



Commonwealth of Massachusetts

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MEMORANDUM

To: Chief Fiscal Officers, MMARS Liaisons, and Payroll Directors
From: Tryntje Bumgardner, Assistant Comptroller
Cc: General Counsels and Internal Distribution
Date: February 9, 2024
Re: Tax and Payroll Updates for Tax Year 2024

Comptroller Memo FY2024-16

Executive Summary

HR/CMS must be updated to comply with IRS and DOR requirements regarding employer responsibilities for Tax Year 2024. This memo highlights the requirements and the necessary department actions to be compliant, including recent changes in state and federal taxation.

Federal Tax Law Changes are included to the extent the IRS has published such guidance

Tax brackets and supplemental wage rate are included in this memo. As changes are published, the Office of the Comptroller (CTR) will update these items with revisions to this tax memo.

The standard deduction for married filing jointly increases to \$29,200 for Tax Year 2024, up \$1,500 from the prior year. For single taxpayers and married individuals filing separately, the standard deduction increases to \$14,600 for 2024, up \$750, and for heads of households, the standard deduction will be \$21,900 for Tax Year 2024, up \$1,100.

For Tax Year 2024, the rates are:

- 37 percent for individual single taxpayers with incomes greater than \$609,350 (over \$731,200 for married couples filing jointly).

- 35 percent for incomes over \$243,725 (over \$487,450 for married couples filing jointly)
- 32 percent for incomes over \$191,950 (over \$383,900 for married couples filing jointly)
- 24 percent for incomes over \$100,525 (over \$201,050 for married couples filing jointly)
- 22 percent for incomes over \$47,150 (over \$94,300 for married couples filing jointly)
- 12 percent for incomes over \$11,600 (over \$23,200 for married couples filing jointly)

The lowest rate is 10 percent for single individuals with incomes less than \$11,600 (\$23,200 for married couples filing jointly)

26 Pay Periods in 2024

There will be 26 pay periods processed in Tax Year 2024 beginning with pay period ending December 30, 2023 and concluding with the pay period ending December 14, 2024.

- There are no system changes made to General Deductions; the existing deduction amounts will continue.

Federal/Medicare and State Withholdings

The Federal Supplemental Rate is 22%; Medicare at 1.45% and Additional Medicare rate at 0.9% for wages over \$200,000 remain the same.

The Massachusetts state tax rate remains 5%, pending confirmation in DOR's 2024 Circular M.

Employees with withholdings other than Massachusetts state tax should review changes for those states. The payroll system will withhold based on published rates in Tax Year 2024.

Non-Resident Aliens (NRA)

To ensure proper Non-Resident Alien (NRA) tax withholdings, employing departments must ensure that citizenship credentials, visas, and other required documentation have been received. Documents vary depending on visa type. NRA employees must provide the required information and complete the necessary forms using SprinTax, the Commonwealth's secure Online Tax Compliance System. To gain access to the SprinTax application, please contact the CTR Statewide Payroll Team at Statewidepayroll@mass.gov. For more details see the Non Resident Alien Taxation section of the [HR/CMS Knowledge Center \(Requires Sharepoint\)](#).

Massachusetts Minimum Wage

The 2024 Massachusetts Minimum Wage increased by \$0.75 to \$15.00 an hour. Departments should review the MPAY018 Report available on Mobius View.

Massachusetts Paid Family and Medical Leave

The combined contribution increased to .0088 of eligible wages: .0070 for Medical (MLI) and .0018 for Family (FLI). Departments must manage both MLI and FLI Status on the State Tax Data Page (see the [Maintain Tax Data Job Aid](#)). The available options are unchanged: Subject, Paid By Department, or Exempt. For more information, go to the Department of Family and Medical Leave on Mass.Gov: <https://www.mass.gov/orgs/department-of-family-and-medical-leave>.

Standard Mileage Rates

The 2024 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes is 67¢ per mile, a slight increase from 2023. Mileage reimbursements greater than 67¢ per mile are taxable.

