



Implementation and Participation in State Agency Worksite Wellness

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



TEXAS
Health and Human
Services

Texas Department of
State Health Services

November 2022

Table of Contents

Executive Summary	1
1. Introduction	2
2. Background	3
3. Assessment of Implementation and Participation	6
Level of Wellness Program Development.....	6
State Employee Use, Needs, and Interests	7
Implementation Going Forward	9
4. Conclusion	10
List of Acronyms	11
Appendix A. List of State Agencies	A-1
Appendix B. Results of the 2022 Wellness Liaison Survey.....	B-1
Appendix C. Results of the 2022 State Agency Employee Wellness Survey	C-1
Appendix D. State Agency Wellness Accomplishments.....	D-1
State Agency Wellness (SAW) Workgroup.....	D-1
Get Fit Texas! State Agency Physical Activity Challenge	D-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 2022, 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 174 responded to the survey (a 37 percent response rate). Of the responding wellness liaisons, 98 percent reported that their agency has a wellness policy and 60 percent reported having a wellness plan that involved implementing activities. However, 87 percent of liaisons reported their agency does not have a wellness budget. Most state agencies implemented wellness activities that required minimal resources to work within the constraints of limited funds, time, agency size, and space.

A total of 6,407 state employees out of 137,395 responded to the employee survey (a 4.7 percent response rate). A majority of respondents found wellness services and benefits useful but were not aware of the breadth of opportunities available. This indicates more work is needed to raise awareness of these benefits.

The COVID-19 pandemic has shifted worksite wellness programming in its approach, delivery, and usage. Agency liaisons noted the pandemic as a barrier to worksite wellness implementation due to the discontinuation of several wellness offerings, including in-person gatherings, lunch and learns, and fitness classes.

DSHS leadership and the statewide wellness coordinator will continue to provide assistance and support 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](#).

1. Introduction

DSHS supports Texas state agencies by providing guidance and resources to create effective wellness programs to improve employee health, decrease health care expenditures, and increase productivity.

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

This report outlines results of two surveys conducted by statewide wellness liaisons and completed by state agency employees. Results of these two surveys provide information about wellness program implementation and participation among state agencies, the perception of wellness programs that serve state employees, as well as the impact of the COVID-19 pandemic on wellness activities and programs. The report also includes a discussion of future steps DSHS will take to improve state wellness programs.

2. Background

The health of state employees affects the state's health care expenditures and the productivity of state agencies. 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 are possible in as little as two years if appropriate wellness initiatives are implemented and employee participation is significant.^{1,2,3}

[Texas Government Code, Section 664.053](#), directs 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:

- Education that targets the most costly or prevalent healthcare claims, including information addressing stress management, nutrition, healthy eating habits, alcohol and drug abuse, physical activity, disease prevention, and smoking cessation;
- Dissemination or use of available health risk assessment tools and programs, including surveys that identify an employee's risk level for health-related problems and programs that suggest to employees methods for minimizing risks;
- Development of strategies for the promotion of health, nutritional, and fitness-related resources in state agencies;
- Development and promotion of environmental change strategies that integrate healthy behaviors and physical activity, including recommending

¹ 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.

² 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

³ Naydeck, B. L., Pearson, J. A., Ozminkowski, R. J., Day, B. T., & Goetzl, 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

healthy food choices in snack bars, vending machines, and state-run cafeterias located in state buildings; and

- Optional incentives to encourage participation in the wellness program, including providing flexibility in employee scheduling to allow for physical activity and participation in the wellness program and coordinating discounts with gyms and fitness centers across the state.

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 directs 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 Services) collaboratively reviewed literature on wellness, health promotion, and prevention strategies and services. From this review, the panel identified six priority objectives to include in the Texas State Agency model wellness program, known as Work Well Texas. The following objectives represent a foundation on which agencies can 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:

- Effective or show strong promise for success,
- Cost-effective, and
- Feasible within a public agency.

Only strategies that met all three criteria were included in the model wellness program. Strategies are periodically reviewed to ensure alignment with current evidence-based practices.

Information about the specific strategies and implementation resources is available on the [Work Well Texas website](#).

