### ALABAMA
Alabama State Employees’ Insurance Board (SEIB)

#### Clinical Weight Management

**Prevention, Assessment, & Intervention**
- **Preventive Counseling:** One annual obesity screening/counseling visit
- **Nutritional Counseling:** Covers up to three (3) visits/year for adults with high risk for chronic disease

**Behavioral Therapy:**
- SEIB will reimburse up to 80% of the cost of a **physician supervised** weight management program and/or nutritional counseling with no deductible (up to $150 / year)
  - Excludes pharmacotherapy
  - File claim w/ SEIB, not BCBS

**Disease management program** may provide no-cost weight loss assistance for enrolled members diagnosed w/ diabetes CAD, or COPD.

**Pharmacotherapy**
- Medications, either by prescription or OTC, are excluded from coverage

**Bariatric Surgery**
- Coverage: **YES** (limit once per lifetime)
  - Prior authorization required; see **Medical Policy** for covered procedures and criteria.
  - All physician and anesthesia services related to bariatric surgical procedures are limited to 50% of the allowable rate.

**NOTE:** SEHIP will not cover services or expenses for treatment of any condition—including obesity—based upon weight reduction or dietary control whether or not a provider performs or prescribes them (except bariatric surgery).

#### Employee Incentive Program

**SEIB Wellness Program**
- **Health risk assessment:** **YES**
- **Desired outcome(s):** BMI < 40 kg/m² OR
  - Counseling by healthcare provider
  - SEIB-approved weight management or exercise program
  - Self-management w/ **valid proof** of improvement in BMI

**Reward(s):**
- Premium discount –**YES** ($25 / month)

#### Other Wellness Benefits

**Discounted gym membership**
- **Participating facilities:** YMCA, Anytime Fitness, Gold’s Gym, Curves

**Commercial weight-loss program**
- **WeightWatchers** is half price to members

**Online activity trackers**
- **WalkingWorks** physical activity tool

**BCBS toolkits**
- Order materials on **nutrition, stress management, and healthy families**

**Health coaching**
- Access to a Health Advocate through **BlueCare Health Advocacy Program**

---

**Statistics:**
- Adults with obesity: **36%**
- Adults with diabetes: **14%**
- State employees: **109,748 (72% FT)**
- Premium payments: **$222 million**

**Top state plan/s:**
- **Bluecard PPO (SOB)**

**Resources & Contacts:**
- **State Employees’ Insurance Board**
  Phone: 334-263-8341

- **SEIB Worksite Wellness Program**
  Phone: 334-263-8431
**Clinical Weight Management**

**Prevention, Assessment, & Intervention**
- Preventive Counseling: Covers preventive screening and counseling services to aid in weight reduction (max 26/year; up to 10 for health diet counseling)
- Nutritional Counseling: Covered as a preventive benefit
- Behavioral Therapy: DOA covered expenses for the non-surgical treatment of obesity are limited to initial medical history, physical exam (w/ diagnostic tests), and preventive obesity counseling

**Pharmacotherapy**
- DAO typically excludes coverage for drugs used for treatment of obesity, but may cover if medically necessary; see Aetna policy
- Desoxyn only included in formulary

**Bariatric Surgery**
Covered: YES
- Prior authorization required; see Precertification Information Request form for guidance on coverage criteria

**Employee Incentive Program**

**AlaskaCare Employee Wellness Program**
- Health risk assessment: **YES**
- Desired outcome: N/A
  - Provides employee with a customized report identifying health strengths and weaknesses; suggests actions to improve health
  - Recognition – **YES (Health Hero)**

*No financial incentive advertised.*

**Other Wellness Benefits**

**Discounted gym membership**
- List of participating facilities posted online

**Weight Watchers at Work**
- 50% off cost of **18-week series**; must attend 15 of 18 meetings for **continued eligibility**

**Health coaching**
- Offers **individual** or **group** health coaching **onsite** or by phone (877-749-6995)

**Health education sessions**
- Provides monthly wellness webinars

**Active Adult CareKit**
- Call 1-855-417-2493 to request a kit

**24-hour Nurseline**
- Call 800-556-1555 for assistance

---

**Adults with obesity:** 30% ¹¹
**Adults with diabetes:** 8% ¹²
**State employees:** 29,347 (83% FT) ¹³
**Premium payments:** $96 million ¹⁴

**Top state plan/s:**
- AlaskaCare – administered by Aetna ¹⁵
  - Economy Plan (SOB)
  - Standard Plan (SOB)

**Resources & Contacts:**
- AlaskaCare Health Plans
  Phone: 907-465-4460
- Aetna Health Concierge
  Phone: 855-784-8646
- Obesity Prevention and Control Program
  Phone: 907-269-8181
# Arizona Department of Administration (ADOA) – Benefit Services Division

## 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> &lt;br&gt; Limited to one (1) routine physical per year</td>
<td><strong>Health Impact Program</strong> 27</td>
</tr>
<tr>
<td><strong>Nutritional Counseling:</strong> &lt;br&gt; Covered when dietary adjustment has a therapeutic role of a diagnosed chronic disease/condition (e.g. obesity)</td>
<td><em>Health risk assessment:</em> YES</td>
</tr>
<tr>
<td><strong>Behavioral Therapy:</strong> &lt;br&gt; ADOA covers disease self-management training for diagnosed morbid obesity ($15 copay for PPO; 10% coinsurance for HDHP)</td>
<td><strong>Desired outcome:</strong> participation in programs</td>
</tr>
<tr>
<td>All other services for diet control and weight reduction are not covered unless required by a specifically identified condition of disease etiology.</td>
<td><strong>Point system</strong> rewards for completing health assessment, healthy lifestyle challenges, health coaching modules, and/or clinically-supervised weight loss program</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td><strong>Reward(s):</strong> Premium reduction – up to $200</td>
</tr>
<tr>
<td>- No payment will be made for expenses incurred for all medications administered for weight loss/obesity</td>
<td><strong>Other Wellness Benefits</strong> 28</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td><strong>Discounted memberships and weight management services</strong></td>
</tr>
<tr>
<td>- Prior authorization required; vertical banded gastroplasty, open sleeve gastrectomy, and open adjustable gastric banding excluded</td>
<td>- Vary by plan and location; all state plans include nutrition/activity related discounts</td>
</tr>
<tr>
<td>- Must have BMI ≥ 35 with at least one obesity-related comorbidity; see plan for full criteria.</td>
<td><strong>Healthy lifestyle challenges</strong></td>
</tr>
<tr>
<td><strong>NOTE:</strong> ADOA believes the Benefit Options Plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (PPACA) and does not provide mandated preventive services w/out cost sharing.</td>
<td>- Quarterly health challenges w/ focus on physical activity, nutrition, and wellness</td>
</tr>
</tbody>
</table>

## Employee Incentive Program

### Top state plan/s:
- UnitedHealthcare / Cigna / Aetna / BCBS
- EPO plans (SOB) 24
- PPO plans (SOB) 25
- HSA plans (SOB) 26

### Resources & Contacts:
- **AZ Benefit Services Division**<br>Phone: 602-542-5008
- **AZ Department of Health Services**<br>Phone: 602-542-1886
- **Benefit Options Wellness**<br>Phone: 602-771-9355

## Resources & Contacts:

### State Employees:
- **98,449** (67% FT) 22
- **Premium payments:** **$547 million** 23

### Other Benefits:
- **Discounted memberships and weight management services**
- Vary by plan and location; all state plans include nutrition/activity related discounts
- **Healthy lifestyle challenges**
- Quarterly health challenges w/ focus on physical activity, nutrition, and wellness
- **Wellness education sessions**
- Register through the eMindful platform
- **Doctor on Demand**
- Available to all state employees; virtual healthcare at same or lower cost than plan
- **Walk for Wellness Toolkit**
- Free worksite walking toolkit to download

## Health Impact Program 27

**Health risk assessment:** YES

**Desired outcome:** participation in programs

**Point system** rewards for completing health assessment, healthy lifestyle challenges, health coaching modules, and/or clinically-supervised weight loss program

**Reward(s):**
- Premium reduction – up to $200

---

**Adults with obesity:** 28% 20
**Adults with diabetes:** 10% 21
## ARKANSAS
Department of Finance & Administration (DFA) – Employee Benefits Division (EBD)

### Clinical Weight Management

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<tr>
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<tbody>
<tr>
<td>Preventive Counseling:</td>
<td><strong>ARBenefitsWell Program</strong> 40</td>
</tr>
<tr>
<td>- One (1) screening included in standard</td>
<td></td>
</tr>
<tr>
<td>preventive medicine visit; intensive</td>
<td>* Desired outcome: HRA + physician visit</td>
</tr>
<tr>
<td>counseling covered for members w/ obesity</td>
<td>- Both employee and spouse must complete; see</td>
</tr>
<tr>
<td></td>
<td>Health Assessment Toolkit</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td></td>
</tr>
<tr>
<td>- One (1) session only provided for members w/ obesity</td>
<td></td>
</tr>
<tr>
<td>- Intensive behavioral counseling interventions for adults w/ obesity covered as preventive services (8 sessions/year)</td>
<td></td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td></td>
</tr>
<tr>
<td>- Obesity services provided through physician office visits or referral to eligible providers are covered by DFA.</td>
<td></td>
</tr>
<tr>
<td>- Intensive behavioral counseling interventions for adults w/ obesity covered as preventive services (8 sessions/year)</td>
<td></td>
</tr>
</tbody>
</table>

### Pharmacotherapy 38

- Plan documentation states that weight loss medications are not a covered benefit.

### Bariatric Surgery 39

Coverage: LIMITED (see FAQs)

- **Pre-certification** required; limited quantity of members will be allowed to enroll in the Bariatric Pilot Program (effective 2017)
- Ages 25-65; must show at least 10% weight loss during physician-supervised program to obtain coverage for procedure; see source for additional approval criteria.

**NOTE:** Medications for the treatment of obesity or for use in any program of weight reduction or dietary control are not covered under most AR BCBS contracts/plans but may be covered by some contracts; final authority on exclusions is the member’s specific benefit certificate.

### Other Wellness Benefits

<table>
<thead>
<tr>
<th><strong>AHELP Incentive</strong></th>
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</thead>
<tbody>
<tr>
<td>- Up to 3 days of annual paid leave to participate in wellness activities</td>
</tr>
</tbody>
</table>

**Case management services**

- Helps members understand treatment options available through their benefit plan; call 1-866-458-0408 (opt. 1 ➔ opt. 5)

**HealthyGuidance® Wellness Program**

- 1-on-1 **nurse coaching** at no cost to member
- Wellness coaches and online health modules to assist with weight management and health (administered by Guidance Resources)

**Naturally Slim**

- Covered 100% by BCBS as a preventative care benefit; enrollment capped and limited to select applicants (outcomes data available)

### Resources & Contacts:

**DFA Employee Benefits Division**
Phone: 501-682-9656

**Arkansas BCBS Health Advantage**
Phone: 1-800-482-8416

**Active Health Management**
Phone: 1-877-815-1017

**AR Healthy Employee Lifestyle Program**
Phone: 501-661-2000

---

**Adults with obesity:** 35% 39
**Adults with diabetes:** 13% 30

*data available for AR state employees*

**State employees:** 75,291 (77% FT) 31
**State premium payments:** $152 million 32

**ARKBenefits** 33

- **ASE Basic (SOB)** 34
- **ASE Classic (SOB)** 35
- **ASE Premium (SOB)** 36

---

**Prevention, Assessment, & Intervention** 37

- Preventive Counseling:
  - One (1) screening included in standard preventive medicine visit; intensive counseling covered for members w/ obesity

- Nutritional Counseling:
  - One (1) session only provided for members w/ diagnosis of obesity

- Behavioral Therapy:
  - Obesity services provided through physician office visits or referral to eligible providers are covered by DFA.
  - Intensive behavioral counseling interventions for adults w/ obesity covered as preventive services (8 sessions/year)

---

**ARBenefitsWell Program** 40

- Desired outcome: HRA + physician visit
  - Both employee and spouse must complete; see Health Assessment Toolkit

Beginning 2020, members with a BMI ≥ 40 will be required to enroll in specified nutritional guidance program to qualify for incentive

**Reward(s):**
Premium reduction – $75 / month

See also: Arkansas Healthy Employee Lifestyle Program (AHELP) administered by the Department of Health

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**ARBenefits** 33

- **ASE Basic (SOB)** 34
- **ASE Classic (SOB)** 35
- **ASE Premium (SOB)** 36

---

**Prevention, Assessment, & Intervention** 37

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- Wellness coaches and online health modules to assist with weight management and health (administered by Guidance Resources)

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**Naturally Slim**
- Covered 100% by BCBS as a preventative care benefit; enrollment capped and limited to select applicants (outcomes data available)
# 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

## State Information

- 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 options)
  - Kaiser HMO (SOB)
  - Blue Shield Access+ HMO (SOB)
  - PERS Choice PPO (SOB)

## 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
## Clinical Weight Management

### Prevention, Assessment, & Intervention

Preventive Counseling:
- Covered according to USPSTF guidelines

Nutritional Counseling:
- Nutritional counseling covered only when comorbid medical condition exists (subject to $30 copay per visit)

Behavioral Therapy:
- Both plans exclude coverage for non-surgical obesity treatment and weight loss programs.
  - UHC plan description indicates that non-surgical treatments for obesity are excluded unless offered by UHC or its affiliates
    - **Real Appeal** program helps members manage weight-related conditions at no cost; call 1-844-344-7325 for information
    - KP EOC states that services received in a weight management facility are non-covered
      - **Omada weight loss program** available on a first-come, first-served basis

### Pharmacotherapy

- Not included in UHC formulary; KP EOC document states that drugs for the treatment of weight control are excluded
- May be able to **request** if medically necessary

### Bariatric Surgery

Coverage: **LIMITED** [excludes KP HDHP]
- **Prior authorization** required
- Up to $25,000 per lifetime for **UHC members**; contact United Resource Networks (1-888-936-7246) to enroll in Bariatric Resource Services program

## Employee Incentive Program

### State Wellness Program

**Health risk assessment:** YES

**Desired outcome:** [various]
- HRA is completed online through the **CaféWell Health Optimization Platform**
- Employees participate in tailored health activities; must track progress to earn points for premium reduction

**Reward(s):**
- Premium reduction – up to $240 / year

### Other Wellness Benefits

**Discounted products & services**
- **BenefitHub** includes employee discounts on gym memberships, fitness equipment, commercial weight loss programs, and nutrition products

**Health education & coaching**
- Available to members of **KP** and **Weight Watchers at Work**
  - **50% discount** with onsite or online options

**Mindfulness Program**
- Moment Health’s **Be Here and Now** program offered free to employees

**KP Colorado Nutrition Services**
- Health resources and information about additional services for state employees available on **KP Healthy Me** website

## Resources & Contacts:

**Employee Benefits Unit**
Phone: 800-719-3434

**Employee Wellness Program**
Phone: 303-866-3892

**CO Dept. of Public Health & Environment**
Phone: 303-692-2000

## State of Colorado Statistics

- Adults with obesity: **20%**
- Adults with diabetes: **7%**
- State employees: **105,432** (56% FT)
- Premium payments: **$213 million**
- Top state plan/s: **Kaiser Permanente, UnitedHealthcare**
  - **Kaiser Permanente**
    - Deductible HMO (SOB)
    - HDHP w/ HSA (SOB)
  - **UnitedHealthcare**
    - Co-Pay Choice Plus (SOB)
    - HDHP w/ HSA (SOB)

**Real Appeal** program helps members manage weight-related conditions at no cost; call 1-844-344-7325 for information

**Omada weight loss program** available on a first-come, first-served basis

**CaféWell Health Optimization Platform**

**Kaiser Permanente Co-Pay Choice Plus (SOB)**

**UnitedHealthcare HDHP w/ HSA (SOB)**
## Clinical Weight Management

### Prevention, Assessment, & Intervention
- **Preventive Counseling:** Covers one (1) annual wellness visit and USPSTF services w/ and A or B rating
- **Nutritional Counseling:** The Plan covers up to 3 nutritional counseling visits with a registered dietician per year (no-copay for in-network providers if HEP enrolled)
- **Behavioral Therapy:** Except as approved by the Carrier as part of case management, weight control, and care, treatment, procedures, services, or supplies primarily for dietary control are non-covered.

### Pharmacotherapy
- Possible coverage through employee’s CVS Caremark prescription benefit (see Performance Drug List for non-preferred medications); *anorexiants, but not other anti-obesity drug types (orlistat, liraglutide)* specified as excluded in pharmacy manual

### Bariatric Surgery
- **Coverage:** YES
- Prior authorization required; see Carrier’s medical necessity guidelines for approval criteria (UHC / Anthem)

**NOTE:** CT has also adopted Anthem’s Eating and Feeding Disorder Treatment policy and provides coverage for BED treatment.

## Employee Incentive Program

### Health Enhancement Program (HEP)
- **Health risk assessment:** YES
- **Desired outcome:** Reduce chronic disease
- Must participate in disease counseling/education program if diagnosed with diabetes, COPD/asthma, hypertension, hyperlipidemia, or CAD; **preventive screenings / services** also required unless exempted by physician

**Reward(s):**
- **Premium reduction** – $100 / month
- **Annual deductible** – less $350 per participant
- **Copay reductions** – prescriptions & visits

## Other Wellness Benefits

### Healthy Bonus® & UnitedHealth Allies discounts
- Oxford members have discounted access to Center for Medical Weight Loss services and Curves membership

### Health education sessions
- **Anthem’s Wellness Calendar** contains links to relevant health articles

### 24-hour Nurseline
- Available for BlueCare members by calling 800-700-9184; reach Oxford-On-Call at 800-201-4911 (opt.4).

