

THE BRIDGE



April 26 | Issue 45

Welcome to the Employee Newsletter!



It is through your dedication to public service that trust is rebuilt, communities are strengthened, and the public's needs are met.

Thank you for everything you do!

Leadership Minute

Mistakes vs Problems

By Dan Wietecha

I've heard that a strong workplace culture is accepting and tolerant of mistakes. It treats them as learning opportunities. On the other hand, a culture that punishes mistakes is one that stifles innovation and effort. But sometimes a mistake really is a problem.

At our Management Team meeting this week, we discussed mistakes and problems.

Here's a recap of our conversation.

[Continue Reading...](#)

Employee Engagement Survey

By Kelly Murtaugh

Do you have a best friend at work?

Remember the Gallup Employee Engagement Survey asked you to rate that item on the survey last year? As luck would have it, you will get to do that again this year!

The survey link will be sent out to all full-time and part-time, regularly scheduled employees next week (April 29).

So, why does Gallup ask the best friend question?

According to Gallup, the simple answer is performance. Gallup's research has repeatedly shown a concrete link between having a best friend at work and the amount of effort we expend in our jobs. We live and work in a time where many of us expect our jobs to be more than a paycheck. The paycheck still matters, of course, but many employees seek out and stay with organizations that have exceptional workplace cultures. And while there are numerous components of these cultures, they are often characterized by overall feelings of trust, belongingness and inclusion. Having a best friend at work builds trust, teamwork, and emotional loyalty.

Do you generally have feelings of trust, belongingness and inclusion as an employee of the City? That may be a different way of viewing that question.

Watch for the email from Gallup and take a few minutes to give us your feedback!

Kudos Korner

From Chief Wilske - This past Wednesday was Administrative Professionals Day. Although it was a great reminder to show appreciation for all the great work our Records Staff does on a daily basis, it is not enough. The Hastings Police Department Records Staff are absolutely the best in the county. They are the face of the PD when a citizen comes into the lobby, they prepare reports for courts, work on gun permits, complete data requests, and most importantly, keep the department running smoothly with day-to-day operations. There may even be a time when they have to serve as a coach and mentor when officers have questions about report writing or need to vent about a call for service. In addition to all of this, I can hear the laughter from the records office on a daily basis. Mary Cofer, Brenda McGrath, Kathy Belisle, Ginger Glaser, and Stephanie Taylor; you keep the ship afloat and make the tough days easier. Thank you for all you do.



From Paige Marschall Bigler - Kudos to our Aquatics Manager, Theresa Faustini Ellis each year for training 60+ staff, preparing the facility and working with contractors, registering a record number of swimming lessons, and SO much more! We're so grateful for Theresa and her hard work! It's her 24th year working at the Aquatic Center!

Drinking Water and PFAS

The City of Hastings, under guidance from the Minnesota Department of Health (MDH), continuously monitors its public water system for the presence of drinking water contaminants. On April 10, we were informed by the MDH that 5 of our 6 municipal wells are now above the allowable drinking water standard for PFAS due to the Environmental Protection Agency (EPA) today releasing maximum contaminant levels for PFOA and PFOS to 4 parts per trillion.

The City of Hastings will hold a public meeting on Hastings drinking water and PFAS contaminants. The meeting is set for Thursday, May 9 at 6:00 p.m. at the Hastings High School, 200 General Sieben Drive. Representatives from the Minnesota Department of Health and the Minnesota Pollution Control Agency will present and answer questions.

View a [Public Notice](#).

[Read an FAQ](#) to learn more about the EPA's maximum contaminant levels and steps you can take to protect your health.

Visit the city [PFAS webpage](#) to view previous communications and to learn more about steps the City of Hastings is taking to mitigate PFAS in its drinking water.

April Workiversaries

[See who's celebrating a workiversary in April](#)



Wellness

Spotlight:

[May is Mental Health](#)

Dates to Know

[April/May](#)

April 26 - Arbor Day

April 28 - National Superhero Day

Awareness Month

[Understanding Mental Health Today and How VITAL WorkLife Can Help](#)

[What's the Status of Your Mental Health?](#)

[Going Home Checklist](#)

[11 Mental Health Tips for Leaders](#)

April 29 - International Dance Day

May 1 - May Day

May 3 - National Two Different Colored Shoes Day

May 4 - Star Wars Day

May 5 - Cinco de Mayo

May 6 - International No Diet Day

May 7 - Teacher's Day

May 8 - National Have a Coke Day

May 9 - National Lost Sock Memorial Day

Visit the Events
Calendar

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