

## SUSA group and Saint Paul fire fighters tour tunnel system



Members of the Suburban Utilities Superintendent Association and the Saint Paul fire department look at water main running along the inside of the sandstone tunnels underneath the city during a tour of the tunnel system on August 31. About 22 members of SUSA and five firefighters were able to attend the tour. The tunnels, which were etched out of the sandstone rock in the 1880s by hand, contain a maze of water mains that provide water to more than 50 buildings as well as fire hydrants. While reinforced or re-built in many areas, the bulk of the tunnels remain intact the way they were built and you can still see the marks left by the tools used to dig out the tunnels as well as small cuttings into the wall used to hold up lanterns used to see as they worked.

## Keith Anderson retires after 29 years with the city



Keith Anderson, water production supervisor, accepts congratulations from Jim Graupmann, assistant general manager, at a reception for Keith on August 31 in the treatment plant. Keith worked for the city for 29 years, 27 of which were with the water utility. At left, Keith receives a plaque from the city honoring his years of service from Jim Bode, production division manager.

Keith Anderson is retiring after 29 years of service to the city, 27 of which were with the water utility.

Keith started work in parks as a park ranger in 1987. In 1989, he joined the water utility as a water plant aide.

He became a maintenance worker in 1994 and a water maintenance supervisor in 1995.

His title changed in 2009 to water production supervisor, the title from which he retires.

His last day at the utility was August 31.

Congratulations to Keith on his retirement.

# City seeks employees to become racial equity trainers

Can you imagine a city where race does not pre-determine the opportunities in education, employment, housing, health and safety? Do you want to see residents realize their potential to contribute to the vitality of the city and its neighborhoods?

The city is looking for people that are passionate about advancing equity in Saint Paul to participate in this movement by becoming racial equity trainers.

More than 1,500 city employees have been trained in the city's one-day Foundations of Racial Equity training. Racial equity trainers are committed to delivering the Foundations of Racial Equity training to city employees. As an active member of the movement to achieve racial equity, trainers carry the responsibility of promoting a safe environment for city employees to have a conversation on race and racism. We are now recruiting 6-8 new trainers to begin their facilitation journey.

## Expectations of Trainers

- A minimum of 1 year commitment to being a trainer
- Approval and support from your supervisor
- Attendance at quarterly meetings with the cohort of trainers
- Availability to train from 8:30 a.m. – 4:00 p.m.

approximately once a month

- Complete the train-the-trainer sessions (estimated to be four, two-hour sessions, two full work days and modest time prep)

## Benefits of Being a Trainer

- Participation in the strategy to advance racial equity in the city of Saint Paul
- Exposure to other city departments/employees
- Professional Development – opportunities to practice public speaking and facilitation skills
- Opportunity to step outside your comfort zone
- Support from other trainers
- Occasion to assist in the development of new training topics and curriculum

If you would like to speak to a current trainer about their experience, please contact [RacialEquity@ci.stpaul.mn.us](mailto:RacialEquity@ci.stpaul.mn.us).

If you would like to apply, go to: <https://www.surveymonkey.com/r/PVG223Q> and fill out the online application. You will need to write one paragraph about why you want to be a racial equity trainer.

If you have any questions, please contact the Racial Equity Team at [RacialEquity@ci.stpaul.mn.us](mailto:RacialEquity@ci.stpaul.mn.us)

Applications are due by Friday, September 16.

# Uniform policy updated with new payment system in place

There is a new Uniform Policy!

It is required that employees who have interaction with the public or work in the plant are clearly identifiable as Saint Paul Regional Water Services employees. Initial uniform packages and/or allowance funds are provided to these employees so that they can adequately meet these standards. It is expected that employees understand this policy and use their uniform allowance as needed in order to maintain sufficient uniforms. This includes the following employees:

- All Tri-Council employees
- All MMSA employees
- All Operating Engineer Local 70 employees
- All trades employees
- AFSCME employees with the following titles:
  - water utility technicians in damage prevention
  - water meter technicians
  - water meter readers

The amount of uniform allowance available to these employees is determined by their union contracts.

For those who fall under this policy there is a new

method for obtaining uniforms!

Employees must now visit MN Glove (203 Marie Ave. E.) or the SPRWS Online Store ([www.company-casuals.com/SPRWS](http://www.company-casuals.com/SPRWS)) to order items up to their allowance amount. *Unlike in the past, these items will now be paid for directly by SPRWS!*

There are lists available for both stores that show approved items for allowance and the associated costs. When placing orders, the items will be confirmed with these lists and fund balances will be verified for each employee.

To order items from the SPRWS store, employees must visit Racquel Vaske or Debbie Szulim.

Although this policy is active and available for review now, SPRWS is giving employees a month to prepare and enforcement will begin October 1.

In the meantime employees are able to take clothes into Sew What! (1818 St. Clair Avenue ) to have patches put on or may visit the above stores to get new items ordered.

The new Uniform Policy can be found on WaterNet under Human Resources and any questions should be directed to Racquel Vaske.