

# **Implementation and Participation in State Agency Worksite Wellness**

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**As Required by  
Texas Government Code,  
Section 664.053**



**TEXAS**  
Health and Human  
Services

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Texas Department of  
State Health Services

**November 2020**

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# 1. Executive Summary

[Texas Government Code, Section 664.053](#) requires the Texas Department of State Health Services (DSHS) to designate a statewide wellness coordinator to create and promote a model wellness program for state agencies. Statute also directs DSHS to study the implementation and participation rates of state agency worksite wellness programs and report the findings to the Legislature biennially.

In 2020, DSHS conducted two surveys: one asking agency wellness liaisons from across Texas state agencies about wellness programs at their respective worksites, and a second asking state employees about their use of wellness-related resources.

Of the wellness liaisons surveyed, 65 out of 188 responded to the survey (a 35 percent response rate). Of the responding wellness liaisons, 99 percent reported that their agency has a wellness policy and 55 percent reported a wellness plan that involved implementing activities. However, 46 percent of liaisons reported their agency did not have a wellness budget.

Most wellness activities implemented among state agencies required minimal resources so as to work within limited funds, time, agency size, and space.

A total of 5,840 state employees out of 145,645 responded to the survey (a 4 percent response rate). A majority of respondents found wellness services and benefits useful but are not aware of the breadth of opportunities available. This indicates more work is needed to raise awareness of these benefits.

DSHS leadership and the Statewide Wellness Coordinator will continue to provide technical assistance to wellness liaisons as they implement wellness programs at their agencies. They will also carry out statewide initiatives that align with the objectives of the model wellness program, [Work Well Texas](#).

## 2. Introduction

The Department of State Health Services (DSHS) supports Texas state agencies by providing guidance and resources to create effective wellness programs that will improve employee health, decrease healthcare expenditures, and increase productivity.

The purpose of this report is to study the implementation and participation rates of state agency worksite wellness programs, as directed by [Texas Government Code, Section 664.053](#). DSHS must submit this report to the Legislature biennially.

This report outlines the results of two surveys conducted among wellness liaisons and employees throughout Texas state agencies. The results of these surveys provide information on the level of wellness program development among state agencies and the perceptions of state employees towards the health and wellness programs that serve them. The report will end with a discussion of future steps DSHS will take to improve state wellness programs.

### 3. Background

The health of state employees affects the state's healthcare expenditures and the productivity of state agencies. For example, obese individuals cost employers an average of \$5,555 per year in covered medical, sick days, short-term disability, and workers' compensation claims combined, whereas the average cost for an employee of recommended weight is \$3,839 per year.<sup>1</sup>

Studies show that within the first year of implementing evidence-based wellness programs, employers can see increased productivity, reduced absenteeism, and lower turnover. These studies also show that measurable health plan savings can be seen in as little as two years if appropriate wellness initiatives are implemented and employee participation is significant.<sup>2,3,4</sup>

[Texas Government Code, Section 664.053](#), directs the Department of State Health Services (DSHS) to designate a state wellness coordinator and to create and develop a model statewide wellness program to improve the health and wellness of state employees. According to statute, the model statewide wellness program may include the following:

- Education that targets the costliest or most prevalent health claims;
- Sharing or use of available health risk assessment tools or programs;
- Strategies to promote health, nutritional, and fitness-related resources;

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<sup>1</sup> Van, K., Globe, D., Ng-Mak, D., Cheung, H., Sullivan, J., & Goldman, D. (2014). The association between employee obesity and employer costs: Evidence from a panel of U.S. employers. Retrieved from <https://www.ncbi.nlm.nih.gov/pubmed/24779722>

<sup>2</sup> Halpern, M. T., Dirani, R., & Schmier, J. K. (2007). Impacts of a smoking cessation benefit among employed populations. *Journal of Occupational and Environmental Medicine*, 49(1), 11-21. doi:10.1097/JOM.1090b1013e31802db31579.

<sup>3</sup> Meenan, R. T., Vogt, T. M., Williams, A. E., Stevens, V. J., Albright, C. L., & Nigg, C. (2010). Economic evaluation of a worksite obesity prevention and intervention trial among hotel workers in Hawaii. *J Occup Environ Med*, 52 Suppl 1, S8-13. doi: 10.1097/JOM.0b013e3181c81af9

<sup>4</sup> Naydeck, B. L., Pearson, J. A., Ozminkowski, R. J., Day, B. T., & Goetzel, R. Z. (2008). The impact of the highmark employee wellness programs on 4-year healthcare costs. *J Occup Environ Med*, 50(2), 146-156. doi: 10.1097/JOM.0b013e3181617855

- Environmental change strategies that integrate healthy behaviors and physical activity; and
- Optional incentives to encourage participation in the wellness program.

