



Welcome to PAYTECHonline for April 2009

TOP STORY

Survey Says . . . Payroll Salaries to Rise This Year

Good news for those in the payroll sector. According to the Robert Half International 2009 Salary Survey, those who work in finance- and accounting-related industries can expect a 3.4% increase in salary in 2009--despite the current economic uncertainty.



PAYROLL RESOURCES

Establish Job Security, Take Payroll Training

Job security is of the utmost importance in today's business world. Receiving payroll training and certification is sure to not only ensure career stability, but also to improve your marketability to current and prospective employers.



WEBSITE NEWS

APA, IRS Team Up for Free Specialty Taxes Webcast

APA and the IRS will discuss specialty taxes in a free webcast to be offered live on May 12. Learn how you can view the webcast, and even submit your questions via e-mail.

FEATURE

Showcase Your Value: Nominate Your Team for a 2009 APA Prism Award

Now is the time to honor the best and brightest in payroll by nominating that special department for one of four APA Prism Awards. Learn how your department can nominate itself for one of these highly coveted industry accolades.

CHAPTER NETWORK

Online Study Groups Offer Member Support, Aid in Certification Success

Read about a group of APA members that launched an online study group in preparing for the Certified Payroll Professional (CPP) exam, and how it helped them record an exceptional exam pass rate. Also, a profile of Chapter President Sherry Dwyer, CPP.



Sherry Dwyer, CPP

PAYROLL EVENTS

Only One Month Remains Until the Most Comprehensive Congress Ever

The 27th Annual Congress, scheduled for May 19-23 in Long Beach, Calif., will feature more workshops than ever before--nearly 200. Learn more about this premier educational event, as well as how you can register.

GOVERNMENT CORNER

Tell APA What You Think About Form 1099 TIN-Masking

The IRS recently announced it will be issuing a revenue procedure later this year that will allow TIN-masking on Forms 1099, and APA wants to know what you think. Read more about this latest IRS initiative, and chime in with your results via an APA member survey.

NEW MEMBERS

APA Welcomes 195 New Members!

Our online, searchable-by-state listing is very handy. Use it to contact payroll people in your area, including 195 new payroll peers.



APA Member
Angela Winge

FEATURE

PAYTECH 'Goes Green' in April

The cover story for April's PAYTECH issue is dedicated to a special section detailing the ways in which businesses nationwide are becoming more eco-friendly. Learn more about this article, as well as the many benefits of "going green."

BUYER'S GUIDE

The 2009 e-Payroll Providers and Payroll & HR Consulting Services Buyer's Guides

This month's guides are the 2009 e-Payroll Providers and Payroll & HR Consulting Services Buyer's Guides. And that's not all. You can also find an extensive list of 2007, 2008, and 2009 Buyer's Guides.

VENDOR NEWS

Sage Upgrades Employee-Self Service Offering

Sage North America announces the latest version of its Microsoft SQL server-based HRMS software for mid-sized organizations; ITR releases TimeZone Professional; and more.



TOP STORY

RHI Survey: Payroll Salaries to Increase This Year

By Clint Hale

In times like these, payroll is the place to be.

According to the [Robert Half International 2009 Salary Survey](#), those who work in finance- and accounting-related industries can expect a 3.4% increase in salary in 2009--despite our current economy. According to Robert Half International officials, those receiving the biggest salary bumps will have found ways to reduce inefficiencies and enhance profitability within their respective organizations.

"Payroll is a critical function for businesses, and companies need to offer fair compensation to attract and keep skilled staff members," said Sharon Black, a District President for Robert Half International. "In general, however, we're seeing fewer companies raising pay, and any increases offered are moderate and reserved for only the best of the best professionals."



Salary Stats

Here's a sampling of what other payroll/accounting professionals are being paid, according to the Robert Half International 2009 Salary Survey. RHI emphasizes that specific job duties and geographic location can widely influence these salary ranges.

