



News and Information

Northwest Compensation Forum

NEWSLETTER

Spring 2006

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President's Message

by Glenn Bonci

A rose by any other name is still a rose. Our Forum by a new name will, perhaps, be an invigorated Forum.

We are changing our name to the Northwest Compensation and Rewards Forum (NWCRF). Why? Well, focusing on compensation seemed too narrow. Although the Forum has always had a broader perspective than strictly “pay,” we needed our name to better reflect our mandate: To promote the exchange of information, ideas, plans and policies in the field of total compensation.

We also want to reach out to more potential members, including more HR executives and benefits managers. Including the word “rewards” in our name will help communicate our larger point of view.

Recognizing that members of this Forum have diverse needs and to help meet a variety of the challenges you face, we will sometimes offer compensation and benefits professionals to teach us about trends and plan design issues. Other times we will offer speakers to help us get the most out of our investment in people through inspiring performance, teamwork and creativity. This latter area falls more into the strategic side of our responsibilities.

Investment in compensation and benefits is often the greatest expense a company will have and getting the best return on that investment is a huge responsibility. Exposure to the widest variety of new ideas and trends will help sharpen our vision and thinking.

Of course, we will continue to offer the WorldatWork certification courses and other technical training seminars. Our training director Karen Cummings has been doing an extraordinary job in this regard.

We have also changed our membership structure so that member organizations can designate as many members as they wish for a single membership fee. This will enable us to increase our membership base and build greater participation in our quarterly meetings and certification courses. To join or to designate new members from your organization, please contact Elaine Williams at elaine.williams@seattlechildrens.org.

The new name aside, we are still a Forum – a place for debate and discussion and learning. We look forward to your continued active participation!

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NWCRF Quarterly Meeting

April 19, 2006

Anne C. Ruddy, CCP, CPCU
WorldatWork President

Total Rewards: A New Model for a New Generation

Our understanding of strategies to attract, motivate and retain an engaged and productive workforce has advanced dramatically during the past decade. As we have new populations entering the work force, the strategies that worked for us five years ago are much different than the strategies we need to use today.

WorldatWork has been there with us to engage in an ongoing dialogue about total rewards, and to help us refine our thinking and practices. After two years of development, WorldatWork recently introduced a new model of total rewards that provides an enhanced look at the work we do, the environment in which we operate, and the intended outcomes of our endeavors.

WorldatWork President, Anne C. Ruddy, CCP, CPCU, will share insights regarding development of the new model and how total rewards concepts can be deployed to help our own companies and organizations be more successful.

About Anne

Anne leads WorldatWork and its affiliated organizations, Alliance for Work-Life Progress (AWLP) and WorldatWork Society of Certified Professionals. Founded in 1955, WorldatWork boasts more than 24,000 professional members in more than 30 countries. WorldatWork conducts more than 500 educational conferences, seminars and programs reaching more than 17,000 human resource professionals annually.

Before joining WorldatWork, Anne was a vice president at Travelers and, following the Citibank merger, led one of Citigroup's first cross-sell initiatives for small business customers. Prior to Citigroup, she also held senior executive positions at Aetna Life & Casualty.

Anne is a graduate of the University of Pittsburgh and received her designation as a Chartered Property Casualty Underwriter in 1991 and her Certified Compensation Professional designation in 2005.

TRAINING OPPORTUNITIES

WorldatWork Certification Classes offered by NWCRF

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
April 5 – 7	C2	Job Analysis, Documentation and Evaluation
July 12 – 14	C11	Performance Management
August 16 – 18	T2	Principles of Accounting and Finance
October 11 – 13	T3	Quantitative Methods*
November 8 – 10	B1	Fundamentals of Employee Benefits Programs

Cost: \$885 for NWCRF and Northwest GPN Members!
\$985 for all other WorldatWork Members
\$1,485 for non-members of WorldatWork or NWCRF
*Add \$30 for BA II calculator
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

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

Email: customerrelations@worldatwork.org

Compensation Decisions Using Statistics and Excel

A special event sponsored by the Northwest Compensation and Rewards Forum

If your job entails understanding, describing, modeling, predicting or presenting quantitative information and relationships, this workshop is for you! Participants will have a unique and very helpful “how to” hands-on learning experience that combines statistical theory with practical applications.

