



The Payroll Tide

March, 2009

This Issue:

Professional Development

Member Spotlight

VSPC News

Celebrations

Chapter News

A Word from the President...

Sam Brigman

Welcome, welcome, welcome to the 2009 year of the Hampton Roads Chapter of the American Payroll Association. We have a lot in store for all. I need to step back to 2008 and reflect on the uncertainty that we all have faced. Layoffs, Foreclosures, Restructuring-- those seemed to be the key words for 2008. We all have been affected in some way by this economy. Let's just hope that the new presidential administration will be able to bring this "state of mess" back to a "state of the union" that we are accustomed to. This has definitely been an eye opening reality check for all.

With that being said, I want to extend a sincere "Thank You" to all that have renewed their 2009 membership to this fine organization. I can tell you my board members have discussed ways to get you more bang for the buck. You know, it really was not that hard. There are always changes with the IRS, FLSA, EEO and immigration that we, the front line payroll professionals, need to be aware of. The board has 6 breakfast meetings for 2009 and one special meeting in March. Thanks to Cynthia Johndrow with Accountemps, we held a night meeting for those members who wished to get their resume updated by those professionals who know what to look for. Also this special session will carry 1 CEU.

This is only the first quarter of 2009. Just stay tuned for April.



Government News

"Change has come to America", President Obama's catchphrase is certainly proving to be true. Changes to COBRA, ADA are hitting us left and right. Below are some resources you can use to help understand the changes and to stay in compliance.

"What You Don't Know About the New Definition

Of Disability could be Costly"

When: Thursday, March 19th

Time: 9:00 -10:30 am

Where: The Pinnacle Group Training Center 2604 Barrett Street, Suite 200, Virginia Beach, VA

RSVP: Call (757) 463-8000 or reply to: seminars@thepinnacle.net.

The Internal Revenue Service released new detailed information that will help employers claim credit for the COBRA medical premiums they pay for their former employees.

The IRS unveiled [new information](#) on its Web site, IRS.gov, that includes an extensive set of [questions and answers](#) for employers. In addition, the Web site contains a revised version of the quarterly payroll tax return that employers will use to claim credit for the COBRA medical premiums they pay for their former employees.

You can see the [complete IRS press release here](#).

ADP also has a site: www.adp.com/stimulus

Professional Development with Cynthia Johndrow

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 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.



Celebrations

Happy Birthday

March

April

4th Cynthia Johndrow

14th Lisa Stevens

6th Elizabeth Haynes

11th Verlie Medford

13th Melinee Cody

Please supply this information to Kitty Baker at kitty_baker@adp.com





MEMBER SPOTLIGHT



Kay Lasher

I was born in Washington, DC and lived in the DC metropolitan area most of my life. My first husband passed away in 1997 and I moved to Chesapeake, VA to be near my daughter and grandchildren. We moved to the Virginia Beach area, I met my current husband in 2003 and I remarried in June, 2004. I have 2 children, Kathy and Jay and 3 step-children, Karen, Michael and John; 4 grandchildren, Amber-22, Zac-18, Robert-17 and Carmen-11; 1 great-grandchild, Matthew-2. Both of my parents are living, ages 78 and 80, and they just celebrated their 60th wedding anniversary last August. My dad still works for Sears selling hardware. We also have 3 dachshunds; Sebastian is a miniature, 17 years old, Guinevere and Lancelot are brother and sister, standards and are 3 years old now.

My work history is varied, but all has to do with accounting in some way, shape or form. I started working at the age of 14 with a worker's permit (I wanted my first car at 16). My first job was with Sears in the Uncollectible Accounts

I worked for accounting firms for 11 years early in my career and then went into private companies working in Payroll, HR, Office Management, Controller, etc. Over the years, I also had my own Bookkeeping and Consulting business during a 4 year period. About 6 years ago, I went back to work with Accounting Firms. Last year, I joined Goodman & Company, one of the premier accounting firms in the MD-VA areas. My current title is Software Support Specialist. My primary functions are accounting, QuickBooks and Peachtree support and after-the-fact Payroll as well as training on payroll software. I am certified in Peachtree and I am a QuickBooks ProAdvisor and have been since 2003. I have also been a member of the Hampton Roads American Payroll Association since 2003.

I have many interests including, music, movies, bowling and bingo. When I have a few minutes, I enjoy going on the internet to the GSN website and playing the free games or picking up a puzzle book and working puzzles for hours.

In five years, I see myself still plugging along at Goodman & Company, enjoying my husband and family, spending time in Florida at our timeshare and, hopefully taking a cruise now and again.



**9th Annual Virginia Statewide Payroll Conference
Mayhem on the Payroll Express
Hotel Roanoke October 15-16th, 2009**

Exciting news from the VSPC. Plans are well under way for this year's conference. Speakers have been selected, we already have one of our Diamond Level Sponsors and other vendors waiting in the wings as soon as registration opens on the NEW VSPC website, www.vspc-apa.com which should be fully operational by the end of March. There will be a bus available with pickups in Virginia Beach, Newport News and Richmond. We will be staying at the beautiful, historic Hotel Roanoke and our social will be a professional Mystery Dinner Theater production. Rates remain the same as for 2008 so start saving now so that when the conductor calls, "all aboard" you won't miss out!



Chapter News

Next Meeting April 9 @ Doubletree Hotel in Military Circle. Pre-register and pay for your meeting at

www.hrapa.com

The speaker will be Stephanie Salavejus, VP & COO of PenSoft, media chair and webmaster for the VSPC, A past president of the Colonial Capital Chapter of the APA and she will be speaking on "Obtaining Your CPP Certification".

We still have open positions on the HRAPA Board and are looking for input and contributors to our new newsletter.

May the "Luck of the Irish" always be with you!