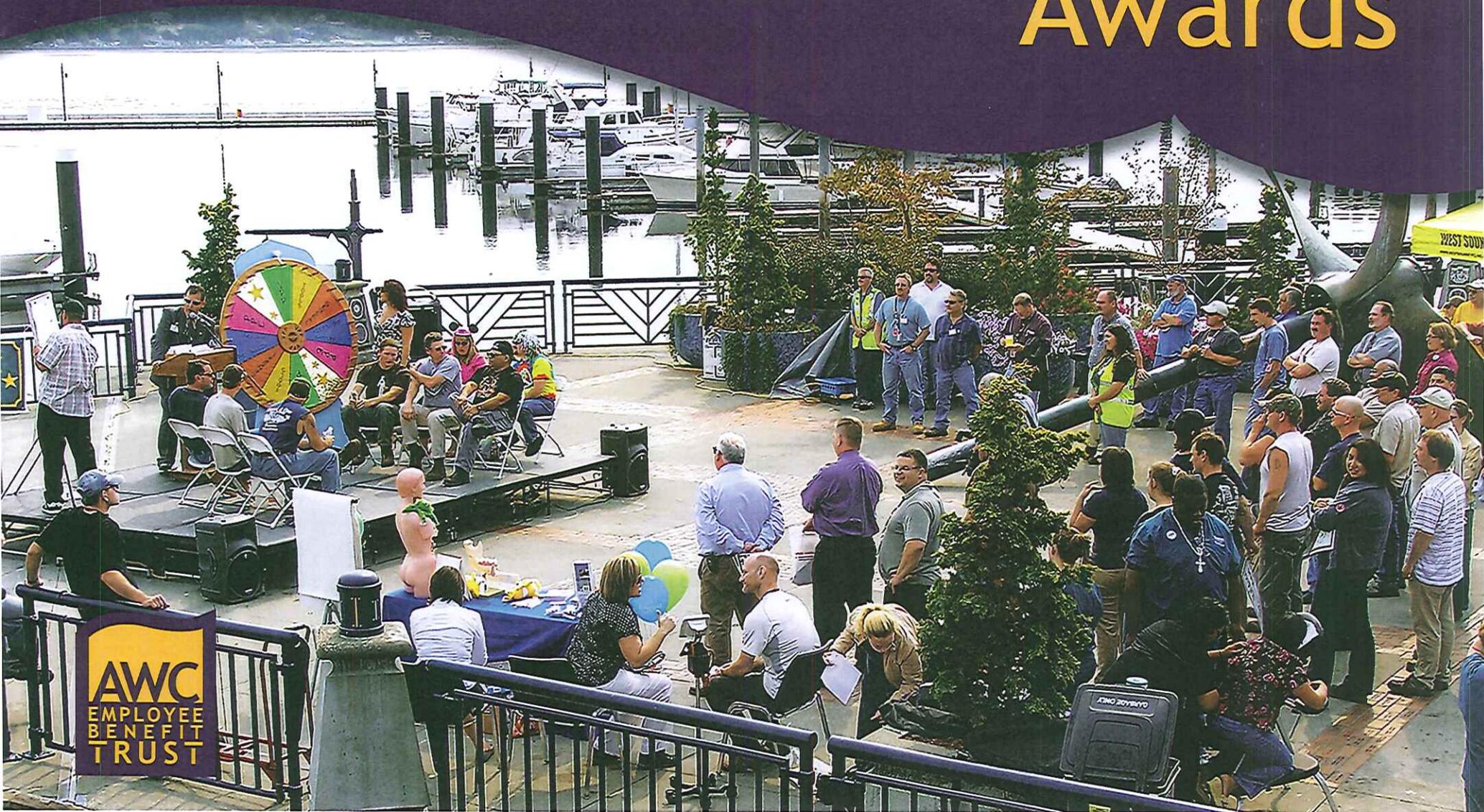


2009  
RECOGNIZING BEST PRACTICES IN EMPLOYEE HEALTH PROMOTION

# AWC WellCity Awards



# 5 Reasons to Be a WellCity

1. **Build a Results-Oriented Wellness Program** – The WellCity Award criteria mirrors health promotion industry standards for programs that have proven positive outcomes.
2. **Improve Employee Health** – Employees of WellCities are healthier than those of other cities based on their average Health Risk Assessment Scores (HRAS). HRAS is a reference measure of overall health, derived by the health questionnaire provided to AWC Trust-insured employees annually through the Wellness Works program.
3. **Manage Health Costs** – The research is clear that health risks drive health costs. In other words, healthy (low risk) employees have lower health-related costs including direct medical care, absenteeism, disability, workers' compensation and productivity.
4. **Earn Recognition for Your City** – Be among the leaders in Washington when it comes to creating a healthy and productive municipal workforce. Award winning cities are recognized at AWC's Annual Conference and receive a personalized plaque, window decals for buildings and vehicles, and a press release.
5. **Create a Healthy Work Culture** – Management and city staff work together to reshape attitudes, values and norms, creating an environment that supports employee health and productivity.

