# TEXAS

Employees Retirement System (ERS) – Texas Employees Group Benefits Program (GBP)

## Clinical Weight Management*

### Prevention, Assessment, & Intervention

**Preventive Counseling:**
- Some **plans** indicate coverage for adult obesity screening and counseling services

**Nutritional Counseling:**
- Possible coverage for dietary counseling and nutritional education services for morbid obesity

**Behavioral Therapy:**
- ERS generally excludes any treatment for obesity, even if prescribed by a Physician or the Member has medical conditions that might be helped by weight loss, regardless of medical necessity
- HealthSelect members with BMI $\geq 23$ can enroll in virtual weight management **program** (call 800.252.8039)

### Pharmacotherapy

- Phentermine [T1] is included in formulary (Contrave [T2] also in 2018 version), but no indications of coverage in other documents

### Bariatric Surgery

**Coverage:** HealthSelect ONLY
- Prior authorization required; BMI $\geq 40$ w/comorbidity and prior 12-month weight reduction program required
- not covered in Indemnity and HMO plans
- $\$5000$ deductible, 20% coinsurance, and $\$13,000$ lifetime maximum benefit

## Employee Incentive Program

### HealthSelect / HMO Wellness Programs

**Health risk assessment:** YES

**Reward(s):** N/A

The Texas Employees Group Benefits Program offers a full menu of scientifically based health and wellness programs for state employees and their families, including:
- Health assessments
- Exercise
- Heart healthy lifestyle
- Nutrition
- Weight management

### Other Wellness Benefits

**Discounted gym membership**
- Month-to-month $\$25$ membership available

**Discount Purchase Program**
- Offers **discounted** membership for Weight Watchers, Jenny Craig, Nutrisystem
- Administered by **Beneplace**; call 512.346.3300 for details

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*Community First Plan: All treatment, services, surgical or invasive procedures or complications arising from or connected in any way, for treatment of obesity are excluded. Excluded services include, but are not limited to: services and supplies, furnished in connection with any weight loss program or food supplements used to achieve weight loss, liposuction, jejunal bypass and balloon procedures

## Resources & Contacts:

**Group Benefits Program**  
Phone: 800-735-2989

**Employee Retirement System**  
Phone: 877-275-4377

**Texas Health & Human Services**  
Phone: 512-424-6500

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**Adults with obesity:** 32%  
**Adults with diabetes:** 11%

**State employees:** 358,586 (76% FT)

**Premium payments:** $1.6 billion