Though state agencies are not required to provide wellness services, they may implement a wellness program based on the model program or its components. Statute does direct state agencies to designate an employee to serve as the wellness liaison between the agency and the DSHS statewide wellness coordinator.

In 2008, a panel of experts from DSHS and other state agencies (including the Employees Retirement System of Texas, Office of the Comptroller of Public Accounts, Board of Nursing, and Department of Aging and Disability) collaboratively reviewed literature on wellness, health promotion, and prevention strategies and services. From this review, six priority objectives were identified to include in the Texas State Agency Model Wellness Program, known as Work Well Texas. The following objectives represent the foundation on which agencies build their wellness program activities:

- Increase use of preventive screenings and services,
- Improve tobacco prevention and cessation,
- Increase physical activity,
- Increase healthy eating,
- Improve stress management (including Employee Assistance Program services), and
- Support nursing mothers.

The expert panel identified and incorporated strategies into the model program that are 1) shown to be effective or show strong promise for success, 2) cost-effective, and 3) feasible within a public agency. Only strategies that met all three criteria were included in the model wellness program. Information about the specific strategies and implementation resources is available on the [Work Well Texas website](#).

## 4. Assessment of Implementation and Participation

In 2020, the Department of State Health Services (DSHS) conducted two surveys: the 2020 State Agency Wellness Liaison Survey and the 2020 State Agency Employee Wellness Survey. These surveys were created by the DSHS Chronic Disease Epidemiology (CDE) Branch with input from the DSHS State Agency Wellness Coordinator. Survey questions were informed by the requirements found in the [Texas Government Code, Section 664.053](#). Likewise, in developing these surveys, DSHS CDE staff made improvements to the questions asked in the 2018 surveys to better capture the extent to which each policy or activity was implemented across all work locations in the responding agencies. These changes are reflected in the data tables in the appendices of this report.

The 2020 State Agency Wellness Liaison Survey asked agency wellness liaisons from across Texas state agencies information regarding the wellness programs at their agency's worksites. On June 6, 2020, DSHS staff emailed the agency wellness liaison at each state agency a link to the survey.

The 2020 State Agency Employee Wellness Survey asked state employees about their use of wellness-related resources and programs at work prior to March 10, 2020, due to the COVID-19 pandemic. On July 1, 2020, DSHS staff emailed the same agency wellness liaisons a link to the 2020 State Agency Employee Wellness Survey. Each agency wellness liaison was responsible for distributing the 2020 State Agency Employee Wellness Survey to their agency's respective employees.

DSHS staff sent a reminder email to agency wellness liaisons on July 13, 2020. Both surveys closed on August 3, 2020. A CDE Program Evaluator analyzed results from the survey using Qualtrics and Microsoft Excel. The results of the survey are detailed below.

### Level of Wellness Program Development

DSHS surveyed wellness liaisons at each state agency to assess the level of program implementation and infrastructure at their worksites. Of those surveyed, 65 out of 188 wellness liaisons responded (35 percent response rate).

According to statute, state agencies may

- Allow each employee 30 minutes during normal working hours for exercise three times each week;
- Allow all employees to attend on-site wellness seminars when offered;
- Provide eight hours of additional leave time each year to an employee who receives a physical examination and completes an online health risk assessment (HRA);
- Provide financial incentives;
- Offer on-site clinic or pharmacy services; and
- Adopt additional wellness policies, as determined by the agency.

Of the agency wellness liaisons that responded to the survey, 99 percent reported their agency has some kind of wellness policy in place that includes one or more of the provisions listed above. The most common provisions included in these policies were allowing time for employees to attend on-site wellness education (19 percent), allowing employees time for physical activity (18 percent), and awarding leave for completion of an annual health risk assessment and a physical exam (18 percent).

Also, 55 percent of liaisons reported that their wellness plan involved implementing wellness activities, including the Get Fit Texas State Agency Physical Activity Challenge and internal challenges/activities, such as hydration challenges, walking groups, and on-site fitness classes.

A similar proportion, 46 percent, reported that their agency provided no dedicated wellness budget, with 39 percent relying on individual funding requests for specific activities/events. Because of limited funds, time, agency size/space, and lack of support, most implemented wellness activities required minimal resources.

For example, the wellness programs in most agencies had a policy allowing employees to be physically active during the workday (64 percent) but lacked the dedicated space or equipment to support this activity (51 percent). Likewise, many agencies relied on the Group Benefit Plan (GBP) and Employee Assistance Program (EAP) to provide services and resources. Although robust, these programs do not necessarily address policies and facilities that enhance environmental support within a state agency.

Further information regarding the results of this survey are found in [Appendix A](#).



## State Employee Use, Needs, and Interests

DSHS surveyed state employees on their use of, interest in, and perspectives on wellness-related infrastructure and activities. A total of 5,840 state employees out of 145,645 responded (four percent response rate) to the survey.

