



Welcome to PAYTECHonline for January 2010

TOP STORY



Survey Says ... CPPs Earn Higher Salaries

According to APA's 2009 Survey of Salaries and the Payroll Profession, those in payroll positions with the Certified Payroll Professional (CPP) designation earn, on average, 15.5% higher salaries than those without their CPP. Learn more about how you can earn your CPP, and how it may lead to a higher salary in the near future.

GOVERNMENT CORNER

Capital Summit to Address Obama Administration's Impact on Payroll

APA's annual Capital Summit in March will showcase officials from government agencies offering their input on legislative topics that directly affect payroll, including the Obama administration's impact on the payroll profession. Learn what else to expect from this conference, taking place in our nation's capital, as well as how to register.



PAYROLL EVENTS

Michigan Appears on Form 940 as Credit Reduction State; More to Follow

The state of Michigan will appear on Form 940 for 2009 as a credit reduction state, and others are headed in that direction in 2010 and 2011. Enroll in APA's new webinar, "How to File Form 940 With a Credit Reduction State," to prepare your organization for the impact.

WEBSITE NEWS

1,000 Payroll Fans on Facebook

As of December, more than 1,000 payroll people have become "fans" of APA's Facebook page. Join the fun and get into social networking now, it's easy to do! Learn more about the services available on APA's Facebook page, as well as how you can use the page as a networking tool.

FEATURE STORY

Full Coverage of NPW 2009

Check out this special edition of PAYTECH for an all-encompassing recap to the best National Payroll Week yet! That includes chapter contest winners and media coverage, as well as information on the education spread through Money Matters National Education Day.



CHAPTER NETWORK

APA Welcomes 151st Chapter in Tennessee

The Cordova First National Chapter, servicing the Jackson and Cordova, Tennessee area, will bring education and networking to the surrounding area. Learn more about this new chapter, and pick up a few tips for perhaps founding your very own local APA chapter; and more.

VENDOR NEWS

Legiant Opens Six New Offices

Legiant has opened six new offices in metropolitan marketplaces across the country. Plus, Patersons HR and Payroll Solutions is honored at CBI Growing Business Awards; NuViewHR v4.14 features plenty of added capabilities, including mobile authorizations and accrued-time calculations; and more.

NEW MEMBERS

APA Welcomes 593 New Members

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 593 new payroll peers.



**New APA Member
Melanie Hise**

BUYER'S GUIDE

The 2010 Time & Attendance Systems Buyer's Guide

This month's guide is the 2010 Time & Attendance Systems Buyer's Guide. And that's not all. You can also find an extensive list of 2007, 2008, 2009, and 2010 Buyer's Guides.

PAYROLL RESOURCES

Survey: CPPs Earn More Money

According to APA's 2009 Survey of Salaries and the Payroll Profession, those in payroll positions with the Certified Payroll Professional (CPP) designation earn, on average, 15.5% higher salaries than those without the CPP designation. [APA's 2009 Survey of Salaries and the Payroll Profession](#) is free for APA members, just sign in at www.americanpayroll.org/member (call Membership Services at 210-224-6406 if you can't remember your member number).



For more information about achieving your CPP, and perhaps upping your salary in the process, visit [APA's CPP homepage](#).

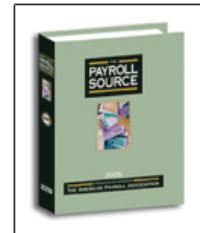
Payroll Education Grants Offer Free Publications, Congress Trip

Ten deserving APA members will receive APA training at absolutely no cost through payroll education grants sponsored by APA, Global Cash Card, and Kronos. The grants will be presented at [The 28th Annual Congress](#), scheduled for May 25-29 in Washington, D.C.

The application period is open now and runs through March 15. Among the prizes available to winners are a free trip to the 2010 Congress and a complete library of APA publications. [Download the payroll education grant application form today.](#)

Order Your *Payroll Source* Today and Save Money

[The Payroll Source](#)[®] provides the essential information you need to keep your company in compliance with federal laws and regulations affecting your payroll operations. *The Payroll Source* is a proven study tool to prepare for the Certified Payroll Professional (CPP) exam, while other topics include new IRS rules on cafeteria plans, how to tax and report nonqualified deferred compensation deferrals, compliance guidelines, state charts, and CPP exam preparation tips.



