

THE BRIDGE



September 15 | Issue 30

Welcome to the Employee Newsletter!

Leadership Minute

Councilmember Orientation Tour

By Dan Wietecha

The other day I enjoyed taking new Councilmember Tim Lawrence on an orientation tour to all the departments. We started at City Hall, then to Police, then Fire, etc. At each stop, he met with Department Heads to discuss operations and key initiatives at each. [Continue reading...](#)

Health Insurance Renewal

We recently received our 2024 renewal rates for the City's health insurance. An increase is expected each year, however, this year's renewal rate came back much higher than we anticipated. We received a 23.3% renewal rate for 2024. This increase will understandably have an impact on you and your family. We are looking at all options to bring costs down and find alternatives.

On September 11, we held an all-staff meeting to review the renewal and what our options are for 2024. Here are the key considerations:

- Why are we experiencing this kind of increase? There are many factors that are converging at this time. The largest factor is increased claims (see pages 3-4) and a consortium structural overhaul for long-term viability. We have experienced no or relatively low increases over the past few years (see page 5).
- **The current plan will continue to be offered** at the new rate (with the plan change to the HSA deductible as required federally). See the current plan and renewal rates on page 6 of the attached PDF.
- To reduce premiums, we are also considering other options:

- narrower network—see pages 8-9
 - plan alternatives (copay/coinsurance)—see pages 10-12
 - go outside the consortium—see pages 14-16; as discussed, due to the renewal timeframe, this may not be prudent for 2024, but will be a critical task for an employee committee in 2024.
- **FEEDBACK and TIMELINE:** We have scheduled Open Enrollment for November 1-15. To assemble plan options that meet your needs, we need your feedback. If you have not already done so, let us know what your thoughts are after you review these materials by completing the survey by Friday, September 22. There are envelopes in each building in which to return the survey.

To view the recorded presentation, click [here](#).

To view the presentation, click [here](#).

[Insurance Survey](#)

**To learn more about the City's current benefits, visit the [City's Intranet page!](#)
If you have any questions, contact Kelly or Megan**

Kudos Korner

THANK YOU to all of the Firefighters, who battled the fire at the Hastings Creamery Wednesday night for many hours with little rest. Chief John Townsend and his department, along with Chief Wilske and the PD worked tirelessly to handle this emergency from the time the call came in at around 10:30 p.m. through Thursday. They coordinated with multiple mutual aid departments and several other agencies and kept the public informed.



CITY STAFF WELLNESS LUNCHEON & COMEDY SHOW



THURSDAY, SEPT. 21
11:30 A.M. - 12:30 P.M.

HASTINGS CITY HALL
COMMUNITY ROOM

LUNCH:

JERSEY MIKE'S SUBS

COMEDY SHOW: MIKE BRODY

A HIGH-ENERGY ACT. AN AFFABLE, RELATABLE GUY WHO ENGAGES WITH THE CROWD IN A QUICK-WITTED LIVELY WAY THAT LEAVES EVERYONE LAUGHING.

This event is in place of the annual SAW Day and coordinated by the Wellness and Recognition Committee. Questions? WAR@hastingsmn.gov or 651-480-6182



Mike Brody
Comedian

The City of Hastings Wellness Program was made possible with funding from the Health Insurance Pool and participation in the Wellness Program offered through South Central Service Cooperative.



Show Your Hastings Pride!

If you are interested in ordering the City of Hastings branded clothing, please visit the online storefronts from Nine Eagles and United Promotions. Use your personal credit card to order, and orders will be delivered to Hastings City Hall and placed in your mailbox for personal pickup. If you work outside of City Hall, your order will be brought over with your mail. Please note: this is not for department orders that are already set up for uniforms.

If you'd like something that is not included, please contact Dawn Skelly, so we can add more items to choose from.

Nine Eagles: <https://cityofhastingsemployeestore.itemorder.com/shop/home/>

United Promotions: <https://www.orderteamgear.com/government-organizations/city-of-hastings/>



Sign Up for Emergency Alerts

The City of Hastings is a member of a county-wide group that partners with Dakota Communications Center (DCC) for services. One of those services includes Everbridge Emergency Alerts. We encourage you to register your cell phone for alerts.

The City of Hastings is a member of a county-wide group that partners with Dakota Communications Center (DCC) for services. One of those services includes Everbridge Emergency Alerts. When a serious safety emergency happens in our area, our Public Safety responders will assess the situation and determine whether or not people in the surrounding area need to be alerted to a safety issue. If needed, they can request that an Everbridge Alert be sent out to a broad area, or a smaller, targeted area based on the threat assessment. We encourage you to register your cell phone to receive text message alerts so you don't miss a potential emergency in your area. Register your phone number, email, and address. Register for [Everbridge Alerts](#)

[Click here for more information](#)

Wellness Spotlight:

**SCSC Wellness Insurance
Programs**

[Fit Choices](#)

[HealthiestYou](#)

[Live and Work Well](#)

[Medica CallLink](#)

[My Health Rewards](#)

[Omada](#)

[Ovia Health](#)

[PerkSpot](#)

[Sanvello](#) & [AbleTo](#)

[Virtual Care](#)

Dates to Know September

- September 15 - National POW/MIA Recognition Day
- September 16 - Oktoberfest
- September 18 - National Cheeseburger Day
- September 21 - World Gratitude Day
- September 22 - Autumnal Equinox (Start of Fall)
- September 24 - National Punctuation Day
- September 25 - World Dream Day
- September 28 - National Neighbor Day

Visit the Events
Calendar

City of Hastings Government | Hastings City Hall, 101 4th Street East, City Government,
Hastings, MN, MN 55033

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