
isolved People Cloud release version 10.17

Friday, October 4, 2024

Highlights

isolved People Cloud version 10.17 includes state and local tax changes, a new child support option for past due balances, Quick Hire updates, and screen design changes for payroll processors and self-service users.

Payroll & Tax

- State and local tax updates
 - Employer wage reporting begins in Q3 2024 for Minnesota Paid Leave
 - Tax treatment changes for Military Differential Pay
 - New Jersey unemployment tax rate changes
 - Local tax changes in multiple states
 - Iowa withholding certificate changes
- Track past due balances separately for employee child support garnishments
- Updated look for payroll processing screens

Employee Management

- Ability to require EEO ethnicity during Quick Hire
- Updated entry of 1099 company names in the First Name and Last Name fields so Insperity can successfully file 1099-NEC forms with the IRS on your behalf

Reporting

- For certified payroll reporting, health and welfare fringe amounts are correctly reported

Self-Service

- Adaptive Employee Experience (AEE) and isolved People Cloud mobile app
 - Updated release schedule for the Adaptive Employee Experience (AEE) and isolved People Cloud mobile app
 - Button designs on the Admin and Employee calendars are easier to read
- ESS Classic View
 - Buttons to access **isolved University**, **Help**, and **Try Our New Look** are updated to unify the design across the product

Applicant Tracking

- Cronofy scheduling enhancements

Payroll & Tax

State Tax Updates

Minnesota Paid Leave wage reporting begins in Q3 2024

Starting 1/1/2026, Minnesota will be implementing a paid leave tax. To prepare for this new tax, Minnesota is requiring employers to begin reporting wages starting with the Q3 2024 reporting period.

For employers subject to Minnesota state unemployment, the agency will use the quarterly wage data in your unemployment tax filings for paid leave reporting. Wages were calculated in your Q3 2024 payrolls for employers with active Minnesota unemployment taxes. When Insperity files your Minnesota unemployment tax returns for the quarter, wage reporting details will be automatically shared for paid leave reporting. If you had individual employees marked exempt from unemployment, you will need to manually report their wages directly to the Minnesota Department of Economic Security. The deadline is **October 31, 2024** to provide wages for all employees paid in Q3 2024.

Employers currently exempt from Minnesota unemployment tax will need to follow the [No employees covered by Unemployment Insurance \(UI\) instructions](#) from the Minnesota division of Employment and Economic Development to register for an account. Employees who are not covered by Minnesota unemployment are still covered by Minnesota Paid Leave, so you must have an active tax account with the Minnesota Unemployment Insurance division to meet Paid Leave requirements. Your Insperity Payroll Specialist will also need to update your tax filing status from Exempt to Active with a 0% rate so wages can be accumulated and reported for paid leave reporting.

Since the third quarter has ended, tax adjustments will be necessary once you obtain your Minnesota tax ID to generate wages for payrolls in the 7/1/2024 – 9/30/2024 period. Contact your Payroll Specialist by October 15th, 2024 so they can process these adjustments and file amended tax returns by the October 31, 2024 wage reporting deadline.

For more information about Minnesota Paid Leave, refer to their [Frequently Asked Questions](#).

Military Differential Pay tax changes

Changes have been applied that change taxation for Military Differential Pay. These changes are retroactive to 1/1/2024, so prior quarter tax adjustments may be needed if you offered supplemental pay to employees who were on active military duty.

- Military Differential Pay **was exempt but became taxable** on 1/1/2024 for these jurisdictions and tax types:
 - CO: Colorado Family and Medical Leave (employee and employer taxes)
 - KY: County withholding tax in Mason County, Kentucky
 - ND: North Dakota state income tax

- WA: Washington state Unemployment and Employment Administrative Fund employer taxes
- Military Differential Pay **was taxable but became exempt** on 1/1/2024 for these jurisdictions and tax types:
 - IA: Iowa employer state unemployment insurance tax
 - KS: Kansas employer state unemployment insurance tax
 - KY: Kentucky employer state unemployment insurance tax
 - NE: Nebraska employer state unemployment insurance tax
 - OH: Ohio employer state unemployment insurance tax
 - PA: Pennsylvania state unemployment insurance tax (employee and employer taxes)
 - IA: Iowa employer state unemployment insurance tax
 - VT: Vermont employer state unemployment insurance tax
 - WV: West Virginia employer state unemployment insurance tax
 - WY: Wyoming employer state Unemployment insurance, Employment Support Fund Factor, and Worker's Compensation taxes
 - US VI: United States Virgin Islands employer state unemployment insurance tax

If you paid supplemental Military Differential Pay to employees in the impacted jurisdictions, contact your Payroll Specialist for assistance with prior quarter tax adjustments.

