Weight Management Pilot Program

Purpose

The School Board of Polk County (District) and the Polk Education Association, (PEA) and the American Federation of State, County, and Municipal Employees, AFL-CIO (AFSCME) are pleased that we are able to offer another Weight Management Pilot Program for the 2015 benefit year.

Our health risk assessment (HRA) data shows over 70% of us struggle with weight. In response, this important issue was brought to the bargaining table and we were able to reach agreement to offer this Pilot Program.

Program Options

The Pilot Program has two options. One will allow 40 school board employees to choose surgery utilizing specific covered bariatric surgical procedures. The other option will allow 265 district employees to utilize a non-surgical weight loss program through Weight Watchers. Both programs are for only current district employees (no spouses, children or retirees at this time).

How do I apply?

An employee interested in participating in either of the programs must submit their application on or before October 31, 2014. Florida Blue will send applicants a confirmation of receipt by mail that will include their application number.

An applicant must re-apply even if they applied during the last application process.

Once the application window is closed, all applications will be reviewed for eligibility and compliance by Florida Blue.

Where can I get an application?

To access the application, requirements and the program details, please access our website at:

http://www.polk-fl.net/staff/employeeinfo/riskmanagement/default.htm

Keyword: Weight Management

Only one application will be considered per employee. Submitting multiple applications will not increase your chances of being picked in the drawing.

Where do I submit the application to?

A complete application must be submitted on or before October 31, 2014. Applicants can submit the application by mail or hand deliver to:

Polk County School Board Employee Health Clinic
Attn: Weight Management Pilot Program
641 US Hwy. 17-92 West, Unit 631-B;
Haines City FL 33844
Confidentiality
The District, PEA, and AFSCME will have no information until Florida Blue notifies us of the number of applications and the time they will require for the review process. With the limited number of employees who can participate and to ensure equity for all employees, once the review is completed, we plan a random drawing process to select the participants for both programs.

Remember, if you apply for both programs, you will only be selected for one program.

How will I know if I am selected?
Once the review process is completed by Florida Blue, the selection drawing will be held at 3:30pm on November 12, 2014 at the District Office in the Superintendent’s Conference Room. Applicants are invited to attend the drawing. Once the random drawing is completed, all applicants will receive notification of the outcome.

Resources
To view a video regarding bariatric surgical procedures please use the following video resource on WEBMD:

http://www.webmd.com/diet/video/bariatric-surgery

You may also visit the following websites for information on local approved providers. Many of these providers also offer free educational sessions for those considering surgery.

http://www.closflorida.com/
http://palmspasadena.com/our-services/weight-loss/
https://www.tgh.org/weight.htm

Questions?
If you have any questions regarding the Weight Management Pilot Program, please contact Joyce Smith, Clinical Care Consultant R.N. with Florida Blue at (863) 419-3322.
Pilot Program Overview

The Polk County School Board Weight Management Pilot Program (Pilot Program) is designed to be a rewarding and educational opportunity for Polk County School Board (PCSB) employees to achieve a healthier life. The Pilot Program is limited in the number of participants and includes two benefit options:

1. A non-surgical weight loss program offered through Weight Watchers; and
2. Covered Bariatric Surgical Procedures from a District approved facility/provider.

The Pilot Program will be limited to the following number of participants:

1. The first 265 PCSB employees from all employee groups enrolled in the Health Plan who apply for the 2015 Weight Management Pilot Program and are not selected for the surgical option will be eligible for the non-surgical weight loss program offered through Weight Watchers.
2. Forty (40) PCSB employees from all employee groups enrolled in the Health Plan who meet the Criteria for Coverage will be randomly selected for a surgical option at a District approved facility using the following method:
   a. District employees (no spouses, children or retirees) must complete and submit an application to Florida Blue;
   b. Florida Blue will assign each applicant a unique identification number and will review all applications to determine eligibility based on the criteria outlined below;
   c. Once the deadline for applications has closed and all applications have been screened by Florida Blue a random drawing will be conducted in a public setting to select the forty candidates for the Pilot Program;
   d. All applicant names and submitted applications will be held strictly confidential by Florida Blue and will not be disclosed to the District;
   e. Selected employees in the Pilot Program must agree to participate in a follow-up study to ascertain the effect of the services on overall rate of occurrence and progression of co-morbidities such as diabetes and hypertension.