3. Assessment of Implementation and Participation

In 2022, DSHS created and administered two surveys: the 2022 State Agency Wellness Liaison Survey and the 2022 State Agency Employee Wellness Survey. Survey questions were informed by the requirements found in [Texas Government Code, Section 664.053](#). The 2022 survey questions tried to capture how each policy or activity was implemented across all work locations at a particular agency, as well as the impact of the COVID-19 pandemic on wellness activities and programming.

The 2022 State Agency Wellness Liaison Survey asked agency wellness liaisons for information regarding the wellness programs at their agency's worksites. The 2022 State Agency Employee Wellness Survey asked state employees about their use of wellness-related resources and programs at work from March 2020 to present. Each agency wellness liaison was responsible for distributing the survey to their agency's respective employees. The results of the survey are detailed below.

Level of Wellness Program Development

DSHS surveyed wellness liaisons at each state agency ([Appendix A](#)) to assess the level of program implementation and infrastructure at their worksites. Sixty-five out of 174 wellness liaisons responded to the survey, a 37 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, 98 percent reported their agency has a wellness policy in place that includes one or more of the provisions listed above. The most common provisions included are:

- Allowing employees time for physical activity (69 percent),

- Allowing time for employees to attend on-site wellness education (68 percent), and
- Awarding leave for completion of an annual HRA and a physical exam (66 percent).

The majority of liaisons (60 percent) reported that their wellness plan involved implementing wellness activities, including the distribution of wellness information and resources, providing opportunities for physical activity such as the Get Fit Texas! State Agency Challenge, and vaccination clinics. A slight majority (53 percent) of state agencies also have an agency-wide wellness council.

A similar proportion, 57 percent, reported that their agency provided no dedicated wellness budget, with 30 percent relying on individual funding requests for specific activities and events. Only 13 percent of respondents indicated that their agencies had a dedicated budget for wellness activities; of those, over half (7.5 percent) indicated that the total agency budget was less than \$500.

Respondents identified remote work, staff time, and lack of adequate staffing levels as the most common barriers to implementing worksite wellness activities. Wellness programs at most agencies have a policy allowing employees to be physically active during the workday (69 percent), but respondents found the physical activity infrastructure (fitness rooms, walking trails, locker rooms, etc.) lacking. However, many agencies offer numerous benefits to new parents, including private areas to express breastmilk, policies that meet or exceed Texas Mother-Friendly Worksite requirements, and alternative work schedules.

Many agencies rely on the Group Benefit Plan and Employee Assistance Program (EAP) to provide services and resources.

[Appendix B](#) includes additional information regarding the results of this survey.

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 6,407 state employees out of 137,395 (4.7 percent response rate) completed the survey.

Of the respondents, 37 percent reported they regularly exercised at work, 17 percent were supported by additional leave offered for exercise, 14 percent had flexible work scheduling, and 10 percent noted supportive management or peers. Of those who did not exercise at work, barriers included worksite limitations (45 percent) and lack of awareness of activities available (23 percent).

DSHS staff also asked state employees to identify which wellness services or benefits they used in the past year. The overall use of wellness services and benefits were relatively low. Thirty-seven percent of respondents reported that they did not participate in any worksite wellness programs or were unaware of existing programs.

Among respondents who used wellness services or benefits, the most frequently used benefits included participation in the Get Fit Texas! Challenge (35 percent), telecommuting and flexible work scheduling (33 percent), and leave awarded as incentive for completion of an HRA (20 percent). The least frequently used benefit was tobacco cessation services (0.4 percent). Some tobacco use was reported by eight percent of respondents, with five percent reporting daily use and 3% reporting some, but not daily, use.

DSHS also asked state employees to identify the usefulness of wellness services and benefits. Respondents perceived telecommuting and flexible work scheduling as the most useful benefit (70 percent), followed by the Get Fit Texas! Challenge (65 percent) and leave incentives (59 percent). See [Appendix C](#) for data specific to each wellness service or benefit.

