

UTAH

Department of Human Resource Management (DHRM) — Public Employees Health Plan (PEHP)

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ⁵²¹</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Covers one (1) annual preventive visit and obesity screening/counseling for all adults by Primary Care Clinicians to promote sustained weight loss (limits not specified) <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - May cover diet counseling for adults at higher risk for chronic disease including hyperlipidemia and obesity by PCP or RD - Non-preventive nutritional analysis/counseling only covered for diabetes education, anorexia, bulimia <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - Not included as a non-preventive medical benefit; some weight management services/supports available through wellness program (call 801-366-7300) <p>PEHP generally excludes coverage for treatment of obesity by means of surgery, medical services, or prescription medications, regardless of associated medical, emotional, or psychological condition.</p>	<p><u>PEHP Healthy Utah</u> ⁵²⁵</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcomes:</i></p> <ul style="list-style-type: none"> - Know: Complete biometric screening and review “Health Snapshot” <ul style="list-style-type: none"> o \$50 rebate if BMI < 25 (or BF < 28% women; 20% men), total cholesterol: HDL ratio ≤ 5, BP ≤ 120/80 mm/Hg, blood glucose < 100 mg/dL, tobacco-free, no diabetes - Plan: Complete online health questionnaire and set health improvement plan - Act: Participate in programs/services to earn rebates for health improvements <ul style="list-style-type: none"> o BMI improvement, diabetes management, blood pressure or cholesterol improvement <p><i>Reward(s):</i></p> <ul style="list-style-type: none"> - Cash / coupon – \$50 rebate for health goals <ul style="list-style-type: none"> o Additional \$50 incentives if members w/ obesity engage in health coaching and for postpartum weight loss 	<div data-bbox="1549 298 1822 574" data-label="Image"> </div> <p>Adults with obesity: 25% ⁵¹⁶ Adults with diabetes: 7% ⁵¹⁷</p> <p>State employees: 73,817 (64% FT) ⁵¹⁸ Premium payments: \$187 million ⁵¹⁹</p> <p><u>Top state plan/s:</u></p> <p>PEHP Medical Master Policy ⁵²⁰ <i>STAR Plan (SOB)</i> <i>Traditional Plan (SOB)</i> <i>Utah Basic Plus (SOB)</i></p> <p>Resources & Contacts:</p> <p>Dept. of Human Resource Management Phone: 801-538-3025</p> <p>Public Employees Health Plan Phone: 801-538-3742</p> <p>Utah Department of Health Phone: 801-538-6003</p>
<p><u>Pharmacotherapy</u> ⁵²²</p> <ul style="list-style-type: none"> - Excludes coverage for medications or nutritional supplements for weight gain or weight loss <p><u>Bariatric Surgery</u> ⁵²³</p> <p>Coverage: NO ⁵²⁴</p> <ul style="list-style-type: none"> - Excludes obesity surgery such as lap-band, gastric bypass, stomach stapling, gastric balloons, etc., including any present or future complications. 	<p>Other Wellness Benefits</p> <p><i>Discounted gym membership</i></p> <ul style="list-style-type: none"> - Reduced membership fees to many locations <p><i>Commercial weight-loss program</i></p> <ul style="list-style-type: none"> - PEHPplus includes discounted weight management programs <p><i>Lighten Up</i></p> <ul style="list-style-type: none"> - Free virtual weight management program (8-weeks) to support lifestyle changes <p><i>Health Coaching</i></p> <ul style="list-style-type: none"> - Tiered health coaching tied to rebate program for members with obesity and/or diabetes 	