

T W O T H O U S A N D S I X T E E N



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A W A R D S

Reap the rewards

2% premium discount
and reduced costs

Utilize the support

Personalized hands-on
resources

See the health

Engaged employees, healthy
workplaces, healthy cities



awcnet.org/WellCityAwards



A message from Peter B. King, AWC CEO

Employers play a vital role in building a workplace that supports healthy behaviors. Earning the WellCity Award takes a commitment by elected officials, management, and staff.

Employers that place employee health among their core values, and demonstrate that belief through healthy workplace policies, environments, and wellness programs, empower their employees to value and maintain good health. Both the city and the community benefit from more productive, engaged employees, and it's a win for everyone.

Along with a 2% discount on medical premiums, the AWC Trust provides the support you need to succeed in earning the WellCity Award. With a true commitment to health, any Trust member, large or small, can earn this award. Our comprehensive WellCity requirements reflect a broad-based strategy supporting employee health and productivity, which results in reduced health care costs.

Congratulations to the record-breaking 112 employers that earned this year's WellCity Award! Your dedication and commitment to health is commendable. Keep up the outstanding work. If you aren't a current WellCity, give our staff a call and get started on your journey to health and productivity today.

A handwritten signature in black ink that reads "Peter B. King". The signature is fluid and cursive, with a small dot at the end.

Peter B. King, AWC Chief Executive Officer

The AWC Trust's health promotion efforts are focused on

20,300

Trust-insured employees, spouses, retirees



Trust members who work at WellCities have greater success at reducing risk factors over time.

Steps to WellCity success



WellCity Award timeline

Year 1

Plan your wellness program (fall).

Year 2

Implement a program that meets the WellCity Standards (Jan – Dec).

Year 3

Apply annually for the WellCity Award February 1 application deadline.

Year 4

Receive a 2% discount on all medical premiums (Jan – Dec).

Keep the momentum going!

Navigating your way to WellCity

Becoming a WellCity takes commitment. The AWC Trust helps you get started by providing a roadmap with the WellCity Standards. These standards are your guide to developing a successful program. And the AWC Trust offers tools and support every step of the way.

We know every city and town is different. The WellCity standards allow you to personalize a plan that is just right for your workplace. It doesn't matter how large or small—all Trust members can earn the award.

WellCity Standards at-a-glance

- 1. Policies & Procedures** – Create a strong foundation for employee health with your council-adopted wellness program and budget allocations.
- 2. Management Support** - Demonstrate support among elected officials and all levels of management.
- 3. Wellness Committee** – Establish committee guidelines with broad employee representation.
- 4. Wellness Network** – Leverage resources like internal champions and external partners.
- 5. Needs Assessment** - Use data to drive program goals and maximize effectiveness.
- 6. Worksite Environment** – Make the healthy choice the easy choice with an environment that supports health and contributes to a healthy work culture.
- 7. Operating Plan** – Develop an annual plan with goals, objectives, timeline, communications, budget & evaluation.
- 8. Activities & Interventions** – Align activities with the outcome of the needs assessment.
- 9. Evaluation** – Tie measurements to goals and objectives.

Your tool kit for the journey - awctrust.org

The WellCity Standards create the framework for a successful program. And the Trust provides you support throughout the journey, including many no-cost campaigns, materials, consultation, tools and more. Contact our helpful staff or visit awctrust.org for more information.

For Employers

Coordinator Training

- Onsite training & consultations
- Management & supervisor training
- Live & on-demand webinars
- Regional Planning Forums
- Healthy Worksite Summit
- WellCity Academy
- *For Your Health* e-newsletter
- Mentoring opportunities

Program Planning

- WellCity Standards & Award
- Wellness planning guide
- HQ Management Report
- Behavior change campaigns
- Healthy Decisions consumerism campaign
- Mini-grants
- AWC Connection – wellness networking site
- Planning tools & templates
- Lending library
- eWellCity – online tool

For Employees

Tools & Services

- Health Central - awctrust.org
- Health Questionnaire (HQ)
- Onsite health screenings
- Health coaching
- Weight management coaching
- Condition management
- Nurse advice line
- Employee Assistance Program
- Tobacco cessation
- *Wellness Newsletter*
- *Peace of Mind Newsletter*

Trust members who engaged with a health coach **reduced** risks in 7 of 11 categories.

