



Staff Wellness Scan Full Analysis

8/25/2021

This project was supported by Grant No. 2019-RY-BX-K003 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the SMART Office. Points of view or opinions in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.



Acknowledgements

Elizabeth Gondles, Ph.D. Senior Director
Office of Correctional Health and Professional Development
American Correctional Association, Alexandria, VA

Michael Miskell, MPH, CHES®, Director
Office of Correctional Health, ACA
American Correctional Association, Alexandria, VA

Rosemarie Martin, Ph.D., Associate Professor
School of Public Health, Brown University, RI

Ariel Hoadley, MPH, Data Scientist
School of Public Health, Brown University, RI.

The American Correctional Association would like to thank the following parties for their contributions to this work:

Bureau of Justice Assistance

ACA/BJA Staff Wellness Advisory Committee:

American Jail Association
Correctional Leaders Association
Denver Sheriff Department
American Probation and Parole Association
Correctional Peace Officers Foundation
National Governors Association
North American Association of Wardens and Superintendents



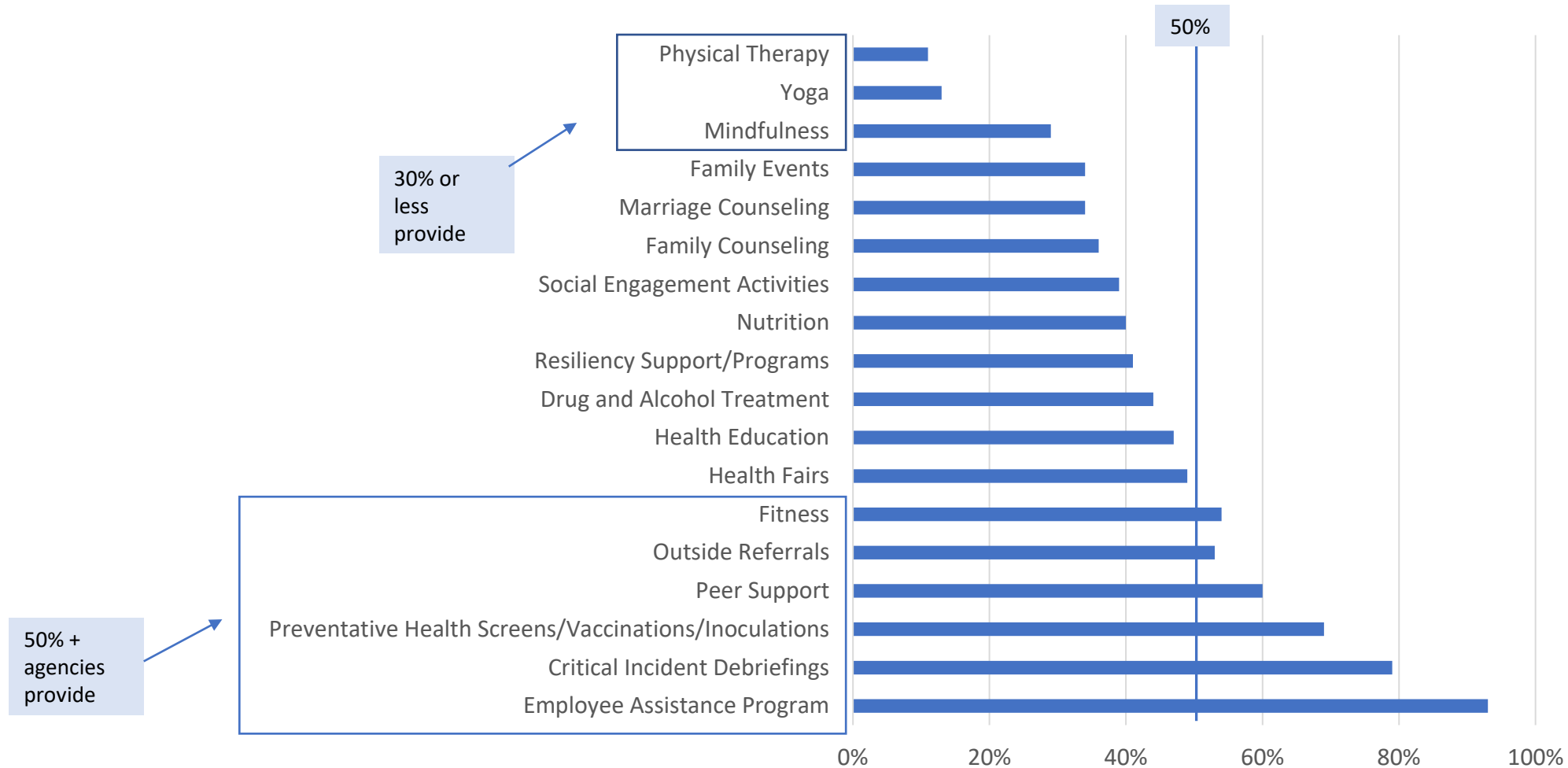
Aggregate Results

Staff Wellness Program Offerings (N=70)

| Program Type | All Agencies (N=70) % |
|--|-----------------------------|
| Employee Assistance Program | 93% |
| Critical Incident Debriefings | 79% |
| Preventative Health Screens/Vaccinations/Inoculations | 69% |
| Peer Support | 60% |
| Outside Referrals | 53% |
| Fitness | 54% |
| Health Fairs | 49% |
| Health Education | 47% |
| Drug and Alcohol Treatment | 44% |
| Resiliency Support/Programs | 41% |
| Nutrition | 40% |
| Social Engagement Activities | 39% |
| Family Counseling | 36% |
| Marriage Counseling | 34% |
| Family Events | 34% |
| Mindfulness | 29% |
| Yoga | 13% |
| Physical Therapy | 11% |

Staff Wellness Program Offerings (N=70)

"My agency offers..."



Staff Wellness Program Offerings (N=70)

"My agency offers..."



Overview of availability of offerings:

- 4% of agencies did not offer Staff Wellness Programming of any kind
- **10-30% provide:** mindfulness, Yoga, physical therapy
- **31-50% provide:** health education, drug and alcohol treatment, resiliency support, nutrition, social engagement activities, marriage or family counseling
- **50% or more provide:** Employee Assistance Program, Critical Incident Debriefings, Preventative Health Screens/Vaccinations/Inoculations, Peer Support, Outside Referrals, Fitness, Health Fairs

Characteristics of Staff Wellness Programs Offered (N=65)

| | EAP (N=65) | Peer (N=41) | Drug ETOH (N=31) | Fitness (N=31) | Nutrition (N=24) | PT (N=8) | Outside referral (N=37) | Yoga (N=9) | Mindful- ness (N=19) | Family counsel- ing (N=25) | Marriage counsel- ing (N=24) | Health fairs (N=30) | Preventi on health (N=47) | Social engagem ent (N=23) | Family Events (N=23) | Crit. Incident debrief (N=55) | Resiliency support (N=29) |
|-----------------------------|---------------|----------------|------------------------|-------------------|---------------------|-------------|-------------------------------|---------------|----------------------------|-------------------------------------|---------------------------------------|---------------------------|------------------------------------|------------------------------------|----------------------------|--|---------------------------------|
| Offered under my EAP | NA | 27% | 90% | 23% | 46% | 38% | 89% | 22% | 53% | 100% | 92% | 30% | 23% | 13% | 13% | 22% | 41% |
| Confidential | 95% | 83% | 90% | 19% | 42% | 63% | 73% | 22% | 32% | 88% | 88% | 27% | 66% | 9% | 4% | 62% | 62% |
| Mandatory | 16% | -- | 13% | -- | -- | -- | 3% | -- | 5% | -- | -- | -- | 4% | -- | -- | 26% | 7% |
| Tied to job performance | 11% | -- | 10% | -- | -- | 13% | 3% | -- | -- | -- | -- | -- | -- | -- | -- | 2% | 7% |
| Copay or fee | 5% | -- | 23% | 10% | 8% | 63% | 22% | 22% | 5% | 12% | 13% | 3% | 13% | -- | -- | -- | 3% |
| Frequency limitations | 32% | 5% | 32% | 13% | 21% | 25% | 22% | 11% | -- | 40% | 38% | 3% | 13% | 9% | 13% | 6% | 21% |
| Available to spouse(s) | 68% | 34% | 48% | 32% | 29% | 50% | 49% | 22% | 21% | 84% | 75% | 23% | 38% | 26% | 74% | 11% | 28% |
| Offered by agency | 79% | 90% | 45% | 77% | 58% | 50% | 60% | 56% | 53% | 56% | 54% | 73% | 57% | 87% | 91% | 86% | 76% |
| Provided by external entity | 74% | 15% | 68% | 32% | 58% | 88% | 51% | 33% | 26% | 68% | 58% | 47% | 70% | 13% | 4% | 24% | 45% |

Characteristics of Programs (N=65)



Where appropriate, wellness programs are offered confidentially.

Few programs are tied to job performance or are mandatory.

Offered by external entity more than agency: drug and alcohol treatment, family counseling, physical therapy, and preventative health.

Copays or fees are uncommon except for drug and alcohol treatment, physical therapy, yoga, and outside referrals.

Frequency limitations are associated with:

- counseling programs (drug and alcohol treatment, family, marriage, resiliency support)

- physical health programs (physical therapy, nutrition, fitness)

- outside referrals

Most services are available to spouses.

Health Education Topics Provided

| Health Education includes ... | All Agencies (N =70) |
|-------------------------------|-------------------------|
| Stress Management | 40% |
| Staff Suicide Awareness | 39% |
| Financial Wellness | 36% |
| Time Management | 27% |
| Other Health Education Topic | 17% |



- **47% of agencies provide Health Education**
- Stress management and suicide awareness are the 2 most offered topics

Frequency/Timing of Training Topics *Among Agencies that Offer Health Education*

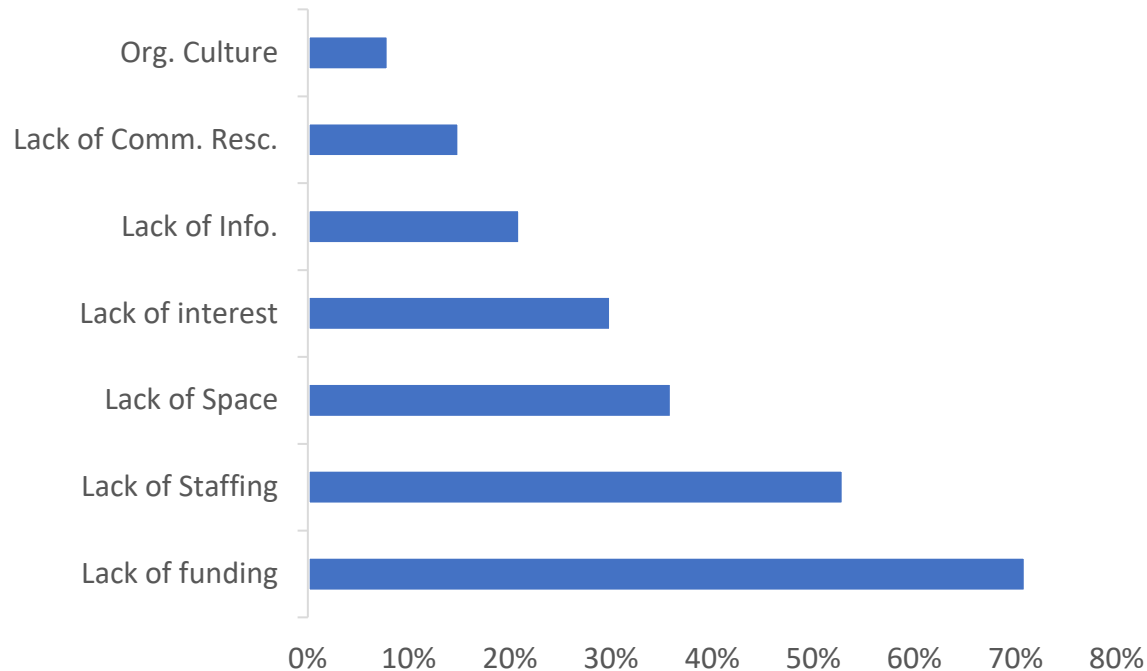
| Health Education Includes..... | Academy % (n) | Annually % (n) | As Needed % (n) |
|--------------------------------------|------------------|-------------------|--------------------|
| Staff Suicide Awareness (n=27) | 63.0% (17) | 77.8% (21) | 48.1% (13) |
| Stress Management (n=31) | 45.2% (14) | 54.8% (17) | 67.7% (21) |
| Time Management (n=17) | 29.4% (5) | 41.2% (7) | 82.4% (14) |
| Coping Skills (n=28) | 46.4% (13) | 53.6% (15) | 60.7% (17) |
| Financial Wellness (n=25) | 24.0% (6) | 20.0% (5) | 84.0% (21) |
| Other Health Education Topics (n=11) | 72.7% (8) | 72.7% (8) | 82.8% (9) |

Notes. Missing responses excluded from the present table for stress management (n=1), time management (n=2), other health education topics (n=1).



- Frequency and timing of health education varies.
- All topics are offered “As needed” indicating responsiveness to specific circumstances.
- Suicide awareness is the topic provided annually among most agencies offering health education.
- Providing health education during Academy is an opportunity to provide comprehensive education.

What are the barriers to offering a staff wellness program? N=61



| Barrier | N=61 |
|---------------------------------|-------|
| Lack of funding | 70.5% |
| Lack of adequate staffing level | 52.5% |
| Lack of physical space | 36.1% |
| Lack of interest | 29.5% |
| Lack of information/knowledge | 21.3% |
| Lack of community resources | 14.8% |
| Organizational culture | 8.2% |

Notes. Nine responses had missing/invalid data and were excluded from this table. Organizational culture was only coded as a barrier when described in participants' free text responses.

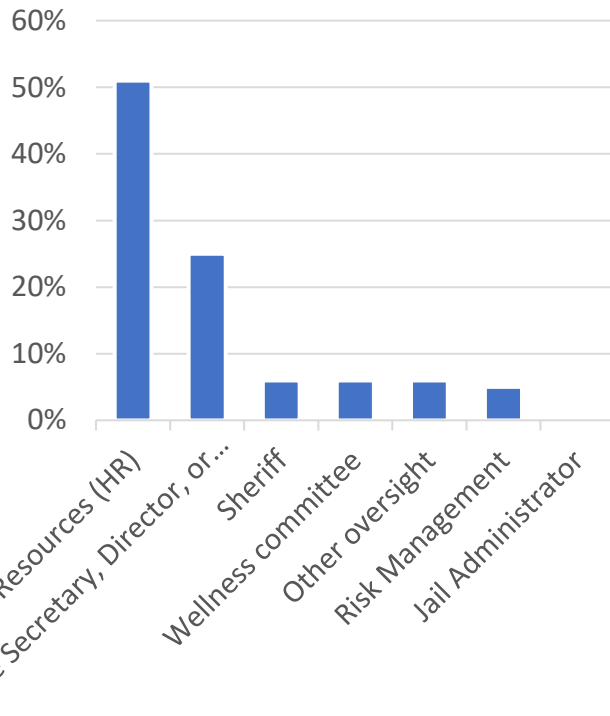
Primary Oversight & Funding for Staff Wellness Programs

Who has primary responsibility for oversight of the staff wellness program?

| Primary Oversight | N=63 % |
|--|--------|
| Human Resources (HR) | 51% ★ |
| State Secretary, Director, or Commissioner | 25% |
| Sheriff | 6% |
| Wellness committee | 6% |
| Other oversight | 6% |
| Risk Management | 5% |
| Jail Administrator | -- |
| Total: | 100% |

Where does funding for staff wellness come from?

| Funding Source | N=67 % |
|-------------------------------------|--------|
| Line item | 51% ★ |
| Facility operations | 34% ★ |
| Discretionary funds | 25% |
| External source | 21% |
| Grant | 10% |
| Employee association or union funds | 10% |
| Other source(s) | 2% |



Funding Source & Number of Wellness Programs Offered



Funding sources were not related to the overall number of programs offered.

| Funding Source | | All Agencies (N=67) |
|-------------------------------------|--------------------------|----------------------------|
| | Had this funding source? | Overall average # programs |
| Line item | Yes (n=34) | 8.32 (4.42) |
| | No (n=33) | 8.85 (4.25) |
| Facility operations | Yes (n=23) | 8.17 (3.97) |
| | No (n=44) | 8.80 (4.51) |
| Discretionary funds | Yes (n=17) | 9.82 (4.76) |
| | No (n=50) | 8.16 (4.12) |
| External source | Yes (n=14) | 9.57 (3.84) |
| | No (n=53) | 8.32 (4.43) |
| Grant | Yes (n=7) | 8.57 (2.94) |
| | No (n=60) | 8.58 (4.47) |
| Employee association or union funds | Yes (n=7) | 9.14 (4.67) |
| | No (n=60) | 8.52 (4.31) |
| Other source(s) | Yes (n=1) | 9.00 |
| | No (n=66) | 8.57 (4.35) |

