota’s House of Representatives has not voted on the bill, nor has any other Senate committee.
- The following Senators voted YES to this anti-union Constitutional amendment:
 - › Sen. Dan Hall (R – Burnsville)
 - › Sen. Gretchen Hoffman (R – Vergas)
 - › Sen. Mike Jungbauer (R – East Bethel)
 - › Sen. Warren Limmer (R – Maple Grove)
 - › Sen. Scott Newman (R – Hutchinson)
 - › Sen. Julianne Ortman (R – Chanhassen)
 - › Sen. Dave Thompson (R – Lakeville, author of the bill)
- Six Democrats voted NO with Republican Sen. Bill Ingebrigtsen (R – Alexandria)
- Several Senators from both parties who were opposed to bill, but were not on this committee, expressed an unwillingness to support the bill.

Late in the legislative session this bill seems to be stopped for lack of support. In short this means that the threat to Minnesota’s unions and the practice of collective bargaining will be removed... for now.

Thank you to any PEA members who attended the hearing, called their state representative or even expressed their opposition to friends and family. Participation is key for a democratic process and your voice is needed now and in the future.

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Related Matters

The provision of your labor contract that is threatened by Right to Work legislation is the security clause. The table below is a summary of the purpose of a few of the provisions in our labor agreements. If the contract is eliminated then so is the right-hand column.

Contract Provision	Language found in: City contract (C) District contract (D)	Purpose
Recognition Clause	Article 1 (C & D)	The employer agrees to recognize PEA as the exclusive representative for bargaining employment terms. This identifies who is covered by PEA's contract and prevents weakening of the contract by individual negotiations.
Maintenance of Standards	Article 2 (C) Article 3 (D)	Establishes a "floor" for future negotiations by referencing the Civil Service Rules, which are the precursor to our public contracts.
Management Rights	Article 4 (C) Article 2 (D)	This provision reserves the rights of management, which are also protected under state PELRA laws.
Check Off provisions	Article 5.1 (C) Article 4.1 (D)	Creates an agreement as to how dues are collected from members.
Service Fee (a/k/a the Security Clause)	Article 5.2 (C) Article 4.2 (D)	Requires that all employees in PEA classifications contribute at least their fair share of dues to their union for purposes of negotiating and administering the contract.
Discipline	Article 18 (C & D)	Requires that the employer have a stated and legitimate reason for disciplining an employee based on "just cause." Otherwise, employees would be employed "at-will" which allows termination without reason or explanation and is the state law if no contract exists.
Various wage, hour & benefit articles	Throughout both contracts	Creates binding and enforceable terms of employment that cannot be changed without first negotiating.
Grievance Procedures	Article 19 (C & D)	This article outlines how the employer and PEA will resolve a contract dispute when they disagree.
Savings Clause	Article 23 (C & D)	Establishes that our contract is secondary to the law and if the laws change then our contract might too.
Duration	Article 25 (C) Article 24 (D)	Simply states the time frame during which all of the contract terms apply, which the law also recognizes is until a new contract is negotiated.

If you have questions on your contract, call me (Mike Wilde) at 612-227-8425 to discuss them.

School District PEA Negotiation Update

By David Peterson, PEA District Negotiation Chair

PEA started union contract bargaining negotiations with St Paul Public Schools on April 23, 2012. Negotiations will continue until the PEA district negotiation team believes PEA has received the optimal offer for contract terms and conditions.

Previously, the PEA district negotiation team had been internally meeting to assemble negotiation information and prepare the initial offer.

Also, the district contract negotiation survey results were reviewed at the School District PEA general membership meeting on January 18, 2012.

The District PEA negotiation team members are David Peterson, PEA Legal Counsel Mike Wilde, steward Marian Heinrichs, steward Janet Yannarely, and former PEA Treasurer Maia Sierra.

The current PEA collective bargaining agreement expired December 31st, 2011. However, most of the terms of the current contract remain in effect until the execution of a new contract.

