

35TH
Anniversary

THE GREAT PAYROLL JOURNEY

Celebrating 35 Years of Excellence

2024

TEXAS
PAYROLL
CONFERENCE



rapid!

conference sponsor

September 18-21, 2024

Grand Hyatt
San Antonio Riverwalk
600 E Market St.
San Antonio, TX

LEARN MORE AT [TXPAYROLLCONFERENCE.ORG](https://txpayrollconference.org)

PayrollOrg
The Leader in Payroll Education

WHY SHOULD YOU ATTEND THE LARGEST STATEWIDE CONFERENCE?

This educational event held in September provides training covering a wide spectrum of local, national, and global payroll topics, such as FSA, HRA, HSA (speaker Gerard Hall, CPP);

Secure Act 2.0 (speaker Kathy Cardinal, CPP); and Payroll Accounting (speaker Andrea Jones, CPP). As a payroll professional, enthusiastic about developing new skills to improve the payroll team, attending the Texas Payroll Conference -- a statewide conference, allows attendees to obtain regulatory changes and new payroll technologies impacting payroll, while developing long-lasting friendships and connections.

The Texas Payroll Conference has been providing dynamite speakers and industry experts for 35 years at a very low cost. It is the best investment to receive RCHs.

OUR MISSION

To continuously enhance the payroll profession by providing educational, networking, and professional development opportunities to individuals in payroll and related fields.

Payroll professionals must stay abreast of federal, state, and local tax laws as they impact the payroll process and administer the regulations of various federal agencies such as the Social Security Administration, the U.S. Department of Labor, and the Federal Office of Child Support Enforcement.

In the State of Texas, payroll professionals also interact with the Texas Workforce Commission and the Attorney General's Office.

Frequent changes to regulations and technological advances require a continual upgrading of skills to stay current. Texas Payroll Conference, Inc. was founded to help payroll professionals meet these challenges.

REGISTER NOW

2024 BOARD OF DIRECTORS



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APPLY FOR THE TPC BOARD TODAY

Greetings fellow Payroll Travelers! As you navigate your journey towards Payroll and HR excellence, we invite you to consider joining an organization that shares and supports your goals. The Board of Directors of the Texas Payroll Conference (TPC) is a group of payroll professionals who volunteer their time to collaborate and plan one of the best statewide payroll conferences in the U.S. The Board is comprised of sixteen individuals from all over the state of Texas who serve a four-year term on the Board. They bring their passion, brilliance, creativity, and most of all their commitment to TPC's mission to continuously enhance the payroll profession by providing educational, networking, and professional development opportunities to individuals in payroll and related fields. If you are intrigued and feel the call to hit the road with TPC, email us at tpcboardselection@txpayrollconference.org or visit our website at txpayrollconference.org for more information. Applications for the 2024-25 Board selection are due by May 31, 2024. Until we speak, we wish you all the best on your excellent journey!



The Great
Payroll Journey
Texas
Chapters



**THIRTY FIFTH ANNUAL
TEXAS PAYROLL CONFERENCE**
September 18-21, 2024
Grand Hyatt San Antonio Riverwalk
San Antonio, TX



Join Us!

MEET THE TEXAS CHAPTERS

HOST



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of the
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www.apasanantonio.com
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San Antonio, Texas



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of the
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vmilloway@pcsi.org
Austin, Texas



BORDERLAND CHAPTER
of the
PayrollOrg



DALLAS CHAPTER
of the
PayrollOrg

www.apadallas.com
admin@apadallas.com
Dallas, Texas



FORT WORTH CHAPTER
of the
PayrollOrg

www.fortworthapa.org
info@fortworthapa.org
Fort Worth, Texas



HOUSTON CHAPTER
of the
PayrollOrg

www.houstonchapterapa.org
president@houstonchapterapa.org
Houston, Texas



LONE STAR CHAPTER
of the
PayrollOrg

www.apalonestar.com
president@apalonestar.com
North Texas

35TH Anniversary

THE GREAT PAYROLL JOURNEY

Celebrating 35 Years of Excellence

1. AFFORDABLE
2. A Great Educational Value
3. PayrollOrg RCH, SHRM and HRCI Credits Will Be Requested
4. Top Notch Expert Speakers
5. Compliance Topics
6. Latest Technology
7. Exhibitor Networking
8. Exhibitor Demonstrations
9. Peer Networking
10. Statewide — Local Area
11. Friendly Setting
12. Interactive Workshops
13. HR Class Topics
14. Public Sector Classes
15. Cost Effective
16. Top Educational Offerings
17. Creative Learning Environment
18. Skill Honing
19. One-On-One Discussions
20. Lots of Energy
21. New Opportunities
22. Challenged with New Ideas
23. Build Potential Partnerships
24. Showcase the Latest Research
25. Gain Insight into Issues

NEED REASONS TO ATTEND?

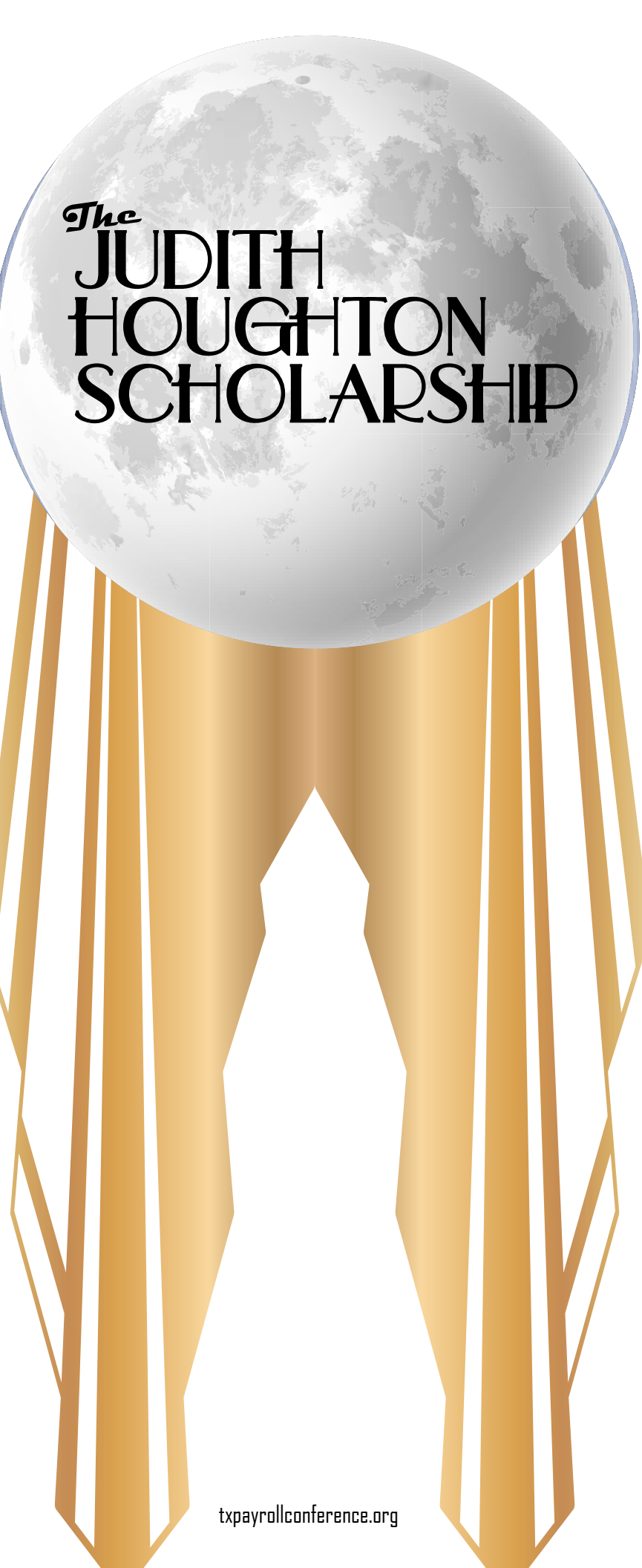
Plan now to attend the 2024 Texas Payroll Conference held in San Antonio, Texas September 18-21!

