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# Huge Demand for Diminishing Returns:

## Featuring data from the BRFSS Survey of State & School Employees



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# Acknowledgments

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- Vicky Buelow, MPH, Research Analyst
- Steven Fiala, MPH, Research Analyst

## Public Employees' Benefit Board

- Ed Deery, MM, Program Analyst
- Joan Kapowich, RN, Administrator
- Margaret Smith-Isa, MPP, Program Development Coordinator

## Oregon Educators Benefit Board

- Glenn Baly, Program/Policy Development Coordinator
- Mary French, Benefits Data Analyst

# Overview

- Background on survey and methods
- Why the survey is conducted
- Quick primer on worksite wellness
- Weight management added as a benefit
- Survey data indicate benefits change had strong results
- Next steps

# Learning Objectives

- 1) Understand the Behavioral Risk Factor Surveillance System Survey of State/School Employees
- 2) Understand how benefits plan changes were designed and implemented by the Benefit Boards in response to surveillance findings
- 3) Understand the role of ongoing surveillance among this population

# Survey background



# BRFSS versus BSSE

|      | <b>Behavioral Risk Factor Surveillance System</b>                   | <b>BRFSS Survey of State and School Employees</b>                                      |
|------|---|--|
| Who  | Cross-sectional telephonic survey of Oregon adults                  | Cross-sectional telephonic survey of state and school employees in Oregon              |
| What | Questions about health behaviors, risk factors and chronic diseases | Same, plus questions on worksite environment and knowledge and use of certain benefits |
| When | Conducted continuously since 1988                                   | Conducted biennially since 2005 (2007, 2009, 2011)                                     |
| How  | Random digit dialing (land line and cell phone)                     | List assisted dialing (land line and cell phones)                                      |

# Who are state employees?



## State employees work for:

- State Agencies, such as:
  - Department of Human Services
  - Oregon Health Authority
  - Department of Corrections
  - Oregon Department of Transportation
  - Department of Fish & Wildlife
  - Department of Environmental Quality
- Oregon University System
- Total employees is approx. 52,000

# Who are school employees?



## School employees work for:

- K-12 Public School Districts
  - 187 out of 199 SDs represented
- Educational Service Districts
  - 18 of 19 ESDs represented
- Charter schools
- Community colleges
  - 16 out of 17 CCs represented
- Total employees is approx. 56,000



# Purpose of the BRFSS Survey of State and School Employees



Track the health and health practices of state and school workers to inform the design of benefits packages