Social Security

(Where applicable) the social security tax rate for 2024 is unchanged at 6.2%; the wage limit has increased to \$168,600.

State Retirement Cap

The definition of “regular compensation” in M.G.L. c. 32, § 1 caps retirement deductions for new employees becoming members in the Retirement Systems to 64% of the 26 U.S.C. 401(a) amount including, but not limited to, the applicable limits for any calendar year under 26 U.S.C. 401(a)(17).

The 2024 salary limit is \$220,800 (64% of \$345,000) for anyone that became a member on or after January 1, 2011.

Savings Plans (Deferred Compensation)

The Standard and Catch-Up Limits for 457 and 403B plans have increased:

- Normal \$23,000;
- 3 Year Catchup (457) \$23,000;
- the Over 50 limit is increased to \$7,500.

Reminders:

- (3-year Catch-up) When an employee elects the 3-year catch-up, they will only appear on the monthly deferral report once. There will be no further reporting unless there is another change submitted through the Plan Provider. Therefore, any future years need to be created upon the initial notification.
- (Over 50) The Commonwealth will have an automatic update for employees who are 50 years old or turning 50 within the calendar year; this update will automatically insert a row "Age 50-Extend Limit (B)" into the Savings Management page.

Health Care Spending/Dependent Care

Total Administrative Services Corporation (TASC) is the Plan Administrator for the Group Insurance Commission HCSA/DCAP (since July 2023).

The 2024 HCSA Limit is: DCAP \$5,000; HCSA \$3,050 (minimum \$250); and the administrative fee (HCSAF) is \$1.00 a month.

Departments should encourage employees to consider the HCSA/DCAP/IRS grace period (two and a half months) when considering 2024 goal amounts. More information can be found at <https://www.mass.gov/info-details/flexible-spending-accounts-fsas>.

For more information about the HCSA/DCAP pre-tax programs, contact TASC by phone at 1-800-422-4661, by email at CommonwealthofMA@tasconline.com, or visit the [GIC website](#).

New Hires

Every newly hired employee must complete Form I-9 and Form W-4. Both the employer and the employee are responsible for completing Form I-9.

- [Form I-9](https://www.uscis.gov/sites/default/files/document/forms/i-9-paper-version.pdf) can be found here: <https://www.uscis.gov/sites/default/files/document/forms/i-9-paper-version.pdf>
- [Form W-4](https://www.irs.gov/pub/irs-pdf/fw4.pdf) can be found here: <https://www.irs.gov/pub/irs-pdf/fw4.pdf>

Social Security Verification

Over the course of the year, data about new hires is submitted to the Social Security Administration for verification. CTR staff contact individual departments to resolve any discrepancies. These discrepancies must be resolved to ensure that new hires receive future benefits.

Correcting SSNs/ Duplicate Employee IDs

Requests to correct W-2s or to combine employee balances, as a result of entering an incorrect SSN, are handled by the CTR Statewide Payroll Team. These requests should be logged with the CTR Solution Desk (<https://www.macomptroller.org/solution-desk/>). Do not enter Personal Identifiable Information (PII) in the ticket. CTR may request that the department CFO review the issue to identify and correct any associated internal control weaknesses.

Employees Claiming “Exempt Status” Must Annually file a new Form W-4

If an employee wishes to claim “Exempt” from withholding taxes, the employee must file a new Form W-4 by February 15. If the employee fails to submit a new Form W-4, the employer must withhold based on the last ‘nonexempt’ W-4 statement on file; if none exists then withhold as “Single” with “0” (zero) deductions. See [IRS Publication 15](#) for more details.

Reminders:

- Departments must notify exempt employees to resubmit a new W-4 Form.
- In addition, exempt employees with a valid “My System Profile” email address will receive a system generated reminder to resubmit online using Self-Service Time and Attendance (SSTA).
- All employees can update their W-4 online using SSTA.
- Report HTAX103 identifies exempt employees who must file a new W-4. See the new Job Aid for W-4 Exempt Process: [HR/CMS Knowledge Center W-4 Exempt Process \(Requires SharePoint\)](#)
- If employees use the IRS form, they need to write “Exempt” in the space below Step 4(c) on the form. Departments do not need to send W-4 forms claiming “Exempt” status to the IRS.