Results from the surveys indicated low availability and low awareness of some wellness resources. As many as 78 percent of respondents reported that they were unaware of some Blue Cross Blue Shield of Texas (BCBSTX)⁴ wellness resources available. Respondents were most aware of the discounted gym membership service (44 percent). Between the two weight management resources, Real Appeal and Wondr Health, 38 percent of eligible respondents indicated they are likely to enroll in one of these programs in the next benefit year.⁵ Similarly, 30 percent of respondents have accessed EAP resources. While utilization of these resources is relatively low, their reported use has increased compared to the 2020 survey. In 2020, 24 percent of respondents reported using any EAP services, compared to 30 percent in 2022.

[Appendix C](#) includes additional information regarding the results of this survey.

⁴ BCBSTX is the insurance plan administrator for state employees.

⁵ BCBSTX offers two online weight management programs, Wondr and Real Appeal, for eligible employees at no additional cost. Wondr is a digital behavioral change program that teaches clinically proven weight management skills. Real Appeal is an online weight loss support program designed to help build healthy habits.

Implementation Going Forward

Over the last two years, DSHS has made great strides in supporting state agencies by providing guidance and resources. [Appendix D](#) includes descriptions of major accomplishments.

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 offer a basic level of services and 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 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 cafeterias/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 Employees Retirement System of Texas and BCBSTX, 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.

4. Conclusion

[Texas Government Code, Section 664.053](#), requires 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 2022: 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 and 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 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 and BCBSTX to address state-level issues related to improving employee health and building wellness infrastructure.

List of Acronyms

Acronym	Full Name
BCBSTX	Blue Cross Blue Shield of Texas
DSHS	Department of State Health Services
DOT	Department of Transportation
EAP	Employee Assistance Program
ERS	Employees Retirement System of Texas
HRA	Health Risk Assessment
SAW	State Agency Wellness

Appendix A. List of State Agencies

Alcoholic Beverage Commission*	Comptroller of Public Accounts*	Health and Human Services Commission*	State Auditor's Office*
Animal Health Commission	Court of Appeals, 10th*	Health Professions Council	State Law Library
Board of Chiropractic Examiners*	Court of Appeals, 13th	Legislative Budget Board*	State Senate
Board of Dental Examiners*	Credit Union Department	Library and Archives Commission*	State Prosecuting Attorney
Board of Nursing*	Department of Banking*	Medical Board	Sunset Advisory Commission*
Board of Pharmacy*	Department of Criminal Justice*	Military Department (Formerly Adjutant General's Dept.)*	Texas Education Agency*
Board of Professional Engineers*	Department of Family and Protective Services*	Office of Administrative Hearings*	Texas Ethics Commission
Board of Professional Geoscientists*	Department of Housing & Community Affairs	Office of Court Administration*	Texas Funeral Service Commission
Board of Public Accountancy*	Department of Information Resources*	Office of Injured Employee Counsel	Texas Higher Education Coordinator Board
Board of Veterinary Medical Examiners	Department of Insurance*	Office of Risk Management*	Texas Historical Commission
Bond Review Board	Department of Licensing and Regulation*	Office of the Attorney General*	Texas House of Representatives
Cancer Prevention and Research Institute of Texas*	Department of Motor Vehicles*	Office of the Governor*	Texas Legislative Council
Commission on Environmental Quality*	Department of Public Safety*	Parks and Wildlife Department*	Texas Lottery Commission
Commission on Fire Protection*	Department of Savings and Mortgage Lending	Public Utility Commission	Texas Racing Commission
Commission on Jail Standards	Department of State Health Services*	Railroad Commission*	Texas Real Estate Commission*
Commission on Judicial Conduct*	Department of Transportation*	Real Estate Commission*	Texas Secretary of State*
Commission on Law Enforcement*	Emergency Services Retirement System*	School for the Deaf*	Veterans Commission*
Commission on State Emergency Communications (911)*	Employees Retirement System of Texas*	Secretary of State*	Water Development Board*
Commission on the Arts*	Executive Council of Physical Therapy and Occupational Therapy Examiners*	Securities Board*	Windham School District
	General Land Office	Soil and Water Conservation Board	Workforce Commission*

*Indicates agency responded to wellness liaison and/or employee survey(s).