After the negotiation team reaches tentative agreement with the School District, then the School District PEA general membership votes on the proposal. If approved by the School District PEA general membership agreement is subsequently approved by the School Board at a monthly school board meeting.

After all approvals, the school district payroll department adjusts rates and issues any back pay, on a soon as feasible basis.

Feel free to contact me with any questions on the School District contract negotiations, or any other School District PEA matter:

David Peterson
PEA District Negotiation Chair
District phone: 651-744-8112
personal cell phone (*for urgent matters*):
651-447-0216

Thank You to Minnesota Senator Bill Ingebrigtsen (R) – Alexandria

When Senator Thompson's Bill S.F. 1705 "Constitutional amendment for freedom of employment" was heard by the Judiciary and Public Safety Committee on Monday, March 12, 2012 Senator Bill Ingebrigtsen was the lone Republican that voted against Senator Thompson's Bill. Please see the recent PEA Special Edition newsletter for some of the issues that are involved with this proposed amendment to the State's Constitution.

The March 12 Judiciary and Public Safety Committee meeting was extremely emotionally charged. You can view the video at:
http://www.senate.leg.state.mn.us/media/media_video_popup.php?flv=cmt_e_jud_031212.flv

Thank you, Senator Ingebrigtsen for your thoughtful and honest vote, free from partisan politics.

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PRELIMINARY DRAFT
Minutes from the November 30, 2011 Winter Holiday General Membership Meeting
The minutes will be presented for approval at the June 6, 2012
General Membership Meeting.
Please submit corrections or comments so they may be incorporated in the final draft.

PEA GENERAL MEMBERSHIP MEETING
Mancini's
November 30, 2011

EXECUTIVE COMMITTEE MEMBERS PRESENT: John Blackstone, President; Karin Anderson, Vice President; Maia Sierra, Treasurer; Page DeLong, Personnel; David Peterson, ISD Negotiations Chair; Paul Hogrefe, City Negotiations Chair; Brian Krawiecki, Secretary and Mike Wilde, Legal Counsel.

STEWARDS: Frank Berg, Sue Butler, Kathleen Conger, Regina Etoll, Lyla Griffin, Gale Hawkinson, Marian Heinrichs, Susan Henry, Jessica Madole, Charlene McKenzie, Craig O'Brien, Marsha Panos, Paula Peterson, Justine Roe, William Vos, Janet Yannarely.

OTHER PEA MEMBERS IN ATTENDANCE: Rita Apaloo, Brett Aurit, Brian Belfanz, Lisa Bartels, MaryAnn Berglund, Thomas Bosman, Mike Brick, Martha Burckhardt, Kim Carlton, CheFei Chen, Susan Dahl, Roberta DeCrans, Toya Downey, Alexander Dumke, Karen Edmond, Susan Feuerherm, RoseAnn Foreman, Connie Garrahy, Darlene Guy, Dennielle Handt, Cece Hauge, Marchelle Hawkins, Doug Hempel, Kelsey Hertel, MaryAnn Hines, Jacqueline Howard, Jennifer Jannetto, Jim Jeffery, Tom Johnson, Mark Kaisersatt, Brian Karschnia, Greg Kelley, Mark Kile, Julie Kraus, Patty Krezowski, Jim Langevin, Oren Larson, Nan Martin, Carol Martinson, Kari McDermott, Barbara McMonigal-St. Dennis, Shannon McNulty, Pam Mendez, Mike Michaud, Mark Moody, Luis Morales, Paul Mordorski, Karl Mueller, Bryan Murphy, Abdinisar Museid, Patricia Nedegaard, Sara Nurmela, Diane Olson, Lucie Passus, Dennis Peterson, Cindy Porter, Jack Ray, George Simon, Claire Simonson, Julia Sobania, Elizabeth Stiffler, Doris Wahl, Jodi Wallin, Casey Walters, Alyssa Wetzels-Moore, and Chin-Ming Yin.