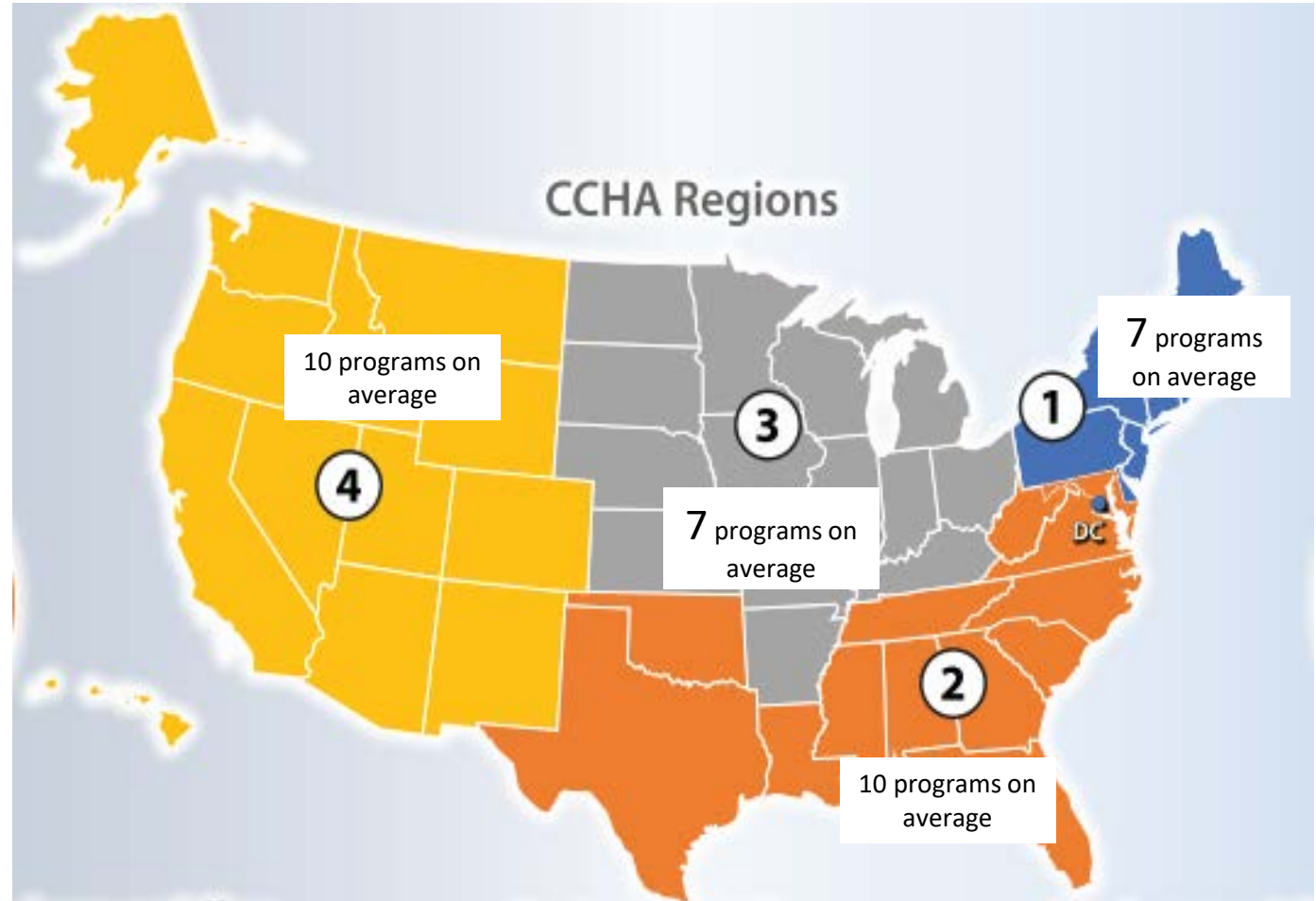
Openness to ACA Assistance (N=65)

| Openness to ACA Assistance | % (n) |
|--|------------|
| Yes, even though we already evaluate our program | 27.7% (18) |
| Yes, we do not yet evaluation our program | 27.7% (18) |
| No, we already evaluate our program | 10.8% (7) |
| No, we are not yet ready | 18.5% (12) |
| No, we are not interested | 9.2% (6) |
| No, we do not have a staff wellness program | 6.2% (4) |

Regional Results

Regional Breakdown of Responding Agencies (N=70)

| Region | n | # Staff (Range) | # Institutions (Range) | # of programs (Range) |
|--------|----|-------------------------|------------------------|-----------------------|
| 1 | 14 | 6,161 (45 to 29,000) | 14 (1 to 52) | 7 (2 to 17) |
| 2 | 21 | 6,712 (30 to 35,679) | 25 (1 to 93) | 10 (3-16) |
| 3 | 19 | 4,920 (16 to 13,000) | 12 (1 to 37) | 7 (2 to 13) |
| 4 | 16 | 2,842 (31 to 9,500) | 7 (1 to 20) | 10 (3-17) |



Regional Breakdown of Responding Agencies (N=70)

Region 1

- 20% of agencies responding were from Region 1.
 - Similar average number of staff as Region 2.
 - Similar average number of institutions within agency as Region 3.

Region 2

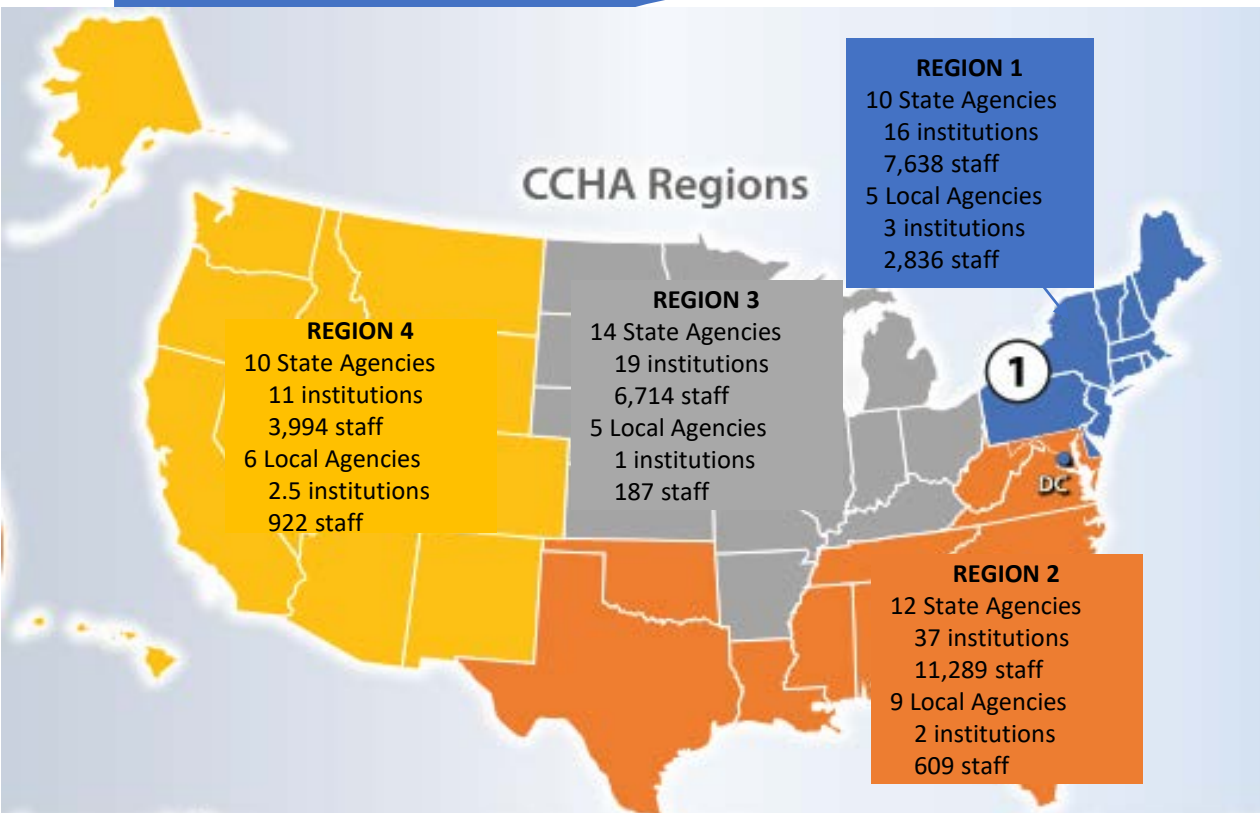
- 30% of agencies responding were from Region 2.
- Agencies responding were larger in size (# institutions) and staff membership (# staff).
 - Twice the size of region 3 in institutions.
 - Three times the size of region 4 in institutions and staff.

Region 3

- 27% of agencies responding were from Region 3.
- Similar average number of institutions within agency as Region 1.
 - Number of staff less than Regions 1 & 2.

Region 4

- 23% of agencies responding were from Region 4.
- Region 4 agencies were smaller in size (# institutions) and staff membership (# staff) compared to all regions.



Regional Staff Wellness Program Offerings (N=70)

“My agency offers...”

| | Region 1 (n=14) | | Region 2 (n=21) | | Region 3 (n=19) | | Region 4 (n=16) | | All Regions | |
|--|--------------------|-----|--------------------|-----|--------------------|------|--------------------|-----|----------------|-----|
| | n | % | n | % | n | % | n | % | n | % |
| Has Employee Assistance Program | 12 | 86% | 19 | 91% | 19 | 100% | 15 | 94% | 65 | 93% |
| Has Critical Incident Debriefings | 9 | 64% | 19 | 91% | 14 | 74% | 13 | 81% | 55 | 79% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 4 | 29% | 17 | 81% | 14 | 74% | 13 | 81% | 48 | 69% |
| Has Peer Support | 10 | 71% | 9 | 43% | 15 | 79% | 8 | 50% | 42 | 60% |
| Has Outside Referrals | 8 | 57% | 12 | 57% | 9 | 47% | 8 | 50% | 37 | 53% |
| Has Fitness | 6 | 43% | 9 | 43% | 12 | 63% | 9 | 56% | 38 | 54% |
| Has Health Fairs | 5 | 36% | 14 | 67% | 7 | 37% | 8 | 50% | 34 | 49% |
| Has Health Education | 6 | 43% | 13 | 62% | 5 | 26% | 9 | 56% | 33 | 47% |
| Has Drug and Alcohol Treatment | 11 | 79% | 8 | 38% | 6 | 32% | 6 | 38% | 31 | 44% |
| Has Resiliency Support/Programs | 5 | 36% | 9 | 43% | 8 | 42% | 7 | 44% | 29 | 41% |
| Has Nutrition | 6 | 43% | 9 | 43% | 6 | 32% | 7 | 44% | 28 | 40% |
| Has Social Engagement Activities | 2 | 14% | 8 | 38% | 9 | 47% | 8 | 50% | 27 | 39% |
| Has Family Counseling | 4 | 29% | 10 | 48% | 4 | 21% | 7 | 44% | 25 | 36% |
| Has Marriage Counseling | 3 | 21% | 11 | 52% | 3 | 16% | 7 | 44% | 24 | 34% |
| Has Family Events | 3 | 21% | 8 | 38% | 5 | 26% | 8 | 50% | 24 | 34% |
| Has Mindfulness | 4 | 29% | 6 | 29% | 3 | 16% | 7 | 44% | 20 | 29% |
| Has Yoga | 3 | 21% | 3 | 14% | 1 | 5% | 2 | 13% | 9 | 13% |
| Has Physical Therapy | 1 | 7% | 3 | 14% | 1 | 5% | 3 | 19% | 8 | 11% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Availability of Staff Wellness Program Types by Region (N=70)

“My agency ...”

| | Region 1 (n=14) | | Region 2 (n=21) | | Region 3 (n=19) | | Region 4 (n=16) | | All Regions | |
|--|--------------------|-----|--------------------|-----|--------------------|------|--------------------|-----|----------------|-----|
| | n | % | n | % | n | % | n | % | n | % |
| Has Employee Assistance Program | 12 | 86% | 19 | 91% | 19 | 100% | 15 | 94% | 65 | 93% |
| Has Critical Incident Debriefings | 9 | 64% | 19 | 91% | 14 | 74% | 13 | 81% | 55 | 79% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 4 | 29% | 17 | 81% | 14 | 74% | 13 | 81% | 48 | 69% |
| Has Peer Support | 10 | 71% | 9 | 43% | 15 | 79% | 8 | 50% | 42 | 60% |
| Has Outside Referrals | 8 | 57% | 12 | 57% | 9 | 47% | 8 | 50% | 37 | 53% |
| Has Fitness | 6 | 43% | 9 | 43% | 12 | 63% | 9 | 56% | 38 | 54% |
| Has Health Fairs | 5 | 36% | 14 | 67% | 7 | 37% | 8 | 50% | 34 | 49% |
| Has Health Education | 6 | 43% | 13 | 62% | 5 | 26% | 9 | 56% | 33 | 47% |
| Has Drug and Alcohol Treatment | 11 | 79% | 8 | 38% | 6 | 32% | 6 | 38% | 31 | 44% |
| Has Resiliency Support/Programs | 5 | 36% | 9 | 43% | 8 | 42% | 7 | 44% | 29 | 41% |
| Has Nutrition | 6 | 43% | 9 | 43% | 6 | 32% | 7 | 44% | 28 | 40% |
| Has Social Engagement Activities | 2 | 14% | 8 | 38% | 9 | 47% | 8 | 50% | 27 | 39% |
| Has Family Counseling | 4 | 29% | 10 | 48% | 4 | 21% | 7 | 44% | 25 | 36% |
| Has Marriage Counseling | 3 | 21% | 11 | 52% | 3 | 16% | 7 | 44% | 24 | 34% |
| Has Family Events | 3 | 21% | 8 | 38% | 5 | 26% | 8 | 50% | 24 | 34% |
| Has Mindfulness | 4 | 29% | 6 | 29% | 3 | 16% | 7 | 44% | 20 | 29% |
| Has Yoga | 3 | 21% | 3 | 14% | 1 | 5% | 2 | 13% | 9 | 13% |
| Has Physical Therapy | 1 | 7% | 3 | 14% | 1 | 5% | 3 | 19% | 8 | 11% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Region - Staff Wellness Program Offerings (N=70)

| Program Type | Region 1 (n=14) % | Region 2 (n=21) % | Region 3 (n=19) % | Region 4 (n=16) % | All Regions (N=70) % |
|---|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------------|
| Employee Assistance Program | 86% | 90% | 100% | 94% | 93% |
| Critical Incident Debriefings | 64% | 90% | 74% | 81% | 79% |
| Preventative Health Screens/Vaccinations/Inoculations | 29% | 81% | 74% | 81% | 69% |
| Peer Support | 71% | 43% | 79% | 50% | 60% |
| Outside Referrals | 57% | 57% | 47% | 50% | 53% |
| Fitness | 43% | 43% | 63% | 44% | 54% |
| Health Fairs | 38% | 67% | 37% | 50% | 49% |
| Health Education | 43% | 62% | 26% | 56% | 47% |
| Drug and Alcohol Treatment | 79% | 38% | 32% | 38% | 44% |
| Resiliency Support/Programs | 36% | 43% | 42% | 44% | 41% |
| Nutrition | 43% | 43% | 32% | 56% | 40% |
| Social Engagement Activities | 14% | 38% | 47% | 50% | 39% |
| Family Counseling | 29% | 48% | 21% | 44% | 36% |
| Marriage Counseling | 21% | 52% | 16% | 44% | 34% |
| Family Events | 21% | 38% | 26% | 50% | 34% |
| Mindfulness | 29% | 29% | 16% | 44% | 29% |
| Yoga | 21% | 14% | 5% | 13% | 13% |
| Physical Therapy | 7% | 14% | 5% | 19% | 11% |

All regions offered every program.

- Physical therapy, yoga, mindfulness were the least offered in all regions.

Region 1

- Low %** offer preventive health screens (29%), social engagement activities (14%), family & marriage counseling (29%, 21%), and family events (21%)
- High %** offer drug & alcohol treatment and peer support (71%)

Region 2

- 50% of agencies offer every program (except physical therapy, yoga, mindfulness, family events)

Region 3

- Low %** offer family & marriage counseling (21%, 16%), family events (26%), mindfulness (16%), and health education (26%)
- Minimal** offering of yoga and physical therapy (5%)

Region 4

- 40% of agencies offer every program (except physical therapy and yoga)

Low offering

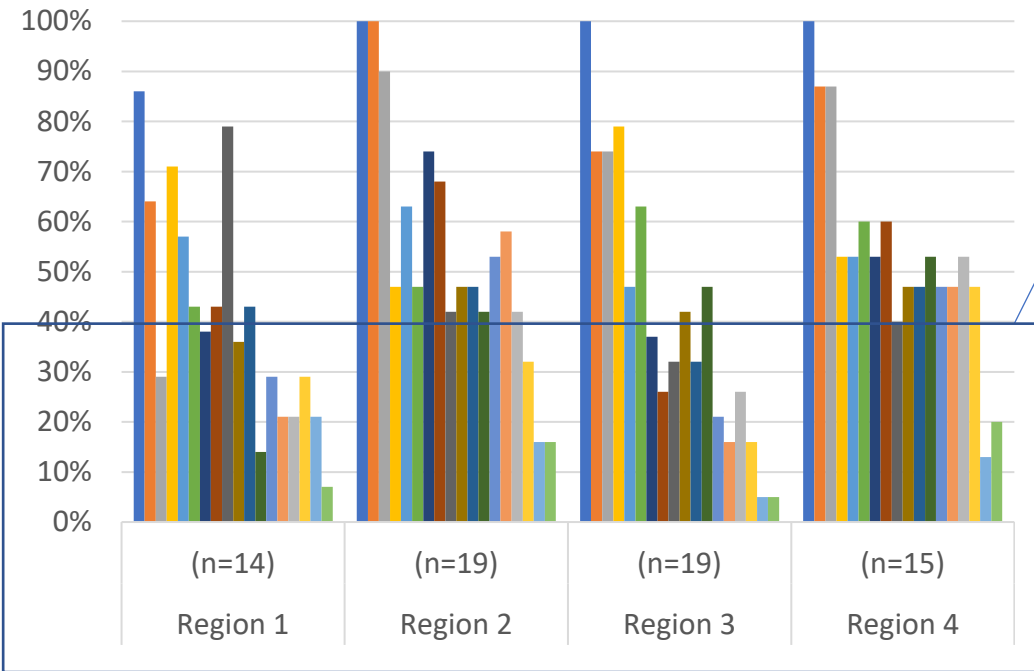
High offering

40% or more

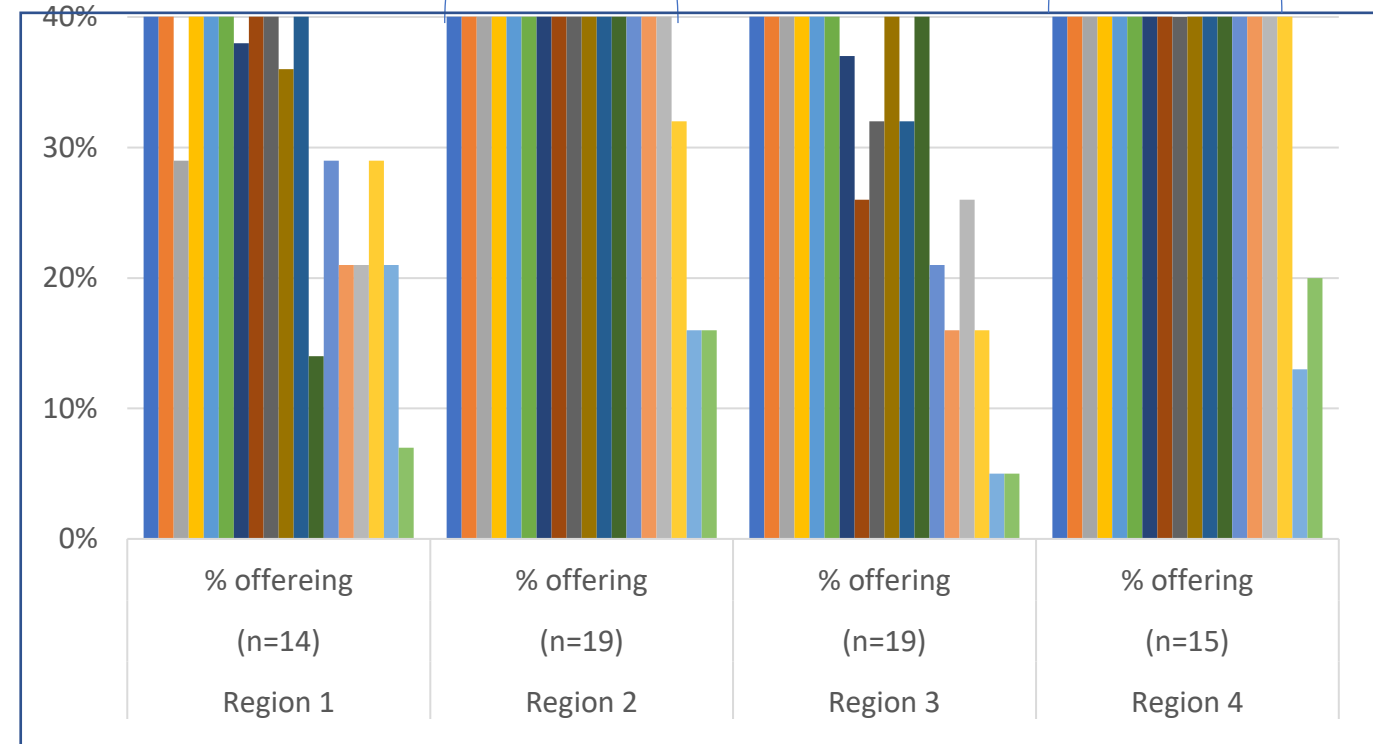
Legend

Region - Staff Wellness Program Offerings (N=70)

"My agency offers..."