## Resources & Contacts

**OSC State Employee Resources**
Phone: 860-702-3576

**Nutrition, Physical Activity & Obesity Prevention Program**
Phone: 860-509-8251

### State Employees
- Adults with obesity: **25%**
- Adults with diabetes: **9%**
- State employees: **78,295** (69% FT)
- Premium payments: **$641 million**

### Top State Plans
- **CT Employee Health Plans**
- State BlueCare POE (SOB)
- State BlueCare POS (SOB)
- Oxford HMO Select POE (SOB)

*see comparison guide for overview of POS and POE plan types*
### Clinical Weight Management

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<tr>
<td><strong>Preventive Counseling:</strong></td>
<td><strong>DelaWELL</strong> 95</td>
</tr>
<tr>
<td>- Includes screening and counseling services to aid in weight reduction due to obesity</td>
<td><strong>Health risk assessment:</strong> YES</td>
</tr>
<tr>
<td><strong>Nutritional Counseling:</strong> 91</td>
<td><strong>Desired outcome:</strong> Complete Annual Physical Exam and Health Assessment (Wellness Profile)</td>
</tr>
<tr>
<td>- PPO: Nutritional counseling benefits are not provided for weight loss in the absence of co-morbid conditions; offers childhood obesity preventive health benefit 92</td>
<td><strong>Reward(s):</strong> None specified 96</td>
</tr>
<tr>
<td>- HMO: Covers medical nutritional therapy and nutritional counseling only for hyperlipidemia or diet-related CVD risk factors</td>
<td>- There are no cash incentives for the 2017-2018 program year; the State of Delaware encourages employees to focus on leading a happy and healthy life</td>
</tr>
<tr>
<td><strong>Behavioral Therapy:</strong></td>
<td></td>
</tr>
<tr>
<td>- Cover care for weight loss only when co-morbid conditions are present (e.g. hypertension, diabetes); partial coverage for pre-surgical behavioral services possible</td>
<td></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong> 93</td>
<td></td>
</tr>
<tr>
<td>- SBO indicates anti-obesity preparations as plan level exclusions</td>
<td></td>
</tr>
<tr>
<td>- Initiate a <strong>Coverage Review</strong> to obtain coverage for medically necessary medication</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong> 94</td>
<td></td>
</tr>
<tr>
<td>Coverage: <strong>YES</strong></td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required (Aetna / Highmark BCBS); see SPDs for coverage of associated outpatient weight management services.</td>
<td></td>
</tr>
</tbody>
</table>

### Other Wellness Benefits

**Discounted gym membership**
- Available through DelaWELL partnership with GlobalFit
- Also see other participating locations and discounts through insurance carriers

**Commercial weight-loss program**
- PPO: **Blue365® Member Discount Program**
- HMO: Aetna Weight Management SM Discount Program

**Diabetes Prevention Program**
- **Advertised** for Highmark PPO members

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**State employees:** 31,491 (73% FT) 85
**Premium payments:** $379 million 86

**Top state plan/s:**
- Highmark DE Comprehensive PPO (SOB) 87
- Highmark First State Basic PPO (SOB) 88
- Aetna HMO (SOB) 89

*see State of Delaware Health Plan Comparison Chart for additional information 90

**Resources & Contacts:**

**Statewide Benefits Office**
Phone: 302-739-8331

**DelaWELL Health Management Program**
Phone:

**Non-Medicare Prescription Plan**
Express Scripts
Phone: 1-800-939-2142
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<td><strong>DCHR Workplace Wellness Plan</strong>&lt;sup&gt;108&lt;/sup&gt;</td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><em>Health risk assessment: N/A</em></td>
</tr>
<tr>
<td>- Covers preventive services w/ A or B-rating from USPSTF</td>
<td>Desired outcomes: Agency participation</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>- Annually complete Workplace Wellness Survey and Implementation Evaluation</td>
</tr>
<tr>
<td>- KP: covers medical nutritional therapy and counseling with $15 copay</td>
<td>- Obtain AHA “Fit Friendly” Workplace designation within two years of implementing program</td>
</tr>
<tr>
<td>- UHC: covers medical nutritional education services only if patient self-management is integral component of treatment</td>
<td>- Agencies are expected to organize and promote physical activity, healthy eating, and stress management programs in the workplace</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Partnership with wellness-related vendors and community organizations is encouraged</td>
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<tr>
<td>- Weight loss programs outside of required preventive services specifically excluded by all plans except Kaiser HMO (no evidence of coverage found)</td>
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</tr>
<tr>
<td><strong>Pharmacotherapy</strong>&lt;sup&gt;104, 105&lt;/sup&gt;</td>
<td></td>
</tr>
<tr>
<td>- KP: Covers 50% of allowable charge for weight management drugs; PA may apply&lt;sup&gt;106&lt;/sup&gt;</td>
<td></td>
</tr>
<tr>
<td>- Aetna: excludes appetite suppressants &amp; medications intended to control weight or treat obesity, regardless of comorbid conditions</td>
<td></td>
</tr>
<tr>
<td>- UHC: excludes coverage for any product dispensed for the purpose of appetite suppression or weight loss</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong>&lt;sup&gt;107&lt;/sup&gt;</td>
<td></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required;</td>
<td></td>
</tr>
<tr>
<td>- Aetna plans specify coverage limited to in-network providers; UHC specifies lifetime benefits limited to $100,000</td>
<td></td>
</tr>
<tr>
<td><strong>Other Wellness Benefits</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Discounted gym membership</strong></td>
<td></td>
</tr>
<tr>
<td>- Free access to DC Department of Parks &amp; Recreation fitness centers (discounted for non-resident employees)</td>
<td></td>
</tr>
<tr>
<td>- Discounted memberships to VIDA Fitness and MINT Health Club</td>
<td></td>
</tr>
<tr>
<td><strong>Capital Bikeshare Membership Discount</strong></td>
<td></td>
</tr>
<tr>
<td>- Annual membership for $25 (regularly $85)</td>
<td></td>
</tr>
<tr>
<td>- Instructions for registration found <a href="#">online</a></td>
<td></td>
</tr>
<tr>
<td><strong>Commercial weight-loss program</strong></td>
<td></td>
</tr>
<tr>
<td>- Discounted services offered by all DCHR plans; see links to DC microsites</td>
<td></td>
</tr>
<tr>
<td><strong>Health coaching</strong></td>
<td></td>
</tr>
<tr>
<td>- Virtual weight management support offered by most plans; see links to DC microsites</td>
<td></td>
</tr>
</tbody>
</table>

 calamity +

Adults with obesity: 22%<sup>97</sup>
Adults with diabetes: 9%<sup>98</sup>
State employees: **No data**
Premium payments: **No data**

Top state plan/s:
- **D.C. Employee Health Benefits Plan (DCEHBP)**
  - Aetna
    - Health Network Only HMO (SOB)<sup>99</sup>
    - Open Choice PPO (SOB)<sup>100</sup>
    - CDHP w/ Open Choice PPO (SOB)
  - UnitedHealthcare
    - Choice Plan EP1 (SOB)<sup>101</sup>
  - Kaiser Permanente
    - Signature HMO (SOB)<sup>102</sup>

Resources & Contacts:
- **DC Department of Human Resources**
  Phone: 202-442-9700
- **Benefits & Retirement Administration**
  Phone: 202-442-7627
# FLORIDA
Department of Management Services – Division of State Group Insurance (DSGI)

## Clinical Weight Management

**Prevention, Assessment, & Intervention** 117
- Preventive Counseling:
  - Covered according to USPSTF and AAFP recommendations for adults

**Nutritional Counseling:**
- **PPO**: Covered to treat prediabetes or diabetes; must be provided by RD
- **HMO**: Varies by plan; may offer coverage with referral to in-network provider (CHP) or discounted provider services

**Behavioral Therapy:**
- DSGI generally excludes coverage for weight reduction services, including all services, supplies, and drugs related to obesity unless required in advance of medically-necessary surgery
  - **PPO**: weight loss services limited to annual per-person maximum of $150
  - **HMO**: FHCP offers Eat Right Move weight management class

**Pharmacotherapy** 118
- Anti-obesity drugs and amphetamines and/or anorexiant for weight loss are not covered by the Prescription Drug Program

**Bariatric Surgery** 119
- Coverage: **PPO only**
  - Prior authorization required; coverage not included for HMO plans

## Employee Incentive Program

**MyBenefits** 120
- No statewide program; all plans required to offer access to HRAs and wellness programs

**Websites:**
- Florida Blue (BCBS)
- Aetna
- AvMed
- Capital Health Plan (CHP)
- Florida Health Care Plans (FHCP)
- UnitedHealthcare

*MMonthly newsletter—The Wellness Wire—highlights local initiatives and/or programs.

### Other Wellness Benefits

**Discounted gym membership**
- Offered by all plans; FHCP provides state employees free gym access for completing health assessment; Capital Health Plan reimburses up to $150 annually per household

**Commercial weight-loss program**
- Discounts offered by all plans; AvMed offers reimbursement for up to one year of Weight Watchers after reaching goal weight

**Health coaching**
- Available virtually or by phone consultation through all plan administrators

**Florida Blue (Blue365®)**
- Offers access to health and wellness deals exclusive to BCBS members

---

**Adults with obesity:** 27% 109

**Adults with diabetes:** 11% 110

**State employees:** 207,107 (77% FT) 111

**Premium payments:** $1.39 billion 112

**Top state plan/s (2017):** 113,114
- **PPO** (Standard / HDHP)
  - BCBS Standard PPO (SOB)
  - BCBS Health Investor PPO (SOB)
- **HMO** (Standard / HDHP)
  - Capital Health Plan (SOB)
  - Aetna (SOB)
  - AvMed (SOB)
  - Florida Health Care Plans (SOB)
  - UnitedHealthcare (SOB)

**Resources & Contacts:**
- **Division of State Group Insurance**
  - Phone: 866-663-4735
- **FL Obesity Prevention Program**
  - Phone: 850-245-4321

---

**Monthly newsletter—The Wellness Wire—highlights local initiatives and/or programs.**

**Discounted gym membership**
- Offered by all plans; FHCP provides state employees free gym access for completing health assessment; Capital Health Plan reimburses up to $150 annually per household

**Commercial weight-loss program**
- Discounts offered by all plans; AvMed offers reimbursement for up to one year of Weight Watchers after reaching goal weight

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---

**Resources & Contacts:**
- **Division of State Group Insurance**
  - Phone: 866-663-4735
- **FL Obesity Prevention Program**
  - Phone: 850-245-4321
# Clinical Weight Management

**Prevention, Assessment, & Intervention**

**Preventive Counseling:**
- Screenings and preventive counseling covered according to USPSTF recommendations

**Nutritional Counseling:**
- Benefit is limited to 3 non-preventive visits w/ RD per medical condition per lifetime for adults (4 visits per year for children)
- Plan may require presence of comorbidity (e.g. diabetes, CHF) for coverage

**Behavioral Therapy:**
- SHBP excludes coverage for weight loss programs, whether or not under medical supervision.

**Limited support for weight management may be available through Sharecare programs or for KP members w/ obesity & high CVD risk**

**Pharmacotherapy**
- Any product dispensed for the purpose of appetite suppression and other weight loss products are excluded from drug benefit

**Bariatric Surgery**
- Coverage: **NO**
- SHBP excludes coverage for weight loss surgery (all procedures)
- Bariatric Pilot Program concluded in 2016

**NOTE:** CVS Caremark will replace Express Scripts as the Pharmacy Benefits Manager beginning PY 2018.

# Employee Incentive Program

**BeWell SHBP** (Sharecare)

**Health risk assessment:** [YES](#) (BCBS / UHC only)

**Desired outcome:**
- Participants earn credits for completing well-being assessment, biometric screening, and health coaching sessions or health tracker

**Reward(s):**
- Incentive credits can be used to cover costs of eligible medical/pharmacy costs (6-month rollover for unused credits)

**Note:** KP operates a separate program; offers $500 Visa gift card for each member ($500 additional for covered spouse) who complete their Wellness Program; see website for requirements

# Other Wellness Benefits

**Discounted gym membership**
- All plans offer discounted memberships

**Commercial weight-loss program**
- All plans offer discounted memberships

**Health coaching**
- Available through state wellness program (BeWell) and individual health plans; incentives are associated with utilization of BeWell and KP programs

**Health education sessions**
- “Health in Motion” is a self-directed, online module for obesity prevention; available to all state employees free of charge

# Resources & Contacts:

**DCH State Health Benefit Plan**
Phone: 404-651-6141

**GA Division of Public Health**
Phone: 404-657-2700

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**Adults with obesity:** 31%
**Adults with diabetes:** 11%

**State employees:** 168,414 (67% FT)

**Premium payments:** $433 million

**Top state plan/s (2017):**
- BCBS of Georgia
  - Gold HRA (SOB)
  - Silver HRA (SOB)
  - Bronze HRA (SOB)
  - BlueChoice HMO (SOB)
  - Kaiser Permanente
    - KP Regional HMO (SOB)
  - UnitedHealthcare
    - UHC Statewide HMO (SOB)
    - UHC HDHP (SOB)

**NOTE:** CVS Caremark will replace Express Scripts as the Pharmacy Benefits Manager beginning PY 2018.
## Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
</table>
| **Preventive Counseling:**            | **EUTF Worksite Wellness Program**  
  - HMO covers one preventive care visit per year for adults; PPO plans cover USPSTF services; obesity not explicitly mentioned  
  - Excludes specialized health promotion classes/support groups for weight management or bariatric surgery program |
| **Nutritional Counseling:**           | **Health risk assessment:** YES  
  - Covered for the treatment of eating disorders when provided by licensed dietician; may be covered as a preventive service by PPO plans (copay applies) |
| **Behavioral Therapy:**               | **Desired outcome:** [various]  
  - Primarily promotes onsite health screening, online health assessments, and health education sessions (KP | HMSA) |
| **EUTF excludes coverage for weight reduction programs—including supplements, food, lab tests, exams, drugs, and supplies—regardless of medical necessity.** | **Encourages worksite pledge:** contact Linda Green for additional information: 808-586-7390 / linda.l.green@hawaii.gov |

### Pharmacotherapy

- **KP:** Phentermine (T2), Liraglutide (T3)  
  - HMSA: Saxenda, Belviq /XR, Contrave  
  - HMSA generally does not cover anti-obesity drugs; possible w/ PA

### Bariatric Surgery

- **Coverage:** YES  
  - Prior authorization required; see individual plan descriptions for coverage criteria  
  - Contact EUTF at 1-800-295-0089 for information about qualified facilities

### Note:

- Effective July 2017, HMSA plans will implement CVS Caremark’s Advanced Controlled Specialty Formulary

## Employee Incentive Program

**Discounted gym membership**  
- KP members can earn a free membership (or $10 home fitness kit) by visiting participating gym at least 45 times for 30 minutes during the plan year

**Ornish Reversal Program (HMSA members)**  
- Access to high-intensity lifestyle change program focusing on nutrition, exercise, social support, and stress management; 18 four-hour sessions over 9 weeks; $20 per session – call 1-877-888-3091 to enroll

**Health coaching**  
- Both plan administrators offer free health coaching for weight management  
  - KP: 808-432-2262  
  - HMSA: 855-329-5461

## Other Wellness Benefits

- **Reward(s):**  
  - KP members can receive $25 reward cards for completing an annual health assessment and completing online healthy lifestyle programs

## Resources & Contacts:

- **Employer-Union Health Benefits Trust Fund**  
  Phone: 808 586-7390

- **Hawaii Department of Insurance**  
  Phone: 808-586-2790

- **Hawaii State Department of Health**  
  Nutrition & Physical Activity Section  
  Phone: 808-586-4671

### Adults with obesity: 23%  
### Adults with diabetes: 9%  
### State employees: 72,043 (73% FT)  
### Premium payments: $274 million

### Top state plan/s:  
- HMSA EUTF 80/20 PPO (SOB)  
- HMSA EUTF HMO Plan (SOB)  
- Kaiser Comprehensive HMO (SOB)
## IDAHO
Division of Human Resources – Office of Group Insurance (OGI)

### Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention 153</th>
<th>Employee Wellness Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
<td>Health Matters 156</td>
</tr>
<tr>
<td>- Covered up to 85% after deductible; obesity is not explicitly mentioned in plan description</td>
<td>Health risk assessment: YES (via BCI)</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>Sponsors health classes at site statewide and compiles educational resources on the Health Matters website</td>
</tr>
<tr>
<td>- Not included in OGI plan documents; Blue Cross of Idaho indicates up to three (3) dietary counseling visits as preventive benefit</td>
<td>Participation in the program is voluntary and not tracked. There are no monetary or tactile incentives directly associated with the program.</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td></td>
</tr>
<tr>
<td>- OGI generally excludes coverage for weight control of treatment of obesity or morbid obesity, even if medically necessary.</td>
<td></td>
</tr>
</tbody>
</table>

