Integrated Pension Administration System

Mercer’s Integrated Pension Administration System (IPAS) helps you automate your pension administration functions – from data maintenance and benefit calculations to reporting and payments – with maximum flexibility and for minimal cost.

IPAS is powered by Oracle’s PeopleSoft Pension Administration, a flexible web-based system that was developed jointly with Mercer. It supports all types of defined benefit pension plans and plan participants.

This unique solution interacts with your HR and payroll systems as well as related internal and external customers or providers. Your plan administrators complete and process calculations, and your staff manages all participant interaction, participant data and pension administration processes.

If you prefer, we can host the solution and handle ongoing system maintenance (data updates, backup and recovery, and annual updates for rate and regulatory changes), and you simply lease the pension system and our services for a monthly fee.

Key features of IPAS include:

- Single pension database with valuation data extracts for your actuary
- A common calculation engine for estimates, final calculations and employee self-service
- Effective-dated employment history to track jobs, union affiliation, salaried or hourly status, and other data crucial for accurate calculations
- Effective-dated earnings, hours, contributory accounts and cash balance accounts
- Determination of plan eligibility and participation, even when employees change jobs and transfer into and out of plans
- Historical calculations that are stored to protect employees from cutbacks, with rules for special situations such as grandfathered benefits, early retirement window benefits and minimum benefit formulas
- Support for an unlimited number of pension plans
- Pension calculations, projections, Social Security offsets, cost-of-living adjustments, etc.
- Easy generation of customizable letters and forms that provide employees with accurate and personalized information
- Calculations, including pension statement extracts, for groups or individuals
- Online self-service capabilities for employees, enabling them to view their data and run estimates and projections
- Comprehensive retiree administration and reporting, including external interfaces to pension trust systems
- Flexible, ad-hoc management and government reporting
- Complete process scheduling capabilities for calculations, data maintenance or reporting

We supply the system. You retain control of employee contact and administrative processes while leveraging your own staff and internal investments.
Why choose Mercer’s Integrated Pension Administration System?

**Minimal upfront investment**
There are no capital expenditures for items such as hardware or software, and the solution does not require additional IT personnel.

**High-quality service at a manageable cost**
You get the benefits of powerful hardware, network infrastructure, software upgrades, expert technical staff and security solutions with controllable costs. Ongoing monthly fees are predictable and easy to budget.

**Worry-free maintenance**
Mercer’s specialized administration consultants are part of our retirement, risk and finance business. We work hand in hand with our actuaries to develop a customized solution for you.

**Reliable system with more than 97 percent performance uptime**
Quality of service is guaranteed by a service level agreement. Mercer has business continuity and disaster recovery plans that include specific provisions for staff mobilization, alternate workspace, recovery of the local area network and telecommunications, and proactive communication with clients.

**Complete control of pension administration**
Unlike most outsourcing solutions, Mercer’s fully developed integrated system is delivered to your desktop, providing you with complete control and, ultimately, efficiencies and cost savings. Retaining direct control of your pension administration processes ensures timely response and quality personal service to your employees.

**Expert technical and consultancy services**
Technical support is included to help you resolve any problems or questions.

**Anytime, anywhere access to information**
Receive secure access to your application and pension data via the Internet.

**Getting started**
For more information about how Mercer can help you determine the best strategy for handling pension plan administration in your organization, please contact your local Mercer retirement consultant.