Payroll managers at large companies (organizations with more than \$250 million in sales) will see the largest increases. These professionals are expected to receive a 3.8% boost, to a range of \$50,500 to \$74,000. Salaries of payroll managers at midsize companies (\$25 million to \$250 million in sales) are projected to go up 3.6%, to a range of \$43,000 to \$57,750.

Payroll coordinator/administrators at large companies are expected to receive a 3.6% increase, to \$36,750 to \$48,500.

Payroll clerks at large firms can expect a 3.7% gain, to between \$30,500 and \$39,000. Clerks at midsize businesses will see an increase of 3.4%, to \$29,750 to \$38,250. And clerks at small companies (up to \$25 million in sales) are expected to have their starting salaries increase by 3.3%, to a range of \$27,750 to \$34,750.

Training Is Key

According to Black, these salary increases stem partially from payroll employees receiving the education and training necessary to thrive in their careers.

"Participating in professional training and development is a valuable way to enhance your career marketability," she said. "For example, possessing (APA's) Certified Payroll Professional (CPP) credential demonstrates to employers expertise in the field and can lead to financial rewards."

With the recession expected to last through this year and into 2010, Black advises that the most well-trained payroll employees will remain among the most marketable in the industry.

"The job market is much more competitive," she said. "Many employers are waiting for signs of an improved economy before expanding their teams, and companies that are hiring have become more selective. The professionals hired in this environment are those who exhaust every option in the job search, from networking online and participating in professional associations, such as APA, to working with specialized recruiters."

PAYROLL RESOURCES

Ensure Job Security, Enhance Marketability With Payroll Training

In a tough economy, everyone asks themselves two questions:

*Is my job secure?

*Could I find a new job if I lost this one?

How can you ensure value to your current employer and marketability to prospective employers? The answer is simple--through payroll training and certification.



Yahoo! Report Cites Importance of Training in Securing Stimulus Jobs

The \$787 billion American Recovery and Reinvestment Act--more commonly known as the stimulus plan--was moved through Congress by President Obama's administration in order to help spur job growth in America. A [recent story on Yahoo! HotJobs](#) states that in order to increase your marketability, economists cite the following four traits as vital:

*Education

*Experience

*Skills

*Networking

"A recession is a good time to get new training, update skills, or get certified in a new field," Harry Holzer, an economist at Georgetown University and the Urban Institute, told Yahoo! HotJobs.

Establishing Job Security

Veronica Brinker, CPP, is a payroll professional with Health Management of Kansas. With a background in banking and general accounting, Brinker moved into payroll with no formal training. She was told what steps to follow by her predecessor without understanding the reason for taking such steps. Unfortunately, certain processes had been performed incorrectly in the past, and Brinker needed training to fix the issues.

After attending several APA seminars, Brinker decided that preparing for and becoming a [Certified Payroll Professional](#) (CPP) would prove her skills and payroll knowledge to her employer. Brinker turned to APA's [PayTrain®](#) to accomplish that goal.

"PayTrain's workbooks and online exercises offered me everything I needed," she said. "The online games made it feel less like work and more like fun. I enjoyed the learning process so much that I studied every spare minute. It definitely impacted the accuracy and efficiency of what I do. Now I understand why I'm doing what I'm doing and can explain the law, and that's great for job security!"

Impressing Potential Employers

While payroll training is important to maintaining your current position, it is also imperative to prepare for and secure your next career opportunity. Anne Long, CPP, and her husband frequently move around the country, so training and certification are vital to helping her stay marketable nationwide.

"I take it upon myself to maintain my APA membership and keep my payroll knowledge up-to-date; my career depends on it," said Long, who credits PayTrain as well for helping her earn her CPP designation in 2007. "Now I use PayTrain annually to stay current and maintain my credentials. It's a wonderful program that has exceeded my expectations. Because of this training, I approach my job and my future prospects with a new confidence."

The Value of Payroll Training

Regardless of economic conditions, payroll training and certification will help you establish job security and create a competitive advantage as you pursue career advancement. To try a free demo of PayTrain, visit www.LearnPayroll.com.