CITY OF OLYMPIA



## How to earn the 2010 Award

Begin now! Awards are based on requirements met in the prior year. To be eligible for the 2010 WellCity Award, all requirements must be met in the 2009 calendar year. Applications for the 2010 awards are due by February 1, 2010. For more information about the WellCity Award standards and to download an application for the 2010 WellCity Award, visit [www.awcnet.org/wellness](http://www.awcnet.org/wellness) and click on WellCity Awards.

COVER PHOTO: CITY OF BREMERTON

# Criteria

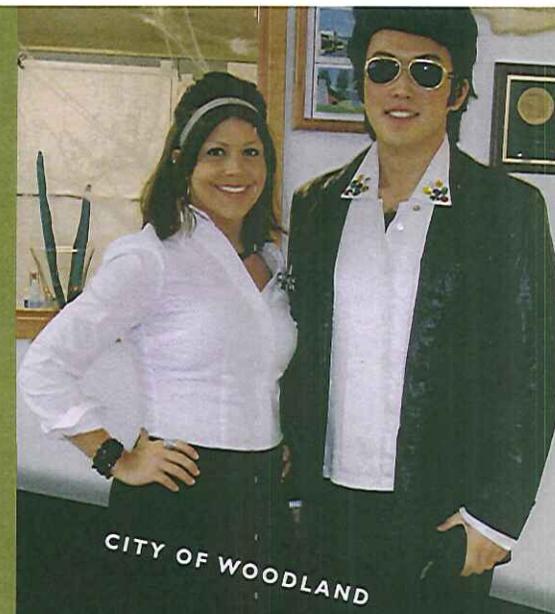
## Updated WellCity Standards

The health promotion field continues to evolve and new studies are providing insights about the common threads among programs proven to have positive impact on employee health, productivity and costs. The WellCity Standards have been updated for 2009 to ensure they continue to mirror industry best practices. Notable changes are outlined below.

- New standards are similar in scope to the traditional standards with changes in emphasis on some items.
- Small cities with fewer than 50 employees now have a small city application that considers the unique work environment of a small city.
- Three levels of recognition may be attained which encourage program growth and longevity.
- Additional instructions and definitions are offered to improve clarity and consistency.
- Some standards have been consolidated to reduce redundancies.
- Increased objective measures to ensure minimum criteria are met.

Here are the 9 WellCity Standards.

1. **Developing Policies & Procedures.** Formal adoption of the wellness program through policies, resolutions, ordinances and budget appropriations designed to create a strong foundation for building a healthy work environment.
2. **Gaining Management Support.** Demonstrated support and participation among elected officials and all levels of management; open communication between wellness committee and managers.
3. **Creating a Wellness Committee.** Documented wellness committee guidelines, structure and responsibilities.
4. **Weaving Your Wellness Network.** Identifying internal champions and external partners, making best use of available resources.
5. **Assessing Program Needs.** Using data to drive results; collecting information on the employee population to build a wellness program tailored to your city's needs.
6. **Building an Infrastructure of Health.** Environmental and physical accommodations that support employee health and create a healthy work culture.
7. **Forming an Operating Plan.** Successful programs have a road map that includes goals, objectives, timelines, budget and evaluation.
8. **Planning Activities & Interventions.** Program offerings should align with the outcome of the needs assessment, be well balanced and consider the population's readiness to change.
9. **Evaluating Progress & Outcomes.** Evaluation plans are tied to goals and objectives.



CITY OF WOODLAND

## The WellCity Winners >>>

“ When we study best practices, what emerges as a key success factor is active senior leadership commitment and engagement. Health promotion programs can't be seen as being under the radar screen. They have to become part and parcel of the organization's fabric and culture.”