2024 W-4 Form

There has been no notice by the IRS of any significant changes to the 2024 Form W-4, Employee’s Withholding Certificate. Federal tax law in 2018 completely changed employee options on forms in effect prior to 2018. The Internal Revenue Service (IRS) is not requiring impacted employees to update existing forms, however, all new forms must be used going forward.

<https://www.irs.gov/forms-pubs/about-form-w-4>.

The IRS recommends a Paycheck Checkup to withhold the right amount.

<https://www.irs.gov/individuals/tax-withholding-estimator>

IRS Lock-in Letter

The IRS uses information reported on Form W-2 to identify employees with withholding compliance problems. In some cases, if a serious under-withholding problem is found, the IRS may issue a lock-in letter to the employer specifying the corrected withholdings. Departments must furnish the employee copy to the employee within 10 business days of receipt and begin withholding based on the date specified in the notice.

New W-4 submissions are only accepted if the new Form W-4 withholds more than the IRS Notice. See Publication 15 for more details at <https://www.irs.gov/pub/irs-pdf/p15t.pdf>.

Federal Tax Levy Exemption Tables

The IRS issues Publication 1494 regarding the “personal exemption” amounts to be used for calculating levies. Where applicable, HR/CMS will be updated with 2024 tables. Levies from prior years do not need to be updated unless the employee submits a new Form 668-W. Deductions will continue based on the original year’s exemption tables and rates.

Qualified Transportation and Parking Benefits (change)

The Qualified Transportation Benefit Plan (QTBP) allows employees the choice to direct a portion of their salary into reimbursement accounts to pay for certain work-related parking and/or mass transit expenses on a pre-tax, salary reduction basis. The pre-tax amounts are:

- Federal: \$315 for both transit and parking
- Massachusetts: \$315 for both transit and Parking

VOYA is the current third-party administrator for Qualified Transportation benefits. The HR/CMS deductions QTPARK and QTTRAN are set-up as pre-tax for both federal and Massachusetts withholdings up to the limit. If the expenses exceed the maximum pre-tax amount, the remainder will be included in a post-tax account and appear on the employee’s paycheck as TRANST for state taxes and TRANFD for federal taxes.

Departments must ensure that transit deductions are set-up correctly in HR/CMS. Transit pass deductions are taken during the first pay period end date, one month in advance. In HR/CMS, the parking benefit is taken during the second pay period end date, one month in advance.

Job aids for managing these deductions in HR/CMS are available under the section “Qualified Transportation Benefits” at [HR/CMS Knowledge Center \(Requires SharePoint\)](#).

Employer Provided Qualified Parking Benefits

Pursuant to the Internal Revenue Code Section 132(f), IRS Publication 15-B, and Department of Revenue Technical Information Releases (TIR) 22-15 Section I, employers who provide employees with free parking valued at more than the federal and state exclusion amounts are

required to add any excess value to the employee's gross income for tax reporting and withholding purposes.

The Federal exclusion amount for Tax Year 2024 has increased from \$300 to \$315 per month.

The Massachusetts exclusion amount for Tax Year 2024 has increased from \$300 to \$315 per month.

Pursuant to M.G.L. c. 62, § 1(c), for personal income tax purposes, Massachusetts now follows the provisions of the Internal Revenue Code (IRC) as amended and in effect on January 1, 2022 for taxable years beginning on or after January 1, 2022.

Fair Market Value of Parking at State Facilities (Change)

This includes parking at the State House, McCormack, Hurley/Lindemann Garages and the outside guaranteed reserved spaces at the State House.

The Division of Capital Asset Management and Maintenance (DCP) conducted the annual survey of Government Center parking rates. DCP has determined that the fair market value has increased to \$468 per month for qualified parking for these locations. Public parking garages in the immediate vicinity were identified, and a comparable lot was selected based on the most reasonable rates.

