

# HR 104: MANAGING EMPLOYEE COMPENSATION PROGRAMS

## PRESENTER

**Karen Timmins, MAM, SPHR**  
**Senior Vice President HR**  
**Western Growers**

## LOCATION, DATE & TIME

**Bonita Cooling Plant Conference Room**  
1850 W. Stowell Rd.,  
Santa Maria, CA 93458

**May 18, 2015**

**9 am – 3:30 pm**  
(with lunch provided from 12:00 –12:30 pm)

## COURSE DESCRIPTION

Competitive compensation is one of the major issues every organization must face in balancing productivity with cost. This course explores current concepts, approaches, and techniques that shape the development of compensation strategy, plans, and policy. Students also learn approaches for communicating compensation programs to employees and for monitoring the effectiveness of compensation policy. Topics include: • Competitive salary analysis and labor market dynamics • Salary administration, incentive plans, stock option programs, and deferred compensation • Budgeting underlying the development of compensation programs • Design of compensation packages • Executive compensation strategies • Compensation theories.

## PRESENTER BIO

Karen Timmins has been directly involved in strategic and tactical management effecting workplace performance and sound human resources practices since 1990. Graduate of Southern Illinois University Carbondale (SIUC) with a BS degree from the College of Education & Human Services in Workforce Education and Development, she earned a Master's of Art degree in management (MAM) from the University of Redlands. In 2003, Karen successfully earned Senior Human Resources Professional Certification (SPHR) and in 2008, received her limited license to teach the Choice and the Choice at Work courses from the Arbinger Institute.



**THIS PROGRAM WAS SUBMITTED FOR 6 HOURS OF RE-CERTIFICATION  
GENERAL CREDIT TOWARD PHR, SPHR AND GPHR  
FROM THE HUMAN RESOURCE CERTIFICATION INSTITUTE**

## REGISTRATION FORM

104 ~ Santa Maria ~ May 18, 2015

**Cost:**  \$150/participant for members of co-sponsoring organizations  \$195/participant for non-members

**Attendees Names:** 1. \_\_\_\_\_ 2. \_\_\_\_\_  
3. \_\_\_\_\_ 4. \_\_\_\_\_

**Company** \_\_\_\_\_

**Address** \_\_\_\_\_

**Phone** \_\_\_\_\_ **E-mail** \_\_\_\_\_

Please submit your registration and payment to: APMA, 512 Pajaro Street, Suite 7, Salinas, CA 93901 or register online at [www.agpersonnel.org](http://www.agpersonnel.org). For more information, please contact APMA at (831)422-8023 or email: [apma20@pacbell.net](mailto:apma20@pacbell.net)

## HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

Human Resource Professional in Agriculture (HRPA) Certificate Program has a unique focus on agriculture and incorporates a wide range of topics that will help HR professionals advance to the next level. It was developed and now being presented by the leading Professionals and consultants in the field.

The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - eight core courses are required for the program certificate and designation, along with one elective course and may be completed in any sequence. Classes can be taken individually or as part of a curriculum leading to a certificate and designation. Graduates of this program can use a prestigious designation of HRPA™, Human Resource Professional in Agriculture.

We invite all HR professionals to complete this program and stay current on important issues ranging from legal compliance to employee relations.

## PRESENTING AND CO-SPONSORING ORGANIZATIONS



Santa Maria Human Resources Association