— Ron Z. Goetzel, PhD, Research Professor and Director, Institute for Health and Productivity Studies, Emory University

# Small Cities

LESS THAN 50 EMPLOYEES



CITY OF BURIEN

## Burien - 45 Employees

Mayor Joan McGilton

Popular activities in Burien include the Love Your Mother campaign, supermarket tour, whole grain cooking class, master gardener demonstration and lunch time walking groups. Encouraging a 10-minute stretch reached employees that don't usually participate. The city's Relay for Life team encouraged employee bonding, while raising \$4,600 for the American Cancer Society.

## Concrete - 5 Employees

Mayor Judd Wilson

All five of Concrete's full-time employees attend quarterly wellness meetings in conjunction with safety meetings. Presentations and videos on health and safety topics are featured at each meeting. Feedback and suggestions are used for planning future presentations. A recipe of the month, quarterly newsletters and educational pamphlets help to keep wellness a priority for this small town.

## Woodland - 45 Employees

Mayor Charles E. Blum

Employee demographics along with a needs and interest survey provided data which Woodland used to build a revitalized wellness program. New departmental champions joined the committee and infused new confidence in the program, energizing employees and creating a cohesive working environment.

CITY OF WOODLAND

# Med

50 - 300 EMPLOYEES

CITY OF BATTLE GROUND



## Anacortes - 168 Employees

Mayor H. Dean Maxwell

Employees and spouses set goals and a six week plan for achieving Healthy Habits for Life. The program focused on making gradual, but permanent changes in eating and activity patterns. Participants received workbooks and weekly group presentations. Police officers added the Fit for Duty book to their program which emphasized the value of fitness as it relates to job performance.

## Arlington - 147 Employees

Mayor Margaret Larson

Flu shots are a Halloween tradition at Arlington with over half of the staff participating. A broad communication strategy is key to Arlington's health culture. Weekly wellness emails remind employees of upcoming activities and offer wellness tips while inspiring healthy behaviors with a quote for life. The monthly wellness newsletter readership is enhanced by hiding contests within the pages.

“My health coach is very easy to talk to and very informative. He helps me to focus and keeps me on track. Health coaching is a great asset to the AWC programs.”

— WebMD health coaching participant



## Battle Ground - 84 Employees

Mayor Michael Ciraulo

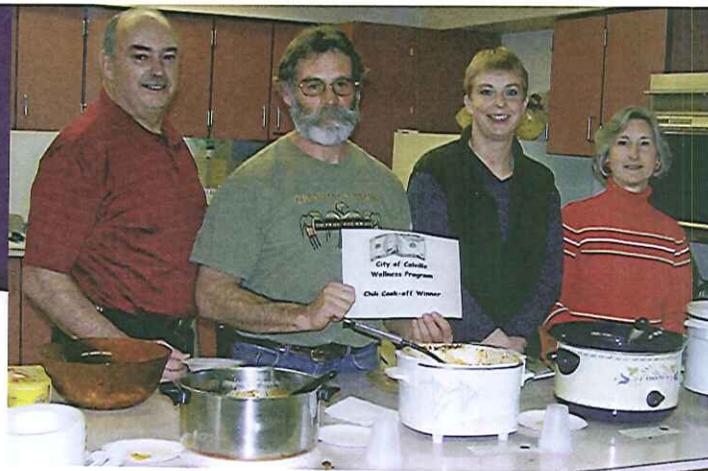
Battle Ground strives to touch every employee with the wellness program at least six times per year. Employees are offered a broad array of options specifically selected to address their needs, interests and health risks. From health emails to in-depth behavior change programs, to healthy potlucks, it's clear that the City of Battle Ground places employee health and productivity high on its list of priorities.

## Bonney Lake - 139 Employees

Mayor Neil Johnson, Jr.

Despite the economic downturn, management support of employee wellness has never been stronger. Budget allocations remain stable and the workplace culture supports healthy behaviors. Employees may participate in on-site health screenings during the work day and complete the on-line Health Questionnaire using city computers. Department directors encourage employee participation and they "walk the talk." In 2008 at least one member of the management team participated in every wellness event.

CITY OF MARYSVILLE



CITY OF COLVILLE

## Bothell - 266 Employees

Mayor Mark Lamb

Bothell's longstanding wellness committee was infused with new members, representative of every department and shift, who took on their roles with great enthusiasm for creating a healthier workplace. The result was a 37% increase in participation. Program offerings range from Weight Watchers at Work to How to Select the Proper Walking Shoe. The committee's goal: to make wellness part of the everyday culture in Bothell.

