

The Payroll Tide

January, 2011

Celebrating our tenth anniversary as an APA Chapter



Volume 3 Issue 1

2011-A YEAR OF CELEBRATIONS—SPEAKERS!

MARTIN LUTHER KING DAY JAN 17

FEBRUARY IS BLACK HISTORY MONTH

Speakers 1

Govt News 2

Community Service 3

Celebrations 4

Prof. Dev. 5

President's Message 6

Member Spotlight 7

VSPC Pics 8

Kicking off our 2011 chapter year, HRAPA is delighted to have as our first speaker APA's 2010 President, Linda Obertin, CPP. Linda also currently chairs the APA's Strategic Payroll Leadership Task Force focusing on payroll benchmarking and best practices. Linda is a regular APA speaker and has written articles for PAYTECH. In 1999 Linda received an APA Citation of Merit, and was named "Payroll Woman of the Year" in 2002.

Linda has over 20 years of in-depth payroll and HR experience with companies ranging from 300 to over 100,000 employees with both domestic and international operations Linda will speak to us on "Creating a Payroll Metric With Your Payroll Team"

Don't miss the Feb 10th meeting with Linda!!



Linda M. Obertin, CPP
VP Human Resource Solutions Operations
Fidelity Investments

Chris Bauer, PhD.



Coming up in June- Chris Bauer, PhD.

Chris bills himself as "Ethics Expert and Grin Producer". His topic will earn you 2.5 credits. Chris is the first professional paid speaker to be used by the HRAPA and this is being done as part of our year long celebration of our tenth anniversary.

Government Updates: Did You Know....?



The employee Social Security tax rate will be reduced to 4.2%, while the employer tax will remain at the current 6.2% rate. Changes must be executed by Jan 31, 2011.

Hallelujah, the “Bush Tax Cuts” will remain for two more years.

The control of the House of Representatives has switched from the Democrats to the Republicans and the first item on the agenda is an effort to repeal the Health Care Reform Act provisions enacted under the Obama administration.

For those of you who are national members of APA, they have an On Demand Webinar on how the Tax Relief Act of 2010 will impact payroll in 2011. Register through www.americanpayroll.org—cost \$99 for members.

Beginning February 1st every year employers must post the OSHA 300A Log which summarizes the employer’s reportable injuries and illnesses for the prior year. The posting period is Feb 1-April 30, 2011.

**State News
Missouri minimum wage stays at \$7.25**

Montana’s minimum wage to go to \$7.35 in 2011.

Ohio minimum wage to go to \$7.40 for non-tipped EEs and \$3.70 for tipped EEs.

Oregon raises its minimum wage to \$8.50 for 2011.

Oklahoma mandates electronic filing of state unemployment effective 2011.

HRAPA Community Service Events—Joanne Carr

For February we want to try a NEW service project, “Soldiers’ Angels.

Soldiers' Angels is a volunteer based, nonprofit organization dedicated to supporting our brave men and women in uniform who are valiantly serving our nation in support of the War on Terror in Iraq, Afghanistan and wherever we proudly raise the flag of the United States of America. We are proud to support our heroes in every way possible. If you check out their web site, www.soldiersangels.org, you will find many ways to make donations and items to send to our soldiers. The Board would like for the Chapter to send 25 “Cool Packs” to our valiant troops. A cool pack includes:



- 10 Otter Pops
- 2 cool scarves
- 5 Tang packets with electrolytes
- 2 water soakers
- 6 assorted snack items
- 1 “Thank You For Your Service” card
- Mary Kay Lip Balm
- Sun screen and after sun gel

The cost for each cool pack is \$24 and this includes the shipping. You can write a tax deductible check to Soldiers Angels and bring it with you to the February Meeting. Your contribution can be in any amount; we are not asking you each to purchase a pack.

November Community Project: Coats for Kids An overwhelming success!

