

# Midwest Business Group on Health 2013 Employer Benchmarking Survey

## *Executive Summary*



Midwest Business Group on Health (MBGH) is one of the nation's leading non-profit business groups of large, self-insured public and private employers and is an essential resource to support employers in effectively managing their health benefits through high-quality education, research, networking and benchmarking. The coalition completed a survey of their employer members' views the implementation of health care reform this Fall.

The online survey of employers was conducted in June and July 2013 with over 40 respondents from a variety of industries representing self-insured and fully-insured employers. The respondents ranged in size from very large employers (54% with more than 10,000 employees), to large (12% with 5,001 to 10,000), to mid-size (31% with 5,000-501) and small (3% with less than 500).

The summary of survey findings include:

- A majority of respondents will be offering less HMO and PPO health plan options and move towards HDHP's in the future with a few POS options still being considered by a few large employers for 2018
- Most employers (about 90%) are *not moving* any of their covered population over to either Public or Private Exchanges. That said, only 4% or less of respondents, mostly small employers, anticipate moving either their part-time or retiree populations over to the Public Marketplace verses a private exchange
- 30%, mostly large employers, are on the fence about whether they will contract with a private exchange in the future. For the few large employers who responded they are "somewhat likely" to contract with a private exchange, they are not looking until at least 2015
- 70% of mid to large employers, will not increase salaries to compensate for coverage – while the remaining 30%, mostly small employers responded "don't know"
- 43% of respondents state their covered population does not qualify for premium subsidies, while 26% respond that up to 5% of their covered population qualifies
- 69% of total respondents are developing their ACA messaging *in-house*, while 52%, mostly mid to large employers, are using an outside broker or consultant. Very few respondents, mostly small employers, are relying on their health plan
- What is being communicated besides the required information:
  - Open enrollment information (SBC's, rates/plan options, etc)
  - The impact of ACA on their insurance
  - Complete review of plan year and effect on benefit programs
- Top three questions employees asking:
  - What impact does the ACA have on my benefits? (90%)
  - Will my cost go up? (63%)
  - What are the "exchanges" (the Marketplace)? (53%)

- Another popular question among large employers was “Will my healthcare be free?”.
- Top areas of interest for MBGH Employer Roundtables:
  - Educating employees about the ACA (71%)
  - Benefit Design options to reduce exposure to excise tax (59%)
  - Incentives for wellness provisions (49%)
  - Fees and penalties (41%)
  - Essential Benefits (37%)
- The top areas of interest for large employers were: defined contribution plans, dropping or retaining coverage, essential benefits and fees and penalties