

Payroll Mid-Year Compliance Update

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

- Group-term life insurance
- Dependent GTL coverage
- Awards and prizes
- Qualified transportation

• Federal standard mileage rates

• Automobile rates for employer provided vehicles

• Flexible spending arrangements

- Health care
- Dependent care

• Health savings accounts

• Medical savings accounts

• Adoption assistance

• Retirement plans

- Elective deferrals
- Catch-up contributions

• Federal per diem rates

- Lodging and M&IE rates
- High-low substantiation method

• Foreign earned income and housing exclusions

• W-2 reporting of cost of employer-provided health coverage

• ACA employer shared responsibility payments

• Information return penalties

UNEMPLOYMENT

• 2024 FUTA Credit Reduction

• Potential 2025 FUTA credit reduction

• 2025 SUI Wage bases

DATA INTEGRITY AND ANALYSIS

• 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
 - ACA reporting requirement guidance
 - SECURE 2.0 updates
 - \$530 Safe Harbor guidance
- DOL
 - Subminimum wage
- USCIS
 - E-Verify+
- Agency initiatives

• Court cases and decisions

- FLSA
- FMLA
- Taxes
- U.S. Supreme Court update

EMERGING TECHNOLOGIES

• Trending Technology

- Earned wage access (EWA)
- Newest trends

• The Future

- Digital currency