As usual, the members of HRAPA were very generous in their support of the “Coats for Kids” community service project. When we delivered the coats to the Langley Federal Credit they had to add an extra storage room just to accommodate our donation! My thanks to all of you who donated coats, many of which were brand new and the sizes ranged from toddlers to adolescents.

Chapter Celebrations.



We're on the web
www.hr-apa.com

Check out the
new and im-
proved
HRAPA website!

New; Members
Only page.

The new address:
www.hr-apa.com
but you can also
get to it
from the old
address.

Check out the
VSPC pictorial on
page 8

Bits & Pieces
Page 9

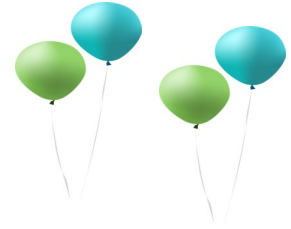
HRAPA

January Babies

6 Abbie Mills, CPP
7 Christina Fairley
14 Stacia Hogge, CPP
15 Joanne Carr, CPP
19 Mary Ann Thompson
22 Christine Chen, CPP

February Babies

3 Valerie Neal
13 Michael Goldman
19 Angela Harris
19 David Hartzog



March Babies

4 Cynthia Johndrow 10 Darlene Wallace, CPP 11 Verlie Medford, CPP
13 Melinee Cody, CPP 16 Elizabeth Haynes 17 Ella Ragassa
21 Melanie Kelly, CPP 25 Lisa Huerta 30 Rosemarie Moody

Please note, I am missing birthdays for the following members: Raven Costen:

Janice Moore; Kelly Price; Kelli Wolfe; Danielle Raleigh; and Lisa Pruitt. Please contact Kitty at kitty_baker@adp.com to add/correct your birthday information.

Save the Date!!! April 14th– A Night of Celebration!

In honor of the Chapter's 10th Anniversary, our April meeting will be a nighttime affair of dinner, a cash bar, and offer you 2 RCHs!

Where: Lake Wright Quality Inn

When: Cocktails from 5:30-6:30 pm, with a cash bar

What: Dinner of Chicken Cordon Bleu or Grilled Portobello with Asian Glaze

Cost: \$30 per person; guests are welcome.

Speakers: Ley Mills of IRS and 2010 Payroll Professional of the Year Stephanie Salavejus

We will be honoring past Officers and Board Members, along with former PPYs. There will be anecdotes on the chapter's history and the scrap book will be on display.

We will invite our sister chapters to join us in our celebrations.

With Melinee "in the house" there will be FUN and there will be PRIZES, Over \$1000 in total prize value. One lucky person will walk away with a \$500 gift card!!

More details at our Feb 10th meeting.

Professional Development with Cynthia Johndrow Temporary Work: A Path to Opportunity

Working as an interim employee can open doors for you, whether you're an experienced or up-and-coming payroll professional. Recent college graduates can learn in-demand skills and earn real-world experience before pursuing full-time employment. Seasoned professionals can use this path to transition to retirement or re-enter the workforce after an absence. Others choose temporary roles to achieve a more flexible schedule or access to a diverse range of projects. However, there are some common misconceptions that prevent some professionals from exploring temporary work opportunities. Here are three – and the realities behind them:

Misconception 1: Employers hire temporary workers for lower-skilled positions only.

Reality: The days when “temp” positions meant only clerical work are long gone. Some do still exist, of course, but today many employers also bring in interim staff for high-level consulting projects that require expertise not available internally.

Some temporary financial employees may even assume leadership roles on certain initiatives.

Misconception 2: Temporary employees never really have a chance to fit in because everyone knows they won't be around for long.

Reality: First, you may be on assignment longer than you think. The [American Staffing Association](#) estimates the average tenure for temporary or contract workers is actually three to four months – and many engagements last even longer.

As for fitting in, most employers today recognize the importance of helping temporary personnel integrate well with full-time staff. Some provide something resembling a mini-on-boarding process – from providing an appropriate workspace and informing candidates about company policies to introducing them to key employees.

