



A REPORT TO THE PRESIDENT ON

Wellness



Presented by
The University of Texas at Austin Staff Council
May 19, 2011

Approved by The University of Texas at Austin Staff Council
and sent forward to the President

by a vote of 34 to 0

on May 19, 2011.

Prepared by The University of Texas at Austin Staff Council
Ad Hoc Committee on Wellness

Jane E. Moore, Chair

Ryan Baldwin, Marie Warden, Janet Griffith, Anne Steele, Daniel Berra,
Kimberly Carella, Robert Hernandez, Martha Harrison, Brandy Whitten

Table of Contents

Benefits of a Wellness Program	2
Know Your Numbers: Supporting Evidence for Workplace Wellness at UT Austin	2
Current Developments at UT Austin	3
Staff Council Recommendations	3
Recommended Objectives and Timeline	5
Return on Investment	5
Appendices.....	6
Appendix No. 1 - UT Austin Preventable/Modifiable Health Risks for UT SELECT Health Plan	6
Appendix No. 2 – Comparison of Wellness Programs of UT to Peer Institutions.....	10
Appendix No. 3 - Comparison of Wellness Programs of UT System Schools.....	12
Appendix No. 4 – H.B. 1297	16

Benefits of a Wellness Program

Over time, a campus faculty/staff wellness program can be expected to improve modifiable health risk factors in the population, decrease medical costs, reduce absenteeism and presenteeism, boost employee morale, and support the recruitment & retention of key talent. The University of Texas at Austin will enjoy the prestige associated with a healthy campus and realize savings in its share of employee health premiums without sacrificing the quality of our insurance coverage.

For students, a wellness program can provide undergraduate and graduate internships in population-based health promotion, health education, public health, and other related fields of study. Students will interact with diverse participants and real-world workplace challenges. Additionally, staff and faculty wellness program participants will serve as models for students. Staff and faculty who exercise, get regular check-ups, set and achieve personal health goals, and otherwise take responsibility for their own health will set inspiring examples and encourage students to adopt and maintain healthy lifestyle choices.

Know Your Numbers: Supporting Evidence for Workplace Wellness at UT Austin

Evidence supporting the implementation of a faculty/staff wellness program has been mounting for years. Over the past several years, the UT Select health insurance program participants have experienced increased out-of-pocket costs and decreased coverage to help compensate for rapidly rising premiums needed to finance the self-funded plan. For example, in 2010-2011:

- Subscriber plus family medical coverage increased by \$480 to \$4479 per year.¹
- The employee-only deductible is now \$350, a \$100 increase from the previous academic year.
- The family deductible increased by \$300 to \$1050.
- The maximum out-of-pocket costs for a family expenses are now \$7500 – a \$2250 increase.

The University of Texas at Austin Staff Council appreciates our institution's contribution toward employee premiums. Yet the rate at which premiums have been increasing could force UT System institutions to begin charging individual employees for a portion of their insurance premium. As costs increase, more staff members will take steps to save money in the short term that prove very costly over time. It is no wonder that wellness is most popular idea on the Ideas of Texas website for faculty and staff.² We want to make it easier for our colleagues to save money in the long term, slow the rate of increasing premiums, and improve their well-being by participating in wellness activities in the workplace.

We have included as an appendix, the academic year 2009-2010 dataset provided by the Office of Employee Benefits at UT System, which shows not only the four top health concerns at UT Austin but their steeply rising costs though out a five year period.³

¹ These deductibles apply to the use of in-network providers.

² The Ideas of Texas, Faculty and Staff Portal <https://ideas.utexas.edu/leaderboard> accessed 20 April 2011.

³ Ramon, Rolando, UT Austin Preventable/Modifiable Health Risks for UT SELECT Health Plan, December, 2010.

Current Developments at UT Austin

The University of Texas at Austin Staff Council is excited and energized by recent developments toward the creation of a comprehensive, researched-based wellness program for University faculty and staff. During the spring 2011 semester, University of Texas at Austin Human Resource Services (HRS) posted and will hire a Work-Life Balance and Wellness Coordinator for the HealthPoint program. The Division of Student Affairs has posted and will hire a Health Education Coordinator II, a portion of whose position is dedicated to faculty and staff wellness and campus public health initiatives. We applaud the efforts that led to the establishment of support for these two positions.

