

Maximizing Your Benefits Program:

Strategies for Optimal ROI

Presented by



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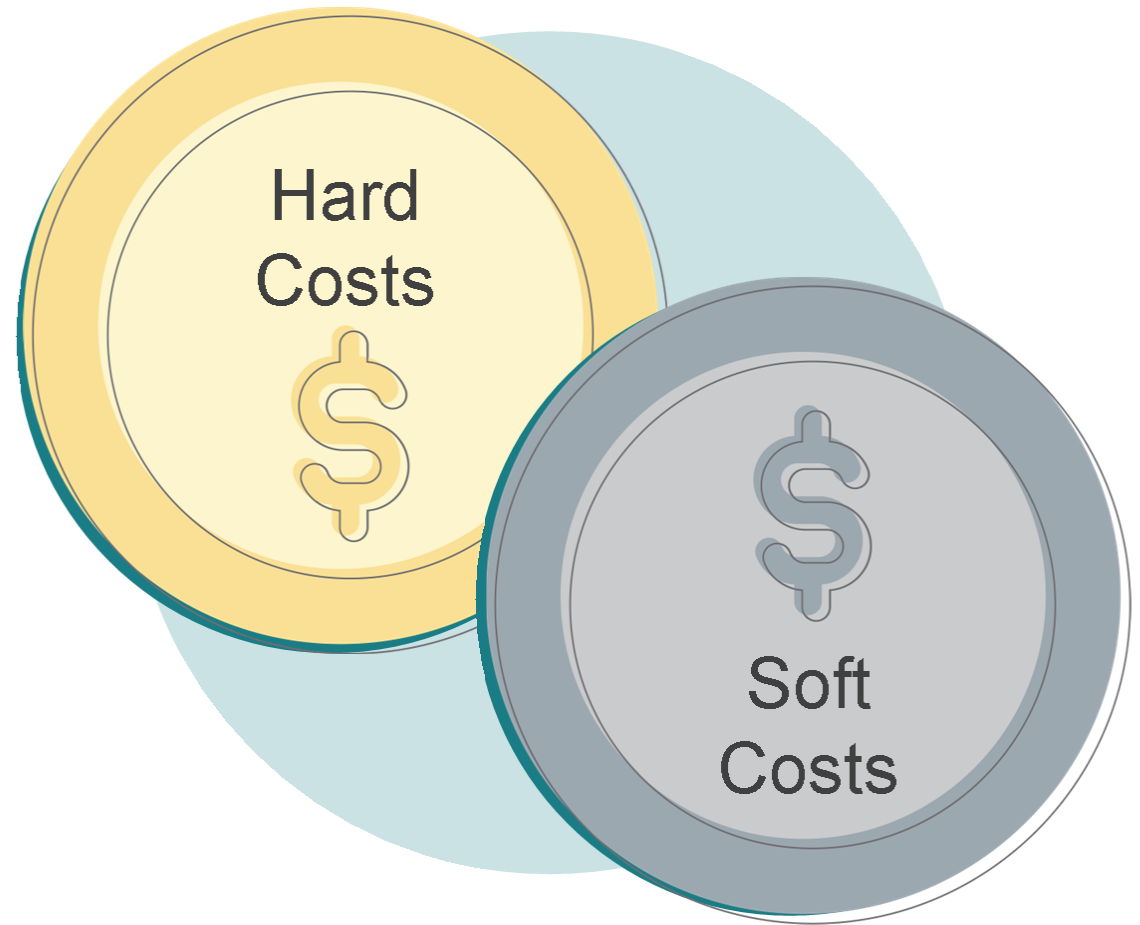
Learning Objectives

1 Explore what you are gaining from your benefits program.

2 Discover actionable steps to rein in costs and maximize your financial resources.

3 Learn how employee engagement correlates to cost-saving measures.

Hard and Soft Costs of ROI



The Hard Costs

Benefits Price Tag



Average monthly cost for employee's benefits is \$1,929.60



Rising costs vs. sunk costs in underutilized programs



Covering ineligible dependents

<https://www.care.com/business/employee-benefit-costs/#:~:text=Based%20on%202023%20data%20from,cost%20of%20%2441.03%20per%20hour.>
December 1, 2023. Accessed March 27, 2024

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New Hire, New Costs

- Cost of employee replacement can range from $\frac{1}{2}$ to 2x the employee's annual salary.
- The cost the organization incurs is **six to nine months of an employee's salary**.
- The cost of losing an employee can be **thousands of dollars**.