Those who didn't engage with a coach **increased** risks in 7 of 11 categories.



WellCity rewards

At the AWC Trust, we stand behind our belief that wellness matters. We're putting real dollars out there for cities that earn the WellCity Award.

WellCity Award recipients receive a 2% discount on medical premiums. In today's economy, a 2% discount is significant.

In 2016, WellCities are saving nearly \$3 million in premiums.

WellCities also benefit from:

- **Reduced costs**, saving you health care dollars, sick days, disability and workers' compensation claims.
- **Improved employee health**, engagement, productivity, morale and retention.
- **A culture of health**, where the healthy choice is the easy choice.
- **Recognition as a leader** in Washington State and in our nation, with a commitment to sustainable, quality government.

Employees at WellCities have:

Lower

Stress, Cholesterol, Tobacco Use, Emotional Health Risk, Blood Pressure

More people who

Eat Right, Sleep Well, Exercise, Complete HQ,
Access Health Management Tools

Healthy leadership makes a difference

“The City Supervisor explained the benefits of employee wellness to the city council, obtained funding for the program and shared his “let’s make it happen” attitude.”

Joann Lazon, Sedro-Woolley Permit Technician

“Our Deputy Public Works Director combined city funds with AWC mini-grant funds and reclaimed an unused storage area to create a workout room for the Street Department. Our employees can combine two 15-minute breaks for 30-minutes of exercise.”

Debbie Lund, Aberdeen HR Director



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Recognized for a commitment to employee health.

Congratulations 2016 WellCities!

- Concrete
- Coulee Dam
- Covington
- Des Moines
- DuPont
- Duvall
- East Wenatchee
- Eatonville
- Enumclaw
- Ferndale
- Fife
- Fircrest
- Friday Harbor
- Gig Harbor
- Goldendale
- Hoquiam
- Kelso
- Kenmore
- Kennewick
- Kitsap Transit
- Lacey
- Lake Forest Park
- Lake Stevens
- Lakewood
- Liberty Lake
- Long Beach
- Longview
- LOTT Clean Water Alliance
- Lynden
- Lynnwood
- MACECOM
- Maple Valley
- Marysville
- Medical Lake
- Medina
- Mercer Island
- Mill Creek
- Milton
- Montesano
- Moses Lake
- Mukilteo
- Mukilteo Water & Wastewater District
- Newcastle
- NORCOM 911
- Normandy Park
- North Bend
- Northwest Clean Air Agency
- Oak Harbor
- Okanogan
- Olympia
- Olympic Region Clean Air Agency
- Orting
- Pierce County Library System
- Port Angeles
- Port Orchard
- Port Townsend
- Pullman
- RiverCom 911
- Riverside Fire Authority
- Sammamish
- SeaTac
- Sedro-Woolley
- Shelton
- Shoreline
- Skagit Transit
- Snohomish
- South Sound 911
- Spokane Valley
- Stanwood
- Steilacoom
- Sumner
- Tacoma Pierce County Health Department
- Thurston 9-1-1 Communications
- Toledo
- Toppenish
- Tumwater
- Union Gap
- University Place
- Valley View Sewer District
- Walla Walla
- Washington Cities Insurance Authority
- Washougal
- Wenatchee
- West Richland
- Whatcom Council of Governments
- Wilbur
- Woodinville Water District
- Woodland
- Yacolt
- Aberdeen
- Airway Heights
- Algona
- Anacortes
- Arlington
- Auburn
- Bainbridge Island
- Battle Ground
- Bellingham
- Benton Franklin Council of Governments
- Bonney Lake
- Bothell
- Buckley
- Burien
- Burlington
- Camas
- Chehalis
- Chelan
- Cheney
- Clyde Hill
- Colfax
- College Place
- Colville

Association of Washington Cities

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awcnet.org/WellCityAwards