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Spring 2010

It's Spring, I mean it's still Winter, no, I mean it's Spring, no Winter...

We're in that season between Spring and Winter – I'm calling it Spring-ter. It's also the shoulder season. Will the tourists re-discover Durango or will they just stay home? If they come, will they spend money? Will any of them decide to move to Durango?

Uneasiness abounds. Is this our new economy? Is it time to change our business model? When I play the game Scrabble, sometimes, I have to dump most if not all my letters and start anew. Is that where this is headed? Is flat the new growth? I don't think so.

We have a terrific community – one of the more special places in the world.
Believe in it.

HIRE Act Passes

Executive Summary – If you hire someone who has been unemployed for the last 60 days (or worked less than 40 hours in that time period), then the employer portion of the social security tax is eliminated through the rest of 2010 (6.2% of wages). Keep the employee for 52 weeks and the business will receive up to a \$1,000 credit on the business tax return (not the payroll tax forms). There is no limit on the number of people your business can hire to receive these two benefits.

- The IRS should have a form that the employee signs affirming they have been unemployed for the last 60 days prior to working for you. (We will post this on our website).
- Once you have identified the employees who are eligible, you may notify us and we'll incorporate the payroll tax reduction on the next payroll and throughout the year – you receive your tax benefit immediately.
- Questions or comments are welcome. Hire away.

Recent blogs you may find useful:

[It's not that simple \(retirement plans\), but it's easier than a 401K](#)

[How many exemptions should I claim on that W4?](#)

[How much am I really paying my employee?](#)

[Subscribe to this blog.](#)

Save time and money with Time and Attendance

Using a web clock will organize the collection of pay data, help reduce overtime, and make your payday life much easier. Those who have made the switch, 62 employers and counting, have been very pleased. If you would like a demonstration of how this could work for your business, please contact us or [click here to see a demo](#). At the bottom of the page, click on the link for a demonstration.

Disaster Recovery Planning (or how to sleep even better)

In the world of electronic data the need for comprehensive tested backups is critical. This is actually a very important piece of what we do for you and we



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continue to improve our process. Here is our current status:

We back up to two different remote servers – one linked to our new software is backing up every 20 seconds – the location is in Vermont. The other is backing up remotely all of our data including our other payroll information at the end of each day and is located in the four corners area. Both of these remote servers allow us to start processing almost immediately in the event our main servers were down or we were unable to access them.

We also back up all our data every night to a separate and detachable disk drive which is switched every week with another detachable disk drive and is taken off site locally.

But should you screen your job applicant?

One positive side effect of this economy is there are many high quality job applicants available. And yet, if your employees work in other peoples' homes, work with money, drive your company vehicle, work with children, have access to sensitive data or engage in other activities in which trust is a major component, it is prudent for your organization to run a background check on your new hires. We offer an easy to use verification process at a reasonable price. You can find out more [HERE](#)

Regarding Classifying Workers (1099 vs. W2):

States are trying to find as much money as they can. We have noticed that the Colorado Department of Labor is targeting businesses who may have classified employees as independent contractors. With last year's new legislation making it VERY EXPENSIVE to incorrectly classify an employee as an independent contractor (fines anywhere from \$5,000 to \$25,000), it's worth paying attention to. If you don't know the answer, we can provide you with factor tests that the state Department of Labor uses.

We appreciate your business and your willingness to continue to place your trust in us...and thank you for your referrals.

Sincerely,

Bryan Dear

with Eric Malone, Tanya Campbell, Melinda Shishim, Mary Wagner, Kyla Zufelt, Monica Rodriguez, and Scott Southworth.

Durango Chamber of Commerce Bayfield Chamber of Commerce APA The Payroll Group Durango Area Human Resource Management

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