

# INDIANA

## Indiana State Personnel Department (SPD) – Benefits Division

Clinical Weight Management	Employee Incentive Program	
<p><b><u>Prevention, Assessment, &amp; Intervention</u></b> <sup>180</sup> Preventive Counseling</p> <ul style="list-style-type: none"> <li>- <b>All preventive services are limited to one of each service per year per covered member;</b> includes obesity screening/counseling</li> <li>- Free preventive care &amp; wellness services available at <b>Health &amp; Wellness Center</b></li> </ul> <p>Nutritional Counseling</p> <ul style="list-style-type: none"> <li>- nutrition counseling may be covered as a preventive or pre-surgical service (limits not found); covers nutritional counseling for diabetes and eating disorders (copay applies)</li> </ul> <p>Behavioral Therapy</p> <ul style="list-style-type: none"> <li>- Weight loss programs for medical reasons—physician supervised and commercial—are generally excluded, <b>except when related to surgical treatment of morbid obesity</b></li> </ul> <p>Services or supplies for the treatment of obesity are not covered.</p> <p><b><u>Pharmacotherapy</u></b> <sup>181</sup></p> <ul style="list-style-type: none"> <li>- Prescription drugs for the treatment of obesity are not covered.</li> </ul> <p><b><u>Bariatric Surgery</u></b></p> <p>Coverage: <b>YES</b></p> <ul style="list-style-type: none"> <li>- Surgical treatment of obesity is covered for patients meeting Medical Necessity criteria, as defined by the Plan; precertification required</li> </ul>	<p><b><u>Humana Vitality / Go365</u></b> <sup>182</sup> Incentive-based wellness portal available to employees enrolled in SPD medical plans</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcomes:</i> Earn Vitality Points and Bucks for completing health assessment, biometric <b>screening</b>, &amp; recommended activities (e.g. fitness tracking, online courses, health coaching)</p> <p><i>Reward(s):</i></p> <ul style="list-style-type: none"> <li>- Earn Points to qualify for Wellness CDHP (lowest premium, highest state HSA contribution; save \$608/individual or \$1,548/family vs. CDHP 1 plan in 2017)</li> <li>- Redeem Bucks for fitness devices, gift cards, and other prizes</li> </ul>	<div data-bbox="1543 300 1822 576" data-label="Image"> </div> <p>Adults with obesity: <b>31%</b> <sup>172</sup> Adults with diabetes: <b>11%</b> <sup>173</sup></p> <p>State employees: <b>116,963</b> (64% FT) <sup>174</sup> Premium payments: <b>\$228 million</b> <sup>175</sup></p> <p><u>Top state plan/s:</u></p> <p><i>Anthem Traditional (PPO) (SOB)</i> <sup>176</sup> <i>Anthem CDHP 1 (SOB)</i> <sup>177</sup> <i>Anthem CDHP 2 (SOB)</i> <sup>178</sup> <i>Anthem Wellness CDHP (SOB)</i> <sup>179</sup> *</p> <p><i>*must have earned Silver Status in Go365 by August 31<sup>st</sup> to qualify for enrollment</i></p> <p><b>Resources &amp; Contacts:</b></p> <p><b>Indiana State Personnel Department</b> Phone: 317-232-1167</p> <p><b>State Personnel Benefits Division</b> Phone: 877-248-0007</p> <p><b>Indiana Healthy Weight Initiative</b> Phone: 317-233-7726</p>
	<p style="text-align: center;"><b>Other Wellness Benefits</b></p>	
	<p><b><i>State Employee Discounts</i></b></p> <ul style="list-style-type: none"> <li>- <b>Extensive list</b> of nutrition and physical activity related discounts available to state employees</li> <li>- Fitness center discounts are noted on the <i>Invest In Your Health website</i></li> </ul> <p><b><i>Statehouse Market</i></b></p> <ul style="list-style-type: none"> <li>- <b>Farmers' market</b> hosted every Thursday; offers state employees local produce and access to fresh, healthy lunch options from local food trucks</li> </ul> <p><b><i>Invest In Your Health Toolkit</i></b></p> <ul style="list-style-type: none"> <li>- Collection of resources to help employees and partner agencies navigate the <b>program</b></li> </ul>	