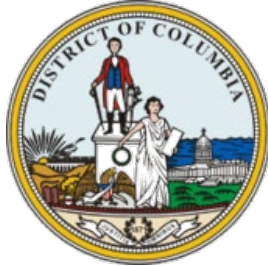


DISTRICT OF COLUMBIA

Department of Human Resources (DCHR) – Benefits & Retirement Administration

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ¹⁰³</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Covers preventive services w/ A or B-rating from USPSTF <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - KP: covers medical nutritional therapy and counseling with \$15 copay - UHC: covers medical nutritional education services only if patient self-management is integral component of treatment <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - Weight loss programs outside of required preventive services specifically excluded by all plans except Kaiser HMO (no evidence of coverage found) <p><u>Pharmacotherapy</u> ^{104, 105}</p> <ul style="list-style-type: none"> - KP: Covers 50% of allowable charge for weight management drugs; PA may apply ¹⁰⁶ - Aetna: excludes appetite suppressants & medications intended to control weight or treat obesity, regardless of comorbid conditions - UHC: excludes coverage for any product dispensed for the purpose of appetite suppression or weight loss <p><u>Bariatric Surgery</u> ¹⁰⁷</p> <p>Coverage: YES</p> <ul style="list-style-type: none"> - Prior authorization required; - Aetna plans specify coverage limited to in-network providers; UHC specifies lifetime benefits limited to \$100,000 	<p><u>DCHR Workplace Wellness Plan</u> ¹⁰⁸</p> <p><i>Health risk assessment: N/A</i></p> <p><i>Desired outcomes: Agency participation</i></p> <ul style="list-style-type: none"> - Annually complete Workplace Wellness Survey and Implementation Evaluation - Obtain AHA “Fit Friendly” Workplace designation within two years of implementing program - Agencies are expected to organize and promote physical activity, healthy eating, and stress management programs in the workplace - Partnership with wellness-related vendors and community organizations is encouraged 	<div style="text-align: center;">  </div> <p>Adults with obesity: 22% ⁹⁷ Adults with diabetes: 9% ⁹⁸</p> <p>State employees: No data Premium payments: No data</p> <p><u>Top state plan/s:</u></p> <p><i>D.C. Employee Health Benefits Plan (DCEHBP)</i></p> <p>Aetna <i>Health Network Only HMO (SOB) ⁹⁹</i> <i>Open Choice PPO (SOB) ¹⁰⁰</i> <i>CDHP w/ Open Choice PPO (SOB)</i></p> <p>UnitedHealthcare <i>Choice Plan EP1 (SOB) ¹⁰¹</i></p> <p>Kaiser Permanente <i>Signature HMO (SOB) ¹⁰²</i></p> <p>Resources & Contacts:</p> <p>DC Department of Human Resources Phone: 202-442-9700</p> <p>Benefits & Retirement Administration Phone: 202-442-7627</p>
	Other Wellness Benefits	
	<p><u>Discounted gym membership</u></p> <ul style="list-style-type: none"> - Free access to DC Department of Parks & Recreation fitness centers (discounted for non-resident employees) - Discounted memberships to VIDA Fitness and MINT Health Club <p><u>Capital Bikeshare Membership Discount</u></p> <ul style="list-style-type: none"> - Annual membership for \$25 (regularly \$85) - Instructions for registration found online <p><u>Commercial weight-loss program</u></p> <ul style="list-style-type: none"> - Discounted services offered by all DCHR plans; see links to microsites for details <p><u>Health coaching</u></p> <ul style="list-style-type: none"> - Virtual weight management support offered by most plans; see links to DC microsites 	