



MANATEE COUNTY GOVERNMENT - UPDATE TO HUMAN RESOURCES ASSESSMENT

EXECUTIVE OVERVIEW

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- January 2 – Cynthia Keaton began integration into HR
- Interviewed HR employees in different functional areas to understand Central HR and HR Liaison responsibilities
- Reviewing current process flow for all HR functions

HR Assessment *Recommendations*



- 1. Centralization**
- 2. Automation**
- 3. Outsourcing**



Key Benefits

- **Improved Efficiency**
- **Cost Reduction**
- **Increase in Specialized Skills and Experience**
- **Enhanced Compliance and Risk Management**
- **Improved Data Accuracy and Reporting**
- **Accessible Self-Service Options**
- **Scale and Flexibility**
- **Enhanced Service Quality and Consistency**
- **Focus on Innovation and Continuous Improvement**



Cost Reductions

- 1) Health Benefits Supervisor reclassified to Sr. Health Benefits Specialist

Cost Savings - \$25,000

- 1) Enabled the elimination of Insurance Coordinator role

48 Insurance Coordinators - \$.30/hour additional pay

Cost savings - \$30,000 per year

- 1) 1 HR Liaison role eliminated due to retirement

Cost Savings - \$19,000



Cost Reductions (continued)

4) Reduction of 290 positions classified as Safety Sensitive

No longer require pre-hire or random drug testing

Cost Savings - \$65,000 per year



Short - Term Solutions

- Evergreen Pay Study
 - Comprehensive pay evaluation
 - To ensure competitive pay
- Total Compensation Statements
 - Summarizes for employee value of all pay and benefits
 - Reinforces value of working for Manatee County
- Labor Law Poster Service
 - To eliminate risk of fines which range from \$110 to \$10,000
- Comprehensive review of all personnel policies



Short - Term Solutions (continued)

- New Learning Management System
 - Implementing NeoGov's LMS
 - More robust training platform

- Outsourcing FMLA / Leave Management
 - Obtaining proposal from Hartford to manage leaves
 - Ensures only those eligible are approved
 - Ensures compliance

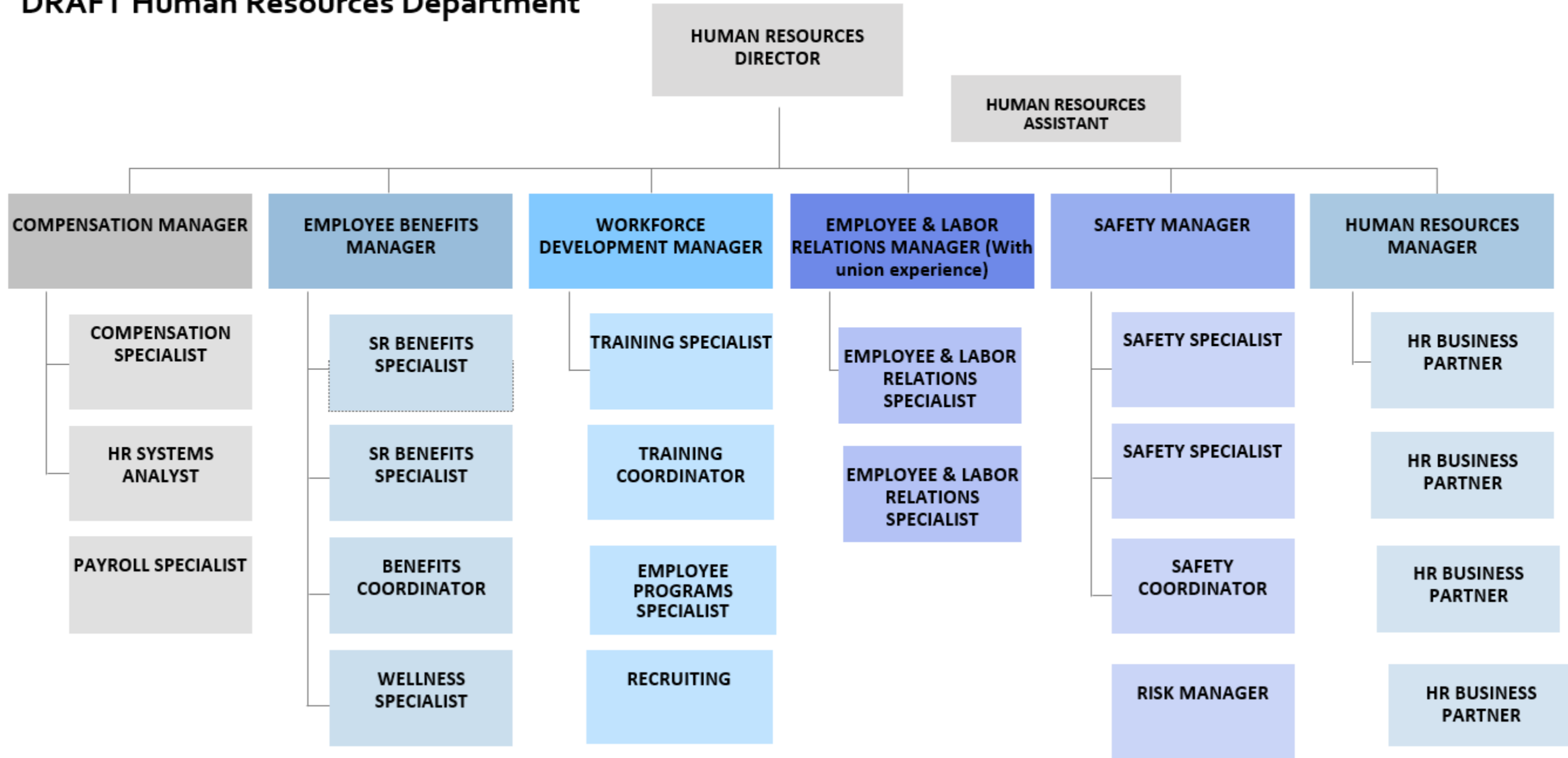


Long- Term Solutions

- HR systems review / proposal
 - Current multiple inefficient systems create inefficient processes
 - Requires more employees to manage current processes
- Research possibility of outsourcing recruiting
- Further HR centralization

MANATEE COUNTY GOVERNMENT

DRAFT Human Resources Department





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THANK YOU!



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