



# EMPLOYER SPOTLIGHT

## WORK PARTNERS OCCUPATIONAL HEALTH SPECIALISTS



Hello  
my name is

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[www.ci.oceanside.ca.us](http://www.ci.oceanside.ca.us)



Located in North San Diego County, WorkPartners clinics are full service Occupational Health clinics dedicated to supporting the health and wellness of local employees.  
[www.WorkPartnersOHS.com](http://www.WorkPartnersOHS.com)

### What is your role and responsibility?

*"I am the Senior Human Resources Analyst/Benefits Manager for the City of Oceanside. Primarily, I administer the employee benefit plans and manage employee medical leaves. I also handle workplace accommodations and ensure the City is in compliance with ADA requirements."*

### What is your greatest workforce health or safety challenge?

*"The City is implementing a formal wellness program which comes with multiple challenges. First, a successful program requires the support of executive and managerial staff who do not always view a wellness program as a priority project. We are making good progress in that area. Second, the program requires employee interest and participation. Developing a culture that promotes wellness takes time and dedication. I am working with a small team of employee volunteers who believe in and live by principles of health and wellness. We are creating a "grassroots" movement to help employees recognize the benefits of good health. Since the City's resources are limited, we access articles, information, activities and events that vendors share with us. The City relies on vendors, such as WorkPartners, as well as our insurance carriers, to promote a healthy workforce."*

### What health or safety campaign has been most successful?

*"Since we are just getting started, it will take some time to measure success. I have already noticed an increase in employee participation in on-site wellness activities such as biometric and skin cancer screenings, in part because the carrier brought those services to the work location at no cost. In July, we begin bi-weekly lunchtime "Wednesday Walks" from City Hall to the Oceanside Pier. It's a beautiful walk and a great way to decompress at lunchtime. The team plans to add a monthly "Walk with the Director" where employees can ask questions and converse with executive staff. We are also planning quarterly walking tours to visit places of historical significance in downtown Oceanside. The program is off to a great start."*

### Is your partnership with WorkPartners successful?

*"Yes! We are pleased to have a provider that offers great customer service to our employees. WorkPartners is conveniently located and offers a broad range of services to meet employee needs. We recently expanded our partnership to include pre-employment physicals. Dr. Browning has taken the time to visit City Hall several times to speak to employees on various health and safety-related topics."*

### What is your leadership philosophy?

*"I believe in servant leadership and leading by example. The best leaders exhibit hard work, dedication, discipline, and ambition. More importantly, they collaborate well and listen to their team."*

### What was the last good management book you read?

*"I read "Difficult Conversations," by Stone, Patton, and Heen. The authors offer perspective and a practical approach to challenging and unpleasant conversations."*

### Anything else you like to share with your peers?

*"The investment of time and resources towards employees' health is invaluable as it has a positive impact on employees, the employer, the community, and vendors alike. Collaboration with organizations that share a common vision is a critical part of our program."*