This bar graph show the % of agencies offering each wellness program. By examining the plot of the bars we can see in Regions 2 & 4, 40% of more of agencies offer all but 3 programs.



Region - Characteristics of Employee Assistance Program (N=65)

| EAP has/is... | Region 1 (n=12) | Region 2 (n=19) | Region 3 (n=19) | Region 4 (n=15) |
|-----------------------------|--------------------|--------------------|--------------------|--------------------|
| Frequency limitations | 8% | 32% | 24% | 40% |
| Mandatory | -- | 16% | 7% | 5% |
| Offered by agency | 83% | 79% | 60% | 70% |
| Provided by external entity | 50% | 74% | 80% | 70% |
| Tied to job performance | -- | 11% | 2% | 5% |
| Confidential | 92% | 95% | 93% | 95% |
| Copay or fee | -- | 5% | 2% | 5% |
| Available to spouse(s) | 42% | 68% | 69% | 65% |

All regions:

- + Copays or fee are mostly not required for EAP
- + EAP is confidential
- EAP is provided by the agency and external entity for over 50% of agencies.

Regions 2, 3 & 4

- + 65% or more of agencies have EAP available to spouse.
- 24% or more have frequency limitations on EAP

Region 1

- + Only 8% have frequency limitations (vs. 32, 24, 40)

Region 3

- EAP is tied to job performance

Region – Characteristics of Staff Wellness Programs

| | Peer Support N=41 | | | | Drug/ETOH Treatment N=31 | | | | Fitness programs N=31 | | | | Nutrition N=24 | | | |
|-----------------------------|----------------------|----------|-----------|----------|-----------------------------|----------|----------|----------|--------------------------|----------|----------|----------|-------------------|----------|----------|----------|
| Characteristic | 1 n=10 | 2 n=9 | 3 n=15 | 4 n=7 | 1 n=11 | 2 n=8 | 3 n=6 | 4 n=6 | 1 n=4 | 2 n=9 | 3 n=5 | 4 n=6 | 1 n=4 | 2 n=9 | 3 n=5 | 4 n=6 |
| Offered by my EAP | 60% | 33% | 7% | 14% | 91% | 75% | 100% | 100% | 75% | 67% | 20% | 17% | 75% | 67% | 20% | 17% |
| Frequency limitations | 10% | 11% | -- | -- | 9% | 50% | 33% | 50% | 25% | 22% | -- | 33% | 25% | 22% | -- | 33% |
| Mandatory | -- | -- | -- | -- | -- | 13% | 33% | 17% | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 80% | 100% | 93% | 88% | 46% | 63% | 33% | 33% | 75% | 56% | 60% | 50% | 75% | 56% | 60% | 50% |
| Provided by external entity | 20% | 22% | 7% | 14% | 55% | 75% | 83% | 67% | 25% | 56% | 60% | 83% | 25% | 56% | 60% | 83% |
| Tied to job performance | -- | -- | -- | -- | 9% | 25% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 90% | 67% | 87% | 86% | 91% | 100% | 83% | 83% | 50% | 44% | 60% | 17% | 50% | 44% | 60% | 17% |
| Copay or fee | -- | -- | -- | -- | 18% | 25% | 17% | 33% | 25% | 11% | -- | -- | 25% | 11% | -- | -- |
| Available to spouse(s) | 30% | 44% | 33% | 29% | 46% | 63% | 50% | 33% | 50% | 44% | -- | 17% | 50% | 44% | -- | 17% |

Region – Characteristics of Staff Wellness Programs

| | Physical Therapy N=8 | | | | External Referrals N=37 | | | | Yoga Programs N=9 | | | | Mindfulness Program N=19 | | | |
|-----------------------------|-------------------------|----------|----------|----------|----------------------------|-----------|----------|----------|----------------------|----------|----------|----------|-----------------------------|----------|----------|----------|
| Characteristic | 1 n=1 | 2 n=3 | 3 n=1 | 4 n=3 | 1 n=8 | 2 n=12 | 3 n=8 | 4 n=8 | 1 n=3 | 2 n=3 | 3 n=1 | 4 n=2 | 1 n=4 | 2 n=6 | 3 n=2 | 4 n=7 |
| Offered by my EAP | 100% | 67% | -- | -- | 75% | 100% | 78% | 100% | 33% | -- | 100% | -- | 50% | 50% | -- | 71% |
| Frequency limitations | 100% | 33% | -- | -- | -- | 25% | 11% | 50% | -- | 33% | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | 11% | -- | -- | -- | -- | -- | -- | -- | 50% | -- |
| Offered by agency | 100% | 67% | -- | 33% | 88% | 50% | 44% | 63% | 100% | -- | -- | 100% | 75% | 50% | 50% | 43% |
| Provided by external entity | 100% | 100% | 100% | 67% | 38% | 58% | 44% | 63% | -- | 100% | -- | -- | -- | 50% | -- | 29% |
| Tied to job performance | -- | 33% | -- | -- | -- | -- | 11% | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 100% | 67% | 100% | 33% | 75% | 75% | 56% | 88% | 33% | 33% | -- | -- | 50% | 50% | 50% | -- |
| Copay or fee | 100% | 33% | 100% | 67% | 25% | 25% | 11% | 25% | -- | 67% | -- | -- | -- | 17% | -- | -- |
| Available to spouse(s) | 100% | 67% | -- | 33% | 38% | 67% | 33% | 50% | -- | 67% | -- | -- | 25% | 33% | -- | 14% |

Region – Characteristics of Staff Wellness Programs

| | Family Counseling N=24 | | | | Marriage Counseling N=24 | | | | Health Fairs N=30 | | | | Preventative Health Program N=47 | | | |
|--------------------------------|---------------------------|-----------|----------|----------|-----------------------------|-----------|----------|----------|----------------------|-----------|----------|----------|-------------------------------------|-----------|-----------|-----------|
| Characteristic | 1 n=4 | 2 n=10 | 3 n=4 | 4 n=7 | 1 n=3 | 2 n=11 | 3 n=3 | 4 n=7 | 1 n=4 | 2 n=13 | 3 n=6 | 4 n=7 | 1 n=4 | 2 n=17 | 3 n=14 | 4 n=12 |
| Offered by my EAP | 100% | 100% | 100% | 100% | 100% | 82% | 100% | 100% | 50% | 31% | 17% | 29% | 50% | 29% | 7% | 25% |
| Frequency limitations | 25% | 40% | 50% | 43% | -- | 36% | 67% | 43% | -- | 8% | -- | -- | 25% | 12% | 7% | 17% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 25% | 6% | -- | -- |
| Offered by agency | 75% | 30% | 75% | 71% | 67% | 36% | 67% | 71% | 100% | 54% | 100% | 71% | 75% | 71% | 43% | 50% |
| Provided by external entity | 25% | 80% | 75% | 71% | 33% | 64% | 67% | 57% | 25% | 62% | 50% | 29% | 75% | 71% | 71% | 67% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 50% | 100% | 100% | 86% | 67% | 100% | 67% | 86% | -- | 31% | 33% | 29% | 75% | 59% | 64% | 75% |
| Copay or fee | 25% | 10% | -- | 14% | 33% | 9% | 33% | -- | -- | 8% | -- | -- | -- | 18% | 7% | 17% |
| Available to spouse(s) | 100% | 90% | 50% | 86% | 100% | 82% | 67% | 57% | 25% | 39% | 17% | -- | 25% | 47% | 29% | 42% |

Region – Characteristics of Staff Wellness Programs

| | Social Engagement Events N=23 | | | | Family Events N=23 | | | | Critical Incident Debriefing N=55 | | | | Resiliency Support N=29 | | | |
|-----------------------------|----------------------------------|----------|----------|----------|-----------------------|----------|----------|----------|--------------------------------------|-----------|-----------|-----------|----------------------------|----------|----------|----------|
| Characteristic | 1 n=1 | 2 n=6 | 3 n=8 | 4 n=8 | 1 n=3 | 2 n=7 | 3 n=5 | 4 n=8 | 1 n=9 | 2 n=19 | 3 n=14 | 4 n=13 | 1 n=5 | 2 n=9 | 3 n=8 | 4 n=7 |
| Offered by my EAP | 100% | 17% | 13% | -- | 67% | 14% | -- | -- | 33% | 37% | 7% | 8% | 80% | 56% | -- | 43% |
| Frequency limitations | -- | 17% | 13% | -- | -- | -- | 20% | 25% | -- | 5% | -- | 15% | 20% | 44% | 13% | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | 44% | 16% | 21% | 31% | 20% | 11% | -- | -- |
| Offered by agency | 100% | 83% | 88% | 88% | 100% | 88% | 100% | 88% | 89% | 74% | 93% | 92% | 80% | 100% | 63% | 57% |
| Provided by external entity | -- | 33% | -- | 13% | -- | 15% | -- | -- | 22% | 32% | 29% | 8% | 40% | 44% | 38% | 57% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | 11% | -- | -- | -- | -- | 22% | -- | -- |
| Confidential | 100% | -- | 13% | -- | 33% | -- | -- | -- | 67% | 58% | 79% | 46% | 60% | 56% | 75% | 57% |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 14% |
| Available to spouse(s) | -- | 50% | 13% | 25% | 100% | 57% | 100% | 63% | 11% | 16% | 14% | -- | 20% | 44% | 25% | 14% |

Regional Health Education Topics Provided

| Health Education includes the following topics... | Region 1 (n=5) of 14 | Region 2 (n=13) of 21 | Region 3 (n=5) of 19 | Region 4 (n=9) of 16 | Total (N=70) |
|---|----------------------------|-----------------------------|----------------------------|----------------------------|-----------------|
| Staff Suicide Awareness | 38% | 52% | 26% | 38% | 39% |
| Stress Management | 42% | 68% | 26% | 60% | 46% |
| Time Management | 8% | 47% | 26% | 26% | 27% |
| Coping Skills | 42% | 58% | 26% | 47% | 40% |
| Financial Wellness | 25% | 58% | 16% | 53% | 36% |
| Other Health Education Topic | 33% | 26% | -- | 20% | 17% |

Region 1

- Time management education provided by 8% of agencies

Region 2

- Provides consistent health education across topics

Region 3

- Overall provides lowest health education



Region – Frequency/Timing of Staff Trainings on Health Education Topics

| Health Education Topic | Region 1 % (n/N) | | | Region 2 % (n/N) | | | Region 3 % (n/N) | | | Region 4 % (n/N) | | |
|--------------------------------------|---------------------|-----------------|------------------|---------------------|-----------------|------------------|---------------------|-----------------|------------------|---------------------|-----------------|------------------|
| | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> |
| Staff Suicide Awareness (N=27) | 80.0% (4/5) | 100.0% (5/5) | 40.0% (2/5) | 81.8% (9/11) | 72.7% (8/11) | 54.5% (6/11) | 40.0% (2/5) | 60.0% (3/5) | 60.0% (3/5) | 33.3% (2/6) | 83.3% (5/6) | 33.3% (2/6) |
| Stress Management (N=31) | 40.0% (2/5) | 60.0% (3/5) | 60.0% (3/5) | 76.9% (10/13) | 53.8% (7/13) | 76.9% (10/13) | 20.0% (1/5) | 40.0% (2/5) | 100.0% (5/5) | 12.5% (1/8) | 62.5% (5/8) | 37.5% (3/8) |
| Time Management (N=17) | -- | -- | -- | 44.4% (4/9) | 44.4% (4/9) | 77.8% (7/9) | 20.0% (1/5) | 40.0% (2/5) | 100.0% (5/5) | -- | -- | 100.0% (2/2) |
| Coping Skills (N=28) | 60.0% (3/5) | 60.0% (3/5) | 40.0% (2/5) | 63.6% (7/11) | 63.6% (7/11) | 63.6% (7/11) | 20.0% (1/5) | 20.0% (1/5) | 100.0% (5/5) | 28.6% (2/7) | 57.1% (4/7) | 42.9% (3/7) |
| Financial Wellness (N=25) | -- | -- | 100.0% (3/3) | 45.5% (5/11) | 27.3% (3/11) | 81.8% (9/11) | 33.3% (1/3) | -- | 100.0% (3/3) | -- | 25.0% (2/8) | 75.0% (6/8) |
| Other Health Education Topics (N=11) | 100.0% (3/3) | 66.7% (2/3) | 66.7% (2/3) | 80.0% (4/5) | 80.0% (4/5) | 100.0% (5/5) | -- | -- | -- | 33.3% (1/3) | 66.7% (2/3) | 66.7% (2/3) |

Notes. Missing responses excluded from the present table for stress management (n=1), time management (n=2), other health education topics (n=1).

Regional Barriers to Staff Wellness Programs? N=61

| Barriers | Region 1 (n=13) | Region 2 (n=19) | Region 3 (n=16) | Region 4 (n=13) | Total (n=61) |
|---------------------------------|--------------------|--------------------|--------------------|--------------------|-----------------|
| Lack of funding | 69% | 74% | 56% | 85% | 71% |
| Lack of adequate staffing level | 54% | 58% | 31% | 69% | 53% |
| Lack of physical space | 23% | 47% | 44% | 23% | 36% |
| Lack of interest | 8% | 32% | 50% | 23% | 30% |
| Lack of information/knowledge | -- | 26% | 31% | 23% | 21% |
| Lack of community resources | 15% | 5% | 13% | 31% | 15% |
| Organizational culture | 15% | 5% | 6% | 8% | 8% |

All Regions

- Lack of funding is the greatest barrier to offering wellness programs, followed by lack of adequate staffing level (except region 3).
- Lack of community resources and organizational culture were least cited barriers.

Region 1

- Lack of interest and lack of information are not significant barriers to offering programs.

Region 2

- Moderate barriers include lack of physical space, interest, and information.

Region 3

- Region 3 had higher endorsement of lack of interest than other regions.

Region 4

- Region 4 had highest endorsement of lack of community resources compared to other regions.

Regional Primary Oversight for Staff Wellness Programs

Who has primary responsibility for oversight of the staff wellness program?

| Primary Oversight | Region 1 (n=13) | Region 2 (n=17) | Region 3 (n=18) | Region 4 (n=15) | All Regions N=63 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|
| Human Resources (HR) | 31% | 65% | 50% | 53% | 51% |
| State Secretary, Director, or Commissioner | 46% | 12% | 22% | 27% | 25% |
| Sheriff | -- | -- | 17% | 7% | 6% |
| Jail Administrator | -- | -- | -- | -- | -- |
| Risk Management | 0% | 6% | 6% | 7% | 6% |
| Wellness committee | 15% | 6% | 6% | -- | 6% |
| Other oversight | 8% | 12% | -- | 7% | 5% |

Regions 2, 3 & 4

- *Primary oversight is most likely HR*

Region 1

- *The state secretary, director, or commissioner is most likely to have oversight.*

Regional Funding Sources for Staff Wellness Programs

Where does funding for staff wellness come from?

| Funding Source | Region 1 (n=14) | Region 2 (n=19) | Region 3 (n=19) | Region 4 (n=15) | Total (N=67) |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Line item | 50% | 47% | 63% | 40% | 51% |
| Facility operations | 50% | 37% | 37% | 13% | 34% |
| Discretionary funds | 29% | 21% | 5% | 53% | 25% |
| External source | 29% | 16% | 16% | 27% | 21% |
| Grant | 14% | 16% | 11% | 0% | 1% |
| Employee association or union funds | 36% | -- | 5% | 7% | 1% |
| Other source(s) | -- | 5% | -- | -- | 2% |

All Regions

- *Line item is funding for most Region 1*

- *Most sources of funding Region 2*

- *No funding from employee association or union funds*

Region 3

- *Highest source of funding is line item, 13-23% more than all other regions.*

Region 4

- *No grant funding*

Region - Number of Staff Wellness Programs Available by Funding Source (N=67)

Funding sources were not related to the overall number of programs offered.

| Funding Source | | Region 1 (n=14) | Region 2 (n=19) | Region 3 (n=19) | Region 4 (n=15) |
|-------------------------------------|------------|--------------------|--------------------|--------------------|--------------------|
| | | M (sd); range | M (sd); range | M (sd); range | M (sd); range |
| Line Item | Yes (n=34) | 7.1 (6.0); 2-17 | 9.4 (5.5); 3-16 | 8.1 (3.0); 4-13 | 8.5 (3.6); 4-15 |
| | No (n=33) | 7.4 (3.3); 3-12 | 10.2 (3.9); 4-16 | 6.3 (2.7); 2-10 | 10.4 (5.4); 3-17 |
| Facility Operations | Yes (n=23) | 6.1 (3.3); 2-11 | 10.3 (4.3); 4-16 | 7.1 (3.1); 2-11 | 11.5 (4.9); 8-15 |
| | No (n=44) | 8.4 (5.7); 2-17 | 9.6 (4.9); 3-16 | 7.6 (3.0); 4-13 | 9.4 (4.8); 3-17 |
| Discretionary Funds | Yes (n=17) | 7.8 (3.3); 4-12 | 12.5 (3.0); 8-14 | 5.0 | 10.1 (5.8); 3-17 |
| | No (n=50) | 7.1 (5.2); 2-17 | 9.1 (4.8); 3-16 | 7.6 (3.0); 2-13 | 9.1 (3.5); 4-15 |
| External Source | Yes (n=14) | 8.8 (4.0); 3-12 | 13.0 (1.7); 11-14 | 6.3 (2.3); 5-9 | 10.3 (4.3); 5-15 |
| | No (n=53) | 6.7 (4.9); 2-17 | 9.3 (4.8); 3-16 | 7.6 (3.1); 2-13 | 9.5 (5.0); 3-17 |
| Grant | Yes (n=7) | 10.0 (1.4); 9-11 | 10.0 (2.6); 7-12 | 5.0 | -- |
| | No (n=60) | 6.8 (4.9); 2-17 | 9.8 (4.9); 3-16 | 7.7 (3.0); 2-13 | 9.7 (4.7); 3-17 |
| Employee Association or Union Funds | Yes (7) | 7.2 (3.4); 4-12 | -- | 11.0 | 17.0 |
| | No (n=60) | 7.3 (5.4); 2-17 | 9.8 (4.6); 3-16 | 7.2 (2.9); 2-13 | 9.1 (4.4); 3-16 |
| Other Source(s) | Yes (n=1) | -- | 9.00 | -- | -- |
| | No (n=66) | 7.3 (4.6); 2-17 | 9.9 (4.7); 3-16 | 7.4 (3.0); 2-13 | 9.7 (4.7); 3-17 |

