



Sage HRMS

U.S. Payroll

Q4 2019 SR1 Release Notes

January 2020

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Last updated: January 14, 2020

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Product update release notes

Important! All customers who update, maintain, and use Sage HRMS U.S. Payroll should read these release notes to obtain valuable information about changes to the software program and payroll legislative database.

Product update information

Product: Sage HRMS U.S. Payroll and Sage Employee Self Service

Version: Product Update Q4 2019 SR1

If we receive additional payroll tax changes for this period and/or this year, a new update will be made available.

About product updates for Sage HRMS

Sage HRMS Payroll product updates are cumulative. This means that supported taxes, rates, and forms, all previous updates for this product and version, and any hot fixes or patches previously released are incorporated into this update.

Sage Employee Self Service product updates include the full product build.

Note: Sage HRMS 2015 and 2016 are no longer supported. Product Updates and Quarterly Tax Updates are not available for these older versions of Sage HRMS.

Support and resources

Sage strives to provide you with the best help and support in the industry. If you have a question, we're here to help!

- **Help and documentation:** Many answers to common questions can be found in the help and documentation included with Sage HRMS. Visit <http://cdn.na.sage.com/docs/en/customer/hrms/documentation.htm> for more.
- **Sage University:** Learn pro tips for year-end processing in online or classroom courses. Visit <http://SageU.com> and log on or create an account to register for training.
- **Sage City Year-End Center:** Visit <http://sagecity.na.sage.com/p/yearend> for help, guidance, documents, and downloads specific to Sage HRMS Payroll and Year End 2019.
- **Customer Support:** For additional articles and resources, visit the Sage Knowledgebase at <https://support.na.sage.com> or contact Customer Support at 800-829-0170 (U.S. and Canada). Please have your Sage Customer Number handy when contacting Support.
- **Tax forms:** Because all printed forms have variations, Sage HRMS Payroll only supports forms printed by Sage Checks and Forms. Call Sage Checks and Forms at 800-617-3224 or order online at www.SageChecks.com.

Tip: For information about ordering W-2 forms, see Knowledgebase article 40182: [Which forms should I order for year-end?](#)

Payroll Tax Updates

The following federal, state, and local tax changes are included in this update.

Federal Legislative Updates

There are no federal legislative updates with this release.

State and Local Legislative Updates

This section lists state and local legislative updates available with this release. If a state or locality is not listed in this section, there are currently no tax updates or product modifications for that state or locality.

Note: Sage HRMS U.S. Payroll includes some system-supported State Disability Insurance (SDI) codes, which are updated automatically (for example, with rate changes) when you install product updates. To use these codes, your SDI codes must match the system-supported codes.

If you use custom tax codes to capture SDI taxes, note the following:

- If your codes match the system-supported tax codes, you should review the tax code setup before processing payroll.
- If your codes do not match the system-supported tax codes, you can switch to using the system-supported codes. To do this, you must deactivate your custom tax codes, and then set up the system-supported tax codes.
- Regardless of whether or not your codes match the system-supported tax codes, you must follow your existing procedures for reporting and filing SDI taxes as custom taxes.

Information about changes to specific system-supported SDI codes is included in the sections for the related states.

Colorado

Colorado withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Hawaii

The Unemployment Insurance wage base limit changes to \$48,100 for 2020.

Idaho

The Unemployment Insurance wage base limit changes to \$41,600 for 2020.

Illinois

Illinois withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Indiana

The following local taxes have updated rates in the supported tax tables:

Code	Description	Rate	Effective Date
IN0015	Tippecanoe 79 CO Regular (NR) IT	1.28%	1/1/2020
IN0051	Knox 42 CO Regular (NR) IT	1.2%	1/1/2020
IN0053	Jennings 40 CO Regular (NR) IT	2.5%	1/1/2020
IN0054	Jefferson 39 CO Regular (NR) IT	0.9%	1/1/2020
IN0060	Henry 33 CO Regular (NR) IT	1.7%	1/1/2020
IN0064	Hamilton 29 CO Regular (NR) IT	1.1%	1/1/2020
IN0067	Gibson 26 CO Regular (NR) IT	0.9%	1/1/2020
IN0068	Fulton 25 CO Regular (NR) IT	2.68%	1/1/2020
IN0077	Decatur 16 CO Regular (NR) IT	2.5%	1/1/2020
IN0084	Cass 09 CO Regular (NR) IT	2.7%	1/1/2020
IN0106	Tippecanoe 79 CO Regular IT	1.28%	1/1/2020
IN0143	Knox 42 CO Regular IT	1.2%	1/1/2020
IN0145	Jennings 40 CO Regular IT	2.5%	1/1/2020