[Pre-order your copy today](#) and get the special discounted price when you order by January 31, 2010. The 2010 edition will be available in March.

Capital Summit to Feature Input From Government Agencies on Hot Payroll Topics

Timely Topics Include Healthcare Reform, New Direct Deposit Rules, and More

By William Dunn, CPP

APA makes its presence known in Washington, D.C., in 2010, holding its two largest meetings in the nation's capital. While [the 28th Annual Congress](#) kicks off in May, on March 11-12, APA members will gather for the [6th Annual Capital Summit](#) to hear directly from federal government agencies about topics directly affecting the payroll profession.



Healthcare Reform and Payroll

Congress continues to hammer out the details of healthcare reform. One idea on the table is to require employers to report the value of employer-provided health care on employees' Forms W-2. Congress is also considering mandatory enrollment in employer plans and payroll deductions for insurance premiums purchased outside of employment.

Form 1099 reporting may be expanded to corporations and for goods as well as services. In addition, we may see a change in the definition of what may be reimbursed by a flexible spending account, a cap on FSA contributions, and an extension of COBRA coverage periods.

Paul Dennett, Senior Vice President of Healthcare Reform with the American Benefits Council, will help explain what new tasks are on your department's list.

New President, New Congress = New Ideas?

As the Democratic Party begins the second half of its current control of the White House, Senate, and House of Representatives, many wonder what its legislative priorities will be. President Obama has some specific ideas about addressing income tax cuts that are set to expire this year. In addition, his administration has proposed requiring employers to provide paid sick time, establishing mandatory savings plans, and eliminating the advance earned income credit.

Drew Crouch, Tax Counsel for the Ways and Means Committee of the U.S. House of Representatives, and Mark Iwry, Senior Advisor to the Secretary of the Treasury, will tell us what may be ahead for us all.

New Rules for Direct Deposit in Effect

In September 2009, rules affecting ACH payments that travel into or out of the United States went into effect. The new provisions for international ACH transactions (IAT) require that additional data elements be included in the ACH record so that the payer and payee become transparent. Since September, the number of IATs traveling through the ACH network has been a mere fraction of what has been expected, suggesting that many employers and banks are not in compliance with the new rules.

The penalties for noncompliance may be severe, and the benefits of compliance may be immeasurable as it helps the U.S. government in its efforts to stem terrorism and drug trafficking funded through the ACH network.

The Office of Foreign Assets Control, a law enforcement arm of the Treasury Department, entrusted NACHA--the Electronic Payments Association to develop the IAT rules. Priscilla Holland, Senior Director of International Programs with NACHA, and Alexandre Manfull, Chief of OFAC Implementation, will be on hand to discuss the developments of the IAT since their implementation date and offer their assessment on what is to come.

Promoting Electronic Wage Payments

Electronic payments have been increasing for years in American society with the advent of electronic bill pay, bank debit cards, gift cards, etc. Federal and state governments promote and even require employers to make electronic tax payments, and these same governments have increasingly turned to electronic methods to make benefit payments to citizens and residents.

But for a number of years, the percentage of employees receiving their wages by direct deposit has remained unchanged. Capital Summit has assembled a panel to discuss this issue. Luke Reynolds, Chief of the Federal Deposit Insurance Corporation's (FDIC) Outreach & Program Development Section; Ian Macoy, Managing Director of Network Strategy & Outreach with NACHA--the Electronic Payments Association; and Jill Goebel, Senior Business Leader with Visa Inc., will discuss this phenomenon and what might be done to promote an increase in electronic wage payments.

Provide Input on How Form 1099 TIN-Masking Could Impact Forms W-2

By Scott Mezistrano, CPP

The IRS now allows you to print just the last four digits of an individual payee's nine-digit taxpayer identification number (or TIN, of which the social security number is an example) on paper copies of Forms 1098, 1099, and 5498 that you provide to payees. This is a pilot program for tax years 2009 and 2010, and the IRS wants your comments as to whether this should be expanded and/or required.