APA Members Favor Online Networking, Survey Says

APA released a survey in March that attempted to gauge your interest in social and professional networking sites such as [LinkedIn](#) and [Facebook](#). Thanks to your feedback, APA is better equipped to handle this burgeoning professional phenomenon.

According to the survey, APA members are quite active in online social networking. Nearly 30% of respondents are currently members of Facebook, while another 25.9% maintain LinkedIn accounts. MySpace users accounted for 17.2% of respondents, while 19% don't use any social networking sites.

Regarding social networking features, photo sharing (20.5%), discussion boards/forums (19.2%), bulletins (17.9%), and blogs (13.3%) are the most popular features of these sites. Survey respondents also favor an APA-specific online social network, as evidenced by 63.2% saying they would join such a network for APA membership. Only 10.3% said they would not join an APA online social networking site.

Please read future issues of PAYTECHonline as APA unveils even more professional surveys.

Answers to April PAYTECH'S Crossword Puzzle

Did you try your luck with the Crossword Puzzle in the April issue of PAYTECH? If you were stumped by a few of the clues, [look here for the answers](#). But ONLY look if you are truly ready to fess up to defeat!

Look for the next Crossword Puzzle in your June issue of PAYTECH.

WEBSITE NEWS

Free Webcast on How to Make Employment Tax Adjustments

Scott Mezistrano, CPP

Watch APA and the IRS discuss how to complete the new Form 941-X, *Adjusted Employer's Quarterly Federal Tax Return or Claim for Refund*, and get continuing education (CE) credit applied towards your CPP or FPC designation (or many other certified statuses)--all from the convenience of your home or office computer. You can [watch this webcast](#), live or archived, on most any personal computer with a high-speed Internet connection.



The live webcast is scheduled for Tuesday, May 12, at 2 pm EDT. Live viewers can even participate by asking questions via e-mail. Or you can watch an archived version at any time that's convenient for you. The webcast is free, but a CE credit costs \$20. Live viewers get their credit by filling out an online evaluation form. Archive viewers get their CE credit by taking an online quiz and scoring at least 70%.

Form 941-X is a great improvement over the now-defunct Form 941c, and the whole process of making a correction is generally easier, because it serves as an "amended" 941. But there are still some nuances to master:

- * What's the difference between the "adjustment" process and the "claim" process?
- * If the IRS owes your company money, what are your options?
- * What if the IRS owes your company money for one tax (social security tax as an example), but your company owes IRS money for another tax (for example, income tax)?
- * Under what circumstances would the IRS prefer you wait a month before filing a 941-X?

APA Representation

Representing APA will be Daniel T. Moore, CPA, Senior Accountant and Chief Financial Officer for the Moore Agency, Inc. The Moore Agency processes payroll for multi-state companies and handles compliance audits for various federal and state tax authorities. Moore was appointed in 2007 by the Department of Treasury to serve on the Internal Revenue Service Advisory Council and is serving as the Chair of its Wage and Investment subgroup.

For more information, or to register and watch the show, check out TaxTalkToday.tv. While you're at the Tax Talk Today Website, check out "Program -- Topics & Calendar" to see the list of archived webcasts available at any time.

Where's Your IRS Tax Refund?

Share this online resource with your employees--they'll thank you for it

By Scott Mezistrano, CPP

"[Where's My Refund?](#)" is a service offered on the [IRS website](#) and is the quickest way to check on the status of your tax refund. You can generally access information about your refund 72 hours after the IRS acknowledges receipt of your e-filed return, or 3-4 weeks after mailing a paper return.

It's also available in Spanish - "[Donde Esta Mi Reembolso?](#)" Those without Internet access can call the IRS Refund Hotline at 800-829-1954, 24 hours a day. The "Where's My Refund?" service is available at the IRS website, and more information about e-mail and phishing scams is available at <http://www.irs.gov/individuals/article/0,,id=155344,00.html>.

How Does It Work?

