



Mississippi Health Insurance Exchange Advisory Board

Mississippi Insurance Department

Commissioner Mike Chaney

September 12, 2012

Jackson, Mississippi

Updates & Announcements

**Adoption of
Public Comment Rules,
Advisory Board Meeting Minutes
from July 11, 2012, and
Outreach & Education Final
Recommendations Report**

Initial Findings from Advisory Subcommittees on Employer Participation

Value for Small Employers

Products and services the Small Employer Exchange can provide that would be of the most value include:

- Simple Exchange processes
- Multiple health plan options for employees
- Detailed guidance about participation for small employers
- Tools and services that relieve administrative burdens
 - Aggregated billing
 - Employee assistance
 - Comprehensive comparison tool
 - ‘Health coach’ concept
 - Calculation of small business tax credit
 - Streamlined process for transitioning an individual from the Small Employer Exchange to the individual exchange, and vice versa

Small Employer Participation

Participation rate requirements are important, but should be approached with caution

- Pro: safeguards against adverse selection
 - Perhaps approximately 75% participation requirement
 - Look at state carriers' common participation requirements
- Con: could be a barrier to participation in the Small Employer Exchange if set too high

Small Employer Participation

Other Participation Considerations

- Monetary incentives
 - Tax incentives
 - Insurance premium incentives
 - e.g. Homeowner's insurance goes down by installing an alarm system; similarly, maybe insurance premiums can go down by engaging in proactive health management
- Increase the participation eligibility to businesses with 100 or fewer employees
 - Increases the pool of participating employees
 - May increase defined contribution plan portability

Defined Contribution Plans

Defined Contribution Plans are beneficial

- Can attract employers who currently do not offer insurance
- Without it, there is little incentive for small groups who currently offer insurance to use the Exchange
- Availability of premium aggregation offers significant value to families

Minimum contribution requirement should be considered

- Will avoid declining contributions, and thus, low employee participation

Employer Participation Advisory Board Discussion

Other Business & Closing Remarks



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