- The \$15 increase in Federal Monthly Exclusion will require updating the amounts in HR/CMS for these locations. The PKF amount for Government Center locations is **\$153** per month (\$468 less \$315).

Other Parking Places

If your department provides some employees with free employer-provided parking that is not listed above, you are required to determine the monthly fair market value of this non-cash parking benefit each year. IRS guidance requires that the fair market value be determined based on either:

- If the parking is available to the public, the monthly rate is the rate that the general public pays for the same parking, *not* the lower group or corporate rate that your department actually pays for the spaces.
- If the parking is not available to the public, the department must survey the rates at local parking facilities that are both comparable and in the same vicinity as the department's site.

The department sets a monthly value based on the monthly rate for parking at a comparable lot (*not* any lower amount that your department actually pays for the spaces).

Departments that provide free parking in facilities other than the McCormack, State House, Hurley/Lindemann Building and Merrimac Street lots should re-determine the fair market value of this parking fringe benefit for Tax Year 2024. Please refer to IRS Publication 15B, "Employers

Tax Guide To Fringe Benefits”, for additional guidance on non-cash fringe benefits and use the exclusion amounts outlined in this memo (Federal \$315 and State \$315).

Periodically, CTR will review the status of employee records as they relate to benefit and tax requirements, as well as the department evaluations of parking values assigned.

Tax Reporting Requirements Based upon “Access”, Not Employee “Use” of Parking

With the limited exception of the few state employees who are assigned “non-personal use vehicles”, there are no exemptions from the tax reporting and withholding requirements for employer-provided parking (even if the parking is required to perform their jobs). The value of a parking fringe benefit is determined by the parking “access” not by the actual “use” of the parking space by an employee.

The value of the parking benefit is the same whether an employee is assigned a reserved parking space or granted guaranteed access to unassigned spaces.

Remote work is not a factor in determining fair market value, only removal of access is a factor.

Commonwealth-Provided Parking That Does Not Require Tax Reporting

The following types of Commonwealth-provided parking do not trigger state and federal tax reporting requirements:

- Employee parking assignments at the Boston Merrimac Street parking lot (fair market value is \$273 which is less than the limit).
- Employees provided with passes for non-guaranteed or non-reserved on street or off-street parking (e.g., “L Pass” spaces).
- Employees provided with limited access parking so long as the total daily space value for parking access for that employee does not exceed the \$315 Federal or \$315 State threshold per month for days granted access. The employee must **not** be able to park on any other days.

Examples include:

- Restricted nighttime access between 5 p.m. and 7 a.m.
- Parking space shared by multiple employees, each with restricted access with a monthly value which does not exceed federal or state thresholds.
- Visitor parking access.

Entering a Recurring Parking Non-Cash Benefit in HR/CMS

The HR/CMS earnings code for imputed parking benefits is “PKF”. Consistent with the 2022 amendments to M.G.L. c. 62, § 1(c), only the code PKF needs to be used. Departments should follow the Job Aid regarding the parking non-cash benefit in the [HR/CMS Knowledge Center\(Requires SharePoint\)](#) under the heading “General Deductions”. The Imputed Income is based on the parking benefit one month in arrears. In HR/CMS, the January benefit is not processed until the February payroll. Therefore, the change in Imputed Income (PKF) amounts should occur in the first pay period in February (pay period ending February 10, 2024).

See [Employee Non-Cash Parking Benefit](#) for a copy of the employee non-cash parking benefits HR/CMS Selection form.

If you have any questions, please submit a ticket using the LCM/MMARS Payroll Tile in the [CTR ServiceNow Portal](#).