Even if you never touch any of those forms, you'll want to weigh in on this, because how the IRS handles these forms may be exactly how they'll handle masking the SSN on a Form W-2. TIN-masking on W-2s would have to be authorized by the U.S. Congress first, but it certainly could happen, as identity protection is one of their hot topics.



TIN-masking can be accomplished by replacing the first five digits of the nine-digit number with asterisks or Xs. For example, the SSN 123-45-6789 would appear as ***-**-6789 or XXX-XX-6789. TIN-masking is not allowed on statements submitted to IRS.

Your Input Needed

Please respond to [this survey regarding TIN-masking](#), which closes around February 1.

Seventy-Four Percent Would Mask TINs

Earlier this year, we asked you whether you would mask TINs on Forms 1099. Thirty-seven percent of respondents said they would do so this year, and 37% said they will implement the practice for tax-year 2010. When asked whether you'd mask SSNs on Forms W-2, 67% said "yes." See [PAYTECHonline, May 2009](#).

You can read all the details on how TIN-masking works in [PAYROLL CURRENTLY, No. 23, Vol. 17](#), which includes a link to the IRS revenue procedure.

Submit Your Payroll Puzzlers for 2010 Federal Forum

One of the most popular and well-attended events at APA's Annual Congress is always the Forum on Federal Payroll Issues workshop. During this session, APA members do their best to stump top experts with some of the trickiest payroll questions possible. The answers are provided by a panel of high-level representatives from federal agencies.

The questions come from you, our members. So, send us your most difficult payroll question--this is your chance to solve that payroll mystery that's been nagging you for months. Or maybe there's a topic that seems to be explained a different way every time you read up on it, and you'd like to get an authoritative answer.

The questions are provided to panelists about one month in advance to allow time for research and to ensure a complete answer. **Send your question by March 13 to smezistrano@americanpayroll.org.**

You can pose a payroll problem to any of the following agencies. But don't worry if you're not sure which agency should address your scenario--we'll take care of that.

- * Internal Revenue Service
- * Social Security Administration
- * Office of Child Support Enforcement
- * Department of Labor
- * Citizenship and Immigration Services
- * Immigration and Customs Enforcement

To be there in person when your question is answered, register for the 28th Annual Congress, being held May 25-29 in Washington, D.C.. Visit [the APA Congress page](#) for more information.

PAYROLL EVENTS

Learn How to File Form 940 With a Credit Reduction State

The state of Michigan will appear on Form 940 for 2009 as a credit reduction state. This means potential changes for organizations with employees in Michigan, including an impact on how Michigan employers file their Federal Unemployment Tax Return--Form 940. How much will this change cost your company?



Get the answer to that question, and numerous others, via APA's new webinar, [How to File Form 940 With a Credit Reduction State](#). This new webinar will guide you through a case study that examines changes to Form 940, detailing the impact of Michigan's credit reduction status. This course includes a step-by-step procedure for completing your 2009 Form.

Congress Offers Education, Networking, Much More



[The 28th Annual Congress](#), scheduled for May 25-29, will take place at the luxurious Gaylord National Resort and Convention Center in National Harbor, Md. The convention will feature more than 170 educational workshops, the world's largest payroll, accounts payable, and finance expo, networking opportunities aplenty, and so much more. Expected to draw more than 2,500 attendees from all across the nation, Congress is your ticket to ensuring compliance at your organization, as well as a bright and fruitful payroll future for yourself.

WEBSITE NEWS

APA Facebook Page Reaches a Milestone

The American Payroll Association is proud to announce that, as of December 2009, its [Facebook page](#) has surpassed 1,000 fans! APA's official Facebook page is your ticket to free online networking with other payroll professionals from across the nation.



The page features information on the latest APA educational offerings, both on-site and webinars. Plus, you'll gain access to the latest payroll-related news and updates on the latest rules and regulations and how they affect your payroll operations.