Using "Where's My Refund" is easy. Simple online instructions guide you through a process that asks for your social security number, filing status, and the exact amount of your refund--all of which can be found on your tax return. This process is part of the security that verifies that you are authorized to access the specific account information.

Once the information is submitted, results can include one of several responses, including:

- * Your return was received and is in processing.
- * The expected mailing date or direct deposit date of your refund.
- * Your refund has been returned to the IRS because it could not be delivered, in which case you may provide a change of address online.

If it has been more than 28 days since the IRS mailed your refund but you still don't have it, you can initiate a "refund trace" online. Even in cases where a refund is being reviewed or delayed because of a math error or other problem, the "Where's My Refund?" service provides you with immediate and specific steps to resolve any issues that may be affecting your refund.

FEATURE STORY

Display Your Department's Value; Apply for the 2009 Prism Awards

If you've recently improved business practices and overall processes at your organization, you could be in line to receive an APA Prism Award. Such an achievement will garner industry-wide recognition, and prove your department's worth to company executives.



These four exceptional payroll departments were fortunate enough to receive APA Prism Awards in 2008. Will your department do the same in 2009?

Now is the time to prove that worth by sending in your nominations for the 2009 Prism Awards for Best Practices. Companies of all sizes are welcome to nominate their departments, and any department involved in payroll, finance, or accounting is eligible.

The 2009 Prism Awards will be presented to innovative payroll departments that exhibit best practices in four different categories:

- *Technology
- *Management
- *Processes
- *Overall Best Practices

Download the [Prism Award nomination form](#) to enter your company. All nominations are due **June 26, 2009**.

The four award winners are chosen by the Subcommittee Chairs of APA's Strategic Payroll Leadership Task Force (SPLTF). The 2009 Prism Awards will be presented at [APA's Fall Forum](#), scheduled for September 16-18 in Henderson, Nevada--just outside Las Vegas.

For additional information on the Prism Awards, contact [Jim Medlock](#), CPP, Director of Education and Training for APA.

CHAPTER NETWORK

Online Study Group Yields Certification Success

By Dusty Dixon, CPP

In 2002, I learned there were certifications offered through APA that could help advance my career in the payroll profession. From that point, I made it a goal to attain my [Certified Payroll Professional \(CPP\) designation](#). After doing some research, I found there were no study groups available in my area. Juggling a family and career made it nearly impossible for me to go to a live study group, which led me to develop my own [online study group](#). As with any study group, a lot of work and preparation went into coordination and organization. I began by posting a request on [APA's ListServ](#) for a CPP to help teach the group. Dee Nelson, CPP, from the [Northern Lights](#) and [Matanuska Susitna Valley Chapters](#), responded.



The online study group was initially set up through free chat programs on Yahoo! and MSN. The amount of participants and interest were amazing! As our group grew and the free chat rooms gained in popularity, the [North Mississippi Chapter](#) sponsored our own [Online Study Group](#) chat room. I recruited another instructor/coordinator, Raeann Hofkin, CPP, from the [Southeastern Pennsylvania Chapter](#), which was the beginning of what we like to call the official "Online Study Group." Since 2002, we have hosted many online study groups each year, with several CPPs serving as our instructors.

Our student body has grown so much that we typically have a waiting list that starts filling up months in advance. The chat room is our classroom, with the same classroom-style structure. We have pop quizzes and homework, and students are even known to be "called on." Students still have the freedom of meeting with other students and CPPs, but this is done from the comfort of their own homes.

From 2003 through 2009, we had hundreds of students participate in our online study groups. Of those students, 170 sat for the CPP exam, and 134 of those passed with an average passing score of 341.

We now have the exciting opportunity to sponsor several grants each year; the winners receive payment for their CPP exam. The success of the Online Study Group comes solely from the desire of the students to advance in their education and career growth.

My passion, along with that of Raeann, the CPP instructors, and the officers of the North Mississippi Chapter, contributes to this success. It is such a great reward to see class participants receive the motivation and educational tools necessary to help them advance professionally.