## Cheney - 90 Employees

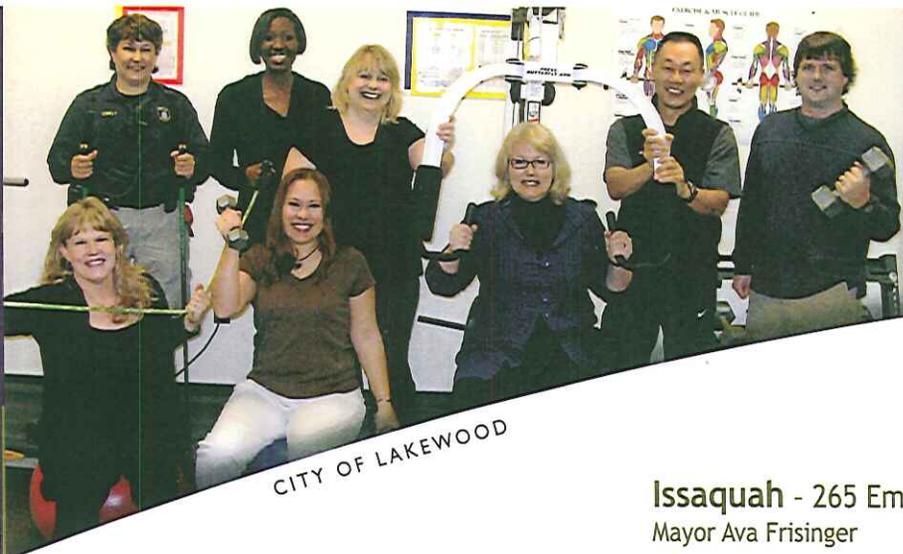
Mayor C. Allan Gainer

For Cheney, building a healthy city starts with supporting employee health and safety, but it doesn't end there. The city recognizes that employees and their families are part of the larger Cheney community, and that supporting community health through external partnerships is a win-win opportunity. Cheney Pride Day is a day dedicated to cleaning up the city. Quarterly blood drives, annual mammograms and bone density tests are opened up to the public as well. Local merchants are active participants in the city's annual employee benefits fair. Cheney also received the Golden Apple Award for excellence in worksite health promotion at the 2008 Healthy Worksite Summit.

## Colville - 54 Employees

Mayor Richard Nichols

Colville's innovative wellness program allows employees to exchange a portion of accrued sick leave for membership at one of four local fitness centers including a pool and a golf course. Some wellness activities are specifically aimed at reaching non-participants. The employee potluck featured a poker walk, combining a game of chance with a healthy walk. Over 85% of employees participated in at least one wellness activity last year.



CITY OF LAKEWOOD



## Enumclaw - 104 Employees

Mayor John Wise

Enumclaw has a tightly woven wellness network with internal champions found in many city departments. The HR staff blends employee wellness offerings into benefits communications. Parks & Recreation staff assists with equipment set-up and tear-down for wellness events. The fire department provides blood pressure checks, and top management is actively engaged in the wellness program.

## Fife - 120 Employees

Mayor Barry Johnson

Fife's Carless Commute Program, co-hosted by the community development department, encourages commuters to burn calories instead of fossil fuel, reduce traffic congestion and air pollution, and leave the car at home. Weekly lunchtime walking groups and the newly constructed wellness center provide employees a work environment that supports an active lifestyle.

## Issaquah - 265 Employees

Mayor Ava Frisinger

Wellness rewards come in the form of paid time off and random acts of kindness for Issaquah employees. The Wellness Day Off Program grants employees a paid day off in exchange for exercising, attending wellness events and limiting sick leave usage. The Secret Pal program nurtures emotional health. Secret Pals perform acts of kindness for coworkers February through August. The "secrets" are revealed in August.

## Lacey - 247 Employees

Mayor Graeme Sackrison

Lacey's long-standing tradition of wellness includes over 30 activities for employees each year. The program offerings include a collection of hands-on experiences that, for some, become lifelong hobbies. This year employees were introduced to dragon boat racing. Before the year was finished they had a coach, uniforms, a sponsor, two competitions under their belts and a title to defend in 2009.

## Lake Stevens - 62 Employees

Mayor Vern Little

With a small but determined wellness committee, Lake Stevens achieved WellCity status in just over one year's time. Mayor Little cites results that are not only measured in lifestyle changes and healthier habits, but in the fun and camaraderie gained through activities like the poker walk, frisbee golf, sharing healthy snacks and recipes, and turkey bowling at Thanksgiving.

## Lakewood - 226 Employees

Mayor Doug Richardson

Lakewood builds its program around employees' top 3 identified risk factors. Programs include behavior change opportunities, on-site fitness classes, nutrition education and stress reduction. Activities like the Biggest Loser Contest, integrative relaxation classes and a weekend golf scramble help employees reach their health goals.



