Huge Demand for Diminishing Returns:
Featuring data from the BRFSS Survey of State & School Employees

Stacey Schubert, MPH
Health Promotion & Chronic Disease Prevention Section
Oregon Public Health Division
stacey.s.schubert@state.or.us
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Health Promotion and Chronic Disease Prevention Section, Oregon Public Health Division
– Vicky Buelow, MPH, Research Analyst
– Steven Fiala, MPH, Research Analyst

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

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– 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

<table>
<thead>
<tr>
<th></th>
<th>Behavioral Risk Factor Surveillance System</th>
<th>BRFSS Survey of State and School Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Who</strong></td>
<td>Cross-sectional telephonic survey of Oregon adults</td>
<td>Cross-sectional telephonic survey of state and school employees in Oregon</td>
</tr>
<tr>
<td><strong>What</strong></td>
<td>Questions about health behaviors, risk factors and chronic diseases</td>
<td>Same, plus questions on worksite environment and knowledge and use of certain benefits</td>
</tr>
<tr>
<td><strong>How</strong></td>
<td>Random digit dialing (land line and cell phone)</td>
<td>List assisted dialing (land line and cell phones)</td>
</tr>
</tbody>
</table>
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.
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:

- Medical 26%
- Sick leave 27%
- Workers’ compensation 32%
The model for comprehensive, integrated worksite wellness programs
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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy</td>
<td>9.8</td>
</tr>
<tr>
<td>Overweight</td>
<td>16.0</td>
</tr>
<tr>
<td>Obese</td>
<td>29.6</td>
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</tbody>
</table>

School employees

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy</td>
<td>10.6</td>
</tr>
<tr>
<td>Overweight</td>
<td>24.5</td>
</tr>
<tr>
<td>Obese</td>
<td>38.7</td>
</tr>
</tbody>
</table>
Participation in weight management by BMI category one year ago (women)

**State employees**

- Healthy: 13.4%
- Overweight: 28.3%
- Obese: 36.2%

**School employees**

- Healthy: 12.8%
- Overweight: 35.9%
- Obese: 48.2%
Participation in weight management by BMI category one year ago (men)

**State employees**

- Healthy: 3.5%
- Overweight: 6.1%
- Obese: 21.0%

**School employees**

- Healthy: 1.2%
- Overweight: 6.0%
- Obese: 15.5%
Weight change* by BMI category one year ago

State employees

- Healthy: 0.3
- Overweight: 2.7
- Obese: -14.3

School employees

- Healthy: 0.2
- Overweight: -3.4
- Obese: -17.5

* Among weight management participants
Categorical weight distribution, 2007 though 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?