Pilot Program Options

1. **Non-Surgical Weight Loss Program** provided through *Weight Watchers*. Weight Watchers teaches people to lose weight with healthy lifestyle choices, promoting four pillars to ensure long-term weight loss success: support, food, behavior, and exercise. Classes are available throughout the community and at worksites throughout the Polk County School District. Classes provide accountability with a weekly weigh-in requirement. Using a daily “points system,” participants’ average weight loss is 1-2 pound(s) per week.

**Criteria for Coverage**

   a. Body mass index (BMI) greater than or equal to 35 kg/m2 with a co-morbid condition
   b. Body mass index (BMI) greater than or equal to 35 kg/m2 for at least five (5) years without a co-morbid condition
   c. Body mass index (BMI) greater than or equal to 30 kg/m2 with a co-morbid condition
**Covered Benefits**

Fifty percent (50%) of the Weight Watchers monthly cost will be paid by the District as long as the employee actively participates in the program. The estimated cost to the participating employee is $22 per month.

2. **Bariatric Surgery Weight Loss Program** includes access to surgical procedures for the treatment of clinically severe obese employees who meet the eligibility requirements and are selected for the Pilot Program. The approved bariatric surgical procedures include:
   a. Roux-en-Y Gastric Bypass (RYGB), Sleeve Gastrectomy or Laparoscopic Adjustable Gastric Banding (LAGB) performed at Florida Blue designated Centers of Excellence.
   b. Mini Gastric Bypass (MGB) performed by the Center for Laparoscopic Obesity Surgery (CLOS) and performed at Heart of Florida Regional Medical Center in Davenport, Florida.

**Criteria for Coverage**

To qualify for either approved bariatric surgical procedure an employee must meet all of the following criteria:
   a. Have been on the PCSB Health Plan for a minimum of two (2) consecutive years
   b. Body mass index (BMI) greater than or equal to 35 kg/m² with a co-morbid condition
   c. Body mass index (BMI) greater than or equal to 35 kg/m² for at least five (5) years without a co-morbid condition
   d. Body mass index (BMI) greater than or equal to 30 kg/m² with a co-morbid condition
   e. Must receive prior authorization and meet medical criteria established by Florida Blue
   f. Must obtain surgical procedure from an approved and designated bariatric facility/surgeon;
   g. Must meet all criteria established by the Centers of Excellence or treating provider.

**Covered Benefit**

Eligible employees in the Pilot Program who meet the criteria set forth above will receive the following benefit for the above covered procedures:
   a. For those participants of the Pilot Program, PCSB will cover 80% of the allowed fee schedule for the above covered bariatric procedures. All bariatric procedures remain excluded by the PCSB health plan for any member not selected for the Pilot Program.
   b. Medically necessary follow-up procedures that may be required due to complications may be covered under the PCSB health plan.
   c. Member cost sharing (20%) does not apply toward annual out-of-pocket limits for the PCSB health plan. The estimated employee out-of-pocket expense is estimated to range from $2,900 to $5,000 depending on the provider of service.
   d. Bariatric surgery is available one-time only per eligible employee, regardless of the surgery type.
   e. The surgical benefit is available to eligible employees only and does not include coverage for spouses, dependent children, or retirees.
   f. Requires prior authorization and must meet all medical criteria for coverage established by Florida Blue and the bariatric surgical provider.
Polk County School Board – Weight Management Pilot Program

All applicant identifiable medical information will be held strictly confidential by Florida Blue and will not be disclosed to the School Board. For those applying for the non-surgical program: if selected, your name will be provided to the School Board so that membership fees can be paid on your behalf.