Initially, the HRS HealthPoint coordinator will be tasked with establishing a Wellness Advisory Committee, enriching the existing Staff & Faculty Wellness website, implementing enhanced work-life balance programming, promoting flexible work schedules for wellness activities, and strategizing to increase utilization of preventative health screenings. The Wellness Network coordinator will support staff & faculty wellness initiatives within the Division of Student Affairs and, through the Wellness Network, conduct assessment and evaluation, and use the resulting data to implement and promote public health strategies to foster a culture of wellness.

The Wellness Network plans to create a standing committee on faculty and staff wellness, on which both of the abovementioned coordinators will serve. We understand that they plan to work in complimentary ways to support programs that individual departments have already established and ensure that all employees will have at least a base level of wellness programming available to them. They will leverage partnerships with the UT System Office of Employee Benefits, UT Austin Human Resource Services, the Fitness Institute of Texas, UT Austin RecSports, the UT Austin Staff Council, and various other units and individuals on campus with a vested interest in employee wellness.

Staff Council Recommendations

- Set up one, campus-wide, autonomous wellness advisory committee, recruiting people that both have responsibility for some aspect of employee well-being, as well as people responsible for policy changes. This committee will be charged with establishing continuity, motivation, and broad ownership of the program. The committee will be tasked to initiate interest surveys, and conduct analysis of group health benefits claims, and Health Risk Assessment data to determine which areas UT employees are most interested in or at highest risk; nutrition, exercise, chronic disease management, tobacco cessation, weight management, etc.
 - The wellness advisory committee will support the goals and initiatives of the Wellness Network and Healthpoint, particularly those that relate to faculty and staff wellness.
- Support a study to gain data on the effects of exercise in a high risk population. The resources and expertise of the Fitness Institute of Texas (FIT) will be recruited to conduct the study. The study would involve a small group of staff members who would be monitored by FIT. Upon registering for the pilot, participants would complete a health risk assessment and then proceed through a regimen of weekly exercise for a period of twelve months. During this time, FIT will monitor and record the vital statistics necessary for evaluating the health of the participants. At the conclusion of the study, FIT will analyze the data and provide a report to the Office of the President.

- FIT supports the efforts of Staff Council to bring a culture of health onto campus and have dedicated graduate students from Kinesiology and Health to benchmark wellness programs around the nation (peer institutions) and state (UT System institutions and Texas A&M University) The detailed data are given in Appendix 2 and 3.
- Make healthy activities accessible for employees.
 - RecSports facilities and fitness centers can reach more staff through non-traditional program design, including evaluation of underutilized hours of operation and offering discounts to fill those hours and maximize their staff & faculty reach, not just those who are regular members.
 - Fitness center activities can be designed to routinely reach outside of the fitness center to get other staff involved, e.g. campus walking programs.
- Establish a UT Austin Wellness Leave policy within the guidelines of H.B. 1297 (See Appendix 4). This would promote flexible work schedules to increase opportunities for interested staff & faculty to engage in wellness-related activities without compromising University operations.
- Provide support for HealthPoint to offer preventative health screenings for all employees on campus during July of each year to coincide with annual health insurance enrollment. On-site screenings would eliminate several of the barriers associated with our low participation rates in preventative screenings such as easy access, scheduling convenience, and understanding the results.
 - Provide support for UT Austin HRS to have faculty and staff complete an on-line Health Risk Assessment during annual enrollment.
- Support the Division of Housing and Food, and others on campus to provide healthy food to employees and students. Call for nutritional guidelines for food on campus.
- Support H.B. 3517 and S.B. 5, which would permit UT System to consider an insurance premium differential for people who achieve health goals or participate in health promotion programs.
- Encourage UT System to prioritize long-term employee insurance planning so that we will have a sustainable, effective self-insured benefit program that follows key benefit principles of value-based design which supports prevention, risk reduction, disease management, and consumer accountability.
- Reduce smoking on campus by creating a campus-wide task force that includes students, faculty, staff, and possibly community members charged with:
 - Gathering input from all campus stakeholders on current and proposed smoking policies,
 - Researching best practices on large, urban academic campuses, and
 - Proposing recommendations.
- Challenge students in health-related majors to participate in an ongoing marketing strategy for campus wellness using social networks and promoting volunteerism and participation among students, faculty, and staff.