Appendix B. Results of the 2022 Wellness Liaison Survey

Table 1. [Texas Government Code, Section 664.061](#), allows state agencies to adopt a variety of wellness policies.⁶

Wellness Policies Offered	Percent of Agencies Offering Benefit
30 minutes for exercise three times a week	69%
Allow attendance at on-site wellness seminars	68%
8 hours leave with HRA	66%
Wellness leave (Not HRA)	48%
Designated senior-level executive to support wellness activities	32%
On-site clinic or pharmacy services	29%
Allow employees to participate in wellness council activities 2+ hours each month	28%
Other ⁷	14%
Financial incentives for wellness program participation	9%
None of these	1%

⁶ Respondents were asked to select all the policies listed that their agency has approved. DSHS received 65 responses.

⁷ Other responses offered by liaisons included: Flex time for physical activity; fitness leave for completing certain activities or challenges; and in person or online consult services.

Table 2. Does your agency have a plan for implementing wellness activities in worksites?⁸

Answer	Percent
Yes	60%
No	40%

Table 3. Does your agency have an agency-wide wellness council?⁹

Answer	Percent
Yes	53%
No	47%

⁸ DSHS received 65 responses.

⁹ DSHS received 65 responses.

Table 4. What is your agency's wellness program budget for this year (FY22)?¹⁰

Budget Size	Percent
No funds are designated for the wellness program	56.6%
Less than \$500	7.5%
Between \$500 - \$999	3.8%
\$1,000 - \$2,999	1.9%
\$3,000 - \$4,999	0%
\$5,000 or more	0%
No specified budget, but funds are requested as needed for specific wellness activities/events	30.2%

¹⁰ DSHS received 53 responses.

Table 5. What are some wellness activities that your agency has implemented in the past two years?¹¹

Wellness Activities Offered	Percent of Agencies Offering Activity	Examples/Descriptions of Wellness Activities
Food and nutrition	12%	Sharing healthy recipes
Information and resource sharing	62%	Sharing resources with employees via emails; holding webinars or classes
Get Fit Texas! Challenge ¹²	38%	
Opportunities for physical activity	59%	Physical activity challenges at work, fitness classes like yoga offered during work hours
Vaccination services	21%	COVID-19 and flu clinics
Incentives	15%	Financial and leave-related incentives for completing certain wellness activities or challenges
Mental health	9%	Stress-management activities, such as meditation at work
Other health promotion activities	12%	Virtual health consultations or screening services at work

¹¹ Responses shared by agency liaisons were organized into thematic categories before the categories were tallied and summarized. DSHS received 34 responses.

¹² See [Appendix D](#) for more information about the Get Fit Texas! Challenge.

Table 6. What are some of the primary barriers to implementing wellness activities at your agency?¹³

Primary Barriers Identified	Percent	Examples of Barriers
Remote work	28%	Challenges of convening employees with hybrid schedules or spread across worksites and their homes
Time	22%	Lack of time during the workday to implement activities
Staffing	22%	Lack of a dedicated staff member to focus on wellness activities
Financial resources	6%	Barriers linked to budgets and lack of funds to implement activities
Facilities/infrastructure	11%	Amenities such as showers or bike racks that facilitate physical activity
Lack of interest	11%	Lack of interest from employees to participate
Conflicts with job duties	17%	Agencies with extensive direct contact with the public, precluding the opportunity to set aside time for wellness activities
Leadership	6%	Lack of engagement or support from agency leadership
Public Servants	11%	Individuals suggested that due to the public nature of their work (i.e., taxpayer funded), they had a responsibility to not engage in worksite wellness activities
COVID-19	6%	Unable to convene in person; hybrid schedules
Agency size	6%	Agency is too small to devote resources to wellness activities

¹³ Responses shared by agency liaisons were organized into thematic categories before the categories were tallied and summarized. DSHS received 18 responses.

