



The Payroll Tide

Aug. 2009

This Issue:

President's
Message

Government
News

Member
Spotlight

VSPC News

Celebrations

Chapter
News

Puzzle

A Word from the President... Sam Brigman

FULL STEAM AHEAD!! The HRAPA is rolling. I am so proud of the commitment of the members here in Hampton Roads. We have a strong team that keeps growing. With 3 breakfast meeting completed we are now coming upon the final stops for year end. I am excited about the boss's breakfast meeting which coincides with National Payroll Week. If you haven't already done so, we need your supervisor's contact info in order to send information about the breakfast meeting. Email Kitty Baker at kitty_baker@adp.com with the following info: 1) Your Name; 2) boss's name & title; 3) boss's email address and 4) boss's mailing address.

Have you registered for the State Payroll conference yet?? As of July 31, only 10 Hampton Roads members have registered. I challenge everyone to register. 10 RCH credits are awaiting you and as you know, once you pass that dreaded test, you never want to do it again. Looking for ROI to build your business case for attend? At \$225 the cost of each RCH is only \$22.50. Also consider taking the bus to Roanoke. There will be a pickup in VA Beach at 10 am with a stop in Newport News and Richmond. The cost of the bus is only \$60 whereas driving the 500 plus miles round trip @ .55 a mile would cost \$319. And I promise it will be a FUN ride!



Government News

Compliance is compulsory, therefore education is mandatory.

New Way to Verify Employee Social Security Numbers

The process for employers to verify Social Security numbers is changing. Employers can now verify employee Social Security numbers by phone 24 hours a day, seven days a week with a new automated telephone service.

Beginning fall 2009, employers, as well as third parties acting on behalf of employers, will only be able to verify employee numbers online or over the automated telephone service. Social Security's telephone agents will no longer verify numbers for employers.

To use the system, you must be registered. Employers can register today at www.socialsecurity.gov/employer. Select the "Business Services Online" link. More information is available on the website. For registration questions, visit www.socialsecurity.gov/employer or call Social Security's employer reporting service center at 1-800-772-6270.



Job Candidates' Past Tenure Important to Employers

According to a Robert Half survey, patient, steady and loyal payroll professionals who have solid work histories will likely have a leg up in the job market. Eighty-seven percent of chief financial officers polled said a candidate's tenure with previous employers is an important consideration in determining whether to hire the applicant. While it's not unusual for a person to change jobs or careers multiple times during the course of his or her lifetime, holding too many positions in rapid succession — and without signs of professional advancement — raises a red flag for many prospective employers. Put simply, hiring managers look for a pattern of stability when evaluating candidates. Due to the high costs associated with recruiting and training new employees, businesses seek workers whose employment histories indicate they are likely to stick with the organization for an appreciable amount of time. Moreover, companies place a high value on employee loyalty.

What does this mean for you as a payroll professional looking to advance your career? While you shouldn't put your aspirations on hold or stay long-term with a bad employer, it's wise in most situations to consider looking within your own company for new challenges and rewards before applying with other firms. The grass may appear to be greener outside your organization, and, indeed, sometimes a new job is the best answer, but also keep in mind there might be desirable employment prospects within your department or organization you're unaware of.

Before you jump ship, take the initiative and ask your manager about potential advancement opportunities. If none currently exist, you might inquire about taking on additional duties and responsibilities that will enable you to expand your skills and increase your marketability. And if you're primarily seeking a new opportunity because of compensation concerns, consider asking for a merit-based salary increase. If you've

The Payroll Tide
Aug. 2009

proven yourself to be an invaluable team player, your employer could be more open to negotiation than you expect.

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping professionals. The company has more than 350 offices throughout North America, Europe, Australia and New Zealand, and offers online job search services at www.accountemps.com.



Member Spotlight

Michael Goldman, Senior Recruiter, The Staffing 2000 Companies



Michael originally sent me a very efficient concise resume, no doubt, the result of his most recent employment experience. So, I called him to ask some questions to let me “flesh out” the resume and what a delight that was! Michael has his B.S. in Oceanography from the University of Washington and his MBA in Finance from Duke. The U.S. Navy is how Michael ended up in our neck of the woods. Like so many ex-military, Michael remained in Hampton Roads after completing his military service. However it wasn't just the allure of Hampton Roads that won his heart.

During a Harborfest party in 1988, Michael was introduced to Dianne who would become his wife. So indicative of Michael's wry sense of humor, he secretly procured Dianne's phone number and left her a quirky message about what she had worn to the party. As expected, Dianne returned the call wanting to know “who was this guy”. She soon discovered they had commonality in their career backgrounds, both in finance and IT working with ships and the rest as they say, was history. They have a 13 year old daughter, Jennifer, who is an honor roll student at Norfolk Academy.

Over the years Michael has been a small business consultant, Director of Finance for a distribution firm, a Financial Analyst for Sentara Healthcare and most recently a senior recruiter

for The Staffing 2000 Companies. In all of his various jobs he has not only helped his employers become more fiscally efficient and profitable but he has done his share of instruction/training. I asked him about zany things that he's observed in the recruiting world and he shared the following: one person put in their objective, "want to come and work, learn, then leave"; another said "looking for any job that pays". He's received a 36-page resume from an IT professional and many, many humorous misspellings and misuse of words. He works with ECPI and other schools to help train people who are re-tooling careers, re-entering the workforce, or who just need to know how to transition their current skills to today's work environment.