Recommended Objectives and Timeline

Year 1

- An autonomous Wellness Advisory Committee is implemented in Fall 2011.
- Revitalize existing staff & faculty Wellness Website - consolidate info from various wellness sites
- Install mile-markers and other signage to map out walking/running trails and designated wellness areas on campus. Provide operational support and online information for same.
- On-site Preventative Health Screenings are in place for the July 2011 insurance enrollment period.
- Idea development towards a smoke-free campus
- Encourage increased Health Risk Assessments (HRA) participation for all staff and faculty

Year 2

- Ratify wellness/flexible leave policies
- Call for nutritional guidelines for food on campus.
- Start working towards a smoke-free campus

Year 3

- Evaluate cohort data from HRAs and on-site screenings to evaluate early impact of enhanced wellness programming
- Establish nutritional guidelines for all food vendors on campus.
- Begin implementing policies that would make UT Austin a smoke-free campus in a set period of time.
- UT Austin earns the Healthy Workplace Award from the City of Austin Mayor's Fitness Council.

Return on Investment

UT Austin will accomplish a goal of Return on Investment (ROI) only by institutionalization of a wellness program. Only with this institutions support will the participation levels become high enough so that a satisfactory ROI can be realized. The sooner that UT Austin endorses a best-practice employee wellness program the sooner that positive outcomes will result; such as increased morale, productivity, and engagement and decreased absenteeism and health care costs. Only then in coalition with UT Austin employees, can we do the most efficient job of incorporating the necessary tools, resources, activities, and support so that our workplace will be transformed into a healthier and more productive place to work.

Appendices

Appendix No. 1 - UT Austin Preventable/Modifiable Health Risks for UT SELECT Health Plan

UT System Top Health Risks Annual % Increase in Cost

Conditions	FY 2005	FY 05 - FY 06	FY 06 - FY 07	FY 07 - FY 08	FY 08 - FY -09	FY 05 - FY -09
Diabetes	\$2,600,000	31%	26%	16%	24%	138%
Hypertention	\$2,000,000	20%	25%	17%	6%	85%
Cholesterol	\$1,200,000	17%	14%	13%	11%	67%
Back Health	\$10,000,000	20%	11%	17%	12%	75%
Headcount	156,522	2%	1%	4%	8%	11%

•Medical Claims Data incurred 09/01 through 08/31 for each FY

** Table represents employees, retirees and dependents who have received care under UTSELECT in each fiscal year and have the known condition.

*** M= Millions and K = Thousands

UT Austin

Top Health Risks by Conditions by FY

Diagnosis	Claims Data by FY*									
	FY05 Unique Claims* & Plan Cost	Headcount 30,724	FY06 Unique Claims* & Plan Cost	Headcount 31,129	FY07 Unique Claims* & Plan Cost	Headcount 31,463	FY08 Unique Claims* & Plan Cost	Headcount 33,139	FY09 Unique Claims* & Plan Cost	Headcount 33,221
Diabetes	1,409 ~301K	4.58%	1,642 ~373K	5.27%	2,298 ~566K	7.30%	2,867 ~800K	8.6%	3,040 ~783K	9.1%
Hypertension	2,548 ~227K	8.29%	2,662 ~266K	8.55%	3,451 ~391K	10.96%	4,063 ~424K	12.26%	4,418 ~462K	13.3%
Cholesterol	3,385 ~243K	10.92%	3,735 ~241K	11.99%	4,736 ~271K	15.05%	5,549 ~351K	16.74%	5,757 ~368K	17.3%
Back Health	3,238 ~1.5M	10.53%	3,513 ~1.5M	11.28%	4,457 ~1.95M	14.16%	5,406 ~2.28M	16.31%	6,227 ~2.75M	18.7%

•Medical Claims Data incurred 09/01 through 08/31 for each FY

** Table represents employees, retirees and dependents who have received care under UTSELECT in each fiscal year and have the known condition.