Misconception 3: Working as a temporary employee won't lead to a full-time

Role.

Reality: Many organizations have long used interim hiring as a way to evaluate professionals for full-time roles. Most employers today also recognize that temporary work can be a valuable addition to a candidate's resume: In a recent Robert Half survey, 78 percent of executives polled said they consider a long period of consistent temporary work comparable to full-time employment. Once you've had an opportunity to make valuable contributions to an employer, it may not be long before the company decides to make you a permanent fixture in their workplace.

Submitted by Accountemps. Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping

President's Corner by Melinee Cody

mcody@pensoft.com



Happy New Year everyone! You may have wondered why my column was not on the first page of the newsletter as usual. This was done on purpose so that we could focus on the exciting events that your board and I have planned for you in 2011, our 10th anniversary year.

As many of you are aware, the end of 2010 saw a flurry of legislative activity that will have a significant impact on payroll and human resource professionals. So now, more than ever, as payroll professionals we have to stay up to date. The spectrum of speakers we have scheduled for our meetings will do just that.

First up, we are privileged to have APA's current President Linda Obertin, CPP sharing her expertise in payroll and human resources.

In April we will host a special Night Time event to celebrate the 10th Anniversary. It will be at the Quality Inn Lake Wright. It will be a fun social event and we will have two speakers, Ley Mills and Stephanie Salavejus, so you will still be earning recertification credits.

Then in June we are bringing in a nationally known professional speaker, Dr. Chris Bauer who will deliver a special program on ethics, but with a humorous twist. This special event will bring you 2.5 recertification credits.

Other topics include taxable fringes, document retention, unclaimed property, W2s and potentially global payroll issues. Of course I will continue to offer my energizers and contests during the meetings.

And last but not least, HRAPA will continue to be heavily involved in the Virginia Statewide Payroll Conference which will be Oct. 13th and 14th at the Fredericksburg Exposition Center.

Once again I am looking forward to serving you in 2011 and with your help HRAPA will continue to be the BEST chapter in Virginia!



Member Spotlight: Cynthia Johndrow

Cynthia was born in Richmond, Virginia. She spent the early years of her life in Richmond and attended Virginia Commonwealth University and obtained her BS in Business Administration with a concentration in Finance and a minor in Economics. Upon graduating she went into the Management Trainee Program for Thalhimers Department Store where she was employed until 1991 when they were sold. Thalhimers gave Cynthia her first payroll experience. She spent most of her career with Thalhimers as a Personnel Manager and Payroll Specialist for several of their Richmond stores.

After leaving Thalhimers Cynthia was with Hit or Miss Specialty Stores for five years. She was a Regional Manager where she continued to supervise payroll, personnel, merchandising, sales and customer functions for 19 stores in the states of Virginia and North Carolina. She joined Robert Half International Inc. in February of 1996 as a Staffing Manager in Richmond. She has been with Robert Half for fifteen years and has worked in their OfficeTeam and Accountemps Divisions. She has served in management and sales roles through out her career in various branches and states. She currently is an Accountemps Staffing Manager in the Norfolk office. She specializes in the placement of highly skilled accounting and finance professionals on a temporary and temp to hire basis.

Cynthia has been married to Rick Johndrow for ten years. They met back in high school and lost track of each other until a friend introduced them years later. They dated for five years before they eloped to Vegas. They should have been married on Valentine's Day but got stuck in a snow storm driving from San Diego to Vegas so their Anniversary is February 15th. Rick was a Fire Control Man within the Navy stationed in San Diego when they were married and she relocated to be with him. They were in San Diego for four years

before they decided to come back to the East Coast. West Coast life was fun but they both consider Virginia home. They decided to settle in Virginia Beach because Rick would have better job opportunities and they love the beach.