FIRST TIME ATTENDEES

The Texas Payroll Conference Board of Directors cordially invites first-time attendees to this year's 35th Anniversary in San Antonio. We believe that your experience at the conference will be enlightening and rewarding. We hope it inspires you to join us for future conferences.

We would also like to extend our sincere thanks to your employer for allowing you the opportunity to invest in your professional education and career growth. Our first-time attendee sponsor this year is the Houston Chapter of the APA. If you are able to attend, make sure to visit their booth to show appreciation for their ongoing sponsorship.

We look forward to welcoming you to our conference and trust that you will have a wonderful time as you immerse yourself in "The Great Payroll Journey".



The JUDITH HOUGHTON SCHOLARSHIP

IS PAYROLL YOUR PASSION? DO YOU WANT TO INVEST IN YOUR CAREER?

Are you someone who works hard to get it right, strives to be the best payroll professional you can be, and knows the importance of being informed of all payroll updates?

If yes, then now is the time to invest in your professional development. The Judith Houghton Memorial Scholarship is awarded annually to a loyal and committed supporter of the payroll profession. A free Texas Payroll Conference registration is waiting just for you.

By applying you are investing in your success to continue to grow your payroll knowledge with a quality educational opportunity offered by the Texas Payroll Conference.

Visit our website to obtain the application: https://txpayrollconference.org/Conference_Scholarship_and_Awards. Complete the downloaded application form and submit it via email to tpcscholarship@txpayrollconference.org before 7/24/2024. The winner will be announced at this year's Texas Payroll Conference in San Antonio, Texas.



LEARN MORE



**Kim
Becking**

**IGNITE UNSTOPPABLE MOMENTUM™
HARNESS THE POWER OF ADAPTABILITY, RESILIENCE,
AND MINDSET IN A RAPIDLY CHANGING WORLD THAT
NEVER SLOWS DOWN.**

The driving force behind the Unstoppable Momentum Movement, Kim Becking is changing the way we think about change and resilience. Kim is on a mission to empower leaders, teams, and organizations to build a Momentum Mindset® to reframe change and redefine resilience in this rapidly changing world that never slows down. She inspires everyone she meets to be more adaptable, more resilient, and better equipped to own what's now and embrace what's next with a deep breath and a big cup of Bring It On. She is an engaging, high energy and impactful international keynote speaker, human behavior expert, New York Times best-selling author, consultant, cancer thriver, recovering attorney and a proud Thin Mint girl scout addict.

As a highly sought after expert on thriving in the midst of change, you might have seen her on Good Morning America or read about her in Harvard Business Review, People magazine or the New York Times. Her strategic insights and practical solutions on adapting to change and boosting resilience have been utilized by hundreds of happy clients - including Fortune 500 companies, national and statewide associations, healthcare organizations, governmental entities, and non-profit organizations. After hearing Kim, audiences leave ready to take her relatable lessons and practical solutions and put them into immediate action to ignite Unstoppable Momentum.



**Nicole
Smith**

**"JUST BEING" EMOTIONALLY BRILLIANT BY
MAXIMIZING YOUR EMOTIONAL INTELLIGENCE**

Nicole F. Smith is the driving force behind JMS Creative Leadership Solutions, offering a transformative approach to emotional intelligence consulting and speaking. As a dynamic keynote speaker and facilitator, she captivates audiences with magnetic energy that reignites passion and confidence, inspiring industry leaders to embrace a league of self-leadership. Bringing a wealth of experience in Human Resources, education, and adult training, Nicole designs a thoughtfully curated curriculum that seamlessly blends engaging keynotes with interactive workshops. Beyond discussing team dynamics, conflict resolution, and empathy, Nicole orchestrates a reflective experience, leaving participants with a sense of thoughtful excitement and armed with actionable insights. Prepare to embark on a journey of self-discovery and professional growth. Nicole and JMS Creative Leadership Solutions is dedicated to maximizing emotional intelligence and unlocking every individual's extraordinary potential.

Connect with Nicole and subscribe to her EQ IMPACT™ newsletter via jmscreatesleaders.com or on LinkedIn: Nicole F. Smith, M.Ed



**Jan
Hargrave**

**"UNDERSTANDING NONVERBAL COMMUNICATION"
THE IMPORTANCE OF NONVERBAL COMMUNICATION**

Jan Latiolais Hargrave, body language expert, teaches you the ways in which your body communicates to the world around you. As the nation's leading behavioral authority and body language expert, Ms. Hargrave provides you with the skills you need to "read" your family, your associates, your customers, in fact, everyone around you. Jan is the author of Let Me See Your Body Talk, Freeway of Love, Judge the Jury, Strictly Business Body Language, and Poker Face. She has shared her expertise about body language, persuasion and influence with the New York Times, NBC News, ABC News, CBS News, Fox Television, the Steve Harvey Show, The Lifetime Channel, E-Entertainment Television and dozens of popular magazines such as Cosmopolitan, Glamor, People, InTouch Weekly, Us Weekly, Life & Style, First for Women, The Forensic Examiner, Golf Magazine and others. Jan describes all the "hidden messages" you use in your everyday life and shows you how to stop the lies and uncover the truth---in any conversation or situation.

Working with thousands in the field of personal growth and self-expression as a consultant and corporate trainer for the past 15 years, Jan Hargrave continues to inspire many of today's leading corporations such as Merrill Lynch, Starbucks, ESPN, Chase Manhattan Bank, NASA, Bank of America, IBM, Blue Cross Blue Shield, The Boeing Corporation, MARS Chocolate, Johns Hopkins Space Telescope Institute, MD Anderson Cancer Center, BlackRock Investments, and the Tony Robbins Leadership Academy. Her membership and leadership in the American College of Forensic Examiners provides practical tools for her seminars to Legal Associations throughout the country. Jan's expertise regarding witness preparation, jury selection and interrogation tactics is frequently requested by the United States Military Armed Forces and foreign governments.

Jan has become the go-to-resource for analyzing key White House figures and Presidential and Vice-Presidential hopefuls since 1987. Jan consulted on the body language of President Bill Clinton during his grand jury testimony in 1998 and has continued her political behavioral analysis through to her recent study and reporting of President Donald Trump. As a media guest, she relays information concerning the delicate details of the political figure's leadership style, thought processes, and decision-making abilities.

***Keynote
Speakers***



**Kevin
Macho**

LEGISLATIVE UPDATE

Kevin Macho is a long-time leader in management and Human Resources at all organizational levels in an investment mortgage company, two trucking companies, an investment advisory company, and other organizations. He's also a long-time member of law enforcement who's served in various capacities including being a police chief.

