



# The Payroll Post

Volume 9, Issue 1

*A publication for and by the members of the Greater Atlanta Payroll Association*

From your President...

Welcome to the new year! Our board is already hard at work recapping our 2023 activities for the Chapter of the Year contest entry as well as other annual chapter contests that will have the winner announced during the Chapter Exchange at Congress in May. Be sure to share your activity with PayrollOrg with us by [taking our brief survey](#) that should take just a couple of minutes to complete.

Can you believe that this is our 40th year as a chapter?! Your board is planning activities to celebrate all year long. Stay tuned to the memories we will share that brought us to where we are today.

One final reminder that we are accepting nominations for the President Elect position and the two Board Member positions on the board. Please let me know if you are interested in either position.

*Amleigh*

### Upcoming Events:

**February 8, 2024** Monthly Meeting  
In Person! 5.30 p.m.

Embassy Suites – Perimeter  
1030 Crown Pointe Parkway, Atlanta, GA 30338



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**Ready for the Rest of 2024**  
Presented by  
**Levi Meeske, CPP**



Even though we didn't see each other, we will be collecting Children's books for the month of January to donate to The Craddock Center. Please bring your donation to our in-person meeting in February. During our February meeting, we will stuff the books into drawstrings bookbags to create book bundle bags. <https://www.craddockcenter.org/> We will also be collecting Winter Coats to support the [Quinn House](#).



## Free Webinar for National Members!

***Managing Risk: Navigating the Decision to Embrace Payroll as a Service for Your Organization:*** February 13, 2024 at 11 a.m. EST During this webinar, you will learn trends and supporting data around outsourcing payroll versus traditional payroll management; top considerations when exploring payroll as a service; examples of near- and long-term value benefits and consequences including noncompliance for wage and hour laws and improper jurisdictional taxation; specific use cases where organizations can benefit the most from employing a third-party payroll service provider and a framework that can be used to build an effective business case. Register [here](#).

## **Local Chapter News**

### **National Payroll Week Contest Wins!**

**Celebrating Success on the National Stage:** Each year, we eagerly participate in several contests on a national level with Payroll.Org, and this year, as in years past, our efforts have truly been well worth it. Out of the five contests entered, we clinched victory or secured placement in an impressive four of them!

This remarkable achievement is a testament to the dedication and collaborative spirit of our board and membership. It is through their tireless efforts and commitment to excellence that we have been able to showcase the outstanding work of our chapter on a national platform.

Winning a national contest is not merely a feather in our cap; it brings tangible benefits to our chapter and its members. From complimentary congress registrations to no-cost webinars conducted by national experts, these victories open doors to invaluable learning opportunities and professional development. Moreover, the heightened visibility and recognition garnered through these accolades further solidify our chapter's reputation as a leading force within the payroll community.

As we reflect on our achievements, let us extend our heartfelt gratitude to every individual who contributed to this success. Your dedication and enthusiasm continue to propel our chapter towards greater heights, inspiring us all to strive for excellence in everything we do. Here's to many more triumphs and shared moments of celebration in the future!

**Chapter Promotion:** First Place

**Chapter Photo Contest:** Third Place

**Educational Outreach & Community Service:** Second Place

**Local Media Outreach:** First Place

**NATIONAL  
PAYROLL  
WEEK 2023**

## Chapter Member Spotlight – Robin Massaro, CPP

By: Michele Denise Baker



**Revolutionizing Payroll and Embracing Change:** We had the privilege of interviewing one of our esteemed chapter members, Robin Massaro, CPP whose journey from dreamer to payroll professional is nothing short of inspiring. Let's delve into the conversation we had with her:

*1) Dream Career Versus Reality:* “Growing up, I wanted to be everything from a neurosurgeon to the President and everything in between. When I finally decided to settle on one path, I was going to do 20 years in the United States Coast Guard, retire a Brigadier General and then join the FBI to become a Behavioral Scientist. I wanted to get into the minds of some of our most notorious killers and figure out why they do what they do and how can we fix it.”