Notes. Region 3 only had one agency with discretionary funds for funding, so no standard deviation is reported. Region 3 had two agencies with grant funding, but both had five wellness programs, so no standard deviation or range is reported. Region 2 was the only region that had other source of funding, so all other cells are missing and there is no standard deviation or range reported for Region 2. Regions 3 and 4 only had one agency with employee union funding source, so no standard deviation or range is reported. Cells with dashes had no agencies reporting that funding source. N = Total number of agencies who participated in the scan and had a wellness program; n = number of agencies

Regional Openness to ACA Assistance (N=65)

| Openness to ACA Assistance | Region 1 (n=10) | Region 2 (n=20) | Region 3 (n=19) | Region 4 (n=16) | All Regions (N=65) |
|----------------------------|--------------------|--------------------|--------------------|--------------------|-----------------------|
| Yes | 60.0% (6) | 45.0% (9) | 52.7% (10) | 68.8% (11) | 55.4% (36) |
| No | 40% (4) | 55.0% (11) | 47.3% (9) | 31.2% (5) | 44.6% (29) |
| Total | 100.0% (10) | 100.0% (20) | 100.0% (19) | 100.0% (16) | 100.0% (65) |

State and Local Agency Type Results

Agency Type Breakdown of Responding Agencies (N=70)

| Agency Type | n | % | Average # Staff (Range) | Average # Institutions (Range) | Average # of Wellness programs (range) |
|-------------|----|--------|----------------------------|-----------------------------------|---|
| State | 45 | 64.3% | 7,541 (1,000 to 35,679) | 21.3 (2 to 93) | 7.7 (2-13) |
| Local | 25 | 35.7% | 970 (16 to 10,000) | 2.2 (1 to 9) | 6.6 (2-17) |
| All | 70 | 100.0% | 5,222 (16 to 35,679) | 14.5 (1 to 93) | 7.3 (2-17) |

- As expected, state agencies responding were larger in size (# institutions) and staff membership (# staff) compared to local agencies.

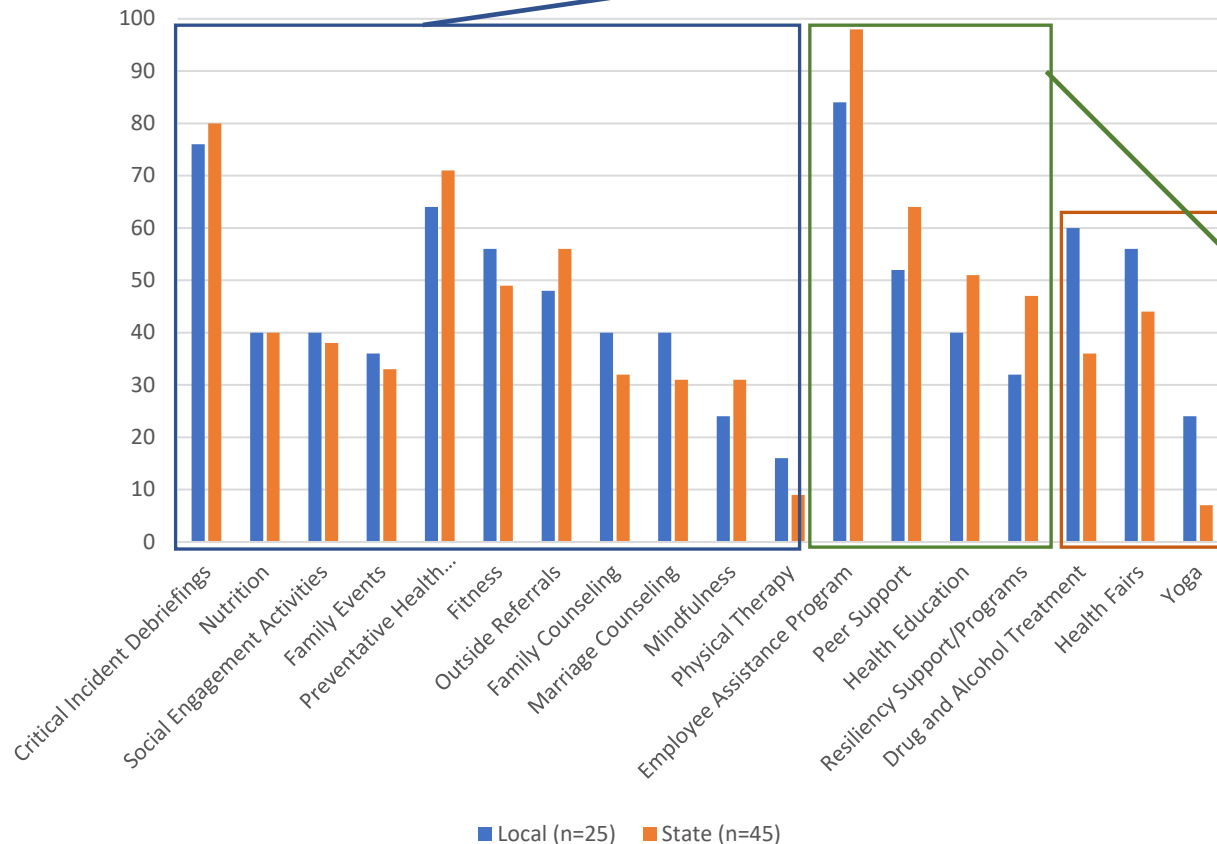
Agency Type Staff Wellness Program Offerings (N=70)

“My agency...”

| | Local (n=25) | | State (n=45) | |
|--|-----------------|-----|-----------------|-----|
| Program Type | n | % | n | % |
| Has Employee Assistance Program | 21 | 84% | 44 | 98% |
| Has Critical Incident Debriefings | 19 | 76% | 36 | 80% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 16 | 64% | 32 | 71% |
| Has Peer Support | 13 | 52% | 29 | 64% |
| Has Outside Referrals | 12 | 48% | 25 | 56% |
| Has Fitness | 14 | 56% | 22 | 49% |
| Has Health Fairs | 14 | 56% | 20 | 44% |
| Has Health Education | 10 | 40% | 23 | 51% |
| Has Drug and Alcohol Treatment | 15 | 60% | 16 | 36% |
| Has Resiliency Support/Programs | 8 | 32% | 21 | 47% |
| Has Nutrition | 10 | 40% | 18 | 40% |
| Has Social Engagement Activities | 10 | 40% | 17 | 38% |
| Has Family Counseling | 10 | 40% | 15 | 32% |
| Has Marriage Counseling | 10 | 40% | 14 | 31% |
| Has Family Events | 9 | 36% | 15 | 33% |
| Has Mindfulness | 6 | 24% | 14 | 31% |
| Has Yoga | 6 | 24% | 3 | 7% |
| Has Physical Therapy | 4 | 16% | 4 | 9% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Agency - Staff Wellness Program Offerings (N=70)



Programs offered at similar rates (within 10%)

- Critical incident debriefings
- Nutrition
- Social Engagement Activities
- Family Events
- Preventative Health Screens
- Fitness
- External Referrals
- Family & Marriage Counselingg
- Mindfulness
- Physical Therapy

State > Local (more than 10%):

- Employee Assistance Program
- Peer Support
- Health Education
- Resiliency Support Programs

Local > State (more than 10%)

- Drug and Alcohol Treatment
- Health Fairs
- Yoga

Agency Type - Characteristics of Staff Wellness Programs

| | EAP N=65 | | Peer Support N=41 | | Drug/Alcohol Treatment Program N=31 | | Fitness programs N=31 | | Nutrition N=24 | | Physical Therapy N=8 | | External Referrals N=37 | |
|--------------------------------|-----------------|-----------------|----------------------|-----------------|--|-----------------|-----------------------------|-----------------|-------------------|----------------|-------------------------|----------------|----------------------------|-----------------|
| | State (n=44) | Local (n=21) | State (n=28) | Local (n=13) | State (n=16) | Local (n=15) | State (n=20) | Local (n=11) | State (n=17) | Local (n=7) | State (n=4) | Local (n=4) | State (n=25) | Local (n=12) |
| Offered by my EAP | n/a | n/a | 29% | 23% | 100% | 80% | 25% | 18% | 47% | 43% | 75% | -- | 92% | 83% |
| Frequency limitations | 25% | 38% | 7% | -- | 31% | 33% | 20% | -- | 12% | 43% | 50% | -- | 16% | 33% |
| Mandatory | 7% | 5% | -- | -- | 6% | 20% | -- | -- | -- | -- | -- | -- | 4% | -- |
| Offered by agency | 59% | 71% | 86% | 100% | 50% | 40% | 75% | 82% | 59% | 57% | 50% | 50% | 48% | 83% |
| Provided by external entity | 82% | 67% | 18% | 8% | 69% | 67% | 35% | 27% | 71% | 29% | 100% | 75% | 56% | 42% |
| Tied to job performance | 2% | 5% | -- | -- | 6% | 13% | -- | -- | -- | -- | -- | 25% | 4% | -- |
| Confidential | 93% | 95% | 79% | 92% | 100% | 80% | 20% | 18% | 47% | 29% | 75% | 50% | 76% | 67% |
| Copay or fee | 2% | 5% | -- | -- | 19% | 27% | 15% | -- | 12% | -- | 75% | 50% | 20% | 25% |
| Available to spouse(s) | 68% | 67% | 29% | 46% | 63% | 33% | 35% | 27% | 35% | 14% | 100% | -- | 52% | 42% |

Agency Type - Characteristics of Staff Wellness Programs

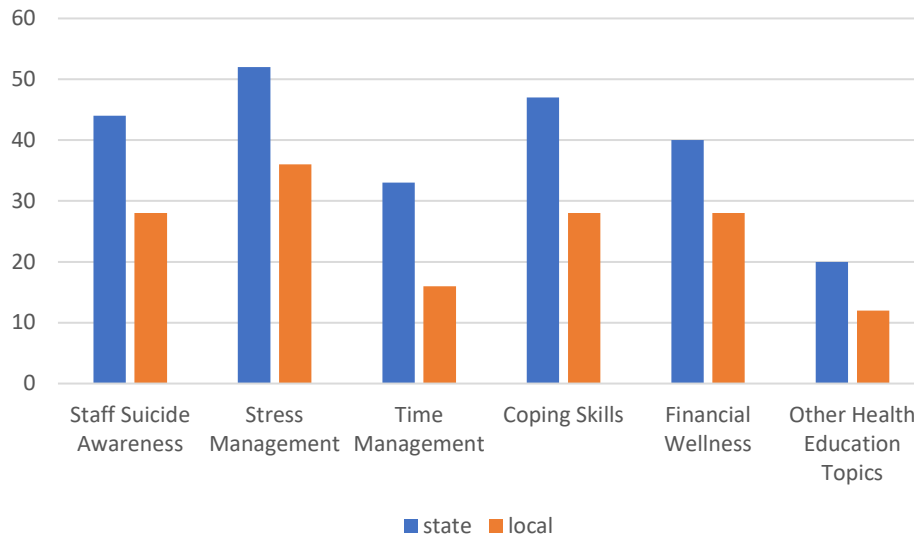
| | Yoga Program N=9 | | Mindfulness Program N=19 | | Family Counseling N=25 | | Marriage Counseling N=24 | | Health Fairs N=30 | | Prevention Health Program N=47 | |
|--------------------------------|---------------------|----------------|-----------------------------|----------------|------------------------------|-----------------|--------------------------------|-----------------|----------------------|-----------------|--------------------------------------|-----------------|
| | State (n=3) | Local (n=6) | State (n=13) | Local (n=6) | State (n=15) | Local (n=10) | State (n=14) | Local (n=10) | State (n=19) | Local (n=11) | State (n=31) | Local (n=16) |
| Offered by my EAP | -- | 33% | 46% | 67% | 100% | 100% | 93% | 90% | 21% | 46% | 23% | 25% |
| Frequency limitations | -- | 17% | -- | -- | 40% | 40% | 36% | 40% | 5% | -- | 16% | 6% |
| Mandatory | -- | -- | 8% | -- | -- | -- | -- | -- | -- | -- | 3% | 6% |
| Offered by agency | 67% | 50% | 54% | 50% | 40% | 80% | 36% | 80% | 74% | 73% | 58% | 56% |
| Provided by external entity | 33% | 33% | 23% | 33% | 67% | 70% | 57% | 60% | 63% | 18% | 77% | 56% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | -- | 33% | 31% | 33% | 80% | 100% | 86% | 90% | 21% | 36% | 68% | 63% |
| Copay or fee | -- | 33% | -- | 17% | 13% | 10% | 14% | 10% | 5% | -- | 10% | 19% |
| Available to spouse(s) | -- | 33% | 23% | 17% | 87% | 80% | 71% | 80% | 26% | 18% | 45% | 25% |

Agency Type - Characteristics of Staff Wellness Programs

| | Social Engagement N=23 | | Family Events N=23 | | Critical Incident Debriefing N=55 | | Resiliency Support N=29 | |
|-----------------------------|---------------------------|----------------|-----------------------|----------------|--------------------------------------|-----------------|----------------------------|----------------|
| | State (n=15) | Local (n=8) | State (n=14) | Local (n=9) | State (n=36) | Local (n=19) | State (n=21) | Local (n=8) |
| Offered by my EAP | 13% | 13% | 7% | 22% | 19% | 26% | 38% | 50% |
| Frequency limitations | 13% | -- | 14% | 11% | 3% | 11% | 24% | 13% |
| Mandatory | -- | -- | -- | -- | 17% | 42% | 10% | -- |
| Offered by agency | 93% | 75% | 93% | 89% | 92% | 74% | 76% | 75% |
| Provided by external entity | 7% | 25% | -- | 11% | 17% | 37% | 43% | 50% |
| Tied to job performance | -- | -- | -- | -- | 3% | -- | 5% | 13% |
| Confidential | 7% | 13% | -- | 11% | 58% | 68% | 62% | 63% |
| Copay or fee | -- | -- | -- | -- | -- | -- | 5% | -- |
| Available to spouse(s) | 20% | 38% | 79% | 67% | 6% | 21% | 33% | 13% |

Agency Type Health Education Topics Provided

| Health Education includes the following topics... | State (n=45) % (n) | Local (n=25) % (n) |
|---|--------------------------|--------------------------|
| Staff Suicide Awareness | 44% (20) | 28% (7) |
| Stress Management | 52% (23) | 36% (9) |
| Time Management | 33% (15) | 16% (4) |
| Coping Skills | 47% (21) | 28% (7) |
| Financial Wellness | 40% (18) | 28% (7) |
| Other Health Education Topics | 20% (9) | 12% (3) |



- 53% of state agencies report providing health education
- 36% of local agencies report providing health education.
- Overall Local agencies are less likely to provide Health Education. And when local agencies provide health education coping skills, staff suicide awareness and time management are least likely to be offered.

Frequency/Timing of Staff Trainings on Health Education by Agency Type

| Health Education Topic | State % (n/N) | | | Local % (n/N) | | |
|--------------------------------------|------------------|-----------------|------------------|------------------|-----------------|------------------|
| | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> | <u>Academy</u> | <u>Annually</u> | <u>As Needed</u> |
| Staff Suicide Awareness (N=27) | 60.0% (12/20) | 75.0% (15/20) | 50.0% (10/20) | 71.4% (5/7) | 85.7% (6/7) | 42.9% (3/7) |
| Stress Management (N=31) | 43.5% (10/23) | 56.5% (13/23) | 69.6% (16/23) | 50.0% (4/8) | 50.0% (4/8) | 62.5% (5/8) |
| Time Management (N=17) | 28.6% (4/14) | 50.0% (7/14) | 78.6% (11/14) | 33.3% (1/3) | 0.0% (0/3) | 100.0% (3/3) |
| Coping Skills (N=28) | 42.9% (9/21) | 57.1% (12/21) | 61.9% (13/22) | 57.1% (4/7) | 42.9% (3/7) | 57.1% (4/7) |
| Financial Wellness (N=25) | 22.2% (4/18) | 22.2% (4/18) | 83.3% (15/18) | 28.6% (2/7) | 14.3% (1/7) | 85.7% (6/7) |
| Other Health Education Topics (N=11) | 62.5% (5/8) | 75.0% (6/8) | 75.0% (6/8) | 100.0% (3/3) | 66.7% (2/3) | 100.0% (3/3) |

Notes. Missing responses excluded from the present table for stress management (n=1), time management (n=2), other health education topics (n=1).

Agency Type Barriers to Staff Wellness Programs N=61

| Barriers | State (n=41) % | Local (n=20) % |
|---------------------------------|----------------------|----------------------|
| Lack of funding | 73% | 65% |
| Lack of adequate staffing level | 61% | 35% |
| Lack of physical space | 39% | 30% |
| Lack of interest | 34% | 20% |
| Lack of information/knowledge | 24% | 15% |
| Lack of community resources | 17% | 10% |
| Organizational culture | 10% | 5% |

- Rank order of barriers endorsed is the same across agency type:
 - Organizational culture (rated low)
 - Lack of community resources (rated low)
 - Lack of knowledge (moderate)
 - Lack of interest (moderate)
 - Lack of adequate staffing level (rated high)
 - Lack of physical space (rated high)
 - Lack of funding (rated high)

Agency Type Primary Oversight for Staff Wellness Programs

Who has primary responsibility for oversight of the staff wellness program?