Kevin has spoken all over the United States to groups about payroll law, HR law, and employment law related topics. He has been studying legislation and case law for over 25 years and has written numerous articles related to payroll and HR law. He conducts training for public and private organizations related to payroll, management, and Human Resources compliance and breaks down legislation and case law in a way that's easy to understand. He gives you practical information you can take with you and apply.

With an SPHR (Senior Professional in Human Resources Management) certificate and a bachelor's degree in organizational leadership, Kevin is the perfect person to get your legislative updates from. He shows you that learning about highly technical topics can be fun and enjoyable.

Kevin's keynote will be exploring state and federal legislative updates everyone should be aware of. We will also be discussing applicable state and federal case law you may be responsible for, as well as practical implementation tips for compliance in a common-sense, enjoyable way.



**Gerard
Hall**

TAKING PAYROLL FROM 'JUST A JOB' TO A THRIVING CAREER

Gerard Hall, CPP is the Senior Payroll Operations Manager for the Human Capital Management division of CBIZ in Roanoke VA. After spending over twenty years working with payroll and benefits, Gerard knows the challenges that payroll practitioners face as well as remaining relevant in the ever-changing regulations that surrounds the industry. Gerard serves as an active member of the Southwest VA APA Chapter as well as the Marketing Committee Co-Chair for the Virginia Statewide Payroll Conference. Gerard serves on the Volunteer Hotline, Board of Contributing Writers, Government Relations Task Force, and the Social Networking Committee for the American Payroll Association.

Gerard has created a strong network in both the Learning & Development and the payroll arenas. He has been seen in articles and group pages offering advice and answers on the American Payroll Association, Certified Payroll Professionals Facebook Group, and PayTech. In addition to his extensive payroll experience, Gerard has assisted over 500 people in achieving their FPC and CPP designations through his preparation and assessment activities. In 2018, Gerard established the company named "That Payroll Guy, LLC" focused on educating people on the intricacies of payroll as well as keeping those within the industry relevant of regulation updates/changes. Through his payroll moniker, Hall spends countless hours evangelizing on social media for better pay for payroll professionals, adequate staffing, and overall RESPECT for the payroll practitioner.

Gerard holds a Bachelor of Science in HR Management from his beloved alma mater, Virginia Tech.



**Chris
Fairbank**

"EMPOWERING PERSPECTIVES FOR PERSONAL AND PROFESSIONAL SUCCESS"

Mr. Christopher Fairbank, a renowned ballet dancer turned police officer turned motivational speaker, makes audiences laugh and motivates them to achieve more! Mr. Fairbank speaks all over the country, inspiring students, businesses, conference attendees, and organizations with the goal of creating positive change in our communities. Mr. Fairbank graduated from Purdue University Magna Cum Laude with a Bachelor of Science in Healthcare Administration and Executive Management. He graduated with his MBA from Baylor University with a concentration in Executive Communication and Management and is a Doctoral Candidate at the University of the Incarnate Word.

Mr. Fairbank is a thought leader, is a member of the Forbes Coaches Council, and has published five articles in Forbes magazine. He has experience as a professional motivational speaker, youth mentor, public information officer, hostage negotiator, and retired professional ballet dancer and teacher, having danced and taught professionally for over eighteen years. He also had the privilege and honor of dancing for three consecutive presidents of the United States of America, as well as the late Queen Elizabeth II and her husband, Prince Phillip, Duke of Edinburgh. Mr. Fairbank serves as a student and youth mentor, executive business coach, and trainer and mentors others to help them realize their potential and understand that they can become successful in life, no matter their circumstances, through motivational speeches and personalized training sessions. Mr. Fairbank is also an Honorary Commander of the United State Air Force.

*Keynote
Speakers*

CONFERENCE AGENDA



**The Great
Payroll Journey
Agenda**

Tuesday, September 17, 2024

2:00 pm – 7:00 pm Registration Opens

Wednesday, September 18, 2024

8:00 am – 5:30 pm Registration Open

9:00 am – 9:30 am First Time Attendee Orientation

9:30 am – 10:00 am Volunteer Orientation

10:00 AM *Opening Session*

11:45 am – 7:00 pm Exhibit Hall (Back Alley) is Open

11:45 am – 1:30 pm Lunch in the Exhibit Hall

1:30 pm – 2:30 pm Breakout Sessions #2

2:30 pm – 2:45 pm Break

2:45 pm – 4:15 pm Breakout Sessions #3

4:15 pm – 4:30 pm Break

4:30 pm – 5:30 pm Breakout Sessions #4

5:30 pm – 7:00 pm Exhibitor Reception in Exhibit Hall

Thursday, September 19, 2024

6:00 am – 6:30 am Early Energizer Time with Emma

7:30 am – 8:30 am Breakfast

8:00 am – 9:30 am General Session #5

9:30 am – 9:45 am Break

9:30 am – 2:00 pm Exhibit Hall (Back Alley) is Open

9:45 am – 10:45 am Breakout Sessions #6

10:45 am – 11:00 am Break

11:00 am – 12:30 pm Breakout Sessions #7

12:30 pm – 2:00 pm Attendee Lunch in Exhibit Hall

2:00 pm – 2:15 pm Break

2:15 pm – 3:45 pm Breakout Sessions #8

3:45 pm – 4:00 pm Break

4:00 pm – 5:00 pm Breakout Sessions #9

9:00 pm – 10:00 pm *Special Event*
Champagne & Strawberries

Friday, September 20, 2024

6:00 am – 6:30 am Early Energizer Time with Emma

8:00 am – 10:00 am General Session #10 & Awards Breakfast

10:00 am – 10:15 am Break

10:15 am – 11:45 am Breakout Sessions #11

11:45 am – 12:15 pm Attendee Lunch Grab & Go

12:15 pm – 1:45 pm General Session #12

1:45 pm – 2:00 pm Break

2:00 pm – 3:00 pm Breakout Sessions #13

3:00 pm – 3:15 pm Break

3:15 pm – 4:45 pm General Session #14

7:00 pm – Midnight *Gatsby Gala* (Friday Night Party)

Saturday, September 21, 2024

7:45 am – 8:30 am Breakfast

8:30 am – 10:00 am General Sessions #15

9:45 am – 10:00 am Closing & Giveaways

CALLING ALL PAYROLL PROFESSIONALS... THE TPC BOARD OF DIRECTORS IS LOOKING FOR THE NEXT TEXAS PAYROLL PROFESSIONAL OF THE YEAR (TPPY)!

Are you passionate about payroll? If so, this opportunity is for you!!

TPC is looking for individuals who are strong leaders, have had noteworthy accomplishments and who advocate for the advancement of the payroll profession. The ideal candidate would support others through mentoring and developing their teams and others in their local chapter. The candidate would be respected and admired by their peers and members in the local chapters. In addition, the candidate would have a passion for nurturing the next generation of professionals.

If you exemplify these characteristics, visit our website to obtain the application: [https://txpayrollconference.org/Conference Scholarship and Awards](https://txpayrollconference.org/Conference%20Scholarship%20and%20Awards). You may nominate yourself or someone you know by sending the completed downloaded form to presidentelect@txpayrollconference.org to be considered for the 2024 TPPY Award at this year's Texas Payroll Conference in San Antonio, Texas. The deadline for submission of qualified candidates is July 24, 2024.

