Clinical Weight Management | Employee Incentive Program

**Prevention, Assessment, & Intervention**
- Coverage for obesity screening/counseling during preventive visits (as necessary)

**Nutritional Counseling:**
- Nutritional education/counseling is covered for HMO plans (limits vary by plan; PHP specifies 6 non-preventive visits; $20 copay)
- Covered as preventive service in BCBS PPO

**Behavioral Therapy:**
- HMO plan states that weight loss programs covered if meet criteria ($25 copay/visit)
- PPO plan states that benefits are available for non-medical weight reduction up to a lifetime max of $300 when preauthorized by plan

See also: Michigan Quality Improvement Consortium Guidelines for Obesity Management

**Pharmacotherapy**
- OptumRx is PBM beginning 2017-2018 PY for PPO plan; **formulary** includes phentermine [T1] (requires **PA**)
- See individual plans for **formulary** agents (includes Belviq w/ authorization)

**Bariatric Surgery**
Coverage: **YES**
- Prior authorization **required**; weight reduction procedures limited to once per lifetime
- Up to $1000 copay applies for some plans
- BCBS plan states that hospital consults/evaluations are not payable when billed with obesity as a diagnostic condition

NOTE: **MedImpact** was replaced in 2017; **formulary** included Belviq, Contrave, Qsymia, and Saxenda as non-preferred drugs

**Working on Wellness (WOW)**
*Health risk assessment: YES* (varies by plan)
- HRAs are offered by state-sponsored plans

Collaborates with **MI Healthier Tomorrow** initiative for online supports and campaigns.

*Reward(s): None apparent*

**Other Wellness Benefits**

**Benefits for Life Discount Plan**
- State of Michigan contracts with Abenity to provide employees discounts on various services and products

**Weight Management Programs**
- All plans offer weight loss programs for reduced cost to members
- Discounted services or membership fees offered through most health plans; see individual programs for details

**Be Well Discount Program**
- Plans using MagellanRx get 10% discounts on fresh produce and exercise equipment

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Adults with obesity: **31%**
Adults with diabetes: **11%**
State employees: **185,564** (61% FT)
Premium payments: **$422 million**

Top state plans:
- BCBS PPO (SOB)
- BCBS HMO (SOB)
- HAP HMO (SOB)
- McLaren POS (SOB)
- PHP HMO (SOB)
- Priority HMO (SOB)

**Resources & Contacts:**
- Michigan Civil Service Commission
  Phone: 517-284-0100
- Employee Benefits Division
  Phone: 517-284-0093