

WE'VE GOT THE PUBLIC EXCHANGE DATA YOU NEED

With the new public health insurance exchanges opening this year, employers have been interested in the exchange plan offerings and premium rates for a variety of reasons, including:

- Benchmarking their health care plans.
- Analyzing “pay or play” strategies.
- Exploring pre-65 retiree options.

The challenge has been accessing and analyzing the exchange data — until now. Mercer’s new HIXPiC, a proprietary financial model, can deliver the data and reporting you need.

HOW IT WORKS

We have collected the rates for every plan offered in the public exchanges in every market and at every age. Using your health plan data and our model, we can provide you a focused look at public health insurance exchange plan options where your employees reside and recommend next steps for your health plan strategy.

Our Health & Benefits experts will work with you through four steps:

1. Identify the top geographies for analysis.
2. Review the public exchange offerings in those geographies and assess how employer premiums and contributions compare to exchange rates.
3. Quantify the financial impact to “pay or play” by employee, based on data you provide.
4. Document key findings and recommendations.

HOW HIXPIC CAN HELP

Mercer’s HIXPiC can answer your questions about the impact and potential of public health insurance exchanges:

- Are my employees better off in my plan than enrolling through a public exchange?
- Would some of my employees be better off waiving employer coverage and enrolling in a public exchange?
- If I drop coverage, how much would I need to pay employees so that they could purchase coverage through the public exchanges and be made whole?
- What is the incremental cost for someone to retire and then purchase public exchange coverage to replace their current active benefits?
- Are public exchanges more cost effective than pre-65 retiree medical plans, especially due to limits on age-based rating and low-income subsidies (which are more likely to apply to retirees)?

WHO CAN BENEFIT

The public health insurance exchanges have created a fundamental shift in the health insurance market. Whether you are interested in benchmarking data or a more focused strategy analysis, and whether you are a current Mercer client or not, you can benefit from Mercer's HIXPiC.

TAKING ACTION

It is important for all employers — regardless of size, industry, or geography — to be aware of coverage alternatives available to employees and to determine whether the current health plan strategy is the optimal long-term approach. HR is being questioned by leadership as well as employees, and it is essential that responses are as well-informed as possible.

To arrange a meeting to discuss HIXPiC, contact your local Mercer representative or reach us by email at mercerHBfeedback@mercer.com.