Thank you for helping TPC to recognize outstanding payroll professionals by acknowledging their contributions in the payroll industry.

APPLY TODAY



CELEBRATE

OUR

35TH
Anniversary

JOIN US

Friday, September 20
7:00 pm



Grand Hyatt
San Antonio Riverwalk

Register at
txpayrollconference.org



Fundamental Calculations

Join us on a payroll journey where we will guide you step-by-step through common payroll calculations, which will help you prepare for payroll certification exams and everyday work situations. During this journey, we will also emphasize the importance of manual calculation techniques and how to interpret and correctly answer common questions on certification exams.

FPC Exam Prep-Fringe Benefits

This session will discuss specific topics related to the FPC exam. These topics will include fringe benefit rules, pre-tax and post-tax benefits, and IRS regulations. As we go along the payroll journey, we will also be covering employer-provided benefits, awards, vehicle use, group-term life, back pay, retroactive payments, and taxable tips.

The Journey of Payroll Withholding Tax

Attendees will gain better knowledge of the required state/local withholding taxes on a state-by-state level. The session will also include the COE (convenience of the employer rule) state withholding guidelines.

W-4

While strolling through the Great Payroll Journey, we will be delving into the Form W-4 to avoid payroll headaches. This class will determine how often an employee should submit a new Form W-4, the employer's and employee's responsibility for Form W-4, the types of submission of the W-4, and the implications of not having a valid Form W-4.

Journey to the Basics of Payroll Processing

Attendees will learn the basic steps of payroll processing to ensure accurate and timely processing of wages and fringe benefits. In this class, we will provide key steps to ensuring that your time and payroll data is accurate including time and other payroll interfaces, if you are using external sources, for time, payroll, and deduction processing. The importance of regular rate of pay and its impact on overtime wages and potential DOL implications as well as worker classification. The course will also cover FICA reconciliation and accurate filing and payment of tax liabilities. Attendees will receive reconciliation worksheets that can be applicable and tailored to their payroll operations.

PAYROLL BEGINNER

Record Keeping and Payroll Practices

In this session, you will gain an understanding of the electronic network for financial transactions in the United States, which manages large volumes of both credit and debit transactions. You will become familiar with the Federal Reserve's instant payment service, facilitating real-time payments and funds availability. You will learn about record keeping procedures for IRS (Internal Revenue Service) code regulations for FLSA (Fair Labor Standards Act) and HIPAA (Health Insurance Portability and Accountability Act) recordkeeping procedures. This session will cover payroll processing areas for managing data by using either batch or hash totals. We will discuss the employee masterfile and the importance of balancing and reconciling payroll data with financial records on a regular basis. You will gain understanding of the consequences of non-compliance with payroll regulations, including fines, penalties, and legal liabilities imposed by government agencies such as the IRS or Department of Labor. These topics cover a range of fundamental concepts and practical applications related to payroll management and compliance, which are crucial for professionals seeking certification in payroll administration.

Uniqueness of Non-Profit Payroll

As a Payroll Professional, you may be asked to volunteer at a community or other non-profit organization, including assisting them with paying their employees. It is important to be aware that non-profit and for-profit payrolls have differences and be able to navigate those differences as you help the organizations that you are connected to. This session will explain the major differences between for-profit and non-profit payroll including how workers are paid, tax liabilities including federal and state unemployment, and benefits management. We will also take a quick dive into the unique situation of religious organizations and their ministers.

Payroll Accounting

Compensation and benefits are usually a company's largest expenditures. This session will explain payroll's impact on the company's financial records, and how transactions flow on the general ledger. We will look at basic accounting concepts and gain an understanding of what is happening beyond the payroll processing tasks. In this session, you will gain knowledge of accounting terms and concepts for a better understanding of how payroll transactions impact the company's financial records. You will learn how knowledge of accounting can help in the development of trends in payroll data and identify possible fraudulent activity or wrongdoing. You will work through how to record typical payroll accounting transactions through hands-on scenarios.

Intro to Bots

In today's rapidly evolving landscape of payroll processing, efficiency and accuracy are paramount. Robotic Automation, often referred to as "Bots," offers a revolutionary solution to streamline payroll tasks, reduce errors, and enhance productivity. This introductory class aims to equip Payroll Professionals with the knowledge and skills necessary to leverage robotic automation effectively in their daily operations. Through a blend of concepts and practical use cases, participants will gain insight into the fundamentals of robotic automation and its application in payroll processes. Topics covered include an overview of robotic process automation (RPA), identifying suitable tasks for automation, selecting RPA tools, and integrating bots into existing payroll systems. Real-world case studies and examples will illustrate the potential impact of robotic automation on payroll accuracy, compliance, and overall efficiency.



Certified Payroll Processing

What is certified payroll? What are prevailing wages and fringe benefits? Are there laws affecting certified payrolls? Join us as we discuss the answers to these questions and learn the ins and outs to processing a certified payroll.

Payroll Best Practices

Implementing payroll best practices is crucial for ensuring accuracy, compliance, and efficiency in managing employee compensation. Key steps include staying compliant with tax laws, using reliable payroll software, establishing clear policies, maintaining accurate timekeeping records, proper documentation, segregating duties, conducting regular audits, providing employee self-service options, offering training, resolving issues promptly, and continuously reviewing and improving processes. By following these practices, organizations can optimize payroll operations, minimize errors, and ensure employees are paid accurately and on time while staying compliant with relevant regulations.

Supplemental Pay Imperatives

This session will cover what wages are considered supplemental, the applicable taxation of supplemental wages, what supplemental wages are considered to be discretionary or non-discretionary, and how supplemental wages may or may not impact the regular rate of pay.

Goal Setting - Unlocking Your Potential to Succeed

You have likely heard that it is important to set goals to be successful. Learn the power of setting goals to set yourself apart from your peers.

Advanced Calculations and Gross-Ups

This session will cover the calculation of overtime pay for non-exempt and pay components that impact the overtime rate. We will look at federal income tax withholding based on the IRS tables or W-4 information. Gross-ups will be covered in this session with examples of how to handle crossing limits for Social Security and Medicare.

Overpayments

Dive into the intricate realm of payroll overpayments and explore their profound impact on employees and companies at both the federal and state levels. In this comprehensive class, Payroll Professionals will gain invaluable insights into the legal, financial, and ethical implications of managing overpayments, equipping them with the knowledge and strategies needed to navigate this complex terrain with confidence. Through a series of engaging discussions and real-world case studies, participants will uncover the multifaceted nature of payroll overpayments, examining their causes, consequences, and potential remedies. From understanding the regulatory framework governing overpayments to implementing effective recovery processes, attendees will explore the critical aspects of managing overpayments ethically and responsibly. This class provides a roadmap for mitigating the risks associated with payroll overpayments, ensuring compliance with federal and state regulations, and safeguarding the interests of employees and companies alike. Participants will learn best practices for identifying, documenting, and resolving overpayments, fostering transparency and accountability in payroll processes. Real-world examples and practical scenarios will illustrate the impact of overpayments on employees' financial well-being and companies' bottom line, underscoring the importance of proactive risk management and effective communication strategies. By the end of the class, participants will be equipped with the tools and resources needed to navigate the complexities of payroll overpayments confidently and mitigate their adverse effects on both individuals and organizations.