State employees were asked to identify what workplace services or benefits would be most useful to them. The largest percentage of respondents selected telecommuting and/or flexible work scheduling (71 percent) followed by on-site health screenings (70 percent) and a leave incentive for the completion of a health risk assessment and annual physical (69 percent) as the most useful.

DSHS also asked state employees to identify which health benefits they used in 2019-2020 prior to March 10, 2020 due to the COVID-19 pandemic. The overall use of wellness services and benefits were relatively low. Respondents identified the *2020 Get Fit Texas! State Agency Physical Activity Challenge* as the activity they used the most (31 percent). The least frequently used benefit was lactation facilities (0.74 percent). Of those who reported past or current tobacco use, 16 percent reported having used a tobacco cessation resource.

Results from the surveys indicated low availability and low awareness of some wellness resources. When asked about available Blue Cross Blue Shield of Texas (BCBS) wellness resources, as many as 80 percent of respondents reported they were unaware of some individual services. Respondents were most aware of the discounted gym membership service (48 percent). Between the two weight management resources, *Real Appeal* and *Naturally Slim*, 30 percent of eligible state employees (4,362) indicated they are very unlikely to enroll in one of these programs in the next benefit year. Similarly, 76 percent of state employees had not accessed any Employee Assistance Program (EAP) resources. While utilization of these resources is relatively low, there has been an increase in the last two years.

Further information regarding the results of this survey are found in [Appendix B](#).

## Implementation Going Forward

Over the last two years, DSHS (through the Statewide Wellness Coordinator) has made great strides in supporting state agencies by providing guidance and resources. Major accomplishments are described in [Appendix C](#).

The results of the surveys described in this report provide DSHS with valuable data on how to further improve wellness programs for state agency employees. Data show that while most agencies offered a basic level of services/activities to address the [Texas Model Wellness Program](#), there is significant room for improvement to meet employee interest and expand wellness infrastructure.

During the next two years, DSHS will focus on implementing statewide initiatives that align with the objectives of the model wellness program and will continue to support wellness liaisons as they implement related activities in their agencies. Additionally, DSHS plans to initiate demonstration projects at state agencies that currently do not participate in wellness programming. Such projects may include promoting lactation support policies, partnering with cafeteria/vending operators to increase healthy food options in state buildings, and maintaining annual initiatives such as the fitness challenge and wellness conference.

Evidence-based, ready-to-implement activities will decrease the time and effort other agencies need to spend developing their own activities. State agencies would only need to make minor logistical changes to integrate activities into their system.

Finally, through ongoing collaboration with the Employees Retirement System of Texas (ERS), DSHS will continue to address state-level issues related to improving employee health, raising awareness of available benefits, building wellness infrastructure across all agencies, and providing resources and technical assistance.

## 5. Conclusion

[Texas Government Code, Section 664.053](#) requires the Texas Department of State Health Services (DSHS) to study the implementation and participation rates of state agency worksite wellness programs and report the findings to the Legislature biennially.

To meet the requirement of statute, DSHS conducted two surveys in 2020: one asking agency wellness liaisons from across Texas state agencies about wellness programs at their respective worksites and a second asking state employees about their use of wellness-related infrastructure.

Most state agencies offered a basic level of services/activities to address the Texas Model Wellness Program. However, there is significant room for improvement to meet employee interest and expand wellness infrastructure. Likewise, DSHS also found that there are opportunities to promote and increase awareness of current wellness services.

To support other state agencies, DSHS leadership and the Statewide Wellness Coordinator will engage in the following activities:

- Continue to provide technical assistance to wellness liaisons;
- Implement statewide initiatives aligned with the objectives of the model wellness program;
- Initiate demonstration projects in state agencies that currently do not participate in wellness programming; and
- Continue to collaborate with the Employees Retirement System of Texas (ERS), to address state-level issues related to improving employee health and building wellness infrastructure.

## **List of Acronyms**

<b>Acronym</b>	<b>Full Name</b>
BCBS	Blue Cross Blue Shield of Texas
CDE	Chronic Disease Epidemiology Branch
DSHS	Department of State Health Services
ERS	Employees Retirement System of Texas
FTE	Full Time Employee
GBP	Group Benefit Plan
EAP	Employee Assistance Program

## Appendix A. Results of the 2020 Wellness Liaison Survey

**Table 1. Texas Government Code, Section 664.061 allows state agencies to adopt a variety of wellness policies. Which of the following policies has your agency approved? Select all that apply. n=58 responding state agencies**

