BimGroup

SCORECARD

Employer Benefit Cost Management



HOW WELL DOES YOUR ORANIZATION PROACTIVELY MANAGE A LONG-TERM BENEFITS COST STRATEGY?

The Employer Benefit Cost Management Scorecard is specifically designed to help you identify ways to control benefit costs through strategic, data-driven methods.

To establish a benchmark for your benefits cost-control strategy, simply rate your reactions to each pair of phrases in the table. Then review the results with Bim Group to identify opportunities to improve your benefit costs.

Our employee benefit plan is not part of our company's long-term business strategy	1	2	3	4	5	6	7	8	9	10	Our employee benefit plan is part of our company's long-term business strategy
We rebid our benefit plans each year to get the best rates	1	2	3	4	5	6	7	8	9	10	We have a strategic plan to determine when to rebid our benefit plans
We evaluate our benefit costs using figures we receive from local brokers	1	2	3	4	5	6	7	8	9	10	We evaluate our benefit costs using regional and industry benchmark data
We typically choose the lowest cost benefit plan option when evaluating benefit plans	1	2	3	4	5	6	7	8	9	10	We consider a matrix of cost, employee needs and utilization when choosing benefit plans
We do not consider how our benefit plans compare to those of our competitors	1	2	3	4	5	6	7	8	9	10	We consider how our benefit plans compare to those of our competitors
Each year we typically shift a greater proportion of the premium cost to employees as a cost-control strategy	1	2	3	4	5	6	7	8	9	10	We negotiate with carriers and explore creative plan designs as cost-control strategies to avoid cost shifting to employees
We do not provide employee benefit education meetings or materials except during the enrollment period	1	2	3	4	5	6	7	8	9	10	We provide employee education throughout the year to help employees make the best use of our benefit plans
We do not offer wellness programs or support for chronic conditions	1	2	3	4	5	6	7	8	9	10	We offer wellness programs and support for chronic conditions
ADD COLUMN TOTALS											**SCORE**

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