Code	Description	Rate	Effective Date
IN0146	Jefferson 39 CO Regular IT	0.9%	1/1/2020
IN0152	Henry 33 CO Regular IT	1.7%	1/1/2020
IN0156	Hamilton 29 CO Regular IT	1.1%	1/1/2020
IN0159	Gibson 26 CO Regular IT	0.9%	1/1/2020
IN0160	Fulton 25 CO Regular IT	2.68%	1/1/2020
IN0169	Decatur 16 CO Regular IT	2.5%	1/1/2020
IN0176	Cass 09 CO Regular IT	2.7%	1/1/2020

Kentucky

The following local taxes have updated rates in the supported tax tables:

Code	Description	Rate	Effective Date
KY0040	Tompkinsville CT Regular IT	1.5%	1/1/2020
KY0205	Boyle CO Regular IT	1.25%	1/1/2020
KY0246	Nortonville CT Regular IT	1.5%	7/1/2019

Maine

Maine withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Maryland

The following local taxes have updated rates in the supported tax tables:

Code	Description	Rate	Effective Date
MD3189	Anne Arundel, Maryland Regular IT	2.85%	1/1/2020
MD3190	Baltimore, Maryland Regular IT	3.2%	1/1/2020
MD3196	Dorchester, Maryland Regular IT	3.2%	1/1/2020

Code	Description	Rate	Effective Date
MD3201	Kent, Maryland Regular IT	3.2%	1/1/2020
MD3205	St Mary's, Maryland Regular IT	3.2%	1/1/2020
MD3208	Washington, Maryland Regular IT	3.2%	1/1/2020
MD3210	Worcester, Maryland Regular IT	2.25%	1/1/2020

Massachusetts

Massachusetts withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Michigan

Michigan withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Minnesota

Minnesota withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Mississippi

Mississippi withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Missouri

Missouri withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

New Jersey

The Unemployment Insurance wage base limit changes to \$35,300 for 2020.

New Mexico

New Mexico withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

North Carolina

North Carolina withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

North Dakota

- The Unemployment Insurance wage base limit changes to \$37,900 for 2020.
- North Dakota withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Ohio

The following local taxes have been added in the supported tax tables:

Code	Description	Rate	Effective Date
OH1012	Dorr Street JEDD CT Regular IT	2%	1/1/2020
OH1013	Fulton VI Regular IT	1%	1/1/2020

Oregon

- The Unemployment Insurance wage base limit changes to \$42,100 for 2020.
- Oregon withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Pennsylvania

The following local taxes have updated rates in the supported tax tables:

Code	Description	Rate	Effective Date
PA0469	Walker TP, Huntingdon SD (NR) LST	\$52	1/1/2020

Code	Description	Rate	Effective Date
PA0485	Morris TP, Juniata Valley SD (NR) LST	0	1/1/2020
PA0532	Aleppo TP, West Greene SD (NR) LST	\$52	1/1/2020
PA0893	Licking TP, Keystone SD (NR) LST	\$52	1/1/2020
PA1068	Tulpehocken TP, Tulpehocken SD (NR) LST	\$52	1/1/2020
PA1204	Upper Moreland TP, Upper Moreland SD (NR) LST	\$52	1/1/2020
PA1293	Mt Carmel BO, Mount Carmel SD (NR) LST	\$52	1/1/2020
PA1469	West Fallowfield TP, Octorara SD (NR) LST	\$52	1/1/2020
PA1890	Point TP, Shikellamy SD (NR) LST	\$52	1/1/2020
PA3560	Upper Nazareth TP, Nazareth SD Regular IT	1.45%	1/1/2020
PA3588	Lower Nazareth TP, Nazareth SD Regular IT	1.45%	1/1/2020
PA7160	Nanticoke CT, Greater Nanticoke SD Regular IT	2.25%	1/1/2020
PA7496	Duquesne CT, Duquesne SD Regular IT	1.8%	1/1/2020
PA7828	Lansdowne BO, William Penn SD (NR) Regular IT	0.5%	1/1/2020
PA7829	Lansdowne BO, William Penn SD Regular IT	0.5%	1/1/2020

Rhode Island

Rhode Island withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

South Carolina

South Carolina withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Vermont

Vermont withholding tables and instructions have been updated for 2020. Refer to the state publication for more details.

Product updates

The following product updates are included with this release.

Payroll product updates

The following new features and improvements to payroll are included with this update.

Form W-4 Filing Statuses for Colorado, New Mexico, and North Dakota

In the Filing Status field on the Employee Payroll Tax Info window, new filing statuses are available for the following state income taxes:

- Colorado Income Tax (COSIT)
- New Mexico Income Tax (NMSIT)
- North Dakota Income Tax (NDSIT)

HR product updates

The following improvements and fixes are included with this update to Sage HRMS.

