



THE CITY OF EUGENE'S  
TOTAL WORKER HEALTH®  
JOURNEY TO BE WELL





**Population:** 171,245 (arguably) Oregon's second largest city

**Government:**

City Council develops legislation and policies to direct the city. Council hires City Manager to oversee City personnel and operations.

**6 Departments:**

- Eugene-Springfield Fire (ESFD)
- Public Works (PW)
- Planning and Development (PDD)
- Library Recreation Cultural Services (LRCS)
- Central Services (CS)
- Eugene Police (EPD)





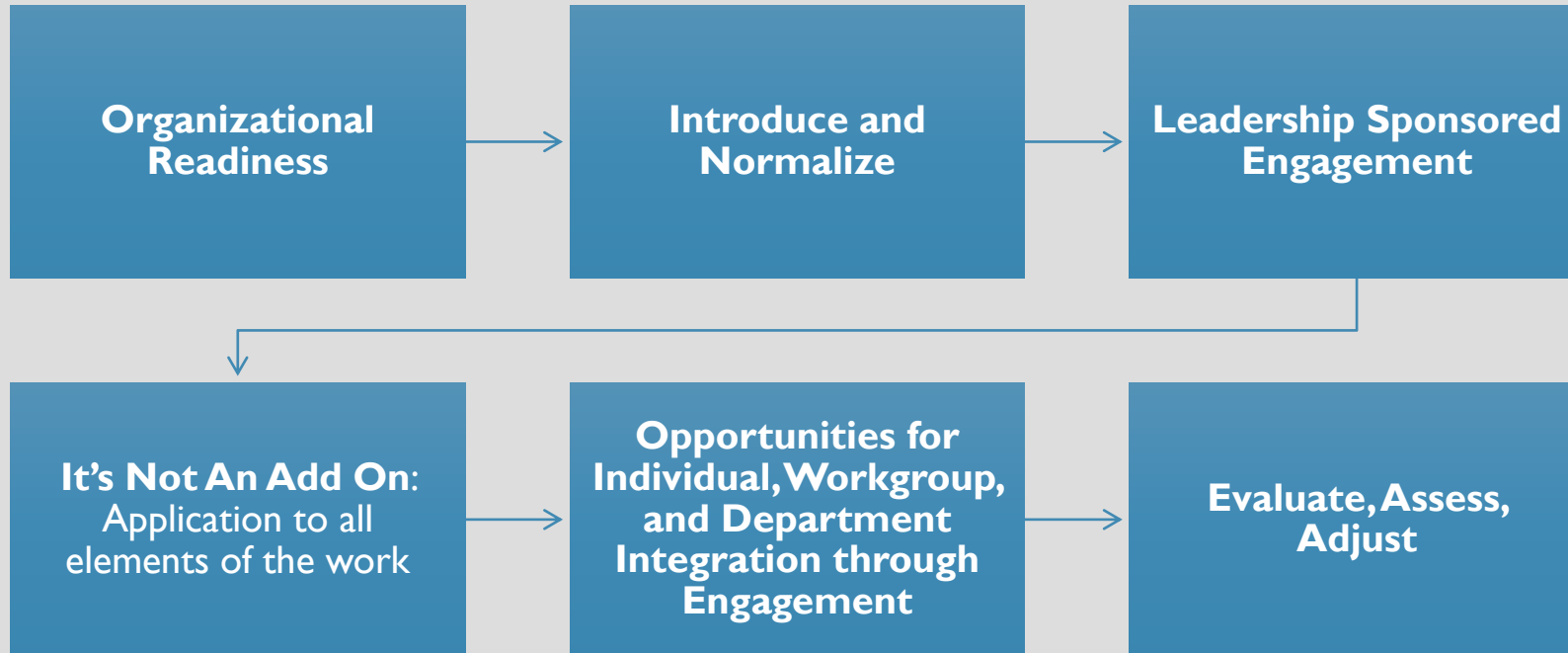
## Employee Unions: 5 plus Non-Represented

- IAFF; IAFF BC
- EPEA
- AFSCME
- IATSE

## Employees: between 1400-1600

- Full Time Regular Status
- Part Time Regular Status
- Temporary
- Limited Duration

