



Professional Development

Keep your professional development moving forward by attending one of our WorldatWork events!

Upcoming Events

- WorldatWork, Determining Pay for Executives - July 13, 2011
Join this one-day seminar to ensure your organization is not overpaying or underpaying your executives while still remaining competitive.
- WorldatWork, T-1 Total Rewards Management - September 14-15, 2011
- Breakfast and Presentation - October 19, 2011
Speaker: Ralph Christensen, Managing Director, Human Resource for the LDS Church
Topic: "Compensation and Benefits in a Strategic HR Context."
Place: Little America
- WorldatWork, B3 – Health & Welfare Plans – Plan Types & Administration - October 26-27, 2011



www.icbautah.org
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QUARTERLY
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NEWSLETTER

Intermountain

compensation and benefits

NEWS



ICBA

The organization for Total Rewards Professionals

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ICBA is Nominated for Association of the Year!

Our local ICBA network was recently nominated for the association of the year award from WorldatWork. We were chosen as a nominee out of 38 networks in the U.S. and Canada. We are honored to receive this nomination and look at it as a reflection of our commitment to enhancing our profession through education, network opportunities and professional development.

Ann Ruddy, CEO of WorldatWork, explained it's important for us to work on "Person-ALL Leadership," and to spend time leading ourselves – becoming better, different and recreating ourselves for the next big thing.

Visit ICBAutah.org to see short notes from our local members who attended the conference. Congratulations to our network for such a great honor!



2011 ICBA Conference Wrap Up

Thank you to all those who attended our 2011 ICBA Conference. The conference was a big hit and great success.

WE WANT YOUR FEEDBACK!

Stay tuned for a survey this fall polling all members on a time for the 2012 annual conference. We look forward to your feedback and hope you can join us for another successful conference next year!

Education Opportunities

Want to learn more about educational opportunities available to ICBA members and non-members? Visit our [Education page](#) to discover what program, courses, and network affiliations are open for participation.

Career Opportunities

To post or seek jobs, visit our [Careers page](#).



Benefits Changes and Engagement Challenges as Businesses Recover

A new survey shows that as businesses rebuild, showing employees they are valued — while dealing with the impact of health-care reform — will be top challenges.

“Human resources professionals have been in the trenches as businesses have endured this difficult economic environment,” said Mike Simonds, senior vice president of growth operations for Unum. “Their insights into what challenges define their workdays now and in the future are invaluable.”

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Monetary Incentives a Big Draw for U.S. Workers to Participate in Employer Wellness Programs

Employee participation in workplace wellness initiatives are strongly tied to monetary rewards from employers.

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More U.S. Workers Delaying Retirement



U.S. workers have been working longer and retiring later since the mid-1990s, but the recession has put even more pressure on workers to stay on the job, according to a report from The Conference Board titled, “U.S. Workers Delaying Retirement: What Businesses Can Learn from the Trends of Who, Where and Why.”

“Retirement rates declined significantly during and after the great recession,” says Gad Levanon, associate director of macroeconomic research at The Conference Board and author of the report. “However, we see that delayed retirement has been more prevalent for some occupations and industries.

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‘Troubling Gap’ Emerging in DC Plans: Employees Heavily Dependent, But Plans Not Providing Help Post Retirement

46 percent of employees say their DC plan will be their most important source of monthly income retirement — surpassing those citing Social Security.

Importantly, American workers believe that DC plans have been helpful in providing support for retirement saving and investing during their employment years. But these same workers want DC plans to be significantly more helpful to them in coping with critical retirement issues — especially, understanding how to use their retirement assets to support themselves when they are no longer working.

At the same time, relatively few employers feel “a great deal of responsibility” toward their employees for these issues, according to the survey.

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Congratulations to our newly certified professionals

Each quarter we want to recognize members who receive new certification.
Second Quarter 2011:

- Chris Clark, HR Operations Manager, Mozy, *CCP*
- Jodi P Holt, Principal Adviser, Total Rewards, Rio Tinto Regional Center, *CECP*
- Joseph Jatip, Consultant Performance & Rewards, LDS Church, *CCP*
- Layne Robinette Human Resource Department, LDS Church, *CBP*
- Clyde J. Robins, V.P. Human Resources, Nutraceutical International Corp, *GRP*

ICBA Resources

Did you miss one of the past annual conferences, luncheons or breakfasts?

Or are you interested in studying more on a particular topic?

Visit the [Resources page](#) on our [ICBA website](#) to access the presentations given at our past events.



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