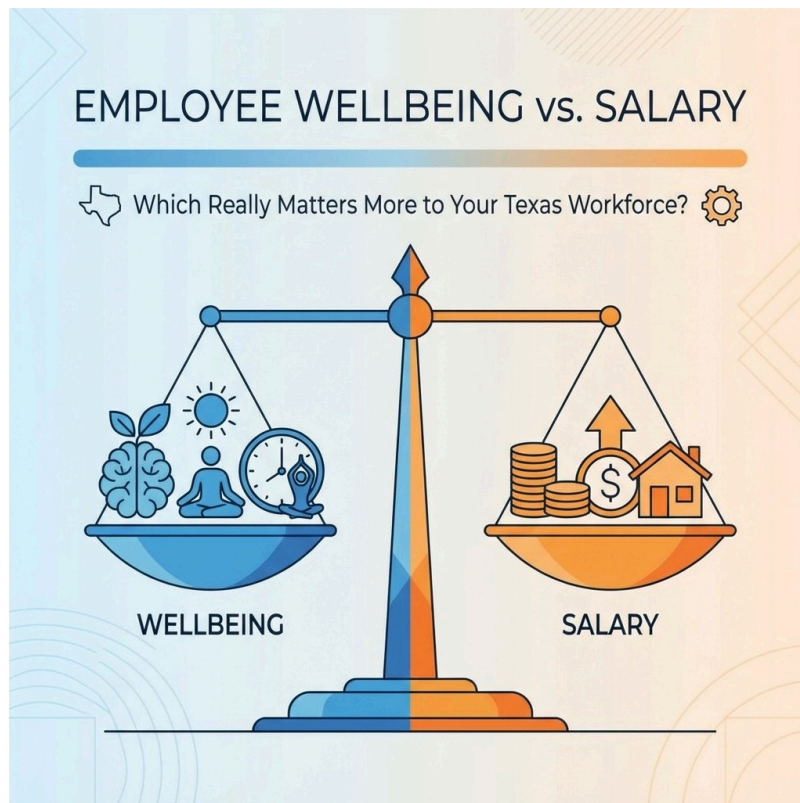


Employee Wellbeing vs. Salary: Which Really Matters More to Your Texas Workforce?



The question isn't really which matters more: it's understanding how salary and employee wellbeing work together to attract and retain top talent in Texas. While competitive compensation remains essential, modern research shows that wellbeing investments often deliver stronger returns on both employee satisfaction and your bottom line.

Here's what Texas business leaders need to know about balancing these priorities in 2025.

The Salary Reality: Financial Security Still Matters

Let's be honest about Texas wages. Many workers across the state face genuine financial pressure, with significant numbers earning what economists classify as poverty wages. Child care workers, for example, earn a median of just \$11.31 per hour: forcing nearly half to work multiple jobs just to cover basic expenses.

This isn't about workers being picky about benefits. When someone is struggling to afford housing or healthcare, wellbeing programs feel secondary to immediate financial needs. Smart Texas employers recognize that competitive base compensation creates the foundation for everything else.

But here's where it gets interesting: once employees reach financial stability, their priorities shift dramatically.

The Wellbeing Revolution: What Employees Really Want

Recent research from the American Psychological Association reveals a significant shift in worker attitudes. Seventy-one percent of workers now believe their employers care more about mental health than in the past, and over 80% say how employers support mental health will influence their future job decisions.



This isn't just survey data: it's reflected in actual behavior. The Great Resignation demonstrated that workers will leave positions not primarily over salary, but because they're reassessing their lives and questioning why they spend so much time in stressful environments.

Texas employers who understand this shift have a competitive advantage. Workers increasingly value supervisors who respect work-life balance, companies that invest in mental health support, and workplaces that treat employees as whole people rather than just productivity units.

The ROI of Wellbeing: Numbers That Matter to Your Budget

Here's where wellbeing investments become compelling from a pure business perspective. A Harvard University study found that every dollar spent on workplace wellness generates approximately three dollars in health-related savings.

Companies implementing comprehensive wellness programs report:

- 32% reduction in workers' compensation and disability costs
- 29% reduction in hospital admissions among participants

- \$136 monthly savings per member in healthcare costs
- Significantly fewer sick days and turnover costs



These aren't soft benefits: they're measurable impacts on your company's financial performance. Healthier employees are more productive, take fewer sick days, and cost less in healthcare premiums and claims.

