
isolated People Cloud release version 10.18

Friday, October 25, 2024

Highlights

isolated People Cloud version 10.18 includes minimum wage updates, an update to the Kansas Employer Portal, a new Organizational Chart Dashboard, and updates to the Employee Referral Portal, among other exciting updates.

Payroll & Tax

- Minimum wage updates for jurisdictions in Arizona, California, Colorado, Maine, and Minnesota
- New York State Child Support Processing Center bank update for child support payments
- **Action required!** Kansas DOL Employer Portal upgrade on November 19th
- Tax form updates

Reporting and Analytics

- **New!** Help streamline your organization management with our new Organizational Chart Dashboard

Benefits

- COBRA Participant Portal account migration to the Identity server on October 25th

Applicant Tracking

- Employee Referral Portal updates

Payroll & Tax

Minimum wage updates

Updates to jurisdictions in Arizona, California, Colorado, Maine, and Minnesota

Minimum wage changes in following jurisdictions are included in this release. Please note, all changes are effective 1/1/25:

State	Jurisdiction	Effective Date	Minimum Wage	Tipped Minimum Wage	Overtime Tip Credit
AZ	Flagstaff	1/1/2025	\$17.85	\$16.85	
CA	Petaluma	1/1/2025	\$17.97	\$17.97	
CA	Petaluma- Small	1/1/2025	\$17.97	\$17.97	
CA	San Carlos	1/1/2025	\$17.32	\$17.32	
CO	Boulder County	1/1/2025	\$16.57	\$13.55	
CO	Denver	1/1/2025	\$18.81	\$15.79	
CO	Denver County	1/1/2025	\$18.81	\$15.79	
ME	Maine	1/1/2025	\$14.65	\$7.33	\$7.32
MN	Minnesota	1/1/2025	\$11.13	\$11.13	
MN	Minnesota - Small	1/1/2025	\$11.13	\$11.13	
MN	Minneapolis - Large	1/1/2025	\$15.97	\$15.97	
MN	Minneapolis - Small	1/1/2025	\$15.97	\$15.97	
MN	St Paul - Macro	1/1/2025	\$15.97	\$15.97	
MN	St Paul - Large	1/1/2025	\$15.97	\$15.97	

These minimum wage rate changes will not automatically update employee salary records. See [Reviewing pay information for minimum wage compliance](#) to learn how Insperity Workforce Acceleration can help you stay in compliance with minimum wage changes.

New York state child support bank account update

Affects child support payments submitted electronically

Effective October 28, 2024, the New York State Child Support Processing Center (NYS CSPC) will be changing the bank account that receives electronically submitted child support payments. You may receive notification directly from NYS CSPC of this change, including a request to update bank account information.

No action is required on your part. Insperty has you covered! The appropriate banking information will be updated in Insperty People Cloud to ensure any child support garnishments are submitted to the NYS CSPC accurately and timely.

Kansas Department of Labor Employer Service Portal upgrade

Kansas employers must create a new account

The Kansas DOL website, KansasEmployer.gov, will be unavailable starting Thursday, November 14th and will reopen Monday, November 19th. On November 19th, a new online account setup will be available and all Kansas employers will need to create a username and password to access the updated portal. Employers will keep their active UI account number, but going forward it will be in a 10-digit format, with one zero at the beginning and three zeroes at the end. For additional information about this update or contact information for support, please click [here](#).

Tax Form Updates

Updates for Alabama, California, Connecticut, Pennsylvania, S. Carolina, N. Dakota and Minnesota

We've made updates to tax forms that are used in Onboarding and the Tax Updates screen in self-service:

U.S. Form Changes
Alabama – Form A4 (Employee's Withholding Exemption Tax Certificate)
California – Form DE 4 (Employee's Withholding Allowance Certificate)
Connecticut – Form CT-W4NA (Employee's Withholding Certificate Nonresident Apportionment)
Pennsylvania – Form CLGS-32 (PA114)
South Carolina -Form SC W-4 (additional withholding required)
North Dakota and Minnesota – employees working in MN and living in ND, will not have the option to choose the North Dakota Form W-4 (ND104)

Please view this [article](#) for additional information about these changes.

Reporting and Analytics

Organizational Chart Dashboard

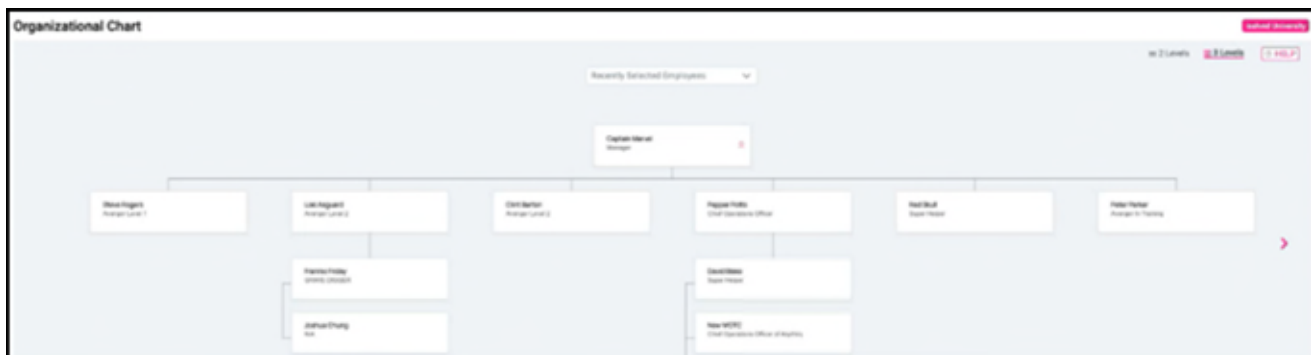
Streamline your organization management

We're happy to announce the launch of our latest feature, the Organizational Chart Dashboard. This dynamic addition helps to streamline your organization management and enhance your overall experience with Insperity People Cloud.