Wellness Policies	Percent
Allow each employee 30 minutes during normal working hours for exercise three times each week	17.57%
Allow all employees to attend on-site wellness seminars when offered	18.83%
Provide eight hours of additional leave time each year to an employee who receives a physical examination; and completes either an online health risk assessment tool provided by the department or a similar health risk assessment (HRA) conducted in person by a worksite wellness coordinator	17.57%
Provide financial incentives for participation in a wellness program	1.67%
Offer on-site clinic or pharmacy services	6.28%
Allow employees to participate in wellness council activities for two or more hours each month	7.11%
Designation of a senior-level agency executive to support wellness activities	14.64%
Wellness leave can be awarded to staff or participating in wellness events/activities (not including the annual physical/HRA)	14.23%
Other	1.26%
None of these	0.84%

**Table 2. Does your agency have a wellness plan for implementing activities? n=60 responding state agencies**

Answer	Percent
Yes	55.00%
No	45.00%

**Table 3. What are some wellness activities that your agency has implemented in the past two years? n=20 responding state agencies**

Theme	Theme Occurrence	Liaison Verbatim Responses
<b>State Agency Competition/ Activities</b>	14	<p>“Lunch and Learns, Monthly Wellness Newsletters, Participation in Get Fit Challenge”</p> <p>“Maintain No Gain challenge (maintain weight during winter holiday season), quarterly challenges, guests and webinars on mental and physical health. Focus on stress and ways to cope by offering webinars, yoga classes and challenges focused on the topic.”</p> <p>“Onsite fitness classes, massage therapy, wellness lunch &amp; learns, fitness room, blood pressure check, mindfulness meditation sessions”</p>
<b>Internal Competition/ Activities</b>	8	<p>“Hiking, trampoline park, volunteering with Austin Parks Foundation, volunteering with Austin Animal Center, bouldering, ice skating, and promoting healthy eating habits with an internal cookbook.”</p> <p>“Hydration Challenge, Tower stair climbing challenge, walking groups.”</p> <p>“lunch time walking groups”</p>

**Table 4. What are the primary barriers to implementing wellness activities? N=14 responding state agencies**

Theme	Theme Occurrence	Liaison Verbatim Responses
<b>Funds/Time</b>	6	<p>“No money/budget for health and wellness activities. No place to exercise/workout with safe equipment, changing room, shower, lounge, area to walk, run, meditate, do yoga, etc...”</p> <p>“We are a very small agency. The Department has 30 FTEs with 10 working at the Austin headquarter office. Staff Time seems to always fall short.”</p>
<b>Agency size/ Space</b>	8	<p>“No facilities to hold offered seminars.”</p> <p>“Small office with few employees”</p> <p>“Work coverage while attending wellness event.”</p>
<b>Support</b>	2	<p>“Varying populations, management turnover, unclear leadership support, mostly employee led”</p>
<b>No Barriers</b>	2	<p>“No barriers”</p>

**Table 5. How many of your agency worksites have implemented the following tobacco cessation strategies?  
n=47 responding state agencies**

Question	All	Most	Some	Few	None
<b>Smoking or tobacco use is restricted to designated outdoor areas</b>	78.72%	4.26%	4.26%	2.13%	10.64%
<b>Outdoor areas are smoke-free</b>	24.39%	7.32%	2.44%	4.88%	60.98%
<b>Outdoor areas are tobacco-free</b>	19.51%	4.88%	4.88%	4.88%	65.85%
<b>Outdoor areas are e-cigarette/vapor free</b>	18.60%	9.30%	2.33%	2.33%	67.44%
<b>Regular promotion of cessation resources (on-site classes, telephonic counseling, etc.)</b>	25.64%	10.26%	7.69%	0.00%	56.41%
<b>Other</b>	22.22%	0.00%	0.00%	0.00%	77.78%

**Table 6. How many of your agency worksites have implemented the following health screening strategies?  
n=46 responding state agencies**

Question	All	Most	Some	Few	None
<b>Providing on-site health screenings for blood pressure, glucose, cholesterol, etc.</b>	15.22%	6.52%	21.74%	2.17%	54.35%
<b>Providing flu vaccination clinics</b>	32.61%	13.04%	21.74%	13.04%	19.57%
<b>Other</b>	16.67%	0.00%	16.67%	0.00%	66.67%



**Table 7. How many of your agency worksites have implemented the following physical activity strategies?  
n=47 responding state agencies**

<b>Question</b>	<b>All</b>	<b>Most</b>	<b>Some</b>	<b>Few</b>	<b>None</b>
<b>Allowing employees to take 30 minutes a day, three times per week to be active</b>	63.83%	2.13%	6.38%	2.13%	25.53%
<b>Providing facilities/areas for physical activity</b>	8.89%	11.11%	13.33%	15.56%	51.11%
<b>Providing point-of-decision prompts for physical activity (e.g., signs that promote stair usage or walking)</b>	24.44%	11.11%	15.56%	15.56%	33.33%
<b>Providing bike racks</b>	35.56%	2.22%	15.56%	13.33%	33.33%
<b>Rewarding staff for physical activity</b>	65.12%	4.65%	4.65%	4.65%	20.93%
<b>Providing on-site fitness classes</b>	9.30%	6.98%	11.63%	11.63%	60.47%
<b>Providing walking trail map</b>	11.63%	9.30%	4.65%	16.28%	58.14%
<b>Other</b>	16.67%	0.00%	0.00%	0.00%	83.33%

