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MEMORANDUM

DATE: November 25, 2024

TO: All State Agencies
Attention: Agency CFOs and Payroll Managers

FROM: Ashley Dimaggio Retsinas, Assistant Director - Division of Business and Finance (DBF)
/ Deputy State Comptroller

RE: 2024 Calendar Year End Payroll Processing

It is time once again to address the end of the calendar year processing and events. In an effort to help Agency Chief Financial Officers (CFOs), Payroll Managers, and their employees, the General Accounting Office (GAO) is providing the following information that will impact payroll offices. Please review this information with appropriate personnel.

Year-End Payroll Meeting

The General Accounting Office will hold virtual meetings bi-weekly via Google Meets to discuss year-end payroll processing. These meetings are held during off compute week on Wednesdays at 3:30 p.m.

Time Record Adjustments

Any time record adjustment for current calendar year wage that is recovering an overpayment may be offset against other current calendar year wages. Any adjustments for 2024 must be entered by the compute deadline on December 24, 2024. Overpayment adjustments discovered after the stated deadline must be completed via an Overpayment Worksheet (GAO-70A) with an election to either deduct from the next paycheck or attach a personal payment. If a personal payment is received, the Agency deposits the payment and indicates the Function and Object on the GAO-70A explanation field when submitting the signed worksheet to Central.Payroll@azdoa.gov.

Canceled Payments and Overpayment Worksheets

Warrant Cancellation (GAO-70) and Overpayment Worksheet (GAO-70A) to recover current calendar year 2024 payments must be submitted to CentralPayroll@azdoa.gov no later than December 19, 2024. The General Accounting Office will not be able to process canceled payments and overpayment worksheets in HRIS before the end of the tax year if they are not received by the stated deadline, and therefore, amounts deducted for Federal and State income taxes cannot be adjusted. These amounts will be reported with other amounts on the employee's W-2. Please note: GAO Central Payroll processes overpayment worksheets (GAO-70A) as prior year adjustments on a quarterly basis due to W-2C reporting requirements.

Final Payments in 2024

December 26, 2024 will be the final payday of 2024. The final cutoff for HRIS handwrites will be December 30, 2024 at noon. Proper review of payroll transactions is always critical and at year-end even more so because it will be the final payroll of the year included on 2024 W-2. To ensure employees have constructive receipt of their pay in 2024, all payroll warrants dated between December 19th and December 30th, 2024 are mailed directly from the GAO to the employee's address of record in HRIS. There will be no exception for warrant PULLS. Please advise employees to validate that their mailing address is correct. There are two tabs for employee addresses, home and mailing. Home address is their residential address (cannot be a PO Box). Mailing address is where employees elect to receive mail (including payroll warrants, W2s and benefit information). Encourage employees to keep both their addresses current. Employees can update both their addresses in real time through the Y.E.S. website by clicking "Personal Information" and then "Contact Information".

HRIS Availability

HRIS will be unavailable for updates on Tuesday December 31, 2024 but will be available for view on that day. In order to process year-end adjustments and transactions, HRIS availability may be affected. Please check the HRIS homepage at <https://hr.az.gov/HRIS> for updates on availability during December and January months.

A-4s (Arizona Withholding Percentage Election / Exempt Status)

The 2024 DOR Form A-4 that indicated an employee as "Exempt" from paying state income taxes expires on February 15, 2025. Employees must file a new 2025 DOR Form A-4 to claim exempt status for the 2025 calendar year. If the employee does not provide a new Form A-4 by February 15, 2025, agencies must change the tax status on PR14 to withhold taxes at the default 2.0% (Formula 13). Reports are available in the HRIS Data Warehouse for agencies to obtain this data on-demand. Direct employees to www.AZDOR.gov for the new form.

W-4s (Employee's Withholding Allowance Certificate / Exempt Status)

A 2024 IRS Form W-4, which indicated an employee as "Exempt" from paying federal income taxes, expires on February 15, 2025. Employees must file a new 2025 IRS Form W-4 to claim exempt status for the 2025 calendar year. Agencies must change the tax status on PR13 to withhold taxes as if the employee is single by February 16, 2025 if the employee was previously exempt and if no 2025 W-4 is on file. Reports are available in the HRIS Data Warehouse for agencies to obtain this data on-demand. Direct employees to www.IRS.gov for the new form.

In 2020, the IRS released a redesigned version of the Form W-4 to reduce complexity and increase transparency and accuracy of the withholding system. Although employees are not required to submit a new 2025 Form W-4, they are encouraged to use the Tax Withholding Estimator (for their personal tax situation) on the IRS website at <https://www.irs.gov/individuals/tax-withholding-estimator>. Please note: The State, as an employer, cannot give tax advice to employees and should direct employees with questions to their personal tax advisor.

Federal and State Income Tax Withholding Tables

The GAO will post updated tax tables when new rates become available.

Social Security Tax Deductions

Effective January 1, 2025, the maximum amount of earnings subject to Social Security will increase from \$168,600 to \$176,100. The tax rate for employees and employers will be 6.2%.

Medicare Tax Deductions

Still effective since January 1, 2013, The Patient Protection and Affordable Care Act includes a provision that imposes an additional 0.9% Medicare Tax on taxpayers receiving wages from their employer in excess of \$200,000 per year. Therefore, 2025 Medicare Tax will be 1.45% for the employer. For the employee, the Medicare Tax will be 1.45% up to \$200,000 and 2.35% for the employee on applicable wages in excess of \$200,000.