Texas-Specific Opportunities

Texas presents unique challenges and opportunities in this space. The state has historically underinvested in workforce support systems, which means forward-thinking employers can differentiate themselves significantly.

Consider these Texas-specific factors:

Policy Gaps Create Employer Opportunities: In 2023, 72% of working Texans (10.5 million people) lacked access to paid family leave. Texas law doesn't require employee benefits like health care, retirement plans, or paid time off. This means companies offering these benefits stand out dramatically in the talent market.

Cost-Effective State-Level Solutions: Research suggests that Texas could implement paid parental leave for approximately \$1.1 billion annually: less than 1% of the state budget: while potentially generating 20 times that investment in economic returns.

Regional Competitive Advantages: Texas businesses competing for talent against California or New York companies often can't match salary levels. But they can match or exceed wellbeing benefits while maintaining cost advantages.

Smart Wellbeing Investments That Actually Work

Not all wellness programs deliver results. Based on current research and Texas market conditions, here are the investments that provide the strongest returns:

Mental Health Support: Train managers to recognize signs of stress and provide resources. Simple supervisor training on supporting work-life balance significantly improves job satisfaction and reduces turnover intentions.

Preventive Health Programs: On-site health screenings, flu shots, and chronic disease management programs show measurable ROI within the first year.

Flexible Work Arrangements: When possible, allowing flexibility in hours or location often costs nothing but dramatically improves employee satisfaction.

Financial Wellness Programs: Since financial stress directly impacts health and productivity, programs that help employees manage money, plan for retirement, or handle emergencies address both salary and wellbeing concerns simultaneously.



The Integration Strategy: Both, Not Either

The most successful Texas employers don't choose between competitive compensation and well-being investments: they strategically combine both. Here's how:

Start with Competitive Base Compensation: Ensure your salary ranges meet local market standards for roles. Employees can't appreciate wellness benefits if they're worried about paying rent.

Layer in High-Impact Wellness Programs: Focus on benefits that directly address your workforce's biggest challenges. For many Texas companies, this means mental health support, preventive care, and family-friendly policies.

Measure and Communicate Results: Track metrics like healthcare costs, turnover rates, and employee satisfaction scores. Share these results with your team to demonstrate your investment in their wellbeing.

Customize by Role and Demographics: Your sales team might prioritize different benefits than your manufacturing staff. Tailor programs accordingly.

How Kaiser Medical Management Supports Texas Employers

This is where practical implementation becomes crucial. Many Texas companies want to invest in employee wellbeing but lack the expertise or infrastructure to do it effectively.

Kaiser Medical Management specializes in bringing professional health services directly to Texas workplaces. Our [on-site clinic services](#) eliminate the barriers that prevent employees from accessing preventive care: no scheduling, no travel time, no missed work.

We provide:

- Comprehensive health screenings at your location
- B12 and lipotropic injections that boost energy and support weight management
- Weight management programs including semaglutide and tirzepatide delivery
- Customized wellness programs that fit your company culture and budget



The key is making wellness convenient and accessible. When employees can get a B12 shot during their lunch break or complete their annual health screening without taking time off work, participation rates soar: and so do your cost savings.

Taking Action in 2025

For Texas business leaders, the data is clear: both competitive compensation and strategic wellbeing investments matter for attracting and retaining talent. The companies that will thrive are those that understand how to balance both effectively.

Start by auditing your current compensation packages against local market rates. Then evaluate which wellbeing programs would provide the highest impact for your specific workforce. Consider partnering with specialists like Kaiser Medical Management to implement professional health services without the overhead of managing programs internally.

Remember, this isn't about choosing between salary and wellbeing: it's about creating a comprehensive value proposition that addresses both your employees' financial needs and their desire for supportive, healthy work environments.

The Texas employers who get this balance right won't just save money on healthcare costs and turnover. They'll build the kind of workplace culture that attracts top talent and keeps them engaged for years to come.

Ready to explore how on-site wellness services can complement your compensation strategy? [Contact Kaiser Medical Management](#) to discuss customized solutions for your Texas workforce.