GL Mapping

Understand the language used in accounting journal entries, such as debits, credits, accounts receivable, accounts payable, etc. Gain knowledge about different types of accounts, including assets, liabilities, equity, revenue, and expenses, and how transactions are recorded in each. Learn how to reconcile financial records, such as bank statements, to ensure accuracy and identify discrepancies. Understand the process of obtaining approval for changes to financial systems or processes to maintain compliance and accountability. Explore the organization and sequence of segments in financial reporting, such as chart of accounts or cost centers. Familiarize with the process of mapping data from one system or format to another, and making adjustments or remapping as needed for compatibility or accuracy. These topics are essential for anyone working in finance or accounting roles, providing a solid foundation for understanding financial transactions, controls, and reporting procedures.

PAYROLL ADVANCE

Special Provisions for FLSA, Deferred Comp and FICA - Public Sector

This session will delve into the nuances of deferred compensation plans and FICA taxation as they pertain to public sector employees. This could be a valuable resource, as understanding these concepts is crucial for both employers and employees in managing their finances effectively. Additionally, discussing the advantages and disadvantages of participating in these plans, as well as the potential tax implications, would be beneficial. Regarding FICA taxation, focusing on how it applies to public sector employees can shed light on unique considerations and exemptions that may exist. For example, certain public sector employees, such as those participating in state or local government retirement systems, may be exempt from paying Social Security taxes but still subject to Medicare taxes. Overall, by thoroughly examining these topics, participants can gain a comprehensive understanding of how deferred compensation plans and FICA taxation impact public sector employees, enabling them to make informed decisions about their financial future.

Terminations and Payments to Deceased Employees

Learn about the different types of termination pay and who regulates the final payment. We will cover what is included in termination pay, timing of final payment, penalties for noncompliance, and deceased employee wages.



Workplace Violence Awareness and Prevention Training

Ensure the safety and well-being of your employees by enrolling in our Workplace Violence Awareness and Prevention Training. This comprehensive class is designed to equip participants with the knowledge and skills necessary to recognize, prevent, and respond to incidents of workplace violence.

The Outsourcing Journey - Let Me Count the Ways

Who doesn't like to have choices? Let's use this session to count the choices, options and solutions available to payroll leaders using outsourcing to support strategic and day-to-day payroll activities. Payroll has made significant advancements using variations on traditional outsourcing and implementing new options to meet unique challenges and deliver business as usual services. This class will also discuss how companies are embracing the Gig Economy and paying contract employees, with easy to implement and employee friendly outsourcing services. Count yourself in and learn how various outsourcing options work for companies of all sizes and structures providing efficiencies, time and cost savings.

FSA, HRA, HSA

There are many benefits you can choose to offer your employees. Spending Accounts (FSA), Health Saving Accounts (HSA), and Health Reimbursement Arrangements (HRA) are great healthcare plans that let them pay for medically-related expenses. It's important for employees and employers to understand the difference between these types of plans.

Earned Wage Access (EWA) - The Journey Continues

The ins and outs of Earned Wage Access - what it is and how it's being used including analysis of client use cases to increase recruiting, engagement, and retention. The benefits of EWA to employers and employees. We will also discuss the evolving regulatory landscape including the IRS, CFPB, and state requirements around offering this benefit. We will provide some best practices and insight into what clients are seeing for employee participation and use of this benefit.

The Big Cheese of Public Sector Payroll

This session will provide an overview of the Fair Labor Standards Act as it pertains to public sector payrolls. Included in the discussion will be some of the differences between public and private sector payrolls. We will discuss FLSA regulations, Social Security and Medicare coverage, and specific benefit issues as they pertain to public sector employees. Be prepared to participate in the discussion with your nightmares, helpful hints, and questions.

HUMAN RESOURCES

Legislative Roundtable

Explore the intricate intersections of legislation and government agencies in our Legislation Roundtable. This engaging class is designed for the Payroll Professionals interested in gaining a comprehensive understanding of the legal landscape, with a specific focus on the IRS, Social Security Administration (SSA), and Child Support systems.

How Generative AI is Reshaping the World of Work

In this era of rapid technological advancements, the role of a payroll professional is evolving faster than ever to meet the changing needs of organizations. We'll explore the critical intersection between payroll and artificial intelligence technologies. Payroll Professionals need to work toward becoming collectively intelligent with payroll and HCM technologies and emerging AI capabilities to enhance their effectiveness and improve organizational outcomes. Payroll professionals will learn how AI-powered tools can streamline their payroll processes, automate repetitive tasks, and enable teams to focus on strategic initiatives that drive business growth and nurture talent.

Secure 2.0 Act

In this session, we will cover important aspects of retirement planning and the impact of the SECURE 2.0 Act on retirement savings. We will discuss how automatic enrollment can help increase retirement plan participation rates among employees and the benefits of this approach for both employers and workers. Explore the changes introduced by the SECURE 2.0 Act regarding RMDs (Required Minimum Distribution), including updates to the age at which individuals must start taking withdrawals from their retirement accounts and any adjustments to distribution requirements. This session will highlight the expanded opportunities for individuals nearing retirement age to make additional contributions to their retirement accounts, allowing them to boost their savings and better prepare for retirement. We will discuss the key distinctions between qualified retirement plans (such as 401(k)s and IRAs) and non-qualified plans, including differences in eligibility, contribution limits, taxation, and ERISA requirements. This session will offer insights into how contributions, withdrawals, and distributions are calculated for both qualified and non-qualified retirement plans, as well as the tax implications associated with these transactions. We will discuss the Employee Retirement Income Security Act (ERISA) and its role in regulating employer-sponsored retirement plans, including fiduciary responsibilities, reporting and disclosure requirements, and participant protections. It's important to clarify the course's scope and objectives, emphasizing that while it will provide valuable information on retirement planning and the SECURE 2.0 Act's provisions, it won't offer personalized financial advice or guidance on funding retirement accounts. Overall, this course has the potential to equip participants with a deeper understanding of retirement savings options and regulatory changes, empowering them to make more informed decisions about their financial future.

Chapter Roundtable

TBD



Boss vs Leader

Are you challenged to inspire your team to achieve excellence? This session will dive into identifying skills that will move you from just being a boss to a high functioning leader.

Tell Your Story Through Metrics

"The Great Gatsby", the novel by F. Scott Fitzgerald, is an incredible work of fiction but, in the business world, telling your payroll "Story" is not based on fiction. In this session, use metrics to measure performance on processes or projects to gain leadership support. Benchmark internally to identify the current state of processes and then to show the future state progress as process improvements are implemented. Facts, not fiction, will be necessary elements for reporting results effectively. External benchmarking can be useful to identify best practices in other organizations to be leveraged for improvements in your organization, although each organization can have varied chapters in their stories as well. Learn how to compare and contrast the storyline differences in your processes.

Are You Talking to Me? Fraudsters are!

Fraud comes in many forms, from identity theft to financial manipulation. By comprehensively exploring various types of fraud, attendees can gain a clearer understanding of the potential risks their businesses face. A strong fraud program encompasses prevention, detection, and response strategies. Attendees will likely benefit from learning about best practices in each of these areas, including implementing internal controls, conducting regular audits, and establishing clear reporting mechanisms. Payroll fraud can have significant financial and reputational consequences for businesses. Exploring how fraud affects payroll processes, including unauthorized changes to employee records or fraudulent reimbursement claims, will help attendees recognize potential red flags within their organizations.

