



News and Information

# Northwest Compensation Forum

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## NEWSLETTER

Fall 2006

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### President's Message

by Glenn Bonci

**Q:** Where did my pay increase go? **A:** To pay for health care.

Organizations have only finite resources to reward people. As health care continues to eat up a larger and larger share of the total pie, it puts pressure on cash compensation.

The cost of family coverage in 2006: \$11,481. Increase since 2000: 87%.

No one wants these numbers. They severely limit our options in the total rewards realm.

What to do? Employers are starting to embrace health as one of the most valuable commodities employees can bring to the workplace. Health affects everything – our energy level, our brain power, our productivity ... even our happiness.

It also affects the viability of your business. Health care costs have brought the Big 3 automakers to their knees. What are these costs doing to your organization? What are you going to do about it? Or better: What can you do about it?

There's a lot we can't control about health care costs, such as new technologies and an aging workforce. But Dr. Larry Luter says there's one critical factor we can control, and that is our lifestyle. The way we live may account for as much as 70% of health care costs.

So, how healthy are we? Well, given the numbers, not very. I, for one, have an addiction to the giant burritos at a new Mexican place in my neighborhood. But that's the only confession you're gonna get out of me.

The fact is that we are not terribly healthy. How can we change? What's it going to take?

Dr. Luter is ready to take you on a roller-coaster ride of ideas and provocations. You know in your heart that this is a problem that cannot be tackled by traditional means. It's too widespread, too ingrown, too deeply rooted. The problem needs to be attacked in fresh ways with new ideas and ways to get people's attention.

Wake up and move your body. Hit the road. Lay off the fries (but an occasional burrito is okay!). Tune in to your health. Think of the possibilities.

Read more about Dr. Luter on page 2. Then tell everyone you know in your organization to join us on October 18 for an eye-opening session sure to send you back to your office with new perspectives and perhaps even with an inspiration to change the way you live.

## 2006 BOARD OF DIRECTORS

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## NCRF Quarterly Meeting October 18, 2006

### Time to Step Up

Dr. Larry Luter, M.D. of Guided2Health, a division of CBSA Performax, will be on hand to offer a new perspective on what specifically is driving annual double-digit increases in health care costs and will also discuss what the ultimate stakeholder can do to reduce them. Additionally, Dr. Luter will highlight some of the parties that we typically associate with driving health care costs up but will also identify what we can do as individuals and as HR professionals to stop pointing the blame elsewhere and to step up to our responsibilities.

The one thing we can control is our own health and by taking control of that, we can only positively influence health care costs. Of course, costs of procedures will continue to rise with inflation, but we don't have to contribute to its usage if we take care of our health and make life changes for ourselves. Disease management programs have been heavily touted recently but Dr. Luter will discuss how employees and individuals can effectively use this information to help make decisions that benefit each of us collectively and individually.

Come prepared to change the way you think about health care for both your employees and yourselves. You will leave this presentation motivated to make a change!

### About Larry



Dr. Larry Luter, M.D. is the Chief Medical Officer and Executive Vice President of Guided2Health, a division of CBSA Performax. Prior to this, Dr. Luter was the Medical Director of Managed Care 2000+, the medical management program of Corporate Benefit Services of America, Inc. Previously, he served as Medical Director of CIGNA HealthCare of Florida and as Medical Director of AvMed Health Plan in Florida with responsibilities in member advice, emergency admissions, homecare, skilled nursing facilities and disease management. Dr. Luter retired from the United States Navy Medical Corps in 1992 after working in family practice and serving as Director of Medical Services at the naval hospital in Orlando, Florida.

## TRAINING OPPORTUNITIES

### WorldatWork Certification Classes offered by NCRF

The following is the 2006 WorldatWork course schedule. Please note, all courses will be held at McCormick & Schmick's on Lake Union (see below for address).

Date	Course	Description
October 11 – 13	T3	Quantitative Methods
November 8 – 10	B1	Fundamentals of Employee Benefits Programs

Cost: \$885 for NCRF and Northwest GPN Members!  
 \$985 for all other WorldatWork Members  
 \$1,485 for non-members of WorldatWork or NCRF  
*\*Add \$30 for BA II calculator*  
**NCRF members: *Not only do you save \$100, but you also get to stay in town!***

**Location for WorldatWork courses:**

McCormick & Schmick's  
 Harborside on Lake Union  
 1200 Westlake Avenue North  
 Seattle, WA 98109

**Sign up by calling WorldatWork Customer Relations: (877) 951-9191**

Email: [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org)

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### TOPICS OF INTEREST

#### Getting ready for 2007 salary budget planning

Since every piece of data is helpful to justify “the percent”, here is a sampling of recent salary budget increase projections for 2007.

<b>WorldatWork</b>		<b>Mercer</b>		<b>Hewitt</b>	
Nonexempt Hourly (non-union)	3.8%	All employees	3.7%	Nonexempt Hourly (non-union)	3.6%
Nonexempt Salaried	3.8%	Office/Clerical/Technician	3.6%	Nonexempt Salaried	3.6%
Exempt Salaried	3.9%	Professional (Sales & Non-sales)	3.7%	Exempt Salaried	3.7%
Executives	4.0%	Executives	3.9%	Executives	3.8%

Since salary increase projections are relatively flat, more companies are starting to rely on variable pay programs to motivate employees. According to a recent Hewitt study, employers are offering special recognition awards, signing bonuses, individual performance rewards, and retention bonuses to help manage their costs and reward employees outside of the typical merit increase cycle. In this time of low unemployment, flat salary increases and rising consumer costs, it's important that we look for new ideas to help us attract and retain key talent within our organizations.