<https://www.linkedin.com/pulse/what-cost-replacing-employee-jim-stroud/> . February 27, 2023. Accessed March 27, 2024

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Benefits 101

94% of employees don't have an understanding of their benefits.

<https://www.ifebp.org/resources---news/survey-reports/open-enrollment-communication-survey>. September 2020, Accessed May 16, 2024

What are your big spenders?

- ☐ Reimbursement account administration
- ☐ Annuity administration
- ☐ Benefits administration platform
- ☐ Enrollment materials
- ☐ **How about retention?**

The Soft Costs Employee Disengagement

Engage in Engagement

- Nearly half of employees (42%) view engagement as a shared responsibility, yet 1/3 acknowledges a need for greater individual growth
- \$3,400 in lost productivity for every \$10,000 salary
- Only 36% of employees are actively engaged



<https://www.wellable.co/blog/employee-engagement-statistics-you-should-know/> . January 10, 2024. Accessed March 28, 2024.
<https://www.poppulo.com/blog/the-cost-of-employee-disengagement-on-your-bottom-line-a-wake-up-call-for-employers>. April 11, 2023. Accessed March 28, 2024
<https://www.hrcloud.com/blog/20-employee-engagement-statistics-you-need-to-know#:~:text=Only%2036%25%20of%20Employees%20Are%20Engaged%20in%20the%20Workplace,-According%20to%20the&text=Actively%20disengaged%20means%20feeling%20miserable,employee%20engagement%20back%20in%202000>. June 9, 2022. Accessed March 28, 2024

Cost of Disengagement

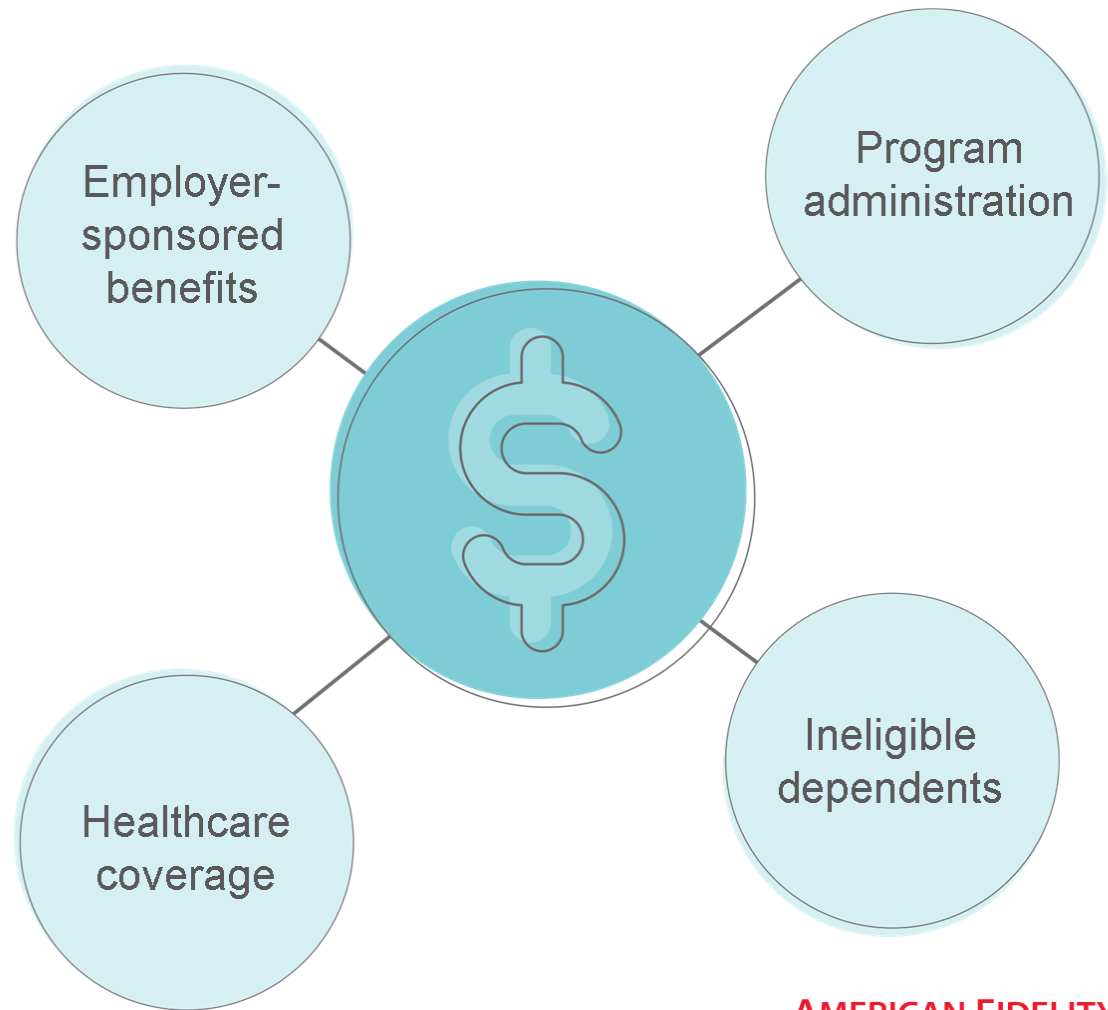
- Engagement absenteeism from programs and day-to-day activities
- Contributes to a lack of engagement through an “everyone for themselves” mindset
- Probability of job turnover in organization with low company cultures is 48.4%



