

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--------------------------------------|--|--|--|-------------------------|--|---|------------------------------------|--|
| Alabama Melanie K. Duncan – CSE Division Phone: (334) 242-9300 Fax: (334) 242-0606 Email: melanie.duncan@dhr.alabama.gov | Immediately upon receipt | 7 business days | Federal, State, city taxes, FICA | None | Prorate | Promptly | No law or policy | \$2 per month | Code of Ala. §§30-3-61, 30-3-66, 30-3-67, 30-3-71, 38-10-8 |
| Alaska Phone: (907) 269-6900 Richard Romero - Operation's Manager Phone: (907) 269-6803 Cathy San Juan - Operation's Support Phone: (907) 269-6990 | 1 st payday after receipt | 7 business days | Federal, State, city taxes, FICA, mandatory retirement plans | 40% of disposable income; may go up to 65% when good cause is determined by agency as outlined in Alaska Admin. Code | Prorate | Promptly | 3 years after termination | \$5 per payment | Alaska Employer's Guide to Wage Withholding for Child Support; Ak. Stat. §§25.27.062, 25.27.255; 15 Ak. Adm. Code §125.540 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|---|--|---|--|-------------------------|--|---|--|---|
| Arizona Arizona Department of Economic Security Division of Child Support Enforcement (DCSE) Policy Unit P.O. Box 40458 Attention: Site Code 776A Phoenix, Arizona 85067 Phone: (602) 771-8000 Phone: (602) 771-8127 Fax: (602) 771-8130 Email: dcse-policyquestions@azdes.gov | 1 st pay period occurring 14 days after date of notice | 2 business days | Federal, State, local income taxes, FICA, Medicare taxes | 50% of disposable income | Prorate | 10 days after termination | At least 90 days | \$1 per payment or \$4 per month, whichever is greater | A.R.S. §§25-504, 33-1131; A.R.S. § 25-505.01 |
| Arkansas Mary Smith Phone: (501) 682-6828 Email: mary.e.smith@ocse.state.ar.us Toni Erwin Phone: (800) 216-0224 Email: employer.relations@ocse.state.ar.us | 1 st pay period occurring 14 days after date notice was mailed | Payday | Federal, State, local income taxes, FICA, Medicare, Railroad Retirement | None | Prorate | Immediately | Keep on file until notified | \$2.50 per payment | A.C.A. §§9-12-312, 9-14-224, 9-14-227, 9-14-228 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--|--|---|---|----------------------|---|---|---|--|
| California Phone: (916) 464-5883 Email: policy.branch@dcss.ca.gov | 10 days after receipt | 7 business days | Federal, State and local taxes; FICA; Medicare; and disability insurance; union dues and payments to public employees' retirement systems, provided that the deductions are required as a condition of employment | Cannot exceed 50% of disposable earnings; or 25% (may be lower by written agreement) of State disability, temporary worker's compensation benefits, or unemployment benefit payments. | Prorate | Within 10 days | No law or policy | \$1.50 per payment | Cal. Civ. Proc. Code §§706.022, §§706.030, 706.052; Cal. Fam. Code §§5235, 5238, 5282 |
| Colorado Phone: (303) 866-4300 Fax: (303) 866-4377 Email: cse.employer.outreach@state.co.us Website: www.childsupport.state.co.us | First pay period that begins within 14 business days from the date of the withholding notice | 7 business days | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | Keep on file until notified by child support agency | \$5 per month (from remainder of employee's income after deductions and withholding) | C.R.S. §§13-54-104, 14-14-111.5; 14-14-102 Colorado Child Support Enforcement Employer's Guide |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|---|--|--|---|-------------------------|--|---|------------------------------------|--|
| <p>Connecticut Phone: (888) 233-7223 Website: www.ctchildsupport.com</p> | <p>1st pay period after 14 days from service</p> | <p>7 business days</p> | <p>Federal, State city taxes, FICA, normal retirement contributions, union dues, group life and health insurance premiums*. * Cash child support has priority over med insurance premium.</p> | <p>If weekly disposable income is: Less than \$145, then maximum amount to withhold is 15% (e.g., withhold \$15 if weekly disposable is \$100). * Greater than \$145, then maximum amount to withhold is weekly disposable minus \$123.25* *unless lower amount ordered</p> | <p>Prorate</p> | <p>Promptly</p> | <p>No retention unless employee may return at a later date</p> | <p>No provision</p> | <p>CT General Statutes Sec. 52-362(e).</p> |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--|--|--|--|---|---|---|---|---|