Free Payroll Benefits Available Online

Those looking for vital payroll resources are in luck, as [APA's homepage \(scroll down to the bottom of the page\)](#) now offers three free, sponsor-provided payroll resources.

Those benefits include a free white paper from MasterCard, "[A New Perspective on Payroll Cards: A Roadmap to Adoption](#)," which provides important data that can aid companies looking to increase paycard awareness and adoption. Also check out a pair of free webinars-- [Ultimate Software's Year-End Processing Tips Webinar](#) and [CyberShift's on demand webinar, "Time is Money: Effective FMLA & Absence Management Improves Productivity and Mitigates Risk."](#)

APA's ListServ Provides Answers to Payroll Questions

Where can you go to find the answer to your year-end and other payroll questions, or see how other companies handle the diverse array of company policies not regulated by law? These are just some of the topics covered on [APA's Payroll ListServ](#), a great source for questions and discussion on payroll practice and procedures!

It's easy to subscribe, just click on the link above to the Members Only area and click on the "ListServ Sign-up" page. After you join, you'll become one of the many APA payroll professionals who benefit from the give-and-take of the APA Payroll ListServ. You can ask questions, answer questions, or just read along -- no matter what, the ListServ will keep you on top of the latest topics buzzing through the payroll world.

APA's Web Links

[APA's Local Chapters](#)
[Forms, Pubs, and Info](#)
[Education and Compliance Calendar](#)
[State and Local](#)
[Federal and General](#)
[Organizations](#)
[Joblinks](#)

FEATURE STORY

January PAYTECH Recaps NPW 2009

Looking to relive [National Payroll Week 2009](#) one last time? If so, check out the [January 2010 PAYTECH](#) for your all-encompassing recap.



This special-edition PAYTECH features a full-fledged rundown of all chapter-related NPW activities, contest winners, media coverage, and much more. Also, check out [the official NPW page](#) and [NPW Facebook page](#) for more NPW-related recaps, including video of APA's Labor Day appearance on CBS' "The Early Show."

CHAPTER NETWORK

APA Welcomes Its 151st Chapter, Cordova First National Chapter

By Susan S. Garcia

Servicing the Jackson and Cordova, Tennessee area, the Cordova First National Chapter will bring education and networking to its local communities of payroll professionals.

The chapter's founders, Dusty Dixon, CPP, and Raeann Hofkin, CPP, shared their goal by stating: "Staying on top of education and the constant changes in payroll is the key to success in our field, and we at the Cordova First National Chapter intend to do our part to make sure that payroll professionals have the tools and resources necessary to rise to the top and stay there."



Dusty Dixon, CPP

As President of the chapter and an experienced Study Group Coordinator, Dusty also shared her commitment to her profession and certification.

"It was important for me to start a new chapter in my area because I believe as payroll professionals, we all have a responsibility to help one another," she said. "I have taken on the responsibility to help our profession through this chapter and its ability to educate. The Cordova First National Chapter will ensure that through networking, we reach out to as many payroll professionals as possible in order to help them to attain their CPP designation."

Welcome to the APA family, the Cordova First National Chapter!

Announcing the 2010 Chapter Contests

It's that time of year when chapters can show off their pride and accomplishments, while reflecting on their activities from 2009. What better way than by participating in one or all of APA's 2010 Chapter Contests?

Chapter of the Year (COTY)

This prestigious competition gives chapters the opportunity to share their developments, accomplishments, innovations, and activities. From the COTY contest entries, four Gavel Awards are presented. The Gavel Awards recognize specific achievements, activities, or aspects of a chapter's COTY entry in four separate categories: *Innovator, Mentor, Facilitator, and Communicator*. **Deadline: February 8, 2010**

Chapter Pictorial Contest

This contest allows chapters to be creative and display their successes through the use of pictures. **Deadline: April 5, 2010**

Best Chapter Website Contest

Local chapters are awarded for their efforts to be innovative and informative while serving their members using their chapter's website as an educational tool. **Deadline: April 5, 2010**

