

IGFOA 2021 Payroll Seminar

Thursday, October 21st, 2021

8:30 AM - 4:00 PM

NIU Naperville

1120 E Diehl Rd

Naperville, IL 60563

Learn and connect with your colleagues at the IGFOA Payroll Seminar!

Plan to attend the 2021 Payroll Seminar for six sessions, which include year-end updates. Topics for 2021 are PEDA and PSEBA, IRS Update, Employee Leave Rights, Military Leave, Cybersecurity for Payroll, Digital Record Keeping from a Payroll/HRIS perspective. Take advantage of the formal sessions and informal networking opportunities, including a luncheon, to share information with peers on payroll/HR challenges and successes. The 2021 Payroll Seminar is an excellent way to connect and learn from colleagues!

SESSION 1: UNDERSTANDING THE FINANCIAL OBLIGATIONS AND REQUIREMENTS OF THE PUBLIC EMPLOYEE DISABILITY ACT (PEDA) AND THE ILLINOIS PUBLIC SAFETY EMPLOYEE BENEFITS ACT (PSEBA)

Speakers: **Robert Buhs**, Executive Director, Illinois Public Risk Fund (IPRF)
John E. Motylinski, Associate Attorney, Ottosen DiNolfo Hasenbaig & Castaldo, Ltd.

This session will introduce two important state statutes and the relationship they have to the financial aspects of the local governmental entity - the Public Employee Disability Act (PEDA) and the Illinois Public Safety Employee Benefits Act (PSEBA). Intended for those who are new to both the PEDA and PSEBA Act's or for those wanting a refresher, this presentation explores the definition of both Act's, how they are interpreted, and the financial implications/burdens they have placed on local governments. The session will review how both ACT's are interpreted differently from definitions used by service providers, court systems, and advocates as well.

Program Level: Basic **Field of Study:** Finance-Technical **NASBA CPE:** Earn About 1.5 CPE credit

SESSION 2: IRS UPDATE

Speaker: **Kristine K. Willson**, Senior Consultant – HR and Payroll Advisory, Sikich LLP

This session will present current IRS updates related to COVID-19, Forms W-2, 941, 941-X and 2022 limits. The information provided will assist in determining when taxable benefits are provided, as well as a refresher on the information return filing requirements.

Learning Objectives: *Participants completing this session will be able to:*

- Understand reporting requirements for IRS Forms W-2, 941 and 941-X;
- Be aware of COVID-19 related updates as it pertains to payroll; and
- Gain knowledge of 2022 limits posted by IRS.

Program Level: Update **Field of Study:** Finance-Technical **NASBA CPE:** Earn About 1.0 CPE credit

SESSION 3: EMPLOYEE LEAVE RIGHTS: FMLA & ADA

Speaker: Lisa Simioni, Vice President & Senior Compliance Health Consultant, Segal

This session will present an overview of employee rights with regard to the Family Medical Leave Act (FMLA) and the Americans Disabilities Act (ADA). It will include examples of different calculations and tracking mechanisms, and the pros and cons of available tracking mechanisms. In addition, the session will review the unprecedented impact of COVID on employee leave issues and how employers can minimize risk in the administration of these laws and related regulation.

Learning Objectives: Participants completing this session will be able to:

- Gain a basic understanding of FMLA and ADA;
- Build awareness on how COVID has impacted the administration of FMLA and ADA; and
- Learn practical ways to minimize compliance risk in the administration of FMLA and ADA.

Program Level: Overview **Field of Study:** Business Law -Technical **NASBA CPE:** Earn About 1.0 CPE credit

SESSION 4: DEEPER DIVE INTO MILITARY LEAVE

Speakers: Benjamin Gehrt, Clark Baird Smith LLP
Bill Phillips, Assistant Attorney General, Illinois Attorney General's Office

Public employers often have a significant pool of employees that are current or former members of the military and military reserves. State and federal laws impose a complicated web of rules on the pay and benefits that public employers extend to employees in the military. In 2019, the law in Illinois was overhauled with the implementation of the Illinois Servicemember Employment and Reemployment Rights Act (ISERRA), which includes provisions that are sometimes counterintuitive. The Illinois Attorney General's office will be a featured panel presenter during this seminar to help public employers navigate through these legal obligations and help your jurisdiction stay on the right side of the law.

Learning Objectives: Participants completing this session will be able to:

- Gain a basic understanding of the state and federal laws regulating military leaves of absence;
- Understand what you need to do before, during, and after an employee requests a military leave of absence; and
- Learn how to calculate and administer compensation and benefits during a military leave of absence.

Program Level: Overview **Field of Study:** Business Law-Technical **NASBA CPE:** Earn About 1.0 CPE credit

SESSION 5: CYBERSECURITY FOR PAYROLL

Speaker: Marc Thorson, Executive Director of Regional Technology Services, Northern Illinois University

Computer security experts agree that the number one reason for cyberattacks is for money. With that in mind, payroll and accounts payable become the top priority to protect. Ransomware attacks are on the rise, but there are other ways for attackers to steal money using payroll systems, banks, or other methods. This session will review attacker methods, risk management, and ways to defend your organization. Learn how COVID has changed the security landscape, understand your threat model, and foundational practices to help lower risk. This session is designed for finance staff that may not be involved with the technical aspects of Information Technology for their organization. The material is higher level and keeps the conversation more practical and less technical.

Learning Objectives: Participants completing this session will be able to:

- Understand attacks, defense, and risk management with regards to payroll;
- Understand who attackers are and how they attack;
- Determine an organization's risk and how to lower it; and
- Understand how Covid and cloud/remote systems has changed the security landscape.

Program Level: Overview **Field of Study:** Information Technology-Technical **NASBA CPE:** Earn About 1.0 CPE credit

SESSION 6: SUCCESSFULLY NAVIGATING A PAYROLL SYSTEM IMPLEMENTATION

Speaker: **Ryhan Carrier**, Project Manager, BS&A Software

This session will explore how to achieve a successful payroll system implementation. Attendees will learn what to expect, how to best prepare, and common mistakes that can lead to undesirable outcomes.

Learning Objectives: Participants completing this session will be able to:

- Understand the overall process of a payroll implementation
- Learn what is expected from payroll and how to best prepare
- Recognize and avoid common pitfalls that can delay or derail an implementation

Program Level: Overview **Field of Study:** Finance-Technical **NASBA CPE:** Earn About 1.0 CPE credit