To take advantage of the new Organizational Chart Dashboard, navigate to **Reporting > Organizational Chart**.

Key Features:

- **Seamless Integration:** The Org Chart seamlessly integrates into your existing People Cloud environment, providing a holistic view of your organization's structure without the need for external applications.
- **Visual Clarity:** With intuitive design and comprehensive visualization, the dashboard offers a clear depiction of your organization's hierarchy, enabling you to understand reporting relationships and team dynamics at a glance.
- **Interactive Functionality:** Dive deeper into your organization's structure through interactive features that allow for seamless navigation and exploration. Effortlessly identify key stakeholders, team members, and reporting lines with enhanced zoom capabilities and intuitive controls.
- **Real-time Updates:** Stay up to date with real-time data synchronization, ensuring that your Org Chart reflects the latest changes in your organization. Whether it's new hires, promotions, or organizational shifts, you can trust that your dashboard always provides the most current information.



New Organizational Chart Dashboard

Benefits

COBRA Participant Portal migration to Identity

Logging in is getting easier!

We are pleased to introduce our groundbreaking Identity platform for the COBRA Participant Portal. This update features an advanced authentication service that will make logging in easier and more secure than ever before.

Starting October 25, 2024, our COBRA Participant Portal will unveil a new login that will change the way participants access the portal. Upon their first login after this date, they will be guided through a straightforward account migration process, like the one experienced with the COBRA Customer Portal upgrade completed in July 2024.

If you receive calls from COBRA participants who need assistance following this update, please direct them to call 800-300-3838.

Applicant Tracking System

Employee Referral Portal upgrade

Now anyone can share jobs!

We're excited to announce a significant upgrade to the Applicant Tracking Employee Referral portal! Now employers have the option to leverage more than just their employees to market open job listings; anyone can be a job sharer including employees, fans, and customers.

The current (legacy) Employee Referral portal will be retired in late December 2024. All active legacy Employee Referral Portal users will be contacted by the Applicant Tracking support team who will handle the migration full for you and will assist you with migrating your accounts.

Interested in adding Applicant Tracking? Contact your Insperty Customer Success Specialist. If you're already using Applicant Tracking and have questions about new features, reach out to support@isolvedhire.com.


Job Listing Location

Job Location*
Add New

Employee Referrals

Show On Job Referral Portal

Incentive (optional, but recommended)

Notes 

Cancel Save & Close Save & Update Job Board Ad

Show on Job Referral Portal option

Phoenix Holdings Users

Manage employee and job sharer access to your Employee Referral Portal on your Employees tab. Keep in mind, that employees and job sharers can create and reset their own passwords. But if they need assistance, it can be provided here as well. Note: Employee* from this tab can be automatically imported as a job sharer. Other admin or manager users can visit the Job Sharing Portal to create a job sharer profile. <https://phoenixholdings.applicantpro.com/referrals/>

Employees New Employee

	Name	Email	Phone	Team	Department	Employee Type	Is Job Sharer?	Verified?	Role
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	Jane Smith	jane.smith@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Smith	john.smith@phoenix.com	555-555-5555				Yes	Yes	Employee
<input type="checkbox"/>	Jane Doe	jane.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input checked="" type="checkbox"/>	John Doe	john.doe@phoenix.com	555-555-5555	Operations		Employee	Yes	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input checked="" type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555			Employee	Yes	Yes	Employee
<input checked="" type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenix.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555				No	Yes	Employee
<input checked="" type="checkbox"/>	John Doe	john.doe@phoenixholdings.com	555-555-5555			Employee	Yes	Yes	Employee

Select All - Select None Show Archived

Manage Selected Employees:

- Select Action
- Archive
- Unarchive
- Import as Job Sharers
- Remove as Job Sharers

Employee Tab

Job Referral Opportunities


Phoenix Holdings <hello@send.applicantemails.com>
to hrmanager

Phoenix Holdings Job Referral Opportunities


We always want to hire the top talent, and some of the best candidates are your friends, associates and other connections. Help us spread the word by sharing these jobs through your social network!

New Job!


Account Manager - Sales Representative
American Fork, UT - Incentive: \$100.00 [View Job](#)




Junior PHP/MySQL Programmer/Developer
American Fork, UT - Incentive: \$250.00 [View Job](#)



Accounting Clerk - Part Time
American Fork, UT - Incentive: \$100.00 [View Job](#)



Share Our Careers Page
Use the icons below to share all of our jobs with your friends and family.



You can track the results of your sharing by logging in to your employee referral portal at [\[redacted\]](#).

This message has been automatically generated. Please do not reply to this message. To unsubscribe from these updates, [click here](#).

Job Referral Opportunities

For more information about the changes in the 10.18 release, contact your Insperty Payroll Specialist.