### Clinical Weight Management

**Prevention, Assessment, & Intervention**
- Preventive Counseling:
  - Covers one routine physical exam per year, to include obesity screening/counseling
- Nutritional Counseling:
  - HMO plan covers nutritional education services to improve a beneficiary’s understanding of their metabolic nutritional condition; maximum benefit of 10 hours in first year and 2 hours in subsequent years
  - PPO plans specifically limit this benefit to diabetes self-management training
- Behavioral Therapy:
  - Obesity counseling not mentioned in plan documents or provider manuals
  - HMO plan states that it covers nonsurgical treatments for morbid obesity, but no details of coverage found

All plans exclude weight reduction programs and supplies, including dietary supplements, equipment, lab testing, and examinations

**Pharmacotherapy**
- Prescription drug benefit excludes coverage for weight reduction drugs, whether or not weight reduction is appropriate

**Bariatric Surgery**
- Coverage: LIMITED (PPO only)
  - PPO plans cover weight reduction surgery provided medical necessity; prior authorization is required
  - HMO plan excludes coverage for any weight reduction or morbid-obesity related surgery

### Employee Incentive Program

**Healthy Opportunities Wellness Program**
- **Health risk assessment:** YES
- **Desired outcomes:**
  - Complete **HRA** and biometric screening*
  - Complete six (6) calls with a WebMD health coach before **June 30th** of plan year if identified as a candidate for telephonic health coaching

**Reward(s):**
- $66 to $111 reduction in monthly insurance premium (depending on employment type)
- Employees can volunteer to serve as Wellness Champions for the program

*Newly eligible employees must complete assessment and screening w/in 90 days

### Other Wellness Benefits

**Discounted gym membership**
- Employees have **discounted access** to many fitness centers and weight loss programs in Iowa and bordering states

**Weight Watchers at Work**
- Employee access to weekly meetings and monthly pass (register online using ID: 34999 / Passcode: WW34999)

**Blue365 & PerksConnect**
- Additional weight management supports may be available through BCBS Blue365 and/or PerksConnect (group code: STOFIA)

### Resources & Contacts:
- **Human Resources Enterprise**
  - Phone: 515-281-3087
- **Iowa Department of Administrative Services**
  - Phone: 515-242-5120
- **Healthy Opportunities**
  - Phone: 515-422-7156

**Adults with obesity:** 32%  
**Adults with diabetes:** 9%  
**State employees:** 69,723 (58% FT)  
**Premium payments:** $285 million

**Top state plan/s:**
- Wellmark Health Plan of Iowa (BCBS)  
  - Blue Access HMO (SOB)  
  - Program 3 Plus PPO (SOB)  
  - Iowa Select PPO (SOB)