Dusty Dixon, CPP, is Payroll & Benefits Supervisor for American Esoteric Laboratories in Memphis, Tenn. and Education Director for the North Mississippi Chapter in Tunica, Miss.

Chapter President Profile: Sherry Dwyer, CPP

By Caren Bennett



Sherry Dwyer, CPP

Sherry Dwyer, CPP, was serving as Director of Education for the [Greater Nashville Chapter](#) when the opportunity arose for her to become Chapter President. An outgoing person by nature, Sherry was excited to take on the role so she could have a greater influence on membership.

"I have a vision for the future," Sherry says. This vision includes having a chapter that is well-connected and involved. Although Nashville is a large city, Sherry has taken many steps as President to keep membership updated on all goings-on within the chapter.

Sherry works to ensure there is always relevant, up-to-date information available on the chapter website. The website also features a [discussion board](#), which allows members to interact and gain information from one another. There are also links to daily chapter news and to the numerous activities within the chapter. Plus, the Greater Nashville Chapter monthly newsletter, [PAYSmart](#), can also be found on the website. All this hard work has paid off; the Greater Nashville Chapter website was named Best Chapter Website of 2008.

Sherry keeps involved with the members through her monthly President's Letter, in which she addresses current events, payroll concerns, and offers support and information to members. She also frequently contacts members via e-mail and over the phone. Sherry enjoys assisting her fellow payroll professionals and having the opportunity to be a mentor to them.

Sherry's commitment to her chapter is inspired by her own experience. "Personally, I love being a member," she says.

In the future, Sherry seeks to further her goal of keeping members connected and involved, and would like more members to take leadership positions within the chapter.

"Anyone who has the opportunity should take it and not be afraid," she says.

Sherry is also enthusiastic about furthering education and promoting creativity and new ideas.

"It is always amazing to see an idea evolve into reality and see it work," she says.

Congress Chapter Activities Provide Valuable Networking Opportunities

Chapter Exchange

Wednesday, May 20
Workshop Session 4
3:45 p.m. -- 5:15 p.m.



Network with fellow local chapter members and peers from across the nation, including the presentation of APA's annual chapter contest awards. Take this opportunity to meet the members of APA's Board of Advisors from each of the eight regions and discuss how to make your chapter a success. We are honored to have iEmployee sponsoring this event for the second year in a row!

Chapter Pictorials

Stop by and view the creative and colorful pictorials entered in the 2008 Chapter Pictorial Contest. Each unique photo collage reflects the activities and events the chapter participated in throughout the past year. The Chapter Pictorials will be showcased in the Convention Center Foyer during the week of Congress.

Chapter Workshop

Wednesday, May 20
Workshop Session 1
8:00 a.m. -- 9:30 a.m.
"Tax Filing and Incorporating Your Chapter"

What are "articles of incorporation?" What's a Form 1023? Does your APA chapter file taxes? If not, should it? Learn the information and tips you need to file for tax-exempt status as a nonprofit charitable organization, and receive up-to-date information on the Form 990 requirements. Join Taunya Fritzsching, CPP, Galveston Bay Area Chapter Secretary and Houston Chapter Committee Member, as she walks us through the chapter incorporation and IRS form-filing process.

Chapter Hospitality Booth

Receive a warm California welcome from APA's Greater Los Angeles, Orange County, Southern California Governmental, Inland Empire, and San Gabriel Valley chapters at the Hospitality Booth. Find out what restaurants, shopping, and tourist attractions Long Beach has to offer.

Costume Contest

When you're up to your neck in year-end processing, have you ever wished you were on a cruise ship sailing across the Caribbean Sea or coasting alongside Alaskan glaciers? Whether you want to be a captain or "cruiser" just enjoying the ride, this year's costume contest is the place to show off your creative side by dressing the part. Costume categories include:

- *Best Cruise Ship Captain
- *Best Cruise Ship Director
- *Best Cruise Ship Celebrity Look-a-Like
- *Best Cruise Ship Entertainer
- *Best Shipwrecked Group

Join us on the Lido Deck (the stage) in the Exhibit Hall on Thursday, May 21 beginning at 5 p.m. to enter. The Costume Contest begins at 5:30 p.m. sharp! You are welcome to wear your costume all day Thursday.

