



# Professional Employees Association, Inc.

CITY OF SAINT PAUL & INDEPENDENT SCHOOL DISTRICT NO. 625

[www.peaonline.org](http://www.peaonline.org)

**Professional View**

January – March 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.

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## **1st Quarter 2012 President's Update**

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

I welcome Lucie Passus, Treasurer to the Executive Committee, Sara Nurmela, Newsletter Editor and Fong Lor, Steward DSI. It is exciting to have these folks on Board. I wish the best to Maia Sierra, treasurer, Susan Henry, Newsletter Editor and Frank Berg, Steward DSI. Susan will continue as a Steward in Libraries, Maia will continue on the School Board staff and Frank has retired. I am grateful for their dedicated service to PEA. These transitions are central to deliberations of the Executive Committee because we appreciate what members do and know how important this work is for the Association.

It is exciting for me to see photos of our Stewards on the website. The work they do is essential. The Executive Committee felt that this addition to the website will benefit members.

"Most folks are about as happy as they want to be." Abraham Lincoln. This saying has been a stabilizing force in my life for many years. I can recall waking up early in the morning to the alarm sounding. I frequently thought, "Why do I have to get up so early in the morning?" Then one day I realized that I was setting the alarm. As you can imagine from then on I was getting up at the time I set the alarm to wake me a much happier camper.

My little brother is developmentally disabled

and has Parkinson's disease. It seems to me that one of those is enough for one person but he suffers from both. One doesn't have to think long to recall Job. My little brother is a very talented artist who never had the luxury of finding a place in the education system. Whenever I have an inkling that I am not getting my share of whatever is being doled out I recall my little brother. A while back I was visiting him. He was having a particularly rough day. He said, "Well maybe tomorrow will be better!" If you have never read the book or seen the play titled, "Of Mice and Men" I encourage you to do so at the next opportunity. It is a very realistic portrayal of what developmentally disabled folks face every day.

We are members of a Professional Association. We are competent capable educated individuals. Many of us have college degrees and are dedicated to public service. As a result of our education and knowledge we see and understand situations that give us pause. An article titled, "Connecting the Dots to Tap Into Employee Passion" in the November 2011 National Society of Professional Engineers Professional Engineer magazine asks twelve questions in three areas, Organization Factors, Job Factors and Moderating Factors then asks five questions to help leaders target the twelve passion factors.

*President's Update continued on page 2*

Lincoln's quote suggests that I have two choices. I can either grouse about a situation or I can be grateful about a situation. I find that when I am grateful my life is fuller and more passionate. I am not suggesting some Pollyanna approach to life I am suggesting a realistic acceptance of the good and not so good. I like the expression, "Nothing is ever a complete failure, it can always serve as a real bad example."

I went to school to become an engineer because I thought I could make a difference. I was the project manager for a flood control project in Wisconsin that protected a community and recently installed a hypolimnetic oxygenation system to improve source water quality. Sometimes this work was tedious. Sometimes this work is like

Sisyphus pushing a rock up a hill then awakening the next morning to find the rock at the bottom of the hill then starting over pushing the rock up the hill. But at the end of the day I had accomplished the mission. The passion to do the job well kept me going.

Lincoln also suggests that I am responsible for my attitude. After all who was setting the alarm clock before going to bed each night? As a result of my education and opportunity I have a lead role in providing services to our community. I am proud to serve and I am proud of the members of PEA.

I am looking forward to the Executive Committee Stewards meeting on March 6.

## **PEA Calendar of Events 2012**

Tuesday, March 6, 2012 •••••••• Board & Stewards Meeting at Joseph's

Wednesday, June 6, 2012 •••••••• General Membership Meeting at Joseph's

Wednesday, September 12, 2012 ••• Board & Stewards Meeting at Joseph's

# Stewards & Executive Committee Meeting and Dinner

**Tuesday, March 6, 2012**

Location:

**Joseph's Grill**

140 South Wabasha  
(651) 222-2435

Social Time: 5:00-5:30 PM

**Meeting: 5:30-7:00 PM**

Dinner: 6:00-6:30 PM

***Reservations required: RSVP to Karin at [karin.anderson@ci.stpaul.mn.us](mailto:karin.anderson@ci.stpaul.mn.us)***

**Please plan to arrive before 5:30 PM** so we can order promptly and start eating around 6:00 PM. Dinner selections will be made from Joseph's menu; your dinner may include a non-alcoholic beverage of your choice. The meeting will be suspended when dinner is served so we can all enjoy our meal together.

