



# The Payroll Post

Volume 8, Issue 10

*A publication for and by the members of the Greater Atlanta Payroll Association*

From your President...

Hello to the final quarter of the year. We have a couple of ways to set yourself up with education to make your year-end successful. You can attend our statewide conference for 2 days of education on a variety of topics and you can register to attend PayrollOrg's Preparing for Year End and 2024 seminar that we are bringing in house for you. This means you will have the chance to attend the seminar in person! The board is planning activities for our December celebration as well. Can you believe it is time to talk about December parties already? Stay tuned to all our communication avenues about these events.

*Amleigh*

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### ***Upcoming Events:***

**November 9, 2023** Monthly Meeting  
Online 8.30 – 10.30 a.m.



***Are you ready for SECURE 2.0?***  
*Presented by Shawn Slemons*  
*Sr. Client Relationship Manager*  
*OneDigital Retirement Services*

*Our November Community Service Project will be to collect toys to benefit the Village of Hope. Please bring your donations to our December Celebration.*

## **Free Webinar for National Members!**

**The Potential of Payroll in 2024:** November 17, 2023 at 1 p.m. EST. Join this webinar that will explore the results from ADP's latest global research on the potential of payroll in 2024. Learn how organizations view their payroll performance, both in terms of payroll fundamentals and its increasingly strategic role in supporting the geographical expansion plans of the business. Register [here](#).

**Upcoming Chapter Events - Make sure to mark your calendars!**

**Saturday, November 11, 2023:**

The Atlanta Chapter is hosting the National PayrollOrg's presentation of *Preparing for Year=End*. Register [here](#).



Saturday, November 11th from 8AM - 4PM.



6 RCH credits



Please Join us for a

**YEAR END**  
*party*

Let's gather to celebrate our accomplishments  
Bring a guest or a co-worker

DEC 14



5:30 - 8:30 PM



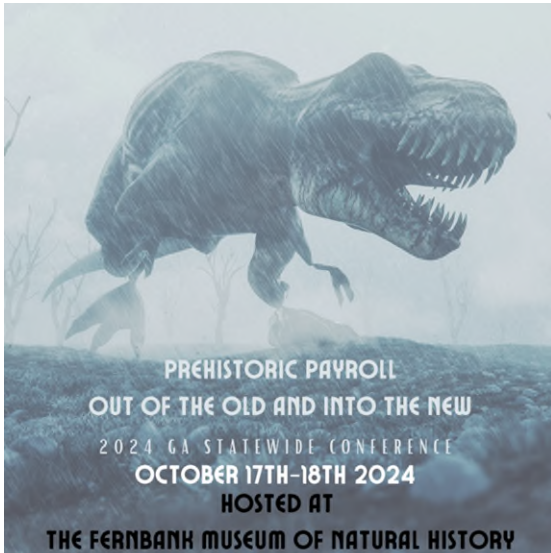
Embassy Suites Perimeter



**Thursday, December 14, 2023:**

Join us for our in-person meeting and holiday celebration. Register [here](#).

***We will also be collecting toys in our annual toy drive to benefit Village of Hope.***



**Save the date! 2024 Statewide, October 17-18, 2024** – GA Statewide Payroll Conference to be held at the Fernbank Science Center in Atlanta, GA. You don't want to miss it!

**Local Chapter Membership Special:**

Join Now and your membership is good through all of 2024! (New Members Only)



**SCAN ME**

## National News

### Free Webinars (for National Members):

**Reconciling Forms 941 and W-2:** November 30, 2023 at 1 p.m. EST. Join this webinar to learn how to avoid the hassle and cost by confirming the numbers and answers match through proper reconciliation of these two iconic payroll reporting forms before they are filed. Register [here](#).



**Payroll's Inflection Point:** December 6, 2023 at 11 a.m. EST. Join payroll experts for a discussion on the current state of a global payroll ecosystem and its future, which is reaching its much-needed inflection point. Highlights will include how payroll is a central element in the broader HCM strategy and vital to enabling organizational agility. Register [here](#).

### Discount for New PayrollOrg Membership: Save \$35!

A promotional graphic for PayrollOrg membership. On the left is a green rounded rectangle with the text "Join PayrollOrg!". To its right is a QR code with a blue circle containing a white 'b' in the center. A black arrow points from the QR code to the text "Scan me". Below the QR code, it says "Use coupon code **PAYO4YOU** to save the \$35 enrollment fee!".