New Jersey state tax changes

New Jersey updated their minimum and maximum state unemployment tax rates effective 7/1/2024.

- New Jersey decreased the maximum employer SUI tax rate from 7% to 6.4%
- New Jersey decreased the minimum employer SUI tax rate from 1.2% to 0.6%

Employers impacted by these changes should receive updated tax rate notices from the state. Send new rate notices to your Payroll Specialist to update your system. Unemployment tax withholding will automatically adjust on the next payroll once rates are updated.

Local tax changes

Alabama

Irondale, Jefferson County (01-073-0590)

- Decreased the Occupational License Fee from .75% to .5%, effective 10-1-24.

Kentucky

Winchester, Clark County (18-049-0880)

- Increased the Occupational License Fee from 2% to 2.15%, effective 10-1-24.

Ohio

Bradford, Darke County (36-037-5005)

- Taxes will be collected by the Regional Income Tax Agency (RITA), effective 10-1-24.
- Allows an exemption from Bradford Municipal Tax under the Military Spouse Residency Relief Act (MSRRA), effective 10-1-24.
- Changed the taxability of Stock Options (Compensation ID - 3) from taxable to exempt, effective 10-1-24.

Bradford, Miami County (36-109-5005)

- Taxes will be collected by the Regional Income Tax Agency (RITA), effective 10-1-24.
- Allows an exemption from Bradford Municipal Tax under the Military Spouse Residency Relief Act (MSRRA), effective 10-1-24.
- Changed the taxability of Stock Options (Compensation ID - 3) from taxable to exempt, effective 10-1-24.

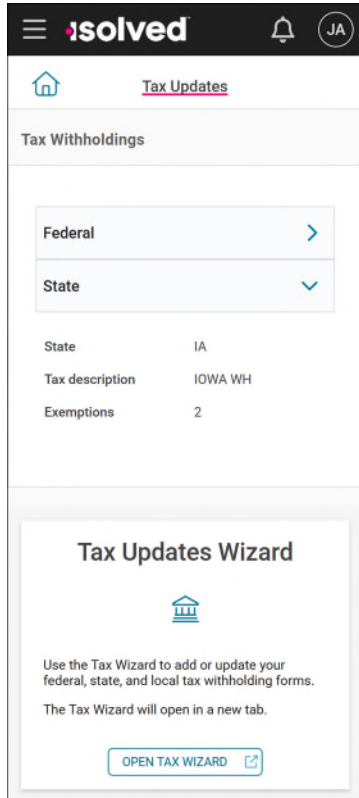
Iowa withholding tax calculation change

In November 2023, the Iowa Department of Revenue released an updated [IA W-4, Employee Withholding Allowance Certificate](#) to support new income tax calculations effective in 2024. This revised form replaced exemptions with personal, dependent, and itemized deduction allowance amounts. Employees who used the Tax Wizard to complete new IA W-4 forms after the November changes have been taxed correctly.

Employees who did not complete the revised IA W-4 form may have experienced incorrect Iowa state income tax withholding.

- For payrolls from January 1, 2024 – August 16, 2024, if an employee still had Iowa state tax exemptions listed on their employee tax screen, those exemptions were ignored in the IA SIT calculations. This may have resulted in additional Iowa state tax withholding. Employees will be able to claim tax refunds when they file their Iowa personal income tax returns for the 2024 tax year if they paid more income tax than they owed.
- The [isolved version 10.16 release on August 16, 2024](#) included a change to Iowa income tax calculations. The value in the exemptions field was multiplied by \$40 to update the exemption amount to better comply with the 2024 Iowa withholding rules. Employees should still complete an updated 2024 IA W-4 form to include personal allowances, itemized deductions, or additional tax.

