

# PAYROLL MID-YEAR COMPLIANCE UPDATE

## 2023 Course Outline

### Check-Up Strategy

- **Actionable items**

- Check-off list
- Assignments
- Follow-up
- Lessons learned

- **Reconciliations**

- Risk assessment
  - Frequency
  - Exact vs. reasonable
- Reporting
  - Pay period
  - Monthly
  - Quarterly
  - Annually
- Deductions to payments
  - Taxes
  - Garnishments
  - Other deductions
- Other inputs to payroll

### Rates, Limits, And Exclusions

- **Social security**

- Wage base
- Tax rates

- **Medicare and additional Medicare**

- Tax rates

- **Fringe benefits**

- Dependent care
- Education reimbursement
- Qualified transportation
- Non-cash fringe benefits
- Group-term life insurance
- Dependent GTL coverage

- **Retirement plans**

- Elective deferrals
- Catch-up contributions

- **Flexible spending arrangements**

- Health care
- Dependent care

- **Health savings accounts**

- **Medical savings accounts**

- **Adoption assistance**

- **Federal per diem rates**

- Lodging and M&IE rates
- Special transportation industry rates
- High-low substantiation method

- **Federal standard mileage rates**

- **Automobile rates for employer-provided vehicles**

- **Foreign earned income and housing exclusions**

- **Information return penalties**

### Unemployment

- **2022 FUTA credit reduction**

- **Potential 2023 FUTA credit reduction**

- **2023 SUI wage bases**

### Data Integrity And Analytics

- **Auditing, validation, and verification**

- Limit and threshold review
- Negative wages
- Taxable wages
- Taxes – Social security number verification

- Employee address
- Special reportable items (Form W-2)

- **Detecting payroll fraud**

- Time clock abuse
- Falsification of wages
- Commission and bonus fraud
- Payments after termination

## Federal Compliance

- **Laws and regulations**

- IRS
  - Electronic filing threshold
- DOL
  - FMLA updates
- USCIS
  - Remote document review
- Agency initiatives

- **Court cases and decisions**

- U.S. Supreme Court
  - *Helix* update
- Pay issues
- Taxes
- Miscellaneous

## Emerging Technologies

- **Trending technology**

- Earned wage access (EWA)
- Newest trends

- **The future**

- Digital currency