

VIRGINIA

Department of Human Resource Management (DHRM) — Health Benefits Program

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ⁵⁴³</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - BCBS: wellness visits and obesity screening/ counseling limited to one each per plan year - Aetna: covers up to 26 visits/year with obesity <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - BCBS: covered only in preventive visit - Aetna: Non-preventive nutrition counseling covered for adults w/ increased chronic disease risk (max 10 visits) <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - Some plans cover obesity counseling to help member lose weight as preventive intervention and treatment services through pre-surgical program - Excludes benefits for care of obesity or services related to weight loss or dietary control, except as outlined in Plan documents <p><u>Pharmacotherapy</u></p> <ul style="list-style-type: none"> - Weight loss drugs may be covered for morbid obesity with prior authorization <ul style="list-style-type: none"> o Saxenda [T3] only drug on formulary - High cost-sharing for KP HMO; covers only 50% of weight management drugs - Aetna specifically excludes coverage for appetite suppressants and other medications <p><u>Bariatric Surgery</u></p> <p>Coverage: YES</p> <ul style="list-style-type: none"> - Prior authorization required; must complete 12-month Bariatric Pre-Surgery Program and meet plan's medical necessity criteria 	<p><u>CommonHealth of Virginia</u> ⁵⁴⁴</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcome:</i></p> <ul style="list-style-type: none"> - Complete or update online Health Assessment (through AcriveHealth) - Complete annual biometric screening <p><i>Reward(s):</i></p> <p>Premium reduction – save \$17 / month (\$34 w/ spouse)</p> <p>Recognition</p> <ul style="list-style-type: none"> o <i>Wellness Champion Award</i> o <i>CommonHealth Worksite Certified</i> 	<div data-bbox="1549 305 1818 565" data-label="Image"> </div> <p>Adults with obesity: 29% ⁵³⁶ Adults with diabetes: 10% ⁵³⁷</p> <p>State employees: 166,895 (64% FT) ⁵³⁸ Premium payments: \$789 million ⁵³⁹</p> <p><u>Top state plan/s:</u></p> <p><i>COVA Care PPO– Anthem (SOB)</i> ⁵⁴⁰ <i>COVA HealthAware CDHP – Aetna (SOB)</i> ⁵⁴¹ <i>COVA HDHP- Anthem (SOB)</i> <i>Kaiser Permanente HMO (SOB)</i> ⁵⁴²</p> <p>Resources & Contacts:</p> <p>Dept. of Human Resource Management Phone: 804-225-2131</p> <p>CommonHealth Wellness Program Phone: 804-225-2159</p> <p>Health Benefits Program Phone: 804-225-3642</p>
	<p>Other Wellness Benefits</p>	
	<p><i>Discounted gym membership</i></p> <ul style="list-style-type: none"> - Fitness center membership discounts available at locations statewide <p><i>Weight Watchers</i></p> <ul style="list-style-type: none"> - DHRM will reimburse 50% of the cost for monthly pass, contingent on sufficient attendance of weekly meetings <p><i>Health coaching</i></p> <ul style="list-style-type: none"> - Free personal health coaching available through ActiveHealth <p><i>Onsite Fitness Classes</i></p> <ul style="list-style-type: none"> - State employees are encouraged to participate in onsite fitness classes at their worksite; details on starting new classes and locating instructors available online 	