### Pharmacotherapy 154
- Pharmacy benefit excludes any prescription drug, biological or other agent prescribed primarily to aid or assist the Insured in weight loss, including all anorectics, whether amphetamine or nonamphetamine

### Bariatric Surgery 155
- Coverage: NO
- Surgery for obesity is excluded from coverage; reversals or revisions of surgery for obesity are excluded except when required to correct a life-endangering condition

### Other Wellness Benefits

**Discounted gym membership**
- Offers discounted memberships to fitness clubs statewide; see participating locations

**Boise GreenBike!**
- State employees can purchase an annual pass for $25 /year ($70 value)
- Maps of local parks are available in the Health Tools section of the website

**WellConnected Wellness**
- Access to wellness workshops, digital health coaching, and food/physical activity tracking tools via online portal

### Resources & Contacts:
- **Office of Group Insurance**
  Phone: 208-332-1860
- **State Employee Wellness (Health Matters)**
  Phone: 208-334-2263
- **Idaho Physical Activity & Nutrition Program**
  Phone: 208-334-5788

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Adults with obesity: **29%** 146  
Adults with diabetes: **8%** 147  
State employees: **30,662** (66% FT) 148  
Premium payments: **$168 million** 149

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**Top state plan/s:**  
- **Blue Cross of Idaho (BCI)**  
  PPO Plan - Preferred Blue (SOB) 150  
  Traditional Plan - Business Blue (SOB) 151  
  High Deductible Plan - Business Blue (SOB) 152
## Clinical Weight Management

### Prevention, Assessment, & Intervention

- **Preventive Counseling:**
  - CMS covers one (1) annual exam & USPSTF obesity screening/counseling services

- **Nutritional Counseling:**
  - CMS covers healthy diet and physical activity counseling to promote improvement in weight status for adults with obesity
  - Limited to one session (10 classes) w/ RD
  - Some plans indicate comorbid diagnosis is required for reimbursement

- **Behavioral Therapy:**
  - **HealthAlliance** covers up to 26 visits/year for adults w/ obesity diagnosis as preventive benefit; other plans do not specify

- **Most plans explicitly exclude benefits for the treatment of obesity, food addiction, or weight reduction, except services for morbid obesity as approved by the plan administrator.**

### Pharmacotherapy

- Possible coverage by OAP/QCHP (self-funded plans) only; prior authorization required
- HMO plans exclude coverage for anorexiant and weight loss medications

### Bariatric Surgery

- **Coverage:** LIMITED
- Excluded by Aetna HMO/OAP plans
- Obesity surgery is covered with a showing of medical necessity and predetermination of benefits; related professional charges may be covered as part of morbid obesity treatment

## Employee Incentive Program

### Health Improvement Program (HIP)

**Health risk assessment:** YES [by plan]

**Desired outcome:** N/A

The State is in the process of upgrading its current wellness program. The goal of the new program will be to help employees avoid chronic health problems improving lifestyle choices, including eating healthier, being more physically active, managing stress more effectively, and getting more sleep.

### Other Wellness Benefits

#### Weight Loss Benefit Program

- Employees who utilize an approved weight-loss program are entitled to a $200 rebate once every three (3) years.
- Benefit is offered through CMS; submit reimbursement requests w/in a year of receipt; see Weight Loss Benefit Program or call 217-558-4486 for details

Each plan offers additional wellness benefits to members; see chart for overview of value-added services; see state-specific plan sites for current weight management supports:

- Aetna
- Health Alliance
- Blue Cross & Blue Shield
- HealthLink

## States & Contacts:

- **State Employees Group Insurance Program**
  - Phone: 844-251-1777

- **IL Public Health Institute**
  - Phone: 312-850-4744
### Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling</td>
<td>HumanaVitality / Go365</td>
</tr>
<tr>
<td>- All preventive services are limited to one of each service per year per covered member; includes obesity screening/counseling</td>
<td>Incentive-based wellness portal available to employees enrolled in SPD medical plans</td>
</tr>
<tr>
<td>- Free preventive care &amp; wellness services available at Health &amp; Wellness Center</td>
<td>Health risk assessment: YES</td>
</tr>
<tr>
<td>Nutritional Counseling</td>
<td>Desired outcomes: Earn Vitality Points and Bucks for completing health assessment, biometric screening, &amp; recommended activities (e.g. fitness tracking, online courses, health coaching)</td>
</tr>
<tr>
<td>- Nutrition counseling may be covered as a preventive or pre-surgical service (limits not found); covers nutritional counseling for diabetes and eating disorders (copay applies)</td>
<td>Reward(s):</td>
</tr>
<tr>
<td>Behavioral Therapy</td>
<td>- Earn Points to qualify for Wellness CDHP (lowest premium, highest state HSA contribution; save $608/individual or $1,548/family vs. CDHP 1 plan in 2017)</td>
</tr>
<tr>
<td>- Weight loss programs for medical reasons—physician supervised and commercial—are generally excluded, except when related to surgical treatment of morbid obesity</td>
<td>- Redeem Bucks for fitness devices, gift cards, and other prizes</td>
</tr>
<tr>
<td>Services or supplies for the treatment of obesity are not covered.</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>Pharmacotherapy</td>
<td><strong>State Employee Discounts</strong></td>
</tr>
<tr>
<td>- Prescription drugs for the treatment of obesity are not covered.</td>
<td>- Extensive list of nutrition and physical activity related discounts available to state employees</td>
</tr>
<tr>
<td>Bariatric Surgery</td>
<td>- Fitness center discounts are noted on the Invest In Your Health website</td>
</tr>
<tr>
<td>Coverage: YES</td>
<td>Statehouse Market</td>
</tr>
<tr>
<td>- Surgical treatment of obesity is covered for patients meeting Medical Necessity criteria, as defined by the Plan; precertification required</td>
<td>- Farmers’ market hosted every Thursday; offers state employees local produce and access to fresh, healthy lunch options from local food trucks</td>
</tr>
<tr>
<td></td>
<td>Invest In Your Health Toolkit</td>
</tr>
<tr>
<td></td>
<td>- Collection of resources to help employees and partner agencies navigate the program</td>
</tr>
</tbody>
</table>

### Adult Statistics
- Adults with obesity: **31%**
- Adults with diabetes: **11%**
- State employees: **116,963** (64% FT)
- Premium payments: **$228 million**

### Top State Plans:
- **Anthem Traditional (PPO) (SOB)**
- **Anthem CDHP 1 (SOB)**
- **Anthem CDHP 2 (SOB)**
- **Anthem Wellness CDHP (SOB)** *must have earned Silver Status in Go365 by August 31st to qualify for enrollment*

### Resources & Contacts:
- **Indiana State Personnel Department**
  Phone: 317-232-1167
- **State Personnel Benefits Division**
  Phone: 877-248-0007
- **Indiana Healthy Weight Initiative**
  Phone: 317-233-7726
### 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 30** 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

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Adults with obesity: **32%**
Adults with diabetes: **9%**

State employees: **69,723 (58% FT)**
Premium payments: **$285 million**

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

- **Healthy Opportunities Wellness Program**
- **Discounted gym membership**
- **Weight Watchers at Work**
- **Blue365 & PerksConnect**
# Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Preventive Counseling:
  - Covers one preventive visit per year, to include obesity screening/counseling

- Nutritional Counseling:
  - Coverage is provided for nutritional counseling when for the purposes of treating obesity (BMI ≥ 30)
  - If nutritional counseling is being performed for a primary diagnosis of weight loss, BMI will need to be ≥25+ to be considered for medical necessity.

- Behavioral Therapy:
  - Coverage is provided for physician office visits and appropriate lab work when for the purposes of treating obesity
  - Covers physician-supervised weight loss program prior to bariatric surgery

**Pharmacotherapy**

- Medications on the preferred drug list include: Belviq, Contrave

- Qsymia is non-formulary but may be available with prior authorization

**Bariatric Surgery**

- Coverage: YES
  - Prior authorization required; see Bariatric Riders: must be an adult age 18 or over, a non-tobacco user, have a documented medical history of 2+ years BMI > 35 w/ two or more co-morbid conditions (or ≥ 40 w/ at least one co-morbid condition)

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# Employee Incentive Program

**HealthQuest Rewards Program**

- **Health risk assessment:** YES (required)

- **Desired outcome:** [various]
  - Earn credits for completing biometric screening, wellness challenges, and health coaching sessions
  - See 2018 HealthQuest Credits Grid for details and HSA/HRA reward values

**Reward(s):**

- **Plan A:** earn 40 credits for $480 premium reduction (employee + spouse; up to $240 each)

- **Plan C:** earn premium reduction + up to $500 per employee/spouse ($1000 max) in HRA/HSA dollars for additional activities

**Employees can also join the Wellness Champion Network to highlight wellness activities of interest in their department.**

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**Other Wellness Benefits**

- **Discounted services offered through plans**
  - See individual plan guides for available services and discounts on gym memberships, prescription costs, and weight loss programs (NutriSystem, Jenny Craig, CalorieKing)

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# Resources & Contacts

**Department of Health & Environment**
Phone: 785-296-1500

**HealthQuest**
State of Kansas Health & Wellness Program
Phone: 1-888-275-1205

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**KANSAS Department of Health & Environment – Division of Health Care Finance**

- **Adults with obesity:** 34% 194
- **Adults with diabetes:** 10% 195
- **State employees:** 62,504 (71% FT) 196
- **Premium payments:** $242 million 197

**Top state plans:**
- BCBS Plan A (SOB) 198
- BCBS Plan C (SOB) 199
- Aetna Plan A (SOB) 200
- Aetna Plan C (SOB) 201
## KENTUCKY
Kentucky Personnel Cabinet – Department of Employee Insurance (DEI)

### Clinical Weight Management

**Prevention, Assessment, & Intervention**

Preventive Counseling:
- Screening and counseling services covered according to USPSTF guidelines

Nutritional Counseling:
- Covers eight (8) visits in full as preventive care service if member receives an obesity diagnosis; otherwise, 15-30% copay applies

Behavioral Therapy:
- Covered through participation in Why Weight Kentucky program; quantities not specified

DEI excludes coverage of weight loss programs, services and supplies; contact KEHP for information regarding weight loss program(s) available to Members

**Pharmacotherapy**

- Available to members enrolled in Why Weight Kentucky weight management program (call 1-844-402-5347 for details)
- Preventive Drug Therapy Benefit List medications include: benzphetamine, diethylpropion /ER, phendimetrazine /ER, phentermine, Adipex-P, Belviq, Contrave, Lomaira, Qsymia, Regimex, Saxenda, Suprenza, Xenical

**Bariatric Surgery**

Coverage: YES
- Surgical treatment of obesity is only covered for patients meeting Medical Necessity criteria, as defined by the Plan

### Employee Incentive Program

**Living Well Program**

*Health risk assessment: YES*

*Desired outcome: [various]*
- Complete LivingWell Promise; on biometric screening, extra points for results in-range: BMI < 25 and/or waist circumference < 40” (males), < 35” (females)
- See guide for activity point/buck values and maximums per beneficiary

**Reward(s):**
- Cash / coupon – Go365 points (“Bucks”) can be redeemed for products in Go365 Mall, including merchandise from big name retailers such as Amazon.com, Target, and Fitbit.

### Other Wellness Benefits

**HealthyFood Shopping Card**
- Members can save 5% on healthy foods in partnership with Walmart; max of $600 annual savings limit

**Weight Management Benefits**
- Additional weight management supports include Why Weight Kentucky program, nutrition resources, and physical activity guidance are available to KEHP members

**Personal Health Consultant Program**
- 24/7 access to personal health consultant to provide guidance on management of metabolic syndrome (focus on obesity as more than just a weight problem)

### Resources & Contacts:

- **Department of Employee Insurance**
  Kentucky Employees’ Health Plan (KEHP)
  Phone: 502-564-6534
- **Living Well (Go365) Program**
  Phone: 855-478-1623
- **Partnership for a Fit Kentucky**
  Kentucky Department of Public Health
  Phone: 502-564-3827

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<thead>
<tr>
<th>Adults with obesity:</th>
<th>35%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults with diabetes:</td>
<td>13%</td>
</tr>
<tr>
<td>State employees:</td>
<td>99,324 (76% FT)</td>
</tr>
<tr>
<td>Premium payments:</td>
<td>$247 million</td>
</tr>
</tbody>
</table>

---
## Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Covers one (1) annual physical and USPSTF services w/ an A or B rating

**Nutritional Counseling:**
- Vantage HMO plan covers up to four (4) visits per year with prior authorization; PPO plans limit to members w/ diabetes

**Behavioral Therapy:**
- **Vantage Wellness Program** covers a weight loss program as preventive service
- BCBS members with obesity can enroll in Omada diabetes prevention **program (Prevent)**
- Medical weight management was available for select members through **HEADS UP! program** for morbid obesity (discontinued due to funding cuts)

OGB excludes coverage for services, treatment or expenses related to weight reduction programs, obesity or weight loss, regardless of medical necessity (except as required by law)

### Pharmacotherapy
- Anorexiants (weight control and obesity treatment products) are **excluded** from coverage

### Bariatric Surgery
- **HEADS UP!** program was cut mid-year due to lack of funding.

## Employee Incentive Program

**Live Better Louisiana (LBL)**

*Health risk assessment: YES*

**Desired outcome: Not Determined**
- Complete wellness **checkup**
  - Complete Primary Care Provider Form or Medical Exemption Form documenting health promotion plan
- Additional requirements may apply; see **2019 Premium Credit Guide** for details.

*Reward(s):*
- Premium credit – **Value not determined**

*Note:* Separate wellness program is available to Vantage HMO members; register [online](#) (sign-up code 00910).

## Other Wellness Benefits

**Discounted gym membership**
- $25 gym membership through **Blue365**

**Disease management program**
- Available to members enrolled in a Magnolia or Pelican plan and non-Medicare primary retirees at no cost; must be diagnosed with diabetes, coronary artery disease (CAD), chronic heart failure (CHF), asthma, or chronic obstructive pulmonary disease (COPD); includes health coaching with BCBS nurses and with educational materials

### Resources & Contacts:
- **Office of Group Benefits (OGB)**
  - Phone: 1-800-272-8451
- **Council on Physical Fitness & Sports**
  - Phone: 225-342-4886
### Clinical Weight Management

#### Prevention, Assessment, & Intervention

**Preventive Counseling:**
- Covers preventive counseling and/or risk factor reduction interventions; up to 26 visits per year w/ obesity diagnosis

**Nutritional Counseling:**
- Covers nutrition counseling for obesity w/ RD or PCP; up to 10 visits per year w/ obesity diagnosis; 2 visits w/out diagnosis

**Behavioral Therapy:**
- Covered as a preventive benefit (see above); generally excludes commercial weight loss programs

#### Pharmacotherapy

- Excludes drugs used for the treatment of obesity, except for appetite suppressants prescribed by a physician.
- **PDL** notes Qsymia is non-formulary weight-loss agent; preferred medications include: benzphetamine, diethylpropion, phentermine

#### Bariatric Surgery

**Coverage:** YES
- Plan provides limited benefits for treatment of Morbid Obesity; benefits limited to surgery for an intestinal bypass, gastric bypass, or gastroplasty; Prior authorization is required.

### Employee Incentive Program

#### WellStarME: Health Credit Premium Program

**Health risk assessment:** YES

**Desired outcomes:** By May 1st of plan year, employee and covered spouse/partner must:
- Register at **WellStarME**
- Complete health risk assessment
- Complete **My Numbers** information (includes annual screening for BMI, blood pressure, HgA1C or fasting blood glucose, cholesterol)
- Watch video about stress and take short quiz

**Reward(s):**
- 5% premium credit (employee-only portion)

### Other Wellness Benefits

#### Gym Membership Reimbursement Program

- $40 monthly reimbursement for employees who **attend** gym at least 8 times/month (must submit proper documentation)

#### State of Maine Wellness Centers

- Wellness centers owned by the state and available at no cost to benefit-eligible state employees; see locations and application.

### Resources & Contacts:

**Division of Employee Health & Benefits**
Phone: 207-624-7380

**ME Physical Activity & Nutrition Program**
Phone: 207-287-7108

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**MAINE**

Bureau of Human Resources – Division of Employee Health and Benefits (DEH)

**Clinical Weight Management**

**Employee Incentive Program**

**Prevention, Assessment, & Intervention**

Preventive Counseling:
- Covers preventive counseling and/or risk factor reduction interventions; up to 26 visits per year w/ obesity diagnosis

Nutritional Counseling:
- Covers nutrition counseling for obesity w/ RD or PCP; up to 10 visits per year w/ obesity diagnosis; 2 visits w/out diagnosis

Behavioral Therapy:
- Covered as a preventive benefit (see above); generally excludes commercial weight loss programs

**Pharmacotherapy**

- Excludes drugs used for the treatment of obesity, except for appetite suppressants prescribed by a physician.
- **PDL** notes Qsymia is non-formulary weight-loss agent; preferred medications include: benzphetamine, diethylpropion, phentermine

**Bariatric Surgery**

**Coverage:** YES
- Plan provides limited benefits for treatment of Morbid Obesity; benefits limited to surgery for an intestinal bypass, gastric bypass, or gastroplasty; Prior authorization is required.

