

GLO Report – November 2023



Internal Revenue Service:

Limits for 2024 have been published:

Social Security Wage Base - \$168,600, tax rates remain at 6.2% for ss, 1.45 for Medicare and .9% for additional Medicare for those wages over \$200,000.

Qualified Benefit Plans	
§415 maximum for defined benefit plans	\$275,000
§415 maximum contribution limit for defined contribution plans	\$69,000
Elective Deferral Limits	
§402, §401, §408 salary reduction plans (SEP)	\$23,000
§403 non-profit, public schools	\$23,000
§457 state & local government, tax exempts	\$23,000
§408 SIMPLE plans	\$16,000
§414 Catch-up Contributions (401,403,457, SEP)	\$7,500
§414 Catch-up Contributions (SIMPLE)	\$7,500
Definition of Highly Compensated employee salary	\$155,000
Annual Compensation limit under §401, §404, §408, SEPs	\$345,000
Minimum annual compensation under §408	\$750

Flexible Spending Arrangements / Dependent Care / Medical Savings Accounts	
Medical FSA	\$3,200
Maximum Carryover	\$640
Dependent Care	\$5,000
High Deductible Health Plan (HDHP) individual deductible	\$2,800-\$4,150
HDHP family deductible	\$5,550-\$8,350
HDHP Contribution Limit – individual	\$4,150
HDHP Contribution Limit – family	\$8,300
HDHP Catch up for employees 55 and older	\$1,000

Other Limits / Amounts	
Adoption Assistance	\$16,810
Transportation (Commuter Van, Transit Passes, Parking)	\$315
Definition of a control employee (Corporate Officer) compensation	\$135,000
Employees earning at least	\$275,000
Amount Excluded for Federal Tax Levies (Weekly)	\$5,000

- Form 8922 for reporting 3rd Party Sick Pay is now available for 2023: [2023 Form 8922 \(irs.gov\)](https://www.irs.gov/irb/2023-12/01/20234501011r)
- Draft forms of the W-2 and W-3 for 2024 were published on November 22, 2023. [2024 General Instructions for Forms W-2 and W-3 \(irs.gov\)](https://www.irs.gov/irb/2023-11/22/20234501011r).
- Draft of Publication 15-t has been published for 2024: [2024 Publication 15-T \(irs.gov\)](https://www.irs.gov/irb/2023-11/22/20234501011r)

Equal Employment Opportunity Commission:

EEO-1 Component 1 data collection is now open. [EEO-1 Data Collection | U.S. Equal Employment Opportunity Commission \(eeoc.gov\)](https://www.eeoc.gov/eo-1) Report is due December 5, 2023.

USICE / Department of Homeland Security:

On October 27, the automatic extension period for Employment Authorization Documents (EAD) for certain renewal applications reverted back to a maximum of 180-day automatic extension for new applicants. For more information, please click [here](#).

Office of Child Support Services (OCSS):

Do you have a question regarding child support? The OCSS has a page dedicated to contact information for state agencies: [State Contacts & Requirements | The Administration for Children and Families \(hhs.gov\)](https://www.hhs.gov/ocss/state-contacts)

State & Local:

- **Alabama:** Issues guidance on Overtime Exemptions set to go into effect 1/1/2024. [Overtime Exemption - Alabama Department of Revenue](#)
- **Arkansas:** Withholding tables updated. Decrease in supplemental wage tax rate to 4.4% (down from 4.7).
- **California:** Amends paid sick leave to raise the amount of time that can be taken from 24 hours to 40 hours per year.
- **Colorado:** State Earned Income Tax Credit Notice Requirements – Effective for tax years on or after 2023, employers must provide written notice to employees regarding the availability of the federal earned income tax credit (EITC), the state EITC, and the federal and state child tax credits. May be provided electronically.
- **Illinois (Chicago):** Effective 7/1/2024, the tip credit is being phased out. In 2024 it will be reduced to 32% of the applicable minimum wage. On July 1st of each year 2025, 2027 it will also be reduced: 2025 to 24%, 2026 to 16%, 2027 to 8% until 7/1/28 when it will be removed completely.
- **Maryland:** Updated website published for 2023 reporting information: [2023 EITC LETTER \(marylandtaxes.gov\)](https://www.marylandtaxes.gov).
- **Minnesota:** Wage reporting requirements begin in 2024 for the newly enacted paid family and medical leave program that is set to be in effect 1/1/2026. Also, paid sick

(effective 1/1/2024) will require employers to grant employees 1 hour for every 30 hours worked up to 48 hours per year.

- **New York:** Freelance workers must now be paid within 30 days as independent contractors. This is to take effect in May, 2024.
- **Ohio:** State Income Tax withholding tables were revised effective 11/1/2023. Tables can be found here: [Employer Withholding Tables | Department of Taxation \(ohio.gov\)](#)

Happy Fall & Happy Thanksgiving!!