**INSTRUCTIONS:**

**Physicians: Start with Step 2**

**Employee Instructions:**

A complete application (including signatures by BOTH you and your healthcare provider) must be **received by October 31, 2014.** Incomplete applications will not be considered or returned. Applications can be hand-delivered or mailed.

**NO FAXES WILL BE ACCEPTED**

**INSTRUCTIONS:**

**Physicians: Start with Step 2**

**Employee Instructions:**

A complete application (including signatures by BOTH you and your healthcare provider) must be **received by October 31, 2014.** Incomplete applications will not be considered or returned. Applications can be hand-delivered or mailed.

**NO FAXES WILL BE ACCEPTED**

**To:**

We strongly suggest applications be submitted **in person.** If submitting by mail, you assume the risk of timely delivery. Applications should be submitted to:

Polk County School Board Employee Health Clinic
Attn: Weight Management Pilot Program
641 US Hwy. 17-92 West, Unit 631-B;
Haines City FL 33844

**STEP 1: All applicants must complete this section**

<table>
<thead>
<tr>
<th>Last Name:</th>
<th>First Name:</th>
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<tbody>
<tr>
<td>Address:</td>
<td>City, State, Zip Code:</td>
</tr>
<tr>
<td>Phone:</td>
<td>Date of Birth: ___ ___ / ___ / ___</td>
</tr>
<tr>
<td>Florida Blue Member/Contract Number: (located on your Florida Blue ID Card)</td>
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<tr>
<td>SBOH __ __ __ __ __ __ __ __</td>
<td>Job Title: ________________________________</td>
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**Weight Management Pilot Program Benefit Option Requested:** (you may select one or both)

- [ ] Non-Surgical Weight Management Pilot Program
- [ ] Bariatric Surgery Weight Management Pilot Program

**STEP 2: All applicants must have this section completed by their Physician or Nurse Practitioner**

<table>
<thead>
<tr>
<th>Provider's Name:</th>
<th>Physician Group (if applicable):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Contact:</td>
<td>Phone:</td>
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<table>
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<tr>
<th>Height: _____ feet _____ inches</th>
<th>Weight: _____ pounds</th>
<th>Body Mass Index (BMI): _____ kg/m²</th>
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</table>

1. Is the member’s body mass index (BMI) greater than or equal to 35 kg/m² with a co-morbid condition?  
   □ Yes  
   □ No  
   If YES, proceed to comments  
   If NO, go to # 2.
(Step 2 continued)

2. If no co-morbid conditions, has the member’s body mass index (BMI) been greater than or equal to 35 kg/m² for at least five (5) years?
   □ Yes  □ No
   If YES, proceed to comments
   If NO, go to # 3.

3. Is the member’s body mass index (BMI) greater than or equal to 30 kg/m² with a co-morbid condition?
   □ Yes  □ No
   Co-morbid condition: __________________________________________

Additional Comments:

The Polk County School Board Weight Management Pilot Program has two parts. Up to forty (40) applicants will be selected for participation in the Bariatric Surgery portion of the program and up to 265 applicants will be selected for participation in the non-surgical portion of the program. If selected as a surgical participant, services must be performed at one of the Florida Blue, Blue Distinction Centers for Bariatric Surgery or at Heart of Florida Hospital in Haines City.

Bariatric procedures eligible for this Pilot Program are limited to Open and Laparoscopic Roux-en-Y Gastric Bypass, Laparoscopic Adjustable Gastric Banding, Sleeve Gastrectomy and Mini-Gastric Bypass.

If your patient is selected for participation in the Bariatric Surgery portion of the program, both you and your patient will be notified. A separate Certification of Criteria will be required to be completed prior to surgery.

I hereby certify that (i) I am the treating physician for above member, (ii) the information contained in and included with this Certificate of Criteria Coverage is true, accurate and complete to the best of my knowledge and belief, (iii) the member’s medical records contain all appropriate documentation necessary to substantiate this information. I acknowledge that a determination made based upon this Certificate of Criteria Coverage is not a guarantee of payment and that payment remains subject to application of the provisions of the eligibility and enrollment criteria for the Polk County School Board Weight Management Pilot Program.

