

# The "Ally Mo" News



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2<sup>nd</sup> Quarter

June 2007

## Quarterly Quotes



*Believe you can and you're half way there...**Theodore Roosevelt***

*In a very real sense, it will not be one man going to the moon it will be an entire nation. For all of us must work to put them there...**John F. Kennedy***

*I think it is necessary to live your life to the best of your new ability...**Patty Duke***

*When they say you're the best, I always remember that the majority of the audience probably thinks someone else should have gotten the award...**Brad Paisley***

*I believe in things that move people, if the audience isn't deeply caught up and moved to either laughter or tears then I don't think it is theater...**Estelle Parsons***

## Member Spotlight

*The Alamo Chapter would like to recognize Dana Mirabelli, CPP in the quarterly member spotlight.*

*Dana works for ADP, Inc. She is in the Payroll, Human Resources and Time and Labor Management Outsourcing Department. She will be there 20 years in January, 2008. Her current position is Implementation Support Specialist.*

*Her main responsibilities are to support the Implementation Specialist, Project Managers, and South Central Management in successfully converting new ADP clients to their systems.*

*Dana has been a member of the Alamo Chapter since 1998. She is married and has 3 children. They are all girls and their ages are 23, 22, and 14.*

*She has served on the Board of Directors for the Alamo Chapter for four years as Government Liaison and currently as President-Elect. She looks forward to her up and coming appointment to President of the Chapter in January 2008. Her hobbies are camping, boating, tubing, playing pool, darts and bowling. She and her husband enjoy many different things with their friends. Her 23 year old daughter just got married on June 23<sup>rd</sup> and their 22 year old daughter will be getting married in April, 2008.*



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Have you noticed? APA is sporting a new logo.



The Winner of the American Payroll Association's 2007 Chapter of the Year is.....



## *The Alamo Chapter of the APA!*

Way to go AC-APA! Congratulations to everyone in the Chapter. This award is a tribute to your support and dedication to the payroll profession in San Antonio and surrounding cities.

We also received:

- The 2007 Facilitator Gavel Award
- 1st place for the 2007 Dream Theme with the other TX chapters for the 2006 Texas Payroll Conference "Payroll: the Ultimate Experience".

Valery Noakes CPP, our Chapter President, proudly accepted the award from Dan Maddux, Executive Director, at the APA's National Congress in Las Vegas. Please check out the entire article from APA Today on our web site!



## 2007 FPC/ CPP Study Group

The Alamo's 2007 FPC/ CPP Study Group started June 7<sup>th</sup> and will continue every Thursday through August 30, 2007, 13 short weeks. After that, if you choose, you will be able to attend an additional 4 weeks of Review.

The classes are being held at:

**Execupay  
510 Portland  
San Antonio, TX 78216**

Our 2006 FPC/ CPP Study Group is very proud that, out of 21 class members, four students decided to sit for the exam and all four passed. We would also like to thank Execupay for sponsoring the facility again this year.—THANK YOU!

Please use the link below to visit our web site to see the class schedule and criteria required by the American Payroll Association to be able to sit for the exam. Our web site also contains an on-line registration area so that you can register for the class while you are there <http://www.apasanantonio.com/displaycommon.cfm?an=1>

If you have questions please contact Patti Callahan CPP, FPC/ CPP Study Group Coordinator and one of the class instructors at [pcallahan@missionpharmacal.com](mailto:pcallahan@missionpharmacal.com) or you can call (210) 581-1368.

## 2007 NPW Celebration / 15<sup>th</sup> Anniversary

The Alamo Chapter will be celebrating our 15<sup>th</sup> anniversary and 2007 National Payroll Week during the August 15<sup>th</sup> luncheon meeting. Please come join us for a VERY special celebration!

## Texas Payroll Conference – September 27<sup>th</sup> thru the 29<sup>th</sup>

The Alamo Chapter Board would like to know how many Alamo Chapter members will be attending the Texas Payroll Conference on September 27<sup>th</sup> through the 29<sup>th</sup>. If you plan to attend, please e-mail Dana Mirabelli [pres\\_elect@apasanantonio.com](mailto:pres_elect@apasanantonio.com).

