

# NIS Employee Benefits Scorecard

To help us understand your current situation and help get your plan on a high performing level, please complete the scorecard and select the number that most reflects your thoughts on each paired phrase.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

We do not have a clear vision for our benefits strategy	1	2	3	4	5	6	7	8	9	10	We have a clear, well-defined vision of our benefits strategy
Our employees do not fully understand and appreciate the value of their benefit plan	1	2	3	4	5	6	7	8	9	10	Our employees fully understand and appreciate the value of their benefit plan
Employees do not understand or take responsibility for decisions and actions that impact their benefits	1	2	3	4	5	6	7	8	9	10	Employees understand and take responsibility for decisions and actions that impact their benefits
We do not have clear metrics for benchmarking benefits, or measuring performance, progress, and return on investment; uncontrolled costs	1	2	3	4	5	6	7	8	9	10	We have an effective system for benchmarking benefits, and measuring performance, progress and return on investment; controlled costs
Our benefits program is viewed as a complicated, burdensome cost and a necessary evil	1	2	3	4	5	6	7	8	9	10	Our streamlined benefit programs are viewed as a strategic way to achieve our objectives
We are not certain that our HR and benefit programs are 100% in compliance	1	2	3	4	5	6	7	8	9	10	We are certain that our HR and benefit programs are 100% in compliance
The presentation, communication, and education around our benefits does not motivate or engage our employees	1	2	3	4	5	6	7	8	9	10	The clear and effective presentation, communication, and education around our benefits motivates and engages our employees
We do not have a culture of health	1	2	3	4	5	6	7	8	9	10	We embrace and foster a culture of health
Circumstances beyond our control are forcing us to shift a growing amount of benefit program costs to employees	1	2	3	4	5	6	7	8	9	10	We are in control of benefit program costs and maintain an equitable financing arrangement with our employees
Our annual renewal process is reactive and causes anxiety, confusion, and frustration	1	2	3	4	5	6	7	8	9	10	Our annual renewal process is proactive, orderly, simple and satisfying
School Board doesn't have a clear / detailed understanding of our benefits	1	2	3	4	5	6	7	8	9	10	School Board has a clear / detailed understanding of our benefits
Our employees do not have a good understanding of how to best use their accruing tax-advantaged HSA/HRA/VEBA accounts/balances	1	2	3	4	5	6	7	8	9	10	Our employees completely understand the value of their HSA/HRA/VEBA accounts/balances and how to best use them
We do not have a gameplan to assist our staff with their mental health needs	1	2	3	4	5	6	7	8	9	10	We have a plan to support and address our staff's mental health needs, including additional support and resources as necessary

**Do you have any additional concerns, shifted priorities, unexpected expenses etc., you can share, which may help us get a better idea of what your District is dealing with at this time?**