HR Hero

HR HERO
TOOL GUIDE

Your Directory of
HR Hero Resources

Compliance Tools

STATE LAW CHART BUILDER

Get access to plain-English legal analysis and guidance at the major city level within HR Hero's State Law Chart Builder, Topic Analysis, and HR Hotline. Review, browse, and compare legal requirements for 20 major U.S. cities within a few clicks of the mouse.

What it solves for: Our legal analysis provides subscribers a foundational base to city-specific laws and requirements, providing HR professionals exactly what they need to know in an easily skimmable format.

Key Features:

> Search, compare, and save regulations at the federal and state level.
> Easily create and export an unlimited number of reports.
> Quickly find regulations spanning dozens of common HR topic areas.

HR HOTLINE

Submit your questions to our HR subject matter experts via e-mail, and receive the thorough, plain-English answers you are looking for, with the urgency you need!

What it solves for: Stop searching online or elsewhere for outdated or unreliable information or paying attorneys or consultants to answer everyday questions. Make attorneys' fees a thing of the past.

Key Features:

> Questions are answered by legal experts on a one-to-one basis within 1–3 days, but typically, our experts will answer your questions within 1 business day.
> Personalized answers are actionable and reliable.

FEDERAL AND STATE TOPIC ANALYSIS

A side-by-side, deep dive into 90+ key employment laws and requirements.

What it solves for: Cut down on the time you spend manually researching processes so you can work quickly and more efficiently.

Key Features:

> Easily compare applicable laws at the state and federal level to make informed decisions.
> Each topic includes relevant, downloadable content, including training materials, forms, checklists, and more.

JOB CLASSIFICATION AND FLSA AUDIT TOOL

Our automated risk analysis, tailored guidance, and easy classification tool saves you time and money while giving you peace of mind knowing your FLSA practices are compliant. You get automated risk assessments and an employee classification tool.

What it solves for: Ensures your FLSA practices follow today's evolving wage and hour laws and regulations.

Key Features: ⭐

➤ Uses your answers about your current policies and practices to build a customized compliance report that identifies areas of high risk, offers tailored tips on how to improve your compliance, and suggests with next steps you should take to avoid costly litigation or a DOL audit.

➤ Get exemption-by-exemption analysis of a particular employee or job using easy-to-use, step-by-step classification analysis. Get detailed explanations and examples of jobs and tasks that tend to indicate exempt or nonexempt status, and save and print all your reports for easy reference.

➤ Updated in real time to reflect current laws and regulations so you can rest assured you're in compliance with current rules.

Workflow Tools

SALARY FINDER

Get salary insights and benchmarks for 2,600+ job titles at the national, state, and regional levels. This tool ensures you have instant access to the salary data you need to make smart and competitive pay decisions right at your fingertips.

What it solves for: Takes the guesswork out of compensation and empowers smarter, data-driven compensation decisions.

Key Features:

- Quickly isolate salary data that is most relevant to your workplace, like industry, sub-industry, company size, and geographic area.
- Search for specific job titles, or browse our lists of popular job titles and see their respective national average salaries.
- See the national breakdown of average salaries for the job titles you are searching for, or sort mean, 10th-, 25th-, 75th-, and 90th-percentile salary ranges.
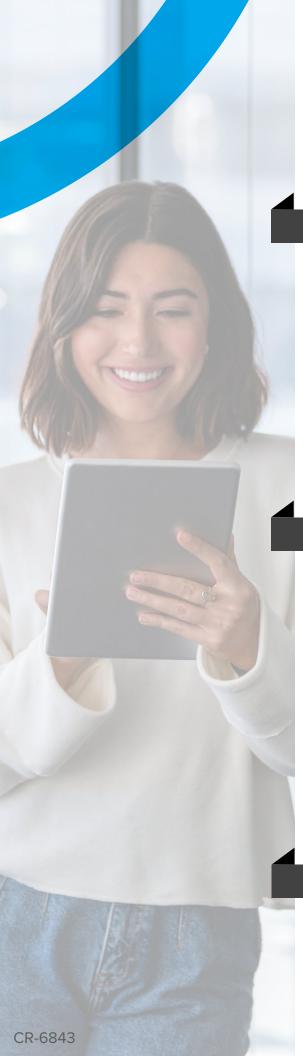
JOB DESCRIPTION MANAGER

2,000+ job descriptions, ready for your customization, complete with team-based approvals.

What it solves for: Create, edit, approve, distribute, and store job descriptions for your entire organization in one place. Real-world job descriptions that are just a download away.

Key Features:

- Expanded Library: Access job descriptions from the Department of Labor's (DOL) O*NET™ online database and job descriptions written by BLR's in-house legal experts.
- Share and download: Easily share job descriptions with key stakeholders across your organization. Export one or multiple job descriptions, then print or e-mail them.
- Review and approve: Create unlimited reviewer groups specific to your organization's needs that you can use to get final approval quickly and easily

EMPLOYEE HANDBOOK BUILDER

Easily build, update, and distribute compliant employee handbooks, with policies developed by the employment law experts at Jackson Lewis LLP.

What it solves for: You never have to worry if your company's policies are in line with current regulations. It also shields you from unnecessary risk and helps avoid litigation in disputes with employees.

Key Features:

> All policies are written by the top employment attorneys at Jackson Lewis LLP.

> Create your own customized handbook from start to finish.

> Get alerts for needed updates when developments at the federal or state level suggest a change.

TRAINING MATERIALS

Select from over 400 topics, and find a complete package, from presentation to speaker notes all the way through to a final quiz.

What it solves for: Be prepared to train on any topic at any time, and make PowerPoint® training development a task of your past.

Key Features:

> Browse, download, and customize instructor-led training materials spanning hot training topics like sexual harassment, personal leave, hiring, and more!

> HR subject matter experts have done the regulatory research and prep work for you.

TIMESAVERS AND RESOURCES

From FMLA and employment contracts to FLSA and sick leave, HR Hero® has a timesaving resource ready and waiting for you. Easily download from hundreds of different timesaving resources.

What it solves for: Save yourself the hassle and the headache of trying to reinvent the wheel creating your own assets.

Key Features:

> Downloads include forms, calculators, checklists, training presentations, podcasts, and more!

> Assets span hundreds of HR hot topics.