The meeting was called to order by President John Blackstone. John welcomed attendees and announced the completion of PEA's 2010 Annual Performance Indicators document. The Executive Board deals with a myriad of issues involving individual members that must be kept confidential. This document is an effort to promote transparency of Executive Committee activities to the membership.

INTRODUCTIONS: John thanked all in attendance and gave special recognition to Susan Henry for her service as the PEA newsletter editor and to John Larson for his service as the PEA website editor. Sara Nurmela, Jodi Wallin and Page DeLong were also recognized for their contributions to the PEA Annual Report and/or PEA Brochure. John asked the Stewards and Executive Committee members to introduce themselves.

MINUTES FROM THE JUNE 7, 2011 GENERAL MEMBERSHIP MEETING: The minutes from the June 7, 2011 General Membership Meeting were presented. MOTION by Mark Kaisersatt to adopt the June 7, 2011 General Membership Meeting minutes as presented. SECOND by Oren Larson, MOTION CARRIED.

LEGAL COUNSEL UPDATE: Mike welcomed all in attendance, especially those that have never attended a PEA General Membership Meeting. Mike reviewed the sick time provision in PEA's contracts and how it is related to the PEA severance benefit. Mike anticipates these contract provisions will be under attack. Some PEA members use sick time and others accumulate sick time to use in lieu of short-term disability insurance. Accumulated sick time may be converted to severance to fund post retirement health care costs.

Mike has notified members on a need to know basis about impending layoffs. Mike warned members to be cognizant of being unable to complete tasks because of lack of resources and document those instances in a professional and effective manner.

COMMITTEE REPORTS:

President: The PEA Executive Board has been making efforts to be more transparent to the members. At the PEA Executive Board Strategic Planning workshop David suggested that PEA publish an Annual Report. The PEA Annual Report is now available and the PEA brochure has been updated. Both documents are available online at www.peaonline.org. The Executive Board has been very thorough in examining issues that affect PEA members' livelihoods. Recently, in light of the political movement to diminish organized labor, John has asked members to suggest

ideas to the Executive Board that could enable PEA to become politically active. Right now PEA is politically neutral, but times are changing and maybe PEA should be politically active. John asked members to submit suggestions or ideas about how PEA can become politically active to him or any Executive Board member.

Vice President: Karin emphasized that sick time should be used when needed to protect coworkers from illness transmission. Karin talked about participation in the City's health insurance JourneyWell health assessment and completion of the wellness plan. There will be changes to the programs and a new way to keep track of your wellness program. The assessment part of the City's JourneyWell program will be from January 16 through March 9. The selected program needs to be started by June 1 and completed by July 27. The City LMCHI will be soliciting bids for next year's health insurance program.

Treasurer: Maia reported PEA's fund balance to be \$91,152. Maia has reviewed PEA's budget for 2012 and said it should be sufficient with the approved dues increase.

Personnel: Page reported there are 314 members total. There are 240 members in the City with 39 fair share members. The School District has 74 members with 12 fair share members. Page has been working with Jodi Wallin, Jessica Madole and Sara Nurmela to update the PEA Brochure. Copies of the new brochure are available for the first time tonight. They will be made available at www.PEAonline.org.

School District Negotiations: The School District Contract goes through December 31, 2011. Typically the PEA Contract is settled after the Teachers' Contract so PEA can be on par with the Teachers' settlements. The Teachers' contract should be settled mid-January and PEA's contract with the School District should be settled this spring. The School District Negotiation Committee members are: Maia Sierra, Stacey Lackner, Marian Henrich, Janet Yannarely, Mike Wilde and David Peterson. The survey should be out in a week or two. Lyla Griffin is PEA's representative for the School District LMCHI. The School District LMCHI will meet in January.

City Negotiations: PEA's contract with the City runs through December 31, 2012. Paul asked for ideas to benefit PEA's contract with the City. The last round of negotiations with the City was odd in that the compensation portion of the contract was settled in conjunction with the health insurance through the LMCHI. The vacation credit for prior work experience offer from the City benefitted only about one-third of the members that requested the credit. Paul has been working with Sara Erickson in the Mayor's Office to resolve the issues that resulted in department-wide denial of requests for vacation credit.