The Dream Theme Contest: Promoting Your Statewide or Regional Meeting

Chapters are awarded for their creative use of a theme during their Statewide or Regional meeting. Winners are determined by how well the chapters incorporated their theme into the meeting's marketing, events, and onsite materials or displays. **Deadline: April 5, 2010**

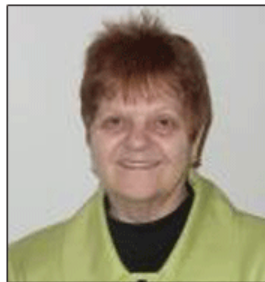
Your chapter's entries will not be judged on the size and volume of your chapter's activities, but on the quality, creativity, originality, enthusiasm, and service your chapter has provided to the payroll profession over the past year. All awards will be presented at the [28th Annual Congress](#), May 25-29, 2010, in Washington, D.C.

The [CHAMPS Mentor program](#) is available online for chapters needing assistance with any of the above entries. [Request a referral today!](#)

Chapter President Profile Dolly Moses, CPP: Atlanta Chapter

By Caren Bennett

When Dolly Moses, CPP, accepted the offer to become President-elect of the [Atlanta Chapter](#), she thought she would have time to train and prepare.



Dolly Moses, CPP

"I had a thousand questions regarding the job description of Chapter President," she said.

As it turns out, Dolly found that she would only have one month before assuming the role of President! She researched the APA website for all information on local chapters, and interviewed past presidents of the Atlanta Chapter, as well as other local chapters. Dolly organized all the information into an Atlanta Chapter Guide, with the hope that this guide would make it easier for herself and for other members to step up into leadership positions.

Having been involved with the American Payroll Association since 1999, Dolly understood the importance of networking with payroll professionals and local businesses.

"Right away, I started thinking of ways to make the chapter grow, and how I could initiate these ideas," she said.

Dolly started with the chapter's monthly meetings; she and her fellow officers make a point to talk to every member at meetings. She always introduces new members to the regular attendees, and works to link members who are looking for job positions to recruiters who regularly attend meetings. Dolly also sends out e-mail notifications before each meeting to highlight the speaker and other matters to be discussed. She finds that this generates more interest and conversation.

Dolly is extremely proud of her chapter members and the sense of community among them. Her efforts have produced great results as well--meeting attendance has doubled since 2008. Dolly also initiated a plan for vendor sponsorship, with a goal of increasing interaction between local vendors and chapter members. She works closely with the membership committee to institute new ways of tapping into the many businesses in the Atlanta area.

Dolly is also very proud of the [chapter's hugely successful National Payroll Week activities](#). She and the NPW committee participated in several city council meetings and obtained 20 government proclamations. They also increased Money Matters National Education Day participation, introducing the program to several new high schools. Dolly supported and encouraged members who participated in the event. The members were so excited about NPW that they have already started plans for this year's events. The chapter also had a great statewide conference this year, which coincided with the chapter's 25th anniversary

Although it can be challenging to balance her duties as President with her job as payroll manager, Dolly has found her role as Chapter President "has helped tremendously" with her career, allowing her to fine tune her organizational and managerial skills. Her supervisor is very supportive, and also believes her work with the Atlanta Chapter enhances her credibility. When she is not working, Dolly spends most of her free time in her yard, working on her garden.

"I enjoy picking the right type of plants for a particular spot in my yard, hoping they bring the right color or texture to the area where I planted them," she said.

Dolly gets help with these projects from her 12-year-old Labrador mix, Rusty.

2010 Study Groups and Statewide Meetings

[Study Group list](#)
[Statewide list](#)

[Study Group Registration Form](#)
[Statewide Registration Form](#)

Contact Us

For anything chapter-related, or for more information about the issues above, please contact the Chapter Relations Department at (210) 226-4600 or chapterrelations@americanpayroll.org.

VENDOR NEWS

NuView Systems Announces NuViewHR Version 4.14

[NuView Systems](#) has released NuViewHR version 4.14, new features of which include mobile authorizations, accrued time calculations, a benefits module, and a human resources module.