*** M= Millions and K = Thousands

UT Austin

Top Health Risks Cost per Head Count

Diagnosis	FY 2005 30,724	FY 2006 31,129	FY 2007 31,463	FY 2008 33,139	FY 2009 33,221
Diabetes	\$9.80	\$11.98	\$17.99	\$24.14	\$23.57
Hypertention	\$7.39	\$8.55	\$12.43	\$12.79	\$13.91
Cholesterol	\$7.91	\$7.74	\$8.61	\$10.59	\$19.20
Back Health	\$48.82	\$48.19	\$61.98	\$68.80	\$82.78

•Medical Claims Data incurred 09/01 through 08/31 for each FY

** Table represents employees, retirees and dependents who have received care under UTSELECT in each fiscal year and have the known condition.

*** M= Millions and K = Thousands

UT Austin Top Health Risks Annual % Increase in Cost

Conditions	FY 2005	FY 05 - FY 06	FY 06 - FY 07	FY 07 - FY 08	FY 08 - FY -09	FY 05 - FY -09
Diabetes	301,000	24%	52%	41%	-2%	160%
Hypertention	227,000	17%	47%	8%	9%	104%
Cholesterol	243,000	-1%	12%	30%	82%	163%
Back Health	1,500,000	0%	30%	17%	-2%	83%
Headcount	30,724	1%	1%	5%	8%	8%

•Medical Claims Data incurred 09/01 through 08/31 for each FY

** Table represents employees, retirees and dependents who have received care under UTSELECT in each fiscal year and have the known condition.

*** M= Millions and K = Thousands

Appendix No. 2 – Comparison of Wellness Programs of UT to Peer Institutions

School	Fitness Center Cost to Employee	Health Assessment Offered?	Campus Walking Maps	Health Screenings/ Preventative Care	FIT Type Program	Wellness Coordinator Full/Part	Farmers' Market/ Community Garden	Workshops/ Classes	Smoking Cessation
UCLA	\$150-395 / year	Yes - \$100 gift certificates & \$60 off RecSports	Yes	Yes	Yes, at no cost to employees	Yes (2); not FT tasks	Plans underway for FM; Yes – CM	Yes; Brown Bag Seminars; Lunch Talks, etc.	Freedom from Smoking (\$100)
UC Berkley	\$420/year or \$185/semester. Free 30 day trial. 5 Free Day Passes/year	Optional – Earn up to \$170 in RecSports Services	Yes	Avail. Through 2 different companies. 30 min. scrng at UCB	WorkFit – catered to 50+	Yes	Local- and Student-run	Brown Bag Lunch Workshops	Online Resources, ins. Numbers, smoke cess. Options, local support group; CA Smoker's hotline – 7 free consultations
UNC Chapel Hill	\$120/year; 1 week trial membership	Yes	Yes	Yes – The Wellness Center	Partially FITPlan Individual	Unknown	Community Garden	Yes, Workplace Wellness Workshop	Nicotine Dependence Program (fees apply)
Michigan	\$300/year; \$200/4 month; \$60/30 day trial	Yes – eligible faculty and staff can earn up to \$100 if they also participate in MHealthy Rewards 2011	Yes	U-M OHS provides occupational health physical exams, assessments, required vaccinations, and TB tests	MFIT Fitness Center – University Employee membership \$415/year	Yes	Unknown	Yes, only for physical activity – group exercise and relaxation classes and fitness consultations	MHealthy Tobacco Independence Prgm – free counseling focused on the most successful methods to end tobacco addiction. Online, telephonic, and in-person programs available.
Michigan State	Fall: \$95 FC; \$65 Gr. Ex; \$135 all + pool; Sp/Sum: \$175 FC; \$115 Gr. Ex; \$240 all + pool	Optional	Yes	Yes – The Occupational Health Clinic provides medical assessment	The University Club MSU Fitness Center and Spa provides fitness classes	Yes	No	Health Promotion classes – topics range from active stretching to	MSU Smoking Cessation Program combines medication CHANTIX with

