

REWARDS RUNDOWN

2026 | Q3

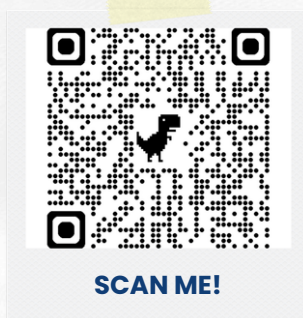
Member Meeting Success!

At our latest member meeting, we welcomed the VP of Membership from WorldatWork, who shared insights on today's shifting labor market. The session highlighted key trends affecting talent attraction and retention, including changing employee expectations and ongoing economic uncertainty.



AI TRAINING SURVEY

Help us prepare for SICBA's November Member Meeting! **Scan the QR code and complete our brief AI training survey** to share your experience level, interests, and questions. Your feedback will help us tailor the session to topics that matter most to HR and Total Rewards professionals.



MEMBER SPOTLIGHT



Tiffany Harper, CCP
Total Rewards Manager
Scentsy

Tiffany earned her B.B.A. from Boise State University and began her HR career in an administrative role at a staffing company. The relationships she built there eventually led her to Scentsy, where she has spent the past 15 years growing her career. Today, Tiffany leads the Total Rewards team, overseeing Compensation, Benefits, Payroll, and HRIS.

What Total Rewards trends are you paying close attention to right now?

One area I am paying close attention to is the growing role of Artificial Intelligence in Human Resources and Total Rewards. While I would not consider myself an expert or an early adopter, I am actively learning about how AI can be leveraged. At the same time, I believe it is important to approach AI thoughtfully, ensuring it is used in a secure, ethical, and responsible manner. As the technology continues to evolve, I expect it will have a significant impact on how we analyze data, communicate with employees, and manage Total Rewards programs.

What is one accomplishment are you particularly proud of?

One accomplishment I am particularly proud of is leading the development of a company-wide job architecture. The project required collaboration with leaders across the organization to define job families, levels, and career paths while creating greater consistency in how roles are structured and evaluated. Beyond the technical work, what made the project especially meaningful was its impact on employees. Establishing clearer career pathways and supporting more transparent pay practices helps employees better understand growth opportunities within the organization and provides leaders with a stronger framework for talent and compensation decisions.

What advice would you give to HR professionals who are interested in building a career in Total Rewards?

Be curious and don't limit yourself to learning only your specific area of expertise. Some of the most valuable lessons in my career have come from understanding how different HR functions—and the business itself—work together. Take the time to learn about recruiting, employee relations, payroll, benefits, HRIS, compliance, and operations. You may be surprised by how interconnected everything is and how a decision in one area can have ripple effects throughout the organization. Building that broader perspective will make you a stronger Total Rewards professional and may even open doors to career opportunities you had not previously considered.



EVENTS



July 14, 2026

Lisa Donnellon & Candy Eiler
HUB Empower

Creative Plan Design & Financial Wellness

Join us for a two-part program designed to inspire new thinking around employee benefits. We'll begin with a deep dive into create plan design, examining how organizations are modernizing their benefit offerings to control costs while enhancing employee value. From there we'll explore the growing importance of financial wellness and retirement readiness, sharing strategies that help employees build confidence in their financial future while strengthening engagement and retention.

SAVE THE DATE



▶ September 8, 2026

8:30am - 10:00am

Muriel Taing - Mercer
"Skills Based Pay"

▶ November 10, 2026

8:30am - 10:00am | VIRTUAL

Jason Hudson -
St Luke's Health System
"AI in Action: Practical Skills
for HR Professionals"

We have a job board!

If you want more visibility on an open position at your organization, we can get it posted on SICBA.net.

Email us today!



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