We are also looking for a volunteer (or volunteers) to chair the Committee for the Alamo Chapter booth at the Conference.

The Chairperson(s) responsibilities include:

- Soliciting committee members
- Working with the committee to determine the theme for our booth
- Decorating the booth
- Ensuring the booth is manned during necessary times.
- We are also partnering with the CenTex Chapter to set up the "Hospitality Booth". The Committee Chairperson would work with the CenTex Chapter to determine how we can assist with the Hospitality Booth.

If you would like to volunteer for this great opportunity, please e-mail Dana at [pres\\_elect@apasanantonio.com](mailto:pres_elect@apasanantonio.com).

## Compliance Update

### **Federal Minimum Wage Increases to \$5.85 Per Hour on July 24**

On May 25, President Bush signed legislation increasing the federal minimum wage for the first time since 1997. The increase was tacked on to an unrelated "war supplemental" appropriations bill and approved by the U.S. House and Senate by large margins.

Title VIII, Subtitle A, of the U.S. Troop Readiness, Veterans' Care, Katrina Recovery, and Iraq Accountability Appropriations Act of 2007, is the Fair Minimum Wage Act of 2007, which increases the minimum wage. Title VIII, Subtitle B, is the Small Business and Work Opportunity Tax Act of 2007, an accompanying package of business tax incentives.

## **Fair Minimum Wage Act**

The Fair Minimum Wage Act of 2007 increases the federal hourly minimum wage rate to:

- \$5.85, effective 60 days after the date of enactment (i.e., July 24, 2007);
- \$6.55, effective 12 months after that 60th day (i.e., July 24, 2008); and
- \$7.25, effective 24 months after that 60th day (i.e., July 24, 2009).

## **Small Business and Work Opportunity Tax Act**

The Small Business and Work Opportunity Tax Act of 2007 contains several provisions of interest to payroll professionals.

**FICA tax credit on employee tips.** The Act freezes the minimum wage at \$5.15 per hour for the sole purpose of determining the employer's business tax credit for the employer's share of social security and Medicare (FICA) taxes paid on employee tips above the minimum wage (IRC §45B).

**Work Opportunity Tax Credit.** The Act extends the Work Opportunity Tax Credit for qualified individuals who begin work for an employer after December 31, 2007, and before September 1, 2011.

## **State minimum wage rates**

The minimum wage rate in several states is tied to the federal rate in various ways. Five states – Alabama, Louisiana, Mississippi, South Carolina, and Tennessee – have no minimum wage law. One state – Kansas – has a minimum wage rate lower than the federal rate. And 15 states – Georgia, Idaho, Indiana, Kentucky, Nebraska, New Hampshire, New Mexico, North Dakota, Oklahoma, Puerto Rico, South Dakota, Texas, Utah, Virginia, and Wyoming – follow the federal rate. The rates in all of these states will change along with the federal rate.

## **Creditor garnishments**

The increases in the federal minimum wage will significantly affect the calculation of the amount that can be garnished to repay a debt. For example, the federal Consumer Credit Protection Act (CCPA) states that the maximum amount of an employee's "disposable earnings" that can be garnished to repay a debt is the lesser of:

- 25% of the employee's disposable earnings for the week; or
- The amount by which the employee's disposable earnings for the week exceed 30 times the federal minimum hourly rate then in effect.

**Information obtained from: American Payroll Association**

## **Upcoming Meetings**

July 18, 2007	Earl Powell – Abacus Solutions Group 10 Steps to Advance Your Career!
August 15, 2007	NPW Celebration
September 19, 2007	Speaker – TBD
October 17, 2007	Dan Stern – Shareholder Cox, Smith & Matthew, Inc. FMLA
November 14, 2007	Diane Owens – Social Security Administration Changes at Social Security Administration
December 12, 2007	James Medlock – American Payroll Association Year-End Legislative Update

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