**Table 8. How many of your agency worksites have implemented the following healthy eating strategies? n=46 responding state agencies**

**\*N/A represents either no cafeteria or vending machines at agency**

<b>Question</b>	<b>All</b>	<b>Most</b>	<b>Some</b>	<b>Few</b>	<b>None</b>	<b>N/A*</b>
<b>Adopting policies to provide healthy food options at meetings, conferences and catered events</b>	6.82%	2.27%	13.64%	15.91%	38.64%	22.73%
<b>Implementing a farm-to-work program or similar at an on-site or nearby location</b>	13.04%	0.00%	8.70%	17.39%	43.48%	17.39%
<b>Increasing availability of healthy foods in cafeterias</b>	4.26%	4.26%	21.28%	8.51%	34.04%	27.66%
<b>Increasing availability of healthy foods in vending machines</b>	6.67%	2.22%	20.00%	8.89%	35.56%	26.67%
<b>Providing point-of-purchase prompts to choose healthy options</b>	9.09%	0.00%	11.36%	6.82%	38.64%	34.09%
<b>Adopting guidelines for cafeteria, vending machines and/or snack bars that address sodium</b>	4.55%	0.00%	9.09%	11.36%	43.18%	31.82%
<b>Adopting policies to provide healthy food options at meetings, conferences and catered events</b>	6.98%	0.00%	13.95%	6.98%	48.84%	23.26%
<b>Implementing a farm-to-work program or similar at an on-site or nearby location</b>	11.90%	0.00%	4.76%	16.67%	47.62%	19.05%
<b>Other</b>	20.00%	0.00%	20.00%	0.00%	20.00%	40.00%

**Table 9. What is your agency's wellness program budget for this year (FY20)?**  
n=46 responding state agencies

<b>Budget</b>	<b>Percent</b>
<b>\$0; no funds are designated for wellness program</b>	45.65%
<b>Less than \$100</b>	2.17%
<b>\$100 to \$999</b>	10.87%
<b>\$1,000 to \$4,999</b>	0.00%
<b>\$5,000 or more</b>	2.17%
<b>No specified budget, but funds are requested for specific wellness activities/events</b>	39.13%

## **Appendix B. Results of the 2020 State Agency Employee Wellness Survey**

**Table 10. Did you participate in and complete the 2020 Get Fit Texas Challenge? n=5,616 responding state employees**

<b>Participation in Get Fit Texas Challenge</b>	<b>Percent</b>
<b>Yes- participated and completed the challenge</b>	44.07%
<b>Yes- participated, but did not complete the challenge</b>	7.16%
<b>No- did not participate</b>	48.77%

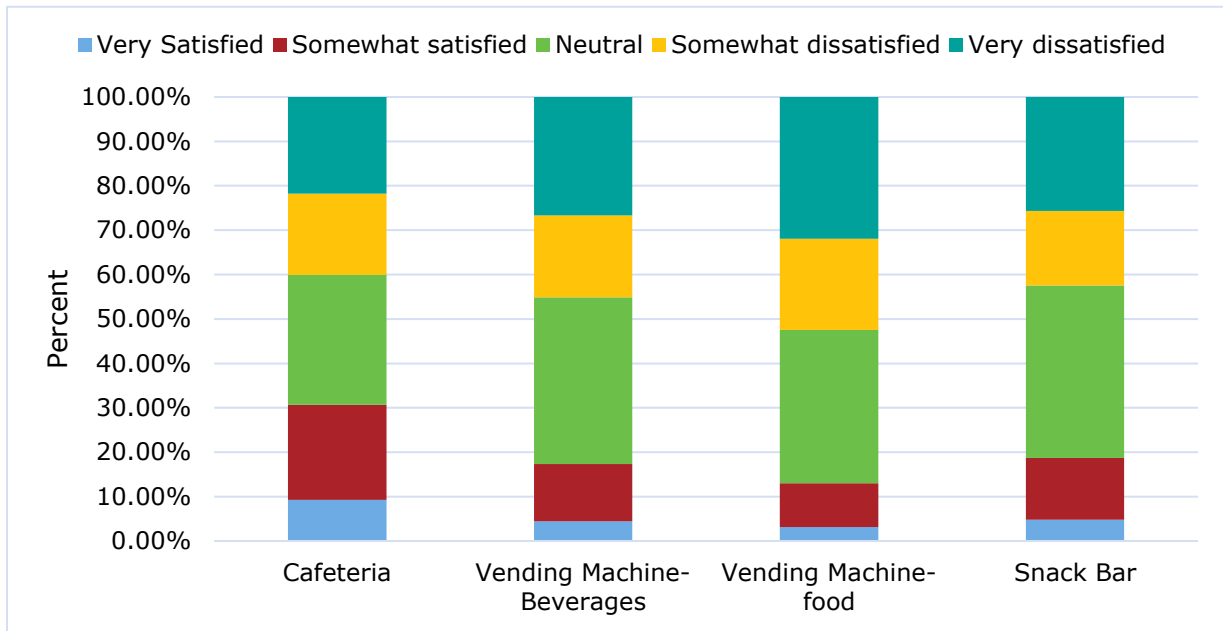
**Table 11. Which factors impacted your participation in the 2020 Get Fit Texas Challenge? Select all that apply. n=2,930 responding state employees**