Implementation Journey to Success

The implementation Journey is very challenging. During this session, you will receive best practices by identifying key components and personnel needed to be successful. The session will identify items needed in your selection process, common mistakes, unexpected items and parallel payrolls to identify discrepancies.

Strategic Leadership

Strategic leadership involves setting a clear direction for an organization's future, prioritizing long-term goals over daily operations, and developing effective plans to achieve objectives. This leadership style requires adaptability to changing markets and technologies, confident decision-making aligned with strategic aims, and efficient management of resources such as finances and human capital. Effective communication ensures stakeholder alignment, while team building fosters groups that reflect the organization's vision and values. Strategic leaders also focus on risk management, regularly monitoring progress and making adjustments as needed. Key skills include strategic thinking, visionary leadership, decisive decision-making, clear communication, collaboration, adaptability, and emotional intelligence. Overall, strategic leadership ensures organizational alignment, a competitive edge through market anticipation, efficient resource utilization, resilience in challenging times, and a culture of innovation for sustained growth.

Got the Heebie-Jeebies: Leadership Strategies to Help You Find Your Way

Looking for your next big adventure? Having one of those years; accuracy is down, partnership is low, and you are just not sure how your team will hold together? When it comes to leadership, there is no one book, no one method to cure the issues we may face along the way, rallying the troops and fighting our way through isn't always the solution. What is at the core of leadership and how do we use it to build our future? In this session, we will discuss strategies that leaders often use to find their way through the tough times or to set themselves up on the path to success.

Know Your Onions When It Comes to Mentoring

The practice of advising and training someone less experienced than you are as old as time itself. Today, we call it mentoring, and mentoring can, and will, look differently depending on the circumstances, needs, and visions of those involved. This interactive session will look at some good, and not so good, examples of mentoring. We'll also discuss why mentoring is as important today as it ever was.

MANAGEMENT/ LEADERSHIP

Transitioning into Leadership

Transitioning to a leadership role demands a mindset shift, emphasizing team dynamics and long-term strategy over individual tasks. Effective communication becomes paramount, requiring active listening, clear articulation of vision, and constructive feedback. Building strong relationships based on trust and respect is essential for fostering a positive work environment. Delegating tasks according to team members' strengths empowers them and lightens your workload. Leading by example, seeking feedback, and continuous learning are crucial for growth. Adaptability and humility are key, as is celebrating team successes. By embodying these principles, you can successfully navigate the challenges of transitioning to leadership and inspire your team to excel.

Time Management

Emails, voice mail and texts. Oh My! Missing deadlines, arriving late to meetings? Learn how to tame these time stealing issues and conquer disorganization. In this session, we will discuss what causes disorganization, how to identify time management challenges and hacks to help you organize your professional life and enhance your personal pursuits.



The Bees Knees: Regulatory Compliance in Corporate Structures

This workshop is not your average Payroll 101. It's designed for strategic payroll leaders like you, who navigate the complexities of mergers, acquisitions, and internal reorgs. We will dive deep beyond the tax and reporting requirements to equip you with the knowledge and skills to manage these critical business events with confidence. You will walk away with unemployment techniques that will increase compliance and savings. We will cover due diligence for payroll notices and audits, strategic planning and implementation, savings/cost effect of the M&A activity, compliance factors that must be considered, and employment savings techniques.

Disaster Recovery

Disaster recovery planning for payroll is crucial to ensure that employees continue to receive their wages and salaries even in the event of a disaster or disruption. This session will cover some key steps and considerations for implementing a robust disaster recovery plan for payroll. You should become familiar with risk assessment and become aware of how to identify potential threat to payroll operations. We will cover the need for off-site backups and redundant systems, the importance of making sure team members can handle payroll tasks and how to create a clear communication channel for updates. By proactively addressing these considerations and implementing a comprehensive disaster recovery plan for payroll, organizations can minimize the impact of disruptions and ensure the timely and accurate payment of employees, even in challenging circumstances.

Time Tracking and Employee Scheduling for Cost-Savings, Compliance, and Efficiency

Implementing effective time tracking and employee scheduling systems can lead to significant cost-savings, ensure compliance with labor regulations, and improve overall efficiency within an organization. By accurately tracking employee hours, businesses can identify areas of overstaffing or understaffing, optimizing labor costs. This data-driven approach enables informed decision-making when scheduling shifts, minimizing unnecessary overtime expenses and reducing labor-related overheads. Moreover, adherence to labor laws and regulations becomes seamless with automated systems, avoiding potential penalties and legal issues. Efficient scheduling not only meets operational demands but also enhances employee satisfaction and productivity, ultimately contributing to the organization's success. Through streamlined time tracking and scheduling processes, businesses can achieve financial savings, regulatory compliance, and operational excellence.

COMPLIANCE

Payroll Adjustments, Balance Adjustments and Amended Returns

Adjustments due to overpayments, repayments or other corrections can be troublesome for quarterly and year-end reporting. This session will review common payroll anomalies and describe how to amend payroll returns. We will work through common examples of payroll corrections and the impact of corrections to quarterly returns to amend returns with interactive case studies. The session will also summarize some of the best practices in handling mmarize some of the best practices in handline corrections and adjustments.

Cybersecurity Basics for Payroll Professionals

Payroll Professionals handle some of the most sensitive data in business on a daily basis. Bad guys know this too - making you the target of their efforts.

This discussion introduces the threat landscape, trends as well as methodologies to assess and manage risks and controls. No prerequisites. This is not a technical presentation, rather it is targeted to Payroll Professionals to help them with their daily routines.

Multi-State Taxation

In this session we will explore all of the ins and outs of multi-state taxation. This will include state income tax, state unemployment insurance as well as local income tax.

Closing Chapter in Your Year End Story - 941/W-2 Reconciliation

In this session, we will share W-2 and 941 reconciliation process best practices to make the final chapter of your payroll story a celebration and not a "whodunit". We will discuss pay period, monthly, and quarterly processes to assist during W-2 reconciliation for a seamless year-end. We will learn what can be done throughout the year to prevent the dreaded Form W-2c's in February. In other words, how can you avoid a subsequent chapter in your year-end story?

It's the Cat's Meow: Improving Accuracy and Reducing Risk

What is the biggest problem your payroll team faces? Are there complexities that often lead to inaccurate pay or an annoying employer match that is sometimes off? Or what about employees with missing time on their timecard? There are always challenges or issues that are hard to detect. Why not use automation to help find that needle in the haystack? Come join this conversation and let's discuss how automation can help you improve accuracy and reduce risk, because accuracy and reduced risk never go out of style.

Take a Journey to See How You Can Pass a Payroll Audit with Your Internal and External Audit Teams

Attendees will learn how to setup processes to pass a payroll audit from either your internal audit team or external audit team. Tools to use to make sure you have a smooth audit. The importance of getting acquainted with the auditor, making sure you have clean records to present with proper backup. Familiarize yourself with your company's internal audit process and the expectations of external auditors.

Notice!

Schedule details may change
between now and the
conference dates.

Please stay tuned for updates.

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LEARN MORE

WHY VOLUNTEER?

