

2019 State Employee Wellness Survey Statewide results



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Introduction



The 2019 State Employee Wellness Survey collected personal and workplace health and wellness data from state employees. The survey was open from June 4 through July 16, 2019. The Public Employees' Benefit Board (PEBB) collected responses from 50 percent of state employees. Agency-specific response rates are at the end of this report. PEBB and the Health Promotion and Chronic Disease Prevention (HPCDP) unit in the Oregon Health Authority (OHA) commissioned the survey. PEBB and HPCDP collaborated on the survey instrument, methodology and data analysis.

The survey included questions about personal and workplace health and wellness. However, PEBB only included here priority areas identified in the Executive Order on State Agency Employee Health.

For each priority area, this document includes:

- A description
- Actions state agencies can take
- Questions from the survey about the priority area
- Agency results and overall state results

To ensure accurate and consistent reporting of survey results PEBB will provide agencies with this document as a template to report their results.

Survey data

Demographics



	Percent of all state employees
Age (average)	46 years
Male	44%
Female	56%
Kaiser health plan	21%
Providence health plan	65%
Moda health plan	11%
Opt-out of health insurance coverage through PEBB	3%

Physical activity



There are many health benefits from physical activity. Health benefits include a lower risk of chronic diseases such as diabetes, heart disease and stroke, some cancers and depression.

Only half of the adults in America report meeting physical activity guidelines.



Employees spend 7.6 hours a day on average at their place of employment. Therefore, worksites provide a unique ability to promote and offer opportunities to be physically active.

Examples of actions state agencies can take to promote and support physical activity in the workplace include:

- Post signs at elevators, stairwell entrances or exits and other key locations to encourage employees to take the stairs
- Provide organized individual or group physical activity programs for employees
- Promote [Active&Fit](#), PEBB's gym discount program
- Create and promote maps for walks near the building
- Structure cubicle layouts with routes for employees to walk inside

The State Employee Wellness Survey asked several questions aimed at capturing employees' physical activity habits. Results from these questions are in summary form in the table below.

	Percent of all state employees
No exercise outside of work in the past month	13%
Walked, biked or used public transportation to get to work (at least once in the past 7 days)	15%

Nutrition



Workplace nutrition programs encourage healthy eating. A healthy work environment is one where healthy food and drink choices are in vending machines, cafeterias, common areas, kitchens, and at meetings and special occasions.

A healthy diet and good nutrition can:

- Promote weight management and reduce the risk of obesity
- Reduce the risk of developing high cholesterol, or reduce cholesterol in those who already have it
- Reduce the risk of developing type 2 diabetes
- Reduce the risk of developing high blood pressure or reduce blood pressure in those who already have it

Examples of actions state agencies can take to promote and support healthy foods in the workplace include:

- Have a written policy or formal communication that makes healthy food and drink choices available in cafeterias, snack bars and vending machines
- Identify healthier food and drink choices with signs or symbols
- Have a written policy or formal communication that promotes healthier food and drink choices during meetings where food is served
- Provide employees with food preparation and storage areas
- Offer or promote an on-site or nearby farmers' market where fresh fruits and vegetables are sold

The State Employee Wellness Survey asked several questions about:

- Employee intake of healthy foods in the form of fruits and vegetables
- Sugar-sweetened drink consumption
- Support the work environment could provide for healthy eating

	Percent of all state employees
Eats 2+ servings of fruit per day	38%
Eats 3+ servings of vegetables per day	25%
Drinks soda/pop 7+ times per week	3%
Trying to limit soda consumption (among all soda drinkers)	50%

Tobacco use



Tobacco use contributes to many serious diseases. These include:

- Cardiovascular and cerebrovascular diseases
- Multiple cancers
- Emphysema
- Bronchitis

Besides this enormous health burden, smoking also imposes a major economic burden on society. Smoking costs the United States more than \$300 billion each year. This includes:

- Nearly \$170 billion for direct medical care of adults
- More than \$156 billion from lost productivity (e.g., increased use of sick leave, etc.) due to premature death

Secondhand smoke causes stroke, lung cancer, and coronary heart disease in adults. These can help reduce the number of staff that start to smoke:

- Tobacco-free workplace policies
- A decrease in employees who model tobacco-use behavior

In addition, these may influence tobacco-use behavior in the families of staff.

State agencies can take actions to promote and support tobacco-free living and prevent exposure to secondhand smoke in the workplace. Examples include:

- Promote cessation benefits offered through each health plan
- Assure that required “No Smoking” signs are posted
- Provide information on health risks of secondhand smoke exposure
- Implement a process for responding to complaints of tobacco use and of vape products in areas where they are prohibited
- The State Employee Wellness Survey asked several questions about tobacco and tobacco product use. Related questions were about:
 - » Desire to quit
 - » Observations about whether others adhere to the Executive Order that prohibits tobacco use on state-owned property

	Percent of all state employees
Any tobacco use	10%
Current cigarette smoker	6%
Current electronic cigarette use	2%
Other tobacco use	3%
Wants to quit smoking (among current smokers)	60%
Wants to quit using e-cigarettes (among current e-cigarette users)	27%

Stress and depression



Depression is a major cause of disability, absenteeism productivity loss and presenteeism among adults. Presenteeism means a person shows up at work but is not able to fully function.

Depression has direct medical and workplace costs. Depression also increases health care costs and lost productivity by contributing to other costly conditions such as heart disease, diabetes and stroke.

