


VERMONT

Agency of Administration – Department of Human Resources (DHR)

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u> ^{531,532}</p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Covers preventive obesity screening and behavioral counseling in primary care to promote healthy diet for adults <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - Nutritional evaluation and counseling are covered as medically necessary for the management of organic disease (e.g. hyperlipidemia, metabolic disorder) - Up to three (3) visits/year; more w/ PA <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - Excludes coverage for medical, surgical and other services intended primarily for the treatment or control of obesity which are not Medically Necessary, including weight loss programs, dietary instructions, exercise programs, gymnasiums, physical fitness programs and weight reduction procedures designed to restrict the ability to assimilate food. 	<p><u>LiveWell Vermont—Wellness: Your Way</u> ⁵³⁵</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcomes:</i></p> <ul style="list-style-type: none"> - Complete biometric screening - Complete Health Assessment and Wellness Score Survey - Participate in selected activities throughout the year to earn incentive points <ul style="list-style-type: none"> o Focus on physical activity, nutrition, and emotional health for 2018 <p><i>Reward(s):</i></p> <ul style="list-style-type: none"> Cash / coupon (BCBS members) – up to \$150 <ul style="list-style-type: none"> o Prize raffle for non-BCBS members <p>[see FAQs for additional information]</p>	 <p>Adults with obesity: 25% ⁵²⁶ Adults with diabetes: 8% ⁵²⁷</p> <p>State employees: 17,387 (77% FT) ⁵²⁸ Premium payments: \$75 million ⁵²⁹</p>
	<p>Other Wellness Benefits</p>	<p><u>Top state plan/s:</u></p>
<p><u>Pharmacotherapy</u> ⁵³³</p> <ul style="list-style-type: none"> - Effective 10/12/2011, anti-obesity agents (weight loss agents) are no longer a covered benefit for all Vermont Pharmacy Programs. This change is resultant from Drug Utilization Review (DUR) Board concerns regarding safety and efficacy of these agents. <p><u>Bariatric Surgery</u> ⁵³⁴</p> <p>Coverage: YES</p> <ul style="list-style-type: none"> - Prior authorization required; see Medical Plan Document for coverage criteria 	<p><i>BCBS Blue Extras</i></p> <ul style="list-style-type: none"> - Various discounts on gym memberships, commercial weight-loss programs, and nutritional supports <p><i>Health coaching</i></p> <ul style="list-style-type: none"> - Free coaching sessions for employees with identified health risk factors <p><i>Workshops & Classes</i></p> <ul style="list-style-type: none"> - Various workshops offered by LiveWell Vermont (in-person or online) for employees, covering mindfulness, exercise, diabetes prevention, weight management, and other topics 	<p>Group Health Benefit:⁵³⁰</p> <p><i>TotalChoice Plan (SOB)</i> <i>SelectCare POS (SOB)</i></p> <p>*administered by BCBS of Vermont</p> <p>Resources & Contacts:</p> <p>Employee Benefits Unit Phone: 802-828-6700</p> <p>Department of Human Resources Phone: 802-828-3491</p> <p>Agency of Administration Phone: 802-828-3322</p>