

INTERMOUNTAIN Compensation and Benefits NEWS

DECEMBER | 2008

Welcome To Your ICBA NEWS

KEY MESSAGES:

- 2009 Financial Report
- 2009 membership and certification fees

Survey Shows Merit Pay Increases Down Nearly 25% for 2009

Salary plans for U.S. employers have drastically changed for 2009, according to new survey data that indicates the average merit pay increase for next year is 2.8%, down almost 25% from the 3.71% increase employers expected in June.

[Read full story »](#)

Alternative Work Schedules: What Employees Should Consider

Alternative work schedules have become ever popular, receiving new emphasis as gasoline prices rose across the United States. But there are many things for employers to consider before implementing an alternative work schedule.

[Read full story »](#)

Three-Quarters of Employers Say Phased Retirement Important to HR Strategy

The impact of the current financial crisis on retirement savings and a growing interest on the part of Baby Boomers in working past early retirement age may mean that older workers can be more easily convinced to stay on the job.

[Read full story »](#)

What to know and where you stand...

Courses taught:

November: T4, "Strategic Communication in Total Rewards"

Newly Certified Professionals:

Corey Callahan, Benefits Manager, UVU, CBP

Laurie Viehweg, Compensation Analyst, Rio Tinto, GRP

Mark Nordgren, Manager International HR Services, LDS Church, GRP

Curtis Butterfield, Global Compensation Manager, LDS Church, GRP

NOT A MEMBER YET?

[JOIN NOW!](#)

[MEMBERSHIP BENEFITS](#)

ICBA EVENTS:

- January 21, 7:30 am, ICBA Breakfast
Topic: New ADA & FMLA regulations
- March 18, 11:30 am, ICBA Lunch
Topic: Compensation
- May 6, All Day Seminar
- September 16, 11:30 am, ICBA Lunch
Topic: Roundtable Discussion

**All events are held at Little America*

EDUCATION OPPORTUNITIES:

Course T3: February 11-13, Quantitative Methods at UTA Frontline Headquarters

Course B2: March 25-27, Retirement Plans Designs and Management at Questar Corporation

Course T1: May 6-8, Total Rewards Management at Boart Longyear

For a complete list of education opportunities in 2009 [click here](#).

CAREER OPPORTUNITIES:

Post jobs or seek jobs

QUESTIONS?

Please contact the ICBA Board at:
contact@ICBAUtah.org

Member of
WorldatWork Local Network
Your Total Rewards Connection