Table 7. Implementation of smoking cessation strategies

	Smoking Restricted to Designated Outdoor area	Smoke-free Outdoor Areas	Tobacco-free Outdoor Areas	E-cigarette-/ Vapor-free Outdoor Areas	Promotion of Cessation Resources
All agency worksites	89%	24%	24%	24%	29%
Most agency worksites	2%	5%	5%	4%	5%
Some agency worksites	5%	4%	4%	4%	11%
Few agency worksites	2%	0%	0%	0%	4%
No agency worksites	0%	31%	31%	31%	27%
Does not apply to my agency	3%	36%	36%	38%	25%
Total responses	64	55	55	55	56

Table 8. Health screening services offered

	Blood Pressure / Glucose / Cholesterol	Flu / COVID-19 Vaccines	Other
All agency worksites	18%	43%	0%
Most agency worksites	2%	11%	0%
Some agency worksites	9%	15%	14%
Few agency worksites	11%	15%	29%
No agency worksites	61%	16%	57%
Total responses	57	61	7

Table 9. Physical activity strategies offered at agency worksites

	30 Minutes/ 3 Times a Week	Facilities Provided	Point of Decision Prompts¹⁴	Bike Racks	Rewarding Staff for Physical Activity	On-site Fitness Classes	Walking Trail Map
All agency worksites	72%	14%	24%	39%	53%	12%	7%
Most agency worksites	2%	12%	9%	7%	2%	7%	9%
Some agency worksites	2%	14%	3%	15%	5%	12%	9%
Few agency worksites	0%	9%	12%	15%	3%	9%	9%
No agency worksites	25%	51%	52%	24%	36%	60%	66%
Total responses	60	57	58	59	58	58	56

¹⁴ Point of Decision Prompts are materials or messages provided to employees when making a decision that can influence their choice such as signs at elevators encouraging stair use.

Table 10. Healthy eating strategies implemented

	Adopting Policies to Promote Healthy Food	Farm-to-Work	Availability - Cafeterias	Availability - Vending Machines	Point of Decision Prompts¹⁵	Guideline - Lower Sodium
All agency worksites	12%	9%	9%	14%	4%	3%
Most agency worksites	2%	2%	3%	0%	0%	0%
Some agency worksites	9%	5%	7%	15%	5%	10%
Few agency worksites	4%	10%	21%	17%	9%	7%
No agency worksites	33%	29%	14%	17%	30%	31%
Not applicable to my agency	40%	45%	47%	34%	53%	48%
Total responses	57	58	58	59	57	58

¹⁵ Point of Decision Prompts are materials available to consumers when making a purchasing decision that can influence their choice such as nutrition fact panels and shelf labels.

Table 11. Stress reduction strategies offered

	Telecommuting	Flexible Work Schedule	Massage Therapy	Seminars/Lunch and Learns about Stress Management	Space for Spiritual/Religious Fellowship	Childcare Near Worksite	Promoting EAP ¹⁶ Services	Other
All agency worksites	81%	75%	5%	36%	9%	4%	91%	14%
Most agency worksites	10%	7%	0%	4%	2%	0%	0%	0%
Some agency worksites	7%	9%	4%	9%	11%	2%	0%	0%
Few agency worksites	0%	2%	13%	7%	9%	9%	2%	0%
No agency worksites	2%	7%	78%	45%	69%	86%	7%	86%
Total responses	58	57	55	56	55	56	57	7

¹⁶ EAP is a free workplace benefit that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental well-being and emotional well-being.

Table 12. Services offered to new parents

	Private Areas to Express Breastmilk	Developing Policy that Meets /Exceeds Mother-Friendly	Alternative Work Schedules or Telecommuting - Mothers	Alternative Work Schedules or Telecommuting - Fathers
All agency worksites	56%	71%	72%	71%
Most agency worksites	19%	12%	21%	14%
Some agency worksites	6%	2%	3%	9%
Few agency worksites	10%	7%	3%	3%
No agency worksites	10%	7%	3%	3%
Total responses	52	42	39	35

Table 13. Amenities offered at agency worksites

	Fitness Room	Designated Walking / Jogging Route	Showers	Locker / Changing Room	Vending Machine	Microwaves	Refrigerator	Standing Desks	Easy Access to Stairwell	Cafeteria
All agency worksites	9%	9%	13%	11%	51%	76%	76%	53%	76%	20%
Most agency worksites	4%	7%	0%	0%	24%	18%	18%	16%	13%	7%
Some agency worksites	13%	15%	13%	13%	11%	5%	5%	20%	9%	15%
Few agency worksites	13%	11%	16%	16%	5%	0%	0%	4%	2%	20%
No agency worksites	62%	58%	58%	60%	9%	0%	0%	7%	0%	38%
Total responses	55	55	55	55	55	55	55	55	55	55

Table 14. Expansion or introduction of new benefits due to COVID-19.

