## Clinical Weight Management

**Prevention, Assessment, & Intervention**  
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:  
- 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

**Behavioral Therapy:**  
- Not included as a non-preventive medical benefit; some weight management services/supports available through wellness program (call 801-366-7300)

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.

**Pharmacotherapy**  
- Excludes coverage for medications or nutritional supplements for weight gain or weight loss

**Bariatric Surgery**  
Coverage: **NO**  
- Excludes obesity surgery such as lap-band, gastric bypass, stomach stapling, gastric balloons, etc., including any present or future complications.

## Employee Incentive Program

**PEHP Healthy Utah**  
*Health risk assessment: YES*

**Desired outcomes:**  
- **Know:** Complete biometric screening and review “Health Snapshot”  
  - $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

- **Plan:** Complete online health questionnaire and set health improvement plan  
- **Act:** Participate in programs/services to earn rebates for health improvements  
  - BMI improvement, diabetes management, blood pressure or cholesterol improvement

**Reward(s):**  
- Cash / coupon – $50 rebate for health goals  
  - Additional $50 incentives if members w/ obesity engage in health coaching and for postpartum weight loss

## Other Wellness Benefits

**Discounted gym membership**  
- Reduced membership fees to many locations

**Commercial weight-loss program**  
- PEHPplus includes discounted weight management programs

**Lighten Up**  
- Free virtual weight management program (8-weeks) to support lifestyle changes

**Health Coaching**  
- Tiered health coaching tied to rebate program for members with obesity and/or diabetes

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**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%  |
| Adults with diabetes: | 7%  |
| State employees: | 73,817 (64% FT)  |
| Premium payments: | $187 million  |

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