Instructor **John Davis, Ph.D., CCP**, is a nationally recognized consultant and teacher of reward systems and compensation strategy. With over 25 years of compensation practitioner and consulting experience, John brings a strong analytical background to help his clients with their compensation programs.

Dates: Monday, May 15 and Tuesday, May 16, 2006, 8:00 a.m. to 5:00 p.m.

Location: Lake Washington Technical College, Redmond Campus, 6505 176th Avenue, NE, Siemens Computer Lab Room 202, Redmond

Cost: \$675 (includes lunch and parking)

Registration: You may register by mail or online by May 10, 2006. If you register by **mail** please include your payment and make checks payable to NWCF, 24 Roy Street, Box 755, Seattle, WA 98109. If you register **online** at <http://www.nwcompforum.org/>, please pay using PayPal. Your registration will not be confirmed until we receive payment.

TOPICS OF INTEREST....

Best Companies To Work For: Right Here at Home

The Northwest was well represented in this year's Fortune magazine's list of 100 Best Companies to Work For, with eight local companies making the grade. The following companies on Fortune's list are all members of the Northwest Compensation and Rewards Forum:

Recreational Equipment (REI) (Kent, WA)

Rank: 9
Number of US Employees: 7,443
2004 Revenue (\$ millions): 888

Starbucks (Seattle)

Rank: 29
Number of US Employees: 91,056
2004 Revenue (\$ millions): 6,440

Microsoft (Redmond, WA)

Rank: 42
Number of US Employees: 39,011
2004 Revenue (\$ millions): 39,790

Nordstrom (Seattle)

Rank: 46
Number of US Employees: 45,112
2004 Revenue (\$ millions): 7,100

Perkins Coie (Seattle)

Rank: 48
Number of US Employees: 1,553
2004 Revenue (\$ millions): 297

Russell Investment Group (Tacoma)

Rank: 63
Number of US Employees: 1,092
2004 Revenue (\$ millions): 925

Washington Mutual (Seattle)

Rank: 87
Number of US Employees: 54,396
2004 Revenue (\$ millions): 11,728

Nike (Beaverton, OR)

Rank: 100
Number of US Employees: 12,502
2004 Revenue (\$ millions): 13,739

Source: CNNMoney.com

Employer Costs for Employee Compensation

The U.S. Department of Labor's Bureau of Labor Statistics recently reported employer costs for employee compensation for December 2005.

Employer costs for employer compensation, based on the National Compensation Survey, measures employer costs for wages, salaries, and employee benefits for non-farm private and state and local government workers.

The following costs were reported for all industries:

	Avg employer cost / hr	% of total comp
Total compensation	\$26.46	100%
Wages/salaries	\$18.59	70.2%
All benefits	\$7.87	29.8%
Health, life and disability	\$2.13	8.1%
Legally required benefits	\$2.15	8.1%
Paid leave	\$1.77	6.7%
Retirement and savings benefits	\$1.13	4.3%

(Source: www.worldatwork.org)

Lessons from C17: Market Pricing – Conducting a Competitive Pay Analysis

C17: Market Pricing – Conducting a Competitive Pay Analysis is one of WorldatWork's new courses and it was recently held in Seattle on March 15th and 16th. Participants were given tools to assist them as they review market data and apply it to positions within their own organizations.

One of the lessons learned was the importance of aging market data, relevant considerations and the equation to do so, which is noted below:

$$\frac{\text{Number of months to age}}{12 \text{ months}} \times \text{Annual Factor} = \text{Survey Aging Factor}$$

Recap of the January Meeting

Arne Zaslove, promoter of collaboration and creativity, gave a fun and insightful presentation at our January 18th meeting. Arne spoke about methods to not only inspire creativity, but to also build creative work environments.

Arne's premise centered around the idea that whoever is running the show in your business should focus on imagination, leadership, energy, teamwork, and sense of psychology in order to keep employees happy.