Healthcare Provider’s Signature: ____________________________ Date: ________________

STEP 3: All bariatric surgery applicants must complete this section.
(if you are applying for the non-surgical program only, you may proceed to Step 4 “Employee Acknowledgement”)

I understand and must agree to the following initial criteria in order to be eligible to participate in the bariatric surgery portion of the Polk County School Board Weight Management Pilot Program:

- Initial Polk County School Board (PCSB) will cover 80% of the allowed fee schedule for a bariatric procedure covered under this Pilot Program.
- Initial All follow-up procedures that may be required due to complications are excluded from this Pilot Program and may be, or may not be, covered under the PCSB health plan. Additional cost share will apply and the terms of the PCSB health plan will control.
- Initial My coinsurance cost sharing obligation under this Pilot Program is 20% and this amount will not apply toward my annual out-of-pocket limits under my PCSB health plan.
**Step 3 continued:**

- **Initial** Bariatric surgery is available one-time only, per lifetime, per eligible member, regardless of the surgery type.

- **Initial** The surgical benefit is available to eligible employees only who have been covered under the PCSB health plan for a minimum of two (2) consecutive years and does not include coverage for spouses, dependent children or retirees. (Florida Blue will determine if the enrollment criteria are met)

- **Initial** Bariatric procedures eligible for this Pilot Program are limited to open and laparoscopic Roux-en-Y Gastric Bypass, Laparoscopic Adjustable Gastric Banding, Sleeve Gastrectomy, and Mini-Gastric Bypass.

- **Initial** Once the application is received, I will receive a letter from Florida Blue indicating my Application number. The Application number does not guarantee my application was complete, criteria were met or that I will be included in the selection process. No application may be modified after receipt or after being postmarked.

- **Initial** Only complete applications will be included in the selection process. Only applicants who meet the preliminary enrollment criteria will be included in the selection process. After the random selection occurs, all applicants will receive notification by letter.

- **Initial** If selected, I will participate in a follow-up study to assist in analyzing possible future changes to weight management benefits.

- **Initial** If selected, I am not guaranteed to qualify for surgery. My authorization for surgery will be issued once my physician submits the final certification that I have met the requirements of the Medical Coverage Guidelines for the procedure my physician and I have selected. Florida Blue will provide confirmation that my surgery is approved once the final certification is received.

- **Initial** Surgery must be performed at one of the Florida Blue, Blue Distinction Centers for Bariatric Surgery or at Heart of Florida Hospital in Haines City.

- **Initial** If selected, I will contact the Florida Blue case manager within 30 days of being notified of my selection to discuss my bariatric surgery treatment plan. Failure to contact Florida Blue will result in removal from the pilot program so that an alternate applicant may be invited to participate. Ongoing engagement with the Florida Blue case manager is required.

- **Initial** It is my responsibility to work with my physician to ensure that the surgeon, anesthesiologist and all other providers associated with this procedure participate in the Florida Blue, Blue Options Network.

**Step 4: All applicants must complete this section**

**Employee Acknowledgement**

I hereby confirm that I have read and understand the initial Polk County School Board Weight Management Pilot Program Criteria. Available benefits under the Weight Management Pilot Program will be limited to (i) up to a total of forty (40) Polk County School Board employees (from all employee groups in the health plan) will be eligible for a surgical option at a District approved facility, (ii) a total of 265 Polk County School Board employees from all employee groups in the health plan will be eligible for non-surgical weight loss and weight management services from a District approved provider. I acknowledge that failure to follow the Polk County School Board Weight Management Pilot Program criteria will result in non-coverage of and no payment of any services. I hereby agree to move forward and apply as a candidate for the Polk County School Board Weight Management Pilot Program.

A determination made based upon this Application is not a guarantee of either selection or payment which remains subject to application of the provisions of the eligibility and enrollment criteria for the Polk County School Board Weight Management Pilot Program.

**Employee’s Signature:**

**Date:**