

CAP Healthy Weight

The City continually invests in a culture of health equity and inclusive benefits because we know that healthier employees bring their best selves to work, to their families, and their communities.

The CAP Healthy Weight Program uses evidence-based approaches shown to support weight loss and reduce instances of weight-regain. The program's coaching component provides personalized nutrition & exercise plans as well as emotional support. Program features are intended to not only help CAP members maintain a healthy weight, but also:

- reduce the health risks of obesity-related conditions
- develop lifelong habits for a healthier lifestyle
- address emotional and psychological factors contributing to weight concerns.

Members and eligible dependents will benefit from ActiveHealth coaching and CVS Caremark prescription medications as long as they meet program requirements.

NOTE: In order to access weight loss medication under the City Administered Plan, eligible employees and dependents must participate in the CAP Healthy Weight Program.

How The Healthy Weight Program Works

Eligibility

Members must meet all program requirements to continue participation in the CAP Healthy Weight program.

CAP members must be at least age 18 and have a physician's written authorization that the member has a:

- BMI (Body Mass Index) over 30, or
- BMI (Body Mass Index) over 27 and at least one comorbidity, i.e., hypertension, Type Two diabetes.

If a dependent has dual health insurance coverage, it does not matter which plan pays first, they must meet the requirements of the Healthy Weight program in order to continue participation and coverage for weight loss medication under CAP.

Automatic Enrollment

- Enrollment begins after the member picks up the prescription weight loss medication from CVS AND when ActiveHealth attempts the first outreach; or when the CAP member contacts ActiveHealth 15 days after picking up weight loss medication.
- Enrollment is based on a rolling calendar year (January 1 - December 31).

Required ActiveHealth Coaching

Make certain your contact information is up to date, so the program can contact you for coaching. Notify ActiveHealth if your contact information changes or call 1.866.795.2970 if ActiveHealth has not contacted you 15 days after picking up your weight-loss medication.



Call 866.795.2970

Monday — Friday, 8:30 a.m. to 11 p.m. ET

Participation Ends When Requirements Are Not Met

Participation in Healthy Weight is a long-term commitment that requires a lifestyle adjustment, behavior changes, and personal readiness, so we recognize that participants may not initially meet the program requirements within the established time frames. **However, if a member or covered dependent wishes to continue to be eligible for the program, they must:**

- Participate in the required coaching sessions and make certain their contact information is up to date, so they won't miss calls.
- Understand that an approved prescription does not guarantee continued participation and/or receipt of weight loss medication.
- Understand that participation in another weight loss program does not qualify a member to receive weight loss medication through the City's prescription program.
- Be responsible for reading and understanding the program requirements.

IMPORTANT: If a participant misses six consecutive weeks of coaching, or doesn't meet other responsibilities in the required timeframe, participation will end for the remainder of the calendar year and weight loss medication will no longer be covered by the Prescription Drug Plan. The member will be eligible to rejoin Healthy Weight after January 1 of the next calendar year, as long as the physician pre-authorizes weight loss medication.

Contact ActiveHealth For Questions & More Information

If you have general questions about CAP Healthy Weight, contact ActiveHealth at 866.795.2970.

EARN WELLNESS POINTS FOR PARTICIPATION



Participants may earn up to 50 wellness points for healthy actions in CAP Healthy Weight:

- **25 points** - Engage with a CAP Healthy Weight, Lifestyle Coach or Condition Management Nurse for three telephonic coaching sessions
- **50 points** - Engage with a CAP Healthy Weight, Lifestyle Coach, Condition Management Nurse or Group Coach for a total of six telephonic coaching sessions

Must enroll in CAP Healthy Weight by August 1, 2025, to earn wellness credits for 2026.

See the CAP Healthy Weight overview on the following page.

CAP Healthy Weight: Overview

CAP Healthy Weight is designed to support weight loss with a proven process that requires the member's active engagement at each step of the way to achieve a successful result. The chart below outlines what is required at each step, who's responsible, and when requirements must be met. For questions, contact ActiveHealth at **866.795.2970**.

Feature	By When	Who's Responsible
PRE-ENROLLMENT		
• Meet with physician for pre-authorization of weight loss medication	Anytime after January 1, 2025	CAP Member
• Submits written pre-authorization and prescription to CVS	Within 72 hours of member's visit with physician	Physician
ENROLLMENT		
• Picks up prescribed weight loss medication from CVS	As soon as practical	Member
• CVS notifies ActiveHealth that member has picked up prescription	Within 15 business days after member picks up prescription	CVS
ENGAGEMENT (Make sure your contact information is up to date. Notify ActiveHealth at 866.795.2970 of any changes in your contact details. Failure to update your contact details can jeopardize your enrollment in CAP Healthy Weight.)		
• ActiveHealth contacts member (phone and email) NOTE: If a member was not contacted 15 days after medication was picked up, then the member must call ActiveHealth at 866.795.2970.	Within 15 business days of receiving notice that prescription was picked up	ActiveHealth
• Schedules first call with coach/nurse	Within four weeks of picking up medication	Participant
• Connection: First Healthy Weight call/nurse	Week 1 after first coaching call – Time mutually agreed upon by participant and coach	Participant & Coach/Nurse
• Assessment: Second Healthy Weight call (<i>gather information and set goals</i>)	Week 2 after first coaching call – Time mutually agreed upon by participant and coach	Participant & Coach/Nurse
• Support: Engage in 1:1 and group coaching	From Week 3 – Week 25	Participant & Coach
• <i>Voluntary check ins at CVS Minute Clinic</i>	<i>Weeks 10, 16, 20</i>	<i>Participant</i>
• PLEASE NOTE: A 6-week gap between coaching sessions will lead to disenrollment of participants in the Healthy Weight program and the Plan will stop coverage of weight-loss medication.	From Week 3 – Week 25	Participant
COMPLETION		
• Must maintain current weight, or lose weight, to continue participation for next 6 months • Discuss goals and set up self-directed actions with coach	Complete ActiveHealth coaching: End of 26 weeks from enrollment	Participant & Coach
• Must have lost 5% of body weight to continue participation • Must have physician's pre-authorization to continue for next 12 months (year 2 participation)	Complete self-directed actions: End of 12 months from enrollment	Participant
YEAR TWO PARTICIPATION Quarterly check in with ActiveHealth coach	Second 12 months of participation	Participant