Local Chapter Message Board

Would you like to meet and network with fellow chapter members or other chapters who are also attending Congress? Leave a message on the "Chapter-to-Chapter" Message Board located in the registration area all week at Congress. Chapter members are invited to use this bulletin board as a way to communicate their chapter-related outings, gatherings, and meeting times and locations during Congress.

2009 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.

PAYROLL EVENTS

One Month and Counting . . .

Your 2009 Congress Has More Education, Networking Than Ever Before



Long Beach, Calif. will soon be bustling with America's hard-working payroll professionals, as the 27th Annual Congress is scheduled for May 19-23 at the Long Beach Convention & Entertainment Center. This year's Congress features more workshops than ever before-nearly 200 in all-covering every aspect of payroll, accounts payable, human resources, benefits, technology, and management.

The 27th Annual Congress will also feature the largest payroll/accounts payable exhibit hall in the world, as well as government representatives providing the latest on legislative and regulatory updates. Plus, you'll be able to network with thousands of colleagues in your particular field.

"This event is a 'one-stop shop' for anyone looking to keep in touch with current and future developments and technologies in the payroll world," said Mario Besne, Director of Product Strategy for Accero.

For those looking for education tailored specifically to their interests and profession, the 2009 Congress offers educational tracks. These tracks include workshops and courses ideal for those involved in Benefits & Compensation, Government Affairs, Accounts Payable, and many more.

For more information on educational and networking opportunities at the 27th Annual Congress, please go to the [Congress home page](#), and check out the official [Congress brochure](#).

APA Course Equips Your Organization for Mergers, Acquisitions

The state of the economy has spurred many organizations into action when it comes to planning or undergoing mergers or acquisitions. APA is here to help, via its [Mergers and Acquisitions Forum](#). This one-day seminar, coming soon to Chicago, San Francisco, Dallas, and Boston, covers payroll/human resources processes and offers the information necessary to transition, maintain, and ensure compliance while reducing the expense of the transaction.

Among the topics discussed at the Mergers & Acquisitions Forum are:

- * Will your state unemployment insurance rates change, and how can you control the rates?
- * What is the most efficient method to bring new employees onto your payroll?
- * What must be examined during the pre-merger due diligence period?
- * What is the procedure for completing Form 941 Schedule D for mergers and acquisitions?

APA Education Calendar of Upcoming Events

Payroll Learning Center Courses

[Payroll 101: Foundations of Payroll Certificate Program](#)

[Payroll 201: Payroll Administration Certificate Program](#)

[Payroll 250: Payroll Administration in Canada](#)

[Payroll 260: Payroll Administration in the United Kingdom](#)

[Payroll 270: Implementing Payroll Best Practices](#)

[Payroll 280: Payroll System Selection and Implementation](#)

Payroll Training

[Intermediate Payroll Concepts](#)

[Payroll Practice Essentials](#)

[Strategic Payroll Practices](#)

[Advanced Payroll Concepts](#)

Specialty Seminars

[Mergers & Acquisition Forum](#)

[Local Income Tax Compliance](#)

[Audio Seminar Series](#)

[Audio Seminars On Demand](#)

[Garnishments Forum](#)

[Payroll Issues for Multi-State Employers](#)

[Payroll Tax Forum](#)

Webinars

[Accounts Payable Webinars](#)

[Calculating Paychecks Webinar](#)

[Garnishments Forum Webinar](#)

[Local Income Tax Compliance Webinar](#)

[Payroll Webinars](#)

[Wage and Hour Summit Webinar](#)

[APA Education Course Listing](#) -- Find a class near you, as well as information on all APA courses.
[APA Compliance and Education Calendar](#) -- dates, locations

GOVERNMENT CORNER

IRS Allows 1099s to Show Only Part of SSNs

APA Wants Your Opinion--Would You Do This for Forms W-2?

