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## President's Message

by Debbie Terry

As I write this message, gas prices continue to rise, groceries are increasing, the cost to heat our homes is on the rise, it seems like everything is going up, up, up!!! What does this mean to our employees? I'm not talking about our highly compensated employees; I am talking about the majority of our employees, the lower paid employees. What does this mean when they have a small paycheck becoming smaller when we deduct for 401k, taxes, cost-sharing for medical, dental, vision, and disability? Employees' whose limited income is stretched beyond imagination, who are having to make critical life decisions on changing jobs to be closer to home, taking on a second job, reducing benefits or with the 401k just deciding not to participate. How do we rethink our benefit programs, transportation/ride share programs, flexible schedules/telecommuting programs, and pay programs to retain our employees?

The economic downturn and what that means to our employees is one thing to think about when designing programs to attract and retain our top performers.

On July 16<sup>th</sup> we will have experts from several of Washington State's top employers at the Forum for a panel presentation and discussion on Rewarding Top Performers. What do these top companies do that sets them apart from other employers? Why do top performers want to work for them? How do they build excitement and challenge into their programs? These and your questions will be answered as we spend time together at the next membership meeting. I am looking forward to seeing you there!!!

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**NCRF April Quarterly Meeting**

July 16, 2008

**Rewarding Top Performers:  
A Panel Discussion**

Many, if not most, organizations talk about the concurrent three-way goal to “attract, retain and motivate” its workforce via its compensation/rewards programs, but how many organizations reach out and go the extra mile to *really* reward their top performers? No doubt it’s a much smaller group than those who seek that sometimes elusive goal.

NCRF is pleased to have put together a great panel of local experts from some of area’s leading employers who have used innovation inside their organizations to find creative ways to reward their best performers.

**Scheduled Panelists for Rewarding Top Performers:**

- J. Richie – General Manager, Compensation & Benefits, Microsoft Corporation
- Mark Englizian - Director of Compensation, Amazon.com
- Debbie Terry – VP of Human Resources, Boeing Employees Credit union (BECU)
- Carolyn Iwata - Employee Programs Specialist, REI
- Lisa McDaniel - Assistant Administrator, Human Resources, Kittitas Valley Community Hospital

We expect a lively and informative discussion!

Note: see page 7 for meeting registration information.

## TRAINING OPPORTUNITIES VIA NCRF

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NCRF offers several WorldatWork certification classes. Following is the 2008 WorldatWork course schedule for the remainder of 2008.

2008 Schedule of Courses		
Date	Course	Description
July 23 – 25	C2	Job Analysis, Documentation and Evaluation
August 20 – 22	C11	Performance Management – Strategy, Design and Implementation
September 24 – 26	T4	Strategic Communication in Total Rewards
October 22 – 24	T11	Fundamentals of Equity-based Rewards
November 5 – 7	T6	Mergers and Acquisitions: Benefits, Compensation & Other HR Issues

**Cost:** \$885 for NCRF and Northwest GPN Members!  
\$1,080 for all other WorldatWork Members  
\$1,585 for non-members of WorldatWork or NCRF

**NCRF members: *Not only do you save \$195, but you also get to stay in town!***

**Location for WorldatWork courses:**

Red Lion Inn - Bellevue  
1121 Main Street  
Bellevue, WA 98004

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

Email: [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org), or via web at [www.worldatwork.org](http://www.worldatwork.org)

### 2009 WorldatWork Certification Courses

Thank you for your suggestions for 2009 WorldatWork course offerings. We have submitted our requests to WorldatWork and will publish the 2009 course schedule of NCRF-sponsored courses, as soon as it becomes available.

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## Recap of NRCF Quarterly Luncheon April 16, 2008

The meeting began at 11:30am with Debbie Terry, President NRCF announcements:

- ◆ Solicited feedback for an Eastside venue for the quarterly meeting.
- ◆ Introduced speakers

Our speakers for this quarterly general meeting were Robin White and Lani Guloy, compensation consultants from Watson Wyatt. They reported on the 2007/2008 Global Strategic Rewards® study.

The increasingly global market for talent makes it critical for companies to understand the factors that affect employee attraction and retention everywhere they do business. Organizations that do not balance financial imperatives and employee reward preferences risk losing their best talent.

The Watson Wyatt's 2007/2008 Global Strategic Rewards® study examined how companies in Asia-Pacific, Canada, Europe, Latin America and the United States are tackling attraction and retention issues and reward management. Interestingly, the study found more similarities among the regions than differences. Regardless of location, most companies do not fully understand why employees choose to join or leave their organizations. Most employers also underestimate the importance of stress and work/life balance as contributors to attrition. The study also shows that to attract and retain the best employees, organizations must clearly communicate expectations about rewards and then deliver as promised.

After Robin and Lani presented the study to the membership, a poll was taken from the group based on four "hot" issues; good practices in communicating compensation, work/life balance, engagement, and attracting and retaining. Robin shared the feedback, which was compiled and made available to the membership.

The meeting was adjourned at 1:30pm.

## 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 - \$200 for organization/corporate (unlimited membership for one fee; please include a list of all members)

Renew your membership through our website using PayPal, or send your renewal membership check to:

Elaine Williams, NRCF  
Membership Director  
Elliott Bay Imports  
4957 Lakemont Blvd SE  
Suite C-4152  
Bellevue, WA 98006

If you have any questions regarding membership, please contact Elaine at [elawil@comcast.net](mailto:elawil@comcast.net).