					to members of the Health4U. Passes \$129/semester			healthy cooking classes	medical evaluation, monitoring and structured behavioral support - \$200. Other options are 1-on-1 coaching, QuitNet prgm, support groups, workshops
Illinois – Urbana Champaign	\$348/year	Unknown	Yes	Unknown	No	Unknown	Unknown	Athletic traiing, free Personal Trainer with a prescription, relaxation and massage classes at a discount	Yes, 2 programs
Indiana	\$213/year individual; \$213/year household	Yes; incentive discontinued	Yes	Yes	Yes-Mind & Body	Unknown	Unknown	Unknown	3 different programs – all free
Wisconsin	\$163/year; \$143academic; \$77/semester; \$46/summer	Unknown	Unknown	Unknown	Unknown	Unknown	Community Garden	Unknown	U of W Center for Tobacco Res. And Prevention – referrals to several services
Washington	\$200/year or \$60/quarterly; \$7 guest pass	Yes – no incentives	Yes	Yes	Unknown	Unknown	Yes to both	Unknown	Yes. Free
Ohio State	\$437/year; \$115/quarter; \$36.42/mo	Optional – receive med. Premium reduction & \$125 in health rewards	Yes	Yes – YP4H	Unknown	Unknown	Unknown	Unknown	Refers to 5 different prgms – cost varies
Minnesota	\$315/year; \$185/6mo; \$110/semester	Yes – once completed can be part of Healthy Living Prgm - \$65 reward	Yes	Yes – walk ins	Unknown	Unknown	FM – not year round	Unknown	UMD TSC Program – 10 sessions free; \$65 reward upon completing a 6 mo prgm

Appendix No. 3 - Comparison of Wellness Programs of UT System Schools

School	Fitness Center Cost for Employees	Health Assessment	Campus Walking Maps	Heath Screenings/ Preventative Care	Wellness Coordinator Full/Part-time	Community Garden/Farmer's Market	Work/Life	Smoke-Free Campus
UT-Austin HealthPoint - Balance and Well-being in Work & Life	\$396/year	https://www.webmdhealth.com/ut/default.aspx?secure=1	n/a	n/a	n/a	Organic garden opening Spring 2011 - Can grow veggies, herbs, flowers, etc. Plots avail. to student, staff, faculty at UT. http://utgardening.blogspot.com	n/a	no
UT-Arlington - QUEST - Wellness Program	\$240/year	WebMD	n/a	n/a	n/a	n/a	QUEST members can use 1.5 hours of recreation time with supervisor approval	
UT-Brownsville	\$306/year	WebMD	n/a	n/a	n/a	n/a	n/a	
UT-Pan American	\$250/yr; \$85/semester; \$40/summer (includes exercise classes); also have separate Women's-only workout area	WebMD	n/a			Partners w/ a local community garden, but does not have their own on-site		Smoke-Free Workplace
UT-Dallas	\$65/semester, \$50/semester for fitness classes & aquatics, additional workshops (Zumba, Tango, Yoga) are free	WebMD	Indoor walking paths available online	Yes, through UT SELECT - including 100% colonoscopy coverage			no	

School	Fitness Center Cost for Employees	Health Assessment	Campus Walking Maps	Heath Screenings/ Preventative Care	Wellness Coordinator Full/Part-time	Community Garden/Farmer's Market	Work/Life	Smoke-Free Campus
UT-EI Paso	\$225/year (Family Package - incl spouse & 3 kids), \$90 (Sept-Aug); \$80 (Jan-Aug); \$25/month	WebMD	Yes, marked walking trails throughout campus; also Wellness Jogs (described in Class section)	As stated by UT SELECT Preventative Care coverage		n/a	no	
UT - Tyler	\$40/semester (or \$10/mo)	WebMD	n/a	n/a	n/a	n/a		no
UT - San Antonio	\$30/mo	WebMD	Yes - 4 different walking trails		yes	n/a	Links to the UT Living Well website	no
UT - Permian Basin	\$50/year	WebMD	Yes - 3 different walking trails	n/a	n/a	n/a	Links to the UT Living Well website	no
Texas A&M - no Wellness Program/ resources available to Faculty or Staff	\$375/year, \$70/semester for all group exercise classes	n/a	n/a	n/a	n/a	n/a	n/a	