wellness@WORK



The Business Case  
for Health & Wellness



Oregon  
Health  
Authority

**Working adults spend about half of their waking hours at or in transit to work**



**Businesses – public and private alike –  
rely on employees to achieve their goals**

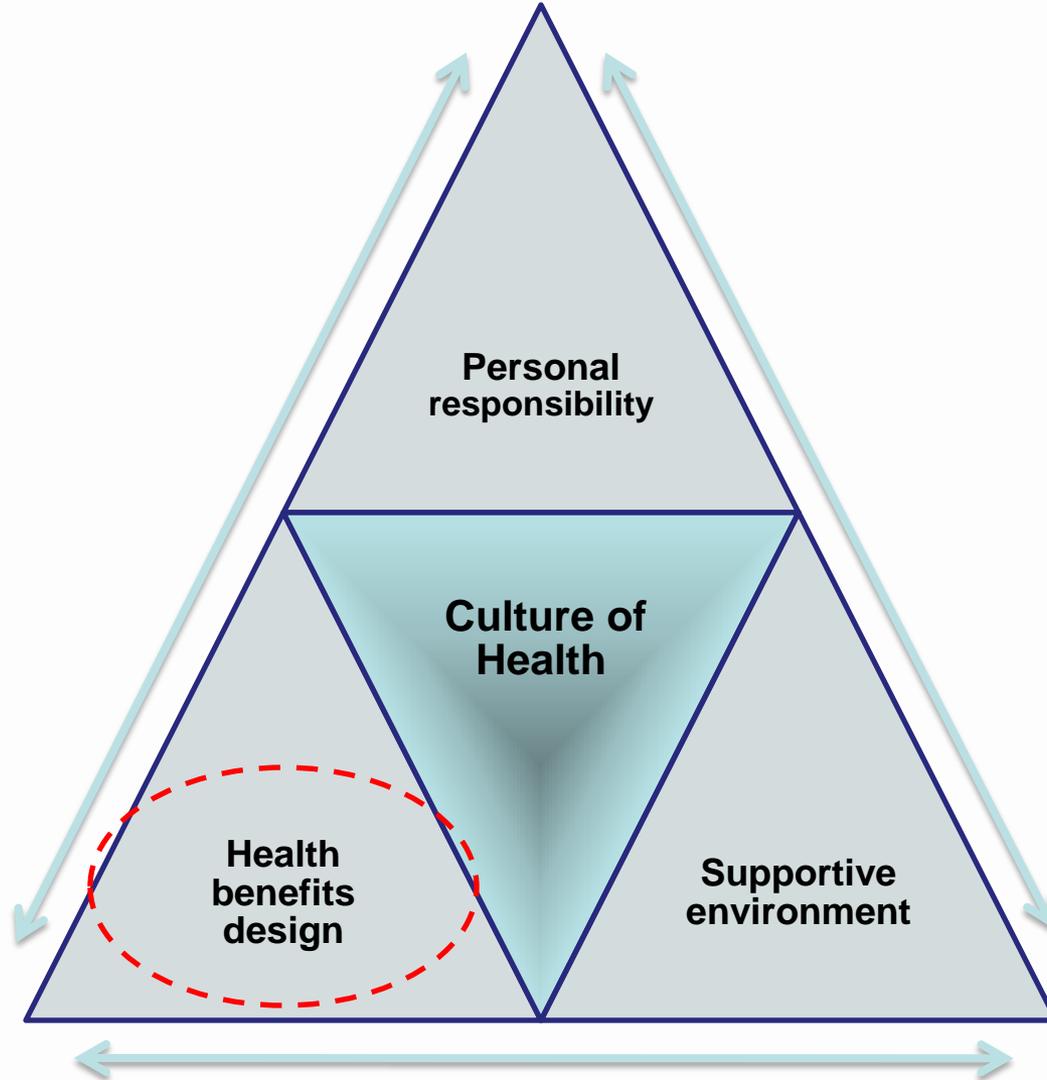


# Employers and employees both benefit from employee health

A comprehensive, strategically designed investment in employees' health pays off:



# The model for comprehensive, integrated worksite wellness programs



# LOSING WEIGHT

By Flirt Party

WOW! Look how thin you are!  
1 hour daily at the gym?

Nope...  
11 hours daily  
**AT WORK**



# Putting theory into practice



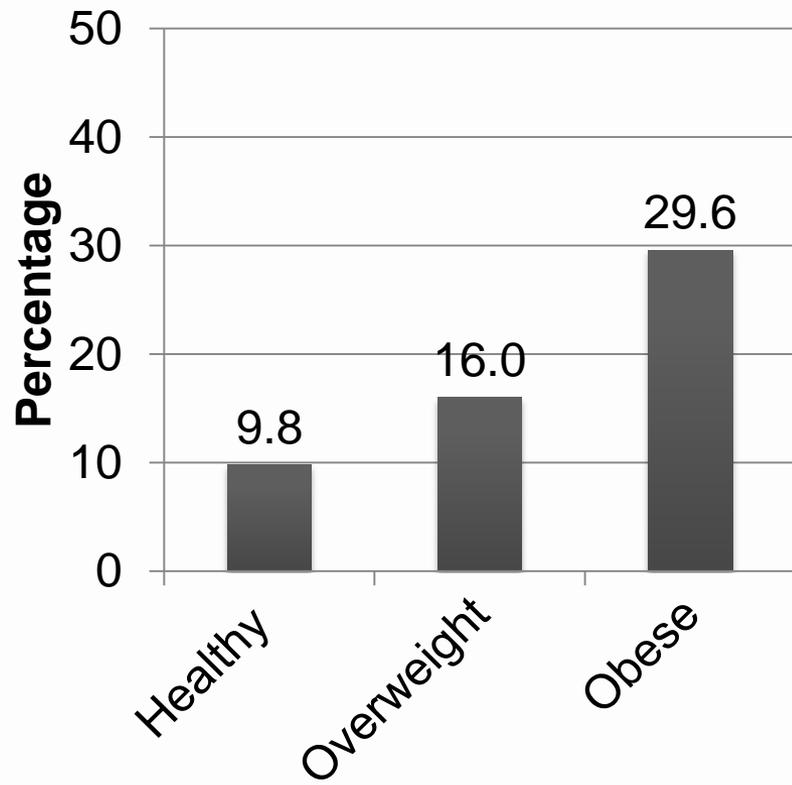
**Became a covered benefit for state employees in January 2010, and for school employees in September 2010.**