	Telecom- muting	Flexible Work Schedule	Massage Therapy	Seminars/Lunch and Learns about Stress Management	Space for Spiritual/ Religious Fellowship	Childcare Near Worksite	Promoting EAP¹⁷ Services
Introduced	31%	5%	2%	4%	4%	0%	4%
Expanded	55%	49%	2%	16%	4%	0%	33%
Maintained	14%	37%	5%	28%	20%	11%	56%
Discontinued	0%	2%	27%	18%	5%	0%	0%
Has never been offered	0%	7%	64%	35%	68%	89%	7%
Total responses	58	57	56	57	56	57	57

¹⁷ EAP is a free workplace benefit that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental well-being and emotional well-being.

Appendix C. Results of the 2022 State Agency Employee Wellness Survey

Table 15. In a typical week, how many days do you do at least 30 minutes of moderate or vigorous exercise?¹⁸

Days	Percent
0	14.07%
1	9.85%
2	14.96%
3	21.85%
4	12.54%
5	15.32%
6	5.20%
7	6.21%

Table 16. Did you compete in the 2022 Get Fit Texas! Challenge?¹⁹

2022 Get Fit Texas! Challenge Participation	Percent
No - Did not participate	53.05%
Yes - Participated and completed the challenge	38.50%
Yes - Participated, but did not complete the challenge	8.45%

¹⁸ DSHS received 5,941 responses from state agency employees.

¹⁹ DSHS received 6,914 responses from state agency employees.

Table 17. What factor(s) encouraged your participation in the 2022 Get Fit Texas! Challenge?²⁰

Factors	Percent
Extra time off	28.46%
Desire to maintain health / exercise regime	19.04%
Peers / manager encouraged participation	4.61%
Promotion of challenge by agency	8.62%
Other agency incentive	0.88%
Other	3.45%

Table 18. Do you regularly exercise or engage in other physical activity at work that is not related to your job function(s)?²¹

Answer	Percent
No	63.30%
Yes	36.70%

Table 19. What are the main elements that support your participation in wellness activities/programs at your worksite?²²

Supports for Participation in Wellness Activities/Programs	Percent
Appropriate facilities for changing and storing equipment	7.59%
Flex time or teleworking or other scheduling options	14.14%
Additional leave offered for exercise	16.94%
Supportive management or peers	10.06%
Available opportunities (webinars, live fitness classes, etc.)	9.35%

²⁰ DSHS received 2,649 responses from state agency employees.

²¹ DSHS received 6,837 responses from state agency employees.

²² Multiple responses possible. DSHS received 2,509 responses from state agency employees.

Table 20. What are the top barriers to participating in wellness activities/programs at your worksite?²³

Barriers	Percent
No social support	7.09%
Not motivated to exercise	0.32%
Stairs are not well lit or easily accessible	1.4%
Unaware of the activities available	23.01%
Activities postponed, limited, or cancelled due to COVID-19	9.42%
Other	12.07%
Worksite limitations	44.8%

²³ DSHS received 4,328 responses from state agency employees.

Table 21. How satisfied or dissatisfied are you with the healthy food and beverage options available in these locations?

Locations	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	There Were No Operational Facilities Available
Cafeteria	9.3%%	20.2%	10.6%	60%
Beverages – Vending machine	12.6%	34%	28.1%	25.3%
Food – Vending machine	8.8%	31.4%	29.9%	30%
Snack bar	7.7%	22.2%	11.4%	58.8%

Table 22. Your Employees Retirement System (ERS) health benefits offers 2 online weight management programs at no cost to you. How likely are you to enroll in one of these programs in the next benefit year? (September 2022 - August 2023)

Participation in Online Weight Management Programs	Percent
Likely	37.82%
N/A: I have already participated.	6.30%
N/A: Unsure if I am eligible to participate OR NOT eligible	12.12%
Neither likely nor unlikely	12.79%
Unlikely	30.98%

Table 23. Have you ever needed to express breastmilk (pump) while at your worksite?²⁴

Answer	Percent
No	93.65%
Yes	6.35%

²⁴ DSHS received 6,631 responses from state agency employees.

