



# Human Capital Management 23-D Tax Update Overview

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# Introduction

The Image/Upgrade Overview Document is intended to provide ctcLink users with a summary of the changes that will be made in the system as a result of the upcoming image or PeopleTools upgrade implementation. Oracle releases multiple PeopleSoft updates, called images, for each pillar every year. Each Image contains bug fixes and features that are important for PeopleSoft to work well. PeopleTools upgrades update the underlying framework of the system. There are minimal changes that are noticeable to the end users. Below is an overview of the changes that you can expect to see as part of this upgrade.

## Payroll

### Updated Federal / State Tax Table

**Federal (State = \$U)** - A new table entry effective-dated 01/01/2024 includes the increase in the Social Security taxable wage base from \$160,200 to \$168,600 for 2024. The Social Security tax rate on wages and tips remains unchanged at 6.2% for both employees and employers for 2024.

<https://www.ssa.gov/oact/cola/cbb.html>

The new table entry also removed the following from the Additional Rates page:

- FICA – ER-Exempt
- FICA – EE-Exempt
- FICA ER Tips Exempt
- FICA EE Tips Exempt

**Note:** U.S. Federal withholding tax changes for wages paid on or after January 1, 2024, had not yet been published in time for delivery in Tax Update 23-D. These changes will be delivered in Tax Update 24-A.

**Arizona (AZ)** - Effective 01/01/2024, Arizona state minimum wage is increased from \$13.85 to \$14.35 per hour. <https://www.azica.gov/divisions/labor-department>

**California (CA)** - A new table entry effective-dated 01/01/2024 includes the following changes:

1. The taxable wage base for California State Disability Insurance is increased from \$153,164 to \$99,999,999 (maximum removed). [https://edd.ca.gov/en/payroll\\_taxes/tax-rated-employers](https://edd.ca.gov/en/payroll_taxes/tax-rated-employers)
2. The California State Disability Insurance employee tax rate increased from 0.009000 to 0.011000. [https://edd.ca.gov/en/payroll\\_taxes/tax-rated-employers](https://edd.ca.gov/en/payroll_taxes/tax-rated-employers)
3. The California state minimum wage is increased from \$15.50 to \$16.00 per hour effective 01/01/2024. [https://www.dir.ca.gov/dlse/minimum\\_wage.htm](https://www.dir.ca.gov/dlse/minimum_wage.htm)

**Hawaii (HI)** - Hawaii state minimum wage is increased from \$12.00 to \$14.00 per hour effective 01/01/2024. <https://labor.hawaii.gov/wsd/minimum-wage/>

**Iowa (IA)** - A new table entry effective-dated 01/01/2024 is delivered with Iowa state unemployment taxable wage base increase from \$36,100 to \$38,200 for 2024. <https://workforce.iowa.gov/press-release/2023-06-29/iowans-unemployment-and-injury-benefits-increase-july#:~:text=DES%20MOINES%2C%20IOWA%20%E2%80%93%20Iowa%20Workforce,increase%20ef>

[fective%20July%202%2C%202023](#)

**Illinois (IL)** - Illinois state minimum wage is increased from \$13.00 to \$14.00 per hour effective 01/01/2024. <https://labor.illinois.gov/>

**Minnesota (MN)** - Effective 01/01/2024, Minnesota state minimum wage is increased from \$10.59 to \$10.85 per hour.

<https://www.dli.mn.gov/minwage#:~:text=1%2C%202023,for%20other%20state%20minimum%20wages>

**Missouri (MO)** - A new table entry effective-dated 01/01/2024 includes the following changes:

1. Missouri state unemployment taxable wage base is decreased from \$10,500 to \$10,000 for 2024. <https://labor.mo.gov/des/employers/tax-rates#wagebase>

2. Missouri state minimum wage is increased from \$12.00 to \$12.30 per hour effective 01/01/2024. <https://labor.mo.gov/dls/minimum-wage>

**Montana (MT)** - Effective 01/01/2024, Montana state minimum wage is increased from \$9.95 to \$10.30 per hour. <https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage>

**Nebraska (NE)** - Effective 01/01/2024, Nebraska state minimum wage is increased from \$10.50 to \$12.00 per hour.

<https://dol.nebraska.gov/webdocs/Resources/Items/Minimum%20Wage%20Poster%20Letter.pdf>

**Nevada (NE)** - Effective 01/01/2024, Nevada state unemployment taxable wage base is increased from \$40,100 to \$40,600 for 2024.