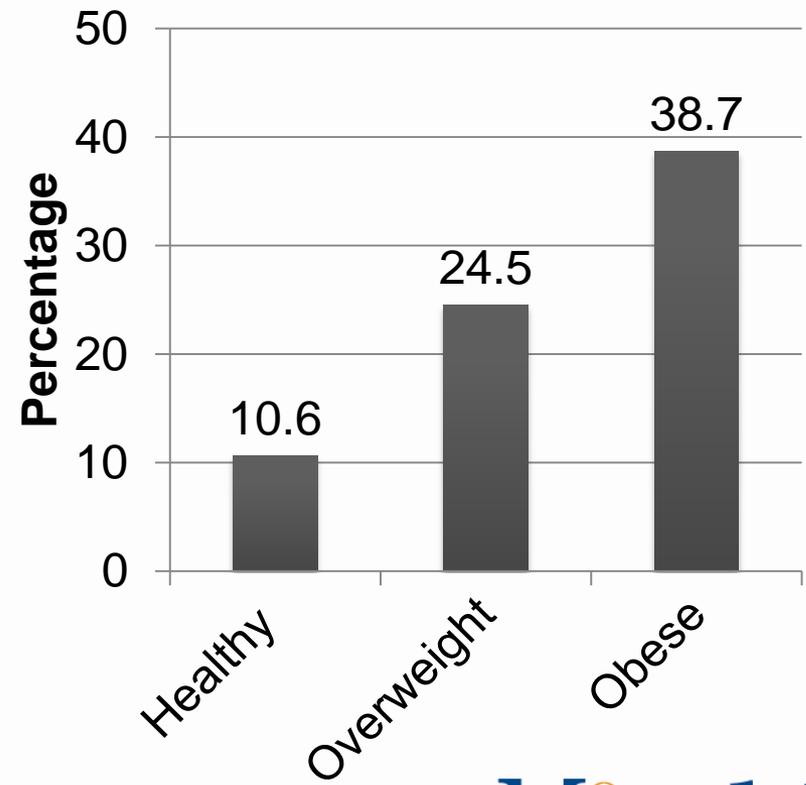
**Other weight management benefits such as health coaching and online resources were added at the same time.**