Transfer to another employer

The HRMS Cross Employer Transfer now moves employee attachments to the new employer.

Transfer from Sage 300

Time off now transfers from Sage 300 to HRMS when employee IDs are set to numeric in HR Setup.

Sage Employee Self Service product updates

This update does not include any new features or improvements to Sage Employee Self Service.

My Workforce Analyzer updates

This update does not include any new features or improvements to My Workforce Analyzer.

Sage 100 Payroll Link Updates

This update does not include any new features or improvements to Sage 100 Payroll Link.

Sage Payroll Tax Forms and eFiling by Aatrix

Sage Payroll Tax Forms and eFiling by Aatrix is a feature included with Sage HRMS. This functionality provides updated reports and forms at no cost and enables you to fill out and file tax forms electronically for a fee.

To begin using tax forms with Sage Payroll Tax Forms and eFiling by Aatrix, open one of the tax forms available in **Payroll > Government Reports > Federal Tax Filing** or **State Tax Filing**. You will be prompted to register your organization with Sage Payroll Tax Forms and eFiling by Aatrix. After registering, you have the option to enroll your company (or companies) in the eFiling service.

For a detailed overview and a price structure of the Sage Payroll Tax Forms and eFiling by Aatrix options, visit our website here:

<https://partner.aatrix.com/partners/sagehrms>

Supported W-2 Forms

For information about ordering W-2 forms, see the article [Which forms should I order for year-end?](#) on the Sage Support website.

Preparing for Year-End Processing

Before you start processing your 2020 payroll, visit the Sage City Year-End Center, where you can get fast answers from Sage support, peers, and product experts at the busiest time of year. You'll find helpful articles, discussion forums, and other links and resources to help your year-end processing go smoothly.

To get started, visit <http://sagecity.na.sage.com/p/yearend> and select Sage HRMS.

The Year-End Center provides you with information on the following topics:

- Printing and filing W-2s
- Entering employee supplemental information
- Information about processing year-end 2019 reports and forms with Sage Payroll Tax Forms and eFiling by Aatrix
- Preparing for your first payroll of 2020

Product update installation instructions

Follow the instructions in this section to download, install, apply, and verify this Product Update.

Before you start:

- Back up your data.
- Make sure all users have exited the program.

Downloading the product update

To download the update:

1. Visit the Sage Knowledgebase at <https://support.na.sage.com>, click **Log on**, and then log on to the site.
2. In the Support by product section, click **Select your product**, and then click **more products**.
3. Under Sage HRMS, click your product and version.
4. In the Latest updates section, click an update to download.
5. In the article, click **Download Now** to launch the Sage Download Manager, or click the **direct download** link to download the executable file.

Installing the product update

To install the product update:

Note: You should launch the product update on the server where Sage HRMS is installed.

1. To launch the installation program, right-click the Product Update file and run as administrator, or as the current user with administrator rights.
 - If applicable, make sure the **Protect my computer and data from unauthorized program activity** check box is *not* selected.
 - If there is no option to run as administrator, log on as an administrator, and then double-click the Product Update file.

Tip: Depending on your security system, you may need to right-click on the installation file and select Unblock.

2. After the InstallShield Wizard determines requirements, click **Next** to resume installing the Product Update.
3. Click **Finish** to finish the installation.
4. Click **Update**.
5. Click **Yes**. The system starts the installation.
6. Follow the instructions on the windows that follow, and then click **Finish**.
7. Open the Sage HRMS Client. A message prompts you to continue.

Updating Sage HRMS client files

To update Sage HRMS client files:

1. Right-click on the Sage HRMS Client program and select **Run as administrator** to initiate the file update process.
2. Click **OK** to proceed and update your files.

A message displays that Sage HRMS could not detect the current version of one or more Payroll modules.

- If you have administrator privileges, click **Yes** to install the Payroll modules now.
- If you do *not* have administrator privileges, click **No**, and then contact your system administrator to proceed with the installation.

When installation of the Payroll modules is complete, you may be prompted to restart Sage HRMS.

Verifying the product update

After the update is complete, you can confirm that the update was installed successfully by selecting **Help > About Sage HRMS** and verifying that the version number corresponds with the version of the update .exe file.

You can also verify the latest tax update is applied to your system by selecting **Payroll > Process Payroll > Calculate Payroll** and the **Tax Version** listed on the window should display the date: January 31, 2020.

Tip: Now is a good time to update your Sage HRMS Payroll sample data. After installing the Product Update, the next time you log in to your Sample Data, you will be prompted to update files again. Click **OK** to proceed and update your sample data files.