By Scott Mezistrano, CPP

If you could give your employees Form W-2s showing only the last four digits of their social security numbers, would you do that? How about for your 1099s?

At APA's 5th Annual Capital Summit, held last month in Washington, D.C., the IRS announced it will be issuing a revenue procedure in the late summer or early fall of this year that will allow TIN-masking on Forms 1099, effective for tax year 2009.

APA wants to know what you think, and we'll use your opinions in our discussions with the federal government. [Please take this survey on TIN-masking.](#)



Background

A "TIN" is a "taxpayer identification number," such as a social security number, and the IRS's idea for TIN-masking is that a payer could choose to print just the last four digits of the TIN on the copy of the 1099 that goes from the payer to the payee. The copy the payer files with the IRS would still have to have the full nine-digit TIN.

The IRS is very concerned about protecting taxpayer identity and information. If a form with your name, address, and full social security number fell into the wrong hands, a thief could open a credit card account in your name or even sell your identity to someone who wants to work in the United States but can't legally do so on their own.

The IRS is so concerned about this that it has created an Office of Privacy, Information Protection, and Data Security. The office's Director, Deborah Wolf, made the announcement at APA's Capital Summit. She said that when the revenue procedure is released, it will be an organization's choice whether or not to adopt TIN-masking for their 1099s. As for TIN-masking on Form W-2s, she said that would have to be authorized by Congress, but that Congress is certainly interested in such an idea.

Of course, one of APA's concerns is that the Form W-2 may be the only opportunity an employee has to verify that the employer is actually using his or her actual SSN. Perhaps a better way to safeguard this data is to get more employees to take electronic delivery of their Form W-2s, so they aren't sent through the mail or left in someone's purse or briefcase. In addition, we wouldn't be achieving much in data security if the employee's copy has a truncated TIN, but the copies provided to the employee to file with the state and local jurisdictions still have the full TIN.

BLS Offers E-Filing, Web-Filing of Multiple Worksite Report

By Jake Kane

The Bureau of Labor Statistics (BLS) is regularly pursuing ways to ease employer burden associated with the filing of the Multiple Worksite Report (MWR). Electronic and web-based filing can significantly reduce costs for large and mid-sized employers.

The MWR provides statistics on employers with multiple worksites within a state, and that data is used by many federal and state programs. While only 1% of employers file the MWR, their locations account for nearly 17% of the nation's worksites and approximately 39% of national employment and wages.

Large Employers--Centralized EDI Transmission

The Bureau's Electronic Data Interchange (EDI) Center in Chicago is geared toward firms that meet certain size thresholds. Typically, employers with hundreds of worksites transmit their employment and wage information on electronic media to the EDI Center rather than provide forms or files separately to each state agency. The EDI Center collects data from some of the nation's largest employers.

Mid-Sized Employers--MWRweb Accepted by All States

BLS also offers MWRweb for employers with a smaller number of worksites. This reporting option features a secure website that allows employers to submit employment and wage data, update administrative fields and physical location addresses, and add new worksites. All states are now participating in MWRweb, and BLS has seen much greater utilization of MWRweb as the following clearly shows:

Quarter	Employers	Worksite
2008-1	13,606	90,151
2008-2	15,999	114,001
2008-3	17,198	129,850
2008-4	18,239	140,639

Learn More Online and at Congress

Electronic reporting through the EDI Center or via MWRweb offers the convenience for which you have been searching and can provide significant savings in printing, postage, and administration. You can learn more about these reporting options at the BLS' [Electronic Data Reporting page](#) and [New Web Reporting Option page](#). In addition, BLS staff will be offering a workshop on MWRweb at the upcoming [27th Annual Congress](#). *Jake Kane works for the Bureau of Labor Statistics.*

Payroll Makes America Work

Did you know that payroll professionals are responsible for collecting and providing the U.S. Treasury with roughly two-thirds of the operating budget of our nation? In the U.S. government's fiscal-year 2008, payroll departments deposited more than 65% of the total IRS collections of \$2.7 trillion.

