

S T R O N G C I T I E S | G R E A T S T A T E



Association of Washington Cities

JUNE 2025 | ANNUAL REPORT

Building strong cities and towns—together

We are pleased to share this report on AWC's work over the past year to deliver nonpartisan advocacy, timely and relevant education and training, and first-class pooling programs that keep costs lower and more predictable for Washington's cities and towns.

We are happy to report that AWC remains fiscally strong and well positioned to continue expanding and improving on our ability to serve our members.

Each year presents new challenges and opportunities, and 2024 was no different. However, one constant is our commitment to our members. Your engagement is the driving force behind our efforts and essential to our success as an association.

AWC is committed to transparency in our operations and advocacy, and to providing opportunities to share your input on the direction of the association. Whether through volunteering to serve on an AWC board or committee; attending events like our Small City Connectors, Mayors Exchanges, and conferences; or sharing feedback through our member surveys or in person at our District Meetings, we encourage you to make your voice heard. We are grateful to the many members of our city family who volunteered their time this past year to guide our association, and to the hundreds more who made their voices heard in other ways.

We are most successful in our advocacy efforts when our 281 member cities and towns join forces and we all speak with one voice. And when our cities and towns come together at events and trainings to share best practices and promote good governance, we advance ideas to improve the quality of life in all our communities. Similarly, when our cities partner together to purchase services or to manage risk through our pooling programs, we save money for our taxpayers. In all our efforts, we truly are stronger together.

That is also the theme of our new AWC strategic plan, *Stronger together*, which was adopted earlier this year by the AWC Board of Directors. Centered on six overarching goals—advocate, inform, communicate, educate, serve, and engage—the plan charts a clear path over the next three years to achieve our vision of being the national leader in programs, services, and policy impact. We invite you to review the report and share your thoughts on how we can continue to improve our services to meet the needs of your city or town.

It has been a pleasure to serve Washington's 281 cities and towns over the past year, and we look forward to continued partnership in the years ahead.

Sincerely,



A handwritten signature in blue ink that reads "Amy Ockerlander".

Amy Ockerlander
AWC President
Mayor, Duvall



A handwritten signature in blue ink that reads "Deanna Dawson".

Deanna Dawson
AWC Chief Executive Officer

Mission

The Association of Washington Cities builds connections between our state's diverse cities and towns, while providing our members with the support needed to thrive through delivery of data-driven education, nationally recognized pooling programs, and nonpartisan advocacy.

Vision

To be the national leader in programs, services, and policy impact. Together we are building strong cities, and a great state.

Core beliefs

Leadership – Supporting the development of highly competent and principled city leaders.

Excellence – Delivering innovative and effective programs, products, and services to our members.

Advocacy – Advocating on behalf of cities, towns, and local decision-making.

Diversity – Embracing the diversity of our membership, working toward equitable outcomes for all communities, modeling inclusivity, and ensuring that all our members feel a sense of belonging in our organization.

Education – Providing high-quality education, training, and professional development opportunities to give our members the tools to build sustainable and livable communities.

Responsiveness – Nimble responding to member needs, critical issues, and unforeseen events in a timely and effective manner.

Service – Providing exceptional service to our members in all that we do.





Advocating for strong cities

AWC provides the highest quality of advocacy on behalf of our 281 cities and towns and is a highly respected voice before the Legislature and state agencies, and at the federal level.

2025 was a challenging legislative session given the state's budget shortfall and intractable policy issues before the Legislature. Despite these challenges, AWC was successful in securing new funding for public safety, transportation, and behavioral health, while also preserving state-shared revenues and future funding for the Public Works Assistance Account. AWC also effectively opposed troubling new proposals to increase liability and limit community empowerment and decision-making. Looking back, the 2024 legislative session was a return to normalcy after a few years of upheaval due to the pandemic, with passage of some notable policy updates and additional funding for local initiatives.

These successes are in no small part thanks to the strong support of city leaders from around the state regularly engaging with AWC and advocating for our collective city priorities with local legislators.