Source: WorldatWork

## Recap of the July Meeting

Laura Shelton, co-author of “The NeXt Revolution, What Gen X Women Want from Work and How Their Boomer Bosses Can Help Them Get It,” spoke at our July 19<sup>th</sup> meeting about her book and the generational differences between Baby Boomers and their children, Generation Xers.

Laura explained that there will be a talent war in the next 10 years due to what she described as the “Boomerang Effect”. Essentially, where Boomer mothers were defined by Vietnam and civil rights; their Generation X daughters were defined by working moms, divorced parents and technology. Likewise, for Boomer mothers, education was a doorway to equal opportunity whereas their daughters view education as a source of great expectations.

While these generational differences may not be surprising, recognizing them will help us retain employees. With challenges such as an average tenure of 1.1 years at one job or only 67% of women with MBAs currently in the workforce, Laura offered the following suggestions on what employers could do for Generation Xers to keep them in the workforce.

- Develop communications targeting Generation Xers and their specific needs.
- Create mentoring opportunities to give Generation Xers new challenges.
- Re-define their jobs so that Generation Xers stay engaged in their work.
- Develop more teams since Generation Xers prefer team orientation rather than hierarchical divisions.
- Offer flexible hours and telecommuting options so that Generation Xers maintain a sense of work-life balance.

But employers are just one part of this equation. The other part, Generation Xers themselves, need to find ways to be personally motivated. Changing employers or becoming entrepreneurs are ways Generation Xers are keeping themselves motivated. Essentially though, self-change is key to Generation Xers ability to embrace the unique roles they fill within the current work place’s generational spectrum.

## New Members

**Misty Braa**  
**HR Generalist**  
Eddie Bauer

**Melissa Cardenas**  
**Benefits Assistant**  
Children’s Hospital and Regional Medical Center

**Jennifer Jensen**  
**Director, Human Resources**  
Eddie Bauer

**Laura Orlando**  
**HR Consultant**  
Children’s Hospital and Regional Medical Center

**Laura Pierron**  
**Benefits Manager**  
Premera Blue Cross

**Kathy Walsh**  
**Leave Coordinator**  
Children’s Hospital and Regional Medical Center

**Maria Woods**  
**HR Consultant, Health Sciences**  
University of Washington

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## MEMBERSHIP INFORMATION

### Renewal Reminder

Membership is on a calendar-year basis. Don’t forget to renew. We want to keep you on board!

We have established three tiers of membership:

- \* Students - \$10
- \* Individual - \$50
- \* Corporate - \$150 for organization/corporate (unlimited membership for one fee; please include a list of all individual members)

If you have any questions regarding membership, please contact Elaine Williams at [elaine.williams@elliottbayimports.com](mailto:elaine.williams@elliottbayimports.com).

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## OCTOBER MEETING

Wednesday, October 18, 2006  
MCCORMICK & SCHMICK'S  
LAKE UNION

\$35 PER MEMBER; \$50 PER GUEST

*MasterCard, VISA or checks accepted. Reminder, once you reserve a space, you must pay even if you do not attend.*

Register online at: <http://www.nwcompforum.org>. or send an e-mail to Tresa Hoang, [tresaHoang@comcast.net](mailto:tresaHoang@comcast.net).

11:00 a.m. Registration & Networking  
11:30 a.m. Announcements  
11:45 a.m. Buffet Lunch  
12:30 p.m. Presentation

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## PAY FOR YOUR NEXT MEETING WITH PAYPAL

Want to maximize your networking time at the NCRF meetings? Breeze through the meeting registration by pre-paying your registration fee via PayPal.

Recent changes to PayPal now allow anyone who wishes to pre-pay for the NCRF monthly meetings to do so without having a PayPal account. Simply click on the PayPal link on our registration page, enter the credit card number you wish to have charged onto the secured web site and your fee is paid. All you have to do is show up for the meeting and network away! It's as simple as that!

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To learn of other events, please contact the following organizations directly:

**WORLDATWORK**, [www.worldatwork.org](http://www.worldatwork.org)

### **Regional Group Partners:**

Columbia-Willamette Compensation Group  
[www.cwcg.org](http://www.cwcg.org)

Spokane Area Compensation and Benefits Group  
[www.spokanecomp.com](http://www.spokanecomp.com)

Intermountain Compensation & Benefits Association  
[www.icbautah.org](http://www.icbautah.org)

Employee Benefits Planning Association  
[www.ebpa.org](http://www.ebpa.org)

Southern Idaho Compensation & Benefits Association  
[www.sicba-aca.org](http://www.sicba-aca.org)

Alaska Association of Compensation Professionals  
(907) 333-9705

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## NCRF JOB BANK

We invite our members to take advantage of the NCRF'S JOB BANK located on our web page: [www.nwcompforum.org](http://www.nwcompforum.org). If you have a job you would like to post, please contact Linda Rider at [lrider@seattlejobsinit.com](mailto:lrider@seattlejobsinit.com)

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## QUESTIONS

If you have any questions regarding membership, events or other topics, please email the NCRF at: [info@nwcompforum.org](mailto:info@nwcompforum.org).

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## NCRF SPONSORSHIP

We invite our members to take advantage of the marketing potential our organization provides by sponsoring a meeting. Please contact Debbie Terry at [Dterry@becu.org](mailto:Dterry@becu.org) for information.

## NCRF Membership Eligibility

The Northwest Compensation and Rewards Forum was founded to provide a forum for the exchange of information, a voice in legislative activities and to offer educational and networking opportunities for compensation professionals. Membership is open to benefits and compensation professionals.

NCRF meets quarterly and maintains a membership of over 100 professionals and is a member of the WorldatWork Group Partnership Network.

WorldatWork national membership is available separately. Contact WorldatWork at (480) 922-2020 or via links from the NCRF web page: [www.nwcompforum.org](http://www.nwcompforum.org).