Join  
PayrollOrg!

Scan me

Use coupon code **PAYO4YOU** to save the \$35 enrollment fee!

## IRS News

The IRS has updated retirement plan limits for 2024:



- The contribution limit for employees who participate in 401(k), 403(b), and most 457 plans, as well as the federal government's Thrift Savings Plan is increased to **\$23,000**, up from \$22,500.
- The limit on annual contributions to an IRA increased to **\$7,000**, up from \$6,500. The IRA catch up contribution limit for individuals aged 50 and over was amended under the

SECURE 2.0 Act of 2022 (SECURE 2.0) to include an annual cost of living adjustment but remains **\$1,000** for 2024.

- The catch-up contribution limit for employees aged 50 and over who participate in 401(k), 403(b), and most 457 plans, as well as the federal government's Thrift Savings Plan remains **\$7,500** for 2024. Therefore, participants in 401(k), 403(b), and most 457 plans, as well as the federal government's Thrift Savings Plan who are 50 and older can contribute up to **\$30,500**, starting in 2024. The catch-up contribution limit for employees 50 and over who participate in SIMPLE plans remains **\$3,500** for 2024.
- The income ranges for determining eligibility to make deductible contributions to traditional Individual Retirement Arrangements (IRAs), to contribute to Roth IRAs, and to claim the Saver's Credit all increased for 2024.
- Taxpayers can deduct contributions to a traditional IRA if they meet certain conditions. If during the year either the taxpayer or the taxpayer's spouse was covered by a retirement plan at work, the deduction may be reduced, or phased out, until it is eliminated, depending on filing status and income. (If neither the taxpayer nor the spouse is covered by a retirement plan at work, the phase-outs of the deduction do not apply.) Here are the phase out ranges for 2024:
  - For single taxpayers covered by a workplace retirement plan, the phase-out range is increased to between \$77,000 and \$87,000, up from between \$73,000 and \$83,000.
  - For married couples filing jointly, if the spouse making the IRA contribution is covered by a workplace retirement plan, the phase-out range is increased to between \$123,000 and \$143,000, up from between \$116,000 and \$136,000.
  - For an IRA contributor who is not covered by a workplace retirement plan and is married to someone who is covered, the phase-out range is increased to between \$230,000 and \$240,000, up from between \$218,000 and \$228,000.
  - For a married individual filing a separate return who is covered by a workplace retirement plan, the phase-out range is not subject to an annual cost-of-living adjustment and remains between \$0 and \$10,000.
- The income phase-out range for taxpayers making contributions to a Roth IRA is increased to between \$146,000 and \$161,000 for singles and heads of household, up from between \$138,000 and \$153,000. For married couples filing jointly, the income phase-out range is increased to between \$230,000 and \$240,000, up from between \$218,000 and \$228,000.
- The phase-out range for a married individual filing a separate return who makes contributions to a Roth IRA is not subject to an annual cost-of-living adjustment and remains between \$0 and \$10,000.
- The income limit for the Saver's Credit (also known as the Retirement Savings Contributions Credit) for low- and moderate-income workers is \$76,500 for married couples filing jointly, up from \$73,000; \$57,375 for heads of household, up from \$54,750; and \$38,250 for singles and married individuals filing separately, up from \$36,500.
- The amount individuals can contribute to their SIMPLE retirement accounts is increased to **\$16,000**, up from \$15,500.

Additional changes made under SECURE 2.0 are as follows:

- The limitation on premiums paid with respect to a qualifying longevity annuity contract to \$200,000. For 2024, this limitation remains \$200,000.
- Added an adjustment to the deductible limit on charitable distributions. For 2024, this limitation is increased to \$105,000, up from \$100,000.
- Added a deductible limit for a one-time election to treat a distribution from an individual retirement account made directly by the trustee to a split-interest entity. For 2024, this limitation is increased to \$53,000, up from \$50,000.

Details on these and other retirement-related cost-of-living adjustments for 2024 are in [Notice 2023-75](#), available on IRS.gov.



## Social Security Wage Base Increased for 2024:

The maximum amount of earnings subject to the Social Security tax (taxable maximum) will increase to \$168,600 (up from \$160,200) beginning with any payments made after January 1, 2024. Tax rates remain unchanged.

