

Adapt 2025.1.5us Release Notes

December 2025

Information

Adapt Engine Version: 2025.1 GA

Adapt Desktop Agent (ADA) Version: 1.3.20

Adapt Outlook Add-in (AOA) Version: 2.2.57

Vertex v4.5.8

Adapt 2025.1.5us Release has been tested on the following browsers: Chrome 93.0 and above, and Firefox 92. Compatibility mode in browsers must be turned off.

Note: Once you have the 2025.1.5us delta in place, please clear your **Browser Cache** before logging in.

This document lists the new inclusions, enhancements, fixes, and tax updates included in the 2025.1.5us release of Adapt.

2025.1.5us New Features	2
2025.1.5us Resolved Issues	3
Tax Updates [Nov/Dec 2025]	4
Federal Tax Changes	4
Social Security	4
Flexible Spending Accounts	4
Qualified Parking	4
Vanpool and Transit Passes	4
Withholding Changes	4
Deduction Limits	4
Dependent Care	5
State Tax Changes	5
Alaska	5
California	5
Colorado	6
Connecticut	6
Delaware	6
Hawaii	6
Iowa	6

Kansas	7
Kentucky	7
Louisiana	7
Maine	7
Massachusetts	7
Minnesota	7
Missouri	7
Nebraska	8
New Jersey	8
New Mexico	8
New York	8
North Carolina	8
North Dakota	8
Ohio	8
Oklahoma	8
Oregon	8
Rhode Island	9
South Carolina	9
Vermont	9
Washington	9
Local Tax Changes	9
Kentucky	9
New York	10
Ohio	10

2025.1.5us New Features

Tax/Regulatory	Issue ID
The Greenshades XML has been revised to report Maine Paid Family Leave as "MEPFML" and Delaware Paid Family Leave as "DEPFML" on employee W2s in Box 14.	AUS-19601
Revisions have been made to the Greenshades XML to report the FLSA Overtime amounts on form W2 in Box 14. The value to be added is the amount of wages whose paybill code was flagged as FLSA Overtime divided by 3. It will be reported in the Employee > FederalW2 node in Box 14. Box 14 entries consist of a label field and a matching amount field. For FLSA Overtime, the Box 14 label will be "OT PREMIUM".	AUS-19899

The matching amount field will reflect the amount of wages whose paybill code was flagged as FLSA Overtime divided by 3. for the reporting period.	
The system was updated to include the Minnesota Paid Family and Medical Leave. The tax rate is .44% for employees and .44% for employers up to the Social Security wage base.	AUS-19978
Implemented a new report titled "FLSA Overtime Report", placed in folder: Management Financials	AUS-20002
Changes have been implemented to ensure that the W2 reporting for AL OT only includes wages earned up through June 30, 2025.	AUS-20003
Federal Wage Bases have been updated in the PROP_TAX_AUTHINFO table with the 2026 limits.	AUS-20011
The Federal Levy Table in Administration has been updated with values for 2026.	AUS-20012
Vertex Software has been updated with v.4.5.6, v.4.5.7, and v.4.5.8	AUS-20015

2025.1.5us Resolved Issues

Back Office	Issue ID
An issue has been resolved where MICR font files were unavailable.	AUS-20023
An issue has been resolved where running Administration > Manage Healthcare Act > Activities > ACA Data Export a system error could occur.	AUS-20032

Compass	Issue ID
An issue has been resolved where Candidates couldn't complete an I-9 form in Compass from Maximus	AUS-20037
Corrected an issue where Candidates trying to complete any form in Compass received an error	AUS-20025

Adapt US Tax Changes

Tax Updates [Nov/Dec 2025]

All tax changes are effective 1/1/26, unless otherwise noted.

Federal Tax Changes

Social Security

- Increased the Social Security wage base from \$176,100.00 to \$184,500.00. There is no limit on wages subject to Medicare taxes

Flexible Spending Accounts

- Increased the limit for elective deferral to Flexible Spending Accounts from \$3,300.00 to \$3,400.00

Qualified Parking

- Increased the monthly Qualified Parking (Compensation ID - 9) limit from \$325.00 to \$340.00.