Leave Roll Back

For the payday of January 9, 2025, an employee's annual leave balance will be adjusted to show the following:

- Deduction of annual leave used during the 12/21/2024 to 1/03/2025 pay period.
- Forfeiture of any annual leave hours in excess of the maximum.
 - 240 hours for covered employees and 320 hours for uncovered employees.
- Addition of annual leave accrued during the 12/21/2024 to 1/03/2025 pay period.

Holiday leave balances are not included in the calculation of determining excess leave.

Additionally, on December 31, 2024, the Family Sick leave balance will be reset to 480 hours.

2024 W-2s (Wage & Tax Statement) – Consenting to Electronic Delivery & Availability

In an effort to protect employee sensitive information, we recommend that individuals consent to receive their W-2s electronically. Additionally, those who consent to receive their W-2 online will have advance access to their W-2 beginning in early January 2025. Mailing of any printed W-2s will not occur until close to the January 31, 2025 deadline. Please encourage employees to consider receiving their W-2 online.

To consent to getting W-2s online:

- Visit <https://hrsystems.azdoa.gov/>
- Click “Login” in the YES Portal section, enter YES username (yourEIN@hris.az.gov) and password, and click “Sign in”.
- Click “Your Employee Services”, click “Pay”, click “W-2”, the MHC Software window displays. If prompted, enter YES username (yourEIN@hris.az.gov) and password.
- If you have already authorized, a green “Authorized” displays under W2 in My Delivery Settings. If not, click “Authorization Required”.
- Click “Print Test”.
 - Printing to PDF and saving to the Desktop is ok.
- Click “I Agree”.
- Under My Delivery Options W2 tab, designate a secondary email address.
 - Primary email address: auto-populated from HRIS (for active employees only)
 - Secondary email address: defined by the current/former employee
- Click “Submit”.

Encourage employees to keep their mailing address current. Employees can update both their home and mailing addresses in real time through the YES website by clicking “Personal Information” and then “Contact Information”. The last day to update the Mailing Address for W-2s is December 30, 2024.

2024 1095-C (Employer-Provided Health Insurance Offer and Coverage) Statements

Form 1095-C includes information about health insurance coverage offered to employees. The Affordable Care Act (ACA) requires that the State must offer employees compensated for 30 or more hours of service, health coverage for employees and their dependents at an affordable price and meets minimum essential standards. Therefore, all State employees with benefit coverage through ADOA during 2024 are mailed an IRS 1095-C Statement by the IRS deadline of January 31, 2025. These statements are mailed independent of the W-2 document.

If you have any questions about the information provided, please email Central.Payroll@azdoa.gov or contact James Robinson at (480) 318-2852.

HRIS Critical Dates - November - December 2024						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
17 NOVEMBER	18	19	20	21	22	23
					PAY PERIOD END	PAY PERIOD BEGIN
24	25	26 COMPUTE	27 NOVEMBER	28 THANKSGIVING PAYDAY 24	29	30
1 DECEMBER	2	3	4	5	6	7
					PAY PERIOD END	PAY PERIOD BEGIN
8	9	10 COMPUTE	11	12 PAYDAY 25	13	14
15	16 Recommend Agency run Data Warehouse Reports of 2024 Tax Exempt Employees	17	18	19 Deadline to submit Overpays with adjustments to Federal/State tax	20	21
				PAYMENTS MAILED	PAY PERIOD END	PAY PERIOD BEGIN
22	23	24 COMPUTE	25	26 PAYDAY 26	27	28
Overpays for years 2024 and prior cannot refund Federal/State withholding taxes						
			CHRISTMAS HOLIDAY	Last chance to pay in 2024		
PAYMENTS MAILED	PAYMENTS MAILED	PAYMENTS MAILED		PAYMENTS MAILED	PAYMENTS MAILED	
29	30 Deadline for W2 address changes via YES	31 HRIS SECURITY ON FOR ALL (CYE Updates) Family Sick Leave Reset				
	PAYMENTS MAILED	NO HANDWRITES				

HRIS Critical Dates - January - February 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29 DECEMBER	30	31 COMPUTE	1 JANUARY	2 PAYDAY 26	3	4 PAY PERIOD BEGIN
Overpays for years 2024 and prior cannot refund Federal/State withholding taxes						
	Deadline for W2 address changes via YES	HRIS SECURITY ON FOR ALL (CYE Updates) Family Sick Leave Reset	NEW YEARS HOLIDAY		Last day to use Excess Annual Leave before Roll	
	PAYMENTS MAILED	NO HANDWRITES			PAY PERIOD END	
5 December		7 COMPUTE		9 PAYDAY 1	10	11
		ANNUAL LEAVE ROLL			Target Date: 2024 W2s online for these consented. Notification e-mails will be sent per IRS requirements	
12	13 Last day to consent to NOT receive W-2 by mail	14	15 Prior Year Adjustments System unavailable until 10 am YES available	16	17	18 PAY PERIOD BEGIN
					PAY PERIOD END	
19	20 MARTIN LUTHER KING JR. HOLIDAY	21 COMPUTE	22	23 PAYDAY 2	24	25
26	27	28	29	30	31 JANUARY PAY PERIOD END	1 PAY PERIOD BEGIN FEBRUARY
				Target Date: W-2s mailed to address as of 12/28/23	W-2s online for ALL (direct employees wanting a duplicate W-2 to YES)	Form GAO - W-2 for requesting paper duplicates accepted
2	3	4 COMPUTE	5	6 PAYDAY 3	7	8
9	10	11	12	13	14	15 PAY PERIOD BEGIN 2024 A-4 Exempt expires. If 2025 A-4 Exempt not filed 2024 W4 Exempt expires. If 2025 W-4 Exempt not filed set to Single
					PAY PERIOD END	