Examples of actions state agencies can take to promote and support employees' mental health include:

- Hold depression recognition screenings
- Promote greater awareness through Cascade Centers, PEBB's employee assistance program
- Train supervisors to recognize depression
- Model safe, stable and nurturing relationships in the workplace
- Offer and promote flexible schedules that allow employees to:
 - » Access health benefits
 - » Use opportunities to relax and de-stress
- Create a family-friendly workplace
- Become a trauma-informed workplace

The State Employee Wellness Survey asked several questions about stress and depression. Related questions were about:

- How these feelings may affect work
- If the person is seeking help

	Percent of all state employees
Absenteeism (Missed work due to poor physical or mental health 1+ days/past 30)	39%
Presenteeism (Difficulty completing work tasks due to poor physical or mental health 1+ days/past 30)	36%
Overwhelmed by stress (Sometimes, fairly often, or very often)	12%
Work contributes to stress (among those overwhelmed by stress)	91%
Likely depressed	11%
Currently treated for depression (among all respondents)	19%
Currently treated for depression (among those likely depressed)	49%

Worksite policy and environment

State agencies have many opportunities to:

- Promote personal health
- Foster a healthy work environment

Through PEBB benefits state agency employees have access to preventive services and tools. In addition, agencies can adopt practices to support healthy behaviors.

Examples of actions state agencies can take to adopt a supportive work environment include:

- Show support of worksite health promotion at all levels of management
- Have an active health and wellness committee
- Allow “health champions” time to develop and carry out evidence-based, worksite health and wellness programs
- Promote health and wellness programs and policies in new employee on-boarding
- Ask agency directors and managers to regularly include information about their own health and wellness in communications with employees
- Adopt policies and practices that
 - » Make getting physical activity easier
 - » Assure healthy foods and drinks are available
 - » Keep less healthy foods and drinks out of common areas
 - » Allow employees to take part in agency-sponsored health and wellness programs, and to access health benefits
 - » Assure breastfeeding mothers have space and time to pump breastmilk

The State Employee Wellness Survey asked several questions about worksite practices and policies. Related questions were about their experiences of feeling supported in the workplace to address their own health and wellbeing.

**Percent of
all state
employees**

Work locale	
Work onsite/in an office	87%
Work offsite/in the field	11%
Telework	1%
Type of work	
Work directly with public	46%
Activity at work	
Mostly sit/drive at work	80%
Mostly stand at work	9%
Mostly walk at work	7%
Mostly heavy labor at work	2%
Food environment at work	
Free snacks available in office areas	39%
Lunch from café/vending machines	5%
Purchase from café/vending 1+ times/week	15%
Tobacco use on worksite	
Seen smoking/vaping on worksite (past 30 days)	41%
Workplace supports for wellness	
Had an ergonomic assessment	57%
Flexible schedule for physical activity, caregiving, etc.	86%
Manager places emphasis on wellness	56%
Healthy meetings policies	
Aware of agency's Healthy Meetings Policy (asked of OHA and DHS employees only)	18%
Would support a Healthy Meetings Policy (among non-OHA or DHS employees)	43%

Response rates by agency

Below are raw response rates by agency. Respondents who clicked “submit” counted as completed cases. Partial cases were collected but are not shown.

Agency	Completed cases	Raw response rate
Public Employees Retirement System (PERS)	223	63.0%
Department of Land Conservation & Development	35	62.5%
Commission for the Blind	39	61.9%
Oregon Business Development Department	71	58.2%
Secretary of State	121	57.3%
Oregon Housing and Community Services	86	53.8%
Department of State Lands	57	53.3%
Small agencies (roll up N < 50)	342	52.9%
Oregon Department of Forestry	347	52.0%
Water Resources Department	81	51.9%
Oregon Tourism Commission DBA Travel Oregon	32	51.6%
Oregon Department of Education	282	50.4%
Legislative Counsel Committee	26	50.0%
Oregon Lottery	224	48.5%
Oregon Department of Human Services	4240	48.4%
Oregon Public Utility Commission	51	47.7%
Bureau of Labor and Industries	45	47.4%
Oregon Judicial Department	709	46.6%
Office of the Governor	27	46.6%
Oregon Department of Agriculture	169	46.4%
Oregon Department of Energy	35	46.1%
Higher Education Coordinating Commission	56	45.9%
Oregon Travel Information Council	25	45.5%
Department of Environmental Quality	299	44.6%
Oregon Department of Revenue	403	44.4%
Oregon Parks and Recreation	230	43.5%
Oregon Department of Transportation	1917	43.3%
Department of Administrative Services	354	42.7%

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Agency	Completed cases	Raw response rate
Oregon Construction Contractors Board	24	42.1%
Oregon Department of Fish & Wildlife	425	41.5%
Department of Consumer and Business Services	367	41.4%
Oregon Health Authority	1593	39.8%
Department of Public Safety Standards and Training	48	39.7%
Oregon Department of Veterans' Affairs	31	39.2%
Department of Corrections	1682	37.6%
Public Defense Services Commission	29	34.9%
State of Oregon Employment Department	403	34.6%
Oregon Military Department	123	34.3%
Legislative Administration	26	33.8%
Oregon Corrections Enterprise	35	33.3%
Department of Justice	387	30.9%
Oregon Youth Authority	289	30.7%
Legislative Policy and Research Office	16	29.6%
Oregon Liquor Control Commission	92	29.5%
Oregon State Police	353	28.8%
Oregon State Treasury	41	28.3%
Oregon State Legislature	72	23.4%



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