

Frozen Rainbows offers practical and cost-effective solutions to address your HR needs.

Exceeding your expectations is our goal.

We deliver a product or assignment on time and within budget, and without outsourcing or middle man involvement common with larger national HR consulting firms.

Tandy Rackerby SPHR, the owner has worked for Fortune 100 companies including a decade with Citigroup. Her management experience and implementation of sound human capital practices spans manufacturing, airline, transportation, healthcare industries and the local nonprofit sector.

Frank Rackerby MA, serves a dual operational role running the business and as Sr. Consultant to our valued nonprofit clients, providing over 25 years of experience in finance, HR, and operations.

Our clients usually employ 20 to 500 staff and value the 45 years of diverse HR and nonprofit operations experience that represents Frozen Rainbows.



**HUMAN RESOURCES
CONSULTING**

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**Human Resources
Consulting**

**MAXIMIZING THE PEOPLE SIDE
OF YOUR BUSINESS®**



Serving Colorado business and nonprofit communities since 1997

Comprehensive HR Consulting Services

Compensation Design

- FLSA Audits (exempt and non-exempt determination status, employee versus independent contractor)
- Perform market analysis to research your wage rate competitiveness by industry, location etc.
- Author job descriptions, conducting job analysis and audits
- Develop wage and incentive pay plans
- Manage corporate merit planning and performance management processes
- Design Total Rewards Statements

Communications and Investigations

- Develop employee handbooks, newsletters, online benefit self-service tools
- Coordinate Job Fairs and Benefit Fairs, developing recruitment and benefit brochures and materials.
- Conduct staff relations investigations (internal or formal EEOC charges)

Compliance

- Audit records and establish HR processes to ensure compliance with Federal and State regulations affecting hiring (I-9's, EEO-1 Report) COBRA notification, FMLA eligibility determination and time-sensitive processing, termination and final paycheck activity, OSHA reporting, workers compensation, unemployment and garnishment procedural review. Establish record retention policies to ensure compliance.

Benefit Administration

- Streamline FMLA and COBRA processing, new hire benefit enrollment activity
- Monitor benefit eligibility and qualifying event changes.
- Open Enrollment oversight, build metrics to track participation levels

Performance Management

- Establish quantifiable evaluation systems to hold employees accountable for their performance. Developing departmental performance metrics
- Provide formal training to management on how to establish meaningful goals aligned with the business strategy, monitoring performance methods, and conducting effective performance evaluations.
- Coach management on performance and disciplinary corrective action processes

Our programs and services are tailored to the individual needs of each client. Beside the services listed, there are other retainer fee options that offer you similar benefits of an in-house HR expert to answer those demanding day-to-day questions that undoubtedly and unexpectedly surface.



A word about Training

Unfortunately it is usually one of the first items to be reduced from the operating budget.

Weighed against legal liability, training returns a ROI tenfold. Supervisory Training, Wage & Hour, FLSA, Harassment, COBRA, Title VII, EEO, ADA, Interviewing Skills, and Performance Management can be integrated into formal or informal training sessions.



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