**WellStarME: Health Credit Premium Program**

**Health risk assessment:** YES

**Desired outcomes:** By May 1st of plan year, employee and covered spouse/partner must:
- Register at **WellStarME**
- Complete health risk assessment
- Complete **My Numbers** information (includes annual screening for BMI, blood pressure, HgA1C or fasting blood glucose, cholesterol)
- Watch video about stress and take short quiz

**Reward(s):**
- 5% premium credit (employee-only portion)

**Other Wellness Benefits**

**Gym Membership Reimbursement Program**

- $40 monthly reimbursement for employees who **attend** gym at least 8 times/month (must submit proper documentation)

**State of Maine Wellness Centers**

- Wellness centers owned by the state and available at no cost to benefit-eligible state employees; see locations and application.

**Resources & Contacts:**

**Division of Employee Health & Benefits**
Phone: 207-624-7380

**ME Physical Activity & Nutrition Program**
Phone: 207-287-7108
## Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Preventive Counseling:
  - Preventive visits limited to once per year; obesity screening/counseling not mentioned

- Nutritional Counseling:
  - Benefits are available for nutritional counseling and MNT services when medically necessary (as determined by Plan); unlimited benefit for persistent condition ($15-30 copay applies for non-preventive visits)

- Behavioral Therapy:
  - Some plans exclude non-surgical treatments for obesity from coverage
  - Up to $150 annual reimbursement for approved weight loss programs (onsite/online)

- State offers specialized clinical consulting services to employees and enrolled dependents to educate on obesity treatment options.

**Pharmacotherapy**

- CVS/Caremark certificate states that anorectics (any drugs used for weight loss) are excluded; no obesity medications on list
- Express Scripts PDL notes Qsymia is non-formulary weight-loss agent; preferred medications include: benzphetamine, diethylpropion, phentermine

**Bariatric Surgery**

Coverage: YES

- Prior authorization required; UHC members go through the Bariatric Resource Services program (888-936-7246)
- Follow guidelines approved by the NIH and deemed medically necessary by plan.

## Employee Incentive Program

**Wellness Plan**

- **Health risk assessment:** YES
- **Desired outcome(s):**
  - Select a primary care provider
  - Complete online HRA
  - Complete annual check-up/screening
- **Reward(s):**
  - Free primary care (PCP) copays and/or reduced specialist copays ($5 per visit)

## Other Wellness Benefits

**Innergy Weight Loss Program**

- CareFirst offers this personalized 2-year program for long-term weight loss (partnership w/ Healthways and Johns Hopkins Medicine)

**Real Appeal Program**

- UHC offers this 52-week multi-component behavioral intervention to support health weight management

**Health coaching**

- Wellness coaching is offered free of charge through all plans (contact information)

**Health education**

- Offers free webinars and podcasts on stress, nutrition, physical, activity, and healthy weight management

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**Resources & Contacts:**

**Department of Management & Budget**

Phone: 800-705-3493

**Maryland Employee Benefits Division**

Phone: 410-767-4775
### Clinical Weight Management

#### Prevention, Assessment, & Intervention

- **Preventive Counseling:**
  - Obesity screening covered as part of annual preventive exam only

- **Nutritional Counseling:**
  - Varies by plan; HNE covers 4 visits/yr as preventive; some plans cover only for members with certain eating disorders or diabetes; copay may apply

- **Behavioral Therapy:**
  - HNE covers group visits for patients with weight-related issues
  - NHP provides coverage criteria for medically-supervised weight management
  - Unicare plans cover physician services for weight loss treatment w/ BMI > 40 kg/m^2

#### Pharmacotherapy

- Unicare lists Contrave, Saxenda, and Belviq as preferred; Xenical as non-preferred
- Fallon formulary includes Xenical as T3; requires prior authorization
- Health New England covers Xenical as T3 medication (also, Vyvanse for BED)
- NHP formulary includes phentermine (T1)
- Tufts formulary includes several agents
- Harvard Pilgrim Primary Choice Plan explicitly excludes drugs for weight loss

#### Bariatric Surgery

Coverage: **COVERED**
- Prior authorization required; see various plan policies for coverage criteria

### Employee Incentive Program

#### WellMASS

- **Health risk assessment:** YES (varies by plan)

- GIC does not appear to administer unified wellness program, but links to discounts and risk assessments from various plan administrators.

### Other Wellness Benefits

#### Fitness Club Reimbursement

- Varies by plan; from $100 to $400 annual reimbursement toward fitness programs/fees
- State employees have discounted membership for Boston Sports Club
- Some plans offer discounts on fitness trackers

#### Commercial Weight-loss Program

- Most plans offer discounts; NHP offers reimbursement for up to 6 months of WeightWatchers or Jenny Craig

#### Health education sessions

- Most plans offer virtual and/or onsite counseling and education sessions

### Resources & Contacts:

**Group Insurance Commission Health Plans**

Phone: 617-727-2310

**Office of Health & Human Services**

Phone: 617-573-1600

---

Adults with obesity: **24%**

Adults with diabetes: **9%**

State employees: **124,638** (72% FT)

Premium payments: **$841 million**

Top state plan/s:

- Fallon Health Direct HMO (SOB)
- Fallon Health Select HMO (SOB)
- Neighborhood Health Plan HMO (SOB)
- Health New England HMO (SOB)
- Harvard Pilgrim HMO (SOB)
- Harvard Pilgrim POS (SOB)
- Tufts Health Navigator POS (SOB)
- Unicare Indemnity Community PPO (SOB)
- Unicare Indemnity Plus PPO (SOB)

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**Prevention, Assessment, & Intervention**

**Pharmacotherapy**

**Bariatric Surgery**

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**WellMASS**

**Other Wellness Benefits**
## Clinical Weight Management

### Prevention, Assessment, & Intervention

- **Coverage for obesity screening/counseling during preventive visits (as necessary)**
- **Nutritional counseling** is covered for HMO plans (limits vary by plan; PHP specifies 6 non-preventive visits; $20 copay)
- **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)²⁹²
- 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

## Employee Incentive Program

### 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
**Clinical Weight Management**

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
<td>SEGIP Health Solutions</td>
</tr>
<tr>
<td>- See Preventive Care Schedule for details</td>
<td></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>Desired outcome:</td>
</tr>
<tr>
<td>- Covered as a preventive benefit (3 visits/year); possible non-preventive coverage (w/ applicable co-pay) for management of chronic condition if offered in primary care clinic; see Health Education Resources for Advantage Members for details</td>
<td>- Complete the annual health assessment (during Open Enrollment period)</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Agree to receive a follow-up call from a StayWell health professional, who may recommend disease management, weight management, nutrition classes, behavioral health, and/or exercise programs offered by the Vendor or the Member’s health Plan</td>
</tr>
<tr>
<td>- May provide weight management services or behavioral counseling if recommended by health professional</td>
<td>Reward(s):</td>
</tr>
<tr>
<td>- Covered by BCBS plans; limits not specified</td>
<td>- Save $5 on office visit copays</td>
</tr>
<tr>
<td><strong>Excludes</strong> charges for weight loss, drugs and programs, including program fees or dues, appetite suppressants, and exercise therapy unless medically necessary treatment and a plan-approved program</td>
<td>- Opportunity for recognition as a Wellness Champion</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>- SEGIP will not cover drugs prescribed for weight loss, except those specified on the Formulary (T1: phentermine / T2: Belviq, Contrave / T3: Qsymia)</td>
<td><strong>Omada Health Program</strong></td>
</tr>
<tr>
<td>- PreferredOne states that anorexic agents are excluded from coverage</td>
<td>- 16-week online program to help employees lose weight and reduce health risks</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td><strong>Fitness Discounts</strong></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td>- Health Partners has a Frequent Fitness gym discount; $20 back each month member works out 12 times or more</td>
</tr>
<tr>
<td>- Prior authorization required; coverage only if weight loss surgery is received from provider in designated weight-loss network of Claims Administrator; see full coverage criteria</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

 Adults with obesity: **26%**
 Adults with diabetes: **8%**
 State employees: **103,197** (66% FT)
 Premium payments: **$599 million**

**Top state plan/s:**
Minnesota Advantage (SOB)  
Minnesota Advantage CDHP (SOB)

Administered by:
- BCBS
- Health Partners
- Preferred One

**Resources & Contacts:**
State Employee Group Insurance Program  
Phone: 651-355-0100
### Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Preventive Counseling: Covers preventive diet and behavioral counseling in primary care to promote health (individual or group); see website for limits by age/gender

- Nutritional Counseling: Covers counseling with a dietician as a preventive/wellness benefit; up to four (4) visits per calendar year; copay applies after first visit for Select coverage only

- Behavioral Therapy: Weight Management Program (WMP) through ActiveHealth for participants with BMI ≥ 30; 12-month program provides telephonic individual counseling with dietitians, nurses and fitness experts

- Obesity treatment and weight loss therapies (other than those considered preventive/wellness services) are excluded from coverage, regardless of medical necessity, degree of obesity, or clinical diagnosis

**Pharmacotherapy**

- Anorectics (any drug used for the purpose of weight loss) are excluded from coverage

**Bariatric Surgery**

- Coverage: YES
  - Benefits for bariatric surgery are limited to one surgery per lifetime paid for by the Plan and are subject to prior authorization by ActiveHealth; participation in (WMP) is required for 6 months for approval

### Employee Incentive Program

**Motivating Mississippi**

- Health risk assessment: Not Determined

- Program consists of services offered through ActiveHealth Management, including:
  - Health webinars
  - Digital coaching
  - Maternity management
  - Weight management

- Reward(s): No monetary incentive

### Other Wellness Benefits

**Wellness Center Program Discount**

- Various locations across the state; discounted membership for BCBS plan members

**Healthy You Wellness Benefit**

- Offered through BCBS; “Know Your Numbers” online risk assessment tool

### State Statistics

- Adults with obesity: 36% 305
- Adults with diabetes: 15% 306

- State employees: 65,418 (79% FT) 307
- Premium payments: $244 million 308

### Top state plan/s:

- Select Coverage (SOB) 309
- Base Coverage (SOB) 310

### Resources & Contacts:

- **Department of Finance & Administration**
  Phone: 601-359-3402
- **Office of Insurance**
  Phone: 601-359-3411
- **ActiveHealth Management**
  Phone: 866-939-4721
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>Strive for Wellness®</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td></td>
</tr>
<tr>
<td>- Covers adult obesity screenings and USPSTF preventive care benefits with A/B rating</td>
<td><em>Health risk assessment: YES</em></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td><strong>Desired outcome(s):</strong></td>
</tr>
<tr>
<td>- Covers up to six (6) sessions/year of individualized nutritional evaluation and</td>
<td>- Complete the Partnership Promise ($25)</td>
</tr>
<tr>
<td>counseling for the management of obesity; additional coverage possible w/ <strong>authorization</strong></td>
<td>- Complete the Tobacco-Free Incentive ($40)</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Complete online Health Assessment</td>
</tr>
<tr>
<td>- Not explicitly mentioned beyond USPSTF services; coverage for weight management programs</td>
<td>- Complete online Health Education Quiz</td>
</tr>
<tr>
<td>- Coverage criteria not mentioned in plan documents</td>
<td><strong>Reward(s):</strong></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td>Premium reduction – up to $65 / month</td>
</tr>
<tr>
<td>- Missouri Consolidated Healthcare Plan formulary includes benzphetamine, diethylpropion,</td>
<td>Apparel – receive t-shirt for completion of MCHCP-approved health actions*</td>
</tr>
<tr>
<td>phentermine (as covered alternatives to formulary exclusion, Qsymia)</td>
<td>*examples (p. 59) include receiving an annual preventive exam, attending 3 Strive for</td>
</tr>
<tr>
<td>- Coverage criteria not mentioned in plan documents</td>
<td>Wellness sponsored health education or physical activity events, or walking 1 million steps.</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td><strong>Member services: (573) 751-0771</strong></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>- Prior authorization required; see coverage criteria and physician manual for details</td>
<td><strong>Weight Management Class</strong></td>
</tr>
<tr>
<td>- Completion of 6-month diet program (or two 3-month programs w/in 2 years); commercial</td>
<td>- 14-week course offered through Strive for Wellness for all state employees (call 573-</td>
</tr>
<tr>
<td>weight loss programs are acceptable if completed under the direction of a provider or</td>
<td>751-0771 for information)</td>
</tr>
<tr>
<td>registered dietitian and documentation of participation is available for review</td>
<td><strong>Strive for Wellness® Health Center</strong></td>
</tr>
<tr>
<td>- Not explicitly mentioned beyond USPSTF services; coverage for weight management programs</td>
<td>- offers routine care for common illnesses and basic preventive care for state employees;</td>
</tr>
<tr>
<td>may be available through employee wellness program or plan benefits</td>
<td>located in Jefferson City’s Truman Building</td>
</tr>
<tr>
<td>State employees: 106,608 (73% FT)</td>
<td><strong>Resources &amp; Contacts:</strong></td>
</tr>
<tr>
<td>Premium payments: $367 million</td>
<td>Office of Administration</td>
</tr>
<tr>
<td>Top state plan/s:</td>
<td><strong>Division of Personnel</strong></td>
</tr>
<tr>
<td>Adults with obesity: 32%</td>
<td>Phone: 573-751-4162</td>
</tr>
<tr>
<td>Adults with diabetes: 12%</td>
<td><strong>Missouri Consolidated Health Care Plan</strong></td>
</tr>
<tr>
<td>State employees: 106,608 (73% FT)</td>
<td>Phone: 573-751-0771</td>
</tr>
</tbody>
</table>
## Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
</tr>
<tr>
<td>- Covers USPSTF-recommended preventive services; obesity not explicitly mentioned</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
</tr>
<tr>
<td>- Covers three (3) visits for dietary and nutritional counseling per benefit period w/ obesity diagnosis; may require authorization</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
</tr>
<tr>
<td>- Covers office visit services for non-surgical, non-pharmaceutical treatment of obesity (100% after $25 copay applies); seek pre-treatment review</td>
</tr>
<tr>
<td>Charges in connection w/ services or supplies provided for the surgical treatment of obesity or any other weight reduction procedure and weight loss medication are specifically excluded from coverage, regardless of medical necessity or comorbid conditions</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong> <strong>331</strong></td>
</tr>
<tr>
<td>- Excludes weight loss medications regardless of medical necessity</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong> <strong>332</strong></td>
</tr>
<tr>
<td>Coverage: EXCLUDED</td>
</tr>
<tr>
<td>- Surgical treatment of obesity and weight reduction services, including bariatric surgery or any other weight reduction surgery or procedure are specifically excluded, regardless of medical necessity, diagnosis or comorbidity.</td>
</tr>
</tbody>
</table>

## Employee Incentive Program

<table>
<thead>
<tr>
<th>Live Life Well Program <strong>333</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health risk assessment: YES</strong></td>
</tr>
<tr>
<td><strong>Desired outcome(s):</strong></td>
</tr>
<tr>
<td>- Complete State-sponsored health screening (see schedule)</td>
</tr>
<tr>
<td>- Be nicotine free (or complete self-report)</td>
</tr>
<tr>
<td>- Complete a Next Step <strong>activity</strong> (self-report)</td>
</tr>
<tr>
<td><strong>Reward(s):</strong> Premium reduction – $30 / month ($60 for employee + spouse)</td>
</tr>
</tbody>
</table>

*Run by ActiveHealth Management (call 855-206-1302 or view FAQs for help)

## Other Wellness Benefits

**Fitness Challenges**
- Participation in Live Life Well challenges can count toward premium reduction

**Commercial weight-loss program**
- Eligible for reimbursement of up to $75 every two years for Weight Watchers fees; must meet eligibility criteria and complete form

**Weight Management & Health Education**
- Free webinars and self-study courses
- Resources on healthy weight management

**Disease Management Program**
- Offers a nurse health coaching program at no charge for state employee members for diabetes, hypertension, and hyperlipidemia

### Resources & Contacts:
- **Department of Administration**
  Phone: 406-444-2511
  **Health Care & Benefits Division**
  Phone: 406-444-7462
  **Allegiance Benefit Plan Management**
  Phone: 1-855-999-1057

### Summary:
- Adults with obesity: **24%** **324**
- Adults with diabetes: **8%** **325**
- State employees: **27,172 (64% FT)** **326**
- Premium payments: **$114 million** **327**
- Top state plan/s:
  - Blue Choice (SOB) **328**
  - New West (SOB) **329**
  - Traditional (SOB) **330**

### Additional Resources:
- **Prevention, Assessment, & Intervention**
- **Pharmacotherapy**
- **Bariatric Surgery**
- **Fitness Challenges**
- **Commercial weight-loss program**
- **Weight Management & Health Education**
- **Disease Management Program**
- **Resources & Contacts:**
  - **Department of Administration**
    Phone: 406-444-2511
  - **Health Care & Benefits Division**
    Phone: 406-444-7462
  - **Allegiance Benefit Plan Management**
    Phone: 1-855-999-1057
# NEBRASKA
Department of Administrative Services (DAS) – Division of State Personnel

## Clinical Weight Management

| | 
|---|---|
| **Prevention, Assessment, & Intervention** | 

Preventive Counseling:
- Covers obesity screening and preventive counseling on health diet and exercise according to UHC plan guidelines; covered with no age/frequency limitations when in-network.

Nutritional Counseling:
- Covers nutritional counseling as a preventive care service; possible coverage for nutrition education services if required for disease self-management and provided by RD.