Updating the local tax repository and rates

This section applies only if you use local tax codes in U.S. Payroll.

To update the local tax repository and rates:

1. After the Product Update is complete, log in to Sage HRMS.
2. On the Local/Other Tax Codes window, click the **Install Repository** button to update all of the local tax rates in the system.
3. When you receive the prompt "Install Repository completed. Do you want to continue updating company level local tax records with information from the local repository?":
 - Click **Yes** to automatically update the company rates for all local taxes, or
 - Click **No** if you prefer to select each local tax individually and click the Update button for each one in order to apply the rate changes. This gives you the opportunity to validate rates before and after the changes.

Note: If you click **No**, you will be required to manually update each employee-level tax. This can be done for all employees at once by tax from **U.S. Payroll > Update Taxes**, or by individual employee from **Employee Payroll > Taxes**.

4. If you click **Yes**, after the process completes a message displays: "Updating company level local tax records completed. Do you want to continue updating employee local tax records from the local tax repository?".
 - Click **Yes** to automatically update the employee-level rates for all local taxes, or
 - Click **No** if you want to select each employee or use the Update Taxes tax, then update each tax or employee individually.

Important! This process requires security permissions in Sage HRMS to access all employees. Otherwise you may not receive the prompts as described above and employee rates will not be updated.

Sage Employee Self Service update installation instructions

After you have downloaded the Sage Employee Self Service update from the Sage Knowledgebase, follow these instructions to install the update and to resume your payroll processing.

Before you start:

- Verify that Sage HRMS has been installed and is working correctly.
- Verify that you have Administrator access (Local Administrator access is preferred) and permissions to log on as a service, launch processes, and access Sage HRMS data.
- If you are using Sage Employee Self Service and/or Open Enrollment, make sure all enrollment periods are closed, and that all users have exited and logged off from Sage HRMS and Sage Employee Self Service.
- When the update is complete, you will be prompted to restart your system. Before you begin installing the update, make any necessary preparations for this required restart.

Downloading the update

1. Visit the Sage Knowledgebase at <https://support.na.sage.com>, click **Log on**, and then log on to the site.
2. In the Support by product section, click **Select your product**, and then click **more products**.
3. Under Sage HRMS, click your product and version.
4. In the Latest updates section, click an update to download.
5. In the article, click **Download Now** to launch the Sage Download Manager, or click the **direct download** link to download the executable file.

Important! During this installation process you must enter your Sage Employee Self Service username, organization name, serial number, and install code. You can find this information in System Maintenance under **Start > All Programs > Sage Employee Self Service > System Maintenance**.

Once you start the installation, your customer information clears from System Maintenance, so please copy or save a screen shot of your company's product information to reference when prompted. Best practice is to collect this information before you start the update.

Installing the Sage Employee Self Service update

1. Using your external backup procedures, back up the Sage HRMS and Sage Employee Self Service databases to a media device that is external to your product servers:
 - a. Log on to the Sage Employee Self Service server and select **Programs > Employee Self Service > System Maintenance** to open the Sage Employee Self Service System Maintenance window.
 - b. On the Configuration and Settings tab, in the Employee Self Service section, select the **Locked** check box, and then click **Save**.
 - c. On the SQL Maintenance tab, verify the Backup File Path is correct, and then click **Backup**.
 - d. Prepare to update Sage Employee Self Service by closing all Windows applications.
 - e. Run the setup.exe file provided with the installation package with Administrative privileges (right-click the file and select **Run as Administrator**).

Tip: Depending on your security system, you may need to right-click on the installation file and select Unblock.

2. The installation program detects that a previous version of Sage Employee Self Service has been installed. Click **Next**, and then follow the prompts on the InstallShield Wizard.
3. On the Ready to Install the Program window, click **Install** to proceed with the installation.
4. The system displays Installation windows indicating the progress of the installation. When the InstallShield Wizard Completed window appears, click **Finish**.

Note: One installation window prompts you to enter your customer information (username, organization name, product serial number, and install code). After you start the update process, your customer information clears from System Maintenance. Best practice is to collect this information before you start the update.

5. When the update is complete, click **Yes** to restart your system.
6. After your Sage Employee Self Service server restarts, from the **Start** menu, select **All Programs > Sage Employee Self Service > System Maintenance** to open the System Maintenance page. Verify that all the information is correct.
7. On the **Configuration and Settings** tab, clear the **Locked** check box.
8. Exit System Maintenance.
9. Log on to Sage Employee Self Service as the MASTER user to complete the process.

The update is now complete and you are ready to start using Sage Employee Self Service.