2025 advocacy highlights:

304 attended 2025 City Action Days

612 bills tracked

Published *State of the Cities: Empowering Washington cities & towns*

Awarded **\$4 million** to administer as grants to support energy audits of municipal buildings

Awarded **\$4 million** to administer as grants to support city co-response programs

2025 legislative highlights:

Secured **\$100 million** for public safety grants

Increased funding for city public defense grants by **\$2.7 million**

Dedicated **2.5%** of new 6-cent gas tax for direct distributions to fund city transportation needs

Preserved **\$100 million** for funding competitive awards for local infrastructure through the Public Works Board

Harmonized existing real estate excise taxes (REET) and increased flexibility to use the funds locally for operations & maintenance, and housing

Secured **\$32.5 million** for local fish barrier removal projects

2024 advocacy highlights:

Successfully pivoted to host the sold-out 2024 City Action Days in a new location when the traditional location was sold

560 bills tracked

Published *State of the Cities: Municipal workforce – The foundation of city services* report

Awarded nearly **\$2 million** to administer as grants to support city co-response programs

Concluded the **\$1 million** grant-funded Puget Sound Nutrient Technical Assistance Regional Project

2024 legislative highlights:

Passed liability protections for co-responder and alternative response programs

Preserved the Public Works Assistance Account

Eliminated the 25% local government cost-share requirement for the Basic Law Enforcement Academy classes during fiscal year 2025

Secured **\$22 million** for fish barrier removal projects

Expanded use of automated traffic safety cameras

Secured **\$27.2 million** for Safe Routes to School grants and **\$18.5 million** for pedestrian and bicycle safety programs and grants

Training that is mobile, meaningful, and manageable

AWC targets education for municipal leadership, offering trainings that are available both online and in person, meaningful to the work of city leaders, and manageable for a busy schedule.



In 2024:

- 2,426** people attended **40 in-person** AWC trainings
- 448** attendees at the 2024 AWC Annual Conference
- 228** cities represented at AWC trainings and events
- 1,324** city officials and staff connected to **22 webinars**
- 91%** of attendees rated experience as good or excellent

Certificate of Municipal Leadership (CML)

Our CML program recognizes city elected officials for expanding leadership skills by accomplishing training in competency areas that are core to their work at city hall.



In 2024:

- 41 CMLs** awarded
- 23 Advanced CMLs** awarded

Sharing city stories and data

AWC's resources and research tools help city leaders manage their day-to-day operations, evaluate results of past practices, and explore new ways to approach common issues.



AWC's quarterly *Cityvision* magazine explored stories and insights from Washington's cities. Topics in 2024 included:

- Making the transition from campaigning to governing
- Envisioning the future through strategic initiatives
- Public engagement and communication
- Advancing goals through collaboration and partnerships



1,800 downloads of the *CityVoice Podcast*



34 members utilize the AWC GIS Consortium



14,000 monthly visitors to wacities.org



AWC **JobNet** **9,000** job views each month



10,800 followers across social media channels

Surveys provided valuable data for key city decisions and advocacy:

AWC Tax and User Fee Survey

AWC Salary and Benefit Survey

City Conditions Survey

Member Pooling Programs support services for cities

AWC has continued to evolve our pooling programs to meet the unique challenges of cities and towns and provide access to high-quality benefits and services at a reasonable cost. These member-driven programs emphasize risk control, prevention, financial stability, and excellent customer service. The pooling of similar employers keeps overall costs lower and more predictable.



AWC Drug & Alcohol Consortium

The AWC Drug & Alcohol (D&A) Consortium helps members comply with federally mandated U.S. Department of Transportation drug and alcohol testing requirements for commercial driver licensed employees, transit drivers, and gas utility workers. Benefits include sample drug and alcohol policies and procedures, training, access to substance abuse professional services, and a Medical Review Officer.

2024 highlights:

1,479 random drug tests and **319** random alcohol tests completed

1 positive alcohol test, and **22** verified positive drug tests in the DOT random testing pool

2,415 limited queries conducted through the U.S. DOT Drug & Alcohol Clearinghouse

278 individuals trained in online supervisory sessions

38 entities accessed D&A trainings

3 new D&A members

100% member retention



AWC Workers' Comp Retro Program

The AWC Workers' Comp Retro Program (Retro) provides training and tools that empower employers to lower risks for on-the-job injuries and reduce overall workers' compensation costs. Member benefits include workers' comp claims coordination, on-site safety trainings, and technical assistance.

2024 highlights:

133 Workers' Comp Retro Program members

60 members in the Retro Pool

73 members in the Safety Alliance, the service-only program

Closed **1,095** workers' comp claims

\$6.1 million invested in reserves, building protecting, and stabilizing our financial position

Conducted **395** member claims meetings

\$309 thousand Stay at Work program reimbursements

100% member retention



AWC Employee Benefit Trust

For more than fifty years, the AWC Employee Benefit Trust (Trust) has been the premier provider of benefit programs and services to Washington’s cities, towns, and other local governments. Health plans are designed for municipalities, their employees, family members, and retirees. Benefits include medical, dental, vision, health promotion, Employee Assistance Program, tax-favored account administration, long-term disability, and long-term care coverage.

