

# SDAPA 2nd Quarter

# Newsletter

May 2022

## In the News

### DHS Extends Temporary Requirement for Form I-9 Compliance

The Department of Homeland Security announced another extension of the temporary requirements allowing flexibility of the physical presence requirements associated with the Form I-9, Employment Eligibility Verification. The temporary requirements, which were set to expire on April 30 2022, have been extended to October 31 2022. The temporary policy was extended due to continued precautions related to COVID-19. The extension only applies to employers and workplaces that are operating remotely.

The Department of Homeland Security encourages employers to begin in-person verification of identity and employment eligibility documentation for employees hired on or after March 20 2020, who have previously presented I-9 documents to employers remotely. Employers who utilize E-Verify that choose the remote document inspection option should continue to follow current guidance and create cases for new hires within three business days from the date of hire.

The temporary policy allows employers to inspect I-9 Section Two documents remotely and obtain, inspect and retain copies of the documents within three business days for purposes of completing I-9 Section Two.

For more information, visit the E-Verify What's New webpage at:  
<https://www.e-verify.gov/about-e-verify/whats-new>

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## On the Calendar

### Upcoming Member Meetings:

June 16, 2022  
3:00pm - 5:00pm  
Online Meeting  
Speaker: Cecilia Catlin, Internal Revenue Service  
Topic: IRS Payroll Update

July 28, 2022  
1:15pm - 5:00pm  
Half-day Online Meeting  
Speaker: Ronald Moser, APA National Speakers Board  
Additional Speaker: Robin White, Guided Leadership Solutions

August 18, 2022  
3:00pm - 5:00pm  
Online Meeting  
Speaker: Ryan Ludden, Sprintax  
Topic: Non-resident Alien Administration

September 8, 2022  
National Payroll Week Celebration  
In Person Gathering!  
San Diego, CA



# Federal News

## IRS Announces HSA Limits for 2023

The Internal Revenue Service (IRS) announced the 2023 maximum contribution levels for Health Savings Accounts (HSA) and out of pocket spending limits for High Deductible Health Plans (HDHP).

The maximum annual HSA contribution for an individual with self-only coverage in 2023 is \$3,850. For family coverage, the maximum annual HSA contribution in 2023 is \$7,750.

The maximum annual out of pocket amount for HDHP self-only coverage in 2023 is \$7,500. The maximum out of pocket amount for HDHP family coverage in 2023 is \$15,000. The minimum deductible for HDHP in 2023 is \$1,500 for self-only coverage and \$3,000 for family coverage.

For more information, please review IRS Rev. Proc. 2022-24 at: <https://www.irs.gov/pub/irs-drop/rp-22-24.pdf>

## Eight States Face a FUTA Credit Reduction in 2022

The U.S. Department of Labor (DOL) updated the balances on outstanding loans from state Federal Unemployment Accounts (FUA). The states include California, Colorado, Connecticut, Illinois, Massachusetts, Minnesota, New York and Pennsylvania.

If states have an outstanding FUA loan on January 1 of at least two consecutive years and on November 10 of the second year, they are subject to a credit reduction on their Federal Unemployment Tax (FUTA) tax rate until the loan has been paid off. Each year a loan continues to be unpaid, the credit reduction increases by 0.3%.

If California does have a FUTA Credit Reduction in 2022, the effective tax rate will be 0.9% on the first \$7,000 of wages paid to an employee.

Additional details may be found at <https://www.irs.gov/businesses/small-businesses-self-employed/futa-credit-reduction>

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## AMERICAN PAYROLL ASSOCIATION

### Open Board Positions

- \* Program Director
- \* President-Elect
- \* Philanthropy Chair
- \* Education Chair

### Interested? Get Involved!

Contact CeCe Bramlett for  
more information

Email:  
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# California Updates

## California Additional COVID-19 Supplemental Paid Sick Leave Requirements

Effective retroactive to January 1 2022, California reinstated many of the COVID-19 related supplemental paid sick leave (PSL) provisions that expired September 30 2021, along with some additional requirements. With the 2022 COVID-19 supplemental PSL law, most employers with 26 or more employees are required to provide covered employees with a new bank of up to 40 hours of PSL for COVID-19 related uses, such as isolation and quarantine, receiving and recovering from vaccines, and caring for a child whose school is closed. An additional 40 hour bank must also be provided when the employee or a family member for whom the employee cares tests positive for COVID-19.

The California Labor Commissioner has advised that covered employees who took leave after January 1 2022, but did not receive payments for that leave, can request retroactive payments for that leave.

For more information, please see the CA Dept of Industrial Relations website at:  
<https://dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html>

## California Minimum Wage May Increase In 2023 Due To Inflation

California's minimum wage will increase to \$15.50 per hour in 2023, an increase triggered by raising inflation rates. The increase will benefit about 3 million workers in the state.

California lawmakers voted in 2016 to increase the minimum wage to \$15.00 per hour, but the increase was phased in over several years. Today, the minimum wage is \$15.00 per hour for companies with 26 or more workers and \$14.00 per hour for companies with 25 or fewer employees. The law passed in 2016 says the minimum wage must increase to \$15.50 for everyone if inflation increased by more than 7% between the 2021 and 2022 fiscal years for California. On May 12 2022, the California Department of Finance said they project inflation for the 2022 fiscal year, which ends on June 30, will be 7.6% higher than the year before, triggering the increase. Official inflation figures will not be finalized until later this summer, at which time the potential increase may be realized.

More information can be found at:

<https://calmatters.org/newsletters/whatmatters/2022/05/california-minimum-wage/>

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# San Diego Chapter News

We're Back!



**SDAPA 2022 NPW  
Luncheon!**

**Live and In Person**

**Thursday, Sept. 8<sup>th</sup>, 2022**

Block your calendar's and stay tuned for more details

<https://www.sandiegochapterapa.org>

## 2022 National Payroll Week Celebration Marks Return To In Person Festivities!

On Thursday, September 8 2022, the San Diego American Payroll Association Chapter will honor National Payroll Week with an in-person celebration. Please save the date and plan to join your fellow Chapter Members and some special guests for this exciting event! Details to follow.

Additional details on the 2022 National Payroll Week Celebration will be announced via email and also at the following website: <https://sandiegochapterapa.wildapricot.org/NPW>

## 2022 California Payroll Conference - October 19 - 21

The 2022 California Payroll Conference will be held in person October 19 - 22, 2022, at the Marriott Oakland City Center in Oakland, CA. The California Payroll Conference offers great opportunities for networking with other conference attendees. The Conference is also an exceptional and fun way to earn RCH recertification credits for CPP and FPC credentials. Registration for attending the 2022 California Payroll Conference is now open.



For more information on the 2022 California Payroll Conference, please visit <https://californiapayroll.org/>

## San Diego Chapter Community Outreach - 2022

The San Diego APA Chapter's Community Outreach event will take place in the very near future. This philanthropic event will be an opportunity to give back to our community by volunteering at the San Diego Food Bank, Mira Mesa Location. Please be on the lookout for future emails with details and join fellow Chapter Members for this fun and rewarding event.



To learn more information about the San Diego Food Bank, please visit: <https://sandiegofoodbank.org/>

## Board Officers

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Please inform your colleagues in Payroll and Human Resources of the APA San Diego Chapter and invite them to consider membership

Information on the APA San Diego Chapter's membership perks & benefits can be easily shared with others by downloading the informational brochure linked her (click here).