CITY OF FIFE

ties

“ It’s easier to focus on health when others are focusing on the same goal. ”

— Lake Stevens employee



CITY OF WASHOUGAL



CITY OF BOTHELL

### Marysville - 250 Employees

Mayor Dennis Kendall

Marysville recognizes employees have different needs and learn in different ways. Monthly wellness topics are covered using a variety of delivery methods and a variety of activities. Consistent programming combined with participation incentives and the strong support of elected officials and management provides a winning combination for building a healthy workplace culture.

### Mill Creek - 61 Employees

Mayor Terry Q. Ryan

The cornerstone of Mill Creek’s wellness program is its Yearly Check-Up Calendar and Wellness Day Off program. Employees earn a day off by accumulating 500 wellness points through regular exercise and participating in wellness events. Mill Creek credits its success in part to the support provided by AWC’s Wellness Works program. AWC’s grants and guidance helped to build a strong foundation, stretched their budget resources and contributed to an increase in participation.

### Longview - 288 Employees

Mayor Kurt Anagnostou

The City of Longview made a bold statement about the value of employee health by allocating employee time, resources and budget dollars to rejuvenate its worksite wellness program. In 2007 the council approved the hiring of a half-time wellness coordinator who is supported by a wellness committee with representatives from each city department.

### Oak Harbor - 135 Employees

Mayor Jim Slowik

Oak Harbor’s Fit in the City program combines timely and succinct wellness education with varied and fun activities - all helping ensure it has healthier, more productive employees who are better able to serve the community. Free guest speakers from the community and city staff present topics like how to build a worm bin, bicycling 101, fitness and nutrition, stress and emergency preparedness.

### Pullman - 184 Employees

Mayor Glenn A. Johnson

Pullman weaves together employee wellness and safety programs for an integrated approach to improving health and productivity. Partnerships with insurance providers have helped build a full and diverse set of program offerings. On-site health screenings, wellness campaigns, an employee assistance program, tobacco cessation and other services are provided by the AWC Trust; hearing conservation baseline testing is provided by the AWC Retro Program; and a class on intergenerational communication was sponsored by WCIA.

### SeaTac - 164 Employees

Mayor Ralph Shape

The City of SeaTac is committed to creating a healthy work environment for employees. Along with its regular wellness activities, the city maintains exercise equipment at each of its six facilities. A traveling wellness library offers access to health resources at work. A quiet room provides a place for workers to take a break in a peaceful, stress free environment so they can return to their jobs with renewed energy. Vending machines make healthy snacks readily available.



CITY OF OLYMPIA



CITY OF TACOMA

“ The health and well-being of our employees are essential as we strive to provide a wide variety of public services with limited resources. Achieving the WellCity Award makes our program more effective in our mission to make the City of Lacey a productive, fun and healthy place to work. ”

— Greg Cuoio  
Lacey City Manager

### Toppenish - 57 Employees

Mayor Loren O. Belton

Physical inactivity, weight and nutrition were the areas of focus for Toppenish’s wellness program. A three-pronged approach was used to help employees get active including a new fitness room, a bike-riding promotion and a pedometer program. In addition, a nutrition presentation taught lifelong skills for creating healthy eating habits.

### Washougal - 80 Employees

Mayor Stacey S. Sellers

Washougal’s wellness goals are based on employee feedback and the yearly operating plan supports the achievement of those goals. The “lunch and learn” model is popular with lunchtime presentations covering topics like how to grow your own vegetables, stress relief and reflexology. Hands-on classes on healthy cooking and food label reading were held at local businesses.

### Wenatchee - 195 Employees

Mayor Dennis Johnson

Wenatchee’s wellness program continues to gain momentum, based on a strong foundation made up of a health promotion resolution, mission statement, goals and objectives, and the dedicated support of the city council, management and staff. Wenatchee is proud to be one of three Washington cities to earn the American Heart Association’s Start! Fit Friendly Company Award, receiving Gold Level Achievement.

### Bremerton 366 Employees Mayor Cary Bozeman

Employees are provided with information on a variety of topics including nutrition, fitness, reducing major risk factors for disease and how to wisely use the health care system. An ongoing program tests employees’ cholesterol and blood glucose levels, with the goal of testing all employees every two years. The City partnered with community organizations to host the 2008 West Sound Safety and Health Expo; the two day event was attended by 3,000 people and featured 83 exhibitors.

