

ARIZONA

Arizona Department of Administration (ADOA) – Benefit Services Division

Clinical Weight Management	Employee Incentive Program	
<p><u>Prevention, Assessment, & Intervention</u></p> <p>Preventive Counseling:</p> <ul style="list-style-type: none"> - Limited to one (1) routine physical per year <p>Nutritional Counseling:</p> <ul style="list-style-type: none"> - Covered when dietary adjustment has a therapeutic role of a diagnosed chronic disease/condition (e.g. obesity) <p>Behavioral Therapy:</p> <ul style="list-style-type: none"> - ADOA covers disease self-management training for diagnosed morbid obesity (\$15 copay for PPO; 10% coinsurance for HDHP) <p>All other services for diet control and weight reduction are not covered unless required by a specifically identified condition of disease etiology.</p> <p><u>Pharmacotherapy</u></p> <ul style="list-style-type: none"> - No payment will be made for expenses incurred for all medications administered for weight loss/obesity <p><u>Bariatric Surgery</u></p> <p>Coverage: YES</p> <ul style="list-style-type: none"> - Prior authorization required; vertical banded gastroplasty, open sleeve gastrectomy, and open adjustable gastric banding excluded - Must have BMI ≥ 35 with at least one obesity-related comorbidity; see plan for full criteria. <p><i><u>NOTE:</u> 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.</i></p>	<p><u>Health Impact Program</u> ²⁷</p> <p><i>Health risk assessment: YES</i></p> <p><i>Desired outcome: participation in programs</i></p> <ul style="list-style-type: none"> - Point system rewards for completing health assessment, healthy lifestyle challenges, health coaching modules, and/or clinically-supervised weight loss program <p><i>Reward(s):</i></p> <p>Premium reduction – up to \$200</p> <hr/> <p><u>Other Wellness Benefits</u> ²⁸</p> <p><i>Discounted memberships and weight management services</i></p> <ul style="list-style-type: none"> - Vary by plan and location; all state plans include nutrition//activity related discounts <p><i>Healthy lifestyle challenges</i></p> <ul style="list-style-type: none"> - Quarterly health challenges w/ focus on physical activity, nutrition, and wellness <p><i>Wellness education sessions</i></p> <ul style="list-style-type: none"> - Register through the eMindful platform <p><i>Doctor on Demand</i></p> <ul style="list-style-type: none"> - Available to all state employees; virtual healthcare at same or lower cost than plan <p><i>Walk for Wellness Toolkit</i></p> <ul style="list-style-type: none"> - Free worksite walking toolkit to download 	<div data-bbox="1549 298 1818 565" data-label="Image"> </div> <p>Adults with obesity: 28% ²⁰ Adults with diabetes: 10% ²¹</p> <p>State employees: 98,449 (67% FT) ²² Premium payments: \$547 million ²³</p> <p><u>Top state plan/s:</u></p> <p>UnitedHealthcare / Cigna / Aetna / BCBS</p> <p><i>EPO plans (SOB)</i> ²⁴ <i>PPO plans (SOB)</i> ²⁵ <i>HSA plans (SOB)</i> ²⁶</p> <p>Resources & Contacts:</p> <p>AZ Benefit Services Division Phone: 602-542-5008</p> <p>AZ Department of Health Services Phone: 602-542-1886</p> <p>Benefit Options Wellness Phone: 602-771-9355</p>