| Delaware Andrew Haman - Social Services Administrator Phone: (302) 395-6500 Email: andrew.haman@state.de.us | 7 days after 1 st payday after receipt | On or before payday | Federal, State, city taxes, FICA, mandatory retirement, union dues, public assistance payments, tax refunds | None | Prorate | No timeframe specified | No law or policy | No provision | 13 DE. Code §513 |
| District of Columbia Aggie Rhodes - Wage Withholding Manager Phone: (202) 724-2119 Email: aggie.rhodes@dc.gov | No later than the first pay period occurring 10 days after the date the notice or order to withhold was issued. | No later than seven (7) business days after the date the income would have been paid to the obligor. | Federal, State, local taxes, FICA | None | Withhold- ings are prorated among the obligor's orders up to the limits of the CCPA. | Within 10 days after the obligor's termination or within 10 days after the employer receives notice of the termination from the obligor. | The District has no law or policy on this issue. | \$2.00 per deduction per pay period. | D.C. Official Code §§46- 208, 46-212, 46-216, 46- 217 (2008). |
| Florida Phone: (866) 435-2763 Email: dorcse@dor.state.fl.us | 1 st pay period occurring 14 business days after date notice was posted | 2 days | Federal, city taxes, FICA | None | Prorate | Promptly | No law or policy | \$5 for 1 st payment, \$2 per payment thereafter | Fla. Stat. §61.1301 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|---|--|-------------------------|---|--|--|---|---|--|
| Georgia Erica Thornton Phone: (404) 657-1131 Email: emthornton@dhr.state.ga.us | No later than the first pay period that occurs after 14 days following the date the notice was mailed | Within two business days after each payment date | None | None | Prorate payments to all NCP cases that are IVD | When the payor no longer provides income to the obligor | No law or policy | Up to \$25.00 against the obligor's income to reimburse the payor for administrative costs for the first income deduction pursuant to an income deduction order and up to \$3.00 for each deduction thereafter. | O.C.G.A. §19-6-33 |
| Guam Yolanda Salalila, SDU Supervisor Phone: (671) 475-3324, ext. 669 Fax: (671) 475-3203 Email: yolanda.salalila@guamcse.net | First pay period after receipt of the Order | Within 5 days of the day an employee's pay is due | Local tax, FICA | 60% of disposable income, but only 50% if NCP supporting either a spouse or child not subject of an Order | Divide equally | Immediately | Notify agency if employee is terminated | No fee allowed | 5 GCA Section 34132, 34133.1, 34134, 34135, 34137, 34138 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|---|--|--|--|-------------------------|--|---|------------------------------------|---------------------|
| Hawaii Kaleialoha Vierra - CSE Specialist Phone: (808) 692-7147 Fax : (808) 692-7134 Email: kalei.a.vierra@hawaii.gov | 1 st pay period within 7 days from mailing | 5 business days | Federal, State, city taxes, FICA | None | Prorate | Immediately | Keep order until notified by IV-D | \$2 per payment | H.R.S. §576E-16 |
| Idaho Kristy White Phone: (208) 334-4975 Email: whitek@dhw.idaho.gov | 1 st pay period after receipt | 7 business days | Federal and State taxes. | 50% of disposable income | Prorate | Promptly | Keep until notified | \$5 per payment | Id. Code §32-1210 |
| Illinois Patti Rhodes - Assistant Manager Collection and Asset Recovery Phone: (217) 557-3060 Fax: (217) 557-9879 | 1 st payday after receipt | 7 business days; if remitting for 10 or more employees OR if have 250 employees or more (do not all have to be in IL) and remitting for 1 or more, must send payments ELECTRONICALLY | Federal, State, and local taxes and other retirement and disability contributions required to be withheld by law, FICA, union dues and amounts exempted by the federal Consumer Credit Protection Act. | None | Prorate | 7 days after termination | No law or policy | \$5 per month | 750 ILCS 28/35 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--|--|----------------------------------|--|-------------------------|--|---|------------------------------------|--|