[https://ui.nv.gov/ESSHTML/ui\\_information.htm#Taxable\\_Wage\\_Base](https://ui.nv.gov/ESSHTML/ui_information.htm#Taxable_Wage_Base)

**Washington (WA)** - A new table entry effective-dated 01/01/2024 includes the following changes:

1. Washington state unemployment taxable wage base is increased from \$67,600 to \$68,500 for 2024.

<https://esd.wa.gov/Contents/Item/Display/36270#:~:text=The%20UI%20tax%20rate%20for,up%20from%20%2467%2C600%20in%202022>.

2. Washington Paid Family & Medical Leave taxable wage base is increased from \$160,200 to \$168,600 based on the increase in the Social Security OASDI maximum taxable wage base for 2024. <https://paidleave.wa.gov/estimate-your-paid-leave-payments/>

3. Washington state minimum wage is increased from \$15.74 to \$16.28 per hour effective 01/01/2024. <https://lni.wa.gov/workers-rights/wages/minimum-wage/>

## Local Tax Table Changes

STATE	LOCALITY	LOCALITY NAME	OLD RATE/AMT	NEW RATE/AMT	EFFECTIVE DATE
OR	039	Lane County	0.007800 / Resident	0.007900 / Resident	01/01/2024

			0.007800 / Nonresident	0.007900 / Nonresident	
OR	P0746	Tri-County Transport	0.008037 / Resident 0.008037 / Nonresident	0.008137 / Resident 0.008137 / Nonresident	01/01/2024

## Garnishment Rule Changes

State	Rule ID	EFFECTIVE DATE	ACTION
NY	GEN-DE2	01/01/2024	<p>The rule which uses the minimum wage applicable specifically to Nassau, Suffolk, and Westchester counties in the exemption calculation of 30 x the state minimum hourly wage is updated to reflect the new minimum wage for these counties of \$16.00 (previously \$15.00), which is effective 01/01/2024.</p> <p>The value for Exemption Amount 1 is increased from \$450.00 to \$480.00.</p>
NY	GEN-DE3	01/01/2024	<p>A row is added to update the table entry for this garnishment rule in order to use the new state minimum hourly wage of \$15.00 (previously \$14.20) in the exemption calculation.</p> <p>The rule which uses the minimum wage applicable in the remainder of the State of New York (i.e., outside of New York City and Nassau, Suffolk, and Westchester counties) in the exemption calculation of 30 x the state minimum hourly wage is updated to reflect the new minimum wage for this region of \$15.00 (previously \$14.20), which is effective 01/01/2024.</p> <p>The value for Exemption Amount 1 is increased from \$426.00 to \$450.00.</p>

## Garnishment Limit

To limit the garnishment deductions to a specified amount per year, a new field, Annual Limit, is added to the Garnishment Spec Data 3 page. This change will support calculations for Iowa Creditor Garnishments that are subject to calendar year deduction limit.

### Navigation

NavBar > Menu > Payroll for North America > Employee Pay Data USA > Deductions > Create Garnishments

Image: Garnishment Spec Data 3 page before tax update 23-D is applied.

Garnishment Spec Data 1   Garnishment Spec Data 2   **Garnishment Spec Data 3**   Garnishment Spec Data 4   >

Person ID [REDACTED]  
Company [REDACTED]

Garnishments  | 1 of 1 | View All

Garnishment ID [REDACTED]

**Deductions** ?

\*Schedule  Priority   
 Include Company Fee Within DE  Include Payee Fee Within DE

**Limitations** ?

Start Date   Stop Date    
 Calculate Stop Date Stop Date Days   
Limit Amount  Limit Balance

**Monthly Limit Amounts**

Garnishment   
Company Fee  Payee Fee

Image: Garnishment Spec Data 3 page after tax update 23-D is applied.