Volunteers play a crucial role in the smooth operation of the Texas Payroll Conference! They assist in various tasks such as supporting classes and general sessions, participating in different activities, and contributing to the exhibit hall.

Here are some great reasons why you should consider volunteering:

- Gain insights into the behind-the-scenes work involved in organizing the Conference.
- Have the chance to make new friends within the payroll profession.
- Expand your professional network by connecting with vendors in the payroll industry.

We encourage you to sign up as a volunteer for this year's Texas Payroll Conference in San Antonio, TX. If you are interested in volunteering, please indicate "yes" for the volunteer option during your registration. First-time attendees do not hesitate to volunteer as well. Already registered? Simply send an email to tpcvolunteer@txpayrollconference.org to express your interest in volunteering.

Throughout the conference, we will acknowledge and appreciate the dedication and service of our volunteers. We eagerly anticipate having you join our team.

We are grateful to Forms and Fulfillment for sponsoring our 2024 volunteers as we celebrate our 35th anniversary. On behalf of the TPC Board of Directors, we extend our sincere appreciation for your support.

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VOLUNTEER TODAY



Hotel Information

Grand Hyatt San Antonio River Walk

600 E. MARKET STREET, SAN ANTONIO, TEXAS, UNITED STATES, 78205+1 210 224 1234

Grand Hyatt San Antonio River Walk celebrates the history and charm of the Alamo City with a welcoming spirit and an elegant style. Enjoy our family-friendly rooms and suites right on the River Walk in the heart of downtown San Antonio, steps from top attractions like the Alamodome, AT&T Center and The Alamo.

Located along the River Walk, a stay at our family-friendly hotel lets you experience the welcoming hospitality of San Antonio. From trendy cafés, open-air markets, and Mission-Era sites like The Alamo, the city's deep, rich culture is on display everywhere...



SERVICES AND AMENITIES

- Concierge service
- Multilingual staff
- Assistive listening devices
- ATM
- Laundry/dry cleaning
- Valet parking and self-parking in covered garage
- Travel Traders gift shop
- Self-Serviced Laundry Facility
- Valet Laundry Services Heated rooftop pool with sundeck
- 24-hour business center

1,003 rooms, including 46 suites with three dining outlets.

DINING

RUTH'S CHRIS STEAK HOUSE

Featuring exceptional food and wine; serving the best USDA prime steaks.

BAR ROJO

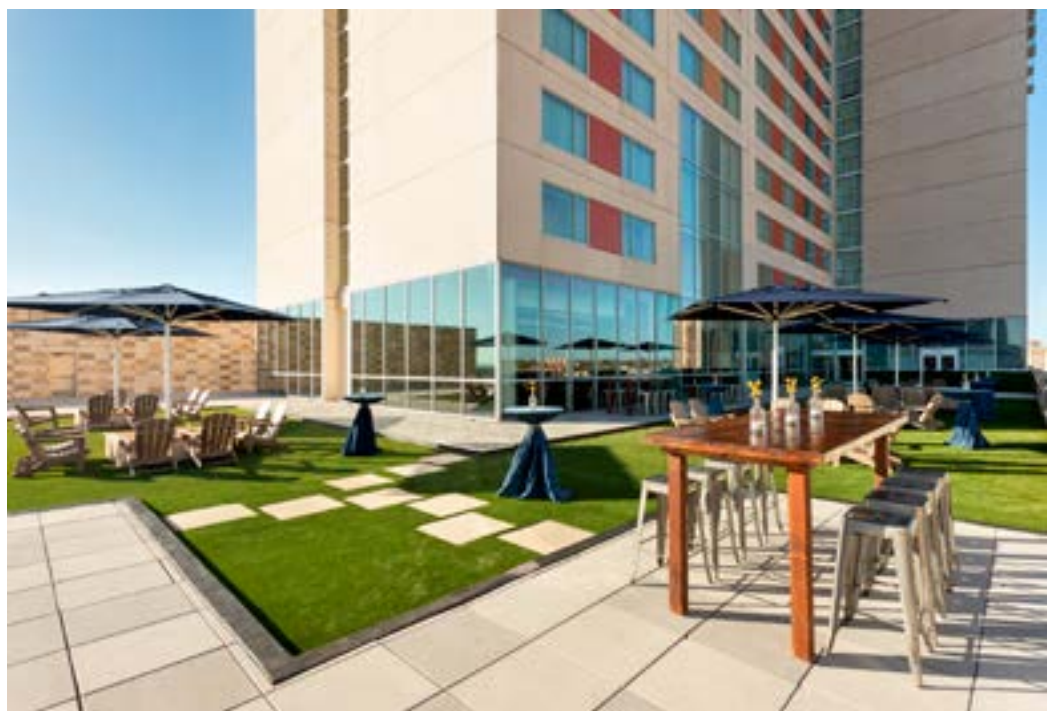
Savor high-end specialty drinks and classic cocktails in our casual, yet upscale lounge.

PERKS COFFEE & MORE

Open 24 hours for your convenience, whether you prefer breakfast, lunch or a late night snack

RECREATIONAL FACILITIES

- Heated outdoor lap pool with sundeck
- 24-hour Hyatt StayFit gym, featuring cardio theater, free weights, exercise cycles, treadmills, ellipticals.
- Two Topgolf Swing Suite bays, the most advanced indoor golf and interactive gaming simulator bays available, offering virtual golf experiences and more
- Nearby championship golf



OUT AND ABOUT

Set amidst a blend of histories and a modern city, our urban retreat has a premier location on the San Antonio River Walk and is within walking distance of the Alamodome, Tower of The Americas and The Alamo.



VISITOR INFORMATION

Language: English

Currency: USD

Climate: hot summers, warm and cool winters

TRANSPORTATION

San Antonio International Airport – 9 mi / 11 mins

POINTS OF INTEREST

- Alamodome
- River Walk (Paseo Del Rio)
- HemisFair Park
- IMAX Theater
- Shops at La Villita Arts Village
- The Shops at Rivercenter
- The Alamo
- Market Square (El Mercado)
- AT&T Center
- Henry B. Gonzalez Convention Center

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ADMISSION

Admission to class sessions, meals, and the Exhibit Hall will be by conference badge only and is strictly enforced. As such, spouses and children will not be admitted to any sessions or meals. Only conference attendees and registered guests will be admitted to the Friday Night Event.

CANCELLATION POLICY

FULL CONFERENCE REGISTRATION CANCELLATION POLICY

If you register for the 2024 conference but are unable to attend, we encourage you to send a substitute. All substitution requests **MUST** be received by TPC by no later than August 15, 2024.

NOTE: Substitutions submitted on or after August 1, 2024, will incur a \$125.00 admin fee.

If you cannot send a substitute, **NO REFUND WILL BE GRANTED**. However, a 50% credit of your 2024 registration fee will be considered (with board approval) to be used **ONLY** towards your 2025 conference registration. A written cancellation notice **MUST** be received by TPC and postmarked no later than August 15, 2024.

NOTE: Cancellation requests received after the August 15th deadline will not be considered for credit to use towards the 2025 Conference.

ONE DAY REGISTRATION CANCELLATION POLICY

If you have registered for the Thursday or Friday one day registration at the 2024 conference and cannot attend, we encourage you to send a substitute. If you cannot send a substitute, **NO REFUND WILL BE GRANTED**. No substitutions for the 2024 Texas Payroll Conference will be made after August 15, 2024.