## PayTalk Podcast

PayTalk is a monthly podcast created with the goal of sharing earned knowledge from high-level payroll professionals to the greater industry at large. Join us each month as we take a look at the leaders behind the payroll processes. Whether you're just starting out in payroll or are a seasoned professional, PayTalk will help uncover the insights needed to unlock the next stage of your career.



### EPISODE 42: From Payday to Any Day: Unpacking On-Demand Pay Impacts

In this podcast:

- The trends influencing companies to adopt
- Implementation best practices
- Compliance, legal implications

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### EPISODE 41: Pairing Up to Pare Down: Streamlining HCM Complexities

In this podcast:

- How business sees HCM
- ERP systems and HCM apps
- Partner selection process

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## Compliance TV

In the October edition of [Compliance TV](#), these items are covered:

- Child Support Services Form
- AccuWage Online
- IRS Releases per diem Rates



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## Chapter Member Spotlight – Yolunda Haynes, CPP

By: Michele Denise Baker

Imagine having a Bachelor of Science degree in IT and, as a young girl aspiring to be a cosmetologist, ending up in a career as a payroll professional. That's precisely the journey Yolunda Haynes, CPP, undertook.

Yolunda's skills as a neighborhood hairstylist were so exceptional that a close friend purchased an entire line of hair products, including Marceil irons. From the world of hairdressing, she transitioned to the field of IT. After earning her Bachelor of Science degree in IT, she aimed to secure her first IT job and attended a job fair at Grand Casino Biloxi. However, they didn't have any IT positions available at the time. Surprisingly, the HR Director recommended her for a payroll position, despite her lacking any payroll experience. She decided to take a chance.



In May 1994, Yolunda started at Grand Casino Biloxi and quickly picked up on the intricacies of payroll. The Payroll Director soon promoted her to a leadership role. In late 1999, they merged into a combined corporate payroll department for all Grand Casinos, leading to her rapid promotion to supervisor. However, everything changed when Hurricane Katrina hit, causing Yolunda to lose her job since the casinos were destroyed. She was offered a position at the corporate headquarters of Harrah's Entertainment in Memphis, TN, and she and her family relocated there. She transitioned from overseeing around 8,000 employees to over 165,000. Thanks to her dedication, she was promoted to Sr. Payroll Specialist.

Yolunda encountered the challenge of starting a new job, particularly when tasked with building a payroll department from scratch in her role as a Payroll Manager. She successfully led six different implementations. Today, she serves as the Payroll Director for Davidson Hospitality, facing the unique challenge of establishing a payroll department and hiring a new team during an ongoing implementation process.



Payroll professionals, like Yolunda, often grapple with the stress of ensuring accurate and timely employee payments. Fortunately, she has never experienced inaccuracies under her leadership. Another challenge she faces is the general misunderstanding of the complexity of the payroll profession, leading to its underappreciation and underpayment.

Yolunda's most satisfying achievement is watching her employees grow and succeed under her guidance, with many receiving promotions to better opportunities. Her willingness to assist former team members with payroll questions reflects her exemplary leadership.

In her commitment to networking and staying informed about payroll matters, Yolunda joined the Greater Atlanta Payroll Association. She also enjoys contributing to the community through volunteer work, and she hopes to dedicate more time to this as her job's demands decrease in the future.

While the holidays are a beloved time for many, Christmas is Yolunda's favorite. She finds that during this season, people tend to be kinder, and there's an overall sense of joy in the world. She adores Christmas music and movies, often indulging in them throughout the year, much to the amusement of her children.



We are looking for contributors to write an article for our newsletter. We need you! Submit your articles to [lvandervelden@constangy.com](mailto:lvandervelden@constangy.com). If your article is selected and published in our monthly newsletter, you will receive a free registration to one of our virtual monthly chapter meetings!

## Greater Atlanta Payroll Association

Meetings held the second Thursday of the month  
Alternating Breakfast and Dinner Meetings

**We're on the Web!**

See us at:

<https://apaatlantachapter.com/index.php>



## About Our Organization



We are a nonprofit organization centered on providing continuing education to payroll, accounting and human resource professionals. Along with education, we offer community service opportunities for all members. We are an autonomous and independent Chapter of Payroll.org.



**Thank you to our Greater Atlanta Payroll Association Partners!**

### Titanium:



### Steel:

