## Clinical Weight Management

### Prevention, Assessment, & Intervention

- **Preventive Counseling:** Covers USPSTF preventive tests and screenings with A or B rating.
- **Nutritional Counseling:** Covered only in connection with diabetes or for treatment of eating disorder.
- **Behavioral Therapy:** Weight loss programs, dietary evaluations, counseling, exercise, and behavioral modification associated with monitoring weight loss are generally excluded.

### Pharmacotherapy

- **PERS Choice** – NO
  - Excludes anorexiants, appetite suppressants, or any other anti-obesity drugs (OptumRx).
- **Access+ HMO** – YES
  - Covered only when medically necessary for the treatment of morbid obesity; Tier 1/3/4 all subject to PA and quantity limits.
- **Kaiser HMO** – YES [Saxenda]
  - Covered only if KP physician determines drug is medically necessary (Tier 4).

### Bariatric Surgery

- **Coverage:** YES [all plans]
  - Prior **authorization** required; see plan documentation for approval criteria and coverage of services incident to procedure.

**NOTE:** All CA plans reviewed will include coverage for Diabetes Prevention Program beginning in 2018.

## Employee Incentive Program

### California WorksWell

- **Health risk assessment:** VARIES by plan.
- **Reward(s):**
  - **PERS Choice** ($100 debit card).
  - **Access+ HMO** (Fitbit Zip; gift card lottery).
  - **Kaiser HMO** (ChooseHealthy membership).
  - [see also CalHR’s resources developed for Worksite Wellness Programs and overview of Healthier U Connections platform expected to launch in Fall 2017].

### Other Wellness Benefits

- **Discounted gym membership**
  - Varies by region; may include YMCA, California Family Fitness, FlexFit Gyms™, In-Shape, GlobalFit, GB3 Clubs, Flawless Boxing & Fitness.
- **Commercial weight-loss program**
  - Discounted membership to Jenny Craig or Weight Watchers.
- **Health coaching / education**
  - Offered by most plans; see plan administrator websites for details.
- **Employee assistance program (EAP)**
  - Offers additional support no-cost assistance; call 1-866-327-4762 for details.

## Resources & Contacts

- **CA Public Employees Retirement System**
  - Phone: 888-225-7377
- **Employee Wellness Program**
  - Phone: 916-319-9677
- **California Project LEAN**
  - Phone: 916-552-9907

## State Data

- Adults with obesity: **24%**
- Adults with diabetes: **10%**
- State employees: **505,977** (67% FT)
- State premium payments: **$2.01 billion**
- Top state plans:
  - **CalPERS Basic Health Plans** (HMO, PPO, EPO options)
  - Kaiser HMO (SOB)
  - Blue Shield Access+ HMO (SOB)
  - PERS Choice PPO (SOB)

## Other Notes

- All CA plans reviewed will include coverage for Diabetes Prevention Program beginning in 2018.