School	FIT Type Program	Workshops/ Classes	Smoking Cessation	Additional Components
UT-Austin HealthPoint - Balance and Well-being in Work & Life	FIT - 12-wk exercise /weight loss program administered by FIT staff. Involves 3 workouts and 1 luncheon seminar each week. Workouts consist of a balanced mix b/w cardiovascular and resistance training, goal being to maximize weight loss from fat and improve the daily functioning for each participant	Recsports/FIT	3 options: BCBS - Tool-kit is free; in-person counseling through health care provider is subject to 20 visit max and co-pays per plan description apply. Prescriptions are subject to pharmacy deductible and co-pays.	
UT-Arlington - QUEST - Wellness Program	n/a	MAC (recsports) at an additional cost	Fresh Start for Tobacco - free tobacco cessation ed classes for students, faculty and staff to support Tobacco Free Campus initiative, Nicotine replacement therapy (NRT), online resources for ACS & WebMD - Smoking Cessation Program, Quitline	
UT-Brownsville	n/a	Free Fitness Fridays - non-members have free admittance to the recenter, recsports classes at an additional cost. Incentives available through campus recreation for achieving fitness goals and prizes drawn for every 30, 45, 60 gym visits	Quitline, UT Select motivational tool-kit, working with a licensed wellness coach to quit & WebMD - Smoking Cessation Program	
UT-Pan American	n/a		Same as the UT Select program	
UT-Dallas	Partnership with "Live Healthy North Texas" - a unique health and wellness program in a team-centric "100 Day Wellness Challenge" focusing on education, motivation and personal achievement (\$20); Corporate Challenge (10-wk Olympic-style competition)		Blue Care Connection (offered at no cost)	Easy website to navigate for staff to understand benefits available - linked SportsRec site with their Wellness Committee website

School	FIT Type Program	Workshops/ Classes	Smoking Cessation	Additional Components
UT-EI Paso	n/a	Brown Bag Luncheons; Seminars; as well as FIT for Life Classes (fee) ranging from Marathon training to Golf, Spin and Circuit Training; Wellness Jogs (2xs/wk for 12 wks each semester; Free); Yoga at noon (Free)	Quitline, PATCH (Prevention & Treatment of Clinical Health); also links to local agencies (Nicotine Anonymous, A Smoke Free Paso del Norte Quitline)	Online resources: relaxation/stress relieving videos/podcasts; exercise videos (kettlebells, bootcamp, office stretches, yoga, etc); office stretches; Highlight Health Hero (monthly interview - 2 pages)
UT - Tyler	n/a	n/a	Found a document (from 2005) that UT Tyler will offer smoking cessation program but cannot find any info on website	
UT - San Antonio		Through RecSports - Nutrition Classes, Squat/Leg Press Competitions, Demonstration Kitchen, etc.	Quitline, Become and Ex, Freedom from Smoking, American Cancer Society, Ready to Quit Step by Step, or by appointment with health educator on campus	
UT - Permian Basin	n/a		UT Select Program	Falcon Wellness website - coming soon
Texas A&M - no Wellness Program/ resources available to Faculty or Staff	n/a	H-E-B Healthy Living Lectures offered through recsports - Free to attend and are on topics from organic food choices and triathlon training	Quitline (available at all Texas schools) - Provides scientific methods to support those who are thinking of quitting and/or actively trying to. Provides educational materials, daily tips, quitting guides, and forums for sharing with others.	