Enc: [Annual Changes Matrix](#)

Description	2021	2022	2023	2024	Change
Medicare Tax	1.45% (No Maximum)	1.45% (No Maximum)	1.45% (No Maximum)	1.45% (No Maximum)	no
Additional Medicare Tax	0.9% on wages over \$200,000 (no employer share)	0.9% on wages over \$200,000 (no employer share)	0.9% on wages over \$200,000 (no employer share)	0.9% on wages over \$200,000 (no employer share)	no
Social Security Tax (MBTA Only)	6.2% on wages up to \$137,700	6.2% on wages up to \$147,000	6.2% on wages up to \$160,200	6.2% on wages up to \$168,600	yes
Earned Income Credit Maximum Income For Eligibility	The maximum Earned Income Credit amount is \$6,728 for taxpayers who have 3 or more qualifying children; \$5,980 who have 2 qualifying children; \$3,618 for 1 child and \$543 for no child. The revenue procedure has a table providing maximum credit amounts for other categories, income thresholds and phaseouts	The maximum Earned Income Credit amount is \$6,935 for taxpayers who have 3 or more qualifying children; \$6,164 who have 2 qualifying children; \$3,733 for 1 child and \$560 for no child. The revenue procedure has a table providing maximum credit amounts for other categories, income thresholds and phaseouts	The maximum Earned Income Credit amount is \$7,430 for taxpayers who have 3 or more qualifying children; \$6,604 who have 2 qualifying children; \$3,995 for 1 child and \$600 for no child. The revenue procedure has a table providing maximum credit amounts for other categories, income thresholds and phaseouts	The maximum Earned Income Tax Credit amount is \$7,830 for taxpayers who have 3 or more qualifying children, an increase of \$400 from \$7,430 for Tax Year 2023. The revenue procedure contains a table providing maximum EITC amount for other categories, income thresholds and phase-outs	yes
Annual Exemption Factor (Federal § 151(d))	Personal Exemptions have been replaced with new Standard Deduction: Single or Married filing separate-\$12,550, Married Joint -\$25,100, Head of House \$18,800	Personal Exemptions have been replaced with new Standard Deduction: Single or Married filing separate-\$12,950, Married Joint -\$25,900, Head of House \$19,400	Personal Exemptions have been replaced with new Standard Deduction: Single or Married filing separate-\$14,600, Married Joint -\$27,700, Head of House \$22,800	Personal Exemptions have been replaced with new Standard Deduction: Single or Married filing separate-\$14,600, Married Joint -\$29,200, Head of House \$21,900	yes
Annual Exemption Factor (Massachusetts)	\$4,400 if single with 1 exemption.		Single \$4,400; Married filing separate \$4,400; Head of household \$6,800; Married filing joint \$8,800	Single \$4,400; Married filing separate \$4,400; Head of household \$6,800; Married filing joint \$8,800	no
Income Tax Withholding Rates (Federal)	Bracket rates: 10%, 12%, 22%, 24%, 32%, 35%, 37% and the Supplemental Withholding Rate is 22%. Note: Tax rates have remained the same, but the income brackets have changed.	Bracket rates: 10%, 12%, 22%, 24%, 32%, 35%, 37% and the Supplemental Withholding Rate is 22%. Note: Tax rates have remained the same, but the income brackets have changed.	Bracket rates: 10%, 12%, 22%, 24%, 32%, 35%, 37% and the Supplemental Withholding Rate is 22%. Note: Tax rates have remained the same, but the income brackets have changed.	Bracket rates: 10%, 12%, 22%, 24%, 32%, 35%, 37% and the Supplemental Withholding Rate is 22%. Note: Tax rates have remained the same, but the income brackets have changed.	yes
Income Tax Withholding Rates (Massachusetts)	5.00%	no updates as of 12/15/2021	no updates as of 12/15/2021	5.00%	no
IRC §457(b) Deferred Compensation Elective Deferral Limits (Federal/Massachusetts)	\$19,500	\$20,500	\$22,500	\$23,000	yes
IRC §403(b) Tax Sheltered Annuity Elective Deferral Limits (Federal/Massachusetts)	\$19,500	\$20,500	\$22,500	\$23,000	yes
