

Creating a Positive Workplace Culture

2025 Northwest Regional Managers Conference





Healthy Worksite

S U M M I T

Washington State
Health Care Authority





Who should attend Healthy Worksite Summit?

- Wellness coordinators and committee members
- Benefits and human resource leaders
- Safety & risk management professionals
- Management at public and private worksites
- Health professionals
- Insurance industry professionals
- And you!



2025
Golden Apple
Award winner:
**Benton
P.U.D.**



Healthy
Worksite
SUM





we)(city

WellCity Recognition Program

- Allows cities enrolled in the AWC Trust to receive a 2% discount on medical premiums
- Empowers members to implement wellness programs based on best practices
- Provides framework to establish healthy workplace cultures
- Dedicated staff to support member worksite wellness programs
- Gain public recognition for your efforts

WellCity Standards

Leadership

Policy &
Environment

Partnerships

Program
Activities

Engagement

Assess,
evaluate, &
report

WellCities create stable premiums for the whole pool

Making a difference – WellCities are bending the trend!

Medical claims costs are

13%
lower

for WellCities

Hospitalization admissions are

11.4%
fewer

for WellCities

Emergency room costs are

4.8%
lower

for WellCities

WellCities spend

19.3%
less

less on
prescription
drugs

WellCities have

4%
lower

lower medical
and pharmacy
trend

2025 Well City Recipients

Aberdeen	Des Moines	Longview	Sammamish
Airway Heights	DuPont	Lynden	SeaTac
Algona	Duvall	Lynnwood	Sedro-Woolley
Anacortes	East Wenatchee	Maple Valley	Sequim
Arlington	Eatonville	Medical Lake	Shelton
Auburn	Edgewood	Mercer Island	Shoreline
Bainbridge Island	Edmonds	Mill Creek	Snohomish
Battle Ground	Electric City	Milton	Snoqualmie
Black Diamond	Enumclaw	Moses Lake	Spokane Valley
Bonney Lake	Ferndale	Mountlake Terrace	Stanwood
Bothell	Fife	Mount Vernon	Steilacoom
Buckley	Fircrest	Mukilteo	Sultan
Burien	Friday Harbor	Newcastle	Sumner
Burlington	Gig Harbor	Normandy Park	Toledo
Chelan	Hoquiam	North Bend	Toppenish
Cheney	Issaquah	Oak Harbor	Tumwater
Clyde Hill	Kenmore	Okanogan	Union Gap
Colfax	Kennewick	Olympia	University Place
College Place	Lacey	Orting	Walla Walla
Colville	Lake Forest Park	Pacific	Washougal
Concrete	Lake Stevens	Port Angeles	Wenatchee
Coulee Dam	Lakewood	Port Orchard	West Richland
Covington	Liberty Lake	Port Townsend	Woodinville
Davenport	Long Beach	Pullman	Yelm

Role of Managers in Creating a Healthy Workplace

DO

- Embody well-being
- Lead by example
- Actively participate in programs

SPEAK

- Communicate how wellness program contributes to organizational mission, vision, & goals
- Encourage participation in their work groups

CREATE

- Hold other leaders accountable for supporting well-being
- Cultivate norms that support well-being
- Implement supportive policies & infrastructure

Examples from our members

Gig Harbor

City Administrator, Katrina Knutson, has been a true champion of the City of Gig Harbor Wellness program. She supports staff involvement and leads by example by attending and participating in all wellness program activities and events. Each year she hosts an Appreciation Luncheon for members of the Wellness Committee.

“Leadership participation in wellness initiatives is paramount for creating a culture of health and well-being within organizations. When leaders are actively involved, it sends a powerful message to employees that wellness is a priority.”

– Katrina Knutson, City Administrator, City of Gig Harbor

Examples from our members

Bonney Lake

John Vodopich, our City Administrator, closes the departments and facilities for an hour or two depending on the activity to increase participation in our wellness program. This time is paid time; employees do not need to use their personal time to participate. John supports and encourages employees to be away from their desk and to participate in a walking activity or attend a social engagement activities. This year has been our second year implementing a departmental walking activity theme using different locations to engage all facilities.

Examples from our members

Maple Valley

Our City Manager has been the wellness committee's main cheerleader. She encourages participation and participates herself whenever possible. She will occasionally attend wellness committee meetings to see what is happening, encourage us individually, and provide great ideas for activities. She promotes wellness to all staff and leads by example. She also provides opportunity for other senior staff to attend the fun. Without this leadership we would not be as effective as we are now.

Examples from our members

Sammamish

Deputy City Manager, Rachel Bianchi, is a strong supporter of the Wellness Committee through her participation in wellness activities and championing of the program. Since joining the City, Rachel has provided the committee with space and opportunity to host events, and a platform to share information with staff. Rachel has supported and approved events like the Clothing Swap and Salsa Competition throughout the year. Rachel has also helped communicate Wellness Committee updates and reminders to staff which helped us achieve our WellCity participation requirement.

Examples from our members

Sultan

The Mayor & City Administrator fully support the wellness committee and wellness program efforts. They allow the committee to set the amount of time for the event and let the committee members take the lead during the event. In addition, they are constantly checking in to see if there is anything that is needed and how they can provide additional support as needed. They are the first to remind employees of upcoming events and are genuinely disappointed when they have a scheduling conflict that prevents them from attending. They both jump right into the competitions and rally the group. They both lead by example which is the most effective method in helping the wellness program succeed.

Some small ways that AWC strives to create a positive workplace-

- SWELL and other internal committees
- Monthly all staff celebrations
- Annual gatherings with all staff, and families
- “Cheers for Peers”
- Welcome lunches for new staff with Executive Team
- Sharing how they are living our organizational values at each all staff meeting



AWC Core Values

- **Collaboration**

- We work together within departments and across the organization to create excellence, while embracing each employee's unique abilities. We build purposeful relationships and partnerships through the deliberate inclusion of multiple perspectives.

- **Equity**

- We foster a workplace culture where individuals feel that they belong and are offered fair and equitable access to opportunities and resources to meet their differing needs. By acknowledging the intrinsic value of each person, we create a compassionate environment free of prejudice and discrimination.

- **Innovation**

- We are creative problem-solvers who believe strongly in what we do. We keep an open mind as we create resourceful solutions through consistent improvements. We set high standards while exhibiting flexibility, adaptability, and resilience.

- **Integrity**

- We listen with intent, are ethical and reliable, and hold ourselves accountable. We strive for transparency and clarity in our communication and value the contributions of all.

- **Respect**

- We act with kindness, grace, and compassion. We value the unique views, experiences, expertise, and potential of all staff. We encourage and support others in taking risks and advocating for growth.



Most importantly -

- Living up to our organizational values
- Culture where all our employees understand that they are engaged in public service, and making a positive impact on communities across the state
- Hearing from you how they make a difference in your cities and towns
- Feeling appreciated by our members





Thank you!