Garnishment Spec Data 1   Garnishment Spec Data 2   **Garnishment Spec Data 3**   Garnishment Spec Data 4   >

Person ID [REDACTED]  
Company [REDACTED]

Garnishments  | 1 of 1 | View All

Garnishment ID [REDACTED]

**Deductions** ?

\*Schedule  Priority   
 Include Company Fee Within DE  Include Payee Fee Within DE

**Limitations** ?

Start Date   Stop Date    
 Calculate Stop Date Stop Date Days   
Limit Amount  Limit Balance   
**Annual Limit**

**Monthly Limit Amounts**

Garnishment   
Company Fee  Payee Fee

## QRG

### [9.2 Assigning Garnishments to Employees](#)

## By Payline Security for TL Records

Tax Update 23-D delivers a new message and related application updates to allow Rate changes for TL Records in Payline Details, Other Earnings.

When the Rate is manually updated, the following message asking for confirmation will be displayed: "You may be overriding the rate sent from Time and Labor. Do you want to continue?".

Selecting Yes will update the Rate field with the new entered value, otherwise, it will keep the original value.

Prior to these modifications, the Rate field was greyed out for paylines loaded from Time and Labor even though the Override Hourly Rate checkbox was selected.

## Navigation

NavBar > Menu > Payroll for North America > Payroll Processing USA > Update Paysheets > By Payline Security

**Image: By Payline Security, TL Records: Yes-No dialog message after Rate was updated.**

The screenshot displays the 'Payline Details' interface. At the top, there are tabs for 'Payline', 'One-Time Deductions', 'One-Time Garnishments', and 'One-Time Taxes'. The main area shows 'Payline Details' for a specific employee (Empl ID [redacted]). Below this, there are fields for 'Company', 'Pay Group', 'Pay Period End Date' (11/30/2023), 'Off Cycle', and 'Manual Check'. A dialog box is overlaid on the screen, containing the text: "You may be overriding the rate sent from Time and Labor. Do you want to continue? (2000,1445)" with 'Yes' and 'No' buttons. Below the dialog, there is an 'Earnings' section with a table. The table has columns: Job Pay, Code, Seq Nbr, Rate Code, Hours, Rate, Amount, and Source. The 'Rate' column for the first row is highlighted with a red box and contains the value '12.00'. At the bottom, there are buttons for 'Save', 'Return to Search', 'Notify', and 'Refresh'.

Job Pay	Code	Seq Nbr	Rate Code	Hours	Rate	Amount	Source
<input checked="" type="checkbox"/>	PTH			88.00	12.00		

## QRG

N/A

## Payroll Error Messages Update

The Pay Calculation process has been updated to skip validation for locality PA 880000, which is not a real Pennsylvania locality. It is a system-generated “phony” locality that is required for Pennsylvania Act 32 local tax processing.

Prior to the modifications, the system was applying validation rules to locality PA 880000 as if it was a real locality. During payroll processing, the following error message was generated by the system:

“Message ID: 000413; Message: “Company Local Tax Tb not found. The Company Local Tax Table entry for the company and locality displayed below was not found. PA; 880000;”

To resolve the Pay Calculation error, additional setup changes were required on the Company Local Tax Table.

## Navigation

NavBar > Menu > Payroll for North America > Payroll Processing USA > Review Processing Messages > Payroll Error Message Report

### Image: PAY011 Payroll Error Messages Report: Message ID: 000413

Employee Name	Employee ID	Dept ID	Business Unit	Page/Line	Sep	Check	Message ID	Message
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	8	5	0	000413	Company Local Tax Tb not found The Company Local Tax Table entry for the company and locality displayed below was not found. PA;880000;

## QRG

[Running the Payroll Error Message Report](#)

## 2023 W-2/W-2C Form Functionality Changes

Multiple product updates have been delivered to support U.S. Form W-2 and W-2C processing for tax year 2023:

- A full set of Tax Form Print Parameters effective 1/1/2023 has been delivered.
- The Tax Form Definitions table for 2023 W-2 has been updated.
- 2023 PDF templates for W-2 and W-2C year-end forms produced with XMLP/BI Publisher have been delivered.
- 2023 Data Source and Report Definitions for the templates listed above are also delivered.

## QRG

N/A





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Washington State Board for Community and Technical Colleges