Behavioral Therapy:
- Excludes coverage for the non-surgical treatment of obesity, even if morbid obesity.

Excludes coverage for weight loss programs (regardless of medical supervision), foods to control weight or treat obesity, health education classes (including weight control classes) other than those offered through UHC or its affiliates.

**Pharmacotherapy**
- Excludes coverage for drug prescribed for appetite suppression, and other weight loss products.

**Bariatric Surgery**
- Coverage: YES
  - Prior authorization required; member must be at least 25 years of age or under 25 years of age and there is an imminent risk of death.

## Employee Incentive Program

| | 
|---|---|
| **WellNEss Options** | 

*Health risk assessment: YES*

**Desired outcome(s):**
- Complete biometric screening and online health assessment in April/May.
- Sign up for an eligible wellness program.
- Complete the wellness program.

**Reward(s):** *WellNebraska members ONLY*
- Premium reduction – $25 - $65 / month (depends on single, two-party, family coverage).
- Covers up to $500 of lab/pathology work.
- No age restrictions on preventive screenings.

## Other Wellness Benefits

### WeSave Nebraska
- **Discount program** for state employees; offers reduced prices on gym memberships and Jenny Craig (free 30-day program or 50% off premium program).

### Weight Management Programs
- Several nutrition and physical activity programs available through wellness program, including “Right This Weigh” and “Walk This Way” programs (pg. 18).

## Resources & Contacts:

**Department of Administrative Services**
Phone: 402-471-6500

**Employee Wellness & Benefits**
Phone: 402-471-4443
### Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention 353</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
<td><strong>N/A</strong></td>
</tr>
<tr>
<td>- Covers USPSTF task force recommended</td>
<td>No formal employee wellness</td>
</tr>
<tr>
<td>services (healthy diet &amp; behavioral</td>
<td>program; each plan offers</td>
</tr>
<tr>
<td>counseling); obesity not explicitly</td>
<td>various wellness services to</td>
</tr>
<tr>
<td>mentioned</td>
<td>its members (see website)</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td></td>
</tr>
<tr>
<td>- Covered only for CDHP members in</td>
<td></td>
</tr>
<tr>
<td>Obesity &amp; Overweight Care Management</td>
<td></td>
</tr>
<tr>
<td>program</td>
<td></td>
</tr>
<tr>
<td>Behavioral Therapy: (CDHP only)</td>
<td></td>
</tr>
<tr>
<td>- CDHP members diagnosed with overweight</td>
<td></td>
</tr>
<tr>
<td>or obesity are eligible to enroll in</td>
<td></td>
</tr>
<tr>
<td>the Obesity and Overweight Care</td>
<td></td>
</tr>
<tr>
<td>Management program; includes coverage</td>
<td></td>
</tr>
<tr>
<td>for medically supervised weight</td>
<td></td>
</tr>
<tr>
<td>management (nutritional counseling,</td>
<td></td>
</tr>
<tr>
<td>weight-loss medications, meal</td>
<td></td>
</tr>
<tr>
<td>replacement therapy); monthly</td>
<td></td>
</tr>
<tr>
<td>engagement required to maintain benefit</td>
<td></td>
</tr>
<tr>
<td>- Other plans generally exclude coverage</td>
<td></td>
</tr>
<tr>
<td>for any treatment of obesity</td>
<td></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong> 354</td>
<td></td>
</tr>
<tr>
<td>- Coverage for phentermine (T1) and other</td>
<td></td>
</tr>
<tr>
<td>w/ cost-sharing (T3) through Obesity</td>
<td></td>
</tr>
<tr>
<td>Care Management Program; contact</td>
<td></td>
</tr>
<tr>
<td>Express Scripts at (855) 889-7708 to</td>
<td></td>
</tr>
<tr>
<td>verify</td>
<td></td>
</tr>
<tr>
<td>- HMO plans exclude appetite suppressants</td>
<td></td>
</tr>
<tr>
<td>or other weight-loss medications</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong> 355</td>
<td></td>
</tr>
<tr>
<td>Coverage: <strong>YES</strong></td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required; see plan</td>
<td></td>
</tr>
<tr>
<td>documents for coverage criteria</td>
<td></td>
</tr>
</tbody>
</table>

### Other Wellness Benefits

#### Health Education Classes
- Health Education & Wellness **programs** offered to state employees at no charge

#### Value-Added Services
- Vary by plan; see administrator websites for details on member discounts and services

### Resources & Contacts:
- **Division of Healthcare Financing & Policy**
  Phone: 775-684-3676
- **Public Employees’ Benefits Program**
  Phone: 775-684-7000

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**NEVADA**

Board of the Public Employees Benefit Program (PEBP)

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**Adults with obesity:** 27% 345
**Adults with diabetes:** 10% 346

**State employees:** 35,105 (72% FT) 347
**Premium payments:** $191 million 348

**Top state plan/s:**
- Health Plan of Nevada Standard (SOB) 349
- Health Plan of Nevada Alternate (SOB) 350
- Hometown Healthcare HMO (SOB) 351
- Consumer Driven Health Plan, CDHP (SOB) 352

**Resources & Contacts:**
- **Division of Healthcare Financing & Policy**
  Phone: 775-684-3676
- **Public Employees’ Benefits Program**
  Phone: 775-684-7000
# Clinical Weight Management

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention 362</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
</tr>
<tr>
<td>- Covers USPSTF A/B recommendations, including obesity screening and counseling</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
</tr>
<tr>
<td>- Covered as a preventive service or office visit (subject to copay; limited to 3 visits/year or unlimited for organic disease, diabetes, or eating disorder)</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
</tr>
<tr>
<td>- No coverage for non-surgical service, treatment, procedure or program for weight or appetite control, weight loss, weight management or control of obesity other than preventive benefits noted above, even if the weight or obesity aggravates another condition</td>
</tr>
<tr>
<td>Covers services for treatment of diseases and ailments caused by obesity and morbid obesity</td>
</tr>
<tr>
<td>- Weight management counseling (as a preventive service) is only covered if provided during nutrition counseling visits or diabetes management program</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pharmacotherapy 363</th>
</tr>
</thead>
<tbody>
<tr>
<td>- All plan designs exclude coverage for anti-obesity medications; phentermine is listed on formulary (coverage criteria not found)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Bariatric Surgery 364</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coverage: YES</td>
</tr>
<tr>
<td>- Covered as a “surgery for conditions caused by obesity” (comorbidity required)</td>
</tr>
<tr>
<td>- Prior authorization required; covers psychological testing for candidates</td>
</tr>
</tbody>
</table>

# Employee Incentive Program

<table>
<thead>
<tr>
<th>SoNH Employee Wellness Program 365</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health risk assessment: YES (HAT)</td>
</tr>
<tr>
<td>- Partners with Anthem BCBS to provide wellness benefits to state employees</td>
</tr>
<tr>
<td>Desired outcome: Complete activities (3+)</td>
</tr>
<tr>
<td>- Know Your Numbers screening</td>
</tr>
<tr>
<td>- Healthy Lifestyles Program</td>
</tr>
<tr>
<td>- Employee Health Education Program</td>
</tr>
<tr>
<td>- Preventive Care Screening (claims-based)</td>
</tr>
<tr>
<td>- ConditionCare Program (eligibility limits)</td>
</tr>
<tr>
<td>- Flu vaccination</td>
</tr>
<tr>
<td>Reward(s):</td>
</tr>
<tr>
<td>Health Reward Points – can be redeemed for gift cards or a Visa Debit Card (up to $300/yr)</td>
</tr>
<tr>
<td>Agency Wellness Coordinators are acknowledged for their health promotion efforts</td>
</tr>
</tbody>
</table>

## Other Wellness Benefits

<table>
<thead>
<tr>
<th>Community Health Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Community Health Education Reimbursement Program (CHERP) allows reimbursement up to $150 for education classes on nutrition, physical activity, and/or weight management; see CHERP facilities for class offerings</td>
</tr>
<tr>
<td>Fitness Benefit / Reimbursement (HMO only)</td>
</tr>
<tr>
<td>- Up to $450 per year for membership at approved facility, OR $200 per year toward piece of home exercise equipment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Commercial Weight Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Discounts on Jenny Craig *, Lindora *, and other programs</td>
</tr>
</tbody>
</table>

**Adults with obesity: 26%** 356
**Adults with diabetes: 8%** 357
**State employees: 26,221 (56% FT)** 358
**Premium payments: $170 million** 359

**Top state plan/s:**
- *HMO Blue New England (SOB)* 360
- *BlueChoice New England POS (SOB)* 361

**Resources & Contacts:**
- **Department of Administrative Services**
  Phone: 603-271-3261
- **Health Benefit Committee (HBC)**
  State Wellness Coordinator
  Phone: 603-271-4103
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></td>
<td><strong>NJWELL</strong></td>
</tr>
<tr>
<td>- Covers obesity screening and counseling prevention services (26 visits/year; up to 10 visits per year for healthy diet)</td>
<td><strong>Health risk assessment:</strong> <strong>YES</strong></td>
</tr>
<tr>
<td><strong>Nutritional Counseling:</strong></td>
<td><strong>Desired outcomes:</strong></td>
</tr>
<tr>
<td>- Covers MNT and nutrition counseling to aid in weight reduction due to obesity; up to three (3) visits per year; Aetna plans cover up to 10 visits per year for obesity (preventive codes)</td>
<td><strong>Biometric screening</strong> [req’d for incentive]</td>
</tr>
<tr>
<td><strong>Behavioral Therapy:</strong></td>
<td><strong>Health assessment</strong></td>
</tr>
<tr>
<td>- Aetna: Non-surgical treatment for obesity limited to coverage for initial exam, diagnostic tests, and obesity counseling (billed as preventive service)</td>
<td><strong>Preventive screenings</strong></td>
</tr>
<tr>
<td>- Periodic review of hospital-based/physician-supervised weight loss programs is required for continued coverage</td>
<td><strong>Health coaching</strong> (1-855-231-1219)</td>
</tr>
<tr>
<td><strong>Pharmacotherapy:</strong></td>
<td><strong>Flu shot</strong></td>
</tr>
<tr>
<td>- Phentermine is on formulary as T1 agent (PA required; criteria and limits not found)</td>
<td><strong>Track physical activity</strong></td>
</tr>
<tr>
<td><strong>Bariatric Surgery:</strong></td>
<td><strong>5% improvement in biometric scores</strong> (BMI &lt; 30, blood pressure, glucose, or total cholesterol)</td>
</tr>
<tr>
<td><strong>Coverage:</strong></td>
<td><strong>Reward(s):</strong></td>
</tr>
<tr>
<td>- Prior authorization required; see plan documents for coverage criteria</td>
<td><strong>Cash / coupon – up to $250 Visa Debit Card (spouse eligible to earn additional $250)</strong></td>
</tr>
<tr>
<td>- Aetna also specifies coverage for outpatient services related to the surgery</td>
<td><strong>SHBP members who enroll in OMNIA Health Plan for at least two years can receive up to $2000 incentive.</strong></td>
</tr>
</tbody>
</table>

Other Wellness Benefits

- **Discounted gym membership**
  - Both plans offer discounts to some facilities

- **Commercial weight-loss program**
  - Discounted membership and products from CalorieKing®, Jenny Craig®, and Nutrisystem®

- **Retiree Wellness Program**
  - Must complete annual certification form to remain enrolled in program

| Adults with obesity: | 26% |
| Adults with diabetes: | 9% |
| State employees: | 157,465 (81% FT) |
| Premium payments: | $1.44 billion |

Top state plan/s:

AETNA
- Aetna HMO (SOB) 370
- Aetna Freedom15 PPO (SOB) 371
- Aetna Value HD1500 (SOB) 372
- Aetna Liberty EPO (SOB) 373

HORIZON
- Horizon HMO (SOB) 374
- NJ Direct15 PPO (SOB) 375
- NJ Direct HD1500 (SOB) 376
- Omnia Health EPO (SOB) 377

Resources & Contacts:

Division of Pensions & Benefits
Phone: 609-292-7524
State Health Benefits Program (SHBP) & School Employees’ Health Benefits Program (SHEBP) | Email: pensions.nj@treas.nj.gov
### Clinical Weight Management

**Prevention, Assessment, & Intervention**

Preventive Counseling:
- Annual consultation to discuss lifestyle behaviors that promote health

Nutritional Counseling: *(HMO only)*
- Only for members with morbid obesity; subject to $45 copay for outpatient visits; benefit limits not found

Behavioral Therapy: *(HMO only)*
- Weight loss management, obesity treatment, and nutritional counseling are covered only if medically-necessary and provided by a Physician, licensed nutritionist, or registered dietician; benefit limits not found ($45 copay)
- Benefit for members w/ a BMI ≥ 35 kg/m² who are at high risk for increased morbidity due to specific obesity comorbidity
- Member must have demonstrated adherence with all prescribed medications and treatment instructions

**Pharmacotherapy**
- Possible coverage for phentermine (T1) or other obesity agents with PA; call Express Scripts for criteria (1-800-743-1720)

**Bariatric Surgery**
- Coverage: YES
  - Requires prior authorization; see medical policies for full coverage criteria

**Note:** Obesity treatment is not a covered benefit under this Plan unless the Member is being treated for morbid obesity.

### Employee Incentive Program

**Stay Well Wellness Program**

*Health risk assessment: YES*

*Desired outcome:*
- Complete Personal Health Assessment (PHA)
- Complete **biometric screening**
- Complete 10-week virtual health coaching **program** based on screening results

*Reward(s):*
- Participants receive a **swag bag** with health-promoting items after completing screening
- Employees can become a Stay Well **Wellness Ambassador**

### Other Wellness Benefits

**Stay Well Health Center**
- Offers free, no-cost health care for covered state employees and dependents aged 2 years+, including condition management and health coaching for pre-diabetes, metabolic syndrome, and weight management
- Medications dispensed through Health Center are free of charge

### Notes
- Adults with obesity: **29%**
- Adults with diabetes: **12%**
- State employees: **54,822 (75% FT)**
- Premium payments: **$99 million**
- Top state plan/s:
  - Presbyterian HMO (SOB)
  - BCBS PPO (SOB)
  - BCBS HMO (SOB)
- Resources & Contacts:
  - Group Benefits Plan
  - Phone: 505-244-6000
  - Employee Benefits Bureau (EBB)
  - Phone: 505-827-5651
### Clinical Weight Management

<table>
<thead>
<tr>
<th><strong>Prevention, Assessment, &amp; Intervention</strong>&lt;sup&gt;396&lt;/sup&gt;</th>
<th><strong>Employee Incentive Program</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Counseling:</td>
<td><strong>WellNYS Everyday</strong>&lt;sup&gt;399&lt;/sup&gt;</td>
</tr>
<tr>
<td>- Covers screening and counseling for obesity, diet, and nutrition in a primary care setting</td>
<td>Health risk assessment: N/A</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>Desired outcome: Participation</td>
</tr>
<tr>
<td>- Covered when the treatment is medically necessary and the provider is licensed in the state where the service is rendered</td>
<td>- Wellness initiative dedicated to educating, engaging, and empowering New York State employees and their families, by encouraging participation in healthy behaviors</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Participate in Olympic and Monthly Challenges</td>
</tr>
<tr>
<td>- NYSHIP excludes services, supplies or pharmaceutical products rendered in conjunction with weight reduction programs, unless the patient is morbidly obese and treatment is in a physician’s office</td>
<td>- Provides workplace walking maps, daily wellness tips, and information about NYS Farms Markets</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong>&lt;sup&gt;397&lt;/sup&gt;</td>
<td><strong>Reward(s):</strong> Recognition – Participants can receive a certificate and/or wristband for completing monthly challenges</td>
</tr>
<tr>
<td>- Phentermine (T1), Lomaira (T1), Saxenda (T2), Belviq (T2), and Contrave (T2) may be covered with prior authorization as preferred agents under the Empire Plan (PPO)</td>
<td>- Opportunity to be recognized as a WellNYS Ambassador</td>
</tr>
<tr>
<td>- Saxenda, Belviq, Contrave included on flexible formulary; require PA</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong>&lt;sup&gt;398&lt;/sup&gt;</td>
<td></td>
</tr>
<tr>
<td>Coverage: COVERED</td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required; see plan medical policies for coverage criteria</td>
<td></td>
</tr>
<tr>
<td>- No evidence of coverage for BCBS Empire HMO plan (all other HMOs indicate coverage)</td>
<td></td>
</tr>
</tbody>
</table>

### Other Wellness Benefits

<table>
<thead>
<tr>
<th><strong>Health &amp; Wellness Incentives</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>- Vary by plan; examples include Independent Health’s Nutrition Benefit and CDPHP’s Life Points reward program</td>
<td></td>
</tr>
</tbody>
</table>

### WellNYS Everyday<sup>399</sup>

- **Wellness initiative** dedicates to educating, engaging, and empowering New York State employees and their families, by encouraging participation in healthy behaviors.
- **Rewards:**
  - Opportunity to be recognized as a WellNYS Ambassador

### Top state plan/s:

- Empire Plan PPO (SOB)
- MVP HMO (SOB)
- Independent Health HMO (SOB)
- Excellus BCBS HMO (SOB)
- Emblem HMO (SOB)
- Empire BCBS HMO (SOB)
- CD PHP HMO (SOB)
- BCBS WNY HMO (SOB)
- Excellus BlueChoice 25 HMO (SOB)