In conjunction with the new release, NuView announced new partnerships to broaden its product scope and global footprint. The new partnerships are the addition of Celergo and PayWell LLC for global payroll processing and tax filing/compliance.

Legiant Opens Six New Regional Offices

[Legiant](#) has opened regional offices in six metropolitan marketplaces across the country. New offices are now open in Seattle, Chicago, Charlotte, Phoenix, Tampa, and Houston. Legiant said these new offices will enable Legiant representatives to develop a deeper understanding of the unique labor management needs of both clients and of each market in general.



Company officials added that Legiant will be in a stronger position to design time and attendance solutions that meet the exact requirements of every customer.

Patersons HR and Payroll Solutions, CEO Honored at CBI Growing Business Awards

[Patersons HR and Payroll Solutions](#) CEO

Karen Paterson and the company itself both received honors at the CBI Growing Business Awards 2009 ceremony in

London. Ms. Paterson was named Entrepreneur of the Year, and Patersons HR and Payroll Solutions was awarded the Global Outlook and Expansion Award.



"Patersons' software-as-a-service solution helps international companies run their payrolls more effectively and efficiently, enabling them to remain competitive in any economy," Karen Paterson said.

Emerald Software Group, TaxBreak Form Alliance

[TaxBreak](#) and [Emerald Software Group](#)

have announced a partnership to offer employer tax credit processing to Emerald Software. The alliance allows Emerald Software clients to screen candidates for tax credit eligibility.



TaxBreak's software enables companies to gather necessary information from the candidate or new hire. The TaxBreak alliance with Emerald Software will help businesses take advantage of this government subsidy.

"The combination of our products and TaxBreak's tax credit processing services benefits our clients by helping them completely automate and maximize their claim to tax credits," said Chuck Ros, president of Emerald Software Group.

NEW MEMBERS

APA Welcomes 593 New Members!

To use this [new member list](#), download the file to your computer and open the file. You should see a listing of states and Canada in the left-hand frame (the "Bookmarks" window). Simply click on the state you want and you will go to the proper page. If you do not see the Bookmarks window, click F5. This list can be printed on any printer.

To contact new members on this list: Use the APA's searchable online membership directory (for use by APA members only). The directory is really easy to use. Just log in to the Members Only page by using the login at the right. After you log in, click on Member Directory and you will be transported to the Member Search page.

BUYER'S GUIDES

Use these handy Adobe files to find the tools you need to accomplish your payroll goals. To access these Buyer's Guides, simply download the appropriate .pdf file to your computer and open it.

Featuring this month:

[2010 Time & Attendance Systems Buyer's Guide](#)

These other Buyer's Guides are also available:

- [2009 Software-as-a-Service \(SaaS\) Providers](#)
- [2009 Tax Filing Solutions Buyer's Guide](#)
- [2009 Time & Attendance Buyer's Guides](#)
- [2009 Garnishment Options Buyer's Guide](#)
- [2009 Outsourcing Options Buyer's Guide](#)
- [2009 Paycard Providers Buyer's Guide](#)
- [2009 Workforce Management Buyer's Guide](#)
- [2009 e-Payroll Providers Buyer's Guide](#)
- [2009 Payroll & HR Consulting Services Buyer's Guide](#)
- [2009 Self-Service Solutions](#)
- [2009 Time & Attendance Systems](#)
- [2008 Data Privacy](#)
- [2008 Tax Filing Solutions](#)
- [2008 Biometric & Other Time and Attendance Technologies](#)
- [2008 Garnishment Options](#)
- [2008 Outsourcing Options](#)
- [2008 Paycard Providers](#)
- [2008 Workforce Management](#)
- [2008 Unemployment Insurance Administration Solutions](#)
- [2008 Application Service Providers](#)
- [2007 Forms, e-Forms & Check-Printing Solutions](#)
- [2007 Benefits Administration Outsourcing](#)

All Buyer's Guides can be downloaded. Use these handy Adobe files to find the tools you need to accomplish your payroll goals. To use these Buyer's Guides, download the appropriate .pdf file to your computer, and open the file.