*2) Transition to Payroll:* “While I was on my way to fulfilling my dream, I got hurt in the Coast Guard. I

had to leave as a Service-Connected Disabled Veteran. I went to work in an office performing Accounts Receivable functions. The company I was working for was implementing new payroll software, internationally. I took the aptitude test to see if I would be a good fit to be a leading member of the implementation team. That test landed me in payroll.”

*3) A Rich Tapestry of Payroll Experience:* “I have been around the block regarding payroll. I learned payroll on ADP’s DOS. I have processed payroll on all the big software platforms (most of ADP’s), Kronos, Ultipro, Infor, JD Edwards to smaller platforms and industry specific like Darwin and Sagitta. I have hand calculated timecards and taxes and balanced multi-million-dollar payrolls alike. I have run payroll departments that consisted of just me and others that had staffs numbering as high as 26.

In all of my payroll roles, my favorite part is finding processes that need to be revolutionized and streamlined. I like to be a part of a solution that gives people the ability to grow personally from their job. As you find efficiencies, you give yourself time to learn and grow. If you aren’t growing, it is just a job. In that same mindset, I like to help others that are trying to better themselves. I have always helped with study groups for people trying to achieve their FPC or CPP. I can help someone understand complex calculations or just be a cheerleader. Whatever is needed.

Additionally, I have been active in my local chapters and at a national level as well. I have written several articles for PayTech Magazine and was on the board of Contributing Writers. I have been a member of the national helpline. I have also given presentations to local chapters.

Currently I am a Workday Managing Consultant for Alight Solutions. I help clients that are implementing Workday Software in the Payroll, Time Tracking and Scheduling and Labor Optimization space. I love what I do now as it is the best parts for me. Revolutionizing and streamlining payroll for my clients.”

*4) Overcoming Challenges:* The transition from her initial career aspirations to a new trajectory in payroll was undoubtedly a significant challenge. However, Robin’s resilience and adaptability shine through as she embraced her new reality with determination.

*5) Vision for Change in Payroll:* When asked about changes she would implement within payroll, she highlights the need for standardization in reporting. “It seems everyone wants something from the payroll department (tax agencies, child support, BLS, etc. and they all want it differently. We supply so much of the same information in different formats to different users.”

*6) Joining the Atlanta Chapter:* “I moved from Nashville, TN to Cherry Log, GA. I was missing the connection I had to my payroll colleagues and wanted to find a chapter. If you know where Cherry Log is, you know it isn’t close to anything. I had considered joining a Chattanooga, TN chapter but decided to go with Atlanta because of the reputation and active nature of the chapter. I am really happy, I did. I may not make many live meetings, but I am feeling more connected just the same.”

*7) Workday Consulting:* As a Workday Managing Consultant, Robin sheds light on the latest advancements and challenges within the platform. Scheduling and Labor Optimization emerge as sought-after features, albeit with the challenges of data conversion and testing posing significant hurdles during implementation.

*8) Willingness to Volunteer:* Despite geographical distance, Robin expresses a wholehearted willingness to contribute to the chapter’s endeavors, reflecting their dedication to the payroll community.

