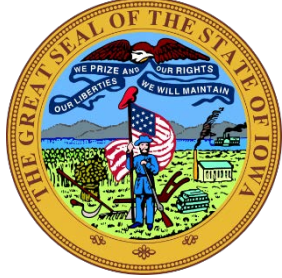


# IOWA

## Department of Administrative Services (DAS) – Human Resources Enterprise (HRE)

Clinical Weight Management	Employee Incentive Program	
<p><b><u>Prevention, Assessment, &amp; Intervention</u></b> <sup>190</sup></p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> <li>- Covers one routine physical exam per year, to include obesity screening/counseling</li> </ul> <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> <li>- HMO plan covers nutritional education services to improve a beneficiary’s understanding of their metabolic nutritional condition; maximum benefit of 10 hours in first year and 2 hours in subsequent years</li> <li>- PPO plans specifically limit this benefit to diabetes self-management training</li> </ul> <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> <li>- Obesity counseling not mentioned in plan documents or provider manuals</li> <li>- HMO plan states that it covers nonsurgical treatments for morbid obesity, but no details of coverage found</li> </ul>	<p><b><u>Healthy Opportunities Wellness Program</u></b> <sup>193</sup></p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcomes:</i></p> <ul style="list-style-type: none"> <li>- Complete <b>HRA</b> and biometric <b>screening*</b></li> <li>- Complete six (6) calls with a WebMD health coach before <b>June 30<sup>th</sup></b> of plan year if identified as a candidate for telephonic health coaching</li> </ul> <p><i>Reward(s):</i></p> <p>\$66 to \$111 reduction in monthly insurance premium (depending on employment type)</p> <ul style="list-style-type: none"> <li>- Employees can volunteer to serve as Wellness Champions for the program</li> </ul> <p><i>*Newly <b>eligible</b> employees must complete assessment and screening w/in 90 days</i></p>	 <p>Adults with obesity: <b>32%</b> <sup>183</sup>            Adults with diabetes: <b>9%</b> <sup>184</sup></p> <p>State employees: <b>69,723</b> (58% FT) <sup>185</sup>            Premium payments: <b>\$285 million</b> <sup>186</sup></p> <p><u>Top state plan/s:</u></p>
<p>All plans exclude weight reduction programs and supplies, including dietary supplements, equipment, lab testing, and examinations</p> <p><b><u>Pharmacotherapy</u></b> <sup>191</sup></p> <ul style="list-style-type: none"> <li>- Prescription drug benefit excludes coverage for weight reduction drugs, whether or not weight reduction is appropriate</li> </ul> <p><b><u>Bariatric Surgery</u></b> <sup>192</sup></p> <p>Coverage: <b>LIMITED (PPO only)</b></p> <ul style="list-style-type: none"> <li>- PPO plans cover weight reduction surgery provided medical <b>necessity</b>; prior authorization is required</li> <li>- HMO plan excludes coverage for any weight reduction or morbid-obesity related surgery</li> </ul>	<p><b><u>Other Wellness Benefits</u></b></p> <p><b><i>Discounted gym membership</i></b></p> <ul style="list-style-type: none"> <li>- Employees have <b>discounted access</b> to many fitness centers and weight loss programs in Iowa and bordering states</li> </ul> <p><b><i>Weight Watchers at Work</i></b></p> <ul style="list-style-type: none"> <li>- Employee access to weekly meetings and monthly pass (register <b>online</b> using ID: 34999 / Passcode: WW34999)</li> </ul> <p><b><i>Blue365 &amp; PerksConnect</i></b></p> <ul style="list-style-type: none"> <li>- Additional weight management <b>supports</b> may be available through BCBS Blue365 and/or PerksConnect (group code: STOFIA)</li> </ul>	<p><b>Wellmark Health Plan of Iowa (BCBS)</b></p> <p><i>Blue Access HMO (SOB)</i> <sup>187</sup>  <i>Program 3 Plus PPO (SOB)</i> <sup>188</sup>  <i>Iowa Select PPO (SOB)</i> <sup>189</sup></p> <p><b>Resources &amp; Contacts:</b></p> <p><b>Human Resources Enterprise</b>            Phone: 515-281-3087</p> <p><b>Iowa Department of Administrative Services</b>            Phone: 515-242-5120</p> <p><b>Healthy Opportunities</b>            Phone: 515-422-7156</p>