# COE ROAD MAP



COMMUNITY,  
ORGANIZATION,  
INDIVIDUAL  
READINESS



NORMALIZE:  
TOP DOWN,  
BOTTOM UP,  
MIDDLE OUT

NRWIT

Sparks

TWH Sparks and Movement Makers

Be Well

Operationalize



ENGAGEMENT:  
LEADERSHIP  
COMMITMENT:  
TOP DOWN





Resources: Creative Work Environment



Resources: Now & Later



Resources: Respectful & Inclusive Work Environment



Resources: Self-Awareness & Emotional Intelligence



Resources: Trust & Confidence



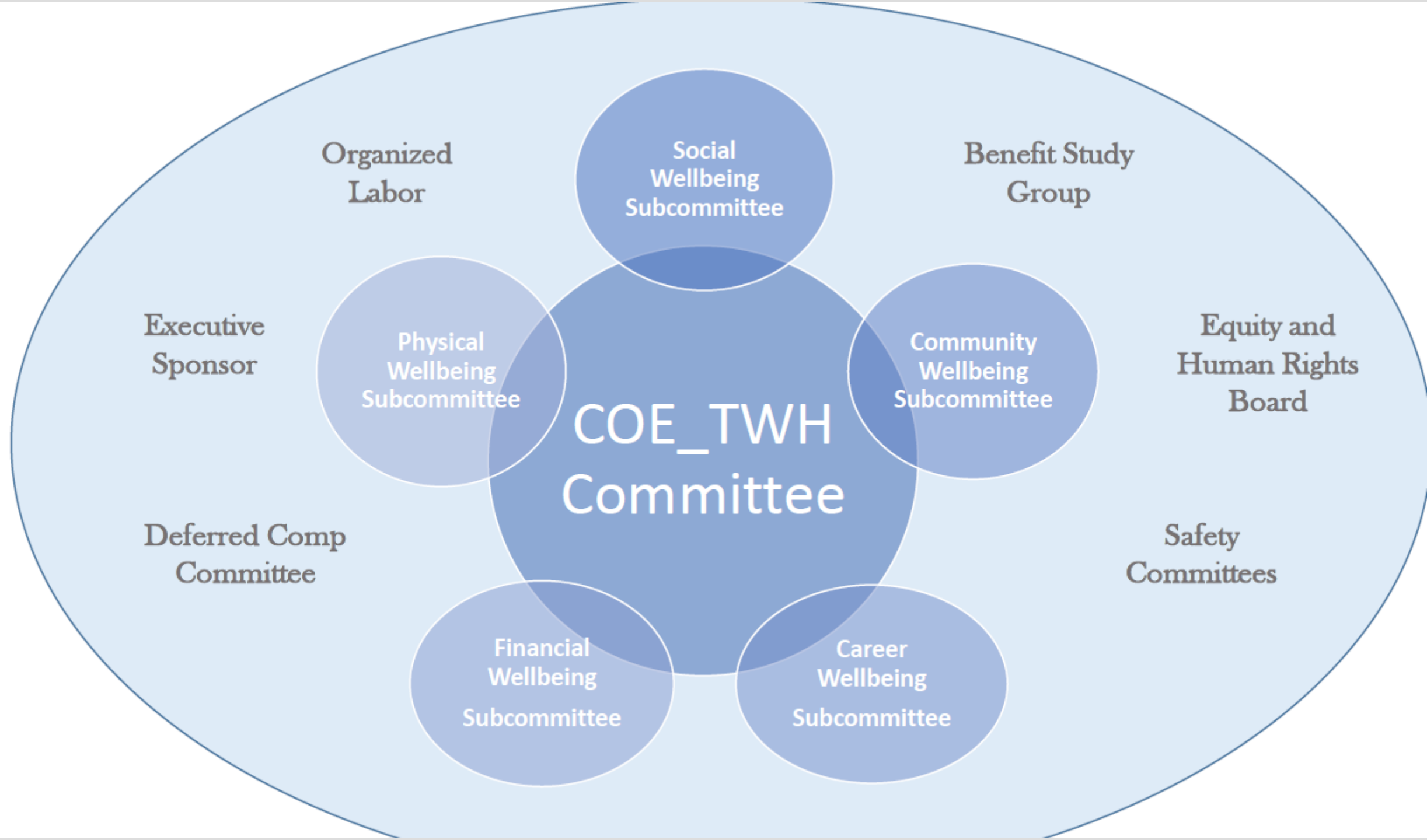
Resources: Wellbeing

**OPERATIONALIZE: CITY OF EUGENE  
CORE COMPETENCIES**

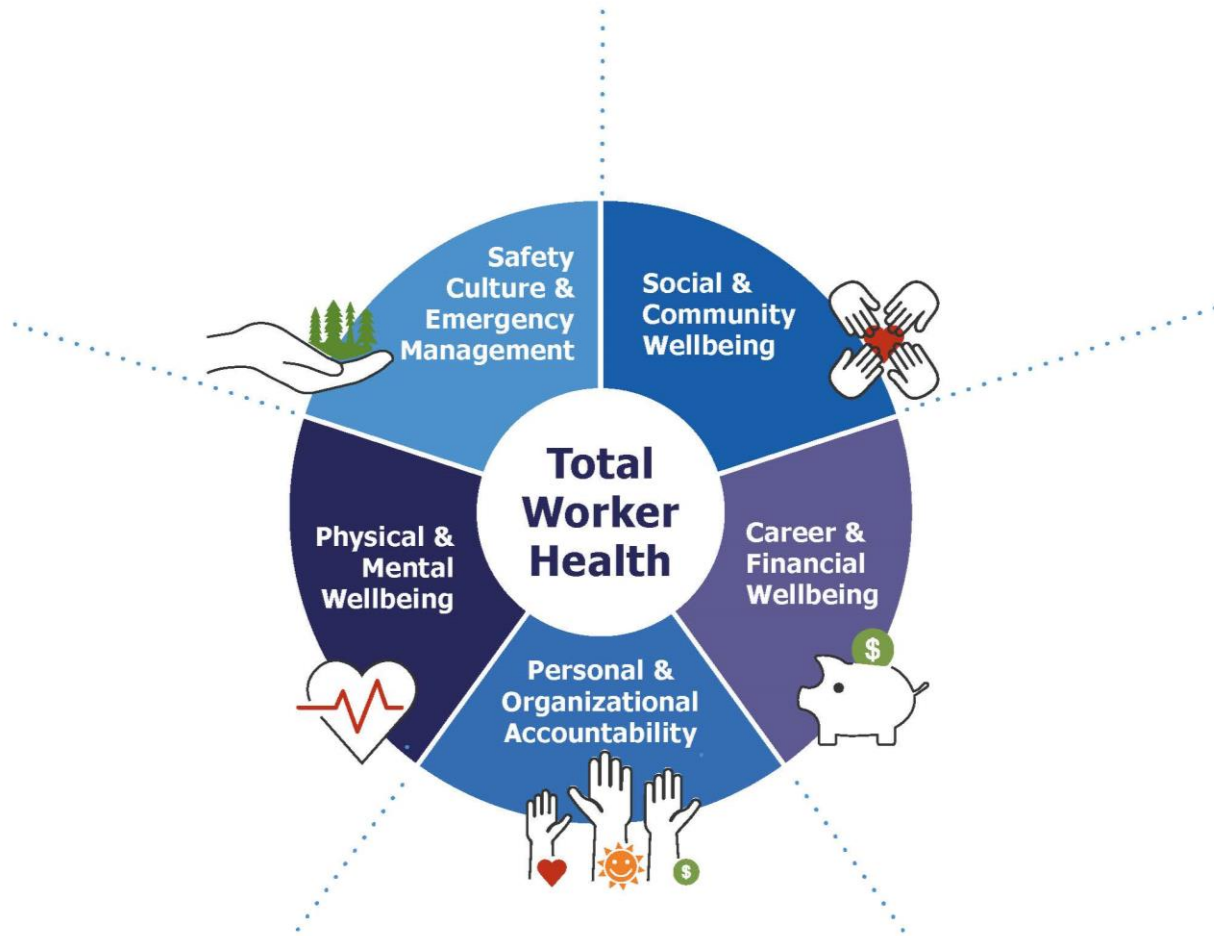


**ENGAGEMENT:  
FROM A LITTLE  
SPARK, MAY  
BURST A FLAME.  
DANTE ALIGHIERI**









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# ACTIONS AND IMPLEMENTATION