<https://stratus.hr/resources/employee-turnover#:~:text=Employee%20Turnover%20%26%20Workplace%20Culture,-Your%20company%20culture&text=Research%20conducted%20by%20the%20University,employee%20turnover%20rates%20of%2048.4%25.>
March 21, 2023. Accessed April 19, 2024

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What's Your Budget?



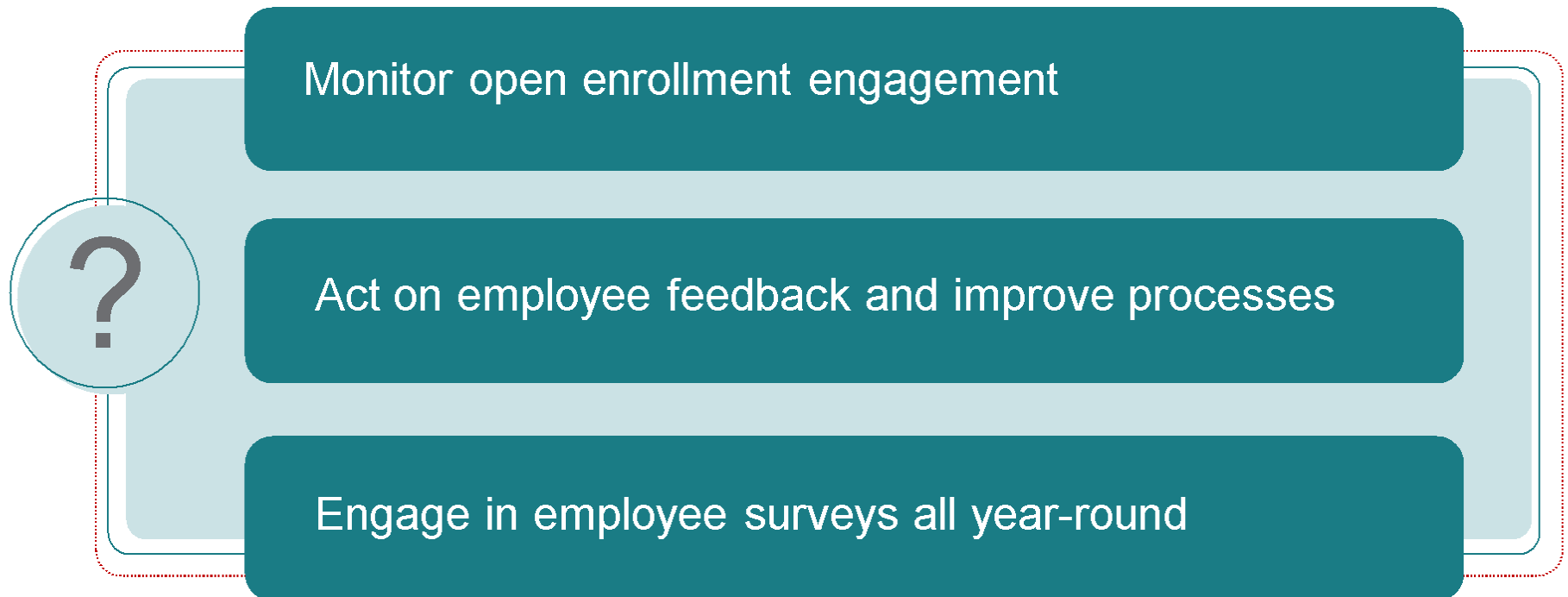
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American Fidelity Assurance Company

