



**Eligibility:**

- Covered Laitram Health Plan Members, Spouses and Dependents, including COBRA participants
- Must be a covered Laitram Health Plan member for at least 1 year before surgery can be scheduled; however, activities required before surgery may begin prior to meeting the 1 year participation requirement

**Program Requirements:**

The eligible member must meet and comply with the following requirements:

1. Verification of Eligibility/Benefits upon consult and prior to surgery
2. Be at least 18 years of age
3. Meet the following medical conditions:
  - a. Obesity has continued despite previous weight loss attempts or waiting for attempted weight loss could result in worsening condition, and
  - b. one of the following:
    - i. BMI of 40 or more, or
    - ii. BMI of 35 or more with at least one (1) accompanying weight-related comorbid condition, including but not limited to the following, or medical necessity as determined by a BARI net provider:

Diabetes	Hypertension	Dyslipidemia	Sleep apnea
Obesity-hypoventilation	Gastroesophageal reflux disease	Asthma	Venous stasis disease
Urinary incontinence	Osteoarthritis (hip, knees and or ankles)	Idiopathic intracranial hypertension	Non-alcoholic fatty liver disease or non-alcoholic steatohepatitis

4. Undergo evaluation by a BARI net provider
  - a. Physical examination and verification of comorbid condition(s)
  - b. Appropriate medical referral for any identified complicating medical condition
5. Undergo medical weight management by a BARI net Provider for at least four (4) consecutive months to be done within 1 year of surgery.
6. Undergo nutritional evaluation by dietician
7. Undergo psychological evaluation
8. Complete preoperative medical workup:
  - a. Laboratory examination
  - b. Radiological evaluation (chest x-ray, UGI) and/or EKG
  - c. Review of psychological, educational, and nutritional evaluations
9. Complete preoperative visit with review of surgical plan and postoperative requirements
10. Undergo surgery by a BARI net provider at a BARI net network facility
11. Complete post-surgical follow up as directed by BARI net Surgeon (required, to be eligible for the Post-operative Incentive Program)
12. Attend at least three (3) support group meetings within the first 6 months following surgery
13. Attend follow up appointments after surgery (Ex: 3 weeks, 6 months, 12 months, and yearly thereafter)
  - a. If member does not actively participate in pre and post-operative program requirements, then the member will NOT be eligible for the Post-operative Incentive Program shown below.

## **Covered Procedures:**

This program is only for primary bariatric procedures and excludes revision surgery for previous bariatric surgery procedures. Approved surgical procedures include **Sleeve Gastrectomy or Gastric Bypass (upon medical necessity)**. This benefit is limited to once in a lifetime.

## **Out-of-Pocket Expenses:**

Program member will be responsible for the following expenses:

1. Deductible (after Health Reimbursement Account is exhausted) and co-insurance payments for office visits, diagnostic testing, required dietitian and psychological evaluations, etc.
2. The required registered dietitian and psychological evaluations will be billed to the Laitram Health Plan subject to plan deductible and co-insurance payments. Members will be responsible for any costs not covered by the Laitram Health Plan if they utilize an out-of-network provider so confirming providers are in-network is imperative and the Member's responsibility. Members can utilize Marathon Health's Registered Dietitian and Mental Health Counselors for areas in which they are licensed (e.g., Louisiana and Maryland).
3. Co-pays for prescription medications.
4. Co-pay of **\$2,500** for the bariatric surgery procedure. **This amount is ONLY related to the surgical procedure itself, including facility and provider fees associated with the surgical procedure. All other charges for office visits, diagnostic testing, required evaluations, and related treatments and prescriptions will be billed to the Laitram Health Plan as outlined above.** The \$2,500 co-pay is paid directly by the member to the BARInet provider or facility and will not count toward the Member's out of pocket maximum.
5. All deductibles, co-insurance and co-pays can be paid using Flexible Savings Account (FSA) medical dollars, subject to the applicable terms and conditions of the FSA.

## **Post-Operative Incentive Program:**

Program members may qualify for reimbursement of the **\$2,500** surgical procedure co-pay, plus an additional **\$1,000** incentive when the following criteria are met:

1. 1 year post-surgery, program member must attain 35% excess body weight loss (EBWL), with an additional loss of 5% at year 2, an additional 5% at year 3, with maintenance of 45% EBWL in years 4 and 5. Weight loss targets to be determined by BARInet provider and agreed upon by program member prior to surgery.
2. Reimbursement will be distributed back to the member at \$500 year 1, \$750 year 2, \$1,250 year 3 and \$500 years 4 and 5 for a total of **\$3,500** after 5 years. Members must complete a reimbursement form at their annual follow-up visit each year post-surgery in order to receive incentive reimbursement payments.
3. Weight loss will be monitored by a BARInet provider and reported to the Laitram Health Plan for approval of reimbursement.
4. Program member must maintain continuous Laitram Health Plan enrollment and employment with Laitram to be eligible to receive the incentive reimbursement. Members who continue coverage under COBRA do not qualify for incentive reimbursement.
5. The reimbursement will be in the form of direct deposit or a check issued by the Laitram Human Resources Department and payable to the program member. Reimbursement amounts are taxable to the member.

Reimbursement request forms are to be completed by both BARInet provider and the program member attesting to adherence to program requirements. Forms are available at your BARInet provider's office or from Laitram Human Resources.