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blue Blue Shield Of California - EI Segundo, CA

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Feb 18, 2015 Helpful (4)

blue **"Non-profit that tolerates ongoing inefficiency and sets annual bonus thresholds "**

Current Employee - Director in El Dorado Hills, CA

I have been working at Blue Shield Of California full-time (More than 8 years)

■ Doesn't Recommend ■ Neutral Outlook

**Pros**  
Salaries, bonuses and benefits are above average. Excellent corporate mission statement - their corporate heart is in the right place. Forward thinking executive team that sincerely strives to create a great place to work environment.

**Cons**  
IT continues to be plagued with incompetent leadership. Highly charged political environment where political savvy trumps performance and under-performing directors routinely eliminate over-achievers who pose a threat or dare to tell the truth.

**Advice to Management**  
It shouldn't cost nearly \$2 billion dollars (excluding software & licenses) to implementation a packaged claim payment system and migrate a couple million members. This program started nearly a decade ago and barely half our membership is on the new solution. If this was a public company, shareholders would not tolerate this level of ongoing IT incompetence.

Helpful (4)

Jan 24, 2015

blue **"Great place to work "**

Former Employee - Customer Service Representative

blue **Intermediate Business Analyst - Vendor Support**  
Blue Shield Of California - Woodland Hills, CA

blue **Sr. Director of Revenue Management Program Team**  
Blue Shield Of California - Woodland Hills, CA

blue **Lead Pharmacy Analyst, Accountable Care Organizations**  
Blue Shield Of California - Woodland Hills, CA

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