## Federal Way - 325 Employees

Mayor Jack Dovey

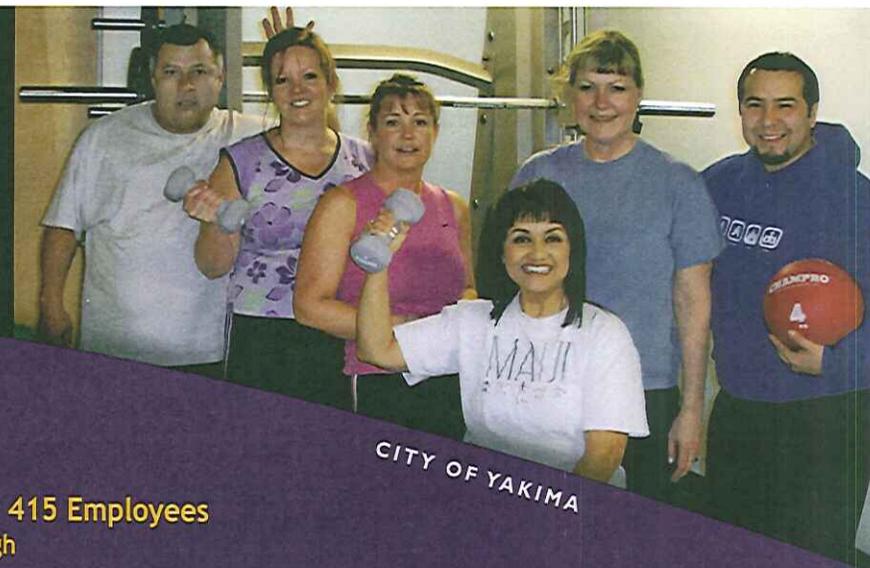
Monthly activities included nutrition classes, potlucks, scavenger hunts, and fruit and vegetable bingo. Employees are eligible for a free membership to the Federal Way Community Center, provided they maintain regular usage of the facility. A sick leave incentive program rewards employees with additional vacation hours for limiting sick leave useage.

## Kirkland - 475 Employees

Mayor James Lauinger

A weekly fruit and veggie delivery makes it easy for employees to regularly purchase healthy foods. Quarterly blood pressure checks and an on-site fitness facility — with lockers specifically set aside for those with a 'non-motorized commute' — further support employee health. Wellness games, brown bag lunches and regular group fitness activities further round out this active program. A blog on the city intranet provides a venue for employees to share their wellness successes.

CITY OF BREMERTON



## Lynnwood - 415 Employees

Mayor Don Gough

At the request of employees, in 2007 the wellness committee was reinstated after a two year hiatus. Since then, the city has formed a strong committee with representation from every department. Activities and programs have included lunchtime walks, bike to work days and interpersonal communications training. All were chosen based on an annual employee survey, which reflects the wellness committee's commitment to listen to and work cooperatively with employees.

## Olympia - 578 Employees

Mayor Doug Mah

Olympia's commitment to wellness is moving into the environmental level, with planning for a new City Hall taking into account air quality, open and inviting stairwells, food preparation areas, ergonomic design as well as including a fitness facility. To teach employees how to manage stress and transform depression, a Heart Coherence room was added to the City of Olympia's HealthCare Centre. The city is also conducting a trial for a trust-based leave policy in order to positively impact sick leave and absenteeism.

## Tacoma - 3700 Employees

Mayor Bill Baarsma

An online health portal provides all employees with access to a health risk assessment, online tools and health information. A medical self care book was provided to each employee. New employee orientation meetings are held monthly to review health plan options and wellness benefits. Health fairs are held at many work locations, each scaled to meet the needs of that employee group. They include wellness vendors and city sponsored flu shots, blood pressure checks and screening for blood sugar and cholesterol. Tacoma also received the American Heart Association's Start! Fit Friendly Company Gold Award.

“ We are helping to plant a healthier future for all of our employees. ”

— Bev Willison and Stephanie Brown, Tukwila Wellness Coordinators



Cities

Large

## CITY OF YAKIMA

“ The City’s wellness program has given me the motivation and tools needed to quit smoking after 23 years so I can start living a cleaner and healthier life. Thank you for providing this valuable program! ”

— Toppenish employee

### Tukwila - 320 Employees

Mayor Jim Haggerton

Tukwila offers lots of opportunities for employees to get together to learn and practice healthy skills. Regular potlucks with themes like “Souper Bowl,” “Greater Tater XIV” and a Chili Cook-Off have been so successful that they’ve outgrown their conference room. Employees earned their lunch at the annual wellness fair by participating in obstacle courses or singing karaoke. Shop employees workout during lunch and after work at the new workout bay, the Minkler Athletic Club. Tukwila also received the American Heart Association’s Start! Fit Friendly Company Platinum Award and Community Innovation Award.

