

UNIQUE SOLUTIONS FOR GOVERNMENT AGENCIES

Consulting Authority, Frederick County, Maryland's premier firm offering Employment Practice Risk Mitigation and full outsourced and retained HR solutions, announces the most cost-effective HR solutions for government employers: the HR Health ChekSM and HR BeSTSM solutions.

CEO Dawn Haag-Hatterer, JD, SPHR said, "Our HR Health Chek solution provides a comprehensive review of an agency's employment practices and enables them to rapidly deploy legally compliant HR operations. With a detailed summary of findings and deliverables including the requisite federal postings, employment application, HIPAA Compliance Policy, and New Hire Form, the Chek is the most cost-effective way for an agency to ensure it is fully and legally compliant."

As a turn-key solution, Consulting Authority's HR BeST service enables government employers the ability to select the most needed solutions that fit their current needs and budget. Haag-Hatterer explains, "Our HR BeST, which stands for Business Startup Toolkit, offers agencies the ability to choose which HR services they feel are most needed for the present, as well as for the long-term. While there are certain areas in which we encourage agencies to implement best practices, not every agency needs the full range of employment practice risk mitigation attention."

Does Consulting Authority put regular HR professionals at risk of being replaced by an outsourced solution? "Absolutely not," states Haag-Hatterer. "In fact, we work with HR folks all the time in helping them with the strategic aspects of their job. Too often, HR folks get bogged down in the everyday tasks and don't have time to devote to performance management process development, recruitment strategies, and the development of metrics that matter to agency leaders. We're project-based experts who individually have a minimum of 15 years experience as HR executives and business owners, so we can provide a lot of value to HR managers who need to increase the value of the service they provide. In the end, we're the HR staff's biggest advocate and champion and because we often have the agency leader's attention, we can help change the way that senior staff view the HR function."

The operating philosophy of Consulting Authority is also as unique as the solutions it offers. "We consider every agency's operation as our own. Specifically in the government sector, we are able to contain our costs so we can provide flexible solutions. We're not the typical "in-your-face" sales folks, in fact, we coach our clients on not becoming reliant on us or on anyone unless it is absolutely necessary. That's just good business. However, we're also not practicing attorneys, although we maintain business relationships with some of the area's largest and most prestigious employment attorneys who operate under the same type of operational philosophy as we do. If ever there is a situation requiring an attorney, we provide whatever fact-finding assistance or mitigation aid that we can, but we hand the legal aspects over to the experts."

From its inception, the firm has built strong partner relationships with area specialty firms, including payroll service providers, insurance brokers, supplemental insurance providers, as well as attorneys.

To learn more about how Consulting Authority can help your business in mitigating employment practice risk, visit their website at www.ConsultingAuthority.com or call 240-731-6400.