


CALIFORNIA

California Public Employees Retirement System – CalPERS Board of Administration

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ⁵¹</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Covers USPSTF preventive tests and screenings w/ A or B rating <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - Covered only in connection w/ diabetes or for treatment of eating disorder <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - Weight loss programs, dietary evaluations, counseling, exercise, and behavioral modification associated with monitoring weight loss are generally excluded 	<p><u>California WorksWell</u> ⁵⁷</p> <p><i>Health risk assessment: VARIES by plan</i></p> <p><i>Reward(s):</i></p> <ul style="list-style-type: none"> - PERS Choice (\$100 debit card) - Access+ HMO (Fitbit Zip; gift card lottery) - Kaiser HMO (<i>ChooseHealthy</i> membership) <p><i>[see also CalHR’s resources developed for Worksite Wellness Programs and overview of Healthier U Connections platform expected to launch in Fall 2017]</i></p>	 <p>Adults with obesity: 24% ⁴¹ Adults with diabetes: 10% ⁴²</p>
<p><u>Pharmacotherapy</u> ^{52,53}</p> <p>PERS Choice – NO</p> <ul style="list-style-type: none"> - Excludes anorexiant, appetite suppressants, or any other anti-obesity drugs (OptumRx) <p>Access+ HMO – YES</p> <ul style="list-style-type: none"> - Covered only when medically necessary for the treatment of morbid obesity; Tier 1/3/4 all subject to PA and quantity limits <p>Kaiser HMO – YES [<i>Saxenda</i>]</p> <ul style="list-style-type: none"> - Covered only if KP physician determines drug is medically necessary (Tier 4) <p><u>Bariatric Surgery</u> ^{54, 55, 56}</p> <p>Coverage: YES [<i>all plans</i>]</p> <ul style="list-style-type: none"> - Prior authorization required; see plan documentation for approval criteria and coverage of services incident to procedure. <p>NOTE: <i>All CA plans reviewed will include coverage for Diabetes Prevention Program beginning in 2018.</i></p>	<p><u>Other Wellness Benefits</u></p> <p><i>Discounted gym membership</i></p> <ul style="list-style-type: none"> - Varies by region; may include YMCA, California Family Fitness, FlexFit Gyms™, In-Shape, GlobalFit, GB3 Clubs, Flawless Boxing & Fitness, <p><i>Commercial weight-loss program</i></p> <ul style="list-style-type: none"> - Discounted membership to Jenny Craig or Weight Watchers <p><i>Health coaching / education</i></p> <ul style="list-style-type: none"> - Offered by most plans; see plan administrator websites for details <p><i>Employee assistance program (EAP)</i></p> <ul style="list-style-type: none"> - Offers additional support no-cost assistance; call 1-866-327-4762 for details 	<p>State employees: 505,977 (67% FT) ⁴³ State premium payments: \$2.01 billion ⁴⁴</p> <p><u>Top state plans:</u> ⁴⁵</p> <p>CalPERS Basic Health Plans ^{46,47} <i>(HMO, PPO, EPO options)</i></p> <p><i>Kaiser HMO (SOB)</i> ⁴⁸ <i>Blue Shield Access+ HMO (SOB)</i> ⁴⁹ <i>PERS Choice PPO (SOB)</i> ⁵⁰</p> <p>Resources & Contacts:</p> <p>CA Public Employees Retirement System Phone: 888-225-7377</p> <p>Employee Wellness Program Phone: 916-319-9677</p> <p>California Project LEAN Phone: 916-552-9907</p>