Employees can review their current Iowa state tax withholdings in the Adaptive Employee Experience (AEE), isolved People Cloud mobile app, or ESS Classic View and update their elections if they need to adjust their withholding allowances.



isolved Tax Updates

Tax Withholdings

Federal >

State v

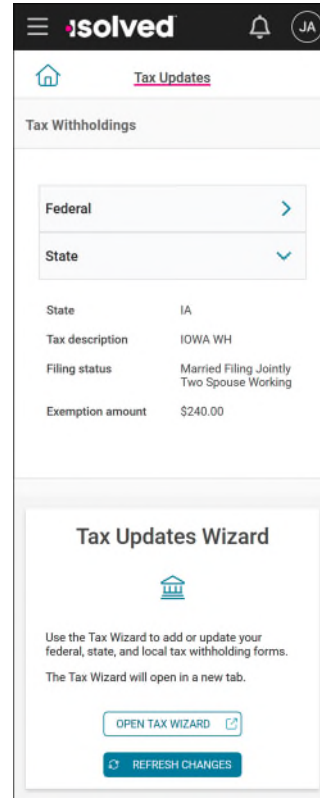
State	IA
Tax description	IOWA WH
Exemptions	2

Tax Updates Wizard

Use the Tax Wizard to add or update your federal, state, and local tax withholding forms. The Tax Wizard will open in a new tab.

OPEN TAX WIZARD

Elections (old IA W-4)



isolved Tax Updates

Tax Withholdings

Federal >

State v

State	IA
Tax description	IOWA WH
Filing status	Married Filing Jointly Two Spouse Working
Exemption amount	\$240.00

Tax Updates Wizard

Use the Tax Wizard to add or update your federal, state, and local tax withholding forms. The Tax Wizard will open in a new tab.

OPEN TAX WIZARD

REFRESH CHANGES

Updated Elections (2024 IA W-4)

Tracking Child Support past due amounts

A new **Past Due** field has been added to Child Support garnishments to support court orders that indicate additional withholding for past due child support payments. This field replaces the arrears functionality when it is used. Determine which option is best based on the instructions in the child support garnishment order.

Current amount only

If the court order indicates a single current amount to withhold, enter that amount and do not use the Past Due field. If the employee does not earn enough to withhold the full amount, the uncollected amount will automatically accumulate as arrears.

Total and Past Due amount (new option)

If the court has indicated a current amount and a separate past due additional amount that should be withheld, enter the total amount due and the additional past due amount using the new functionality.

The screenshot shows the 'Garnishments' form with the following details:

- Garnishment Type:** Child Support
- Start Date:** 10/1/2024
- Description:** FL Child Support
- State:** Florida
- Payee:** Client Payee
- Minimum Take Home Pay:** Florida SDU, Case Number: 15616501560, FIPS Code: 5601560, Medical Support Required:
- Garnishment Calculation:** Amount (462.19), Percentage of: Disposable Income (65%), Not To Exceed %: 3
- Limits & Balances:** Expiration Date: [blank], Apply Arrears: , Limit: 50.00, Remaining Balance: 0.00, Arrears Balance: 0.00, Update Arrears Balance: 4077.63

Single child support amount owed with arrears

The screenshot shows the 'Garnishments' form with the following details:

- Garnishment Type:** Child Support
- Start Date:** [blank]
- Description:** Child Support
- State:** [blank]
- Payee:** Client payee
- Minimum Take Home Pay:** California CSup, Case number: [blank], FIPS code: [blank], Medical support required:
- Garnishment Calculation:** Amount (125.00), Past due amount: 25.00, Current amount: 100.00, Percentage of: [blank], Not to exceed %: 50.00, Dependent exemption: [blank]
- Limits & Balances:** Expiration date: [blank], Apply arrears: , Limit: [blank], Remaining balance: 0.00, Arrears balance: 0.00, Update arrears balance: [blank]

