### Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preventive Counseling:</strong> COVERED</td>
<td><strong>Health Engagement Model</strong></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td><strong>Health risk assessment:</strong> YES</td>
</tr>
<tr>
<td>- Typically cover up to 4 nutrition visits per year (2 at no cost); unlimited for diagnoses related to bariatric surgery &amp; eating disorders</td>
<td>Desired outcomes:</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Complete HEM health assessment</td>
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<tr>
<td>- PEBB covered expenses for the medical treatment of obesity include healthy diet counseling and behavioral therapy for obesity and weight management.</td>
<td>- Complete two health actions during plan year (not required to report/track formally)</td>
</tr>
<tr>
<td><strong>Annual and lifetime coverage limits vary by plan:</strong> excludes dietary formulas for weight loss</td>
<td><strong>Reward(s):</strong></td>
</tr>
<tr>
<td>Additional weight management services may be available through some PEBB plans; all offer Weight Watchers at no cost through PEBB partnership</td>
<td>Incentive payment – $17.50 additional monthly pay for compliance with <strong>HEM agreement</strong></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong> 458</td>
<td><strong>Note:</strong> Enrollees who fail to complete assessment are subject to $100 added deductible per covered individual (max $300 per family)</td>
</tr>
<tr>
<td>AllCare only</td>
<td></td>
</tr>
<tr>
<td>- Coverage of weight loss drugs is subject to review; covered if medically necessary for the medical treatment of weight-loss or obesity under the plan (generics are T1; no PA req’d)</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>- Other plans exclude coverage of drugs used for weight loss or for cosmetic purposes; see formulations</td>
<td><strong>Weight Watchers</strong></td>
</tr>
</tbody>
</table>

| Bariatric Surgery | |
| Coverage: YES | |
| - Prior authorization required; PEBB requires staged approach with BMI ≥ 35 w/ unresolved diabetes, BMI ≥ 40 w/ related comorbidity or BMI ≥ 50 kg/m² | **Health education / coaching** |
| **Pharmacotherapy** 458 | - Better Choices, Better Health® is offered at no cost to PEBB members |
| AllCare only | - Virtual Lifestyle Management (16-week) and onsite DPP offered to state employees |
| - Coverage of weight loss drugs is subject to review; covered if medically necessary for the medical treatment of weight-loss or obesity under the plan (generics are T1; no PA req’d) | Plan websites for additional benefits: |
| - Other plans exclude coverage of drugs used for weight loss or for cosmetic purposes; see formulations | - AllCare PEBB |
| **Pharmacotherapy** 458 | - Kaiser Permanente |
| AllCare only | - Moda Health |
| - Coverage of weight loss drugs is subject to review; covered if medically necessary for the medical treatment of weight-loss or obesity under the plan (generics are T1; no PA req’d) | - PEBB Providence |
| - Other plans exclude coverage of drugs used for weight loss or for cosmetic purposes; see formulations | |

### Other Wellness Benefits

- **Weight Watchers**
  - PEBB offers membership for subscribers and their families at no cost; several program options included; call 1-866-454-2144.
- **Health education / coaching**
  - Better Choices, Better Health® is offered at no cost to PEBB members
  - Virtual Lifestyle Management (16-week) and onsite DPP offered to state employees
- Plan websites for additional benefits:
  - AllCare PEBB
  - Kaiser Permanente
  - Moda Health
  - PEBB Providence

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### Resources & Contacts:

**Oregon Public Employees’ Benefit Board**
Phone: 503-373-1102

**Oregon Health Authority**
Phone: 503-945-5772

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### Preventive Counseling: COVERED

### Nutritional Counseling:

- Typically cover up to 4 nutrition visits per year (2 at no cost); unlimited for diagnoses related to bariatric surgery & eating disorders

### Behavioral Therapy:

- PEBB covered expenses for the medical treatment of obesity include healthy diet counseling and behavioral therapy for obesity and weight management.

### Annual and lifetime coverage limits vary by plan:

Excludes dietary formulas for weight loss.

### Additional weight management services may be available through some PEBB plans; all offer Weight Watchers at no cost through PEBB partnership.

### Pharmacotherapy 458

**AllCare only**

- Coverage of weight loss drugs is subject to review; covered if medically necessary for the medical treatment of weight-loss or obesity under the plan (generics are T1; no PA req’d)

- Other plans exclude coverage of drugs used for weight loss or for cosmetic purposes; see formulations

### Bariatric Surgery

Coverage: YES

- Prior authorization required; PEBB requires staged approach with BMI ≥ 35 w/ unresolved diabetes, BMI ≥ 40 w/ related comorbidity or BMI ≥ 50 kg/m²

### Health Engagement Model 459

**Health risk assessment:** YES

**Desired outcomes:**

- Complete HEM health assessment
- Complete two health actions during plan year (not required to report/track formally)

**Reward(s):**

- Incentive payment – $17.50 additional monthly pay for compliance with **HEM agreement**

**Note:** Enrollees who fail to complete assessment are subject to $100 added deductible per covered individual (max $300 per family)

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### Adults with obesity: 30% 448

### Adults with diabetes: 11% 449

### State employees: 84,384 (70% FT) 450

### Premium payments: $717 million 451

### Top state plan/s: 452

- Kaiser HMO (SOB) 453
- PEBB Providence Choice EPO (SOB) 454
- PEBB Providence Statewide EPO (SOB) 455
- AllCare PEBB MCO (SOB) 456
- Moda Summit POS (SOB) 457

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