**AGENDA:**

1. Greetings & Introductions, President John Blackstone
2. Treasurer's Report, Lucie Passus
3. Legal Counsel's Report, Mike Wilde
4. Vice President's Report, Karin Anderson
5. Committee Reports
  - a. Personnel, Page Delong
  - b. City Negotiations, Paul Hogrefe
  - c. District Negotiations, David Peterson
6. Adjournment of Combined Meeting

The Executive Committee will hold a short meeting of the board following the adjournment of the Combined Meeting.

**NEXT GENERAL MEMBERSHIP MEETING: Wednesday, June 6, 2012 at Joseph's Grill**

## The Corner

*By Mike Wilde, Legal Counsel*

Last July I provided a brief update on the public sector labor struggles in Wisconsin. Despite different laws under the separate jurisdiction of our neighboring state, their battles are relevant for several reasons.

First, Minnesota's last gubernatorial election left the winner with a razor-thin margin of victory. But the narrowly defeated candidate left no doubt that he supported the anti-worker changes in Wisconsin. A few thousand voters would have created a different scenario here and it just might in our next election. Second, public employees first gained labor law protection in Wisconsin. So if the birthplace of public sector labor laws could orchestrate a repeal, it could happen here too. Fi-

nally, since political "spin" often produces only the messenger's version of the truth, Governor Walker (and his friends like the Fox news channel) will claim that the only way states can make financial progress is if they blame and punish its employees. For these reasons, Wisconsin is relevant to PEA and all Minnesota public employees.

Rather than recycle media stories, the rest of my "Wisconsin update" will be from the first hand account of my law clerk, Jonathan Reiner, who spent significant time in Wisconsin this summer and fall to impact the Governor's recall challenge. Jonathan is an enthusiastic 2nd year law student at the University of Minnesota. Here is his experience:

Future Americans will look back to the events transpiring in Wisconsin as either the beginning of the end of collective bargaining as we know it, or a reformation of workers' rights and a revitalization of participatory American democracy. After bearing witness to the events at the capitol in Madison last spring, I felt it was imperative that anyone who believes in collective bargaining has a duty to become active in this fight.

People got organized fast, as the desire to recall the state senators responsible for passing Governor Walker's (or rather the Koch Brothers') bill swept through the state. Students collected signatures on college campuses, neighbors gathered at town halls and community centers to raise money and recruit volunteers, and co-workers discussed strategy during their breaks. From the very young to the very old, Wisconsinites who cared deeply about their state and the fate of their working friends and neighbors engaged in this phenomena.

Local offices sprung up all over the state. I had a full time job in Minneapolis over the summer, but on weekends I would make the trek out to River Falls where one of the primary regional offices of We Are Wisconsin was located. The space was a former quilting shop, sandwiched in between an old hardware store and a row of local pubs. The surroundings were certainly humble, but one would forget about them when seeing bustling swarms of activists come in and out of the building armed with stacks of literature and clipboards.

We went all over the senate district that summer, from Siren in the north, to Oak Grove in the south. Every town and village no matter the size was littered with recall signs and posters. Compared to other canvassing experiences I have had, everyone I spoke with knew about the issue and had something to say. Whether they were in support of Walker's legislation or not, everyone graced me with a distinct Wisconsin charm and sense of hospitality.

However, there was always a sense of urgency lingering beneath the conversation. One day while canvassing in Hudson, a retired schoolteacher invited me in for coffee. I set my clipboard down on her kitchen table and she looked at me in the eyes and said, "Do you realize what's at stake here? It's not just peoples' livelihoods; it's the future of this country." I smiled and nodded as I sipped my coffee. Mrs. Olson was just one of the kind Wisconsinites I had the pleasure of meeting last summer. Among small business owners, financial consultants, doctors, lawyers, construction workers, accountants, and bus drivers; one thing they all had

*The Corner continued on page 4*

in common was their concern about how their very own political system was swindled under the guise of a balanced budget, and used to destroy the rights that have made the middle class what it is today. People in Wisconsin certainly have their own brand of 'Minnesota Nice,' but when you trifle with their rights or their livelihood, things get much more serious, fast.