ELECTIONS: Mike conducted the elections for the 2012 PEA Executive Committee. Maia Sierra has decided to vacate the Treasurer's position. Lucie Passus has offered to run for the Treasurer's position. Mike asked for nominations from the floor for the 2012 PEA Executive Committee. Hearing no nominations from the floor, the 2012 PEA Executive Committee was elected by white ballot.

MEMBER RECOGNITIONS:

Mike gave special recognition to PEA Steward Frank Berg. He has decided to retire after 23 years with the City of Saint Paul and 22 years of Stewardship with PEA. His last day in his office will be December 9. John gave special recognition to Maia for her service as PEA Treasurer. Mike thanked her for her insight into the School District workforce and for her communication skills with School District members.

PEA Employee of the Year was awarded to Jessica Madole. Mike complimented all the nominees and candidates for PEA Employee of the Year. Mike gave examples to illustrate Jessica's advocacy for PEA.

CONCLUDING REMARKS:

John commented on the efforts by the Labor Management Safety Committee to make the workplace safer. John announced that Mike's Contract with PEA has been renewed for another year. Karin introduced PEA's new Treasurer, Lucie Passus. Lucie talked about her decision to be a PEA Executive Committee member and thanked PEA members for their support. Paul has printed City Contracts for any PEA members that would like to have a copy. Alyssa Wetzel-More offered to review the City's parental leave policy with any PEA members that may be interested in taking parental leave.

2012 PEA Meetings: The next Steward Meeting will be held on March 6, 2012 at Joseph's Grill. The next General Membership Meeting will be held on June 6, 2012 at Joseph's Grill. The fall Steward's Meeting will be held on September 12, 2012 at Joseph's Grill.

ADJOURNMENT: The November 30, 2011 PEA General Membership Meeting was adjourned at 7:57 p.m.

Report to Membership since the last newsletter February 2012

Totals: 318 Members

City: 242 (42 are fair share)

Schools: 76 (13 are fair share)

Welcome New Members:

1. Sarah Brown, Water
2. Jennifer Tompkins, HREEO
3. Megan Tierney, Schools
4. Shadon Ghassemou, Schools
5. Michael A. Johnson, HREEO
6. Ann M. Olson, OTC
7. Todd R. Gustafson, Schools
8. Lucy M. Angelis, Fire
9. Eduardo Barrera, PED
10. Ruben A. Vazquez Ruiz, HREEO
11. Dennis J. Rosemark, Water

Departing Members (promotion, retirement, resignation or lay off):

1. Frank Berg, DSI
2. Linda Ulrich, Parks
3. Jeffrey Prottas, Schools
4. Amy King, Schools
5. Amy Osol, Schools
6. Mary K. Dahill, Parks
7. Stacey Lackner, Schools

2012 Executive Committee

PRESIDENT	JOHN BLACKSTONE <i>john.f.blackstone@ci.stpaul.mn.us</i>	WATER – 1900 Rice St., 55113	651-266-6324
VICE PRES.	KARIN ANDERSON <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 750 City Hall, 15 W. Kellogg Blvd., 55102	651-266-8765
TREASURER	LUCIE PASSUS <i>peatreasurer@gmail.com</i>	HREEO – 280 City Hall, 15 W. Kellogg Blvd., 55102	651-266-8907
SECRETARY	BRIAN KRAWIECKI <i>brian.krawiecki@ci.stpaul.mn.us</i>	DSI – 375 Jackson St., Suite 220, 55101	651-266-9134
CITY NEGOTIATIONS	PAUL HOGREFE <i>paul.hogrefe@ci.stpaul.mn.us</i>	OTC – 210 City Hall, 15 W. Kellogg Blvd., 55102	651-266-6783
SCHOOL NEGOTIATIONS	DAVID PETERSON <i>david.peterson@spps.org</i>	SCHOOLS – 360 Colborne, 55102	651-744-8112
PERSONNEL	PAGE DELONG <i>page.delong@co.ramsey.mn.us</i>	RAMSEY CNTY PUB. HEALTH – 555 Cedar St, 55101	651-266-1321