<b>Factors Impacting Participation</b>	<b>Percent</b>
<b>Did not know about Get Fit Texas Challenge</b>	9.48%
<b>Did not see a benefit in participating</b>	14.11%
<b>Did not work for my agency at the time</b>	4.05%
<b>Entering data was too time consuming</b>	16.67%
<b>No incentive to participate</b>	14.92%
<b>No time to exercise</b>	17.87%
<b>None of my coworkers participated</b>	5.36%
<b>Other</b>	17.55%

**Table 12. What are the main barriers to participating in wellness activities/program at your worksite? Select up to 5 choices. n=5,217 responding state employees**

<b>Barriers</b>	<b>Percent</b>
<b>Activities are cost prohibitive</b>	1.55%
<b>Activities offered do not interest me</b>	3.68%
<b>Activities offered are not at a convenient time for my schedule</b>	8.94%
<b>Commitments before and/or after work</b>	9.75%
<b>I participate in physical activity outside of work</b>	13.07%
<b>Manager does not allow me to use flex time for physical activity</b>	2.05%
<b>No adaptation for physical limitation</b>	0.80%
<b>No bike racks</b>	0.75%
<b>No changing room</b>	6.50%
<b>No gym/designated area for physical activity</b>	10.65%
<b>No safe space to walk/no indoor space to walk</b>	3.56%
<b>No shower</b>	9.67%
<b>No social support</b>	1.53%
<b>Not enough time during the workday to exercise</b>	13.50%
<b>Not motivated to exercise</b>	3.95%
<b>Stairs are not well lit or easily accessible</b>	0.31%
<b>Unaware of the activities available</b>	4.84%
<b>Unsure how to use the equipment</b>	0.76%
<b>Other</b>	4.15%

**Figure 1. How satisfied or dissatisfied are you with the healthy food options available in the following worksite locations? n=5,839 responding state employees**



**Table 13. Your Employee Retirement System (ERS) health benefits offers two online weight management programs at no cost to you. Naturally Slim and Real Appeal are programs to help you have a healthier body and lifestyle. You can enroll if you are in a Health Select plan, are 18 or older, and have a BMI of 23 or higher.**

**How likely are you to enroll in one of these programs in the next benefit year (September 2020-August 2021)? n=5,388 responding state employees**

<b>Scale</b>	<b>Percent</b>
<b>Very likely</b>	11.93%
<b>Somewhat likely</b>	18.95%
<b>Neutral</b>	16.28%
<b>Somewhat unlikely</b>	9.52%
<b>Very unlikely</b>	24.28%
<b>N/A: I am not eligible to participate</b>	6.92%
<b>N/A: Not sure if I am eligible to participate</b>	5.42%
<b>N/A: I have already participated</b>	6.70%

**Table 14. Have you ever needed to express breastmilk (pump) while at your worksite? n=5,376 responding state employees**

<b>Scale</b>	<b>Percent</b>
<b>Yes</b>	5.54%
<b>No</b>	94.46%

**Table 15. How convenient or inconvenient was it for you to express breastmilk at your worksite? n=298 responding state employees**

<b>Scale</b>	<b>Percent</b>
<b>Very convenient</b>	25.50%
<b>Somewhat convenient</b>	24.50%
<b>Neutral</b>	5.70%
<b>Somewhat inconvenient</b>	21.81%
<b>Very inconvenient</b>	22.48%

**Table 16. Which barriers have influenced your ability to express breastmilk at work? Select all that apply. n=298 responding state employees**

<b>Barriers</b>	<b>Percent</b>
<b>Did not feel comfortable expressing breastmilk at work</b>	9.12%
<b>Did not feel supported by my colleagues and/or manager to express breastmilk at work</b>	5.12%
<b>Did not have time between work duties</b>	12.96%
<b>Did not understand worksite pumping policy</b>	3.68%
<b>Distance from my office/ workspace to a space to express milk</b>	8.48%
<b>Lack of a clean, private, and/ or accessible space</b>	15.68%
<b>Lack of a refrigerator to store breastmilk</b>	7.36%
<b>Lack of clean, safe water source and sink</b>	6.24%
<b>Lack of pumping equipment</b>	1.92%
<b>Not allowed sufficient break time</b>	8.16%
<b>Work travel, such as conferences, site visits, etc.</b>	8.64%
<b>Process of gaining access to my worksites lactation space</b>	4.96%
<b>Other</b>	7.68%