NOTE: Substitutions submitted on or after August 1, 2024, will incur a \$125.00 admin fee.

ALCOHOL

The Texas Payroll Conference Board of Directors works hard to promote responsible consumption of alcohol beverages. We are committed to the responsible service of alcoholic beverages to responsible consumers. The goal of this alcohol policy is to ensure prudent and safe use of alcoholic beverages in compliance with the Texas State laws and TPC policies. Those who consume alcohol should comprehend the issues that surround its use, recognize the consequences related with alcohol consumption and have a clear understanding of their responsibilities and liabilities. Alcohol policies for TPC sponsored events are as follows:

All attendees or guests consuming alcohol who appear to be less than 30 years old must present a valid ID.

No alcohol will be sold or given to attendee or guests who appear to be intoxicated.

We reserve the right to refuse alcohol sales at our discretion.

Attendees or guests providing alcohol to minors will be escorted from the event and subject to applicable legal consequences.

Attendees or guest possessing alcohol who do not have proof of being at least 21 years of age may be escorted from the event.

Serving and consuming alcohol is not the primary focus of the event.

Attendees or guests may not pour their own alcohol, and open bottles of alcoholic beverages may not be placed on tables or out in the open.

Attendees or guests are not permitted to bring their own alcoholic beverages.

Non-alcoholic beverages and food will be available in sufficient quantities at such events where alcohol is served.

txpayrollconference.org

Policies

COVID STATEMENT

Texas Payroll Conference Inc. is actively monitoring the incidence of Coronavirus Disease 2019 (COVID-19) and the Delta Variant in our region. We have been asked how COVID-19/Delta may impact the upcoming 2024 TPC Conference. TPC is following guidance from local health departments and the Centers for Disease Control and Prevention (CDC) regarding large gatherings, including CDC recommendations on preventing the spread of COVID-19.

At this time, our upcoming 2024 Texas Payroll Conference will take place as planned. However, if you are sick or feeling you are getting sick, we ask that you please stay home. Currently, older adults and persons with underlying health conditions are considered to be at increased risk of severe illness and complications from COVID-19. Examples of underlying health conditions include heart disease, lung disease, diabetes, people with weakened immune systems, and people who are pregnant. The CDC recommends that people in high-risk groups consult with their healthcare provider about attending any large gathering.

If you do choose to attend 2024 Texas Payroll Conference, please keep in mind the CDC recommendations on how to keep yourself and others healthy:

Avoid close contact with people who are sick.

Avoid touching your eyes, nose, and mouth with unwashed hands.

Wash your hands often with soap and water for at least 20 seconds. Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.

Wear mask correctly and consistently

Wear a mask in large groups and/or while in group settings

Encourage physical distancing as much as possible

NOTE: Governor Abbott has put into State law that you are not required to wear a mask and/or be vaccinated. As such, you will not be required to be vaccinated to attend 2024 Texas Payroll Conference.

TELL ME MORE

2024 Texas Payroll Conference Schedule Grid

WEDNESDAY, SEPTEMBER 18, 2024 -- Texas Ballroom 4th Floor					
Tracks	PAYROLL - BEGINNER	PAYROLL - ADVANCE	HUMAN RESOURCE	MANAGEMENT / LEADERSHIP	COMPLIANCE
10:00 AM to 11:45 AM - Opening Ceremonies - Session #1 - Unstoppable Motivation presented by Kim Becking					
11:45 AM to 1:30 PM - EXHIBIT HALL LUNCH -- OPENING					
1:30 PM to 2:30 PM - Session #2	Fundamental Calculations	Certified Payroll Processing	Workplace Violence Awareness and Prevention Training	Boss vs Leader	The Bees Knees: Regulatory Compliance in Corporate Structures
2:45 PM to 4:15 PM - Session #3	FPC Exam Prep - Fringe Benefits	Payroll Best Practices	The Outsourcing Journey - Let Me Count the Ways	Tell Your Story Through Metrics	Disaster Recovery
4:30 PM to 5:30 PM - Session #4	The Journey of Payroll Withholding Tax	Supplemental Pay Imperatives	FSA, HRA, HSA	Are You Talking to Me? Fraudsters Are!	Time Tracking and Employee Scheduling for Cost-Savings, Compliance, and Efficiency
5:30 PM to 7:00 PM - EXHIBITOR RECEPTION					
THURSDAY, SEPTEMBER 19, 2024 -- Texas Ballroom 4th Floor					
8:00 AM to 9:30 AM - GENERAL SESSION #5 - "Just Being" Emotionally Brilliant by Maximizing your Emotional Intelligence presented by Nicole Smith					
9:45 AM to 10:45 AM - Session #6	W-4	Goal Setting - Unlocking Your Potential to Succeed	Earned Wage Access (EWA) - The Journey Continues	Implementation Journey to Success	Payroll Adjustments, Balance Adjustments and Amended Returns
11:00 AM to 12:30 PM - Session #7	Journey to the Basics of Payroll Processing	Advanced Calculations and Gross-up	The Big Cheese of Public Sector Payroll	Strategic Leadership	Cybersecurity Basics for Payroll Professionals
12:30 PM to 2:00 PM - LUNCH					
2:15 PM to 3:45 PM - Session #8	Recordkeeping and Payroll Practices	Overpayments	Legislative Roundtable	Got the Heebie-Jeebies: Leadership Strategies to Help You find Your Way	Multi-State Taxation
4:00 PM to 5:00 PM - Session #9	Uniqueness of Non-Profit Payroll	GL Mapping	How Generative AI is Reshaping the World of Work	Know Your Onions When It Comes to Mentoring	Closing Chapter in Your Year End Story - 941/W-2 Reconciliation
9:00 PM to 10:00 PM - SPECIAL EVENT (Champagne & Strawberries)					
FRIDAY, SEPTEMBER 20, 2024 -- Lone Star Ballroom 2nd Floor					
8:00 AM to 10:00 AM - GENERAL SESSION #10 & AWARDS BREAKFAST - Employing Effective Nonverbal Communication During Every Conversation presented by Ian Hargrave					
10:15 AM to 11:45 AM - Session #11	Payroll Accounting	Special Provisions for FLSA, Deferred Comp and FICA - Public Sector	Secure 2.0 Act	Transitioning into Leadership	It's the Cat's Meow: Improving Accuracy and Reducing Risk
11:45 AM to 12:15 PM - SPONSORED GRAB & GO					
12:15 PM to 1:45 PM GENERAL SESSION #12 - Legislative Update presented by Kevin Macho					
2:00 PM to 3:00 PM - Session #13	Intro to Bots	Terminations and Payments to Deceased Employees	Chapter Roundtable	Time Management	Take a Journey to See How You Can Pass a Payroll Audit with Your Internal and External Audit Teams
3:15 PM to 4:45 PM - GENERAL SESSION #14 - Taking Payroll from 'Just a Job' to a Thriving Career presented by Gerard Hall					
7:00 PM to 12:00 AM - FRIDAY NIGHT PARTY					
SATURDAY, SEPTEMBER 21, 2024 -- Lone Star Ballroom 2nd Floor					
8:15 AM to 9:45 AM - CLOSING GENERAL SESSION #15 - Dare to be Different presented by Chris Fairbank					
9:45 AM - CLOSING & GIVEAWAYS					