Staff & Others

LEGAL COUNSEL	MIKE WILDE, Esq. <i>mwilde8860@comcast.net & mike.wilde24@gmail.com</i>	360 North Robert St., Suite 300, St. Paul, MN 55101	612-227-8425
NEWSLETTER	SARA NURMELA <i>sara.nurmela@ci.stpaul.mn.us</i>	River Print (HREEO) – 375 Jackson St., West Tower, Suite B1, 55101	651-266-2875
WEBPAGE <i>www.peaonline.org</i>	JOHN LARSON <i>john.larson@ci.stpaul.mn.us</i>	Libraries (SPPL) – 90 W 4th St., 55102	651-266-7044
OFFICE ADDRESS	P.E.A.	360 North Robert St., Suite 300, St. Paul, MN 55101	

2012 Stewards

CAO / OFS / HREEO / MAYOR'S OFF / COUNCIL RES / HR	REGINA ETOLL <i>regina.etoll@ci.stpaul.mn.us</i>	500 City Hall, 15 W. Kellogg Blvd., 55102	651-266-8726
FIRE	PAULA PETERSON <i>paula.peterson@ci.stpaul.mn.us</i>	645 Randolph Ave., 55102	651-228-6203
LIBRARIES Full-Time (Central / MMC)	SUSAN HENRY <i>susan.henry@ci.stpaul.mn.us</i>	Saint Anthony Park, 2245 Como, 55108	651-642-0411
LIBRARIES Full-Time (Branches)	KATHLEEN CONGER <i>kathleen.conger@ci.stpaul.mn.us</i>	Rondo, 461 Dale St., 55103	651-266-7431
LIBRARIES Part-Time	CHARLENE MCKENZIE <i>charlene.mckenzie@ci.stpaul.mn.us</i>	Rondo, 461 Dale St., 55103	651-266-7419
DSI	FONG LOR <i>fong.lor@ci.stpaul.mn.us</i>	375 Jackson St., Suite 220, 55101	651-266-9098
OTC	GALE HAWKINSON <i>gale.hawkinson@ci.stpaul.mn.us</i>	600 CH Annex, 25 W. 4th St., 55102	651-266-6781
PARKS & REC	JESSICA MADOLE <i>jessica.madole@ci.stpaul.mn.us</i>	Como Zoo & Conservatory, 1225 Estabrook Dr., 55103	651-487-8249
P.E.D.	CRAIG O'BRIEN <i>craig.obrien@ci.stpaul.mn.us</i>	1300 CH Annex, 25 W. 4th St., 55102	651-266-6695
POLICE	MARSHA PANOS <i>marsha.panos@ci.stpaul.mn.us</i>	367 Grove St., 55101	651-266-5781
PUB. HEALTH	SUE BUTLER <i>sue.butler@co.ramsey.mn.us</i>	555 Cedar St., 55101	651-266-1321
PUB. WORKS	BILL VOS <i>bill.vos@ci.stpaul.mn.us</i>	900 CH Annex, 25 W. 4th St., 55102	651-266-6113
SCHOOL DIST.	LYLA GRIFFIN <i>lyla.griffin@spps.org</i>	Purch. & Contract Serv., 360 Colborne, 55102	651-767-8288
SCHOOL DIST.	MARIAN HEINRICHS <i>marian.heinrichs@spps.org</i>	Res., Eval., & Ass., 360 Colborne, 55102	651-767-8116
SCHOOL DIST.	JANET YANNARELLY <i>janet.yannareilly@spps.org</i>	1930 Como Ave., 55108	651-767-3407
WATER	JUSTINE ROE <i>justine.roe@ci.stpaul.mn.us</i>	1900 Rice St., 55113	651-266-1628