- Weekly emails- Exec Sponsored/written
- Monthly programming activities linked to Wellbeing elements
- Videos-highlighting leaders in the organization applying Total Worker Health® (TWH) to work
- Small groups (kept and now with equity lens)
- Decision making, reporting, tracking based on TWH data (shape report)
- Mindfulness programming within workgroups and All City (kept)
- Workgroup integration (merger and reorgs)
- Adoption of wellbeing as City of Eugene core competency
- Interview clubs (kept)
- Gratitude campaign
- Be Well Day
- How I got here chats (kept)
- Cross disciplinary groups and work (opportunity for job shadowing programs)



# EVALUATE ASSESS ADJUST

Subject: **Be Well Executive Sponsored Activities: (month) 2019 (focus) Wellbeing Month**

## BACKGROUND AND SUMMARY

The purpose of this memo is to provide options for your sponsored Be Well month of activities and communications. The intended outcome is your selection of *at least one* activity to be promoted as part of the Executive sponsored year-long Wellbeing Initiative. Each provided activity represents the Executives' interest in maximizing and highlighting overlap between:

- Coordinating "national month of" or "national day of" with Be Well efforts;
- Promoting #WellbeingWednesdays;
- Promoting more than one wellbeing pillar in any single activity.

Following our meeting and your feedback, we are presenting the following proposed Be Well activities. Activity options provided below highlight (international month of).

We will leverage social media using the City's Be Well and Total Worker Health Facebook pages, as well as the Benefits' Be Well webpage so those that don't participate in social media can still access relevant information.

Finally, #WellbeingWednesday activities are



## Scavenger Hunt Instructions

- Teams can be three to six members. At least one team member needs to have a COE badge.
- You can solve as many of the clues as you would like; there are 33. Base points are based on the difficulty of the clue as some are quite easy and others can be challenging. In order to receive your team points, once you have solved a clue your team must take a picture of the team with the location in it and post it to Facebook, Instagram, or Twitter. You must include the name of your team and #COE\_TWH. Bonus points will be given for the following:
  - Your team rides PeaceHealth Rides bikes to the location and include the bikes in the photo.
  - Team members wear a costume in the photo. You include a new COE employee ("new" is defined as employed with the City for one year or less). You include an Exec in your photo. Extraordinary creativity in the taking of the photo.



Sent: Tuesday, October 30, 2018 3:18 PM  
To: \*Eugene Cultural Services <[EugeneCulturalServices@ci.eugene.or.us](mailto:EugeneCulturalServices@ci.eugene.or.us)>  
Subject: Let's talk about self care...

Dear Cultural Services,

*"Self-care is important, but some people think it's selfish or inconsiderate."*  
~Emily F

I'm writing today to reflect on the incredible work I see happening throughout our Division. Fall has usually been a busy time of year for us. This time of year is our programmatic intersection and this year, things are going a bit differently. The Hub has been busy in the past several weeks. The demand for our work continues to grow.

There are many ingredients to our current success. Most importantly: you.

I AM ALWAYS DOING THE BEST I CAN FOR MY TEAM.

WHEN I WORK ON THESE THINGS, I AM BEING NICEST TO MYSELF

I feel best when I go to bed by:

You know what? I and that is pretty cool.

When I am healthy and centered, I feel good about:

he locations will highlight local sites of historical importance and local points of interest. The highest scoring team will be treated to lunch by PW Executive Director, Sarah Medary, on Friday, September 7th. So gather together your teams and have fun!

# QUESTIONS?

Randi Bowers-Payne,  
Employee Resource Center Director  
City of Eugene OR  
[RBowers-Payne@eugene-or.gov](mailto:RBowers-Payne@eugene-or.gov)

BE WELL. What I love about Eugene...

Outdoors, engagement, and community pride!