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- 2020 Year End – State Minimum Wage Changes – Effective 1/1/2021
 - Alaska \$10.34
 - Arizona \$12.15
 - California \$14.00
 - Florida \$8.65
 - Maine \$12.15
 - Minnesota \$10.08
 - Montana \$8.75
 - Ohio \$8.80
 - South Dakota \$9.45
 - Vermont \$11.75
 - Washington \$13.69
- 2020 Tax Updates – Updates to State Unemployment Taxable Wage Base Limits – Effective 1/1/2021
 - Arkansas \$10,000
 - Iowa \$32,400
 - Missouri \$11,000
 - Montana \$35,300
 - Oklahoma \$24,000
 - Vermont \$14,100
 - Washington \$56,500
 - Wyoming \$27,300
- Employees > New Employee – Updated the process to check for duplicate SSNs so that the warning message only shows a few conflicts and the sum of the total number of conflicts
- Employees > Employee > Personal – The SSN is not displayed for ESS Users who do not have “Display SSN” selected in the User setup
- Employees > Employee > Taxes – Unchecking the box for “2020 or Later W4 Files” on the FIT record will also remove any previously saved amounts associated with the selection
- Government Reporting > State Mag Media – ICESA > Texas – Updated the process used to generate the Texas ICESA file to only include employees with wages greater than zero
- Government Reporting > W2 > Mag Media > Create ADP EFW2 Transmission file – Updated the ADP format for 2020
- Payroll Processes > Payroll Processing > Import Timecards – The system will no longer error if the file being imported is open elsewhere
- Payroll Processes > Payroll Processing > Import Timecards – The system will generate a helpful warning message when attempting to import timecards that are outside of the Pay Period Date Range in a payroll import file
- Payroll Processes > Payroll Processing > Payroll Reports > Pay Register – Added “Export to Excel” function for this report and its companion report located in Reprint Payroll Reports

- Reports > Employee Reports – Users who are set up to not display employees’ pay rates will not see pay rates in reports
- Reports > Employee Reports > Employee List – Simple – The Years of Service column calculation excludes the gaps in employment when an employee has been terminated and rehired
- Reports > History Reports > FFCRA Tax Deposit report – update to Sick and Family Leave credit amounts and Sick and Family leave amounts over the limit for 941 2a(i) and 2e(i)
- Suite Web > ESS > Employee > Hours Maintenance – Update to prevent employees from creating hours only or timecards prior to org level verification date
- Suite Web > Payroll > Payroll Processing > Calculation – Updated the way the system handles the PTO GL entries when calculating payroll so as not to duplicate GL Journal Entries for the PTO transactions

4.135 TA

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- TA Administration > Timecard Status > UnVerify Timecard Status – Update unverified timecards to include additional hours to allow users to delete additional hours
- TA Manager > Work with Timecards – Update to generate meal violation errors halfway between clock in and clock out when no meals exist and timecard is a meal violation
- TA Web > Employee Leave Request – Leave requests can be generated for PTO Plans that use the same “Earnings Code” for Taken hours as other PTO Plans attached to the same employee record
- TA Web > Timecard Batch/Post > Create Timecard Batch – Update to only use Job Class Rate date only instead of date and time
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