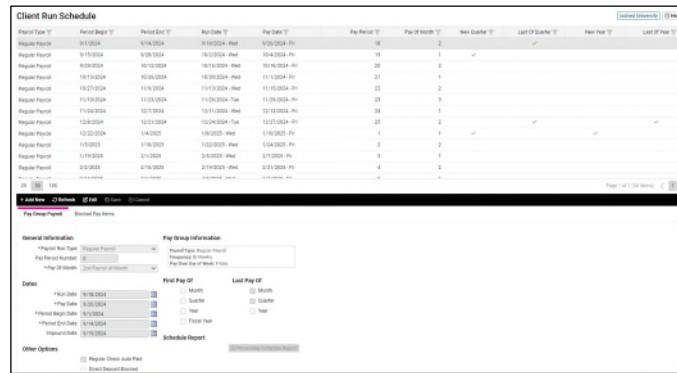
Total child support amount and Past Due amount

Modernized Payroll Processing screens

The effort continues in this release to create a seamless experience across the isolated technology platforms. In this release, payroll processing screens have been updated with the modern grid views.

Payroll Processing > Client Run Schedule

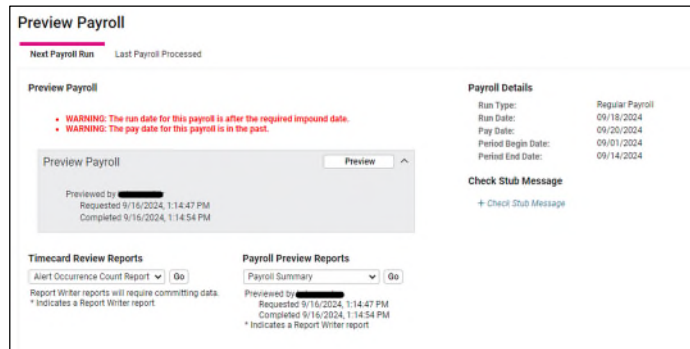
- Updated grid layout.
- Added filtering to all columns.



Payroll Type	Period Begin	Period End	Run Date	Pay Date	Pay Period	Pay Month	Run Quarter	Last Of Quarter	Run Year	Last Of Year
Regular Payroll	9/1/2024	9/16/2024	9/16/2024 - Wed	9/20/2024 - Fri	16	9	3			
Regular Payroll	9/1/2024	9/16/2024	9/16/2024 - Wed	9/16/2024 - Fri	16	9	3			
Regular Payroll	9/8/2024	9/13/2024	9/13/2024 - Wed	9/16/2024 - Fri	23	9	3			
Regular Payroll	9/8/2024	9/13/2024	9/13/2024 - Wed	9/13/2024 - Fri	23	9	3			
Regular Payroll	9/15/2024	9/20/2024	9/20/2024 - Tue	9/20/2024 - Fri	23	9	3			
Regular Payroll	9/15/2024	9/20/2024	9/20/2024 - Tue	9/20/2024 - Fri	23	9	3			
Regular Payroll	10/6/2024	10/11/2024	10/11/2024 - Thu	10/11/2024 - Fri	23	4	3			
Regular Payroll	10/6/2024	10/11/2024	10/11/2024 - Thu	10/11/2024 - Fri	23	4	3			
Regular Payroll	10/13/2024	10/18/2024	10/18/2024 - Wed	10/18/2024 - Fri	30	4	3			
Regular Payroll	10/13/2024	10/18/2024	10/18/2024 - Wed	10/18/2024 - Fri	30	4	3			
Regular Payroll	10/20/2024	10/25/2024	10/25/2024 - Tue	10/25/2024 - Fri	30	4	3			
Regular Payroll	10/20/2024	10/25/2024	10/25/2024 - Tue	10/25/2024 - Fri	30	4	3			
Regular Payroll	11/3/2024	11/8/2024	11/8/2024 - Wed	11/8/2024 - Fri	37	4	3			
Regular Payroll	11/3/2024	11/8/2024	11/8/2024 - Wed	11/8/2024 - Fri	37	4	3			
Regular Payroll	11/10/2024	11/15/2024	11/15/2024 - Tue	11/15/2024 - Fri	44	4	3			
Regular Payroll	11/10/2024	11/15/2024	11/15/2024 - Tue	11/15/2024 - Fri	44	4	3			

Payroll Processing > Preview Payroll:

- Background updates only.



