

# APMA

AGRICULTURAL  
PERSONNEL  
MANAGEMENT  
ASSOCIATION

# HUMAN RESOURCE PROFESSIONAL IN AGRICULTURE CERTIFICATE PROGRAM

*Classes are offered via Zoom\*. Camera and microphone required for participation.*

## 105: MANAGING EMPLOYEE BENEFIT PROGRAMS

**OCTOBER 30 (Part 1) & 31 (Part 2), 2024**

**9 AM—Noon (each day)**

### CLASS DESCRIPTION

Competitive Management must decide which benefits are most suitable and beneficial for their employees and organizations. This course provides information essential for evaluating and designing cost effective employee benefit programs that meet corporate objectives. Students explore a range of benefit plans and discuss the implications of HRM decision making in choosing benefit plans that balance cost with employee health and financial security. Practical, every day examples of health plan administrative and compliance issues will be reviewed: Overview of health plans; Self-funding/partial self-funding of health plans; Managing health plans/benefit communications; Regulatory compliance/consistency; Patient Protection & Affordable Care Act (PPACA); Placing health plans "out to bid"; Preventive/Loss Control/Cost Containment programs; Voluntary programs; Executive benefits/Discrimination testing/rules; Overview of Retirement programs.

### PRESENTER

**David Nikssarian, President—Nikssarian Insurance Services**

David has proudly served with a commitment to excellence in the Insurance Industry for 40 years. He and his wife and business partner, Mary, established Nikssarian Insurance Services, Inc. in 2003.

David is a licensed Life and Health Agent since 1982. He is a past President of the Central Coast Chapter of the National Association of Insurance and Financial Advisors (NAIFA).

Prior to Nikssarian Insurance Services, Inc., David was a Regional Manager for the insurance services division of an agricultural association. In this capacity, David was responsible for seven field offices and provided leadership to a regional staff of 30. He was responsible for hiring, training, and managing seven sales producers, and directly handled an account executive district that grew to become the largest in the organization. Reflecting his commitment to excellence, David was awarded Quality Employee Awards and participated in extensive Total Quality Management Training.

David obtained his Bachelors of Arts in Political Science with an emphasis in Public Administration at California State University of Fresno, where he served as President of the Associated Students. He is an Eagle Scout, the recipient of the Santa Lucia District Award of Merit, and the Silver Beaver Award from the Monterey Bay Area Council, Boy Scouts of America.



*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. The program is designed for working adults, with classes scheduled strategically to minimize disruption to your work - nine core courses are required for the program certificate and designation, 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.*

**Please register online** and we will send you program instructions.

**\*Zoom Meeting capability required. Camera and microphone required for participation.**

**Cost :** \$1200/members of APMA and Supporting organizations (company discount for 2 or more—\$1150/person) \$1650/non-members. \$150/member and \$195 /non-member for single class.

*APMA is recognized by the Society for Human Resource Management (SHRM) to offer Professional Development Credits (PDCs) for the SHRM-CP™ or SHRM-SCP™.*



For information, please call APMA at 831.422.8023 or email [apma20@pacbell.net](mailto:apma20@pacbell.net) or visit our website [www.agpersonnel.org](http://www.agpersonnel.org)

**APMA reserves the right to restrict participation in any APMA event.**

## Supporting Organizations