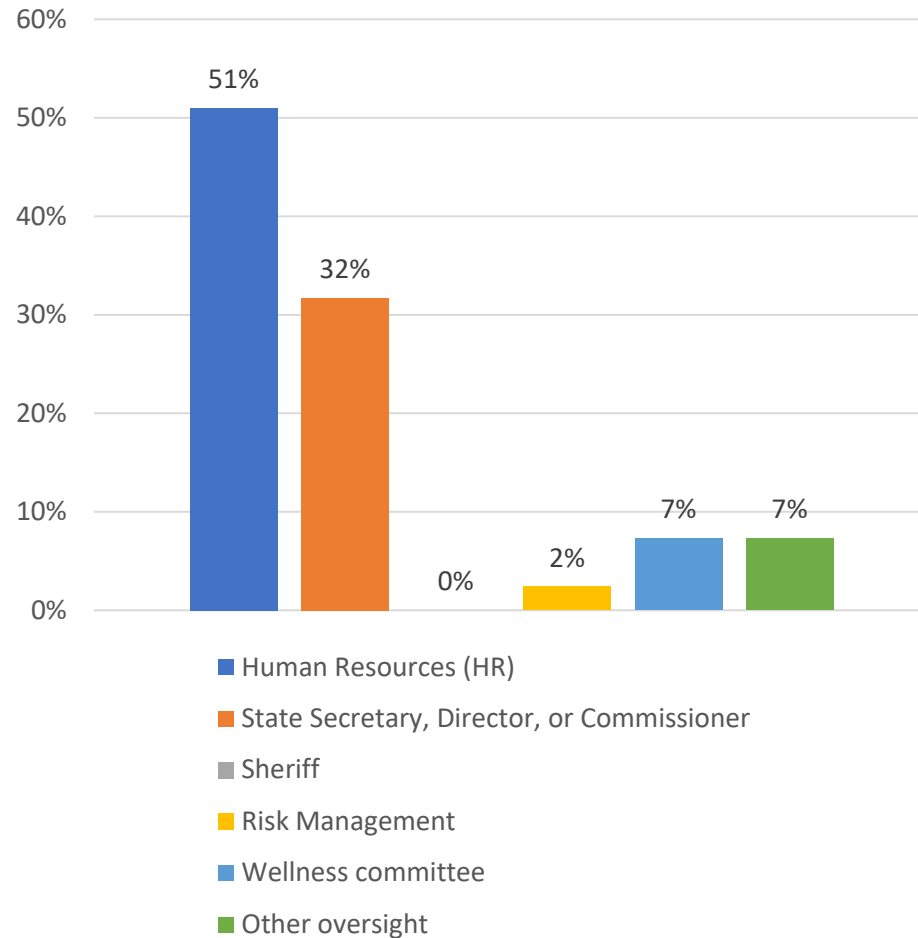
| Primary Oversight | State agency (n=41) % (n) | Local agency (n=22) % (n) |
|---|---------------------------------|---------------------------------|
| Human Resources (HR) | 51.2% (21) | 50.0% (11) |
| State Secretary, Director, or Commissioner | 31.7% (13) | 13.6% (3) |
| Sheriff | -- | 18.2% (4) |
| Jail Administrator | -- | 9.1% (2) |
| Risk Management | 2.4% (1) | 9.1% (2) |
| Wellness committee | 7.3% (3) | 4.5% (1) |
| Other oversight | 7.3% (3) | 4.5% (1) |

- More likely to provide oversight to **State** vs. Local Agencies: State Secretary, Director, or Commissioner
- More likely to provide oversight to **Local** vs. State Agencies: Sheriff
- Similar oversight State vs. local:
 - Wellness Committee
 - HR
 - Risk management
- No oversight by Jail Administrators

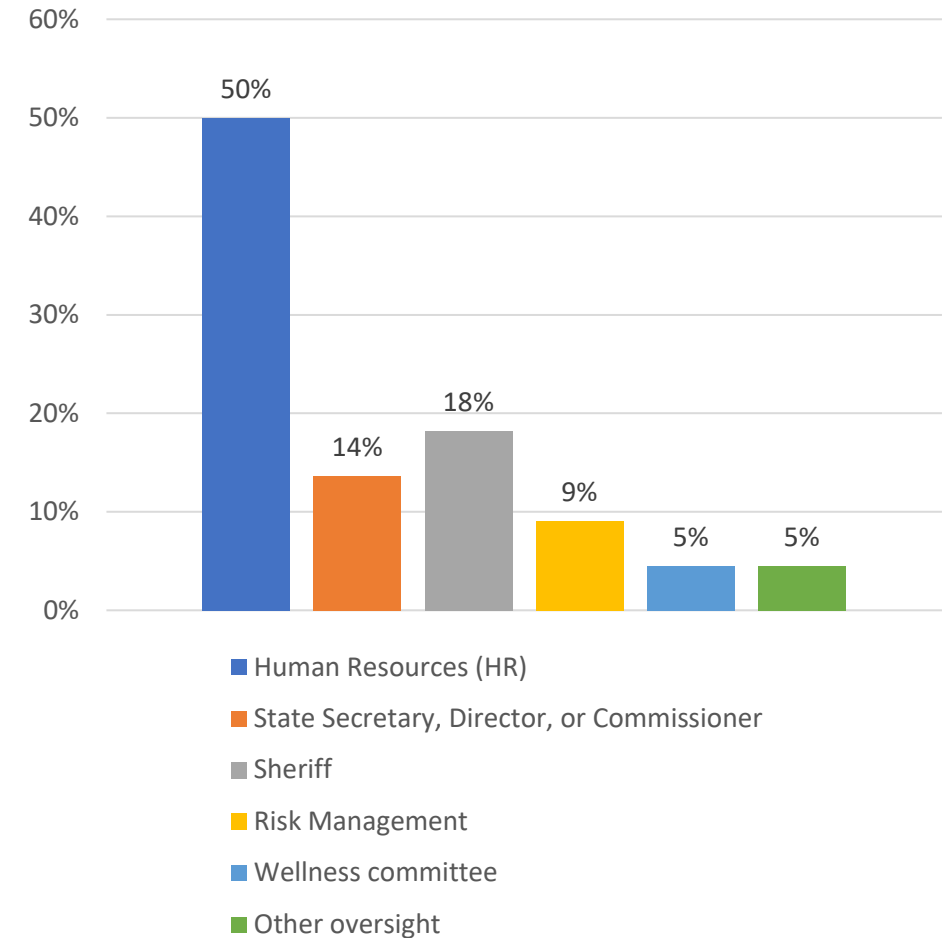
Agency - Primary Oversight by Agency Type

Who has primary responsibility for oversight of the staff wellness program?

State Agency



Local Agency



Notes. 15 responses had missing or invalid responses for either primary oversight.

Agency Type Funding Sources for Staff Wellness Programs

State > Local agencies:

Grant funding

External sources

Facility operations

State < Local agencies:

Line item

Where does funding for staff wellness come from?

| Funding Source | State (n=44) % | Local (n=23) % | Total (N=67) % |
|-------------------------------------|----------------------|----------------------|----------------------|
| Line item | 50% | 52% | 51% |
| Facility operations | 41% | 22% | 34% |
| Discretionary funds | 27% | 22% | 25% |
| External source | 25% | 13% | 21% |
| Grant | 16% | -- | 10% |
| Employee association or union funds | 11% | 9% | 10% |
| Other source(s) | 2% | - | 2% |

Agency Type - Funding Source and Number of Staff Wellness Programs Offered (N=67)

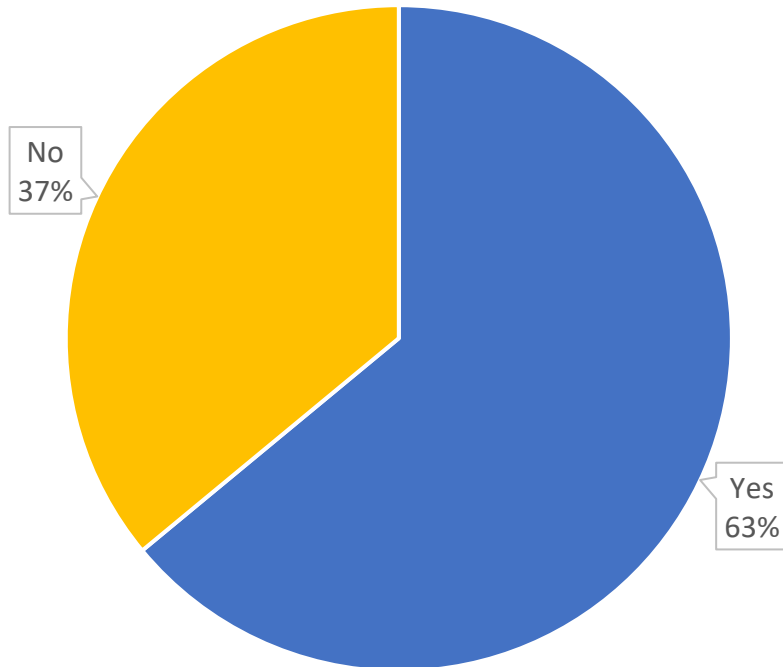
| Funding Source | State (n=44) | | Local (n=23) | |
|-------------------------------------|--------------|--------------------------------------|--------------|--------------------------------------|
| | | Total # programs M (sd); range | | Total # programs M (sd); range |
| Line item | No (n=22) | 7.9 (3.9); 2-16 | No (n=11) | 10.7 (4.6); 3-17 |
| | Yes (n=22) | 8.8 (4.1); 2-16 | Yes (n=12) | 7.4 (5.1); 2-17 |
| Facility operations | No (n=26) | 8.6 (3.8); 3-16 | No (n=18) | 9.1 (5.5); 2-17 |
| | Yes (n=18) | 8.1 (4.2); 2-16 | Yes (n=5) | 8.6 (3.6); 6-14 |
| Discretionary funds | No (n=32) | 8.6 (4.0); 2-16 | No (n=18) | 7.4 (4.4); 2-17 |
| | Yes (n=12) | 7.8 (4.0); 3-15 | Yes (n=5) | 14.8 (1.6); 13-17 |
| External source | No (n=33) | 7.8 (3.9); 2-16 | No (n=20) | 9.2 (5.2); 2-17 |
| | Yes (n=11) | 10.0 (3.7); 5-15 | Yes (n=3) | 8.0 (4.6); 3-12 |
| Grant | No (n=37) | 8.3 (4.1); 2-16 | No (n=23) | 9.0 (5.0); 2-17 |
| | Yes (n=7) | 8.6 (2.9); 5-12 | Yes (n=0) | -- |
| Employee association or union funds | No (n=39) | 8.3 (4.1); 2-16 | No (n=21) | 8.9 (4.8); 2-17 |
| | Yes (n=5) | 8.6 (3.2); 4-12 | Yes (n=2) | 10.5 (9.2); 4-17 |
| Other source(s) | No (n=43) | 8.3 (4.0); 2-16 | No (n=23) | 9.0 (5.0); 2-17 |
| | Yes (n=1) | 9.0 | Yes (n=0) | -- |

Agency Type Openness to ACA Assistance (N=65)

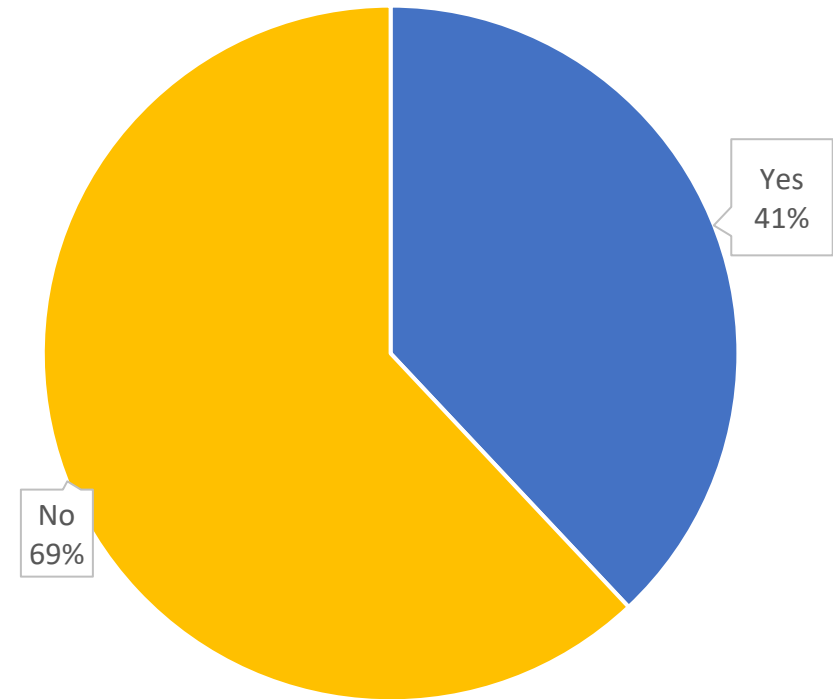
| Openness to ACA Assistance | State agency (n=43) % (n) | Local agency (n=22) % (n) |
|--|---------------------------------|---------------------------------|
| Yes, even though we already evaluate our program | 34.9% (15) | 13.6% (3) |
| Yes, we do not yet evaluation our program | 27.9% (12) | 27.3% (6) |
| No, we already evaluate our program | 4.7% (2) | 22.7% (5) |
| No, we are not ready | 20.9% (9) | 13.6% (3) |
| No, we are not interested | 7.0% (3) | 13.6% (3) |
| No, we do not have a staff wellness program | 4.7% (2) | 9.1% (2) |
| Total | 100.0% (43) | 100.0% (22) |

Agency Type Openness to ACA Assistance (N=65)

State Agency



Local Agency



Agency Type Within Region

Characteristics of Agencies by Agency Type within Region (N=70)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|--------------|----------------|---------|-------------------|---------|---------------|-------|-------------------|---------|-------------|-------|-------------------|---------|---------------|---------|------------------|---------|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=5) | | (n=9) | | (n=9) | | (n=12) | | (n=5) | | (n=14) | | (n=6) | | (n=10) | |
| Institutions | | | | | | | | | | | | | | | | |
| Mean (sd) | 3.4 | (3.2) | 15.7 | (15.2) | 2.0 | (1.3) | 37.3 | (24.1) | 1.2 | (0.4) | 18.6 | (10.7) | 2.5 | (2.3) | 11.1 | (6.4) |
| Range | (1 to 9) | | (2 to 52) | | (1 to 4) | | (8 to 93) | | (1 to 2) | | (4 to 37) | | (1 to 7) | | (2 to 20) | |
| Staff | | | | | | | | | | | | | | | | |
| Mean (sd) | 2,836 | (4,798) | 7,638 | (9,422) | 609 | (953) | 11,289 | (9,757) | 187 | (134) | 6,741 | (4,449) | 922 | (1,677) | 3,994 | (3,096) |
| Range | (45 to 10,000) | | (1,000 to 29,000) | | (30 to 3,000) | | (1,500 to 35,679) | | (16 to 317) | | (1,000 to 13,000) | | (31 to 4,300) | | (1,240 to 9,500) | |

Notes. Region 1 Local was missing one observation for agency characteristics; N = Total number of agencies who participated in the scan; n = number of agencies; sd = standard deviation.

Availability of Wellness Program Types by Agency Type within Region (N=70)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---|----------|-----|-------|------|----------|-----|-------|-----|----------|------|-------|------|----------|-----|-------|------|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Has Employee Assistance Program | 3 | 60% | 9 | 100% | 8 | 89% | 11 | 92% | 5 | 100% | 14 | 100% | 5 | 83% | 10 | 100% |
| Has Critical Incident Debriefings | 4 | 80% | 5 | 56% | 8 | 89% | 11 | 92% | 4 | 80% | 10 | 71% | 3 | 50% | 10 | 100% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 1 | 20% | 3 | 33% | 6 | 67% | 11 | 92% | 4 | 80% | 10 | 71% | 5 | 83% | 8 | 80% |
| Has Peer Support | 2 | 40% | 8 | 89% | 3 | 33% | 6 | 50% | 4 | 80% | 11 | 79% | 4 | 67% | 4 | 40% |
| Has Outside Referrals | 2 | 40% | 6 | 67% | 4 | 44% | 8 | 67% | 2 | 40% | 7 | 50% | 4 | 67% | 4 | 40% |
| Has Fitness | 2 | 40% | 4 | 44% | 3 | 33% | 6 | 50% | 5 | 100% | 7 | 50% | 4 | 67% | 5 | 50% |
| Has Health Fairs | 2 | 40% | 3 | 33% | 6 | 67% | 8 | 67% | 2 | 40% | 5 | 36% | 4 | 67% | 4 | 40% |
| Has Health Education | 3 | 60% | 3 | 33% | 3 | 33% | 10 | 83% | 1 | 20% | 4 | 29% | 3 | 50% | 6 | 60% |
| Has Drug and Alcohol Treatment | 4 | 80% | 7 | 78% | 3 | 33% | 5 | 42% | 3 | 60% | 3 | 21% | 5 | 83% | 1 | 10% |
| Has Resiliency Support/Programs | 2 | 40% | 3 | 34% | 6 | 50% | 3 | 33% | 1 | 20% | 7 | 50% | 2 | 33% | 5 | 50% |
| Has Nutrition | 2 | 40% | 4 | 44% | 2 | 22% | 7 | 58% | 2 | 40% | 4 | 29% | 4 | 67% | 3 | 30% |
| Has Social Engagement Activities | 1 | 20% | 1 | 11% | 4 | 44% | 4 | 33% | 2 | 40% | 7 | 50% | 3 | 50% | 5 | 50% |
| Has Family Counseling | 1 | 20% | 3 | 33% | 2 | 22% | 8 | 67% | 2 | 40% | 2 | 14% | 5 | 83% | 2 | 20% |
| Has Marriage Counseling | 1 | 20% | 2 | 22% | 3 | 33% | 8 | 67% | 1 | 20% | 2 | 14% | 5 | 83% | 2 | 20% |
| Has Family Events | 1 | 20% | 2 | 22% | 4 | 44% | 4 | 33% | -- | -- | 5 | 36% | 4 | 67% | 5 | 50% |
| Has Mindfulness | 1 | 20% | 3 | 33% | 2 | 22% | 4 | 33% | -- | -- | 3 | 21% | 3 | 50% | 4 | 40% |
| Has Yoga | 1 | 20% | 2 | 22% | 2 | 22% | 1 | 8% | 1 | 20% | -- | -- | 2 | 33% | -- | -- |
| Has Physical Therapy | -- | -- | 1 | 11% | 1 | 11% | 2 | 17% | 1 | 20% | -- | -- | 2 | 33% | 1 | 10% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Characteristics of Employee Assistance Programs (EAP) by Agency Type within Region (N=65)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-----------------------------|----------------|------|----------------|-----|----------------|-----|-----------------|------|----------------|------|-----------------|-----|----------------|------|-----------------|------|
| | Local (n=3) | | State (n=9) | | Local (n=8) | | State (n=11) | | Local (n=5) | | State (n=14) | | Local (n=5) | | State (n=10) | |
| <i>EAP has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Frequency limitations | -- | -- | 1 | 11% | 2 | 25% | 4 | 36% | 3 | 60% | 4 | 29% | 3 | 60% | 2 | 20% |
| Mandatory | -- | -- | -- | -- | -- | -- | 3 | 27% | -- | -- | -- | -- | 1 | 20% | -- | -- |
| Offered by agency | 2 | 67% | 8 | 89% | 6 | 75% | 9 | 82% | 2 | 40% | 7 | 50% | 5 | 100% | 2 | 20% |
| Provided by external entity | 1 | 33% | 5 | 56% | 5 | 63% | 9 | 82% | 3 | 60% | 12 | 86% | 5 | 100% | 10 | 100% |
| Tied to job performance | -- | -- | -- | -- | 1 | 13% | 1 | 9% | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 3 | 100% | 8 | 89% | 7 | 88% | 11 | 100% | 5 | 100% | 13 | 93% | 5 | 100% | 9 | 90% |
| Copay or fee | -- | -- | -- | -- | -- | -- | 1 | 9% | 1 | 20% | -- | -- | -- | -- | -- | -- |
| Available to spouses | 2 | 67% | 3 | 33% | 4 | 50% | 9 | 82% | 3 | 60% | 11 | 79% | 5 | 100% | 7 | 70% |