IRC §403(b) and 457 Plan Catch-up Contributions for Individuals age 50 and over Deferral Limits (Federal/Massachusetts)	6500 the overall limit is 57K	6,500	\$7,500	\$7,500	no
IRC §401(a)(17) and §404(l) Annual Compensation Limit (Federal/Massachusetts)	NOTE: For those employees hired after January 1, 2011, there is a ceiling on the state retirement benefits paid while the amount of regular compensation subject to Retirement is capped at 64% of the Federal Limit under U.S.C. 401(a)(17). The U.S.C. 401(a)(17) limit is \$290,000 . The 2021 Retirement limit is then \$185,600 .	NOTE: For those employees hired after January 1, 2011, there is a ceiling on the state retirement benefits paid while the amount of regular compensation subject to Retirement is capped at 64% of the Federal Limit under U.S.C. 401(a)(17). The U.S.C. 401(a)(17) limit is \$305,000 . The 2022 Retirement limit is then \$195,200 .	NOTE: For those employees hired after January 1, 2011, there is a ceiling on the state retirement benefits paid while the amount of regular compensation subject to Retirement is capped at 64% of the Federal Limit under U.S.C. 401(a)(17). The U.S.C. 401(a)(17) limit is \$330,000 . The 2023 Retirement limit is then \$211,200 .	NOTE: For those employees hired after January 1, 2011, there is a ceiling on the state retirement benefits paid while the amount of regular compensation subject to Retirement is capped at 64% of the Federal Limit under U.S.C. 401(a)(17). The U.S.C. 401(a)(17) limit is \$345,000 . The 2024 Retirement limit is then \$220,800 .	yes
IRC §127 Educational Assistance Programs (Federal/Massachusetts)	Provides income exclusion for up to \$5,250 of employer provided, non-job-related educational assistance for undergraduate and Graduate courses.	no updates as of 12/3/2021	Provides income exclusion for up to \$5,250 of employer provided, non-job related educational assistance for undergraduate and Graduate courses.	Provides income exclusion for up to \$5,250 of employer provided, non-job related educational assistance for undergraduate and Graduate courses.	no
IRC §132 Qualified Transportation Fringe Benefits - Transit Pass (Federal/ Medicare/ Massachusetts)	Transit Pre-Tax amount is \$270 for Federal and \$145 for Massachusetts.	Transit Pre-Tax amount is \$280 for Federal and \$150 for Massachusetts.	Transit Pre-Tax amount is \$300 for Federal and \$300 for Massachusetts.	Transit Pre-Tax amount is \$315 for Federal and \$315 for Massachusetts.	yes
IRC §132 Qualified Transportation Fringe Benefits - Parking (Federal/ Medicare/ Massachusetts)	Parking Exclusion Amount is \$270 for Federal and \$275 Massachusetts.	Parking Exclusion Amount is \$280 for Federal and \$285 Massachusetts.	Parking Exclusion Amount is \$300 for Federal and \$300 Massachusetts.	Parking Exclusion Amount is \$315 for Federal and \$315 Massachusetts.	yes
Revenue Procedure 2007-70 Mileage Rate for Business Transportation	0.56 cents/mile	no updates as of 12/15/2021	0.625 cents/mile	0.67 cents/mile	yes
IRC 61 Fringe Benefits - Use of State Car (Federal/ Medicare/ Massachusetts)	\$1.50 each way	no updates as of 12/15/2021	\$1.50 each way	\$1.50 each way	no
IRC 61 Fringe Benefits - Housing (Federal/ Medicare/ Massachusetts)	The Housing benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Housing benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Housing benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Housing benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	no
IRC 61 Fringe Benefits - Tangible Assets (Federal/ Medicare/ Massachusetts)	The Tangible Assets benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Tangible Assets benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Tangible Assets benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	The Tangible Assets benefit (both cash and non-cash) is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	no