Vanpool and Transit Passes

- Increased the monthly Vanpool and Transit Passes (Compensation ID - 8) limit from \$325.00 to \$340.00.

Withholding Changes

- Revised the withholding tables.
- Increased the additional withholding amounts for Nonresident Aliens as follows:
 - From \$15,000.00 to \$16,100.00 for employees who have filed a 2020 form W-4.
 - From \$10,700.00 to \$11,800.00 for employees who have not filed a 2020 form W-4 and have a prior version on file

Deduction Limits

- Increased the limit for the following elective deferral plans from \$23,500.00 to \$24,500.00:
 - 401(k)
 - Roth 401(k)
 - 403(b)
 - 408(k)
 - 457
 - 457 Catch-up Increased Limit

- Roth 403(b)
- Roth 408(k)
- Roth 457
- Roth 457 Catch-up Increased Limit
- Increased the catch-up limit for the following elective deferral plans from \$7,500.00 to \$8,000.00:
 - 401(k) Catch Up 2 Over 50
 - Roth 401(k) Catch Up 2 Over 50
 - 403(b) Catch Up 2 Over 50
 - 408(k) Catch Up 2 Over 50
 - 457 Catch Up 2 Over 50
 - Roth 403(b) Catch Up 2 Over 50
 - Roth 457 Catch Up 2 Over 50
- Increased the limit for the following elective deferral plans from \$16,500.00 to \$17,000.00:
 - 408(p)
 - Roth 408(p)
- Increased the catch-up limit for elective deferral to 408(p) Catch Up 2 Over 50 plans from \$3,500.00 to \$4,000.00.

Dependent Care

- Increased the limit for Dependent Care expenses from \$5,000.00 to \$7,500.00.

State Tax Changes

Removed prior state wage base reduction functionality for employee calculation methods for the following states, effective 1-1-25:

- New York - Paid Family Leave
- Rhode Island - Temporary Disability Insurance

Alaska

- Increased the employee and employer SUI wage base from \$51,700.00 to \$54,200.00

California

- Revised the withholding tables
- Increased the SDI tax rate from 1.2% to 1.3%.
- Increased the low-income exemption limit from \$18,368.00 to \$18,896.00 for the following filing statuses:
 - Single, married with two or more incomes, or married with multiple employers
 - Married with one income claiming 0 or 1 regular allowances
- Increased the low-income exemption limit from \$36,736.00 to \$37,791.00 for the following filing statuses:
 - Married with one income claiming 2 or more regular allowances
 - Head of household
- Increased the standard deduction amount from \$5,540.00 to \$5,706.00 for the following filing statuses:
 - Single, married with two or more incomes, or married with multiple employers
 - Married with one income claiming 0 or 1 regular allowances
- Increased the standard deduction amount from \$11,080.00 to \$11,412.00 for the following

filing statuses:

- Married with one income claiming 2 or more regular allowances
- Head of household
- Increased the tax credit amount from \$163.90 to \$168.30 per credit

Colorado

- Decreased the maximum employer SUI tax rate from 8.68% to 7.34%.
- Decreased the minimum employer SUI tax rate from .64% to .56%. (This is a change to the documentation only.)
- Decreased the SUI Surcharge tax rate from 3.66% to 3.51%
- Increased the standard deduction for Married Filing Jointly from \$10,000.00 to \$11,000.00.
- Increased the standard deduction from \$5,000.00 to \$5,500.00 for the following filing statuses:
 - Single
 - Married
 - Head of Household
 - Single or Married Filing Separately
- Increased the Family and Medical Leave Insurance wage base from \$176,100.00 to \$184,500.00.
- Decreased the Family and Medical Leave Insurance employee tax rate from .45% to .44%.
- Decreased the Family and Medical Leave Insurance employer tax rate from .45% to .44%.

Connecticut

- Increased the Paid Leave wage base from \$176,100.00 to \$184,500.00.
- Increased the SUI wage base from \$26,100.00 to \$27,000.00.
- Increased the maximum employer SUI tax rate from 8.9% to 9.9%.
- Decreased the new employer SUI tax rate from 2.2% to 1.9%. (This is a change to the documentation only.)