| Indiana Mary Francis Employer Maintenance Unit (EMU) Phone: (800) 292-0403 Phone: (317) 232-0327 Email: mary.francis@dcs.in.gov | 14 business days after order is received | If the employer has more than 50 employees on staff and is remitting more than one child support payment, they are required to do it electronically. | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | No law or policy | \$2 per payment | Ind. Code Ann. §§31-16-15-15, 31-16-15-17, 31-16-15-18 |
| Iowa Lana Leuenberger Phone: (319) 226-7025 Phone: (877) 274-2580 Fax: (319) 226-7150 Email: csrue@dhs.state.ia.us Website: http://iowachildsupport.gov | 10 days after receipt | 7 business days | Federal, State, city taxes, FICA | 50% of net disposable income | Prorate | Promptly | No law or policy | \$2 per payment | Iowa Code §§252D.17, 252D.18A |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|--|--|--|-------------------------|--|---|--|---|
| Kansas Michael David Addington Phone: (785) 296-3237 Phone: (785) 296-1955 Website: http://www.srskansas.org/cse/iwo/ | 1 st pay period after 14 days from receipt | 7 business days | Federal, State, city taxes, FICA and other retirement and disability contributions | None | Divide equally | Promptly | No law or policy | Lesser of \$5 per pay period or \$10 per month | K.S.A. §§23-4,108, 23-4,109 |
| Kentucky Mary W. Sparrow Phone: (502) 564-2285 ext. 4428 Email: mary.sparrow@ky.gov | 1 st pay period after 14 business days after date of notice | 7 business days | Federal, State, city taxes, FICA | None | Prorate | Promptly | No law or policy | \$1 per payment | K.R.S. §§405.465, 405.467, 405.470 |
| Louisiana Gloria Garner Phone: (225) 342-2148 Email: ggarner1@dss.state.la.us | 1 st pay period after receipt | 7 business days | Federal, State, city taxes, FICA, retirement, medical, life insurance | 50% of disposable income | Prorate | 10 days after termination | No law or policy | \$5 per pay period | La. R.S. 13:3881, 46:236.3 |
| Maine Mike Hughes Phone: (207) 287-2916 Email: mike.hughes@maine.gov | 1 st payday after receipt | 7 business days | Federal, State, city taxes, FICA, State employee's retirement, required union dues | None | Prorate | 15 days after termination | Order stands until released by the child support agency | \$2 per payment | 14 M.R.S.A. §3126-A; 19-A M.R.S.A. §§2306, 2652, 2663; Code Me. R. 10-144-351 |
| Maryland Donna Mooshegian Phone: (410) 767-7054 Email: dmooshe2@dhr.state.md.us | 1 st pay period after receipt | 7 business days | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | Not required | \$2 per payment | Md. Code Ann., Family Law §§10-128, 10-129, 10-130 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|---|---|----------------------------------|----------------------|---|--|------------------------------|--|
| Massachusetts Peter Coulombe Phone: (617) 626-4157 Email: coulombep@dor.state.ma.us | 1st payday more than 3 days after notice | 3 days; if remitting for 5 or more employees, must send payments electronically | Federal, State, city taxes, FICA and mandatory public employee deductions | None | Prorate | Before next payday following termination | No law or policy | \$1 per payment | Mass. Ann. Laws ch. 119A, §12 |
| Michigan Chris Townsend Phone: (517) 241-5053 Email: townsendc2@michigan.gov | 7 days after service | 3 days | Federal, State, city taxes, FICA | None | Prorate | Promptly | Until notified by agency; IWN stays in effect even upon return to employment | No provision | M.C.L. §§552.609, 552-611, 552-611a, 552.614 |
| Minnesota Policy Help Desk Phone: (800) 657-3890 | 1 st pay period occurring 14 days after receipt | 7 business days | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | No law or policy | \$1 per payment | Minn. Stat. § 518A.53 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|---|--|---|--|-------------------------|--|---|---|-----------------------------------|