Over the course of last summer, eight state senators were up for recall – six Republicans and two Democrats. The two Democrats survived the process while two Republican state senators were sent packing. These elections meant a lot, as they sent a strong message to those still in office and anyone who would think about pulling the same stunt as before. But in some regard, it was all setting the table for the next recall to come. The "Big Kahuna", Mr. Walker himself, will face the voters this summer to reassess whether he's a right fit for the state and its Midwest values.

A total of 540,208 signatures, or 25 percent of votes cast in the previous election, were required to bring about the recall. Organizers and activists gathered over 1 million signatures, crushing the required amount. Legal challenges to the election seem unlikely at this point, and we can expect the recall election to take place sometime in mid to late summer.

There are still a lot of unknowns at this point, but what is clear is that from the dirt roads of Danbury to the streets of Madison the people of Wisconsin (at least 1 million strong) are demanding a recall of Governor Scott Walker. It will require a lot of work in a short period of time, but the people of Wisconsin are ready to roll up their sleeves and get it done. It could mark a monumental victory not only for working people, but also for the state of our democracy.

So what does this whole conflict teach us? It didn't take a summer of canvassing to realize that we are a nation divided in opinion. But I truly believe that we can all agree that every American citizen should be given the chance to have a decent job and actually survive in this country. Partially, the fate of this dream will be decided in Wisconsin this summer.

Thanks Jonathan. Regardless of the badger state's recall election results, PEA members should understand that what happens in Wisconsin does not necessarily stay in Wisconsin. Stay tuned.

## Update on JourneyWell for City of St. Paul PEA members:



Welcome to JourneyWell! No matter where you are on your well-being journey, JourneyWell gives you the support, tools and resources to become a healthier, happier you. You have the opportunity to live the life you want!

What do you need to do?

1. City of Saint Paul HealthPartners members must complete the health assessment between January 23, 2012 and March 7, 2012.
2. Sign up for your wellness program by June 1, 2012.
3. Complete your program by July 27, 2012.

If you complete the three steps above you will not receive an increase in your co-pay or deductible in 2013.

As an added feature, after you complete your program for incentive purposes, you will have access to the wellness programs and site until December 31, 2012. Continue to log on to see your program status and wellness options.

To log on to the JourneyWell site go to [www.healthpartners.com/wellbeing](http://www.healthpartners.com/wellbeing) and log in with City of St. Paul and your HealthPartners username and password.

# City of Saint Paul 2012 JourneyWell Program



Mayor  
Chris  
Coleman



 **JourneyWell**  
by HealthPartners®

- 1** Take the JourneyWell health assessment between January 23, 2012 – March 7, 2012
- 2** Enroll in a JourneyWell online or phone coaching program by June 1, 2012
- 3** Those who complete steps 1 & 2 and complete a wellness program by July 27, 2012 will not receive a copay or deductible increase in 2013.

## 2012 TIMELINE

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY
<b>1</b>	Health Assessment available 1/23/12 – 3/7/12						
<b>2</b>	Program enrollment					ends 6/1/12	
<b>3</b>	Program completion						must complete by 7/27/12

### Step 1: Health Assessment

To get started with the health assessment:

- Log on to [www.healthpartners.com](http://www.healthpartners.com).
- Enter your username and password. Click “Go.” If this is your first time logging on, click “Sign up for myHealthPartners.”
- Select the Health & Wellness tab, and click on the blue Get Started button.
- Complete the health assessment. It will take 15–20 minutes, and then you can immediately view your results.

Everything is private; everything is secure. The City only receives aggregate data from HealthPartners. Only you will see your personal results.

### Step 2: Wellness Program

You can choose any online wellness program or phone coaching program. You’ll see these program choices on the JourneyWell website after you complete your assessment. The wellness programs take up to 8 weeks to complete. Don’t delay. Start your wellness program right away!