Preview Payroll

Next Payroll Run Last Payroll Processed

Preview Payroll

- WARNING: The run date for this payroll is after the required imposed date.
- WARNING: The pay date for this payroll is in the past.

Preview Payroll Preview

Reviewed by [Name] Requested 9/16/2024, 1:14:47 PM Completed 9/16/2024, 1:14:54 PM

Payroll Details

Run Type: Regular Payroll
 Run Date: 09/16/2024
 Pay Date: 09/20/2024
 Period Begin Date: 09/01/2024
 Period End Date: 09/14/2024

Check Stub Message

+ Check Stub Message

Timecard Review Reports

Alert Occurrence Count Report Go

Report Writer reports will require committing data.
 * Indicates a Report Writer report

Payroll Preview Reports

Payroll Summary Go

Reviewed by [Name] Requested 9/16/2024, 1:14:47 PM Completed 9/16/2024, 1:14:54 PM
 * Indicates a Report Writer report

Payroll Processing > Process Payroll:

- Background updates only.

Process Payroll

Next Payroll Run
Last Payroll Processed

Process Payroll

- **WARNING: The run date for this payroll is after the required impond date.**
- **WARNING: The pay date for this payroll is in the past.**

Lock Time Cards Unlock

Commit Time Cards Uncommit

Preview Payroll Preview

Process Payroll Process

Payroll Details

Run Type: Regular Payroll
 Run Date: 09/18/2024
 Pay Date: 09/20/2024
 Period Begin Date: 09/01/2024
 Period End Date: 09/14/2024

Check Stub Message

[+ Check Stub Message](#)

Timecard Review Reports

Alert Occurrence Count Report Go

Report Writer reports will require committing data.
* Indicates a Report Writer report

Payroll Preview Reports

Payroll Summary Go

Reviewed by: ██████████
 Requested 9/16/2024, 1:14:47 PM
 Completed 9/16/2024, 1:14:54 PM
 * Indicates a Report Writer report

Client Management > Payroll > Earnings:

- Updated grid layout.
- Added filtering to all columns.
- Added edit and delete action buttons.
- Added export to Excel.

Earnings Isolved University | Help

+ Add New | Expand All Groups | Collapse All Groups | Clear Grouping/Filters

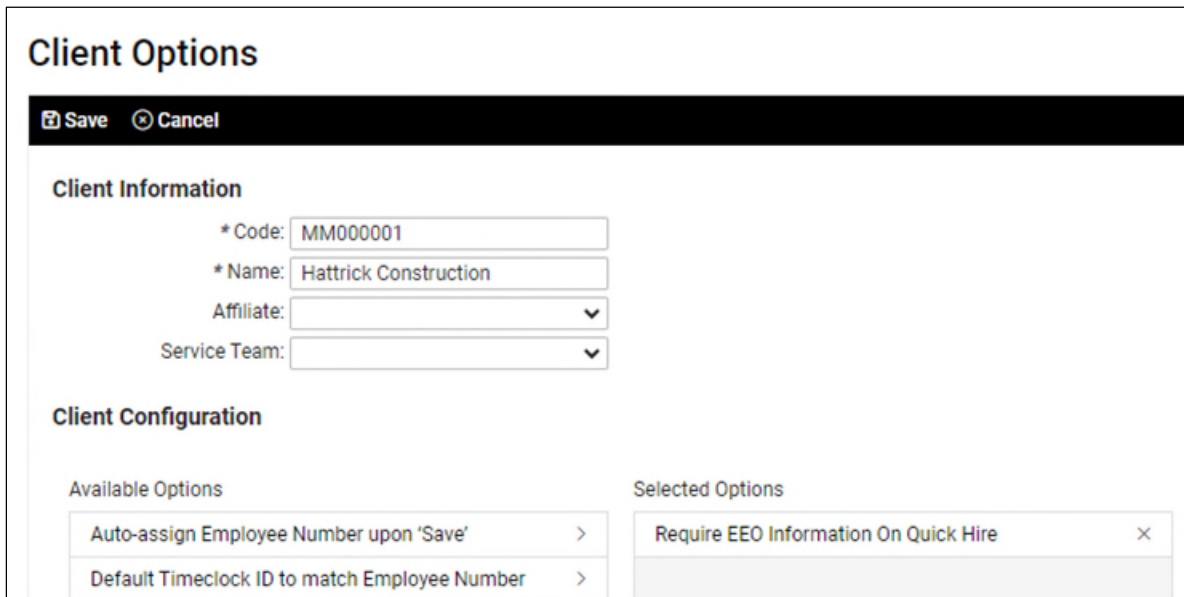
Status	Code	Type	Seq	Actions
Active (27)	1099M No Comp I		1015	
	Weekend OT		999	
	Blended Overtm		999	
	ShiftBlendedOTA		1010	
	Fringe Paid		75	
	Make Up Tips Pd		100	
	SOC SEC Repty		1000	
	Meal Penalty		1003	
	Overtime AL		1014	
	2nd Shift		1001	