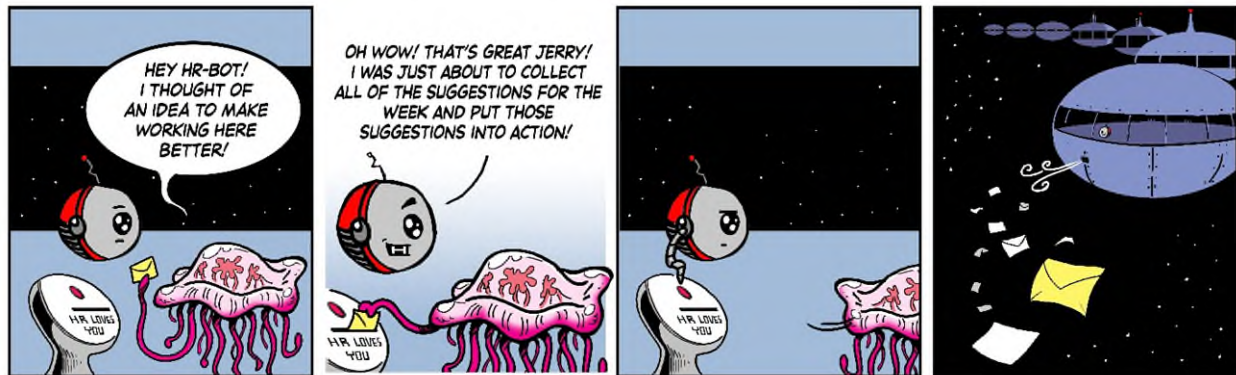
*9) Fun Fact:* In a heartwarming revelation, Robin shares her experience of relocating to the North Georgia mountains to care for her granddaughter, emphasizing the profound impact of family and the joy found in nurturing others.

In conclusion, our interview with Robin encapsulates a journey marked by resilience, adaptability, and a relentless pursuit of growth and connection within the payroll community. Her story serves as a testament to the transformative power of embracing change and finding purpose amidst life’s unexpected twists and turns.



## The adventures of PAYBOT...

By Jim Kohl, CPP



## National News



There's still time to apply for one of six PayrollOrg payroll education grants. The continued education offered through these grants is essential for payroll professionals to stay informed. These grants honor payroll professionals for their commitment to education, and today, we urge you as a member of the payroll community to throw your hat in the ring! [Learn More!](#)

Six deserving PayrollOrg members will receive PayrollOrg education at absolutely no cost through these grants. **Applications are due by February 24, 2024.**

PayrollOrg Payroll Education Grants:

- One Complete PayrollOrg Payroll Training Package
- Two PayrollOrg Course/Conference Grants
- Three Payroll Source Plus Grants

**2024 Congress Register [here](#).**

May 7-10, 2024 in Nashville TN.



## **Speakers have been announced:**



PayrollOrg (PAYO) has announced the lineup of inspiring, educational keynote speakers for the 42nd Annual Payroll Congress, May 7-10. Payroll professionals can learn from these top-rated innovators when they share their transformational insights with attendees at the Gaylord Opryland Resort and Convention Center in Nashville, Tennessee.

**Shawn Kanungo:** during the Opening General Session on Tuesday, May 7.

Sponsored by rapid!, globally-recognized innovation strategist and bestselling author Shawn Kanungo presents “The Age of Infinity—Generative AI and Our Future.” In this provocative and counterintuitive session, Kanungo dives deep into the age of artificial intelligence (AI) and infinite leverage. He explores how it will impact culture, business, technology, and individuals... and why the future favors the freaks over the geeks.


**Lynda Gratton:** during General Session on Wednesday, May 8.

Sponsored by ADP, Lynda Gratton— Professor of Management Practice at London Business School and founder of HSM Advisory—presents “The Future of Work Is Now, and Here Is How to Thrive.” In this session, Gratton, who some may remember was a presenter during PAYO’s 2021 Congress Xstream, argues that power, skills, and structures shift as organizations transform, and with this, the role of leaders transform. Gratton shows what you must do now to understand and prepare for these shifts.

**Kelly Swanson, CSP, CPAE:** during Closing General Session Thursday, May 9.

Award-winning master storyteller and Hall of Fame speaker Kelly Swanson, CSP, CPAE, shares her insight on “The Persuasion Principle: Connect and Engage Through the Power of Story.” In this funny and motivational session, Swanson, who is making her second appearance at Payroll Congress, shares six secrets to engaging with teams and business leaders alike through crafting transformative narratives that connect, inspire, and leave a lasting impact.