Cynthia is the "crazy dog lady" and treats her Boston terrier, Trudy, and Beagle mix, Lucy, like they are "real" children. Trudy loves to swim and has jumped in many swimming pools, lakes, and oceans; Trudy definitely attracts crowds when she is out because she acts like a big dog even though she is only 14 pounds.

Her other love, besides Rick and the girls, is travel. Cynthia and Rick love to travel and do so often. Their favorite trip was when they traveled to Africa in 2008. They visited Cairo and saw the Pyramids and the Sphinx as well as many temples but going on African safaris was AMAZING. Seeing all the animals in their natural habitat is breath taking especially from a hot air balloon. They plan to travel to Italy in October of this year. They are looking forward to seeing the sites and enjoying the great wine Italy has to offer.

Cynthia joined the HRAPA Chapter in 2006 as the Accountemps local representative; Accountemps has a national alliance with the American Payroll Association and offers its members training and resources to stay current in today's employment market. Cynthia appreciates the relationships she has developed within the chapter as well as the business and referrals she has received. Cynthia currently sits on the HRAPA Board as Education Chair and Chair for Professional Development.

Virginia Statewide Payroll Conference Oct 14-15th, 2010 Pictorial



Afghan Winner



Playing the Ponies at the Social



Charity Raffle Items



Melanie Kelly, CPP wins 2011 Conference Fees



Past & Present PPY's: left to right
Dawn Flora, CPP; Abbie Mills, CPP; Laura Swecker, CPP; Kitty Baker, CPP; Sandra Paulus, CPP and newest PPY, Stephanie Salavejus, CPP



Breakout sessions were well attended

11th Annual Virginia Statewide Payroll Conference

Payroll Under the Big Top!



11th Annual Virginia Statewide Payroll Conference
Fredericksburg Convention Center
October 13-14, 2011



We may be moving our meeting location AGAIN!



The Airport Authority who has so generously provided us free meeting space all last year will now have to begin charging for the room and the IT support.

So, the VP will be looking into several locations to ensure that we find the most economical venue for our meetings.

Stay tuned...

Feb 10 HRAPA Meeting— with National APA President Linda Obertin, CPP



April 14 HRAPA 10th Anniversary Dinner Meeting with Ley Mills of IRS & Stephanie Salavejus, CPP and 2010 VA Payroll Professional of the Year as speakers

June 9 HRAPA Meeting Aug 11 HRAPA Meeting Sept 8 HRAPA Meeting Nov 10 HRAPA Meeting

Our membership is growing!! This year, we had a total of 65 members for the Hampton Roads Chapter, up from 50 members last year. With next year being our 10th anniversary for the chapter, we are hoping our membership will continue to grow!



Registration is now open for the 2011 memberships, so don't miss out! The rates are remaining the same as last year, and will continue to be for a one year period.

Individual Memberships: \$50.00

Corporate Memberships: \$100.00

Corporate Memberships cover up to 3 members within a company. Each additional member registered is an additional \$35.00 per member.

Meeting fees will also remain the same for 2011.

Chapter Member: \$20.00

Non Member: \$25.00

For more information on membership and meeting registrations, please contact Jackie Kronstain at

jkronstain@cvi.canon.com.

HRAPA BOARD

President: Melinee Cody mcody@pensoft.com

President Elect: Jackie Kronstain jkronstain@cvi.canon.com

Vice President: Verlie Medford vmedford@oldpoint.com

Treasurer: Joyce Thompson jthompson@armadahoffler.com

Secretary: Jean Sweeney jsweeney@langleycu.com

Membership: Jackie Kronstain jkronstain@cvi.canon.com

NPW Chair: open

Community Service: Joanne Carr jcarr@cvi.canon.com

Education: Cynthia Johndrow Cynthia.Johndrow@accountemps.com

Newsletter: Kitty Baker kitty_baker@adp.com

Speaker Chair: vacant

Historian: Vacant

Consider serving in one of these vacant Board positions. Contact any one of the people above to volunteer.