Employee Management

Improve EEO Reporting Accuracy

Require employees to complete the EEO self-identification form

Clients who are required to file EEO reports can now require ethnicity during Quick Hire to ensure complete data collection. Please contact your Payroll Specialist if you would like to enable this setting.



The screenshot shows a 'Client Options' form with a dark header bar containing 'Save' and 'Cancel' buttons. Below the header, the form is divided into two main sections: 'Client Information' and 'Client Configuration'. The 'Client Information' section includes fields for '* Code:' (MM000001), '* Name:' (Hatrick Construction), 'Affiliate:' (a dropdown menu), and 'Service Team:' (a dropdown menu). The 'Client Configuration' section is split into two columns: 'Available Options' and 'Selected Options'. Under 'Available Options', there are two items: 'Auto-assign Employee Number upon 'Save'' and 'Default Timeclock ID to match Employee Number', both with right-pointing chevron icons. Under 'Selected Options', there is one item: 'Require EEO Information On Quick Hire' with a close (X) icon.

1099 updated company names in the First Name and Last Name fields

When an employee is entered into isolved, a first and last name are required. This includes 1099 non-employees with Employer Identification Numbers (EINs), so users enter the company name in the First and Last Name fields.

For example, a business named **Special Services LLC** would be entered as:

- First Name: **Special**
- Last Name: **Services LLC**

Their EIN would be entered in the Tax ID field using the EIN type.

1099-NEC IRS form and electronic filing instructions show the employee name in the format: Last, First. For 1099-NEC recipients with SSNs, ITINs, or Other ID types, which is correct. But it can generate incorrect filings for 1099-NEC recipients with EINs and company names.

An update has been made in this release to reverse the field order for recipients with EINs in electronic filings and 1099-NEC forms. So for the example above, it will be correctly filed as Special Services LLC (First Name, then Last Name).

Reporting

Federal WH-347 Certified Payroll correction

Health & welfare fringe amounts are no longer doubled

Prior to the release, Health & Welfare fringe amounts paid as cash were doubling on some federal WH-347 certified payroll reports. This has been addressed so the fringe amounts will be reported correctly in future payrolls.

Self-Service

Adaptive Employee Experience (AEE)