Table 24. How convenient or inconvenient was it for you to express breastmilk at your worksite?²⁵

Answer	Percent
Convenient	51.20%
Inconvenient	42.34%
Neither convenient nor inconvenient	6.46%

Table 25. Which barriers have influenced your ability to express breastmilk (pump) at work?²⁶

Barriers to Pumping	Percent of Respondents Selecting Response
Did not feel comfortable expressing breastmilk at work	18.53%
Did not feel supported by my colleagues and / or manager	11.88%
Did not have time between work duties	36.34%
Did not understand my worksite’s pumping policy	7.84%
Distance from my office / workspace to a space to express milk	16.86%
Lack of a clean, private, and/or accessible space	31.35%
Lack of a refrigerator to store breastmilk	17.1%
Lack of safe, clean water source and sink	12.35%
Lack of pumping equipment	3.56%
Not allowed sufficient break time	18.53%
Work travel, such as conferences, site visits, etc.	10%
Process of gaining access to my worksites’ lactation space (badge access, not knowing where keys are)	7%
Other (please specify)	23%

²⁵ DSHS received 418 responses from state agency employees.

²⁶ Multiple responses possible. DSHS received 421 responses from state agency employees. Percentage totals equal more than 100% as multiple options per respondent could be selected.

Table 26. What is your current nicotine-use status?²⁷

Answer	Percent
I have never used nicotine	71%
I no longer use nicotine	21%
I use nicotine daily	5%
I use nicotine some days	3%

Table 27. Which, if any, of the following nicotine cessation resources have you used?²⁸

Nicotine Cessation Resources	Percent
Cessation classes, counseling, or medication	3.9%
Tobacco Quitline: Either national or Texas	0.5%
Not planning to quit	3.5%
None of the above / quit cold turkey	20.8%
Other (nicotine patches, gum, etc. – includes nicotine vapes)	0.6%
Other	2.4%
DSHS Tobacco Prevention and control program website	0.2%

²⁷ DSHS received 6,617 responses from state agency employees.

²⁸ DSHS received 2,093 responses from state agency employees.

Table 28. Which, if any, of the following free Employee Assistance Program services have you used?²⁹

Employee Assistance Program Services Used	Percent
Any telephone services such as: 24/7 Toll-Free Helpline, Telephonic Triage, Telephonic clinical assessments	6.1%
In-the-moment support and crisis intervention	1.8%
Short-term counseling (financial, legal, mental health, etc.)	15.1%
Clinical case management	0.2%
Formal management referrals, such as Department of Transportation (DOT) and/or non-DOT substance abuse professional referrals	0.05%
Referrals to the health plan, support groups, and/or other community resources	3.3%
Other	2.7%
I have not accessed any of these services	69.8%
I do not know what the EAP is	8.2%

Table 29. What factors enabled your use of EAP services?³⁰

Factors that Enabled Use of EAP Services	Percent
Benefits training webinars	4.5%
Was told about services by my HR administrator, my manager, or one of my coworkers	7.3%
Found on my own (e.g., browsing through onboarding or HR material)	11%
EAP Emails	0.7%
Other	2.4%

²⁹ Multiple responses are possible. DSHS received 6,593 responses from state agency employees.

³⁰ Multiple responses are possible. DSHS received 2,040 responses from state agency employees.

Table 30. What factors have contributed to you not using or accessing the above listed EAP services?³¹

Factors Contributed to Not Using/Accessing EAP Services	Percent
I do not think their services are effective	2.2%
I have not needed to use any of the services, or I receive these services through another source	36.9%
I am not interested in any of the services offered	10.5%
I do not know what services they offer, or I did not know services were free	24.1%
I am unable to schedule services online	1.2%
I am unsure how to access the services	11%
I don't have time	8.4%
There is a limited number of counseling sessions	2.5%
I'm concerned my employer could access this information	6%
Other (please specify)	3.5%

³¹ Multiple responses are possible. DSHS received 6,593 responses from state agency employees.