## "PayTalk"




**EPISODE 45: Merge With Caution: Emotional Intelligence in M&A**

In this podcast:

- Areas of expertise payroll should focus on
- How to prepare for future M&A activity
- Tips for handling high employee emotions

[Podcast](#) | [Transcript](#)


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**EPISODE 44: Pay Transparency: Insights from the Robert Half 2024 Salary Guide**

In this podcast:

- Pay transparency laws impact on employers, job seekers
- Guidance on salary, benefits negotiations
- Retention strategies for managers

Sponsored by:  Robert Half®

[Podcast](#) | [Transcript](#)

## Compliance TV

In the January edition of [Compliance TV](#), these items are covered:

- IRS Announces 2024 Standard Mileage Rate
- 15-T Publication Released
- Finalized regulations for information returns
- IRS unveils Voluntary Disclosure Program related to Employer Tax Credits



**3Sixty Insights Payroll Profession Confidence Survey.** Our chapter member, Pete Tiliakos has shared the first annual 3Sixty Insights Payroll Profession Confidence Survey. This is a first-of-its-kind approach that aims to "take the pulse" of the critical payroll profession globally for a new annual Payroll Profession Confidence Index report being unveiled this coming May. The survey has been developed over the past 18 months by practitioner-leaders and professional researchers, specifically for practitioners and leaders, and vetted by industry thought leaders and the payroll org's senior practitioner leaders. This survey is targeted to any payroll practitioner, leader, stakeholder, or owner engaged with payroll operations in their organization. The survey data will drive the annual Payroll Profession Confidence Index report, with the first year used as a baseline with future research shaped year over year.

### What do we hope to learn through this important research?

- The current sentiment and outlook for the payroll profession and community.
- Which tangible and intangible factors are key to payroll's success?
- How executive leaders can best champion payroll for greater value through improved business outcomes.
- The biggest challenges and obstacles to payroll elevating its presence in the organization.
- Where organizations should focus investments to support payroll as a strategic value enabler.

### How this survey is different from other payroll surveys:

- First, this survey goes beyond the standard operational payroll survey by taking a sentiment-based approach, asking "how payroll professionals feel", "why they feel that way", and "what factors are key to their success", for their organizations, and as a profession rather than *focusing on what they have and what someone can sell them, and who they report to, or what tech they need to buy next*
- Next, this survey is completely un-sponsored and non-monetized research, solely designed to raise awareness for the profession vs. selling them something. Further, this research is entirely anonymous (*users are offered the option to voluntarily provide their first name and email, IF and ONLY IF they want to be included in future research, and content notifications from 3sixty insights*).

### Key Dates:

- Survey launch: February 7, 2024
- Survey close: March 22, 2024
- Report unveils: May 7-10.



Click [here](#) to participate:

I'm asking all payroll professionals, organizations, communities, brands, and leaders to put this in the hands of every payroll professional on the planet – I want every voice to be heard in this historic research. Please let me know if you have any questions or if I can assist in sharing, promoting and gaining your participation! I'm happy to help with communications and of course everyone will be able to download the results after I present them in Nashville May 10 at PayCon!

**Pete A. Tiliakos** | Principal Analyst, Managing Partner e: [ptiliakos@3SixtyInsights.com](mailto:ptiliakos@3SixtyInsights.com)

## Greater Atlanta Payroll Association

Meetings held the second Thursday of the month  
Alternating Breakfast and Dinner Meetings

**We're on the Web!**

See us at:

<https://apaatlantachapter.com/index.php>



## About Our Organization



We are a nonprofit organization centered on providing continuing education to payroll, accounting and human resource professionals. Along with education, we offer community service opportunities for all members. We are an autonomous and independent Chapter of Payroll.org.



**Thank you to our Greater Atlanta Payroll Association Partners!**

### Titanium:



**onesource**  
VIRTUAL

**rapid!**

PAYCARD  
ON DEMAND  
DISBURSEMENTS

### Steel:

**BSI**® | *Setting the Standard* ➔  
in *Payroll Tax Solutions*