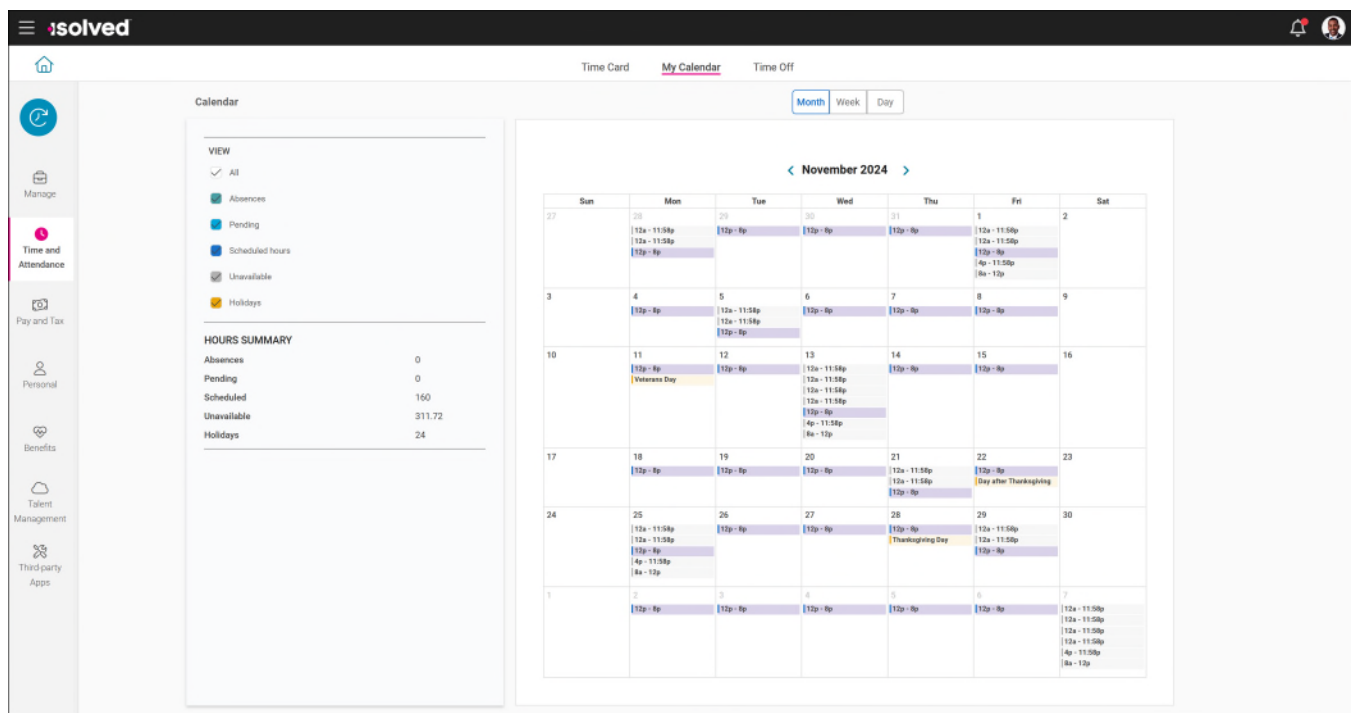
Updated release schedule for AEE and isolved People Cloud mobile app changes

To ensure smoother releases, isolved development has changed when they release updates to the Adaptive Employee Experience (AEE) and isolved People Cloud mobile app. Instead of releasing changes that apply right away when employees clock in on Friday mornings, updates will happen at off-peak times in the middle of the day on release Fridays. Releases will still follow the same extended 3-week release cycle as the core application and ESS Classic View.

Refreshed calendar buttons for improved readability

In the Adaptive Employee Experience (AEE) and isolved People Cloud mobile app, buttons have been updated on **My Calendar** for employees and the **Calendar** for managers to improve readability and uniformity:

- My Calendar: Refresh Data
- My Calendar: Print Calendar
- My Calendar and Calendar: Month, Week, and Day views
- Calendar: More option on days with a list of employees



The screenshot displays the 'isolved' HR system interface. The top navigation bar includes 'Time Card', 'My Calendar', and 'Time Off'. The 'My Calendar' view is active, showing a calendar for November 2024. The calendar grid displays various time slots and events, including 'Veterans Day' and 'Day after Thanksgiving'. A sidebar on the left contains navigation options: 'Manage', 'Time and Attendance', 'Pay and Tax', 'Personal', 'Benefits', 'Talent Management', and 'Third party Apps'. The 'HOURS SUMMARY' table is visible on the left side of the calendar view.

VIEW	Value
Absences	0
Pending	0
Scheduled hours	160
Unavailable	311.72
Holidays	24

ESS Classic View

Refreshed buttons for improved readability and consistency

Updates are being made to the **isolved University**, **Help**, and **Try Our New Look** buttons in ESS Classic View to unify the design across the product.

Applicant Tracking System

Cronofy Calendar Scheduling Enhancements

Applicant Tracking Pro is introducing updates to give you more flexibility and control over your schedule:

- More interview slot options
- Minimum notice for booking
- Time buffer before interviews
- Time buffer after interviews

For more information, look out for the Applicant Tracking Pro release notes coming soon! The release notes will also include a user guide detailing the updates above.

For more information about the changes in the 10.17 release, contact your Insperity Payroll Specialist.