[See exactly what payroll pays](#) in this spreadsheet from the IRS Data Book. Just to the right of the column of gross collections for fiscal-year 2008, it gives the percentage that each figure bears to the total collected. Payroll is responsible for "Individual income tax, Income tax withheld" (35.4%), plus "Employment taxes" (32.2%), less "Self-Employment Insurance Contributions Act" (1.9%).

NEW MEMBERS

APA Welcomes 195 New Members!

Use this handy Adobe .pdf file to find new members in your area.

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 Member's 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.

FEATURE STORY

This Month in PAYTECH: 'Going Green' Special Section

The [April PAYTECH](#) features cover stories that show the many ways in which organizations are becoming more eco-friendly in their daily operations. Going green is not only environmentally beneficial; for many, it's also quite cost-effective.

Check out the [April PAYTECH](#) to see how payroll departments are going green, how and where eco-friendly jobs are springing up throughout the United States, how workforce management solutions support green initiatives, and much more.



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:

[2009 e-Payroll Providers Buyer's Guide](#)
[2009 Payroll & HR Consulting Services Buyer's Guide](#)

These other Buyer's Guides are also available:

[2009 Software-as-a-Service \(SaaS\) Providers](#)
[2009 Software Solutions](#)
[2009 Self-Service Solutions](#)
[2009 Time & Attendance Systems](#)
[2008 Data Privacy](#)
[2008 Tax Filing Solutions](#)
[2008 Biometric & Other Time and Attendance Technologies](#)
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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.

VENDOR NEWS

Sage Upgrades Employee Self-Service Offering



Sage North America has announced Sage Abra SQL HRMS 8.5, the latest version of the company's Microsoft SQL server-based HRMS software for mid-sized businesses and organizations. New employee self-service (ESS) functionality has been added to version 8.5, which allows users to view and access more payroll data online.

Sage Abra ESS, the ESS module of Sage Abra, helps companies and organizations automate their business processes and give employees ownership of their personal information.

To learn more, visit the [Sage website](#).

ITR Releases TimeZone Professional



ITR has released the latest version of its flagship software application, TimeZone. TimeZone 9 introduces significant enhancements to assist organizations in managing all aspects of workforce management.

Included in the version 9 release is the TimeZone Professional module, specifically tailored to meet the needs of web-connected organizations. TimeZone Professional enables employees to check schedules, enter elapsed time worked, track expenses, update personal information, and monitor accruals balances.

"TimeZone 9 truly empowers employees to manage their day-to-day time and labor activities, which removes a tremendous burden from the human resources department," ITR CEO Tracy Parzych said.

To learn more, visit [ITR's website](#).

Kronos Announces Availability of Workforce Central 6.1



Kronos has released version 6.1 of its Workforce Central suite. Workforce Central 6.1 includes hundreds of features and ease-of-use enhancements and underscores Kronos' commitment to deliver solutions. It enables organizations to control labor costs, minimize compliance risk, and improve workforce productivity.

Major enhancements in version 6.1 include enhanced ERP integration, low total cost of ownership, complete automation, machine resource tracking and advanced scheduling.

To learn more, visit [Kronos' website](#).

TransCard, Preferred Paycard Team Up to Offer Paycard Solution



TransCard--a provider of prepaid debit card solutions branded with MasterCard, Discover Network, and STAR associations--and Preferred PayCard, LLC, have partnered to offer payroll debit cards to employers. The partnership offers customers numerous benefits, including online bill pay and free credit scores.

"We want to give traditionally disenfranchised employees the ability to do the things most people take for granted, like making online purchases and paying their bills online or over the phone using a debit card," said Robert Bond, President and CEO of Preferred PayCard, LLC. "Not only are these prepaid debit cards advantageous to employees, they also save employers huge expenses that come with cutting, printing, and mailing paper checks."

For more information, visit the [TransCard](#) and [Preferred Paycard](#) websites.