Delaware

- Increased the Paid Leave wage base from \$176,100.00 to \$184,500.00

Hawaii

- Changed the taxability of Severance Pay and Severance Pay Required by Law or Contract from taxable to exempt for the following tax types, effective 1-1-25:
 - SUI
 - SUI Employment & Training Assessment
 - SDI
- Due to a change in the law, Hawaii maximum monthly limits are the same as the federal amounts, effective 1-1-25.
 - Increased the Van Pool and Transit Pass monthly limit from \$100.00 to \$325.00, effective 1-1-25.
 - Increased the Qualified Parking monthly limit from \$175.00 to \$325.00, effective 1-1-25.
- Increased the Extra Lump Sum withholding allowance amount from \$1,650.00 to \$4,350.00

Iowa

Increased the following standard deduction amounts:

- Pre-2024 IA W-4:
 - From \$12,000.00 to \$13,000.00 for filing status Single.
 - From \$24,050.00 to \$26,000.00 for filing status Married.

- Post-2024 IA W-4:
 - From \$18,050.00 to \$19,500.00 for filing status Head of Household
 - From \$12,000.00 to \$13,000.00 for filing status Other
 - From \$24,050.00 to \$26,000.00 for filing status Married Filing Jointly 1 Spouse Working
 - From \$12,000.00 to \$13,000.00 for filing status Married Filing Jointly 2 Spouse Working

Kansas

- Increased the maximum employer SUI tax rate from 6.65% to 6.95

Kentucky

- Decreased the withholding tax rate from 4.0% to 3.5%.

Louisiana

- Decreased the SUI wage base from \$7,700.00 to \$7,000.00

Maine

- Decreased the SUI wage base from \$7,700.00 to \$7,000.00
- Revised the withholding tables.
- Increased the withholding allowance from \$5,150.00 to \$5,300.00.
- Increased the standard deduction for single taxpayers from \$12,150.00 to \$12,450.00.
- Increased the standard deduction for married taxpayers from \$27,150.00 to \$27,750.00.
- Increased the Paid Family and Medical Leave wage base from \$176,100.00 to \$184,500.00.
- For 2026, a phase-out of the taxpayer's Maine standard deduction starts when annualized income reaches the following:
 - \$102,250.00 for single taxpayers
 - \$204,550.00 for married taxpayers

Massachusetts

- Increased the Paid Family and Medical Leave wage base from \$176,100.00 to \$184,500.00

Minnesota

- Increased the Paid Leave wage base from \$184,500.00 to \$185,000.00.
- Increased the wage base from \$43,000.00 to \$44,000.00 for the following:
 - SUI
 - SUI Workforce Development Fee
- The SUI Additional Assessment is in effect for 2026 with a tax rate of 14%.

Missouri

- Revised the withholding tables
- Increased the standard deduction amount for Single, Married and Spouse Works, and Married Filing Separate filers from \$15,000.00 to \$16,100.00
- Increased the standard deduction amount for Married and Spouse Does Not Work filers from \$30,000.00 to \$32,200.00
- Increased the standard deduction amount for Head of Household filers from \$22,500.00 to \$24,150.00.

- Decreased the SUI wage base from \$9,500.00 to \$9,000.00.

Nebraska

- Revised the withholding tables.
- Decreased the supplemental withholding tax rate from 5% to 3.5%.
- Increased the withholding allowance from \$2,360.00 to \$2,440.00

New Jersey

- Decreased the employee SDI tax rate from .23% to .19%
- Decreased the Family Leave Insurance tax rate from .33% to .23%

New Mexico

- Revised the withholding tables

New York

- Revised the withholding tables

North Carolina

- Increased the SUI wage base from \$32,600.00 to \$34,200.00

North Dakota

- Increased the SUI wage base from \$45,100.00 to \$46,600.00.
- Decreased the maximum employer SUI tax rate from 9.69% to 9.67%.
- Decreased the minimum employer SUI tax rate from .08% to .07%. (This is a change to the documentation only.)

Ohio

- Increased the maximum employer SUI tax rate from 10.2% to 10.25%.
- Increased the minimum employer SUI tax rate from .5% to .55%. (This is a change to the documentation only.)