While change is imminent and very important, it is just as important to coach employees to make it happen appropriately. Specifically, Arne provided the following lessons and strategies:

- Everybody has a problem. Be sensitive to this and know when there is a crisis.
- Employees need to be able to focus and leave problems outside of the work environment.
- Understand how you are being perceived.
- Understand how you are viewing others.
- Remember, we all have a diverse range of emotions.
- When under pressure, people will always behave the way they are.
- Employees need the ability to be flexible.
- Make employees feel at ease.

From his years of theatrical experience, as well as his own life experiences, Arne has become very adept at evaluating who people are by watching how they dress and walk. Arne suggested that business leaders need to do the following:

- Instill curiosity in employees.
- Dare to look around the corner. Be vulnerable.
- Understand people will mimic nature and nurture.
- Find the positives in the person.
- If it's not what you want, find a way to get it.
- Create job satisfaction.

Arne's underlying message was, whatever you're doing, whatever your business is, it has to be fun!

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 received the notice which included the \$125 corporate rate, this rate will be grandfathered for you.*

New Members

Thea Barrett

Benefits & Compensation Manager
Corbis

Lori Brown

Compensation & Benefits Manager
City of Redmond

Claudia Campbell

HR/Training Coordinator
Inland Northwest Blood Center

Janice Duncan

Manager, Compensation & Benefits
Tommy Bahama

Julie Howe

Senior Labor Analyst
City of Redmond

Lindsay Knight

HR Administrator
Frontier GeoSciences

Corina Kolbe

Senior Compensation Analyst
Nordstrom

Kimberly Marchesi

Compensation Consultant
Microsoft

Jan Nakamura-Young

Compensation Analyst
City of Redmond

Nile Nelson

Senior Compensation Analyst
Microsoft

Marcia Ridley

Director, Total Reward & HRIS
Premera Blue Cross

Connie Russell

Senior Compensation Analyst
Milliman USA, Inc.

Susan Schwartz

HR Consultant
Schwartz and Associates

Heather Seeley

Compensation Analyst
ADIC

Diane Shaw

Manager, Benefits
Multicare Health System

Deanna Squyres

Compensation Analyst
Multicare Health System

CALENDAR OF EVENTS

This is just a reminder of the events sponsored by NWCRF. For additional details, please go to www.nwcompforum.org.

APRIL MEETING

Wednesday, April 19, 2006
MCCORMICK & SCHMICK'S
LAKE UNION (NEW LOCATION FOR 2006)

\$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.

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

COMPENSATION DECISIONS USING STATISTICS AND EXCEL

Monday, May 15th and Tuesday, May 16th
8 a.m. to 5 p.m.
LAKE WASHINGTON TECHNICAL COLLEGE

\$675 (includes lunch and parking)

You may register by mail or online by May 10, 2006.

If you register by **mail** please include your payment and make checks payable to NWCF, 24 Roy Street, Box 755, Seattle, WA 98109. If you register **online** at <http://www.nwcompforum.org/>, please pay using PayPal. Your registration will not be confirmed until we receive payment.

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

WORLDATWORK, www.worldatwork.org

Regional Group Partners:

Columbia-Willamette Compensation Group
www.cwcg.org

Spokane Area Compensation and Benefits Group
www.spokanecomp.com

Intermountain Compensation & Benefits Association
www.icbautah.org

Employee Benefits Planning Association
www.ebpa.org

Southern Idaho Compensation & Benefits Association
www.sicba-aca.org

Alaska Association of Compensation Professionals
(907) 333-9705

NWCRF JOB BANK

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

QUESTIONS

If you have any questions regarding membership, events or other topics, please email the NWCRF at: info@nwcompforum.org.

NWCRF SPONSORSHIP

We invite our members to take advantage of the marketing potential our organization provides by sponsoring a meeting. Please contact Glenn Bonci at glenn.bonci@adobegroup.com for information.

NWCRF 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.

NWCRF 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 NWCRF web page: www.nwcompforum.org.