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requirements. Keep in mind that January 2016 brings ACA reporting for ALEs—therefore, all ALE employers will have to provide every employee with a Form 1095-C by January 31, 2016.

James Paille • Jan. 07, 2016



The new year rings in new minimum wage rates, as well as new ACA reporting requirements. Keep in mind that January 2016 brings ACA reporting for ALEs—

therefore, all ALE employers will have to provide every employee with a Form 1095-C

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California	\$10.00
Connecticut	\$9.60
DC	\$11.50 eff. 7/1/16
Hawaii	\$8.50
Maryland	\$8.75
Massachusetts	\$10.00
Michigan	\$8.50
Nebraska	\$9.00
New York	\$9.00
Rhode Island	\$9.60
South Dakota	\$8.55
Vermont	\$9.60
West Virginia	8.75

*Only states with changes for 2016 are shown. All are effective 1/1/2016 except as noted.

State Unemployment Insurance Wage Base Changes*

State	2016
Colorado	\$12,200
Iowa	\$28,300
Kansas	\$14,000
Kentucky	\$10,200
Minnesota	\$31,000
Montana	\$30,500
Nevada	\$28,200
New Jersey	\$32,600

New York	\$10,700
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Item	2015	2016
Social Security	\$118,500	\$118,500
– FICA (6.2%)	\$7,347.00	\$7,347.00
– Medicare (1.45%)	\$200,000	\$200,000
– Medicare (2.35%)	> \$200,000	> \$200,000
Domestic Worker Threshold	\$1,900	\$2,000
Elections Workers	\$1,600	\$1,700
Transit Passes / Van Pool / Bike	\$130 / \$130 / \$20	\$130 / \$130 / \$20
Parking	\$250	\$255
415(b)(1)(A) Defined Benefit Max	\$215,000	\$215,000
Max Contribution	\$53,000	\$53,000

Education	\$5,250	not released
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414(v) Catch-Up	\$6,000	\$6,000
414(v) Catch-Up Simple	\$3,000	\$3,000
IRA	\$5,500-6,500 < 50	\$5,500-\$6,500 > 50
Foreign Income Exclusion	\$100,800	\$101,300
Minimum Annual Comp 408	\$600	\$600
Adoption Exclusion Limits Tax Credit	\$13,400	\$13,460
– Phase Out AGI	\$201,010	\$201,920
– Total Exclusion AGI	\$241,010	\$241,920
Definition of Control Employee	\$215,000 / \$105,000	\$215,000 / \$105,000

– Corp Officer	\$105,000	\$105,000
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– FSA	\$2,550	\$2,550
Long-Term Premiums		
– < 40	\$380	\$380
– 40-50	\$710	\$710
– 50-60	\$1,430	\$1,430
– 60-70	\$3,800	\$3,800
– > 70	\$4,750	\$4,750
Limitations		
– Highly Compensated 414	\$120,000	\$120,000
– Annual Compensation Limits		
– 414, 404, 408 SEP	\$265,000	\$265,000
– Annual Compensation Limits		
– 401 GVT plans in effect 7/1/93	\$395,000	\$395,000
– FSA	\$2,550	\$2,550
HSA		

– Annual	\$1,300 / \$2,600	\$1,300 / \$2,600
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Contribution Single/Family		
– Maximum Annual Catch- Up (55)	\$1,000	\$1,000

Foreign Income Exclusions

Maximum Foreign Earned	Income Exclusion	Housing Limit	Base Housing	Max Foreign Cost Exclusion
2013	\$97,600	\$29,280	\$15,616	\$13,664
2014	\$99,200	\$29,760	\$15,872	\$13,888
2015	\$100,800	\$30,240	\$16,128	\$14,112
2016	\$101,300	N/A	N/A	N/A

James Paille CPP is the Director of Operations for Thomson Reuters myPay Solutions. He has been an executive manager in the payroll service industry for more than 30 years, specializing in managing multi-location offices. Jim is President-Elect of the American Payroll Association as well as a member of the National Speakers Bureau and chair of the CPP Certification Review Panel. He holds a Bachelor of Science in Accounting from St. John Fisher College in Rochester, NY.

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