Oklahoma

- Revised the withholding tables.
- Decreased the supplemental withholding tax rate from 4.75% to 4.5%.
- Decreased the SUI wage base from \$28,200.00 to \$25,000.00

Oregon

- Changed the Statewide Transit Tax taxability of ER Contributions to EE 401K Qualified Deferrals from taxable to exempt, effective 1-1-25
- Increased the Paid Leave wage base from \$176,100.00 to \$184,500.00.
- Decreased the employee and employer workers' compensation rate from \$0.01/hr. to \$0.009/hr.
- Increased the Statewide transit tax rate from .1% to .2%.
- Increased the wage base from \$54,300.00 to \$56,700.00 for the following:
 - SUI

- SUI Special Payroll Tax Offset
- Increased the SUI Special Payroll Tax Offset tax rate from .109% to .135%
- Increased the minimum employer SUI tax rate from .761% to .765%. (This is a change to the documentation only.)
- Increased the new employer SUI tax rate from 2.261% to 2.265%. (This is a change to the documentation only.)

Rhode Island

- Revised the withholding tables.
- Increased the exemption elimination wage amount from \$283,250.00 to \$290,800.00

South Carolina

- Decreased the new employer SUI tax rate from .29% to .15%. (This is a change to the documentation only.)
- Increased the personal allowance from \$4,860.00 to \$5,000.00.
- Increased the maximum standard deduction amount from \$7,300.00 to \$7,500.00.
- Decreased the supplemental withholding tax rate from 6.2% to 6%.
- Revised the withholding tables.

Vermont

- Increased the SUI taxable wage base from \$14,800.00 to \$15,400.00.

Washington

- Increased the Paid Family and Medical Leave wage base from \$176,100.00 to \$184,500.00.
- Increased the Paid Family and Medical Leave tax rate from .92% to 1.13%. Employees will pay 71.43% and employers will pay 28.57%.

Local Tax Changes

Kentucky

- **Alexandria, Campbell County (18-037-0970)**
 - Increased the annual maximum tax from \$2,641.50 to \$2,767.50.
- **Bardwell, Carlisle County (18-039-1358)**
 - Increased the Occupational License Fee from .5% to 1%, effective 7-1-25.
- **Boone County (18-015-0000)**
 - Increased the annual maximum tax from \$619.20 to \$635.95.
- **Campbell County (18-037-0000)**
 - Increased the General Tax annual maximum tax from \$1,584.90 to \$1,660.50.
 - Increased the Mental Health Tax annual maximum tax from \$176.10 to \$184.50.
- **Cold Spring, Campbell County (18-037-1349)**
 - Increased the annual maximum tax from \$1,761.00 to \$1,845.00.
- **Covington, Kenton County (18-117-0130)**
 - Increased the annual maximum tax from \$4,314.45 to \$4,520.25.
- **Crestview Hills, Kenton County (18-117-1727)**

- Increased the annual maximum tax from \$2,025.15 to \$2,121.75.
- **Florence, Boone County (18-015-0260)**
 - Increased the annual maximum tax from \$3,522.00 to \$3,690.00.
- **Fort Wright, Kenton County (18-117-1030)**
 - Increased the annual maximum tax from \$1,743.39 to \$1,826.55.
- **Highland Heights, Campbell County (18-037-0380)**
 - Increased the annual maximum tax from \$1,761.00 to \$2,767.50.
 - Increased the Occupational License Fee from 1% to 1.5%.
- **Jackson, Breathitt County (18-025-1296)**
 - Increased the annual maximum tax from \$2,641.50 to \$2,767.50.
- **Kenton County (18-117-0000)**
 - Increased the annual maximum tax from \$1,232.17 to \$1,290.95.
- **Newport, Campbell County (18-037-0620)**
 - Increased the annual maximum tax from \$4,402.50 to \$4,612.50.
- **Simpson County (18-213-0000)**
 - Increased the County Occupational License Fee from 1% to 1.25%.
- **Union, Boone County (18-015-1272)**
 - Increased the annual maximum tax from \$3,522.00 to \$3,690.00.
- **Walton, Boone County (18-015-1274)**
 - Added an Occupational License Fee of 2% and an annual maximum tax of \$3,690.00.
- **Walton, Kenton County (18-117-1274)**
 - Added an Occupational License Fee of 2% and an annual maximum tax of \$3,690.00.
- **Warsaw, Gallatin County (18-077-1495)**
 - Increased the annual maximum tax from \$3,081.75 to \$3,228.75.
- **West Point, Hardin County (18-093-1554)**
 - Added an annual maximum tax of \$500.00, effective 1-1-25
- **Wilder, Campbell County (18-037-1355)**
 - Increased the annual maximum tax from \$3,962.25 to \$4,151.25.