Appendix No. 4 – H.B. 1297

H.B. No. 1297

AN ACT

relating to the creation of the state employee wellness program.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 664, Government Code, is amended by designating Sections 664.001 through 664.006 as Subchapter A and adding a subchapter heading to read as follows:

SUBCHAPTER A. STATE EMPLOYEES HEALTH FITNESS
AND EDUCATION PROGRAMS

SECTION 2. Section 664.001, Government Code, is amended to read as follows:

Sec. 664.001. SHORT TITLE. This subchapter [chapter] may be cited as the State Employees Health Fitness and Education Act of 1983.

SECTION 3. Section 664.003, Government Code, is amended to read as follows:

Sec. 664.003. DEFINITION. In this subchapter [chapter], "state agency" means a department, institution, commission, or other agency of the state.

SECTION 4. Chapter 664, Government Code, is amended by adding Subchapter B to read as follows:

SUBCHAPTER B. STATE EMPLOYEE WELLNESS PROGRAM

Sec. 664.051. DEFINITIONS. In this subchapter:

(1) "Board" means the Worksite Wellness Advisory Board.

(2) "Department" means the Department of State Health Services.

(3) "Executive commissioner" means the executive commissioner of the Health and Human Services Commission.

(4) "State agency" means a department, institution, commission, or other agency that is in the executive, judicial, or legislative branch of state government.

(5) "State employee" means a state employee who participates in a health benefits program administered under Chapter 1551, Insurance Code.

Sec. 664.052. RULES. The executive commissioner shall adopt rules for the administration of this subchapter, including rules prescribing the frequency and location of board meetings.

Sec. 664.053. CREATION OF MODEL PROGRAM; DESIGNATION OF COORDINATOR. (a) The department shall designate a statewide wellness coordinator to create and develop for use by state agencies a model statewide wellness program to improve the health and wellness of state employees. The wellness program may include:

(1) education that targets the most costly or prevalent health care claims, including information addressing stress management, nutrition, healthy eating habits, alcohol and drug abuse, physical activity, disease prevention, and smoking cessation;

(2) the 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;

(3) the development of strategies for the promotion of health, nutritional, and fitness-related resources in state agencies;

(4) the development and promotion of environmental change strategies that integrate healthy behaviors and physical activity, including recommending healthy food choices in snack bars, vending machines, and state-run cafeterias located in state buildings; and

(5) 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.

(b) The statewide wellness coordinator shall:

(1) coordinate with other agencies that administer a health benefits program under Chapter 1551, Insurance Code, as necessary to develop the model wellness program, prevent duplication of efforts, provide information and resources to employees, and encourage the use of wellness benefits included in the health benefits program;

(2) maintain a set of Internet links to health resources for use by state employees;

(3) design an outreach campaign to educate state employees about health and fitness-related resources, including available exercise facilities, online tools, and health and fitness-related organizations;

(4) study the implementation and participation rates of state agency worksite wellness programs and report the findings to the legislature biennially; and

(5) organize an annual conference hosted by the department for all state agency wellness councils.

(c) The statewide wellness coordinator may consult with a state agency operating health care programs on matters relating to wellness promotion.

(d) A state agency shall designate an employee to serve as the wellness liaison between the agency and the statewide wellness coordinator.

(e) A state agency may implement a wellness program based on

the model program or components of the model program developed under this section.

(f) The statewide wellness coordinator may assist a state agency in establishing employee wellness demonstration projects that incorporate best practices for encouraging employee participation and the achievement of wellness benefits. A wellness program demonstration project may implement strategies to optimize the return of state investment in employee wellness, including savings in direct health care costs and savings from preventing conditions and diagnoses through better employee wellness.

Sec. 664.054. WORKSITE WELLNESS ADVISORY BOARD; COMPOSITION. (a) The board consists of the following 13 members appointed by the executive commissioner:

(1) five state agency employees, including one employee of each of the following agencies:

- (A) Department of Agriculture;
- (B) Texas Education Agency;
- (C) Texas Department of Transportation;
- (D) Texas Department of Criminal Justice; and
- (E) the department;

(2) one other employee of the department who is involved in worksite wellness efforts at the department;

(3) one employee of the Employees Retirement System of Texas;

(4) two state employee representatives of an eligible state employee organization described by Section 403.0165 with at least 10,000 active, dues-paying members;

(5) one worksite wellness professional;

(6) one representative of the American Cancer Society;

(7) one representative of the American Heart Association; and

(8) one representative of the Texas Medical Association.