| Mississippi Sherry Taylor - Customer Services Program Manager Phone: (601) 359-4592 Email: staylor@mdhs.state.ms.us | 1 st pay period within 14 days after service | 7 business days | Federal, State, city taxes, FICA, other retirement and disability contributions | None | Prorate | Promptly | Do not retain; return copy of order to agency after termination | \$2 per payment plus \$5 to be withheld each month for DHS (the monthly \$5 may be sent in with the withheld obligation). | Miss. Code Ann. §93-11- 111 |
| Missouri Matthew Williams Phone: (800) 585-9234 Phone: (573) 526-8699 Email: matthew.williams@dss.mo.gov | 2 weeks after mailing or electronic issuance of notice | 7 business days | Federal, State, city taxes, FICA | None | Prorate | Within 10 days after termination | Until notified by enforcing authority | \$6 per month | Section 454.505, RSMo |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--|--|--|---|--|--|--|------------------------------------|---|
| Montana Julie Bailey Phone: (406) 444-6893 Email: jbailey@mt.gov | 1 st pay period after receipt | 7 business days | Federal, State, city taxes, FICA, employment taxes, mandatory retirement and mandatory union dues | 50% of disposable income; if income is not wages, earnings or remuneratio n for personal services, up to 100% of net income (100% of contract proceeds) | State orders take priority over income withholdin g orders issued by Montana court or court agency of another State. | Promptly | Keep order until notified by IV-D that order is terminated or modified | \$5 per month | Mont. Code Ann. §§40-5- 423 |
| Nebraska Lisa Maddock Phone: (402) 471-7620 Email: lisa.maddock@nebraska.gov | 1 st pay period after date of notice | 7 business days | Federal, State city taxes, FICA, mandatory retirement | None | Prorate | 30 days after termination | No law or policy | \$2.50 per month | Neb. Rev. Stat. §§42- 364.01, 42- 364.12, 43- 1722, 43- 1723, 43- 1718.02 (2)(i) |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|------------------------|---|--|--|--|-------------------------|--|---|--|---|
| | 1 st pay period occurring 14 days after date notice is mailed | 7 business days | Federal, State, city taxes, FICA, union dues, health care for dependents | None | Prorate | Timely | No law or policy | \$3 per payment. Employer also required to collect \$2 per payment (max. \$4 per month) to be sent to State Treasurer no less than quarterly per NRS 31A.080(3) ; \$2 fee to be deducted from the income due obligor after withholding of child support. | Nev. Rev. Stat. Ann. §§31.295, 31A.030, 31A.075, 31A.080, 31A.090 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|--|---|--|-------------------------|---|---|------------------------------------|--|
| New Hampshire Annette Harney Phone: (603) 271-4438 Email: aharney@dhhs.state.nh.us | 1st pay period occurring 14 days after date of notice | Payday | Federal, State, city taxes, FICA | None | Prorate | 15 days after termination | No law or policy | \$1 per payment | N.H. Rev. Stat. Ann. §§458-B: 4, 458-B: 6 |
| New Jersey Sara Pascale Phone: (609) 631 2787 Email: sara.pascale@dhs.state.nj.us | 1 st pay period ending after postmark date | Payday | Federal, State, city taxes, FICA | None | Prorate | Promptly | No law; if employee leaves, notify IV-D | \$1 per payment | N.J. Stat. §§2A:17- 56.8, 2A:17- 56.11 |
| New Mexico Mark Youtzy Phone: (505) 222-9987 Email: mark.youtzy@state.nm.us | Next payday after service | 7 business days | Federal, State, city taxes, FICA; union dues | None | Prorate | No specific provision; governed by federal requirements to send termination notice "promptly" | No law or policy | \$1 per payment | N.M. Stat. Ann. §§40- 4A-6, 40-4A- 8 |
| New York Cheryl Morris Phone: (518) 474-8549 Email: cheryl.morris@otda.state.ny.us | 1 st pay period after 14 days after service | 7 business days | Federal, State, city taxes, and FICA | None | Prorate | Promptly | Return order to issuer if employee terminates | No provision | N.Y. Civil Practice Law & Rules §5241 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|--|--|--|-------------------------|--|---|------------------------------------|---|