Notes. N = Total number of agencies who participated in the scan that had an EAP program; n = number of agencies

Characteristics of Peer Support Programs by Agency Type within Region (N=41)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-------------------------------|----------------|------|----------------|-----|----------------|------|----------------|------|----------------|------|-----------------|-----|----------------|------|----------------|-----|
| | Local (n=2) | | State (n=8) | | Local (n=3) | | State (n=6) | | Local (n=4) | | State (n=11) | | Local (n=4) | | State (n=3) | |
| <i>Peer Support has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 2 | 100% | 4 | 50% | 1 | 33% | 2 | 33% | -- | -- | 1 | 9% | -- | -- | 1 | 33% |
| Frequency limitations | -- | -- | 1 | 13% | -- | -- | 1 | 17% | -- | -- | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 2 | 100% | 6 | 75% | 3 | 100% | 6 | 100% | 4 | 100% | 10 | 91% | 4 | 100% | 2 | 67% |
| Provided by external entity | -- | -- | 2 | 25% | 1 | 33% | 1 | 17% | -- | -- | 1 | 9% | -- | -- | 1 | 33% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 2 | 100% | 7 | 88% | 2 | 67% | 4 | 67% | 4 | 100% | 9 | 82% | 4 | 100% | 2 | 67% |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | 1 | 50% | 2 | 25% | 2 | 67% | 2 | 33% | 1 | 25% | 4 | 36% | 2 | 50% | -- | -- |

Notes. Region 4 had one local agency with a peer support program that did not provide responses for characteristics of their peer support program and is excluded from this table. N = Total number of agencies who participated in the scan and had a peer support program; n = number of agencies; EAP = employee assistance program.

Characteristics of Drug and Alcohol Treatment by Agency Type within Region (N=31)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---|----------------|-----|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|
| | Local (n=4) | | State (n=7) | | Local (n=3) | | State (n=5) | | Local (n=3) | | State (n=3) | | Local (n=5) | | State (n=1) | |
| <i>Drug and Alcohol Treatment has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 3 | 75% | 7 | 100% | 1 | 33% | 5 | 100% | 3 | 100% | 3 | 100% | 5 | 100% | 1 | 100% |
| Frequency limitations | -- | -- | 1 | 14% | 1 | 33% | 3 | 60% | 1 | 33% | 1 | 33% | 3 | 60% | -- | -- |
| Mandatory | -- | -- | -- | -- | 1 | 33% | -- | -- | 1 | 33% | 1 | 33% | 1 | 20% | -- | -- |
| Offered by agency | 2 | 50% | 3 | 43% | 1 | 33% | 4 | 80% | 1 | 33% | 1 | 33% | 2 | 40% | -- | -- |
| Provided by external entity | 2 | 50% | 4 | 57% | 3 | 100% | 3 | 60% | 2 | 67% | 3 | 100% | 3 | 60% | 1 | 100% |
| Tied to job performance | -- | -- | 1 | 14% | 2 | 67% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 3 | 75% | 7 | 100% | 3 | 100% | 5 | 100% | 2 | 67% | 3 | 100% | 4 | 80% | 1 | 100% |
| Copay or fee | 1 | 33% | 1 | 14% | 1 | 33% | 1 | 20% | 1 | 33% | -- | -- | 1 | 20% | 1 | 100% |
| Available to spouses | 2 | 50% | 3 | 43% | 1 | 33% | 4 | 80% | 1 | 33% | 2 | 67% | 1 | 20% | 1 | 100% |

Notes. N = Total number of agencies who participated in the scan and had a Drug and Alcohol treatment program; n = number of agencies; EAP = employee assistance program

Characteristics of Fitness Programs by Agency Type within Region (N=31)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|----------------------------------|----------------|------|----------------|-----|----------------|-----|----------------|-----|----------------|-----|----------------|-----|----------------|------|----------------|------|
| | Local (n=2) | | State (n=4) | | Local (n=3) | | State (n=6) | | Local (n=4) | | State (n=6) | | Local (n=2) | | State (n=4) | |
| <i>Fitness Program has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 50% | 2 | 50% | 1 | 33% | 2 | 33% | -- | --% | -- | -- | -- | -- | 1 | 25% |
| Frequency limitations | -- | -- | 1 | 25% | -- | -- | 1 | 17% | -- | -- | -- | -- | -- | -- | 2 | 50% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 2 | 100% | 4 | 100% |
| Offered by agency | 2 | 100% | 3 | 75% | 2 | 67% | 5 | 83% | 3 | 75% | 4 | 67% | 2 | 100% | 3 | 75% |
| Provided by external entity | -- | -- | 1 | 25% | 1 | 33% | 2 | 33% | 1 | 25% | 2 | 33% | 1 | 50% | 2 | 50% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 50% | -- | -- | -- | -- | 4 | 67% | 1 | 25% | 2 | 33% | -- | -- | -- | -- |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 2 | 33% | -- | -- | -- | -- |
| Available to spouses | -- | -- | 1 | 25% | 2 | 67% | 3 | 50% | 1 | 25% | 2 | 33% | -- | -- | 1 | 25% |

Notes. Region 3 had one state and one local agency that had a fitness program but did not provide responses on the characteristics of their fitness programs and are excluded from this table. Region 4 had two local agencies and one state agency that had a fitness program but did not provide responses on the characteristics of their fitness programs and are excluded from this table. N = Total number of agencies who participated in the scan and had a Fitness program; n = number of agencies; EAP = employee assistance program

Characteristics of Nutrition Programs by Agency Type within Region (N=24)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|------------------------------------|----------------|-----|----------------|-----|----------------|------|----------------|-----|----------------|------|----------------|-----|----------------|-----|----------------|------|
| | Local (n=2) | | State (n=4) | | Local (n=2) | | State (n=7) | | Local (n=1) | | State (n=4) | | Local (n=3) | | State (n=3) | |
| <i>Nutrition Program has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 50% | 2 | 50% | 2 | 100% | 4 | 57% | -- | -- | 1 | 25% | -- | -- | 1 | 33% |
| Frequency limitations | -- | -- | 1 | 25% | 1 | 50% | 1 | 14% | -- | -- | -- | -- | 2 | 67% | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 50% | 2 | 50% | -- | -- | 5 | 71% | 1 | 100% | 2 | 50% | 2 | 67% | 1 | 33% |
| Provided by external entity | -- | -- | 1 | 25% | -- | -- | 5 | 71% | -- | -- | 3 | 75% | 2 | 67% | 3 | 100% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 50% | 1 | 25% | 1 | 50% | 3 | 43% | -- | -- | 3 | 75% | -- | -- | 1 | 33% |
| Copay or fee | -- | -- | -- | -- | -- | -- | 1 | 14% | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | -- | -- | 2 | 50% | 1 | 50% | 3 | 43% | -- | -- | -- | -- | -- | -- | 1 | 33% |

Notes. Region 3 had one local agency that had a nutrition program but did not provide responses on the characteristics of their nutrition program and is excluded from this table. Region 4 had one local agency that had a nutrition program but did not provide responses on the characteristics of their nutrition program and is excluded from this table. N = Total number of agencies who participated in the scan and had a nutrition program; n = number of agencies; EAP = employee assistance program

Characteristics of Physical Therapy Programs by Agency Type within Region (N=8)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-----------------------------------|----------------|----|----------------|------|----------------|------|----------------|------|----------------|------|----------------|----|----------------|-----|----------------|------|
| | Local (n=0) | | State (n=1) | | Local (n=1) | | State (n=2) | | Local (n=1) | | State (n=0) | | Local (n=2) | | State (n=1) | |
| <i>Physical Therapy has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | -- | -- | 1 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Frequency limitations | -- | -- | 1 | 100% | -- | -- | 1 | 50% | -- | -- | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | -- | -- | 1 | 100% | 1 | 100% | 1 | 50% | -- | -- | -- | -- | 1 | 50% | -- | -- |
| Provided by external entity | -- | -- | 1 | 100% | 1 | 100% | 2 | 100% | 1 | 100% | -- | -- | 1 | 50% | 1 | 100% |
| Tied to job performance | -- | -- | -- | -- | 1 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | -- | -- | 1 | 100% | 1 | 100% | 1 | 50% | 1 | 100% | -- | -- | -- | -- | 1 | 100% |
| Copay or fee | -- | -- | -- | -- | -- | -- | 1 | 50% | 1 | 100% | -- | -- | 1 | 50% | 1 | 100% |
| Available to spouses | -- | -- | 1 | 100% | -- | -- | 2 | 100% | -- | -- | -- | -- | -- | -- | 1 | 100% |

Notes. Regions 1 Local and Region 3 State did not have any agencies reporting physical therapy wellness programs, so characteristics are not reported. N = Total number of agencies who participated in the scan and had a physical therapy program; n = number of agencies; EAP = employee assistance program

Characteristics of External Referrals by Agency Type within Region (N=37)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---------------------------------------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|-----|----------------|------|----------------|------|
| | Local (n=2) | | State (n=6) | | Local (n=4) | | State (n=8) | | Local (n=2) | | State (n=7) | | Local (n=4) | | State (n=4) | |
| <i>External Referrals have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | -- | -- | 6 | 100% | 4 | 100% | 8 | 100% | 2 | 100% | 5 | 71% | 4 | 100% | 4 | 100% |
| Frequency limitations | -- | -- | -- | -- | 1 | 25% | 2 | 25% | -- | -- | 1 | 14% | 3 | 75% | 1 | 25% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 14% | -- | -- | -- | -- |
| Offered by agency | 2 | 100% | 5 | 83% | 2 | 50% | 4 | 50% | 2 | 100% | 2 | 29% | 4 | 100% | 1 | 25% |
| Provided by external entity | -- | -- | 3 | 50% | 2 | 50% | 5 | 63% | 1 | 50% | 3 | 43% | 2 | 50% | 3 | 75% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 14% | -- | -- | -- | -- |
| Confidential | 1 | 50% | 5 | 83% | 3 | 75% | 6 | 75% | -- | -- | 5 | 71% | 4 | 100% | 3 | 75% |
| Copay or fee | 1 | 50% | 1 | 17% | 1 | 25% | 2 | 25% | -- | -- | 1 | 14% | 1 | 25% | 1 | 25% |
| Available to spouses | -- | -- | 3 | 50% | 3 | 75% | 5 | 63% | -- | -- | 3 | 43% | 2 | 50% | 2 | 50% |

Notes. N = Total number of agencies who participated in the scan and had external referrals; n = number of agencies; EAP = employee assistance program

Characteristics of Yoga Programs by Agency Type within Region (N=9)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|----------------------------------|----------|------|-------|------|----------|------|-------|------|----------|------|-------|----|----------|------|-------|----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=1) | | (n=2) | | (n=2) | | (n=1) | | (n=1) | | (n=0) | | (n=2) | | (n=0) | |
| <i>Yoga Programs have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | -- | -- | -- | -- | -- | -- | 1 | 100% | -- | -- | -- | -- | -- | -- |
| Frequency limitations | -- | -- | -- | -- | 1 | 50% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 2 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | 2 | 100% | -- | -- |
| Provided by external entity | -- | -- | -- | -- | 2 | 100% | 1 | 100% | -- | -- | -- | -- | -- | -- | -- | -- |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | -- | -- | 1 | 50% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Copay or fee | -- | -- | -- | -- | 2 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | -- | -- | -- | -- | 2 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |

Notes. N = Total number of agencies who participated in the scan, offered yoga, and provided data on yoga program characteristics; n = number of agencies; EAP = employee assistance program

Characteristics of Mindfulness Programs by Agency Type within Region (N=19)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---|----------------|------|----------------|-----|----------------|-----|----------------|-----|----------------|----|----------------|-----|----------------|------|----------------|-----|
| | Local (n=1) | | State (n=3) | | Local (n=2) | | State (n=4) | | Local (n=0) | | State (n=2) | | Local (n=3) | | State (n=4) | |
| <i>Mindfulness Programs have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 1 | 33% | -- | -- | 3 | 75% | -- | -- | -- | -- | 3 | 100% | 2 | 50% |
| Frequency limitations | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 50% | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 2 | 67% | 1 | 50% | 2 | 50% | -- | -- | 1 | 50% | 1 | 33% | 2 | 50% |
| Provided by external entity | -- | -- | -- | -- | 1 | 50% | 2 | 50% | -- | -- | -- | -- | 1 | 33% | 1 | 25% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | 1 | 33% | 1 | 50% | 2 | 50% | -- | -- | 1 | 50% | -- | -- | -- | -- |
| Copay or fee | -- | -- | -- | -- | 1 | 50% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | -- | -- | 1 | 33% | 1 | 50% | 1 | 25% | -- | -- | -- | -- | -- | -- | 1 | 25% |

Notes. N = Total number of agencies who participated in the scan and offered mindfulness; n = number of agencies; EAP = employee assistance program

Characteristics of Family Counseling by Agency Type within Region (N=25)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|------------------------------------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|
| | Local (n=1) | | State (n=3) | | Local (n=2) | | State (n=8) | | Local (n=2) | | State (n=2) | | Local (n=5) | | State (n=2) | |
| <i>Family Counseling has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 3 | 100% | 2 | 100% | 8 | 100% | 2 | 100% | 2 | 100% | 5 | 100% | 2 | 100% |
| Frequency limitations | -- | -- | 1 | 33% | 1 | 50% | 3 | 38% | 1 | 50% | 1 | 50% | 2 | 40% | 1 | 50% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 2 | 67% | -- | -- | 3 | 38% | 2 | 100% | 1 | 50% | 5 | 100% | -- | -- |
| Provided by external entity | -- | -- | 1 | 33% | 2 | 100% | 6 | 75% | 2 | 100% | 1 | 50% | 3 | 60% | 2 | 100% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | 1 | 33% | 2 | 100% | 8 | 100% | 2 | 100% | 2 | 100% | 5 | 100% | 1 | 50% |
| Copay or fee | -- | -- | 1 | 33% | -- | -- | 1 | 13% | -- | -- | -- | -- | 1 | 20% | -- | -- |
| Available to spouses | 1 | 100% | 3 | 100% | 2 | 100% | 7 | 88% | 1 | 50% | 1 | 50% | 4 | 80% | 2 | 100% |

Notes. N = Total number of agencies who participated in the scan and offered family counseling; n = number of agencies; EAP = employee assistance program

Characteristics of Marriage Counseling by Agency Type within Region (N=24)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|--------------------------------------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|
| | Local (n=1) | | State (n=2) | | Local (n=3) | | State (n=8) | | Local (n=1) | | State (n=2) | | Local (n=5) | | State (n=2) | |
| <i>Marriage Counseling has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 2 | 100% | 2 | 67% | 7 | 88% | 1 | 100% | 2 | 100% | 5 | 100% | 2 | 100% |
| Frequency limitations | -- | -- | -- | -- | 1 | 33% | 3 | 38% | 1 | 100% | 1 | 50% | 2 | 40% | 1 | 50% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 1 | 50% | 1 | 33% | 3 | 38% | 1 | 100% | 1 | 50% | 5 | 100% | -- | -- |
| Provided by external entity | -- | -- | 1 | 50% | 2 | 67% | 5 | 63% | 1 | 100% | 1 | 50% | 3 | 60% | 1 | 50% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | 1 | 50% | 3 | 100% | 8 | 100% | -- | -- | 2 | 100% | 5 | 100% | 1 | 50% |
| Copay or fee | -- | -- | 1 | 50% | -- | -- | 1 | 13% | 1 | 100% | -- | -- | -- | -- | -- | -- |
| Available to spouses | 1 | 100% | 2 | 100% | 3 | 100% | 6 | 75% | 1 | 100% | 1 | 50% | 3 | 60% | 1 | 50% |

Notes. N = Total number of agencies who participated in the scan and offered marriage counseling; n = number of agencies; EAP = employee assistance program

Characteristics of Health Fairs by Agency Type within Region (N=30)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---------------------------------|----------------|------|----------------|------|----------------|-----|----------------|-----|----------------|------|----------------|------|----------------|------|----------------|-----|
| | Local (n=1) | | State (n=3) | | Local (n=5) | | State (n=8) | | Local (n=1) | | State (n=5) | | Local (n=4) | | State (n=3) | |
| <i>Health Fairs have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 1 | 33% | 2 | 40% | 2 | 25% | -- | -- | 1 | 20% | 2 | 50% | -- | -- |
| Frequency limitations | -- | -- | -- | -- | -- | -- | 1 | 13% | -- | -- | -- | -- | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 3 | 100% | 2 | 40% | 5 | 63% | 1 | 100% | 5 | 100% | 4 | 100% | 1 | 33% |
| Provided by external entity | -- | -- | 1 | 33% | 2 | 40% | 6 | 75% | -- | -- | 3 | 60% | -- | -- | 2 | 67% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | -- | -- | -- | -- | 2 | 40% | 2 | 25% | -- | -- | 2 | 40% | 2 | 50% | -- | -- |
| Copay or fee | -- | -- | -- | -- | -- | -- | 1 | 13% | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | 1 | 100% | -- | -- | 1 | 20% | 4 | 50% | -- | -- | 1 | 20% | -- | -- | -- | -- |

Notes. N = Total number of agencies who participated in the scan and offered health fairs; n = number of agencies; EAP = employee assistance program

