


COLORADO

Division of Human Resources – Employee Benefits Unit

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ^{68, 69}</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Covered according to USPSTF guidelines <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - Nutritional counseling covered only when comorbid medical condition exists (subject to \$30 copay per visit) <p>Behavioral Therapy:</p> <p>Both plans exclude coverage for non-surgical obesity treatment and weight loss programs.</p> <ul style="list-style-type: none"> - UHC plan description indicates that non-surgical treatments for obesity are excluded unless offered by UHC or its affiliates <ul style="list-style-type: none"> o Real Appeal program helps members manage weight-related conditions at no cost; call 1-844-344-7325 for information - KP EOC states that services received in a weight management facility are non-covered <ul style="list-style-type: none"> o Omada weight loss program available on a first-come, first-served basis <p><u>Pharmacotherapy</u> ⁷⁰</p> <ul style="list-style-type: none"> - Not included in UHC formulary; KP EOC document states that drugs for the treatment of weight control are excluded - May be able to request if medically necessary <p><u>Bariatric Surgery</u> ⁷¹</p> <p>Coverage: LIMITED [excludes KP HDHP]</p> <ul style="list-style-type: none"> - Prior authorization required - Up to \$25,000 per lifetime for UHC members; contact United Resource Networks (1-888-936-7246) to enroll in Bariatric Resource Services program 	<p><u>State Wellness Program</u> ⁷²</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcome: [various]</i></p> <ul style="list-style-type: none"> - HRA is completed online through the CaféWell Health Optimization Platform - Employees participate in tailored health activities; must track progress to earn points for premium reduction <p><i>Reward(s):</i></p> <p style="padding-left: 20px;">Premium reduction – up to \$240 / year</p>	
	Other Wellness Benefits	
	<p><i>Discounted products & services</i></p> <ul style="list-style-type: none"> - BenefitHub includes employee discounts on gym memberships, fitness equipment, commercial weight loss programs, and nutrition products <p><i>Health education & coaching</i></p> <ul style="list-style-type: none"> - Available to members of KP and <p><i>Weight Watchers at Work</i></p> <ul style="list-style-type: none"> - 50% discount with onsite or online options <p><i>Mindfulness Program</i></p> <ul style="list-style-type: none"> - Moment Health’s Be Here and Now program offered free to employees <p><i>KP Colorado Nutrition Services</i></p> <ul style="list-style-type: none"> - Health resources and information about additional services for state employees available on KP Healthy Me website 	<p>Adults with obesity: 20% ⁵⁸</p> <p>Adults with diabetes: 7% ⁵⁹</p> <p>State employees: 105,432 (56% FT) ⁶⁰</p> <p>Premium payments: \$213 million ⁶¹</p> <p><u>Top state plan/s:</u> ^{62, 63}</p> <p>Kaiser Permanente</p> <p style="padding-left: 20px;"><i>Deductible HMO (SOB)</i> ⁶⁴</p> <p style="padding-left: 20px;"><i>HDHP w/ HSA (SOB)</i> ⁶⁵</p> <p>UnitedHealthcare</p> <p style="padding-left: 20px;"><i>Co-Pay Choice Plus (SOB)</i> ⁶⁶</p> <p style="padding-left: 20px;"><i>HDHP w/ HSA (SOB)</i> ⁶⁷</p> <p>Resources & Contacts:</p> <p>Employee Benefits Unit</p> <p>Phone: 800-719-3434</p> <p>Employee Wellness Program</p> <p>Phone: 303-866-3892</p> <p>CO Dept. of Public Health & Environment</p> <p>Phone: 303-692-2000</p>