 **JourneyWell**  
by HealthPartners®

[www.healthpartners.com](http://www.healthpartners.com)

**SUPPORT:** 952-883-7800 Twin Cities Metro Area  
1-800-311-1052 toll free

## District PEA Members Meeting

By David Peterson, PEA District Negotiation Chair

The District PEA Members held a lunch meeting on January 18, 2012. Topics were District PEA contract negotiation status, health insurance, and layoff and grievance communication.

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

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.

The PEA Negotiation team will have several meetings to prepare a PEA contract proposal. Currently, information is being gathered to prepare the proposal. A PEA Negotiation team subgroup will negotiate with the School District this Spring.

At the District PEA Member lunch meeting the results of negotiation survey were reviewed, with questions answered regarding several contract components.

Lyla Griffin, PEA representative to the District Labor Management Health Benefits Committee,

mentioned the modest health insurance rate increase for 2012, said a District Labor Management Health Benefits Committee was being held that afternoon, and said information would be forwarded for the PEA Negotiation team.

Legal Counsel Mike Wilde talked of the need for employees being laid off to communicate with him, in order to determine if there are any grounds for a grievance. His PEA number is 612-227-8425.

Members were encouraged to try to use the employee performance evaluation for positive communications of the employee service.

There was also discussion on how the Civil Service Rules apply to older PEA job titles, and provide additional call back rights (from layoff).

For any questions on District PEA matters, my contact information is:

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

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## Saint Paul School District Labor Management Committee on Health Insurance Update

from Lyla Griffin

The SPSS Wellness Initiative Health Assessment can be taken any time **before September 30, 2012**, and while you are completing a qualifying program. You do not need to do the Health Assessment before enrolling in a qualifying program. Each program takes about 8 weeks, **so plan to start your program before July 2012**, to meet the September 30, 2012, deadline for completion.

There are some new programs that members can choose from, watch for your flyer in the mail, visit the Bridge January 16, 2012 edition, or SPSS benefits for more information.

According to Human Resources, there were no PEA members that missed the deadline. They also said that if there was an error in your competition date, they will work with you to resolve the issue. They want us to participate and have a positive experience with this program.

### The 2012 Medical enrollment results:

HSA Program went from 1,800 in 2011 to 2,000 in 2012, the Distinctions Program from 3,400 to 2,500 in 2012, and the HRA remained the same. There is a shift to the high deductible plan.

### What's Ahead for Health Care Reform:

AON Hewitt is expecting the Supreme Court ruling on the requirement of citizens having to purchase health care before the 2012 election. After this ruling, we will know more about the mandates of future Health Care Plans. Starting in 2012, your W-2 will report the health care benefit that your employer has paid for you. It is speculated that these health benefits will be taxed as income on your W-2 in the future.



## Ch-ch-ch-changes

*Submitted by Page DeLong*

Maia Sierra served PEA as our treasurer for four years. She will be missed at the monthly board meetings, but continues making a difference for our members by serving on the school district negotiations team and advocating for members. Busy is the way Maia describes her life. Bowling League with her husband, two consulting jobs in addition to her full-time job with St. Paul Public Schools as an accountant and chasing after four kids involved in sports fills most of her time. The decision to step down was precipitated by the opportunity to serve on a board for her church, which requires weekly meetings, reading and research. Thank you for your service to PEA, Maia!

Also leaving a leadership position in PEA is long serving DSI steward Frank Berg who retired in December. Frank is eager to begin adventures that involve bicycling with his wife, Mary Ellen, and grandchildren. Thank you, Frank, for 20+ years of stewardship!

We welcome Lucie Passus as our new treasurer and Fong Lor as our new DSI steward.

## New Treasurer – Lucie Passus

The new treasurer for the Professional Employees Association (PEA) is Lucie Passus, a current employee of the City of Saint Paul's Department of Human Rights and Equal Economic Opportunity (HREEO). Since starting at the City in 2006, Ms. Passus has taken on different work responsibilities, from being the Director of Technology and Director of Marketing's executive assistant to becoming the City's Limited English Proficiency (LEP) Coordinator and Best Practices Officer to currently acting as a temporary buyer in the Contracts and Analysis Services division of HREEO.