Michael joined the HRAPA in January of 2008 and is currently working on achieving his Certified Staffing Professional designation. Among his varied hobbies and interest are philately (stamp collecting), numismatics (coin collecting) and gemstones/geology. He has a summer home in the Blue Ridge Mountains of VA. He also enjoys wildlife and fishing and is an avid college basketball fan. Go Blue Devils!

Virginia Statewide Payroll Conference



The "Payroll Express" will soon be leaving the station! Do you have your ticket? Don't forget we have a bus that only costs \$60 to ensure a safe, relaxing drive to Roanoke. Aug. 20th will

end the Early Bird special rate of \$225. After that, and until September 18th the cost goes to \$275 for members of local APA chapters and \$325 for non-local chapter members (including just national members) Registrations must be postmarked by these dates. As of this publication 10 Hampton Roads Chapter members are "on board". Remember this equates to only \$22.50 per credit for our 10 APA RCH credits!! The social on Thursday evening is a Mystery Dinner Theater production that let's you help solve the case. Please register on line at www.vspa-apa.com



Celebrations

Birthdays:	Aug 29 th	Jean Sweeney	Sept 5	Marcia Boomer
	Aug 31 st	Vanessa Bruce	Sept 10	Janice Moore
			Sept 24	Kitty Baker
			Sept 27	Vivian Ashworth

The Payroll Tide
Aug. 2009



National Payroll Week — September 7-11, 2009

National Payroll Week celebrates the hard work by America's 156 million wage earners and the payroll professionals who pay them. Together, through the payroll withholding system, they contribute, collect, report and deposit approximately \$1.8 trillion, or 65.7%, of the annual revenue of the U.S. Treasury.

You don't want to miss the Hampton Roads Chapter's NPW Event. This year we are having a special meeting on Sept 10th to recognize and celebrate the hard work, dedication and expertise of payroll professionals. Our event is "Bring Your Boss to Breakfast" and so far 8 of the 20 bosses that have been invited have responded to the initial e-invite asking them to save the date. At this meeting we will educate your bosses on just how valuable you are and what it takes, from an educational standpoint, to be a true payroll professional. We want them to fully understand the ROI for allowing you to attend chapter meetings, the statewide conference, and national congress. We will honor our many CPP and FPC members. As a thank you we will have a small gift for each boss which will be embossed with our chapter logo. Betty Martin will be our speaker and her topic is Travel & Expense Management. Please check with your bosses about the e-invite and encourage them to respond. We will also be sending them a written invitation and we will include a Payroll Professional of the Year nomination form, our not so subtle way of suggesting that they nominate YOU for this prestigious award!

What is the estimated cost of a "mis-hire"? __ 1.5 times value of annual salary __ 2-3 times the value of annual salary __ 3-4 times the value of annual salary? See what Small Trend Business, LLC has for your answer later in this newsletter!

The Payroll Tide
Aug. 2009

Think you are up to date on HR issues? Take this little mini quiz to see how informed you really are!

1. What would a bill approved by the House of Representatives do about executive compensation?

- A. Require that executives provide 30 hours of annual community service
- B. Index executive pay packages to the gross domestic product
- C. Give shareholders the right to a nonbinding vote on executive pay packages

2. What statistic recently reached a three-year high?

- A. Public approval of the president's health care plan
- B. The number of job seekers willing to relocate to get a job
- C. The value of the average 401(k) plan

3. What would the proposed PASS ID measure mandate?

- A. A new national standard for graduating from high school
- B. Blood-alcohol and breath tests for all drivers stopped by law enforcement
- C. Standardized driver's licenses and ID cards with new security features

4. How many U.S. companies involve non-management workers in the design of flexible work arrangements?

- A. About half
- B. All; participation is mandatory
- C. None; such arrangements are illegal

5. How many American workers insist on receiving a highly detailed account of fees and expenses associated with their 401(k) accounts?

- A. 100%
- B. 31%
- C. None; this data is not available to participants

State Nonresident Withholding



Across

5. Systems are not _____ to handle tax equalization and gross-ups.
8. Historically most employees _____ in the same state they work in.
10. Not all states accept _____ W-4.
11. Employers who are not aware of all the rules regulating non-resident withholding run a risk for _____
14. One group the states are especially interested in is _____ with long term deferrals.
16. Away from _____ and temporary.
17. Time & Attendance systems may not provide for _____ reporting within pay period.
19. Many states limit the number of _____ allowances by nonresidents.
20. Exchange of privileges between states, nations,

Down

1. An ever increasing number of employees _____ outside of their employer's office.
2. Income producing
3. Virginia Form VA-1 is a state _____ form.
4. Anything that is too insignificant to justify accounting for or recording it.
6. Common Method of Gross Up.
7. Is a work arrangement in which employees work from home.
9. A person who maintains resident of two states in same calendar year.
12. Literally means connection.
13. Non Resident tax does not generally apply to

businesses or individuals.

_____ tax withholding.

15. Resident by either being _____ in the state or spending more than a certain number of days in the state.

18. Cash ___

Answers in our next newsletter!

Tidbits

Answer to HR quiz: 1: C 2: B 3: C 4: A 5: B

Average cost of a mis-hire? According to a study conducted by Small Business, LLC the cost is between 3 and 4 times the annual salary of the position. Finding the right talent and keeping them is ultra critical in today's economy.

The Social Security base will remain the same for 2010/2011 but the agency predicts funds will be exhausted by 2037, 4 years later than first anticipated!