Table 31. How familiar are you with the following Blue Cross Blue Shield wellness resources?³²

Wellness Resource	I have used this resource	I have heard of this resource	I have never heard of this	Total Responding Employees
Well on Target member portal	16%	22%	61%	6,181
Online health assessment	25%	28%	47%	6,177
Discounted gym memberships	9%	44%	47%	6,178
Blue Points incentive program	7%	28%	65%	6,153
Self-directed health courses	5%	23%	73%	6,143
Fitness device tracking/ syncing	6%	23%	71%	6,152
Health coaching	4%	26%	70%	6,139
Blue365 discount purchase program	5%	27%	68%	6,146
Alternative medicine discounts ³³	3%	19%	78%	6,134

³² Total employee responses varied by resource.

³³ Examples of alternative medicine providers include acupuncture, massage, dieticians, childbirth educators, personal trainers, and physical therapists.

Table 32. Which of the following worksite wellness services/benefits have you used in the past year?³⁴

Worksite Wellness Services/Benefits	Percent
On-site screenings/services such as measuring blood pressure, cholesterol, glucose, vaccine clinics, etc.	5.3%
4 – 8 hours of leave as an incentive to complete a health risk assessment and routine annual doctor visit	20.4%
Tobacco cessation services such as the Quitline, medication through health insurance, or support classes	0.4%
Stress reduction activities/services such as meditation, counseling, etc.	5.6%
Social wellness activities such as team building exercises, team outings, and workplace celebrations	10.5%
Healthy food options at your work site in cafeterias, vending machines, or office events/parties	4.5%
Physical activity opportunities at your worksite through fitness programs, workout facilities, or more time during the workday	8.9%
Counseling, legal/financial advice, or similar services through the employee assistance program	6.6%
Comfortable facilities at your worksite for lactation/pumping	0.6%
Lunch & learns or other health education events	8.6%
Telecommuting and/or flexible scheduling of the workday/week	32.6%
The 2022 Get Fit Texas! Challenge	34.9%
Massage therapy	3%
I did not participate in any worksite wellness programs over the past year OR I was not aware of these worksite wellness programs	36.6%
Other	4.3%

³⁴ Multiple responses possible. DSHS received 6,406 responses from state agency employees.

Table 33. How useful or not useful are each of the following wellness services/benefits to you?³⁵

Wellness Services/Benefits	Useful	Not useful	I have not used this service
On-site screenings	29.3%	5.5%	65.3%
Leave incentive	58.6%	2.1%	39.3%
Tobacco cessation services	6.4%	10.7%	82.9%
Stress reduction	27.1%	4.9%	68%
Social wellness	37.3%	7.7%	55%
Healthy food options	30.9%	7.4%	61.4%
Physical activity opportunities	39.1%	5.6%	55.3%
Counseling or other similar services	30.4%	4.9%	64.8%
Comfortable facilities for pumping	11.6%	7.6%	80.6%
Lunch & Learns	28.7%	7.1%	64.1%
Telecommuting/flexible schedules	70.4%	2.2%	27.3%
Get Fit Texas! Challenge	65.4%	7.1%	27.5%
Massage Therapy	23.6%	3.5%	72.9%

³⁵ DSHS received 4,166 responses from state agency employees.

Appendix D. State Agency Wellness Accomplishments

Over the last two years, DSHS committed resources and time to implement [Texas Government Code, Chapter 664](#).

State Agency Wellness (SAW) Workgroup

In an effort to continue the promotion of worksite wellness across state agencies in Texas, the SAW workgroup was formed among DSHS, ERS, and BCBSTX in 2019. This group continues to meet monthly to coordinate events, support, and resources for state employees and liaisons.

Get Fit Texas! State Agency Physical Activity Challenge

Since 2013, DSHS has hosted 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 finish with the highest percentage of employees who complete the challenge and earn the Fittest State Agency Award in their size category.

In the most recent 2022 challenge, more than 42,000 state employees registered, and more than 32,000 employees completed the challenge. With each year of the challenge the number of participants and completions continues to increase. For the 2022 challenge, to provide opportunities for state employees to convene virtually, daily check-ins were hosted by DSHS, BCBSTX, Department of Public Safety, DOT, ERS, and the Office of the Attorney General. In the ten weeks of the challenge, more than 400 employees participated each week in the daily check-ins, totaling over 6,000 participants. DSHS expects that, as word spreads about the challenge, participation will continue to grow and support lasting behavior change among state employees.