# Participation in weight management by BMI category one year ago

## State employees

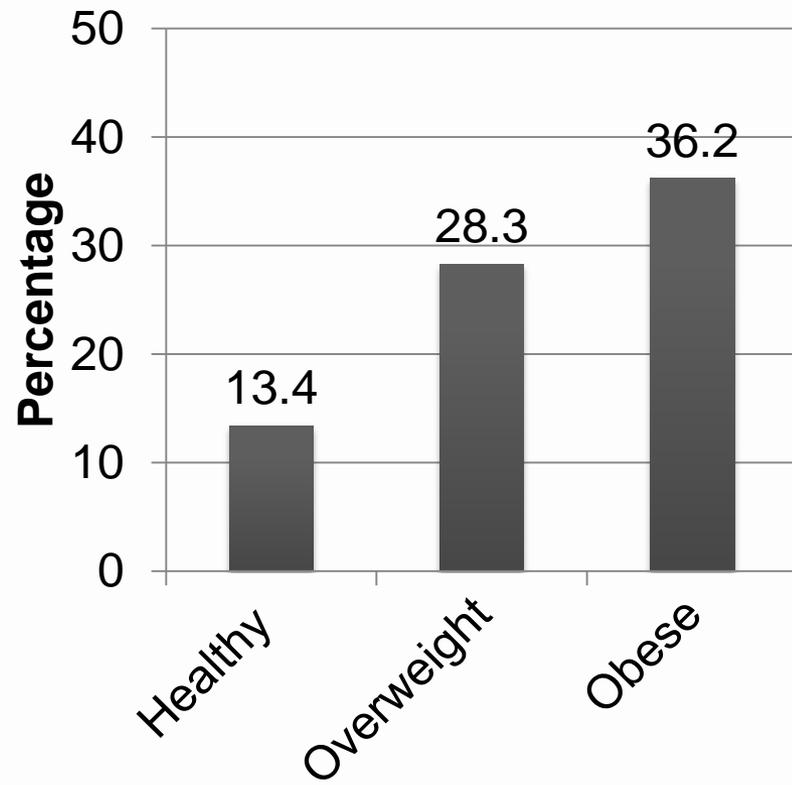


## School employees

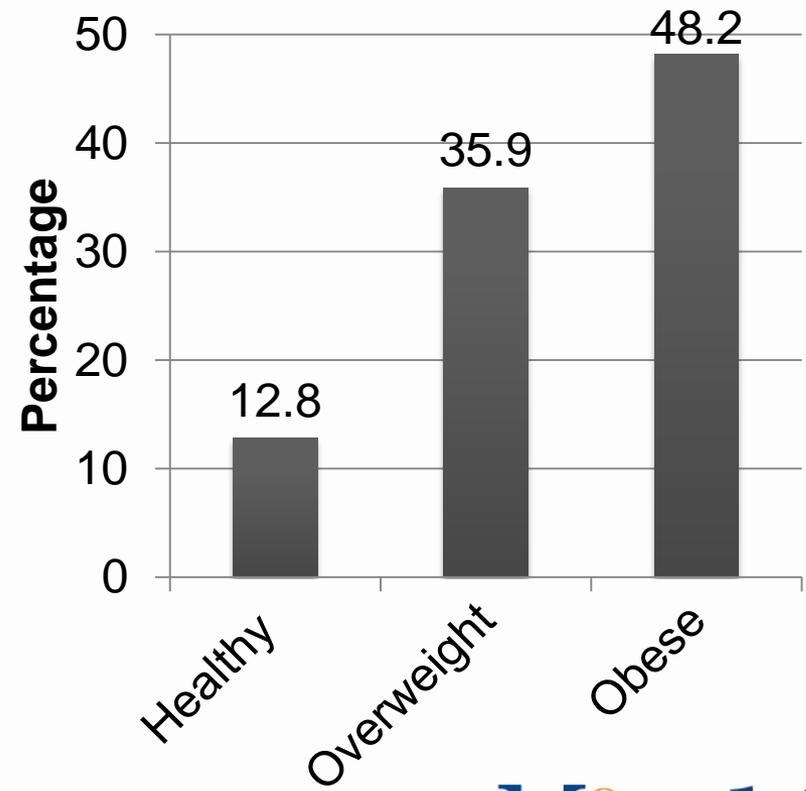


# Participation in weight management by BMI category one year ago (women)

## State employees

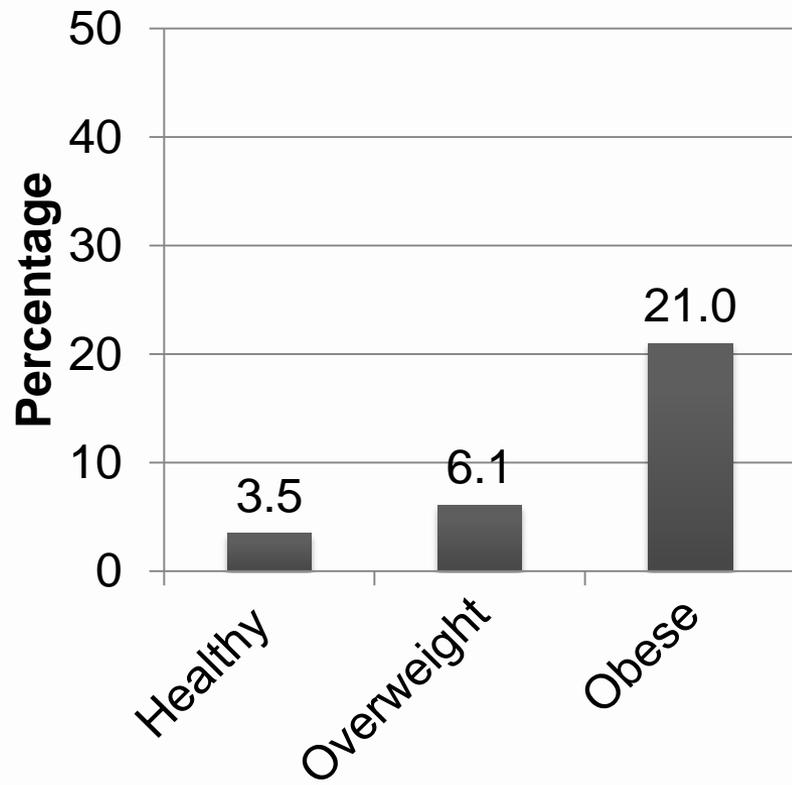