**Table 17. What is your current nicotine-use status? Nicotine use refers to all tobacco products, such as cigarettes, nicotine vape pens, e-cigarettes, chewing tobacco, and hookah. n=5,387 responding state employees**

<b>Nicotine Use</b>	<b>Percent</b>
<b>I use nicotine daily</b>	5.96%
<b>I use nicotine some days</b>	2.15%
<b>I no longer use nicotine</b>	21.35%
<b>I have never used nicotine</b>	70.54%

**Table 18. Which, if any, of the following nicotine cessation resources have you used? Select all that apply. n=1,527 responding state employees**

<b>Cessation Resource</b>	<b>Percent</b>
<b>Cessation classes</b>	1.57%
<b>Cessation counseling</b>	1.51%
<b>Cessation medication</b>	10.15%
<b>DSHS Tobacco Prevention and Control Program website</b>	0.65%
<b>National Tobacco Quitline</b>	0.65%
<b>Texas Tobacco Quitline</b>	0.65%
<b>Quitting Tobacco Program</b>	0.79%
<b>Staying Tobacco Free Program</b>	0.13%
<b>Other (please specify)</b>	7.40%
<b>None of the above/ quit cold turkey</b>	76.49%

**Table 19. Which if any, of the following free Employee Assistance Program (EAP) services have you used? Select all that apply. n=5,220 responding state employees**

<b>Services</b>	<b>Percent</b>
<b>24/7 Toll-Free Helpline</b>	3.91%
<b>Telephonic triage</b>	0.94%
<b>Telephonic clinical assessments</b>	1.34%
<b>In-the-moment support and crisis intervention</b>	1.21%
<b>Short-term counseling (financial, legal, mental health, etc.)</b>	12.77%
<b>Clinical case management</b>	0.27%
<b>Formal management referrals, such as Department of Transportation (DOT) and/or non-DOT Substance Abuse Professional (SAP) referrals</b>	0.09%
<b>Referrals to the health plan, support groups and/or other community resources</b>	2.12%
<b>Other (please specify):</b>	1.81%
<b>I have not accessed any of these services</b>	75.55%

**Table 20. What barriers impact your use of EAP services? Select all that apply.  
n=5,220 responding state employees**

<b>Barrier</b>	<b>Percent</b>
<b>I do not know what the EAP is</b>	13.18%
<b>I do not know what services they offer</b>	14.57%
<b>I do not think their services are effective</b>	2.14%
<b>I did not know services were free</b>	6.27%
<b>I am not interested in any of the services</b>	5.97%
<b>I am unable to schedule services online</b>	1.22%
<b>I have not needed to use any of the services</b>	24.31%
<b>I receive these services through another source</b>	2.06%
<b>I am unsure how to access the services</b>	7.61%
<b>I don't have time</b>	4.77%
<b>There is a limited number of counseling sessions</b>	4.45%
<b>There are not any services of interest to me offered</b>	3.76%
<b>I'm concerned my employer could access this information</b>	5.68%
<b>Other</b>	4.00%

**Table 21. How familiar are you with the following Blue Cross Blue Shield wellness resources? n=4,680 responding state employees**

<b>Wellness Resource</b>	<b>I've never heard of this resource</b>	<b>I've heard of this resource but have not used it</b>	<b>I have used this resource</b>
<b>Well onTarget member portal</b>	68.53%	19.86%	11.61%
<b>Online health assessment ("onmyway")</b>	59.70%	22.94%	17.37%
<b>Discounted gym membership</b>	42.10%	48.03%	9.87%
<b>Blue Points incentive program</b>	65.06%	29.27%	5.67%
<b>Self-directed health courses ("onmytime")</b>	77.77%	19.00%	3.23%
<b>Fitness device tracking/synching</b>	73.20%	19.71%	7.08%
<b>Health Coaching</b>	71.47%	25.51%	3.02%
<b>Blue365 discount purchase program</b>	68.43%	27.68%	3.89%
<b>Alternative medicine discounts</b>	79.98%	17.90%	2.12%

**Table 22. How useful or not useful are each of the following wellness services/benefits to you? n=4,836 responding state employees**