New York

- **Yonkers, Westchester County (33-119-3230)**
 - Revised withholding tables

Ohio

- **Avon, Lorain County (36-093-4150)**
 - Increased the tax rate from 1.75% to 1.95%.
 - Increased the credit limit from 1.5% to 1.7%.
- **Bowling Green, Wood County (36-173-0260)**
 - Increased the tax rate from 2% to 2.15%.
- **Christ-Chdms Med Ctr JEDD, Hamilton County (36-061-7437)**
 - Increased the wage base from \$136,396.00 to \$140,488.00.
- **Circleville, Pickaway County (36-129-0500)**
 - Increased the tax rate from 2% to 2.5%.
 - Increased the credit limit from 2% to 2.5%.
- **Circleville-Pickaway JEDD, Pickaway County (36-129-7441)**
 - Increased the tax rate from 2% to 2.5%.
- **De Graff, Logan County (36-091-5348)**
 - Increased the tax rate from 1% to 1.75%.

- **Findlay CSD (3204)**
 - Added the school district with a tax rate of 1%. This tax is calculated using the Earned Income Method with no personal exemption. The following jurisdictions are affected:
 - Findlay, Hancock County 36-063-0830
 - Liberty Township, Hancock County 36-063-0084
 - Marion Township, Hancock County 36-063-0314
- **Fort Recovery, Mercer County (36-107-5447)**
 - Increased the tax rate from 1% to 1.5%.
 - Increased the credit limit from 1% to 1.5%.
- **Gallipolis, Gallia County (36-053-0890)**
 - Increased the tax rate from 1% to 1.5%.
 - Increased the credit limit from 1% to 1.5%.
- **Harrison Greene JEDD, Hamilton County (36-061-7436)**
 - Increased the wage base from \$132,525.00 to \$136,501.00.
- **Lockbourne, Franklin County (36-049-4410)**
 - Increased the tax rate from 1% to 2.5%.
 - Added a credit percentage of 100%.
 - Added a credit limit of 1.5%.
- **McAlister's JEDD, Hamilton County (36-061-7463)**
 - Increased the wage base from \$124,884.00 to \$128,631.00.
- **McDonald, Trumbull County (36-155-1530)**
 - Decreased the credit limit from 2% to 1%.
- **Mercy Hospitals West JEDD, Hamilton County (36-061-7433)**
 - Increased the wage base from \$106,189.00 to \$109,375.00.
- **Monroeville, Huron County (36-077-5255)**
 - Decreased the credit percentage from 100% to 75%.
- **Montpelier, Williams County (36-171-1670)**
 - Increased the tax rate from 1.6% to 1.8%.
 - Increased the credit limit from 1.6% to 1.8%.
- **Rio Grande, Gallia County (36-053-5109)**
 - Increased the tax rate from 1.5% to 2%.
 - Increased the credit limit from 1.5% to 2%.
- **Sidney, Shelby County (36-149-2300)**
 - Increased the tax rate from 1.5% to 1.75%.
 - Increased the credit limit from 1.5% to 1.75%.
- **UDF North Bend JEDD, Hamilton County (36-061-7456)**
 - Increased the wage base from \$127,757.00 to \$131,590.00.
- **Upper Sandusky, Wyandot County (36-175-2580)**
 - Increased the tax rate from 1% to 1.75%, effective 12-17-25.
- **Western Ridge JEDD, Hamilton County (36-061-7455)**
 - Increased the wage base from \$143,991.00 to \$148,311.00.