### Resources & Contacts:

- **New York State Health Insurance Program**
  - Phone: 1-877-769-7447
- **Department of Civil Service**
  - Phone: 518-457-5754

### Statistics:

- **Adults with obesity:** 25%<sup>392</sup>
- **Adults with diabetes:** 10%<sup>393</sup>
- **State employees:** 270,350 (83% FT)<sup>394</sup>
- **Premium payments:** $2.01 billion<sup>395</sup>
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
<th>Other Wellness Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong>&lt;sup&gt;408&lt;/sup&gt;</td>
<td><strong>Health Engagement Program</strong>&lt;sup&gt;411&lt;/sup&gt;</td>
<td><strong>Disease Management</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><em>Health risk assessment:</em> YES</td>
<td>- Nurse coaches available to help employees manage obesity and related chronic conditions; call (800) 817-7044 for details</td>
</tr>
<tr>
<td>- Covers obesity screening and counseling</td>
<td><em>Desired outcome:</em> [various]</td>
<td><strong>Positive Pursuits</strong></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>- Complete healthy lifestyle activities, including telephonic sessions w/ lifestyle coach, track physical activity, track calories consumed, earn RivalPoints</td>
<td>- Discounted copays</td>
</tr>
<tr>
<td>- Covers nutritional counseling, which may include counseling specific to achieving or maintaining a healthy weigh as a preventive benefit; non-preventive benefit limited to 4 visits (copay applies in 70/30 PPO)</td>
<td><strong>Reward(s):</strong></td>
<td><strong>NOTE:</strong> State Health Plan will discontinue Active Lifestyle Coaching, Disease Management for select conditions, Maternity Coaching, 24/7 Nurse Line, and Local Live Events, effective January 1, 2018.</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>CDHP*</td>
<td>*CDHP discontinued in PY2018.</td>
</tr>
<tr>
<td>- Office visits for the evaluation and treatment of obesity are limited to four (4) per year</td>
<td>HRA contributions</td>
<td><strong>Resources &amp; Contacts:</strong></td>
</tr>
<tr>
<td></td>
<td>- Up to $125/year for lifestyle</td>
<td><strong>State Health Plan</strong></td>
</tr>
<tr>
<td></td>
<td>- Up to $50/year for Rival</td>
<td>Phone: 855-859-0966</td>
</tr>
<tr>
<td></td>
<td><strong>Wellness Premium Credits</strong></td>
<td><strong>Department of State Treasurer</strong></td>
</tr>
<tr>
<td></td>
<td>o $25/month for health assessment</td>
<td>Phone: 919-814-3800</td>
</tr>
<tr>
<td></td>
<td>o $25/month for selecting PCP</td>
<td><strong>Department of Health &amp; Human Services</strong></td>
</tr>
<tr>
<td></td>
<td>o Reduced copay for using PCP</td>
<td>Phone: 919-855-4800</td>
</tr>
<tr>
<td></td>
<td><strong>Note:</strong> Only CDHP* and Enhanced 80/20 PPO plan offer financial incentives for participation</td>
<td><strong>Pharmacotherapy</strong>&lt;sup&gt;409&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong>&lt;sup&gt;409&lt;/sup&gt;</td>
<td>Covered as a preventive medication; requires prior authorization</td>
<td>- Covered as a preventive medication; requires prior authorization</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong>&lt;sup&gt;410&lt;/sup&gt;</td>
<td>Coverage: YES</td>
<td>- Prior authorization required; must be at in-network facility (Blue Distinction Center or Medcost facility)</td>
</tr>
<tr>
<td></td>
<td>- Prior authorization required; must be at in-network facility (Blue Distinction Center or Medcost facility)</td>
<td>- Not covered for dependent children in HDHP</td>
</tr>
<tr>
<td></td>
<td>- Not covered for dependent children in HDHP</td>
<td><strong>NOTE:</strong> Only CDHP* and Enhanced 80/20 PPO plan offer financial incentives for participation</td>
</tr>
</tbody>
</table>

Adults with obesity: 30%<sup>400</sup>  
Adults with diabetes: 11%<sup>401</sup>  
State employees: 168,060 (73% FT)<sup>402</sup>  
Premium payments: $862 million<sup>403</sup>  
Top state plans:<br>Enhanced 80/20 PPO (SOB)<sup>404</sup>  
Traditional 70/30 PPO (SOB)<sup>405</sup>  
CDHP (SOB)<sup>406</sup>  
HDHP (SOB)<sup>407</sup>  
*CDHP discontinued in PY2018.
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>NDPERS Dakota Wellness Program</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td>Health risk assessment: YES (LifeScore)</td>
</tr>
<tr>
<td>- Covered only once per year during annual wellness visit ($200 annual allowance for preventive screenings); may refer for behavioral interventions w/ BMI ≥ 30 kg/m²</td>
<td>Desired outcomes:</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>- Earn points for participating in workplace health education events, completing annual preventive visit, participating in special health programs, tracking daily health habits</td>
</tr>
<tr>
<td>- GF: Coverage depends on condition- 1/yr for obesity, 2/yr for hyperlipidemia, 4/yr for diabetes, 2/yr for gestational diabetes</td>
<td>Reward(s):</td>
</tr>
<tr>
<td>- NGF: 4 visits/benefit period for obesity</td>
<td>- Cash / coupon – up to $250/year ($500/house)</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>o Participants earn points that are redeemed for cash reward</td>
</tr>
<tr>
<td>- May cover intensive behavioral <strong>counseling</strong> to promote a healthful diet and physical activity for adults with overweight or obesity and a CVD risk factor</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>Excludes coverage for any services or supplies for the treatment of obesity that do not meet the Plan’s medical necessity coverage guidelines, including weight loss, exercise programs, or lifestyle improvement services</td>
<td><strong>Fitness Center Reimbursement Program</strong></td>
</tr>
<tr>
<td>- <strong>Weight loss management</strong> may be available at approved facilities for Sanford plan members; see obesity management guidelines for details.</td>
<td>- Provides up to $20 monthly reimbursement ($40 per family) for employees who use the fitness center at least 12 days per month.</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td>- Employees must complete risk assessment to apply for fitness reimbursement</td>
</tr>
<tr>
<td>- Excludes anorexiant or weight management medications unless medically necessary; request prior authorization, (877) 658-9194</td>
<td><strong>Better Choices, Better Health® Workshop</strong></td>
</tr>
<tr>
<td>- Formulary includes: diethylpropion [T1], phentermine [T1], Belviq/XR [T2]</td>
<td>- Free in-person, 6-week workshop for plan members; call (701) 234-5570 to register</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required</td>
<td></td>
</tr>
<tr>
<td>Adults with obesity: 31%</td>
<td></td>
</tr>
<tr>
<td>Adults with diabetes: 9%</td>
<td></td>
</tr>
<tr>
<td>State employees: 26,314 (61% FT)</td>
<td></td>
</tr>
<tr>
<td>Premium payments: <strong>$154 million</strong></td>
<td></td>
</tr>
<tr>
<td>Top state plan/s:</td>
<td></td>
</tr>
<tr>
<td>PPO Basic - Grandfathered (SOB)</td>
<td></td>
</tr>
<tr>
<td>PPO Basic – Non-Grandfathered (SOB)</td>
<td></td>
</tr>
<tr>
<td>Sanford HDHP (SOB)</td>
<td></td>
</tr>
<tr>
<td>Pharmacy:</td>
<td></td>
</tr>
<tr>
<td>Grand <strong>PPO</strong></td>
<td></td>
</tr>
<tr>
<td>Non-Grand <strong>PPO HDHP</strong></td>
<td></td>
</tr>
<tr>
<td>Resources &amp; Contacts:</td>
<td></td>
</tr>
<tr>
<td><strong>Office of Management &amp; Budget</strong></td>
<td></td>
</tr>
<tr>
<td>Phone: 701-328-2680</td>
<td></td>
</tr>
<tr>
<td><strong>Public Employees Retirement System</strong></td>
<td></td>
</tr>
<tr>
<td>Phone: 701-328-3900</td>
<td></td>
</tr>
<tr>
<td><strong>Dakota Wellness Program</strong></td>
<td></td>
</tr>
<tr>
<td>Phone: 844-742-0014</td>
<td></td>
</tr>
<tr>
<td>Clinical Weight Management</td>
<td>Employee Incentive Program</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>Take Charge! Live Well!</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><em>Health risk assessment:</em> YES (Healthways)</td>
</tr>
<tr>
<td>- Screening and counseling services to aid in weight reduction due to obesity</td>
<td><em>Desired outcomes:</em></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>- Complete biometric screening; attend event or complete Physician Form</td>
</tr>
<tr>
<td>- Up to 2 visits/year (non-preventative); up to 10 visits/year covered as preventive service in connection with hyperlipidemia or other risk factors for chronic disease</td>
<td>- Complete Well-Being 5™ Survey</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Participate in challenges, online programs, health coaching calls, or other health activities</td>
</tr>
<tr>
<td>- Anthem/Aetna cover only as a preventive benefit; group counseling not covered</td>
<td><em>Reward(s):</em></td>
</tr>
<tr>
<td>- Medical Mutual covers weight management classes and office visits w/ diagnosis of obesity (20% copay applies)</td>
<td>- Cash / coupon – up to $350/year for employee and/or spouse</td>
</tr>
<tr>
<td>Excludes coverage for medical weight control services, exercise programs or equipment; and other services and supplies that are primarily intended to control weight or treat obesity, or for weight reduction, regardless of the existence of comorbid condition, unless specified by the Plan.</td>
<td>- <strong>Points</strong> are redeemed for gift cards</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td></td>
</tr>
<tr>
<td>- Prescription drugs and any other services or supplies for the treatment of obesity are not covered.</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td></td>
</tr>
<tr>
<td>Coverage: YES <em>(medically-necessary only)</em></td>
<td></td>
</tr>
<tr>
<td>- Prior authorization required; covers related expenses incurred within 2-year period</td>
<td></td>
</tr>
</tbody>
</table>

**Other Wellness Benefits**

**Health coaching**

- Offered through Take Charge! Live Well! Program; call 866-556-2288 to enroll
- can earn up to $50 per call (max $200 incentive)

Adults with obesity: 30%  
Adults with diabetes: 11%  
State employees: 184,710 (59% FT)  
Premium payments: $470 million  
Top state plan/s:  
Aetna Choice POS II (SOB)  
Anthem PPO (SOB)  
Medical Mutual PPO (SOB)

**Resources & Contacts:**
Department of Administrative Services  
Phone: 614-466-8857  
Human Resources Division  
Phone: 614-728-0732  
Office of Benefit Administration Services  
Phone: 614-728-7518
## Clinical Weight Management

**Prevention, Assessment, & Intervention**
- One visit per calendar year for adults for any E/M code with diagnosis of morbid obesity

Nutritional Counseling:
- Up to 3 visits for diet counseling in primary care to promote a healthy diet (any diagnosis)
- GlobalHealth covers 12-26 visits in first year with BMI ≥ 30

Behavioral Therapy:
- Some plans cover group/individual behavioral therapy sessions to help members with obesity

Exclusions and language vary by plan; typically excludes coverage for all treatments for obesity, expenses for weight loss treatment, advice or training (except when performed at an MBSA-QIP certified-comprehensive center of excellence or required to satisfy treatment guidelines for a condition other than obesity).

**Pharmacotherapy**
- Typically excludes drugs for weight management, including anorexiants and body building drugs

**NOTE**: Several medications included as T1 in GlobalHealth state employee **formulary**

**Bariatric Surgery**
- **LIMITED (HealthChoice only)**
  - Prior authorization required; must be in plan for at least 12 months prior to surgery
  - Limited to bariatric sleeve, bypass, duodenal switch, revision and conversions

## Employee Incentive Program

**Thrive** *(formerly OKHealth)*
- Health risk assessment: N/A
- Desired outcome: N/A

Thrive’s number one goal is to create programs, classes and tools that are of use to OK state employees

- Provides some classes and training opportunities (e.g. Lunch & Learn) by request; minimum of 20 employees may be registered for onsite training

**NOTE**: Many of the benefits provided under OKHealth have been discontinued under Thrive, including biometric screenings and individualized health coaching on diet/exercise.

## Other Wellness Benefits

**Discounted gym membership**
- Discounts offered through all plans; see HealthChoice **Wellness Program** or member plan materials for participating fitness centers

**Commercial weight-loss program**
- May be available at a discount through some health plans

### Statistics
- Adults with obesity: **34%**
- Adults with diabetes: **12%**
- State employees: **86,996 (70% FT)**
- Premium payments: **$329 million**

### Top state plans:
- HealthChoice High *(SOB)*
- HealthChoice Basic *(SOB)*
- HealthChoice HDHP *(SOB)*
- Atena HMO + ACO *(SOB)*
- CommunityCare HMO *(SOB)*
- GlobalHealth HMO *(SOB)*

### Resources & Contacts:
- **Employee Benefits Department**
  - Phone: 405-522-5528
- **Oklahoma State Department of Health**
  - Phone: 405-271-5600
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>Health Engagement Model</strong> 459</td>
</tr>
<tr>
<td>Preventive Counseling: COVERED</td>
<td>Health risk assessment: YES</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>Desired outcomes:</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>- Complete HEM health assessment</td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Complete two health actions during plan year (not required to report/track formally)</td>
</tr>
<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><strong>Reward(s):</strong></td>
</tr>
<tr>
<td><strong>Annual and lifetime coverage limits vary by plan</strong>; excludes dietary formulas for weight loss</td>
<td>Incentive payment – $17.50 additional monthly pay for compliance with HEM agreement</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><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><strong>Pharmacotherapy</strong> 458</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>AllCare only</td>
<td><strong>Weight Watchers</strong></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>- PEBB offers membership for subscribers and their families at no cost; several program options included; call 1-866-454-2144.</td>
</tr>
<tr>
<td>- Other plans exclude coverage of drugs used for weight loss or for cosmetic purposes; see formularies</td>
<td><strong>Health education / coaching</strong></td>
</tr>
<tr>
<td></td>
<td>- Better Choices, Better Health® is offered at no cost to PEBB members</td>
</tr>
<tr>
<td></td>
<td>- Virtual Lifestyle Management (16-week) and onsite DPP offered to state employees</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td>Plan websites for additional benefits:</td>
</tr>
<tr>
<td>Coverage: YES</td>
<td>- AllCare PEBB</td>
</tr>
<tr>
<td>- Prior authorization required; PEBB requires staged approach with BMI ≥ 35 w/ unresolved diabetes, BMI ≥ 40 w/ related comorbidity or BMI ≥ 50 kg/m²</td>
<td>- Kaiser Permanente</td>
</tr>
<tr>
<td></td>
<td>- Moda Health</td>
</tr>
<tr>
<td></td>
<td>- PEBB Providence</td>
</tr>
</tbody>
</table>

**Oregon Health Authority (OHA) – Public Employees’ Benefit Board (PEBB)**

- 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

**Resources & Contacts:**
- Oregon Public Employees’ Benefit Board
  Phone: 503-373-1102
- Oregon Health Authority
  Phone: 503-945-5772
## PENNSYLVANIA
Pennsylvania Benefit Trust Fund (PEBTF)

### Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Preventive Counseling:
  - Covers only annual wellness visit
- Nutritional Counseling:
  - PEBTF covers up to 2 visits per year of healthy diet/activity counseling for adults with known chronic-disease risk factors (PCP or referral); preventive benefit only
- Behavioral Therapy:
  - PEBTF excludes coverage for the non-surgical treatment of obesity and the control or management of weight, including nutritional counseling, nutritional supplements, commercial weight loss programs, exercise equipment or gym memberships.
  - Weight management programs or benefits may be available through the Get Healthy Program and/or some plan wellness programs

**Pharmacotherapy**
- PEBTF excludes coverage for medications for weight reduction

**Bariatric Surgery**
- Coverage: NO*
  - PEBTF excludes coverage for all services and supplies for the surgical treatment of obesity.

*Beginning 2018, state employees have access to bariatric surgery as a covered benefit.

### Employee Incentive Program

**Get Healthy Program**

- **Health risk assessment:** **Know Your Numbers**
- **Desired outcome:**
  - Complete wellness screening by end of December to avoid employee contribution surcharge (for plan year beginning July of following year)
  - Free screenings offered by Quest Diagnostics at employee worksites and Patient Service Center; copays and leave requests apply if completed by PCP at separate visit

**Reward(s):**
- Premium reduction – $62.19 per pay (2017)

### Other Wellness Benefits

**Discounted programs & products**
- See summary of discounts for each plan:
  - Highmark Blue365
  - Geisinger
  - Aetna

**Get Healthy Resources & Webinars**
- **Collection of resources** includes handouts on healthy eating, interactive presentations, and recipes
- PEBTF covered employees can register for **monthly webinars** on various health topics

*resources developed by ActiveHealth Management

---

Adults with obesity: 30%  
Adults with diabetes: 10%  
State employees: 206,517 (69% FT)  
Premium payments: No data  
Top state plan/s:

- PPO Option (same coverage)  
  - Basic PPO – Highmark Blue Shield (SOB)
  - Choice PPO – Aetna (SOB)
- HMO Option (same coverage)  
  - PEBTF Custom HMO – Aetna (SOB)
  - PEBTF Custom HMO – Geisinger (SOB)

Resources & Contacts:

- Pennsylvania Employees Benefit Trust Fund  
  Phone: 717-561-4750 (ext. 7511)
- Obesity Prevention & Wellness Program  
  Phone: 877-724-3258
### Clinical Weight Management

**Prevention, Assessment, & Intervention**

- Preventive Counseling:
  - Covers evidence-based items or services that w/ USPSTF rating of "A" or "B"

- Nutritional Counseling:
  - Benefit is limited to six individual sessions per year (limit applies only to non-preventive visits); 10% copay applies for HSA plan

- Behavioral Therapy:
  - Non-surgical treatments for obesity—including weight loss programs—are excluded from coverage, regardless of medical supervision or morbid obesity.

