

T W O   T H O U S A N D   S E V E N T E E N



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AWARDS

**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](http://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 an ongoing 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. Local government and the communities we serve benefit from more productive, engaged employees – it is 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 and drive a reduction in health care costs.

Congratulations to the record-breaking 115 employers that earned this year's WellCity Award! Your dedication and commitment to a healthy workplace culture is commendable. Keep up the outstanding work. If you are not a current WellCity, give our staff a call and get started on your journey to health and productivity today.

Peter B. King, AWC Chief Executive Officer

The AWC Trust's health promotion efforts are focused on



45% of eligible employers are now WellCities.

# 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 jurisdiction 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

- Policies & Procedures** – Create a strong foundation for employee health with your council or governing board adopted wellness program and budget allocations.
- Management Support** - Demonstrate support among elected officials and all levels of management.
- Wellness Committee** – Establish committee guidelines with broad employee representation.
- Wellness Network** – Leverage resources like internal champions and external partners.
- Needs Assessment** - Use data to drive program goals and maximize effectiveness.
- Worksite Environment** – Make the healthy choice the easy choice with an environment that supports health and contributes to a healthy work culture.
- Operating Plan** – Develop an annual plan with goals, objectives, timeline, communications, budget & evaluation.
- Activities & Interventions** – Align activities with the outcome of the needs assessment.
- 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		For employees
Coordinator training	Program planning	Tools & services
<ul style="list-style-type: none"><li>• Onsite training &amp; consultations</li><li>• Management &amp; supervisor training</li><li>• Live &amp; on-demand webinars</li><li>• Regional Planning Forums</li><li>• Healthy Worksite Summit</li><li>• <i>For Your Health</i> e-newsletter</li><li>• Mentoring opportunities</li></ul>	<ul style="list-style-type: none"><li>• WellCity Standards &amp; Award</li><li>• Wellness planning guide</li><li>• Behavior change campaigns</li><li>• <i>Healthy Decisions</i> eLearning materials</li><li>• Mini-grants</li><li>• <i>Wellness Connection</i> – wellness networking site</li><li>• Planning tools &amp; templates</li><li>• eWellCity – online tool</li></ul>	<ul style="list-style-type: none"><li>• Health Central - awctrust.org</li><li>• Online health assessment</li><li>• Onsite health screenings</li><li>• Health coaching</li><li>• Condition management</li><li>• Nurse advice line</li><li>• Employee Assistance Program</li><li>• Tobacco cessation</li><li>• <i>Wellness Newsletter</i></li><li>• <i>Peace of Mind</i> newsletter</li></ul>

109 employers used mini-grant funding to focus on wellness risks in ways that matter to them.

WellCities accessed the Trust's Healthy Decisions eLearning materials, helping to educate employees on cost savings to the plan and themselves by being wise health care consumers.



# WellCity rewards

At the AWC Trust, we stand behind our belief that wellness matters. We're putting real dollars out there for employers 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 2017, WellCities are saving over \$3.1 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.

## Healthy leadership makes a difference

Healthy leadership is key to creating a culture of health at your workplace. Leading by example and encouraging participation in wellness programs can make a huge difference.

Our City Administrator has taken a strong role in the wellness program. He has made wellness topics a standing item at staff meetings, including setting aside times for short wellness activities during those meetings. His actions are a clear indicator to staff that the program is fully supported and participation encouraged.

*Duvall*

At his weekly staff meetings, our Community Development Director made it a priority to allocate time for our wellness representative to talk about wellness. He inspired his team by leading through example. He participated in almost all of our wellness activities and encouraged his staff to participate too. He often has walking meetings with his team, and encourages them to get outside and walk on their breaks and lunches.

*Fife*



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Recognized for a commitment to employee health.

## Congratulations 2017 WellCities!

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