Characteristics of Preventative Health Programs by Agency Type within Region (N=47)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---|----------------|------|----------------|------|----------------|-----|-----------------|-----|----------------|-----|-----------------|-----|----------------|-----|----------------|-----|
| | Local (n=1) | | State (n=3) | | Local (n=6) | | State (n=11) | | Local (n=4) | | State (n=10) | | Local (n=5) | | State (n=7) | |
| <i>Preventative Health Programs have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 1 | 33% | 1 | 17% | 4 | 36% | -- | -- | 1 | 10% | 2 | 40% | 1 | 14% |
| Frequency limitations | -- | -- | 1 | 33% | 1 | 17% | 1 | 9% | -- | -- | 1 | 10% | -- | -- | 2 | 29% |
| Mandatory | -- | -- | 1 | 33% | 1 | 17% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 2 | 67% | 4 | 67% | 8 | 73% | 1 | 25% | 5 | 50% | 3 | 60% | 3 | 43% |
| Provided by external entity | -- | -- | 3 | 100% | 4 | 67% | 8 | 73% | 3 | 75% | 7 | 70% | 2 | 40% | 6 | 86% |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | 2 | 67% | 3 | 50% | 7 | 64% | 2 | 50% | 7 | 70% | 4 | 80% | 5 | 71% |
| Copay or fee | -- | -- | -- | -- | 2 | 33% | 1 | 9% | -- | -- | 1 | 10% | 1 | 20% | 1 | 14% |
| Available to spouses | -- | -- | 1 | 33% | 2 | 33% | 6 | 55% | 1 | 25% | 3 | 30% | 1 | 20% | 4 | 57% |

Notes. N = Total number of agencies who participated in the scan and offered preventative health programs; n = number of agencies; EAP = employee assistance program

Characteristics of Social Engagement by Agency Type within Region (N=23)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|------------------------------------|----------------|------|----------------|----|----------------|------|----------------|------|----------------|------|----------------|-----|----------------|-----|----------------|------|
| | Local (n=1) | | State (n=0) | | Local (n=2) | | State (n=4) | | Local (n=2) | | State (n=6) | | Local (n=3) | | State (n=5) | |
| <i>Social Engagement has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | -- | -- | -- | -- | 1 | 25% | -- | -- | 1 | 17% | -- | -- | -- | -- |
| Frequency limitations | -- | -- | -- | -- | -- | -- | 1 | 25% | -- | -- | 1 | 17% | -- | -- | -- | -- |
| Mandatory | -- | -- | -- | -- | 2 | 100% | 4 | 100% | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | -- | -- | 1 | 50% | 4 | 100% | 2 | 100% | 5 | 83% | 2 | 67% | 5 | 100% |
| Provided by external entity | -- | -- | -- | -- | 1 | 50% | 1 | 25% | -- | -- | -- | -- | 1 | 33% | -- | -- |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 17% | -- | -- | -- | -- |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | -- | -- | -- | -- | 1 | 50% | 2 | 50% | 1 | 50% | -- | -- | 1 | 33% | 1 | 20% |

Notes. N = Total number of agencies who participated in the scan and offered social engagement; n = number of agencies; EAP = employee assistance program

Characteristics of Family Events by Agency Type within Region (N=23)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|----------------------------------|----------------|------|----------------|------|----------------|-----|----------------|------|----------------|----|----------------|------|----------------|------|----------------|-----|
| | Local (n=1) | | State (n=2) | | Local (n=4) | | State (n=3) | | Local (n=0) | | State (n=5) | | Local (n=4) | | State (n=4) | |
| <i>Family Events have/are...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 1 | 100% | 1 | 50% | 1 | 25% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Frequency limitations | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 20% | 1 | 25% | 1 | 25% |
| Mandatory | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 100% | 2 | 100% | 3 | 75% | 3 | 100% | -- | -- | 5 | 100% | 4 | 100% | 3 | 75% |
| Provided by external entity | -- | -- | -- | -- | 1 | 25% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Tied to job performance | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 100% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | 1 | 100% | 2 | 100% | 2 | 50% | 2 | 67% | -- | -- | 5 | 100% | 3 | 75% | 2 | 50% |

Notes. N = Total number of agencies who participated in the scan and offered family events; n = number of agencies; EAP = employee assistance program

Characteristics of Critical Incident Debriefing by Agency Type within Region (N=55)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---|----------------|-----|----------------|------|----------------|-----|-----------------|-----|----------------|------|-----------------|------|----------------|------|-----------------|-----|
| | Local (n=4) | | State (n=5) | | Local (n=8) | | State (n=11) | | Local (n=4) | | State (n=10) | | Local (n=3) | | State (n=10) | |
| <i>Critical Incident Debriefing has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 2 | 50% | 1 | 20% | 3 | 38% | 4 | 36% | -- | -- | 1 | 10% | -- | -- | 1 | 10% |
| Frequency limitations | -- | -- | -- | -- | 1 | 13% | -- | -- | -- | -- | -- | -- | 1 | 33% | 1 | 10% |
| Mandatory | 2 | 50% | 2 | 40% | 2 | 25% | 1 | 9% | 2 | 50% | 1 | 10% | 2 | 67% | 2 | 20% |
| Offered by agency | 3 | 75% | 5 | 100% | 5 | 63% | 9 | 82% | 3 | 75% | 10 | 100% | 3 | 100% | 9 | 90% |
| Provided by external entity | 1 | 25% | 1 | 20% | 3 | 38% | 3 | 27% | 3 | 75% | 1 | 10% | -- | -- | 1 | 10% |
| Tied to job performance | -- | -- | 1 | 20% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 3 | 75% | 3 | 60% | 5 | 63% | 6 | 55% | 4 | 100% | 7 | 70% | 1 | 33% | 5 | 50% |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Available to spouses | 1 | 25% | -- | -- | 2 | 25% | 1 | 9% | 1 | 25% | 1 | 10% | -- | -- | -- | -- |

Notes. N = Total number of agencies who participated in the scan and offered critical incident debriefing; n = number of agencies; EAP = employee assistance program

Characteristics of Resiliency Support Programs by Agency Type within Region (N=29)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-------------------------------------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|------|----------------|-----|----------------|------|----------------|-----|
| | Local (n=2) | | State (n=3) | | Local (n=3) | | State (n=6) | | Local (n=1) | | State (n=7) | | Local (n=2) | | State (n=5) | |
| <i>Resiliency Support has/is...</i> | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Provided by EAP | 2 | 100% | 2 | 67% | 1 | 33% | 4 | 67% | -- | -- | -- | -- | 1 | 50% | 2 | 40% |
| Frequency limitations | -- | -- | 1 | 33% | 1 | 33% | 3 | 50% | -- | -- | 1 | 14% | -- | -- | -- | -- |
| Mandatory | -- | -- | 1 | 33% | -- | -- | 1 | 17% | -- | -- | -- | -- | -- | -- | -- | -- |
| Offered by agency | 1 | 50% | 3 | 100% | 3 | 100% | 6 | 100% | 1 | 100% | 4 | 57% | 1 | 50% | 3 | 60% |
| Provided by external entity | 1 | 50% | 1 | 33% | 1 | 33% | 3 | 50% | -- | -- | 3 | 43% | 2 | 100% | 2 | 40% |
| Tied to job performance | -- | -- | -- | -- | 1 | 33% | 1 | 17% | -- | -- | -- | -- | -- | -- | -- | -- |
| Confidential | 1 | 50% | 2 | 67% | 2 | 67% | 3 | 50% | 1 | 100% | 5 | 71% | 1 | 50% | 3 | 60% |
| Copay or fee | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 1 | 20% |
| Available to spouses | -- | -- | 1 | 33% | 1 | 33% | 3 | 50% | -- | -- | 2 | 29% | -- | -- | 1 | 20% |

Notes. N = Total number of agencies who participated in the scan and offered resiliency support; n = number of agencies; EAP = employee assistance program

Coverage of Health Education Topics by Agency Type within Region (N=70)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-------------------------|----------|-----|-------|-----|----------|-----|--------|-----|----------|-----|--------|-----|----------|-----|--------|-----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=5) | | (n=9) | | (n=9) | | (n=12) | | (n=5) | | (n=14) | | (n=6) | | (n=10) | |
| Education Topics | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Staff Suicide Awareness | 2 | 40% | 3 | 33% | 3 | 33% | 8 | 67% | 1 | 20% | 4 | 29% | 1 | 17% | 5 | 50% |
| Stress Management | 2 | 40% | 3 | 33% | 3 | 33% | 10 | 83% | 1 | 20% | 4 | 29% | 3 | 50% | 6 | 60% |
| Time Management | -- | -- | 1 | 11% | 1 | 11% | 8 | 67% | 1 | 20% | 4 | 29% | 2 | 33% | 2 | 20% |
| Coping Skills | 2 | 40% | 3 | 33% | 2 | 22% | 9 | 75% | 1 | 20% | 4 | 29% | 2 | 33% | 5 | 50% |
| Financial Wellness | 1 | 20% | 2 | 22% | 3 | 33% | 8 | 67% | -- | -- | 3 | 21% | 3 | 50% | 5 | 50% |
| Other Topics | 2 | 40% | 2 | 22% | 1 | 11% | 4 | 33% | -- | -- | -- | -- | -- | -- | 3 | 30% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Frequency of Health Education Topic Coverage by Agency Type within Region

| | | | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|--------------------------------------|-----------|--|----------|------|-------|------|----------|------|-------|------|----------|------|-------|------|----------|------|-------|------|
| | | | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | | | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Health Education Topics | | | | | | | | | | | | | | | | | | |
| Staff Suicide Awareness (n=27) | Academy | | 2 | 100% | 2 | 67% | 3 | 100% | 6 | 75% | -- | -- | 2 | 50% | -- | -- | 2 | 40% |
| | Annually | | 2 | 100% | 3 | 100% | 2 | 67% | 6 | 75% | 1 | 100% | 2 | 50% | 1 | 100% | 4 | 80% |
| | As Needed | | 1 | 50% | 1 | 33% | 1 | 33% | 5 | 63% | 1 | 100% | 2 | 50% | -- | -- | 2 | 40% |
| Stress Management (n=32) | Academy | | 1 | 50% | 1 | 33% | 3 | 100% | 7 | 70% | 1 | 100% | 1 | 25% | -- | -- | 1 | 17% |
| | Annually | | 1 | 50% | 2 | 67% | 1 | 33% | 6 | 60% | -- | -- | 2 | 50% | 2 | 100% | 3 | 50% |
| | As Needed | | 1 | 50% | 2 | 67% | 3 | 100% | 7 | 70% | 1 | 100% | 4 | 100% | -- | -- | 3 | 50% |
| Time Management (n=19) | Academy | | -- | -- | -- | -- | 1 | 100% | 3 | 38% | -- | -- | 1 | 25% | -- | -- | -- | -- |
| | Annually | | - | - | - | - | -- | -- | - | - | -- | -- | - | - | -- | -- | -- | -- |
| | As Needed | | - | - | -- | -- | 1 | 100% | 6 | 75% | 1 | 100% | 4 | 100% | 1 | 100% | 1 | 100% |
| Coping Skills (n=28) | Academy | | 2 | 100% | 1 | 33% | 2 | 100% | 5 | 56% | -- | -- | 4 | 100% | -- | -- | 2 | 40% |
| | Annually | | 1 | 50% | 3 | 100% | 1 | 50% | 6 | 67% | -- | -- | -- | -- | - | - | 3 | 43% |
| | As Needed | | 1 | 50% | 1 | 33% | 1 | 50% | 6 | 67% | 1 | 100% | 4 | 100% | 1 | 50% | 2 | 40% |
| Financial Wellness (n=25) | Academy | | - | - | -- | -- | 2 | 67% | 3 | 38% | - | - | 1 | 33% | -- | -- | -- | -- |
| | Annually | | -- | -- | -- | -- | -- | -- | 3 | 38% | - | - | -- | -- | 1 | 33% | 1 | 20% |
| | As Needed | | 1 | 100% | 2 | 100% | 3 | 100% | 6 | 75% | - | - | 3 | 100% | 2 | 67% | 4 | 80% |
| Other Health Education Topics (n=12) | Academy | | 2 | 100% | 1 | 100% | 1 | 100% | 3 | 75% | - | - | - | - | - | - | 1 | 33% |
| | Annually | | 1 | 50% | 2 | 100% | 1 | 100% | 3 | 75% | - | - | - | - | - | - | 2 | 67% |
| | As Needed | | 2 | 100% | 1 | 50% | 1 | 100% | 4 | 100% | - | - | - | - | - | - | 2 | 67% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies that covered each health topic.

Barriers to Offering Staff Wellness Program by Agency Type within Region (N=61)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|---------------------------------|----------|-----|-------|-----|----------|-----|--------|-----|----------|-----|--------|-----|----------|-----|-------|-----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=5) | | (n=8) | | (n=7) | | (n=12) | | (n=3) | | (n=13) | | (n=5) | | (n=8) | |
| Barriers | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Lack of funding | 3 | 60% | 6 | 75% | 5 | 71% | 9 | 75% | 1 | 33% | 8 | 62% | 4 | 80% | 7 | 88% |
| Lack of adequate staffing level | 2 | 40% | 5 | 63% | 2 | 29% | 9 | 75% | -- | -- | 5 | 39% | 3 | 60% | 6 | 75% |
| Lack of physical space | 1 | 20% | 2 | 25% | 3 | 43% | 6 | 50% | 1 | 33% | 6 | 46% | 1 | 20% | 2 | 25% |
| Lack of interest | -- | -- | 1 | 13% | 1 | 14% | 5 | 42% | 2 | 67% | 6 | 46% | 1 | 20% | 2 | 25% |
| Lack of information/knowledge | -- | -- | -- | -- | 2 | 29% | 3 | 25% | -- | -- | 5 | 39% | 1 | 20% | 2 | 25% |
| Lack of community resources | 1 | 20% | 1 | 13% | -- | -- | 1 | 8% | -- | -- | 2 | 15% | 1 | 20% | 3 | 38% |
| Organizational culture | -- | -- | 2 | 25% | 1 | 14% | -- | -- | -- | -- | 1 | 8% | -- | -- | 1 | 13% |

Notes. N = Total number of agencies who participated in the scan and provided a response to the survey question on barriers to offering staff wellness program. n = number of agencies.

Primary Oversight for Wellness Program by Agency Type within Region (N=63)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|--------------------------------------|----------|-----|-------|-----|----------|-----|--------|-----|----------|-----|--------|-----|----------|-----|--------|-----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=5) | | (n=8) | | (n=7) | | (n=10) | | (n=5) | | (n=13) | | (n=5) | | (n=10) | |
| Primary Oversight | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Human Resources (HR) | 2 | 40% | 2 | 25% | 5 | 71% | 6 | 60% | 2 | 40% | 7 | 54% | 2 | 40% | 6 | 60% |
| Secretary, Director, or Commissioner | 2 | 40% | 4 | 50% | 1 | 14% | 1 | 10% | -- | -- | 4 | 31% | -- | -- | 4 | 40% |
| Sheriff | -- | -- | -- | -- | -- | -- | -- | -- | 3 | 60% | -- | -- | 1 | 20% | -- | -- |
| Jail Administrator | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Risk Management | -- | -- | -- | -- | 1 | 14% | -- | -- | -- | -- | 1 | 8% | 1 | 20% | -- | -- |
| Wellness Committee | 1 | 20% | 1 | 13% | -- | -- | 1 | 10% | -- | -- | 1 | 8% | -- | -- | -- | -- |
| Other Oversight | -- | -- | 1 | 13% | -- | -- | 2 | 20% | -- | -- | -- | -- | 1 | 20% | -- | -- |

Notes. N = Total number of agencies who participated in the scan, had a wellness program, and provided a response to the survey question on wellness program oversight. n = number of agencies. CCHA Region 1 had one missing response, CCHA Region 2 had two missing responses, and CCHA Region 3 had one missing response for primary oversight.

Funding Source Availability for Wellness Program by Agency Type within Region (N=67)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|-------------------------------------|----------|-----|-------|-----|----------|-----|--------|-----|----------|-----|--------|-----|----------|-----|--------|-----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=5) | | (n=9) | | (n=8) | | (n=11) | | (n=5) | | (n=14) | | (n=5) | | (n=10) | |
| Funding Source | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Line item | 3 | 60% | 4 | 44% | 5 | 63% | 4 | 36% | 4 | 80% | 8 | 57% | -- | -- | 6 | 60% |
| Facility operations | 1 | 20% | 6 | 67% | 2 | 25% | 5 | 46% | 2 | 40% | 5 | 36% | -- | -- | 2 | 20% |
| Discretionary funds | -- | -- | 4 | 40% | 2 | 25% | 2 | 18% | -- | -- | 1 | 7% | 3 | 60% | 5 | 50% |
| External source | 1 | 20% | 3 | 33% | -- | -- | 3 | 27% | -- | -- | 3 | 21% | 2 | 40% | 2 | 20% |
| Grant | -- | -- | 2 | 22% | -- | -- | 3 | 27% | -- | -- | 2 | 14% | -- | -- | -- | -- |
| Employee association or union funds | 1 | 20% | 4 | 44% | -- | -- | -- | -- | -- | -- | 1 | 7% | 1 | 20% | -- | -- |
| Other source(s) | -- | -- | -- | -- | -- | -- | 1 | 9% | -- | -- | -- | -- | -- | -- | -- | -- |

Notes. N = Total number of agencies who participated in the scan, had a wellness program, and provided a response to the survey question on wellness program funding. n = number of agencies.

