

# THE BRIDGE



August 29 | Issue 54

## Welcome to the Employee Newsletter!

### Leadership Minute

#### Budget Highlights

By Dan Wietecha

**Correction:** Last article, I incorrectly stated that my budget recommendation would impact the average residence with a \$93 property tax increase. The correct figure is a \$106 increase.

Last time I said that I would provide an overview of what's in the budget. So here are a few of the highlights

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### Leadership Discussion

#### Build and Sustain a Positive Climate

By Ryan Stempki

The management team recently watched a video by Dr. Jon McNaughtan that focused on three primary components needed to build and sustain a positive climate. This was timely for our team as we are talking through the Gallup Survey and what changes can we make from valuable employee feedback. Namely, we are moving toward manager self-assessments and how we can all be better.

[Continue Reading...](#)

# Employee Engagement Survey

## Results

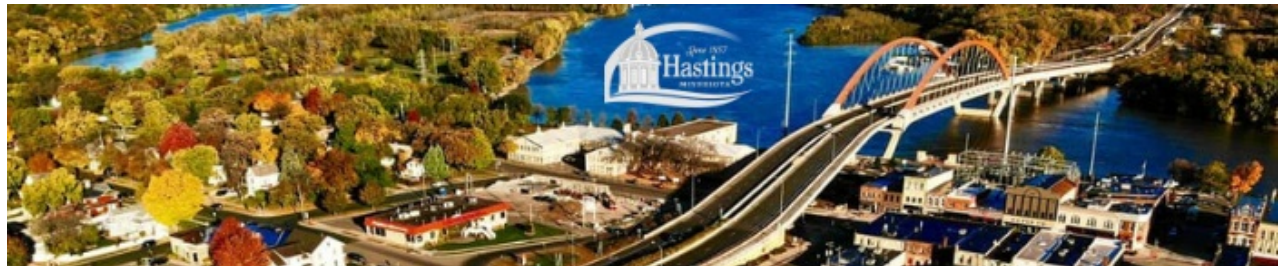
### Part III

By Kelly Murtaugh

## Kudos Korner

Kudos to our hard-working seasonal staff and intern, thank you for all of your efforts this summer.

Kudos to all staff who had to continue working in the extreme heat over the past few weeks. We appreciate your commitment to working through the toughest of conditions.



## Management Team Meeting Highlights

- Public Works continues skimpatching with the new-to-the-city paver. The paver has given the team much more flexibility to do the work around weather and other events while extending the life of streets in the city.
- Bids are due September 5 for the Three Rivers trail project on the south end of the city. On behalf of the south end of the city - looking forward to project completion!
- A joint power agreement has been signed with the Dept of Natural Resources to repair the boat launch. The city will oversee the project.
- The Family Aquatic Center has wrapped up another season and is hosting lifeguard training this week.
- The senior project, Vermillion Acres, on Co Rd 47 should see more activity in the near future, wrapping up in late spring 2025.
- Parks is meeting with the Lake Isabel park project contractor to review the remaining schedule for completion.
- The Lake Rebecca project design and construction will be in two phases (natural

resources and development) and will go out for bidding soon.

- Public Works has regular meetings with MnDOT on the Hwy 61 reconstruction project. It is slated to begin in 2027.
- The water treatment plant siting study will be presented to the Council on 9/3/24 for plants 2 and 3.
- The Industrial Park water tower reconditioning project is in the plans and specs phase for work to begin in 2025.

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## Hockey Day Minnesota Logo Unveiled



Hastings will host Hockey Day Minnesota in 2026 at the United Heroes League's outdoor rink! This week the planning committee unveiled the official Hastings Hockey Day Minnesota 2026 logo created by the Minnesota Wild. Pictured are Shane Hudella, president and founder of the United Heroes League, Dr. Nick Meyer from Twin Cities Orthopedics, and Hastings Mayor Mary Fasbender.

Photo courtesy of Bruce Karnick - Hastings Journal

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## Wellness Spotlight:

- [Counseling Resources from Your EAP](#)
- [Managing Stress at Work and Home](#)
- [Top Stress Reducing Strategies](#)
- [Virtual Counseling](#)

### [Vital WorkLife Member Website](#)

**Username: hastings**  
**Password: member**

## Dates to Know August/

**August 29** - National Lemon Juice Day

**August 30** - National Beach Day

**August 31** - Eat Outside Day

**September 2** - Labor Day - City Offices Closed

**September 4** - National Wildlife Day

**September 5** - National Cheese Pizza Day

**September 6** - Fight Procrastination Day

**September 8** - Star Trek Day

**September 9** - National Teddy Bear Day

**September 11** - Patriot Day

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