### Diabetes Prevention Program

Is offered at no cost for State of Rhode Island medical plan members (through YMCA locations statewide).

### Pharmacotherapy

- Although anti-obesity agents are included on the State of Rhode Island preventive medication therapy list and performance formulary, RI has issued guidance clarifying that the State health plan **does not cover** weight loss/anti-obesity drugs.

### Bariatric Surgery

- Coverage: YES
  - DOA covers surgical treatment of obesity provided for BMI $\geq 40$ kg/m$^2$ ($\geq 35$ w/ comorbidity); prior authorization required

### Employee Incentive Program

**Rewards for Wellness**

- **Health risk assessment:** YES
- **Desired outcome:** [various]

- Participants earn co-share credits for viewing podcasts, completing cost-estimator activities and program surveys, and obtaining annual health screenings.

- **Reward(s):**
  - Premium reduction – up to $500 credit (annual)
    - $25 for obtaining BMI screening
    - $25 for BMI < 30 or watching “Mindful Eating” podcast + completing quiz
    - $50 for blood pressure < 140/90

Employees can complete several activities at once by attending an **Employee Health Fair**

### Other Wellness Benefits

**UnitedHealth Allies Discount Program**

- Offers discounts on gym memberships and commercial weight management programs

**Wellness Podcasts**

- Features podcasts and knowledge quizzes on mindful eating and physical activity

**Rally Health**

- Access to health support and customized “missions” based on health assessment

**Note:** Health & Wellness Coordinators for each department can be found **online**.

---

Adults with obesity: **26%**

Adults with diabetes: **9%**

State employees: **23,925** (71% FT)

Premium payments: **$130 million**

Top state plan/s:

- **2014 Choice Plus (SOB)**
- **2014 Choice Plus HSA (SOB)**

**Resources & Contacts:**

- **Office of Employee Benefits**
  Phone: 401-222-3160

- **State Employee Wellness Initiative**
  Phone: 401-222-6270

- **HealthSource Rhode Island**
  Phone: 401-462-3608
# SOUTH CAROLINA
South Carolina Public Employee Benefit Authority (PEBA)

## 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></td>
<td><strong>PEBA Perks</strong> 489</td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td>Health risk assessment: N/A</td>
</tr>
<tr>
<td>- Plan covers one annual worksite screening per enrollee to include counseling on identified individual risk health risk factors</td>
<td>Desired outcome: N/A</td>
</tr>
<tr>
<td>Nutritional Counseling: None</td>
<td>- Reward(s): N/A</td>
</tr>
<tr>
<td>Behavioral Therapy: None</td>
<td>- Value-based services for stress management and information about weight management are offered at no cost to enrolled employees</td>
</tr>
<tr>
<td>PEBA excludes coverage for weight loss treatments and conditions and complications as a result of such treatments.</td>
<td></td>
</tr>
<tr>
<td>- Weight management assistance is available through self-enrollment in health coaching from BlueCross (value-added benefit)</td>
<td></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong> 487</td>
<td></td>
</tr>
<tr>
<td>- Prescription drugs used for weight loss are not covered</td>
<td></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong> 488</td>
<td></td>
</tr>
<tr>
<td>Coverage: NO</td>
<td></td>
</tr>
<tr>
<td>- PEBA excludes coverage for all weight loss surgery, including but not limited to gastric bypass or stapling, intestinal bypass and related procedures, and the reversal of such procedures.</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** PEBA believes the State Health Plan is a grandfathered health plan under the Patient Protection and Affordable Care Act (ACA) and does not provide preventive health services according to USPSTF guidelines.

## Other Wellness Benefits

| Fitness & Wellness Discounts |  |
| Fitness & Wellness Discounts |  |
| - Access to weight management information as value-based benefit though PEBA Perks |  |
| - Member discounts on fitness centers and commercial weight loss programs; available through Blue365 |  |
| Health coaching |  |
| - Free weight management assistance from health coach with Rally Health membership (call 855-838-5897, opt. 3) |  |

## Resources & Contacts:

- **Public Employee Benefit Authority**  
  Phone: 803-737-6800

- **South Carolina Healthy Connections**  
  Phone: 888-289-0709

**Adults with obesity:** 32% 481  
**Adults with diabetes:** 12% 482  
**State employees:** 93,631 (77% FT) 483  
**Premium payments:** $311 million 484  
**Top state plan/s:**  
**State Health Plan**  
Standard PPO (SOB)  
Savings PPO (SOB)  

**NOTE:** PEBA believes the State Health Plan is a grandfathered health plan under the Patient Protection and Affordable Care Act (ACA) and does not provide preventive health services according to USPSTF guidelines.
# SOUTH DAKOTA
Bureau of Human Resources (BHR) – State Employee Benefits Program

## Clinical Weight Management

### Prevention, Assessment, & Intervention
- Plan covers one annual wellness exam per year for adults (18+); counseling for healthy diet, physical activity, and obesity are included in this visit

### Nutritional Counseling
- Weight control interventions are non-covered unless approved by Health Management Partners (HMP)

### Pharmacotherapy
- Prescription Formulary: Belviq, Belviq XR
- Preventive Formulary: see tiered list

### Bariatric Surgery
- Prior authorization required through HMP (1-866-330-9886 / weightloss@hmpsd.com)
- Covered if member has BMI ≥ 35 kg/m² with two comorbidities, BMI ≥ 40 with one comorbidity, or BMI ≥ 45 with no comorbid conditions; must complete Weight Management Program (see SPD for details)

### Note:
- Saxenda is specified as a non-covered product under the 2017 pharmacy benefit.

## Employee Incentive Program

### benefit Well-Being Program
- Health risk assessment: YES
- Desired outcomes:
  - Complete online Health Assessment
  - Complete on-site Health Screening
  - Earn at least 100 Wellness Points

### Reward(s):
- Employees who complete all requirements by March 31st of current year are eligible to:
  - enroll in the Low Deductible Health Plan for the following plan year OR to
  - earn the maximum State HSA contribution ($500/member if enrolled in HDHP)

### Note:
- Program is administered by StayWell.

## Other Wellness Benefits

### EAP Webinars
- Employee Assistance Program hosts health-related webinars that can connect employees with local weight management supports

### SDSEHP Health Home Pilot Program
- Participants may have access to additional preventive services and disease management supports; limited enrollment

### Benefits Bulletin Newsletter
- Monthly newsletter may contain information about additional discounts or opportunities to engage in health challenges

## almonds
- Adults with obesity: 30%
- Adults with diabetes: 9%
- State employees: 18,871 (67% FT)
- Premium payments: $71 million
- Top state plan/s: South Dakota State Employee Health Plan, Low Deductible PPO Plan (SOB), High Deductible Health Plan (SOB)

## Resources & Contacts:
- Bureau of Human Resources
  - Phone: 605-773-3148
- State Employee Benefits Program
  - Phone: 877-573-7347 (opt. 2)
- South Dakota Department of Health
  - Phone: 605-773-3361
Clinical Weight Management | Employee Incentive Program

Prevention, Assessment, & Intervention 505 | ParTNers for Health Wellness Program 508
Preventive Counseling:
- Covers an annual wellness visit
- States that preventive services covered according to USPSTF guidelines, but obesity not explicitly mentioned

Nutritional Counseling:
- Healthy diet counseling limited to 3 visits/year for conditions other than diabetes

Behavioral Therapy:
- IBT may be available through pre-surgical program or wellness program

Typically excludes coverage for non-surgical services for weight control or reduction (obesity), including prescription medication.
- Certain preferred anti-obesity medications and preventive screenings, counseling, treatment, and certain surgical services are not excluded

Pharmacotherapy 506
- Formulary: Saxenda, Belviq /XR, Contrave
- Coverage available for preferred anti-obesity medications; subject to prior authorization

Bariatric Surgery 507
Coverage: YES
- Prior authorization required
- Requires BMI ≥ 40 (35 w/ comorbidity or risk factors) for at least 1 year; duodenal switch/biliopancreatic bypass requires BMI ≥ 60
- Participation in integrated clinical program may be required by Benefits Administration

Health risk assessment: YES
Desired outcomes:
- Complete well-being/health assessment
- Complete biometric screening
- Participate in disease management program/coaching if appropriate

Reward(s):
- Premium reduction – $50-100 / month

NOTE: Effective Jan. 1, 2018, the “Partnership Promise” will end; members will NOT be required to complete wellness activities.

INACTIVE 2018, pending litigation.
ActiveHealth Management will administer beginning 2019.

Other Wellness Benefits

State Wellness Center
- ParTNers Health & Wellness Center provides onsite counseling/coaching services (615.741.1709)

Health & Stress Management
- State employees may use work time up to 10 hours/year to see an EAP provider (requires manager approval)

Adults with obesity: 34% 500
Adults with diabetes: 13% 501
State employees: 96,427 (72% FT) 502
Premium payments: $635 million 503

State Plan: 504
Partnership PPO (SOB)
Standard PPO (SOB)
CDHP/HSA (SOB)

Resources & Contacts:
Department of Finance & Administration
Phone: 615-741-0320
Benefits Administration
Phone: 615-741-3590
ParTNers for Health
Phone: 888-741-3390
### TXESAS
**Employees Retirement System (ERS) -- Texas Employees Group Benefits Program (GBP)**

#### Clinical Weight Management*

<table>
<thead>
<tr>
<th>Prevention, Assessment, &amp; Intervention</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
</table>
| **Preventive Counseling:**<br>- Some plans indicate coverage for adult obesity screening and counseling services | **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 |
| **Nutritional Counseling:**<br>- Possible coverage for dietary counseling and educational services for morbid obesity |  |
| **Behavioral Therapy:**<br>- 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 ≥ 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
- Prior authorization required; BMI ≥ 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

#### Other Wellness Benefits

<table>
<thead>
<tr>
<th>Discounted gym membership</th>
<th>Discounted membership for Weight Watchers, Jenny Craig, Nutrisystem</th>
</tr>
</thead>
</table>
| *Month-to-month $25 membership available* | **Discount Purchase Program**  
- Administered by Beneplace; call 512.346.3300 for details |

*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

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

**State employees:** 358,586 (76% FT)  
**Premium payments:** $1.6 billion

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*State Employees Retirement System (ERS) -- Texas Employees Group Benefits Program (GBP)*

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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.*
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong>&lt;sup&gt;521&lt;/sup&gt;</td>
<td><strong>PEHP Healthy Utah</strong>&lt;sup&gt;525&lt;/sup&gt;</td>
</tr>
</tbody>
</table>
| Preventive Counseling: | *Health risk assessment: YES*  
| - Covers one (1) annual preventive visit and obesity screening/counseling for all adults by Primary Care Clinicians to promote sustained weight loss (limits not specified)  
| Nutritional Counseling: | *Desired outcomes:*  
| - May cover diet counseling for adults at higher risk for chronic disease including hyperlipidemia and obesity by PCP or RD  
| - Non-preventive nutritional analysis/counseling only covered for diabetes education, anorexia, bulimia | - **Know:** Complete biometric screening and review “Health Snapshot”  
| Behavioral Therapy: | o $50 rebate if BMI < 25 (or BF < 28% women; 20% men), total cholesterol: HDL ratio ≤ 5, BP ≤ 120/80 mm/Hg, blood glucose < 100 mg/dL, tobacco-free, no diabetes  
| - Not included as a non-preventive medical benefit; some weight management services/supports available through wellness program (call 801-366-7300) | - **Plan:** Complete online health questionnaire and set health improvement plan  
| PEHP generally excludes coverage for treatment of obesity by means of surgery, medical services, or prescription medications, regardless of associated medical, emotional, or psychological condition. | - **Act:** Participate in programs/services to earn rebates for health improvements  
| **Pharmacotherapy**<sup>522</sup> | o BMI improvement, **diabetes management**, blood pressure or cholesterol improvement  
| - Excludes coverage for medications or nutritional supplements for weight gain or weight loss | Reward(s):  
| **Bariatric Surgery**<sup>523</sup> | Cash / coupon – $50 rebate for health goals  
| Coverage: NO<sup>524</sup> | o Additional $50 incentives if members w/ obesity engage in health coaching and for postpartum weight loss  
| - Excludes obesity surgery such as lap-band, gastric bypass, stomach stapling, gastric balloons, etc., including any present or future complications. |  
| **Other Wellness Benefits** | **Discounted gym membership**  
| - **Reduced** membership fees to many locations | **Commercial weight-loss program**  
| **Lighten Up** | - PEHPplus includes **discounted** weight management programs  
| **Health Coaching** | **Virtual** weight management program (8-weeks) to support lifestyle changes  
| - Tiered health **coaching** tied to rebate program for members with obesity and/or diabetes | Resources & Contacts:  
| | Dept. of Human Resource Management  
| | Phone: 801-538-3025  
| | Public Employees Health Plan  
| | Phone: 801-538-3742  
| | Utah Department of Health  
| | Phone: 801-538-6003  

Adults with obesity: 25%<sup>516</sup>  
Adults with diabetes: 7%<sup>517</sup>  
State employees: 73,817 (64% FT)<sup>518</sup>  
Premium payments: $187 million<sup>519</sup>  
Top state plan/s:  
PEHP Medical Master Policy<sup>520</sup>  
**STAR Plan (SOB)**  
**Traditional Plan (SOB)**  
**Utah Basic Plus (SOB)**
<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong>&lt;sup&gt;531,532&lt;/sup&gt;</td>
<td><strong>LiveWell Vermont—Wellness: Your Way</strong>&lt;sup&gt;535&lt;/sup&gt;</td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><em>Health risk assessment:</em> <strong>YES</strong></td>
</tr>
<tr>
<td>- Covers preventive obesity screening and behavioral counseling in primary care to promote healthy diet for adults</td>
<td><em>Desired outcomes:</em></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>- Complete biometric screening</td>
</tr>
<tr>
<td>- Nutritional evaluation and counseling are covered as medically necessary for the management of organic disease (e.g. hyperlipidemia, metabolic disorder)</td>
<td>- Complete Health Assessment and Wellness Score Survey</td>
</tr>
<tr>
<td>- Up to <strong>three</strong> (3) visits/year; more w/ PA</td>
<td>- Participate in selected activities throughout the year to earn incentive <strong>points</strong></td>
</tr>
<tr>
<td><strong>Behavioral Therapy:</strong></td>
<td>- Focus on physical <strong>activity</strong>, nutrition, and emotional health for 2018</td>
</tr>
<tr>
<td>- Excludes coverage for medical, surgical and other services intended primarily for the treatment or control of obesity which are not Medically Necessary, including weight loss programs, dietary instructions, exercise programs, gymnasiums, physical fitness programs and weight reduction procedures designed to restrict the ability to assimilate food.</td>
<td><strong>Reward(s):</strong></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong>&lt;sup&gt;533&lt;/sup&gt;</td>
<td>- Cash / coupon (BCBS members) – up to $150</td>
</tr>
<tr>
<td>- Effective 10/12/2011, anti-obesity agents (weight loss agents) are no longer a covered benefit for all Vermont Pharmacy Programs. This change is resultant from Drug Utilization Review (DUR) Board concerns regarding safety and efficacy of these agents.</td>
<td>- Prize raffle for non-BCBS members</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong>&lt;sup&gt;534&lt;/sup&gt;</td>
<td>[see FAQs for additional information]</td>
</tr>
<tr>
<td>Coverage: <strong>YES</strong></td>
<td></td>
</tr>
<tr>
<td>- Prior <strong>authorization</strong> required; see Medical Plan Document for coverage criteria</td>
<td></td>
</tr>
<tr>
<td><strong>BCBS Blue Extras</strong></td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>- Various <strong>discounts</strong> on gym memberships, commercial weight-loss programs, and nutritional supports</td>
<td><strong>Health coaching</strong></td>
</tr>
<tr>
<td><strong>Health coaching</strong></td>
<td>- Free coaching <strong>sessions</strong> for employees with identified health risk factors</td>
</tr>
<tr>
<td>- Free coaching <strong>sessions</strong> for employees with identified health risk factors</td>
<td><strong>Workshops &amp; Classes</strong></td>
</tr>
<tr>
<td>- Various <strong>workshops</strong> offered by LiveWell Vermont (in-person or online) for employees, covering mindfulness, exercise, diabetes <strong>prevention</strong>, weight management, and other topics</td>
<td></td>
</tr>
</tbody>
</table>

Adults with obesity: **25%**<sup>526</sup>
Adults with diabetes: **8%**<sup>527</sup>
State employees: **17,387** (77% FT)<sup>528</sup>
Premium payments: **$75 million**<sup>529</sup>

