

# *John H. Smith, P.H.R.*

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*Approachable innovator with a passion for Human Resources.*

## **SENIOR HUMAN RESOURCES PROFESSIONAL**

Personable, analytical, flexible Senior HR Professional with multifaceted expertise. Seasoned Benefits Administrator with extensive experience working with highly paid professionals in client-relationship-based settings. Dynamic team leader capable of analyzing alternatives and identifying tough choices while communicating the total value of benefit and compensation packages to senior level executives and employees.

### **CORE COMPETENCIES**

Benefits Administration - Customer Service - Cost Control - Recruiting - Acquisition Management - Compliance Reporting  
Retention - Professional Services - Domestic & International Benefits - Collaboration - Adaptability - Change Management  
Defined Contribution Plans - Auditing - Negotiation - Corporate HR Policies - Full Lifecycle Training - 401(k) - Form 5500  
Confidential Files - EEO-1 - AAP - FMLA - STD - LTD - H1-B Visa - Vets 100 - EAP - Processing Payroll

### **HR TECHNOLOGY**

HRIS Data Management & Auditing - Ultipro Back Office - Ultipro Web Connect  
Deltak Costpoint - Deltak GCS Premiere - Cognos - ADP

## *Professional Experience*

HUMAN SERVICES, INC. - Tampa, FL

2010- Present

Providing institutional behavioral health and medical management contracting services / 2,500 employees

### **Benefits Manager**

Manage and administer a robust \$13M health and welfare program; administer benefits programs for two smaller minority business enterprise clients. Deliver excellence in client services, leveraging interpersonal skills to establish rapport with team members. Perform cost analysis, gather claims data, coordinate enrollment and more for a large self-funded medical plan plus two smaller fully-insured plans. Analyze data and projections to create forecasts in narrative and graph format; clearly and succinctly communicate trends to senior management in meetings. Directly supervise staff of 3: HR Admin, plus two Human Resource specialists.

- Lead Healthcare Reform change management process, analyzing changes, developing strategic plans, and timeline for crucial decisions ahead of 2014 deadlines. Communicate early changes in dependent coverage, preventive care, and lifetime maximum benefits to employees.
- Identified, researched, and implemented HSA (Healthcare Savings Account) health insurance option for high-deductible health insurance plan to provide tax-sheltered benefits for physicians and other high-income, high-profile professionals.
- Saved \$30K annually by restructuring the open enrollment strategy, leveraging existing human capital and HR business partners to achieve better communication at lower cost.
- Quickly establish rapport with employees; balance client-relationship needs with organizational goals, cost controls, and compliance requirements to create a positive work environment.
- Maximize employee recruiting and retention by implementing competitive benefits packages and clearly communicating their value to team members.
- Reduced costs \$20K per year by collaborating closely with legal department to create an in-house total comp statement including implications for taxes and social security; produced a better-quality analysis at lower costs.