**NEW MEMBERS**

<p><b>Corbis</b></p> <p>Thea Barrett Benefits Managher</p> <p>Monique Ferguson Benefits &amp; Comp Analyst</p> <p>Becky Masters Compensation Analyst</p> <p>Lurah Scott HR Coordinator</p> <p>Brittany Taylor Compensation Manager</p> <p>Mary Tomblinson HRIS Business Analyst</p> <p><b>The Cobalt Group</b></p> <p>Gail Johnson</p> <p>Julia Pizzi VP of HR</p> <p>Dana Kennedy HR Manager Fatigue Technology, Inc.</p> <p>Ron Ballman LTC Specialist LTC Solutions, Inc.</p> <p>Hallvard Berg Mercer HR Consulting</p> <p>Nick Larson Mercer HR Consulting</p> <p>Mary Grady Retirement Plan Administrator Swedish Health Services</p>	<p><b>Viking Bank</b></p> <p>Val Edwardsen HR Generalist</p> <p>Leah Perry HR Assistant</p> <p><b>Other Organizations</b></p> <p>Brooke Thomas</p> <p>Karen Williams</p> <p>Kelly Lewis Consultant Allied HR Consulting</p> <p>Jill Odegard Sr. Consultant Applied HR Strategies, Inc.</p> <p>Patty Kyser Sr. Comp Analyst Children's Hospital &amp; Med Ctr Nancy Smith HR Training Coordinator</p> <p>Nick Sena-Hopkins Compensation Analyst Watson Wyatt Worldwide</p> <p>Steven Aurand Zymogenetics, Inc.</p>		
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## News from The Northwest Compensation and Rewards Forum

### Bureau of Labor Statistics Surveys – Simplified!

**The Bureau of Labor Statistics (BLS)** relies on voluntary participation in its surveys to ensure the most accurate and reliable data are being used to compile the leading economic indicators utilized by the Federal Reserve, private industry, and state and local governments in making fiscal policy decisions. Two major surveys collected by the BLS are the National Compensation Survey (NCS) and the Occupational Employment Statistics (OES).

**The National Compensation Survey (NCS)** provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. Detailed occupational earnings are available for metropolitan and non-metropolitan areas, broad geographic regions, and on a national basis. The index component of the NCS, referred to as the Employment Cost Index (ECI), measures the change over time in labor costs. These data are also used to produce information on the average costs per hour worked in the Employer Costs for Employee Compensation (ECEC). Employers participating in the NCS survey will have a direct contact with the BLS and can speak with them at any time to discuss survey questions or published results. For questions about NCS, contact: Joe Piotti at (503) 326-5928

**The Occupational Employment Statistics (OES)** program produces employment and wage estimates for over 800 occupations. These are estimates of the number of people employed in certain occupations, and estimates of the wages paid to them. These estimates are available for the nation as a whole, for individual States, and for metropolitan areas; national occupational estimates for specific industries are also available. Employers in the Pacific Northwest will be receiving OES survey requests from their state in the coming month. There are instructions on how to submit data by mail or electronically. If possible submit your data by early June to avoid a second request being mailed. For questions about OES contact: Rick Haglund at (415) 625-2262

### Coordination Efforts

Some employers may find themselves as respondents for both the NCS and OES surveys. Employers with corporate or regional headquarters containing centralized human resources functions that serve multiple locations can often benefit from coordinating the collection of the NCS and OES surveys and providing data electronically. If you are receiving data requests for both surveys, the BLS can simplify your efforts by coordinating the data for your organization. For coordination of the NCS and OES surveys contact: Joe Reilly at (415) 625-2312

### Why Coordinate?

- Time Management – Save time by providing data for multiple surveys and locations using one contact – alleviating the need to respond to multiple requests for individual locations.
- Green Up - Stop the generation of multiple paper surveys for multiple locations.
- Better Data - Provide more timely and consistent data, making the information made available by the BLS more relevant for everyone. (Submitted by Shannon Briggs, NCRF Board)

### Regional Labor Markets Off Slightly

Recently released data shows slight job losses in Washington State in April although less of a drop than reported for March. The April unemployment rate of 4.8% in Washington, was up only slightly (0.1%) from late 2007. Even as job growth has ground to a halt, job losses have remained small, at least so far. Metro areas remain stronger, with the Seattle metro area unemployment rate at only 3.5%, seasonally adjusted, and actually *below* rates in late 2007.

The housing market has slowed down in the area but remains substantially stronger than for the US as a whole. **Despite the relative regional strength, slow job and economic growth for the remainder 2008 is a virtual certainty.** Even though the area economy is healthier than the national one, it doesn't mean we're "out of the woods" yet. Despite this, even in today's weaker economy, many employers continue to report difficulty in hiring some skilled workers, especially experienced technology and engineering professionals, in nursing and for some specialized health care roles, and in the accounting and finance areas. (Submitted by Doug Sayed, NCRF Board)

**JULY MEETING REGISTRATION INFO**  
**Wednesday, July 16, 2008**  
**MCCORMICK & SCHMICK'S, LAKE UNION**

\$35 FOR MEMBERS; \$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 Sandy Hicks at [sandra.e.hicks@boeing.com](mailto:sandra.e.hicks@boeing.com).

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

**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!

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

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

**Regional Group Partners:**

Columbia-Willamette Compensation Group

[www.cwgc.org](http://www.cwgc.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

**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 would like to post a job, please contact Sara Charhon at [scharhon@becu.org](mailto:scharhon@becu.org).

**QUESTIONS**

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

**NCRF SPONSORSHIP**

We invite our members to take advantage of the marketing potential our organization provides by sponsoring a meeting. Please contact Connie Russell at [connie.russell@milliman.com](mailto:connie.russell@milliman.com) 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, compensation, and total rewards professionals.

NCRF meets quarterly and maintains a membership of over **425** 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).