**Top state plan/s:**
- **Group Health Benefit:**<sup>530</sup>
  - *administered by BCBS of Vermont*
  - **TotalChoice Plan (SOB)**
  - **SelectCare POS (SOB)**

**Resources & Contacts:**
- **Employee Benefits Unit**
  Phone: 802-828-6700
- **Department of Human Resources**
  Phone: 802-828-3491
- **Agency of Administration**
  Phone: 802-828-3322
**VIRGINIA**  
Department of Human Resource Management (DHRM) — Health Benefits Program

<table>
<thead>
<tr>
<th>Clinical Weight Management</th>
<th>Employee Incentive Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>CommonHealth of Virginia</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><strong>Health risk assessment:</strong> YES</td>
</tr>
<tr>
<td>- BCBS: wellness visits and obesity screening/counseling limited to one each per plan year</td>
<td>Desired outcome:</td>
</tr>
<tr>
<td>- Aetna: covers up to 26 visits/year with obesity</td>
<td>- Complete or update online Health Assessment</td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td>(through AcriveHealth)</td>
</tr>
<tr>
<td>- BCBS: covered only in preventive visit</td>
<td>- Complete annual biometric screening</td>
</tr>
<tr>
<td>- Aetna: Non-preventive nutrition counseling covered for adults w/ increased chronic disease risk (max 10 visits)</td>
<td><strong>Reward(s):</strong></td>
</tr>
<tr>
<td>Behavioral Therapy:</td>
<td>- Premium reduction – save $17 / month</td>
</tr>
<tr>
<td>- Some plans cover obesity counseling to help member lose weight as preventive intervention and treatment services through pre-surgical program</td>
<td>($34 w/ spouse)</td>
</tr>
<tr>
<td>- Excludes benefits for care of obesity or services related to weight loss or dietary control, except as outlined in Plan documents</td>
<td>Recognition</td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td>- Wellness Champion Award</td>
</tr>
<tr>
<td>- Weight loss drugs may be covered for morbid obesity with prior authorization</td>
<td>- CommonHealth Worksite Certified</td>
</tr>
<tr>
<td>o Saxenda [T3] only drug on formulary</td>
<td><strong>Other Wellness Benefits</strong></td>
</tr>
<tr>
<td>- High cost-sharing for KP HMO; covers only 50% of weight management drugs</td>
<td><strong>Discounted gym membership</strong></td>
</tr>
<tr>
<td>- Aetna specifically excludes coverage for appetite suppressants and other medications</td>
<td>- Fitness center membership discounts available at locations statewide</td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td><strong>Weight Watchers</strong></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td>- DHRM will reimburse 50% of the cost for monthly pass, contingent on sufficient attendance of weekly meetings</td>
</tr>
<tr>
<td>- Prior authorization required; must complete 12-month Bariatric Pre-Surgery Program and meet plan’s medical necessity criteria</td>
<td><strong>Health coaching</strong></td>
</tr>
<tr>
<td>- Free personal health coaching available through ActiveHealth</td>
<td><strong>Onsite Fitness Classes</strong></td>
</tr>
<tr>
<td>- State employees are encouraged to participate in onsite fitness classes at their worksite; details on starting new classes and locating instructors available online</td>
<td></td>
</tr>
</tbody>
</table>

Adults with obesity: **29%**  
Adults with diabetes: **10%**  
State employees: **166,895** (64% FT)  
Premium payments: **$789 million**  
Top state plan/s:  
- COVA Care PPO–Anthem (SOB)  
- COVA HealthAware CDHP–Aetna (SOB)  
- COVA HDHP–Anthem (SOB)  
- Kaiser Permanente HMO (SOB)

**Resources & Contacts:**  
Dept. of Human Resource Management  
Phone: 804-225-2131  
CommonHealth Wellness Program  
Phone: 804-225-2159  
Health Benefits Program  
Phone: 804-225-3642
<table>
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<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>SmartHealth Wellness</strong> 554</td>
</tr>
</tbody>
</table>
| Preventive Counseling:  
  - Covers obesity screening and preventive counseling services according to USPSTF guidelines; limits not found | *Health risk assessment:* YES |
| Nutritional Counseling:  
  - Covers up to 3 visits per lifetime for nutritional counseling and therapy services (certain conditions not subject to limit)  
  - Excludes pre- and post-bariatric surgery nutritional counseling | **Desired outcomes:**  
  - Complete the **SmartHealth** Well-being Assessment  
  - Earn at least 2,000 points through participating in and tracking health activities |
| Behavioral Therapy:  
  - Some coverage available as preventive services and Diabetes Prevention Program  
  - Plans state general exclusion for non-surgical weight control, weight loss, and obesity treatments other than preventive | **Reward(s):**  
  - Cash / coupon  
    - $125 wellness incentive (HSA deposit or deductible reduction)  
    - $25 Amazon.com gift card  
  - Recognition – Zo8 Award |
| *Diabetes Prevention Program* covered at 100% for eligible PEBB members (call 1-877-229-7111) | |
| **Pharmacotherapy** | |
| Does not cover drugs for obesity or weight loss; excludes medications and related physician visits for medication monitoring | |
| **Bariatric Surgery** 552,553 | |
| Coverage: YES  
  - Prior authorization required; must be 18 years or older; see plan documents for full coverage criteria and eligible procedures  
  - Requires 6 months participation in weight management program (commercial or physician-supervised) | |

**Other Wellness Benefits**

**Health Plan Discounts**  
- All PEBB health plans offer discounted commercial weight management programs, gym memberships, and other services.

**Resources & Contacts:**

**WA State Health Care Authority**  
Phone: 1-844-284-2148

**Public Employees Benefits Board**  
Phone: 1-800-200-1004

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**Note:** Kaiser Permanente WA was formerly called GroupHealth

**Adults with obesity:** 26% 545  
**Adults with diabetes:** 8% 546  

**State employees:** 156,069 (65% FT) 547  
**Premium payments:** $963 million 548  

**Top state plan/s:**  
- Uniform Medical Plan Classic (SOB) 549  
- Uniform Medical Plan CDHP (SOB) 550  
- Uniform Medical Plan Plus (SOB) 551  
- Kaiser WA Classic (SOB)  
- Kaiser WA Value (SOB)  
- Kaiser WA CDHP (SOB)  
- Kaiser WA SoundChoice (SOB)
<table>
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<tbody>
<tr>
<td><strong>Prevention, Assessment, &amp; Intervention</strong></td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>Preventive Counseling:</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Obesity screening and counseling included only as part of annual wellness visit</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>Nutritional Counseling:</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- 2 visits/yr covered only with comorbid condition (copay applies) unless enrolled in Weight Management Program, WMP (see Fee Schedule)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>Behavioral Therapy; (PPB only)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Adults with BMI ≥ 25 (or WC ≥ 35 inches for women, 40 inches for men) eligible for two-year facility-based weight management program ($20/month copay applies)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Includes comprehensive services from RDs and exercise physiologists; requires PCP approval (call 1-866-688-7493 for details)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>PEIA excludes coverage for health services and associated expenses intended primarily for the treatment of obesity and morbid obesity except those services provided through the WMP [change in participation requirements in 2018]</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td><strong>Pharmacotherapy</strong></td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Plan does not cover anorexiants (any drug used for the purpose of weight loss)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td><strong>Bariatric Surgery</strong></td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>Coverage: YES</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Prior authorization required; subject to $500 copay and 20% coinsurance</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- Must complete WMP or other program w/ documents 10% weight loss over 12 months; ineligible if pharmacotherapy is utilized to achieve weight loss</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td><strong>Other Wellness Benefits</strong></td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td><strong>Weight Management Program</strong></td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
<tr>
<td>- see PEIA website for resources to help program staff members and service providers understand best practice guidelines for enrolling, managing, and interacting with participants in program participants (see also Resources for Participants)</td>
<td><strong>Healthy Tomorrows</strong></td>
</tr>
</tbody>
</table>

**Risks & Contacts:**

- **Public Employees Insurance Agency**
  - Phone: 1-304-558-7850
- **PEIA Weight Management Program**
  - Phone: 304-293-4447
- **Department for Health & Human Services**
  - Phone: 304-558-0684

**Resources:**

- **Prevention, Assessment, & Intervention**
  - **Healthy Tomorrows**
    - Health risk assessment: YES (required)
    - Desired outcomes: [PPB plans only]
      - Complete Go365 Health Assessment
      - Participate in various health activities to earn points in Go365
      - Select a primary care provider
      - Complete biometric screening (form)
        - Blood pressure ≤ 140/90
        - Total cholesterol ≤ 245
        - Glucose ≤ 125
        - Waist circumference (inches) ≤ 40 
          - (males), ≤ 35 (females)*
    - Reward(s):
      - Cash / coupon – earn Bonus Bucks redeemable for prizes (various amounts)
      - Annual deductible – $500 added to annual deductible if all requirements not met
        - *Beginning 2018, must meet health outcomes listed or premium increased; waist circumference does not affect premium or deductible, but must be documented.

**Adults with obesity:** 36% 555

**Adults with diabetes:** 15% 556

**State employees:** 48,831 (75% FT) 557

**Premium payments:** $217 million 558

**Top state plan/s:**

- **PPB Plans (SOB)** 559
- **Health Plan HMO (SOB)** 560
- **Health Plan PPO (SOB)** 561
# Clinical Weight Management

**Prevention, Assessment, & Intervention**
- Preventive Counseling: Covers routine physical exams and preventive care services as required by ACA; screening and behavioral counseling for obesity limits not specified.

**Nutritional Counseling:**
- Covers E/M and preventive medicine codes for nutrition therapy assessment and/or intervention performed by licensed HCP; benefit limits not found.

**Behavioral Therapy:**
- Excludes coverage for health care services connected with obesity, weight reduction or dietetic control (except for surgery for morbid obesity in IYC Access plans).

**Pharmacotherapy:**
- Excludes coverage for any FDA medications approved for weight loss (i.e. appetite suppressants, Xenical) and anorexic agents.

**Bariatric Surgery**
- Coverage: LIMITED
  - Prior authorization required; covered for IYC Access plans only (ends 01/2018) after meeting annual deductible.
  - GIB otherwise excludes any surgical treatment or hospitalization for the treatment of obesity.

**NOTE:** Coverage for bariatric surgery will not continue into 2018, when WPS no longer administers the IYC Access plans.

# Employee Incentive Program

**Well Wisconsin**
- Health risk assessment: YES
- Desired outcomes:
  - Complete biometric screening
  - Complete health assessment
  - Complete a well-being activity
- **Reward(s):**
  - Cash / coupon – $150 gift card
  - Recognition – **Wellness Champion**

**Other Wellness Benefits**

**Healthy Balance Rebate**
- WEA Trust plans reimburse up to $200 annually for health activities.

# Resources & Contacts

**Employee Trust Fund**
Phone: 877-533-5020

**Department of Administration**
Phone: 608-266-1731

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**Adults with obesity:** 31% 565  
**Adults with diabetes:** 8% 566  
**State employees:** 109,718 (54% FT) 567  
**Premium payments:** $976 million 568  
**Top state plan/s:**
- GIB Uniform Benefits
  - IYC Health Plan (SOB) 569  
  - IYC Access PPO (SOB) 570  
  - IYC Access HDHP (SOB) 571  
  - IYC SMP HMO (SOB) 572  

**Resources & Contacts:**

**Employee Trust Fund**
Phone: 877-533-5020

**Department of Administration**
Phone: 608-266-1731
## Clinical Weight Management

**Prevention, Assessment, & Intervention**

- **Preventive Counseling:** Covers physical exams and preventive care services with A/B rating from USPSTF; obesity not explicitly mentioned.

- **Nutritional Counseling:** Not mentioned in plan certificate; may cover up to three (3) nutritional counseling visits as preventive service or when diet is a part of the medical management of a documented organic disease.

- **Behavioral Therapy:** Treatment of weight loss will not be considered treatment of an illness unless the covered person is morbidly obese, as determined by Cigna.

**Pharmacotherapy**

- Weight loss drugs (anti-obesity drugs) will be covered for members with morbid obesity subject to specific criteria.

- **Prior authorization** required; six (6) month maximum benefit per lifetime.

**Bariatric Surgery**

Coverage: NOT DETERMINED.

- Bariatric surgery is included in SBC, but not mentioned in plan documents.

- Prior authorization required; see Cigna’s medical policy for coverage criteria.

## Employee Incentive Program

No statewide wellness/incentive program.

- Some state agencies have developed their own employee wellness initiatives.

## Other Wellness Benefits

**Healthy Rewards Discounts**

- Cigna offers several weight management and nutrition discounts for members.

## Resources & Contacts

**Employees’ Group Insurance (EGI)**

Phone: 307-777-6835

**Division of Administration & Information**

Phone: 307-777-7188

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### State Data

- **Adults with obesity:** 29%  
- **Adults with diabetes:** 8%  
- **State employees:** 15,752 (77% FT)  
- **Premium payments:** $92 million

### Top state plan/s:

- WY State Employees’ Group Plan
  - PPO (SOB)
  - HDHP (SOB)

*underwritten by Cigna

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9 Notice of disclaimer: Blue Cross and Blue Shield of Alabama does not approve or deny procedures, services, testing, or equipment for our members. Our decisions concern coverage only. The decision of whether or not to have a certain test, treatment or procedure is one made between the physician and his/her patient. Blue Cross and Blue Shield of Alabama administers benefits based on the member’s contract and corporate medical policies. Physicians should always exercise their best medical judgment in providing the care they feel is most appropriate for their patients. Needed care should not be delayed or refused because of a coverage determination.


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Aetna OAP plan description states: “Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including Morbid Obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions.”


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MD State Employee Wellness Program. [http://dbm.maryland.gov/benefits/Pages/WellnessHome.aspx](http://dbm.maryland.gov/benefits/Pages/WellnessHome.aspx)


Unicare Indemnity Plus. [https://www.unicarestateplan.com/pdf/03083_FY18_SBC_UniCare_PLUS_FINAL.pdf](https://www.unicarestateplan.com/pdf/03083_FY18_SBC_UniCare_PLUS_FINAL.pdf)

Unicare Preventive Health Schedule. [https://www.unicarestateplan.com/pdf/FY18_PreventiveCareSchedule_NonMedicare.pdf](https://www.unicarestateplan.com/pdf/FY18_PreventiveCareSchedule_NonMedicare.pdf)

Summary of plan coverage for pharmacotherapy as of November 2017.

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283 BCBSM State Health Plan PPO. http://www.bcbsm.com/content/dam/microsites/som/state-health-plan-ppo-booklet.pdf

284 BCBSM State Health Plan HMO. https://bcbsm.com/content/dam/public/Employers/Documents/Certificates/bcn1-large-group.pdf


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289


293

294 Working on Wellness: http://www.michigan.gov/mdcs/0,4614,7-147-22854_24290---,00.html


Motivating Mississippi: Keys to Living Healthy. https://knowyourbenefits.dfa.ms.gov/motivating-mississippi-keys-to-living-healthy/

FORMULARY: http://knowyourbenefits.dfa.ms.gov/media/5149/ms_drug_list-2.pdf


341 http://das.nebraska.gov/Benefits/Active/docs/2017/2017-18RegularSPD.pdf; PDL does not include any obesity agents: http://das.nebraska.gov/Benefits/Active/docs/2017/2017-18PDL.pdf

342 https://stateofnebraska.biovia.healthfitness.com/Login.aspx?returnurl=%2f


State of New Hampshire Employee Wellness Program: https://das.nh.gov/wellness/


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https://www.empireblue.com/medicalpolicies/policies/mp_pw_a053317.htm

WellNYS Everyday: https://www.worklife.ny.gov/wellNYSeveryday/


https://shp.nctreasurer.com/Medical%20Benefits/2017%20Traditional%207030Booklet.pdf


SHP Health Engagement Program: https://shp.nctreasurer.com/Medical%20Benefits/HEP_DetailsGuidelines_2017.pdf#search=incentive


NDPERS Wellness Benefit: https://ndpers.nd.gov/wellness-benefit/


Aetna Choice POS II: http://das.ohio.gov/Portals/0/DASDivisions/HumanResources/BA/Medical/pdf/2016-17/Aetna%20SPD%20FY17.pdf
Anthem Choice PPO: http://das.ohio.gov/Portals/0/DASDivisions/HumanResources/BA/Medical/pdf/2016-17/Anthem%202016%20SPD%20Final%20081616.pdf

Medical Mutual POS: http://das.ohio.gov/Portals/0/DASDivisions/HumanResources/BA/Medical/pdf/2017-18/FY%202018%20MMO%20MPD%20FINAL.pdf


Take Charge! Live Well! Website: http://tclw.das.ohio.gov/


Preventive Services: https://www.ok.gov/sib/Preventive_Services.html


Thrive-OK Employee Well-being Program: https://thrive.ok.gov/


ERS Wellness Programs: https://ers.texas.gov/Active-Employees/Health-Benefits/Programs-for-a-healthy-life.pdf


PHEP Healthy Utah: https://www.pehp.org/healthyutah


CommonHealth of Virginia: http://www.commonhealth.virginia.gov/commonhealthvirginia.htm


554 SmartHealth Wellness: https://www.hca.wa.gov/public-employee-benefits/smarthealth-wellness