<b>Wellness Service/Benefit</b>	<b>Very useful</b>	<b>Somewhat useful</b>	<b>Not very useful</b>	<b>Not at all useful</b>
<b>On-site health screenings for blood pressure, cholesterol, glucose, etc.</b>	69.50%	16.64%	6.27%	7.59%
<b>Eight hours of leave as an incentive to complete a health risk assessment and routine annual doctor visit</b>	68.96%	20.33%	4.88%	5.83%
<b>Tobacco cessation services such as the Quitline, medication through health insurance, or support classes</b>	13.80%	9.95%	10.18%	66.06%
<b>Stress reduction activities/services such as meditation, counseling, etc.</b>	38.66%	33.17%	11.91%	16.26%
<b>Social wellness activities such as team building exercises, team outings and workplace celebrations</b>	37.92%	32.85%	13.24%	15.99%
<b>Healthy food options at your work site in cafeterias, vending machines, or office events/parties</b>	50.13%	26.64%	8.07%	15.16%
<b>Physical activity opportunities at your worksite through fitness programs, workout facilities, or more time during the work day</b>	53.75%	26.37%	8.01%	11.87%
<b>Counseling, legal/financial advice, or similar services through the Employee Assistance Program</b>	39.99%	34.36%	11.36%	14.30%
<b>Comfortable facilities at your worksite for lactation/pumping</b>	27.18%	13.34%	6.46%	53.01%

<b>Wellness Service/Benefit</b>	<b>Very useful</b>	<b>Somewhat useful</b>	<b>Not very useful</b>	<b>Not at all useful</b>
<b>Lunch &amp; Learns or other health education events</b>	28.95%	35.44%	14.01%	21.61%
<b>Telecommuting and/or flexible scheduling of the work day/week</b>	70.52%	15.48%	3.75%	10.24%
<b>Blood pressure monitor lending library</b>	28.23%	29.39%	16.32%	26.05%

**Table 23. Which of the following worksite wellness services/benefits have you used in the past year? Select all that apply. n=3,846 responding state employees**

<b>Services/Benefits</b>	<b>Percent</b>
<b>On-site health screenings/services such as measuring blood pressure, cholesterol, glucose, etc.</b>	4.35%
<b>Eight hours of leave for completing a health risk assessment and doctor visit</b>	13.78%
<b>Time permitted for physical activity</b>	17.81%
<b>The 2020 Get Fit Texas! State Agency Physical Activity Challenge</b>	30.82%
<b>Programs/Organized activities that support physical activity (other than Real Appeal and the Get Fit Texas! Challenge)</b>	4.95%
<b>Programs/Organized activities that support healthy eating (other than Real Appeal or Naturally Slim)</b>	3.05%
<b>Stress reduction activities/services such as meditation, counseling, etc.</b>	4.38%
<b>Massage therapy</b>	4.79%
<b>Tobacco cessation (counseling, medications, Quitline calls, etc.)</b>	0.24%
<b>Employee Assistance Program</b>	4.99%
<b>Lactation/pumping facilities</b>	0.74%
<b>Lunch &amp; Learns or other health education events</b>	5.36%
<b>Other</b>	4.72%

## **Appendix C. State Agency Wellness Accomplishments**

Over the last two years, the Department of State Health Services (DSHS), through the Statewide Wellness Coordinator, committed resources and time to implement [Government Code, Chapter 664](#).

### **Annual Wellness Conference**

In September 2019, DSHS hosted the 2019 State Agency Wellness Conference to provide attendees with knowledge, skills, and tools to effectively implement the evidence-based strategies of the Texas State Agency Model Wellness Program. Conference sessions discussed provisions for worksite wellness in state policy, resources and services provided by state and community agencies, and wellness resources already available to state employees through the Texas Employees Group Benefits Program (GBP) administered by the Employees Retirement System of Texas.

### **Get Fit Texas! State Agency Physical Activity Challenge**

Since 2013, DSHS and the Department of Aging and Disability (DADS) collaborated each year to offer the Get Fit Texas! State Agency Physical Activity Challenge. This event encourages state employees to achieve 150 minutes of physical activity per week for 10 weeks (150 minutes is the recommended minimum of moderate-to-vigorous physical activity per week for adults). To incentivize participation, agencies compete against each other to see which organizations finish with the highest percentage of employees who complete the challenge and earn the Fittest State Agency Award in their size category.

In mid-2016, DSHS took responsibility for hosting the initiative and launched a more user-friendly redesign of the challenge website. An interim competition called the Everything's Fitter in Texas Challenge (EFT) was deployed in early 2017 until the new website could be completed in time for the next initiative. The interim EFT challenge drew an unprecedented 20,000 participants and gave DSHS valuable insight into features to include in the permanent website.

In early 2018, DSHS unveiled the newly redesigned Get Fit Texas! Challenge web platform, which participants and agency administrators praised for its ease of use and streamlined functionality. Nearly 22,000 state employees participated in the 2018 Challenge. In the most recent 2020 challenge, more than 42,000 state employees registered and more than 23,000 completions. DSHS expects that as



word spreads about the improved website, participation will continue to grow and support lasting behavior change among state employees.