Ms. Passus grew up in the heart of Saint Paul and continues to call Frogtown home. A graduate of Central High School and Carleton College, Ms. Passus is expected to graduate with a Master's degree in Advocacy and Political Leadership from the University of Minnesota – Duluth in May 2012. Ms. Passus currently sits on the board of directors for St. Paul City School and serves on the HealthPartners Patient Council. Ms. Passus is active in her community, having previously served on the Frogtown Neighborhood Association (District Council 7) board of directors and recently managed the successful re-election campaign of Councilmember Melvin Carter for City of Saint Paul in 2011.

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## New Steward (DSI) – Fong Lor

I am Fong Lor or my full Hmong name is "Tswv Fong Lor". I arrived in Eau Claire, WI on November 12th, 1987 from Ban Vinai Refugee camp in Thailand. I graduated from the University of Wisconsin Eau Claire in 1995 in Environmental and Public Health. I started working for the City of Saint Paul in July of 1995 as a License and Permit Aide with the Department of License, Inspections and Environmental Protection (LIEP). I was upgraded to Environmental Health Specialist I in 1996 and Environmental Health Specialist II shortly after that and have been in that position since.

While in the camp in Thailand, I was working as Physician Assistant for five years and besides my native language, Hmong, I can speak Lao, Thai and obviously English. If you looked at where I came from, Laos, Thailand, Eau Claire, WI, St. Paul seems to be my last stop. As they say, rather than the destiny, it's the journey that matters, I also hold or have been holding several volunteer positions at various non-profit organizations through out the City. I was the 8th recipient of the City of St. Paul annual Karl Neid Award in 2000.

My family has a long history of working hard and I want to keep that tradition. I am currently on the

Advisory Board for Urban Academy, a charter school on East 7th St. in downtown here. I am also the chair of the Advisory Council for the Hmong Culture and Language Program at Concordia University and the Secretary of our Lo (Lor) and Pha family organization (at the national level). I strongly believe that I can still handle being the Steward for PEA in DSI.

I am married with six (yes, 6) children; my wife works at College Preparatory Elementary School, a charter school in St. Paul, full-time and works part-time at Concordia University as an assistant director to SEAT (South East Asian Teacher program) while also attending Concordia University to get her Master's degree.

I have been studying the Laotian musical instrument called "Khaen, Khene or Kaen" one hour per week for a couple years now and have just been introduced to a Chinese Ethnic minority gourd flute called *Hulusi* and *Bawu*. They are woodwind musical instruments.

Before I get carried away with my life journey, I would like to thank the members for the opportunity to serve this great organization.



## 2011 Member of the Year Congratulations to Jessica Madole

*Submitted by Page DeLong*

The PEA Executive Board is pleased to introduce our 2011 employee of the year award recipient, Jessica Madole. Jessica serves as the steward for the Parks Department for a group of 32 members. She has worked at the Como Park Zoo and Conservatory as the Interpretive Coordinator & Visitor Services Manager for five years, following a twelve-year career with The Science Museum of Minnesota.

Jessica was selected for her involvement in many PEA activities this year. She served on the negotiation team, the brochure committee, the political action committee, as well as handling employment issues for some of the members she stewards.

Jessica is a native Minnesotan. She attended high school at Shattuck, a boarding school in Faribault, and went on to study anthropology, history and geology at Macalester College in St. Paul. She lives in a downtown St. Paul loft with her husband and outgoing cat. Every night after work, Jessica drives to Hugo to feed her elderly, toothless horse. Sundays are spent guiding horseback riders of all ability levels on trail rides.

For additional fun, Jessica loves to do crafts, oil paintings and technical illustrations. She has done graphics for Como Zoo, The Science Museum, and several other museums, including The Smithsonian.

Congratulations Jessica!

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### Thank you, Susan Henry

A very very special thank you to Susan Henry for her many years of service to PEA. She stepped down as Newsletter Editor at the end of 2011. Susan is one of those people in life that it is a sincere pleasure to know. Her presence always brightens up the room. Susan has been a steadfast supporter of her co-workers and PEA. She consistently turned support into action when she edited our newsletter. Susan will continue as a Steward in Libraries. PEA members have benefited from such a fine example of contributions. Susan, Thank You.