### Vancouver - 1129 Employees

Mayor Royce Pollard

In 2008, Vancouver committed to establishing and enhancing a culture in which its employees work and thrive. To this end, a wellness coordinator was hired. A broad communication strategy was employed using the intranet, bulletin boards and a weekly bulletin — the E-Vine. The FitPick healthy vending program provides 30-35% healthy snack options in machines throughout city facilities and Weight Watchers at Work meetings are available.

### Yakima - 707 Employees

Mayor David Adler

To keep employees active, Yakima maintains fitness rooms at five worksites and offers a 50% discount for employees active with the city swimming, volleyball, basketball and golf programs. A personal trainer offers circuit training classes in the fitness center, boosting use of the rooms. Heart Healthy Checks and fitness evaluations are offered to employees and retirees. Training on defensive driving, drugs and alcohol, and diversity are mandatory for all staff.

## CITY OF LYNNWOOD



# Wellness Teams

**Anacortes:** Lynn M. Barber, Bonnie Bowers, Elisabeth Oakes, Jesse Hofheimer, Jonn Lunsford, Judy Hakins, Syd Olausen, Sylvia Cooper, Tiffany Matson

**Arlington:** Sherri Phelps, Barbara Butner, Brenda Fecht, Josie Griffiths, Julie Good, Margareta Shepard, Mary Hine

**Battle Ground:** Claire Lider, Alisha Smith, Carol Landwehr, Darsie Slawson, Debbi Hanson, Jessica Rinaker, Joan Hall, Joy Lee, Sean Hendrickson

**Bonney Lake:** Jenna Young, Debbie McDonald, Joel Thompson, Kathy Seymour, Sue Hilberg, Staci Guirsch

**Bothell:** Mary Jo Keil, Kathy Samoska, Catherine Jansen, Dan Johnson, Debbie Blessington, Michele Woodhouse, Patricia Parkhurst, Rachel Ormiston, Susan White, Tim Keil

**Bremerton:** Charlotte Belmore-Schmidt, Brad Gehring, Chris Rotter, Christine Grenier, Cynthia Engelgau, Elaine Valencia, Felicia Brown, John Bykonen, Pam Bykonen, Peggy Lesser, Scott Evans, Tim Sholtis

**Burien:** Susan Coles, Angie Chaufy, Carolyn Towle, Janet Stallman, Joline Wright, Kristy Dunn, Valerie Stuart

**Cheney:** Diane Showalter, Cathy Munoz, Dan Holtan, Karen Gemmell, Keri MacDonald, Mike Lambert, Paul Simmons

**Colville:** Kathy Brogan, Erica Chadwell, Ed Gray, Holly Pannell, Kendra Phillips, Melinda Lee, Michelle Phillips, Mike Waggoner, Tom Cordrey, Vicky McCanna

**Concrete:** Andrea Fichter, Alan Wilkins, Carol Fabrick, Dale Angel, Jack McCormick, Paula Mann, Richard Philips, Rick Cisar

**Enumclaw:** Michelle Larson, Marcia Hopkins, Donna Elzenga, Kim Whalen, Leah Wilson, Lyle Bellah, Mark Vanwieringen, Tom Stumpf, Tyler Chilman

**Federal Way:** Kimberly Shelton, Brook Lindquist, Jeanne Schroeder, Joanne Tibbles, Katie Dickinson, Kimberly Paterno, Mary Jaenicke, Mary McDougal, Sarady Long, Sarah Green, Shawna Upton, Sun So, Tamara Fix, Toni Pettie

**Fife:** Stefanie McCauley, Art Gregg, Bonnie Rushmeier, Colin Brooks, Cortina Teja, Deborah Carrara, Jim Reinbold, Rachel Hansen, Sheri Van Veldhouse

**Issaquah:** Michele Forkner, Angie Wong, Bonita McPherran, Bonnie Morrow, CJ Stanford, Debbie Mills, Jerry Lind, Roxanne Hagood, Theresa Schaap

**Kirkland:** Pamella Holtgeerts, Allan O'Neill, Carmine Anderson, Darin Kolilis, Heather Lardie, Marie Stake, Mike Metteer, Noel Hupprich, Rod Steitzer, Terrance Creighton, Tony Leavitt

