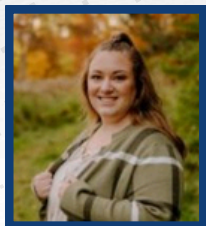


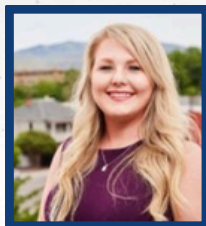
REWARDS RUNDOWN

2026 | Q1

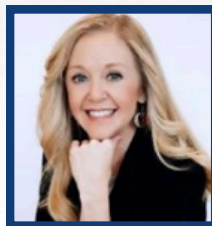
Welcome Our New Board Members!



Gabby Baird
Membership
Chair



Alex Wiley
Communications
Chair



Jennifer Pike
Ambassador

MEMBERSHIP DRIVE THROUGH FEBRUARY



- ✓ Relevant, practical insights tailored to Compensation & Benefit professionals.
- ✓ Meaningful networking with local total rewards peers.
- ✓ HRCI, SHRM and WorldatWork credits available.

JOIN OR RENEW TODAY!

MEMBER SPOTLIGHT



Katie Balls-White
Director of Compensation
St. Luke's Health System

Katie Balls-White leads strategic executive and broad-based compensation programs and initiatives. With more than a decade of human resource and compensation experience, she specializes in compensation strategy, job architecture design, and data-driven decision-making. Katie holds dual bachelor's degrees in Human Resources Management from Boise State and Marketing/Management from Idaho State University.

What advice do you have for total rewards professionals?

No matter how strong your skills or processes are, there is always room to improve. One of the most important lessons I have learned from my leaders in my career is there is no limit to better. Even well-designed programs benefit from reflection, debriefs, and feedback from subject matter experts, business partners, and leaders. Compensation and total rewards professionals have tremendous influence on the organization. Approach the work with curiosity, humility, and a commitment to creating something exceptional for the teams you support.

What trends are you watching most closely right now?

I am closely following both macro labor and economic trends. On the labor side, I'm monitoring national and state unemployment rates, job creation, layoffs, and salary planning budgets across general industry and healthcare. The environment has shifted from the post-pandemic period. We've moved from a very tight labor market to one with increasing slack, except in healthcare, where demand for talent remains elevated. Economically, I'm paying attention to inflation trends and Federal Reserve policy. Several policy adjustments made late in 2025 could stimulate the economy, potentially altering labor market conditions and compensation trends into 2026. Understanding these dynamics helps us anticipate changes and proactively align our compensation strategy.

What is one challenge you are navigating in your work this year?

One of the biggest challenges this year is balancing priorities as healthcare absorbs the downstream impact of recent legislative changes. These shifts affect financials and require us to be more intentional about what we recommend, why, and when. Timing and focus matter more than ever. Additionally, not all issues presenting as "compensation problems" are solved through compensation. When we dig into root causes, we often find the real drivers relate to micro-cultures, leadership, career growth, and development opportunities. Helping the organization differentiate between true compensation needs and broader talent or organizational issues is a critical and ongoing challenge.



EVENTS



March 10, 2026

Mark D. Tolman

Employment Law Update

Mark will be providing SICBA members with a timely employment law update, highlighting recent legal developments and practical considerations for HR and total rewards professionals.

SAVE THE DATE



- **May 12, 2026**
8:30am - 10:30am
World at Work Speaker
"Modern Spin on Compensation"
- **July 14, 2026**
8:30am - 10:30am
Lisa Donnellon & Candy Eiler
"Creative Plan Design & Financial Wellness"
- **September 8, 2026**
8:30am - 10:00am
Mercer Speaker
"Skills Based Pay"
- **November 10, 2026**
8:30am - 10:00am
[Virtual Meeting]
Details Coming Soon.

Have an idea?

Contact us to suggest future meeting or newsletter topics.



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Compensation & Benefits
Association