Description	2021	2022	2023	2024	Change
IRC 79 Fringe Benefits - Imputed Income (Federal/ Medicare/ Massachusetts)	IRC section 79 provides that the cost of the Employer Provided Group-Term Life Insurance benefit with a value in excess of \$50,000, less any employee contributions, is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	IRC section 79 provides that the cost of the Employer Provided Group-Term Life Insurance benefit with a value in excess of \$50,000, less any employee contributions, is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	IRC section 79 provides that the cost of the Employer Provided Group-Term Life Insurance benefit with a value in excess of \$50,000, less any employee contributions, is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	IRC section 79 provides that the cost of the Employer Provided Group-Term Life Insurance benefit with a value in excess of \$50,000, less any employee contributions, is taxable income. It should be added to the individual's federal and state taxable gross and is subject to applicable Medicare tax withholding.	no
IRC §125 Flexible Spending Accounts - Health Care Spending Account	\$2,750. GIC pretax plan HCSA is administered by Application Software, INC. (ASIFLEX)	\$2,750. GIC pretax plan HCSA is administered by Benefit Strategies, LLC.	\$2,850. GIC pretax plan HCSA is administered by Benefit Strategies, LLC.	\$3,050. GIC pretax plan HCSA is administered by Total Administrative Services Corp. (TASC)	no
IRC §125 Flexible Spending Accounts - Dependent Care Assistance Program	\$5,000. GIC pretax benefit the Dependent Care Assistance Program (DCAP) is administered by Application Software, INC. (ASIFLEX). Exempt up to certain limits, \$5,000 (\$2,500 for married employee filing separate return).	\$5,000. GIC pretax benefit the Dependent Care Assistance Program (DCAP) is administered by Benefit Strategies, LLC . Exempt up to certain limits, \$5,000 (\$2,750 for married employee filing separate return).	\$5,000. GIC pretax benefit the Dependent Care Assistance Program (DCAP) is administered by Benefit Strategies, LLC . Exempt up to certain limits, \$5,000 (\$2,750 for married employee filing separate return).	\$5,000. GIC pretax benefit the Dependent Care Assistance Program (DCAP) is administered by VOYA . Exempt up to certain limits, \$5,000 (\$2,500 for married employee filing separate return).	no
IRC §125 Flexible Spending Accounts - Fee	There is a monthly fee of \$2.50 applicable for HCSA or DCAP. Will be taken in Period 1.	There is a monthly fee of \$1 applicable for HCSA or DCAP. Will be taken in Period 1.	There is a monthly fee of \$1 applicable for HCSA or DCAP. Will be taken in Period 1.	There is a monthly fee of \$1 applicable for HCSA or DCAP. Will be taken in Period 1.	no
440 Mass. 309, 798 NE2d 941 (2003). Imputed Income Health Benefit	Defense Of Marriage Act (DOMA) now recognize same-sex marriages for marriage benefits.	Defense Of Marriage Act (DOMA) now recognize same-sex marriages for marriage benefits.	Respect for Marriage further recognize same-sex marriages for marriage benefits.	Respect for Marriage further recognize same-sex marriages for marriage benefits.	no
CH58 Acts of 2006. Health Care Reform Act allows Non-IRS Dependents Health Coverage (Imputed Income Health)	The Affordable Care Act allows young adults coverage up to age 26, even if the child no longer is a dependent or lives with parents. For MA, there is coverage up to the child's 26th birthday, OR two years after the child loses federal tax 'section 106' dependent status, whichever occurs first. Eligibility is determined by GIC.	The Affordable Care Act allows young adults coverage up to age 26, even if the child no longer is a dependent or lives with parents. For MA, there is coverage up to the child's 26th birthday, OR two years after the child loses federal tax 'section 106' dependent status, whichever occurs first. Eligibility is determined by GIC.	The Affordable Care Act allows young adults coverage up to age 26, even if the child no longer is a dependent or lives with parents. For MA, there is coverage up to the child's 26th birthday, OR two years after the child loses federal tax 'section 106' dependent status, whichever occurs first. Eligibility is determined by GIC.	The Affordable Care Act allows young adults coverage up to age 26, even if the child no longer is a dependent or lives with parents. For MA, there is coverage up to the child's 26th birthday, OR two years after the child loses federal tax 'section 106' dependent status, whichever occurs first. Eligibility is determined by GIC.	no