## School employees

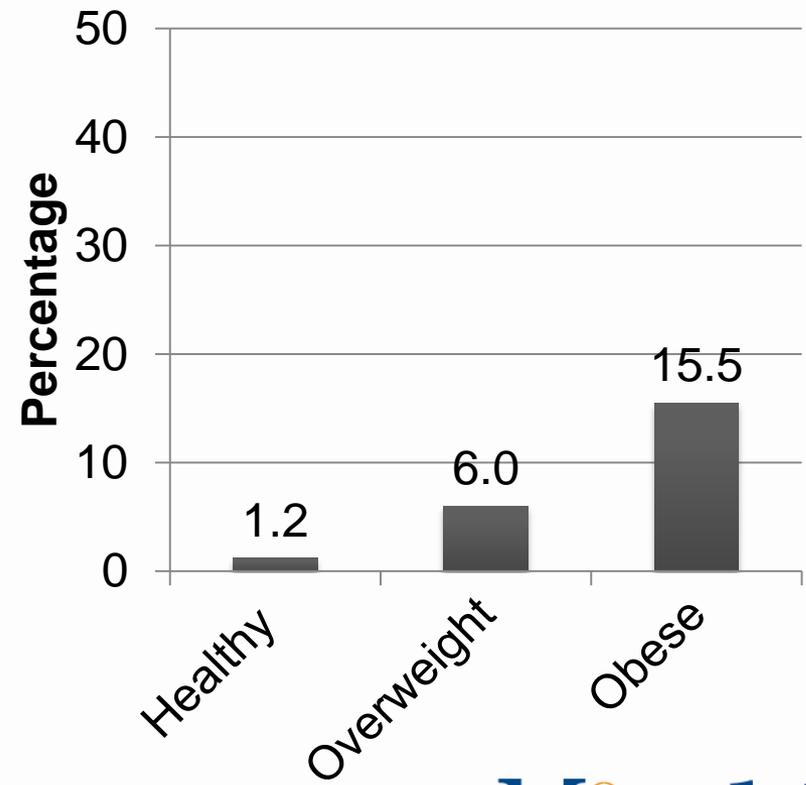


# Participation in weight management by BMI category one year ago (men)

## State employees

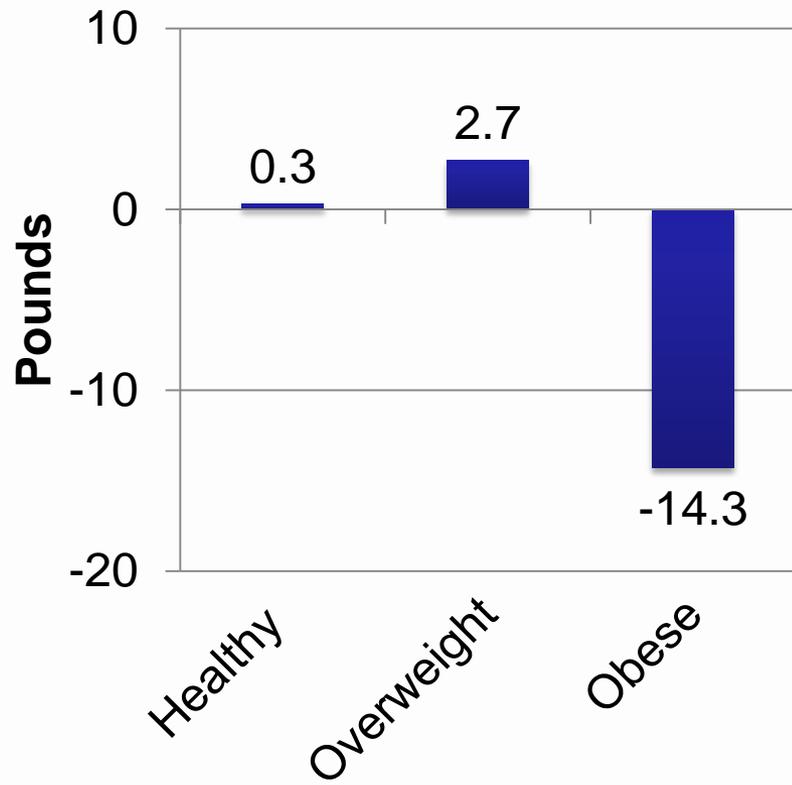


## School employees

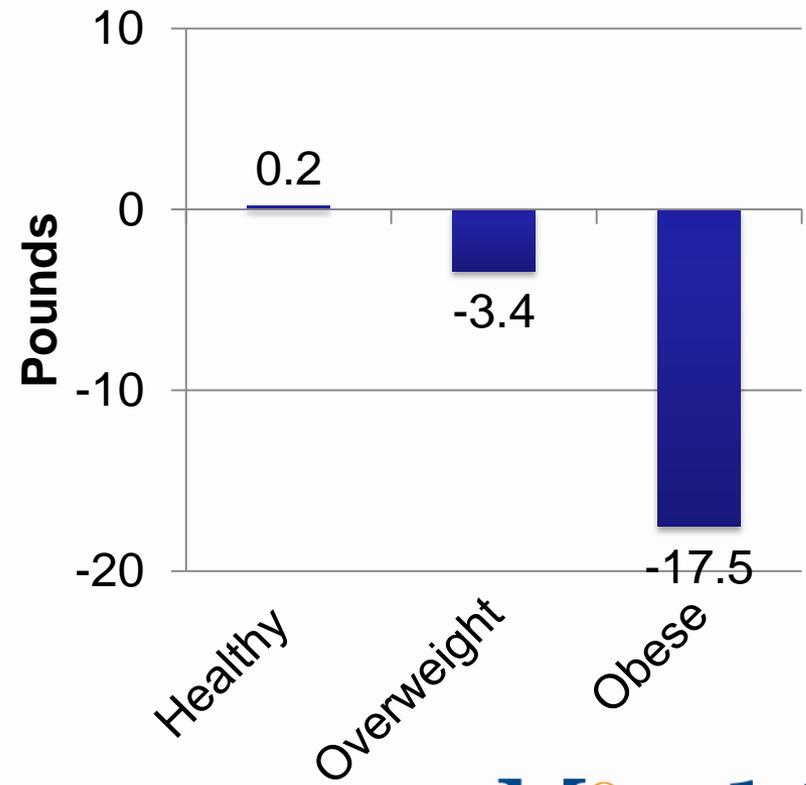


# Weight change\* by BMI category one year ago

## State