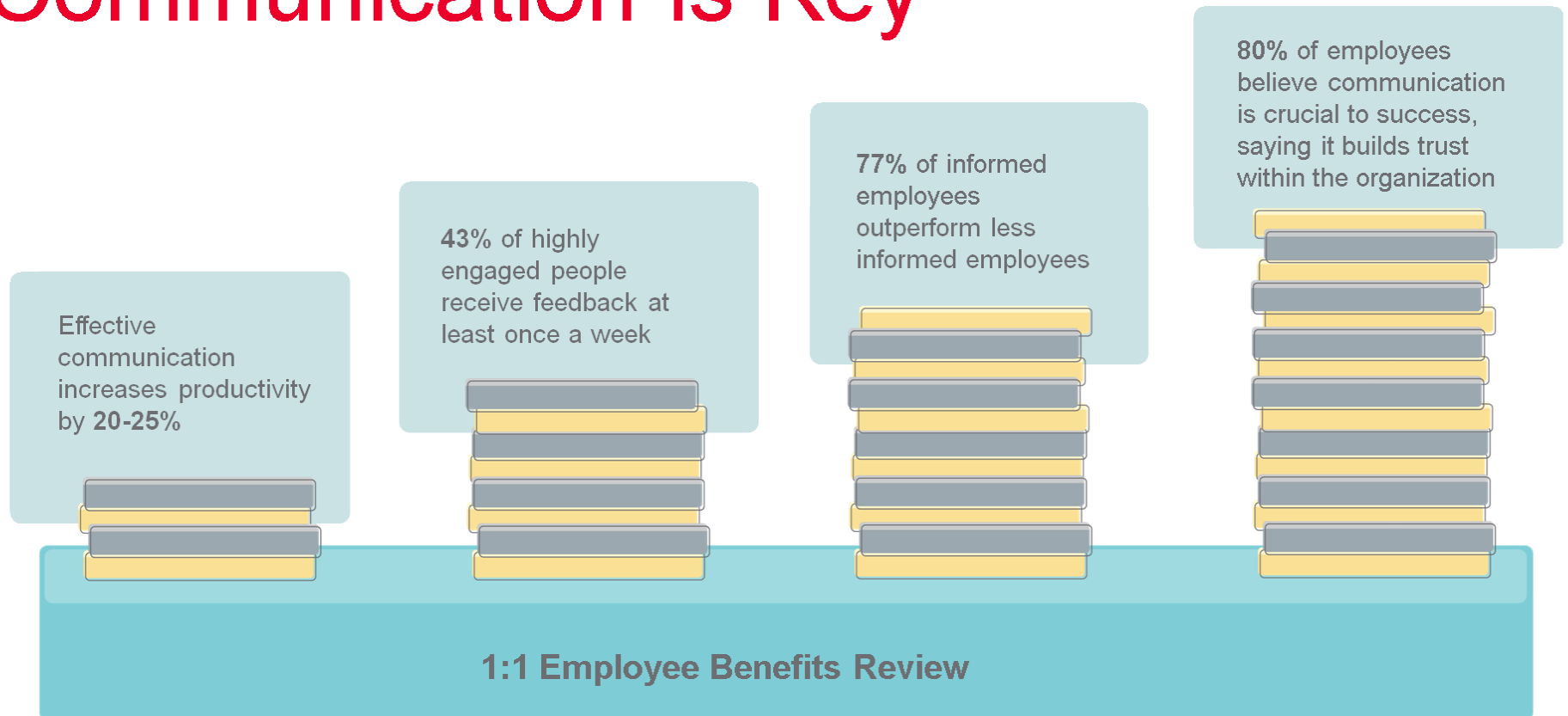
Maximizing your ROI

Optimizing Return: Employee engagement

What's the temp?



Communication is Key



<https://www.linkedin.com/pulse/statistics-why-effective-communication-important-/>. June 20, 2022. Accessed March 28, 2024

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“Keeping insurance rates low comes from responsible use of the plan.”

Optimizing Return: Mine your own data

“Generally the people who aren’t supposed to be covered are also the highest users of your plan.”

Mine your own data

1. Utilize Data Analytics Tools
2. Analyze Enrollment Data
3. Assess Claims Data

Optimizing Return: Dependent Verification Review

Who are you covering?



Enhanced Plan Accuracy and Compliance



DVR ensures health plan remains compliant



Update dependent information for maximum savings



Promotes positive work environment

1, 2, 3 dependent audit in 3 easy steps

1 Create an Active Enrollment Environment

2 Utilizing staff of a third-party for review

3 Understand Legal Compliance Requirements

Optimizing Return: Streamlining Vendors

The risky business of too many vendors

1. Take stock
2. Look for ways to consolidate
3. Reduce confusion

Your ROI (Takeaways)

- Engage your employees
- Mine your own data
- Conduct a DVR
- Streamline your vendors

Questions?

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Thank you.



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