### New Newsletter Editor – Sara Nurmela

Hi! I am Sara Nurmela, PEA's new newsletter editor. I have worked with the City of Saint Paul as a Graphic Artist with River Print (a division of HREEO) since April 2007.

Some random facts about me:

- Have lived in Illinois, Tennessee, Pennsylvania, rural Minnesota, and Michigan before winding up in the Twin Cities.
- I like to keep busy – some hobbies include: broomball, skating, reading, drawing, going to classes at the gym (Zumba & hip-hop based dance classes are favorites), and will be training for Warrior Dash again this spring.

I am looking forward to this opportunity, and would love to hear any suggestions, changes, or other input about what you'd like to see in *your* PEA newsletter. Please feel free to contact me at: [sara.nurmela@ci.stpaul.mn.us](mailto:sara.nurmela@ci.stpaul.mn.us) and/or [snurm@comcast.net](mailto:snurm@comcast.net). Keep an eye out for a new look to *Professional View* next quarter!



## Report to Membership since the last newsletter November 2011

**Totals: 315 Members**

**City:** 240 (38 are fair share)      **Schools:** 75 (9 are fair share)

### Welcome New Members:

1. Angela Gaszak, Schools
2. Mary K. Dahill, Parks
3. Andrea McKennan, Libraries
4. Hannah Chan, Schools
5. Brian D. Karpen, DSI
6. Elizabeth Wegele, Schools

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

1. Sonia Aswegan, Schools
2. Vickie Lee-Her, Schools
3. Michael Tharp, OTC
4. Yer Vang, Schools
5. Alexander Nee, Libraries
6. Stephanie Hawkinson, PED
7. Anne O'Connor, HREEO
8. Thomas Johnson, Schools
9. Luke Vang, Parks

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### 2012 Executive Committee

<b>PRESIDENT</b>	<b>JOHN BLACKSTONE</b> <i>john.f.blackstone@ci.stpaul.mn.us</i>	WATER – 1900 Rice St., 55113	266-6324
<b>VICE PRES.</b>	<b>KARIN ANDERSON</b> <i>karin.anderson@ci.stpaul.mn.us</i>	CAO – 750 City Hall, 15 W. Kellogg, 55102	266-8765
<b>TREASURER</b>	<b>LUCIE PASSUS</b> <i>passusl@gmail.com</i>	HREEO – 240 City Hall, 15 W Kellogg, 55102	266-8907
<b>SECRETARY</b>	<b>BRIAN KRAWIECKI</b> <i>brian.krawiecki@ci.stpaul.mn.us</i>	DSI – 375 Jackson St., Suite 200, 55101	266-9134
<b>CITY NEGOTIATIONS</b>	<b>PAUL HOGREFE</b> <i>paul.hogrefe@ci.stpaul.mn.us</i>	OTC – 210 City Hall, 15 W Kellogg, 55102	266-6783
<b>SCHOOL NEGOTIATIONS</b>	<b>DAVID PETERSON</b> <i>david.peterson@spps.org</i>	SCHOOLS – 360 Colborne, 55102	744-8112
<b>PERSONNEL</b>	<b>PAGE DELONG</b> <i>page.delong@co.ramsey.mn.us</i>	RAMSEY CNTY PUB. HEALTH – 555 Cedar St, 55101	266-1321

### Staff & Others

<b>LEGAL COUNSEL</b>	<b>MIKE WILDE, Esq.</b>	(use both email addresses, please): <i>MLWilde@Local49 &amp; mwilde8860@comcast.net</i>	612-227-8425
<b>NEWSLETTER</b>	<b>SARA NURMELA</b>	<i>sara.nurmela@ci.stpaul.mn.us</i>	651-266-2875
<b>WEBPAGE</b>	<b>JOHN LARSON</b>	<i>john.larson@ci.stpaul.mn.us</i> <i>www.peaonline.org</i>	651-266-7044
<b>OFFICE ADDRESS</b>	<b>P.E.A.</b>	360 North Robert St., Suite 300, St. Paul, MM 55101	

## 2012 Stewards

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