(b) In appointing members to the board, the executive commissioner shall:

(1) make an effort to appoint at least one member from each of the health and human services regions; and

(2) consider input received from state agency employees.

(c) The members of the board shall elect a presiding officer.

(d) Each member of the board who is not a state officer or employee serves a two-year term expiring February 1 of each odd-numbered year and may be reappointed. Each member of the board who is a state officer or employee serves on the board at the pleasure of the executive commissioner.

(e) If a vacancy occurs, the executive commissioner shall

appoint a person to fill the vacancy.

(f) A state officer or employee appointed to the board serves on the board ex officio as an additional duty of the member's office or employment.

Sec. 664.055. REIMBURSEMENT. A member of the board may not receive compensation for service as a board member but is entitled to reimbursement of the member's travel expenses:

(1) under the rules for reimbursement that apply to the member's office or employment, if the member is a state officer or employee; or

(2) as provided by the General Appropriations Act, if the member is not a state officer or employee.

Sec. 664.056. ADMINISTRATION. The board is administratively attached to the department. The department shall provide the staff necessary for the board to perform its duties.

Sec. 664.057. APPLICABILITY OF OTHER LAW. Chapter 2110 does not apply to the size, composition, or duration of the board.

Sec. 664.058. DONATIONS. The board may receive in-kind and monetary gifts, grants, and donations from public and private donors to be used for the purposes of this subchapter.

Sec. 664.059. DUTIES. The board shall advise the department, executive commissioner, and statewide wellness coordinator on worksite wellness issues, including:

(1) funding and resource development for worksite wellness programs;

(2) identifying food service vendors that successfully market healthy foods;

(3) best practices for worksite wellness used by the private sector; and

(4) worksite wellness features and architecture for new state buildings based on features and architecture used by the private sector.

Sec. 664.060. STATE AGENCY WELLNESS COUNCILS. (a) A state agency may facilitate the development of a wellness council composed of employees and managers of the agency to promote worksite wellness in the agency.

(b) A wellness council may work to:

(1) increase employee interest in worksite wellness;

(2) develop and implement policies to improve agency infrastructure to allow for increased worksite wellness; and

(3) involve employees in worksite wellness programs.

(c) Members of a wellness council may review the recommendations of the board and develop a plan to implement the recommendations.

(d) A state agency may allow its employees to participate in wellness council activities for two or more hours each month.

(e) The department shall provide technical support to each

state agency wellness council and shall provide financial support to councils if funds are available.

(f) A wellness council may annually identify best practices for worksite wellness in the agency and report the practices to the board.

Sec. 664.061. AGENCY WELLNESS POLICIES. A state agency may:

- (1) allow each employee 30 minutes during normal working hours for exercise three times each week;
- (2) allow all employees to attend on-site wellness seminars when offered; and
- (3) provide eight hours of additional leave time each year to an employee who:
 - (A) receives a physical examination; and
 - (B) completes either an online health risk assessment tool provided by the board or a similar health risk assessment conducted in person by a worksite wellness coordinator.

SECTION 5. The executive commissioner of the Health and Human Services Commission shall adopt rules under Subchapter B, Chapter 664, Government Code, as added by this Act, not later than January 1, 2008.

SECTION 6. Section 664.006, Government Code, is repealed.

SECTION 7. This Act takes effect September 1, 2007.

President of the Senate

Speaker of the House

I certify that H.B. No. 1297 was passed by the House on April 26, 2007, by the following vote: Yeas 142, Nays 0, 1 present, not voting; and that the House concurred in Senate amendments to H.B. No. 1297 on May 23, 2007, by the following vote: Yeas 144, Nays 2, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 1297 was passed by the Senate, with amendments, on May 18, 2007, by the following vote: Yeas 29, Nays 0.

Secretary of the Senate

APPROVED:

Date

Governor