Openness to ACA Assistance by Agency Type within Region (N=65)

| | Region 1 | | | | Region 2 | | | | Region 3 | | | | Region 4 | | | |
|--|----------|-----|-------|-----|----------|-----|--------|-----|----------|-----|--------|-----|----------|-----|--------|-----|
| | Local | | State | | Local | | State | | Local | | State | | Local | | State | |
| | (n=3) | | (n=7) | | (n=8) | | (n=12) | | (n=5) | | (n=14) | | (n=6) | | (n=10) | |
| Openness to ACA Assistance | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % |
| Yes, even though we already evaluate our program | 2 | 67% | 2 | 29% | -- | -- | 6 | 50% | -- | -- | 4 | 29% | 1 | 17% | 3 | 30% |
| Yes, we do not yet evaluation our program | 1 | 33% | 1 | 14% | 1 | 13% | 2 | 17% | 1 | 20% | 5 | 38% | 3 | 50% | 4 | 40% |
| No, we already evaluate our program | -- | -- | -- | -- | 3 | 38% | 1 | 8% | 2 | 40% | -- | -- | -- | -- | 1 | 10% |
| No, we are not yet ready | -- | -- | 3 | 43% | 3 | 38% | 2 | 17% | -- | -- | 3 | 21% | -- | -- | 1 | 10% |
| No, we are not interested | -- | -- | 1 | 14% | -- | -- | -- | -- | 2 | 40% | 1 | 7% | 1 | 17% | 1 | 10% |
| No, we do not have a staff wellness program | -- | -- | -- | -- | 1 | 13% | 1 | 8% | -- | -- | 1 | 7% | 1 | 17% | -- | -- |

Notes. N = Total number of agencies who participated in the scan and who provided a response to the survey question on openness to ACA assistance ; n = number of agencies

Local Agency Community Setting

Table X. Number of Staff, Institutions, and Wellness Program Types Available by Setting Type among Local Agencies (N=25)

| | Rural | Suburban | Urban |
|-----------------------------|-----------------------|------------------------|-------------------------------|
| | (n=4) | (n=6) | (n=15) |
| | M (sd); range | M (sd); range | M (sd); range |
| Number of staff | 31.5 (12.1); 16-45 | 82.5 (60.5); 31-200 | 1,619.2 (2,695); 16-10,000 |
| Number of institutions | 1.0 (0.0); -- | 1.5 (1-3) 1-3 | 2.9 (2.4); 1-9 |
| Number of wellness programs | 5.3 (3.2) 3-9 | 6.4 (3.9) 3-12 | 10.6 (5.1) 2-17 |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Availability of Staff Wellness Programs by Setting Type among Local Agencies (N=25)

| | Rural | | Suburban | | Urban | |
|---|-------|-----|----------|-----|--------|-----|
| | (n=4) | | (n=6) | | (n=15) | |
| | n | % | n | % | n | % |
| Has Employee Assistance Program | 3 | 75% | 4 | 67% | 14 | 93% |
| Has Critical Incident Debriefings | 3 | 75% | 4 | 67% | 12 | 80% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 0 | 0% | 4 | 67% | 12 | 80% |
| Has Peer Support | 1 | 25% | 1 | 17% | 11 | 73% |
| Has Outside Referrals | 0 | 0% | 3 | 50% | 9 | 60% |
| Has Fitness | 1 | 25% | 2 | 33% | 11 | 73% |
| Has Health Fairs | 1 | 25% | 1 | 17% | 12 | 80% |
| Has Health Education | 1 | 25% | 1 | 17% | 8 | 53% |
| Has Drug and Alcohol Treatment | 2 | 50% | 4 | 67% | 9 | 60% |
| Has Resiliency Support/Programs | 0 | 0% | 1 | 17% | 7 | 47% |
| Has Nutrition | 2 | 50% | 1 | 17% | 7 | 47% |
| Has Social Engagement Activities | 0 | 0% | 0 | 0% | 10 | 67% |
| Has Family Counseling | 1 | 25% | 2 | 33% | 7 | 47% |
| Has Marriage Counseling | 1 | 25% | 2 | 33% | 7 | 47% |
| Has Family Events | 0 | 0% | 1 | 17% | 8 | 53% |
| Has Mindfulness | 0 | 0% | 1 | 17% | 5 | 33% |
| Has Yoga | 0 | 0% | 0 | 0% | 6 | 40% |
| Has Physical Therapy | 0 | 0% | 0 | 0% | 4 | 27% |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Community Health
Education Topics
Provided
N=20

| | Rural | | Suburban | | Urban | |
|--------------------------------|-------|-----|----------|-----|--------|-----|
| | (n=3) | | (n=5) | | (n=12) | |
| | n | % | n | % | n | % |
| Health Education Topics | | | | | | |
| Staff Suicide Awareness | 1 | 33% | 0 | 0% | 5 | 42% |
| Stress Management | 1 | 33% | 1 | 20% | 5 | 42% |
| Time Management | 1 | 33% | 0 | 0% | 2 | 17% |
| Coping Skills | 1 | 33% | 0 | 0% | 4 | 33% |
| Financial Wellness | 0 | 0% | 1 | 20% | 5 | 42% |
| Other Health Education Topics | 0 | 0% | 0 | 0% | 2 | 17% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Barriers to Staff Wellness Programs N=20

| | Rural | | Suburban | | Urban | |
|---------------------------------|-------|-----|----------|----|--------|----|
| | (n=4) | | (n=5) | | (n=11) | |
| | n | % | n | % | n | % |
| Lack of funding | 4 | 100 | 3 | 60 | 6 | 55 |
| Lack of adequate staffing level | 2 | 50 | 1 | 20 | 4 | 36 |
| Lack of physical space | 2 | 50 | 2 | 40 | 2 | 18 |
| Lack of interest | 2 | 50 | 2 | 40 | 0 | 0 |
| Lack of information/knowledge | 0 | 0 | 1 | 20 | 2 | 18 |
| Lack of community resources | 1 | 25 | 1 | 1 | 1 | 9 |
| Organizational culture | 0 | 0 | 0 | 0 | 1 | 7 |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Primary Oversight for Staff Wellness Programs

N=22

| | Rural | | Suburban | | Urban | |
|--|-------|-----|----------|------|--------|-----|
| | (n=3) | | (n=5) | | (n=14) | |
| | n | % | n | % | n | % |
| Human Resources (HR) | 2 | 67% | 5 | 100% | 4 | 29% |
| State Secretary, Director, or Commissioner | 0 | 0% | 0 | 0% | 3 | 21% |
| Sheriff | 1 | 33% | 0 | 0% | 3 | 21% |
| Risk Management | 0 | 0% | 0 | 0% | 1 | 7% |
| Wellness committee | 0 | 0% | 0 | 0% | 1 | 7% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Funding Sources for Staff Wellness Programs

Where does funding for staff wellness come from?

| | Rural | | Suburban | | Urban | |
|-------------------------------------|-------|-----|----------|-----|--------|-----|
| | (n=3) | | (n=5) | | (n=15) | |
| | n | % | n | % | n | % |
| Line item | 2 | 67% | 3 | 60% | 8 | 53% |
| Facility operations | 0 | 0% | 0 | 0% | 5 | 33% |
| Discretionary funds | 0 | 0% | 0 | 0% | 5 | 33% |
| External source | 1 | 33% | 2 | 40% | 0 | 0% |
| Grant | 1 | 33% | 0 | 0% | 4 | 33% |
| Employee association or union funds | 0 | 0% | 1 | 20% | 1 | 7% |
| Other source(s) | 0 | 0% | 0 | 0% | 0 | 0% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Agency Size

Number of Staff, Institutions, and Wellness Program Types Available within Agency by Categorical Staff Size (N=70)

| | Smallest | Second Smallest | Second Largest | Largest |
|-----------------------------|--------------------------|---------------------------|-------------------------|------------------------------|
| | (n=17) | (n=22) | (n=20) | (n=11) |
| | M (sd); range | M (sd); range | M (sd); range | M (sd); range |
| Number of staff | 1,986 (5,548); 16-22,000 | 2,665 (3,277); 317-14,000 | 4,803 (2,816); 31-9,500 | 15,631 (9,010); 3,846-35,679 |
| Number of institutions | 5.12 (11.9); 1-50 | 10.7 (13.5); 1-59 | 14.4 (9.0); 1-37 | 36.8 (23.7); 9-93 |
| Number of wellness programs | 7.7 (4.7); 3-16 | 7.6 (4.3); 2-16 | 9.6 (4.5); 3-17 | 9.9 (3.3); 5-17 |

Notes. The denominator for number of wellness programs is 67, corresponding to the number of agencies reporting a staff wellness program. The denominator for number of staff is 68, which excludes missing responses (one missing response each from Category 1 & Category 2) from two agencies for staff size. N = Total number of local agencies who participated in the scan; n = number of agencies within setting types.

Number of Staff, Institutions, and Wellness Program Types Available within Agency by Categorical Staff Size and Agency Type (N=70)

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|-----------------------------|----------------------------------|----------------------|--------------------------------|-----------------------------|-------------------------------|----------------------------|---------------------------------|------------------|
| | State | Local | State | Local | State | Local | State | Local |
| | (n=3) | (n=14) | (n=17) | (n=5) | (n=16) | (n=4) | (n=10) | (n=1) |
| | M (sd); range | M (sd); range | M (sd); range | M (sd); range | M (sd); range | M (sd); range | M (sd); range | M (sd); range |
| Number of staff | 10,533 (10,632); 1,000-22,000 | 155 (144); 16-450 | 3,025 (3,552); 1,000-14,000 | 1,226 (1,210); 317-3,000 | 3,025 (3,552); 2,100-9,500 | 1,278 (2,041); 31-4,300 | 16,195 (9,291); 3,846-35,679 | 10,000 |
| Number of institutions | 22.0 (24.6); 4-50 | 1.5 (0.8); 1-3 | 13.1 (14.6); 2-59 | 2.6 (1.5); 1-4 | 17.3 (7.5); 8-37 | 2.8 (2.9); 1-7 | 39.6 (23.0); 13-93 | 9.0 |
| Number of wellness programs | 7.3 (5.9); 3-14 | 7.8 (4.7); 3-16 | 7.0 (3.9); 2-16 | 9.4 (5.3); 2-14 | 9.3 (4.2); 4-16 | 10.5 (6.0); 3-17 | 9.2 (2.4); 5-12 | 17 |

Notes. The denominator for number of wellness programs is 67, corresponding to the number of agencies reporting a staff wellness program. The denominator for number of staff is 68, which excludes missing responses from two agencies for staff size. Category 4 only had one response for local agency, so standard deviation and range are not reported. N = Total number of local agencies who participated in the scan; n = number of agencies within setting types.

Availability of Staff Wellness Programs by Categorical Staff Size (N=70)

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|---|----------|-----|-----------------|-----|----------------|------|---------|------|
| | (n=17) | | (n=22) | | (n=20) | | (n=11) | |
| | n | % | n | % | n | % | n | % |
| Has Employee Assistance Program | 14 | 82% | 20 | 91% | 20 | 100% | 11 | 100% |
| Has Critical Incident Debriefings | 13 | 77% | 19 | 86% | 13 | 65% | 10 | 91% |
| Has Preventative Health Screens/Vaccinations/Inoculations | 12 | 71% | 13 | 59% | 15 | 75% | 8 | 73% |
| Has Peer Support | 6 | 35% | 12 | 55% | 13 | 65% | 11 | 100% |
| Has Outside Referrals | 6 | 35% | 9 | 41% | 14 | 70% | 8 | 73% |
| Has Fitness | 8 | 47% | 10 | 46% | 12 | 60% | 6 | 55% |
| Has Health Fairs | 7 | 41% | 10 | 46% | 10 | 50% | 7 | 64% |
| Has Health Education | 6 | 35% | 10 | 46% | 10 | 50% | 7 | 64% |
| Has Drug and Alcohol Treatment | 7 | 41% | 8 | 36% | 12 | 60% | 4 | 36% |
| Has Resiliency Support/Programs | 5 | 29% | 9 | 41% | 9 | 45% | 6 | 55% |
| Has Nutrition | 7 | 41% | 4 | 18% | 10 | 50% | 7 | 64% |
| Has Social Engagement Activities | 3 | 18% | 9 | 41% | 10 | 50% | 5 | 46% |
| Has Family Counseling | 5 | 29% | 6 | 27% | 10 | 50% | 4 | 36% |
| Has Marriage Counseling | 5 | 29% | 6 | 27% | 9 | 45% | 4 | 36% |
| Has Family Events | 5 | 29% | 6 | 27% | 9 | 45% | 4 | 36% |
| Has Mindfulness | 3 | 18% | 2 | 9% | 9 | 45% | 6 | 55% |
| Has Yoga | 1 | 6% | 3 | 14% | 4 | 20% | 1 | 9% |
| Has Physical Therapy | 3 | 18% | 3 | 14% | 2 | 10% | 0 | 0% |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Coverage of Health Education Topics by Staff Size Category (N=70)

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|--------------------------------|----------|-----|-----------------|-----|----------------|-----|---------|-----|
| | (n=17) | | (n=22) | | (n=20) | | (n=11) | |
| | n | % | n | % | n | % | n | % |
| Health Education Topics | | | | | | | | |
| Staff Suicide Awareness | 5 | 29% | 8 | 36% | 7 | 35% | 7 | 64% |
| Stress Management | 6 | 35% | 9 | 41% | 10 | 50% | 7 | 64% |
| Time Management | 4 | 24% | 5 | 23% | 6 | 30% | 4 | 36% |
| Coping Skills | 4 | 24% | 7 | 32% | 10 | 50% | 7 | 64% |
| Financial Wellness | 4 | 24% | 5 | 23% | 9 | 45% | 7 | 64% |
| Other Health Education Topics | 2 | 12% | 3 | 14% | 4 | 20% | 3 | 27% |

Notes. N = Total number of agencies who participated in the scan; n = number of agencies

Number of Staff Wellness Program Types Available by Staff Size and Funding Source (N=67)

| | | Smallest | Second Smallest | Second Largest | Largest |
|-------------------------------------|------------|------------------|-----------------|------------------|------------------|
| | | (n=15) | (n=21) | (n=20) | (n=11) |
| | | M (sd); range | M (sd); range | M (sd); range | M (sd); range |
| Funding Source(s) | | | | | |
| Line Item | Yes (n=34) | 7.0 (4.8); 3-16 | 6.9 (3.7); 2-13 | 11.1 (4.5); 5-16 | 9.8 (3.8); 7-17 |
| | No (n=33) | 9.2 (4.7); 5-16 | 8.3 (4.9); 2-16 | 8.7 (4.4); 3-17 | 10.0 (2.9); 5-12 |
| Facility Operations | Yes (n=23) | 6.3 (2.5); 3-9 | 8.0 (5.4); 2-16 | 7.7 (4.2); 4-15 | 10.6 (1.1); 9-12 |
| | No (n=44) | 8.3 (5.3); 3-16 | 7.4 (3.8); 2-14 | 10.5 (4.4); 3-17 | 9.3 (4.4); 5-17 |
| Discretionary Funds | Yes (n=17) | 11.7 (5.9); 5-16 | 8.3 (4.8); 3-14 | 11.4 (5.3); 4-17 | 8.3 (3.5); 5-12 |
| | No (n=50) | 6.8 (4.1); 3-16 | 7.3 (4.2); 2-16 | 8.9 (4.1); 3-16 | 10.5 (3.2); 7-17 |
| External Source | Yes (n=14) | 10.3 (4.7); 5-14 | 9.0 | 8.9 (4.7); 3-15 | 10.7 (1.5); 9-12 |
| | No (n=53) | 7.1 (4.7); 3-16 | 7.5 (4.4); 2-16 | 9.9 (4.5); 4-17 | 9.6 (3.8); 5-17 |
| Grant | Yes (n=7) | -- | 7.0 | 7.0 (3.5); 5-11 | 10.7 (1.5); 9-12 |
| | No (n=60) | 7.7 (4.7); 3-16 | 7.6 (4.4); 2-16 | 10.0 (4.5); 3-17 | 9.6 (3.8); 5-17 |
| Employee Association or Union Funds | Yes (n=7) | 4.0 | 7.0 | 10.5 (9.2); 4-17 | 10.7 (1.5); 9-12 |
| | No (n=60) | 8.0 (4.8); 3-16 | 7.6 (4.4); 2-16 | 9.4 (4.1); 3-16 | 9.6 (3.8); 5-17 |
| Other Source(s) | Yes (n=1) | -- | -- | 9.0 | -- |
| | No (n=66) | | | | |

Notes. Standard deviation and range are not reported when a cell contained only one response. Zero responses in a cell is indicated with dashes. N = Total number of local agencies who participated in the scan and who reported having a wellness program and provided information on setting type; n = number of agencies within setting types

Barriers to Staff Wellness Programs N=70

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|---------------------------------|----------|----|-----------------|----|----------------|-----|---------|-----|
| | (n=17) | | (n=22) | | (n=20) | | (n=11) | |
| | n | % | n | % | n | % | n | % |
| Lack of funding | 9 | 69 | 13 | 68 | 14 | 78 | 7 | 34 |
| Lack of adequate staffing level | 4 | 31 | 4 | 21 | 13 | 65% | 10 | 91% |
| Lack of physical space | 5 | 39 | 7 | 37 | 6 | 33 | 4 | 36 |
| Lack of interest | 4 | 31 | 4 | 21 | 6 | 33 | 4 | 36 |
| Lack of information/knowledge | 2 | 15 | 4 | 21 | 5 | 28 | 2 | 18 |
| Lack of community resources | 1 | 8 | 4 | 21 | 2 | 11 | 2 | 18 |
| Organizational culture | 0 | 0 | 2 | 9 | 2 | 10 | 1 | 9 |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Primary Oversight for Staff Wellness Programs

N=63

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|--|----------|----|-----------------|----|----------------|----|---------|----|
| | (n=15) | | (n=18) | | (n=20) | | (n=10) | |
| | n | % | n | % | n | % | n | % |
| Human Resources (HR) | 10 | 67 | 8 | 44 | 8 | 40 | 6 | 60 |
| State Secretary, Director, or Commissioner | 0 | 0 | 6 | 33 | 6 | 30 | 4 | 40 |
| Sheriff | 4 | 27 | 0 | 0 | 0 | 0 | 0 | 0 |
| Risk Management | 1 | 7 | 1 | 6 | 1 | 5 | 0 | 0 |
| Wellness committee | 0 | 0 | 1 | 6 | 3 | 15 | 0 | 0 |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Where does funding for staff wellness come from?

Funding Sources for Staff Wellness Programs N=67

| | Smallest | | Second Smallest | | Second Largest | | Largest | |
|-------------------------------------|----------|----|-----------------|----|----------------|----|---------|----|
| | (n=15) | | (n=21) | | (n=20) | | (n=11) | |
| | n | % | n | % | n | % | n | % |
| Line item | 9 | 60 | 11 | 52 | 7 | 35 | 7 | 64 |
| Facility operations | 3 | 20 | 8 | 38 | 8 | 40 | 4 | 36 |
| Discretionary funds | 1 | 7 | 7 | 33 | 5 | 25 | 4 | 36 |
| External source | 3 | 20 | 0 | 0 | 7 | 35 | 1 | 36 |
| Grant | 0 | 0 | 1 | 5 | 3 | 15 | 3 | 27 |
| Employee association or union funds | 1 | 7 | 2 | 10 | 1 | 5 | 3 | 27 |
| Other source(s) | 0 | 0 | 0 | 0 | 1 | 5 | 0 | 0 |

Notes. N = Total number of local agencies who participated in the scan and who provided information on setting type; n = number of agencies within setting types

Scan Limitations

Limitations of Scan Results

- The quality of the programs offered is unknown
 - More information is needed
 - Is there a literature on quality and evidence-based practices for wellness within setting?
- The utilization of the programs offered is unknown
 - If programs are not utilized, why not?
 - Could quality impact utilization?
 - Do staff know about program availability?
 - Even ones that are utilized - how effective are they?
- The barriers to staff are unknown
 - Need the perspective of staff