2024 highlights:

286 Employee Benefit Trust members

\$2.8 million in employer cost savings by providing dependent verification

199 visits to member entities

2,122 open enrollment changes processed

42,000 employees and family member received Trust benefits

117 employers earned the WellCity Award, gaining a **2%** discount on 2025 medical premiums

85% of the Trust-insured population works at a WellCity



AWC Risk Management Service Agency

The AWC Risk Management Service Agency (RMSA) is AWC’s property and liability coverage solution. RMSA offers comprehensive coverage to Washington’s cities, towns, and special purpose districts with a focus on proactive risk management, member education, technical assistance, and comprehensive claims management.

2024 highlights:

109 RMSA members

Net position of **7** times the regulatory minimum at **\$16.6 million**

32 members utilized pre-litigation services

805 member employees completed **2,229** RMSA-U online trainings

198 employment law, human resources, and cybersecurity trainings, and attorney hotline resources utilized

45 onsite risk management visits

92% of applicants awarded loss prevention grant funding

Association of Washington Cities Statement of Financial Position

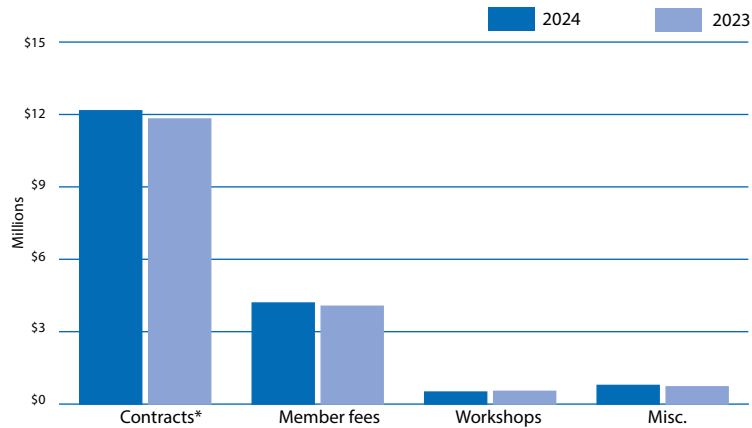
Statement of financial position as of December 31, 2024 and 2023

	2024	2023
Assets:		
Total current assets	\$3,627,664	\$5,272,261
Property and equipment (net of depreciation)	4,299,043	4,265,488
Investments and other assets	18,682,453	13,213,445
Total assets	\$26,609,160	\$22,751,194
Liabilities and net assets:		
Total current liabilities	\$3,757,698	\$3,914,499
Long-term liabilities	5,867,477	4,116,761
Financing lease liability, net of current portion	89,429	9,785
Other liabilities	11,647	98,197
Total liabilities	\$9,726,251	\$8,139,242
Net assets	\$16,882,909	\$14,611,952

The condensed financial information shown is derived from unaudited financial statements for 2024 and 2023 and does not include notes and supplemental schedules.