employees

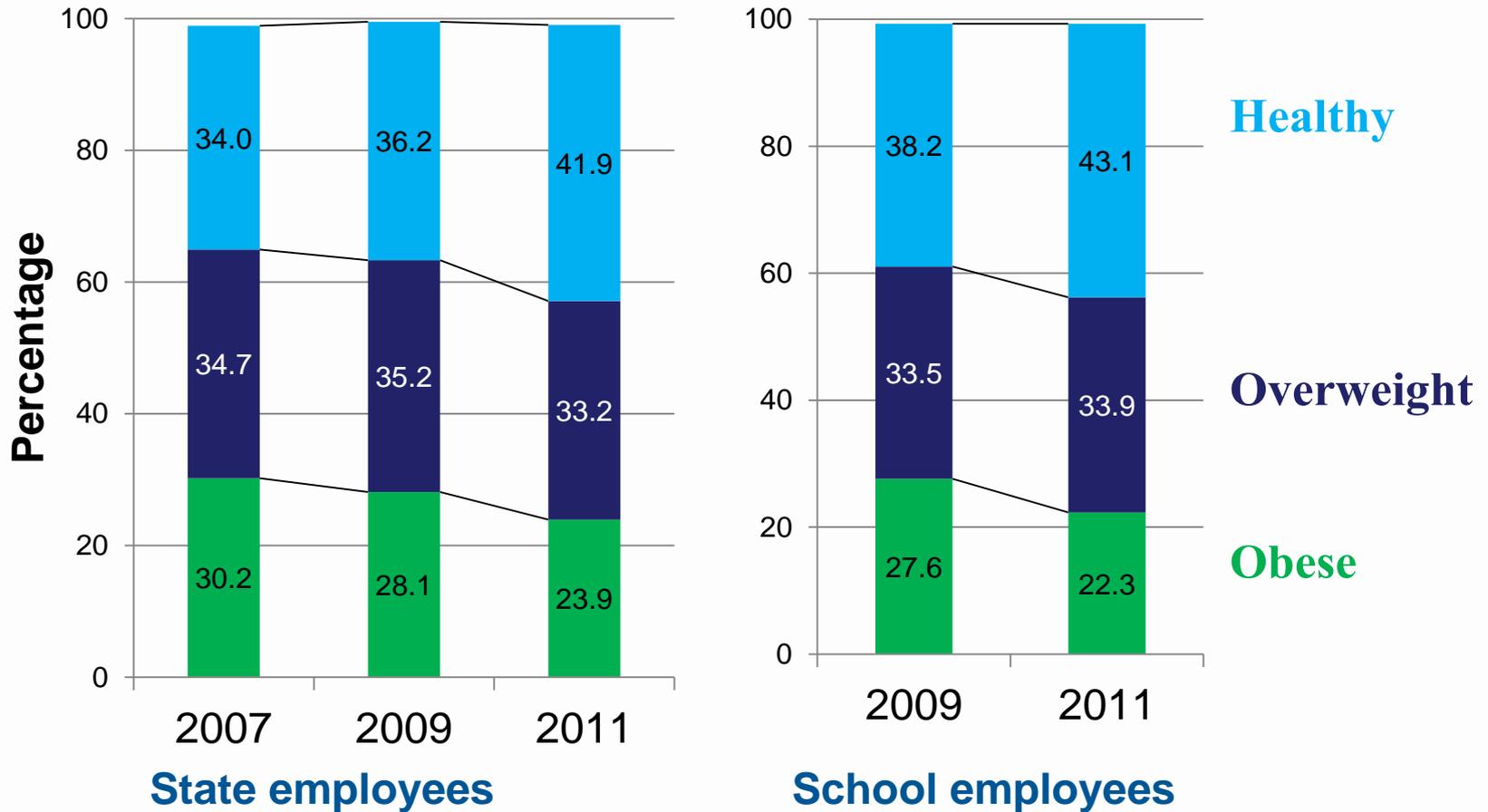


## School employees



\* Among weight management participants

# Categorical weight distribution, 2007 through 2011, state and school employees



Data are age-adjusted to the year 2000 standard. BMI calculations excluded pregnant women beginning in 2009.

# Next steps

- Survey being repeated this fall (school employees) and next spring (state employees)
- Evaluation of BSSE as a surveillance tool almost completed; currently being written up
- Planning a formal evaluation of weight management benefits change that will incorporate BSSE data along with data from other sources

# Questions?

