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Coming
Soon

Managing Pay Compression in Light of

Start Date: 9/28/2016 8:00 AM

End Date: 9/28/2016 10:00 AM

Please join us for this special program, Managing Pay Compression in Light of the Minimum Wage and Salary Threshold! Wednesday, September 28th, 8am - 10am Location: NYSUT Conference Center, 30 North Union Street, Rochester NY 14607 This program has been pre-approved for 2 Professional Development Credits by the Society of Human Resource Management and 2 HR General) credits by the HR Certification Institute. Sponsored by LegalShield Presented by Betty Richardson, Rewarding Solutions, LLC This program will include: •Summary of NYS Minimum Wage & NYS Fast Food Minimum Wage •Summary of FLSA Exemption Requirements with focus on new Salary Threshold •Discussion of options for employees paid below the new FLSA Salary Threshold •Discussion of options and methodologies when considering pay compression adjustments oParticipant activity addressing pay compression case study in small groups* •Sharing of highlights for communication strategies •Discussion of related actions employers should consider About our speaker: Betty Richardson has held key executive roles in the area of human resources for more than twenty years. Her experience includes all aspects of design, training, and administration of human resources programs for start-up businesses through Fortune 500 companies. Her in-depth human resources background in varying types and sizes of organizations provides Betty with a strong foundation to deliver needed results that are customized for each client. In 1997, Betty established REWARDING SOLUTIONS, a consulting and training business. She has worked with a number of varying size companies, including Eastman Kodak Company, Harris Corporation/RF Communications and Bausch & Lomb, as well as many not-for-profit and educational organizations. Consulting and training work includes: • Design of base pay programs including the development of grades, steps, and bands • Design of incentive pay programs including team bonuses and sales commission/bonus plans • Design of employee recognition plans including cash and non-cash awards • Design and administration of salary surveys and benchmarking of pay and policies • Design of performance management programs and pay for performance/merit programs • Design and delivery of customized leadership skills training including a supervisory series • Implementation and analysis of employee engagement surveys and employee focus groups Prior to establishing REWARDING SOLUTIONS, Betty was the Director, Corporate Compensation Planning and Development for Eastman Kodak Company. In this capacity, Betty was responsible for the benchmarking and design of all pay-related plans for Kodak's individual business units and ventures as well as for company-wide programs. This included all sales commission/bonus plans for the numerous and varied businesses. Before joining Kodak, Betty held the position of Manager, Compensation, Benefits and Information at Harris Corporation/RF Communications. Betty holds a B.S. degree in Business (Health) Administration from Ithaca College, has successfully completed Cornell's Human Resource Executive Development Program, and has been certified by the World at Work (American Compensation Association). In addition to her personal and professional opportunities, Betty has volunteered at a therapeutic riding center and has conducted a program which teams special needs children and animals at the local animal shelter with the goals of breaking the cycle of abuse, recognizing the value of positive