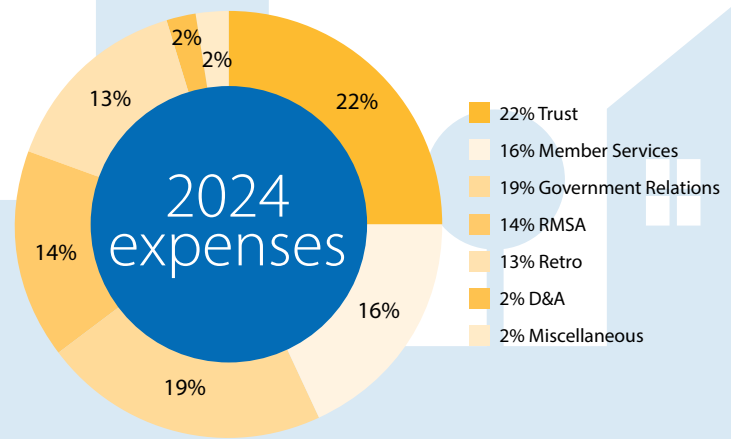
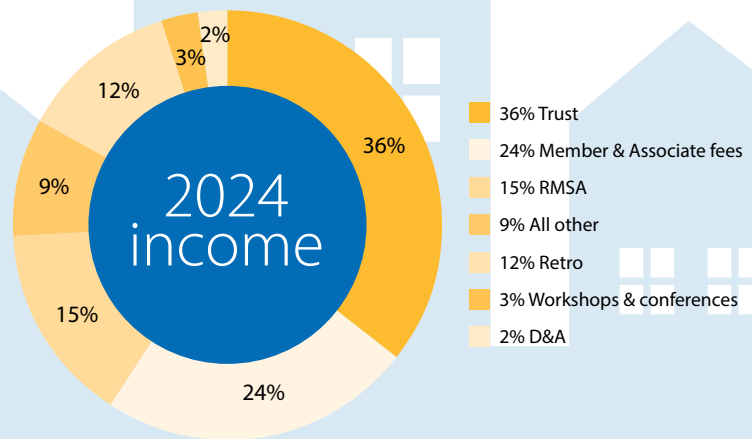
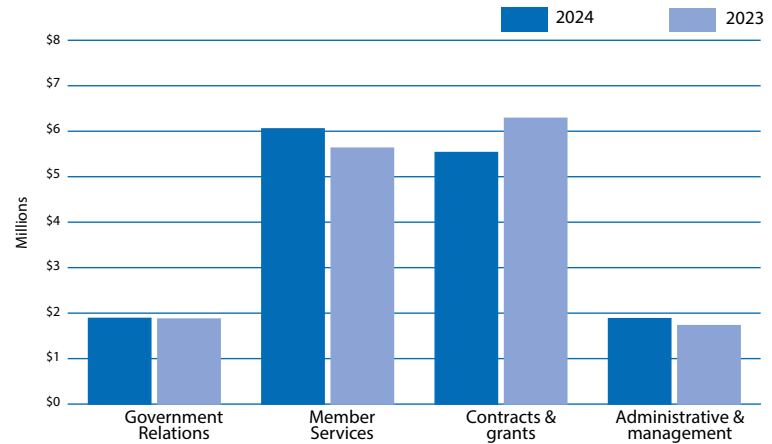
Income and expenses for the years ending December 31, 2024 and 2023

Income for the years ending December 31, 2024 and 2023



*This includes income from the contracts to administer the AWC Employee Benefit Trust and the AWC Risk Management Service Agency.

Expenses for the years ending December 31, 2024 and 2023



AWC Board of Directors

as of June 2025

Officers Executive Committee



PRESIDENT
Amy Ockerlander
Mayor, Duvall



VICE PRESIDENT
Fred Brink
Mayor pro tem, West Richland



SECRETARY
Jon Nehring
Mayor, Marysville



PAST PRESIDENT
Betsy Wilkerson
Council President,
Spokane



**LARGE CITY
REPRESENTATIVE
& DISTRICT 10**
John Hines
Councilmember,
Tacoma

AWC CEO



Deanna Dawson



DISTRICT 1
Micki Harnois
Councilmember, Rockford



DISTRICT 2
Jillian Henze
Councilmember, Waitsburg



DISTRICT 3
Carl Florea
Mayor, Leavenworth



DISTRICT 4
Matthew Lundh
Mayor, Cle Elum



DISTRICT 5
Ty Stober
Councilmember, Vancouver



DISTRICT 6
Josh Penner
Mayor, Orting



DISTRICT 7
Wendy Weiker
Councilmember, Mercer Island



DISTRICT 8
Brett Gailey
Mayor, Lake Stevens



DISTRICT 9
Zack Zappone
Councilmember, Spokane



DISTRICT 11
Dan Strauss
Councilmember, Seattle



DISTRICT 11
Maritza Rivera
Councilmember, Seattle



DISTRICT 12
Amy Howard
Deputy Mayor, Port Townsend



DISTRICT 13
Nancy Backus
Mayor, Auburn



DISTRICT 14
Julia Johnson
Mayor, Sedro-Woolley



AT-LARGE #1
(Western >5,000 population)
Ed Prince
Councilmember, Renton



AT-LARGE #2
(Western <5,000 population)
Dee Roberts
Mayor, Raymond



AT-LARGE #3
(Eastern >5,000 population)
Ben Wick
Councilmember, Spokane Valley



AT-LARGE #4
(Eastern <5,000 population)
Marla Keethler
Mayor, White Salmon



WCMA President
Rich Huebner



WCMA Past President
Stephanie Lucash
Interim City Manager,
Kenmore

Directors



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ASSOCIATION OF WASHINGTON CITIES