

# INTERMOUNTAIN Compensation and Benefits NEWS

SEPTEMBER | 2008

## Welcome To Your ICBA NEWS

### KEY MESSAGES:

- **Our new email friendly format**

We hope you enjoy our new email friendly format, complete with links that will direct you to other pages for more information.

- **2009 membership and certification fees**

### Inflation Woes: Is There Change on the Horizon?

With the almost 20% increase in food costs and 30+% increase in gasoline, the question everyone is asking is what, if anything, are companies doing with their pay practices in response to the rapid rise in fuel costs and its effect on the price of most of the products we consume each day.

[Read full story »](#)

### Despite the Weak Economy and Rising Costs, 2009 Salary Increases Should Hold Steady

This year's salary survey indicates that the average planned merit increase for 2009 is 3.71%, slightly higher than the actual average merit increase of 3.67% given in 2008. The average budgeted general salary increase in 2009 is 3.47%.

[Read full story »](#)

### Benefits Design and Delivery: What does the future hold?

To compete for top-notch talent, organizations know that employee benefits are an integral part of the total rewards mix. Traditional benefits still remain a major component, however, other benefits, such as health and wellness programs, voluntary benefits, and financial education and advice gain traction.

[Read full story »](#)

### What to know and where you stand...

#### Courses taught:

June: B3-Healthcare and Insurance Plans Design and Management  
August: C1-Regulatory Environment for Compensation Programs

#### Newly CCP Certified Professionals:

JoAnn Kooyman, HR Generalist, Workers Compensation Fund  
Mark R. Nordgren, Manager International HR Services, The Church of Jesus Christ of Latter-Day Saints

### NOT A MEMBER YET?

[JOIN NOW!](#)

[MEMBERSHIP BENEFITS](#)

## ICBA EVENTS:

September 10, 11:30 am, ICBA Lunch  
Keith Rattie, CEO, Questar

Topic: CEO perspective on Human Resources

November 5, 7:30 am, ICBA Breakfast

Topic: 2009 trends and projections

\*All events are held at Little America

## EDUCATION OPPORTUNITIES:

Course T4: November 12-14, Strategic Communications

Hosted by Zions Bank

Course T3: February 11-13, Quantitative Methods

## CAREER OPPORTUNITIES:

Post jobs or seek jobs

## QUESTIONS?

Please contact the ICBA Board at:  
[contact@ICBAutah.org](mailto:contact@ICBAutah.org)