**Lacey:** Robin Quinn-Dowling, Cody Lee, Jared Burbidge, John Fuglistahler, Larry Holt, Sarah Schelling

**Lake Stevens:** Steve Edin, Deborah Smith, Joan Norris, Julie Ubert, Karen Watkins, Sherry Foulon

**Lakewood:** Dawn Avcular, Amanda Zacher, Cheryl Thompson, Dennis Higashiyama, Gail Conelly, John Howard, Nancy Packard, Rebecca Hendricks, Rick Wade, Robin Shute

**Longview:** Sasha Hinners, Cathy Wojtowicz, Chris Smith, John Bean, Marilyn Haan, Mary Chennault, Natalie Richie, Ruth Bunch, Sandy Belt

**Lynnwood:** Mary Monroe, Jeff Anderson, Alan Corea, Alan Davis, Chris Danson, Darlene Little, Ben Stockinger, Diane Hodgson, Faye Basel, Gary Olson, Jennifer Savage, Kelly Anderson, Marybeth O'Leary, Michelle Ruis, Robin Hall, Shay Davidson, Tricia Kaminski

**Marysville:** Kristie Guy, Amy Mann, Brenda Donaldson, Brooke Heichel, Jane Shafer, Kim Ricker, Krista Gessner, Lisa Schultz, Patricia Duemmell, Ryan Morrison, Shawn Smith, Sherri Soverns, Tonya Miranda

**Mill Creek:** Marci Chew, Amy Hunt, Christi Amrine, Cindy Bennett, Jennifer Gordon, Kathy Hundahl, Wendy Brownell

**Oak Harbor:** Dina Nichols, Janet Sabalasky, Kim Perrine, Lisa Bebee, Myrna Wilson, Romy Velasquez, Sandra Place, Tim Shelley

**Olympia:** Brad Payne, Amy Allen, Andi Laramie, Cathie Butler, Debbie Krumpols, Jane Kirkemo, Jim Pryde, Laura Keehan, Linda Greggs, Randy Haines, Tami Tonder, Troy Churchwell, Veronica Gemmell

**Pullman:** Karen Sires, Brenda Davison, Megan Vining, Michol Ann Jensen, Tana Crawford

**SeaTac:** Stephanie Johnson, Balvir Toor, John Schelling, Kim Cooper, Kristin Boone, Leslie Stevenson, Mike Butay, Sean Clark, Vicki Allgood

**Tacoma:** Sandra Spellmeyer, Joe Nienalt, Alice Phillips, Becky Lee, Bill Gaines, Eric Anderson, Joy St. Germain, Rey Arellano, Tansy Hayward

**Toppenish:** Angie Hendricks, Heidi Riojas, Carolyn Raschko, Cecilia Garcia, Judy Devall, Pat Perrault, Sandra Shah

**Tukwila:** Stephanie Brown, Bev Willison, Brandon Miles, Dana AlMBERG, Diann Martinez, Evie Boykan, Han Kirkland, Kimberly Matej, Kristin May, Joanna Spencer, Pat Brodin, Paul Surek, Scott Kirby, Trina Cook

**Vancouver:** Sara Padilla, Alison Kowalski, Andy Meade, Angela Brosius, Carroll Bernard, Bev Walker, Elizabeth Gotelli, Eric Schadler, Debbie Pratt-Israel, Ginny Leiker, Harriet Vaskelis, Janell Sessions, Judy Hoggatt, Julie Moore, Lee Knottnerus, Linda Jones, Lisa Deane, Louise Allen, Lyndee Prill, Tammi Neblock, Wayne Deaton

**Washougal:** Aireanna Baldwin, Ginger Tarabochia, Jeanette Cefalo, Micki Mulder, Pat King, Paul Greenless, Sara Foster, Shane Ernst

**Wenatchee:** David Erickson, Judy Smith, Sandra Smeller, Vicki Reister

**Woodland:** Phyllis Newcomb, Noelle Muske, Karla Hiler, Mari Ripp, Scott Summers, Shannon Thomas, Valerie St. Jean

**Yakima:** Carol Maples, Dan Ruff, David Mauk, Julia Sanford, Rudy Ruybal, Sean Davido, Shannon Brown, Sharon Brown, Susan Knotts, Tom Seigny

\*Wellness Coordinators in bold.



1076 Franklin St. SE  
Olympia, WA 98501  
(360) 753-4137

[www.awcnet.org/wellness](http://www.awcnet.org/wellness)

CITY OF LACEY



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