| North Carolina Donna Buchanan Phone: (919) 255-3891 Fax: (919) 212-3842 Email: donna.buchanan@dhhs.nc.gov | 1 st pay period occurring 14 days after receipt | 7 business days | Federal, State, city taxes, FICA, and involuntary retirement contributions | 40% of disposable income if one order only; 45% if multiple orders and NCP directly supports other dependents ; 50% if multiple orders and no other dependents . | Prorate | Promptly | No law or policy | \$2 per payment | N.C. Gen. Stat. §§110-136.6, 110-136.8 |
| North Dakota Suzanne "Sam" Witkowski Phone: (701) 328-3582 Email: sewitkowski@nd.gov | Next payday after receipt of notice | 7 business days | Federal, State, city taxes, FICA | Not to exceed 50% of the obligor's disposable income . . . N.D.C.C. § 14-09-09.16(6) | Prorate | Within 7 business days of termination | Until notified by child support agency that order has terminated | \$3 per month | N.D. Cent. Code §14-09-09.16, 14-09-09.10 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|--|--|---|-------------------------|--|--|--|---|
| Ohio Jacques Saliba Phone: (614) 752-6561 Email: salibj@odjfs.state.oh.us | Begin the withholding no later than: (a) Fourteen business days from the date the notice is mailed to the payor; or (b) The first pay period that occurs after fourteen business days from the date the notice is mailed to the payor. | Send the amount withheld to the Ohio Child Support Payment Central (CSPC) immedia tely but no later than seven business days after the obligor is paid. | Federal, State, city taxes, FICA | None | Prorate | 10 business days after termination | Order to be kept on file until notified by IV-D to terminate or to reduce withholding | \$2 or up to 1% of payment, whichever is greater | Ohio Rev. Code §§3121.03, 3121.033, 3121.034, 3121.037, 3121.18, 3121.19 |
| Oklahoma Toby Hallows Phone: (405) 522-0607 Email: toby.hallows@okdhs.org | Next payday after receipt | 7 business days | Federal, State, city taxes, FICA | Not exceeding 50% of disposable income in practice | Prorate | 10 days after termination | Orders to be kept on file indefinitely | \$5 per payment; up to \$10 per month | 12 Okla. Stat. §§1171.2, 1171.3 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|---|--|--|---|---|--|---|------------------------------------|--------------------------|
| Oregon Employer Services Central Unit Phone: (866) 907-2857 Email: ead.staff@doj.state.or.us | 1 st payday within 5 business days after date of notice | 7 business days | Federal, State, city taxes, FICA, worker's compensation , statutory pension contributions | Yes. 50% of net disposable income unless noted otherwise; before withholding for arrears/past due "only" orders the applicable federal minimum wage (FMW) must be retained from the net disposable income. (160 hours x federal minimum wage x 12 (months in the year) divided by number of pay cycles in a year) | Prorate current or current and arrears support cases only before withholdin g arrears/p ast due "only" orders. If withholdin g for arrears/p ast due only support, split amount withheld evenly, not to exceed ordered amount | Next payday | Until further notice from court or entity issuing notice | \$5 per order per month | O.R.S 25.372 – 25.424 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|--|--|--|---|--|-------------------------|---|---|---|--|
| Pennsylvania Diane R. Simmerson Phone: (717) 783-2569 Email: dsimmerson@state.pa.us | No later than 14 days from the issuance of the notice to the employer. | 7 business days | Federal, State, city taxes, FICA | None | Prorate | No specific provision; governed by federal requirements to send termination notice "promptly" | No law or policy | 2% of payment | 23 Pa. C.S. §4348 |
| Puerto Rico Silvia Bula-Bula - Assistant IV-D Director Phone: (787) 767-1500, ext. 2704 Email: sbula@asume.gobierno.pr | 7 business days after 1 st payday | 7 business days | Federal, State, city taxes, FICA | None | Prorate | 30 days after termination | Orders to be kept on file until 30 days after termination | Will be stated on order (up to \$1 per payment) | 8 L.P.R.A. §523 |
| Rhode Island Kathleen McCusker - Acting Chief Human Services and Systems Specialist Phone: (401) 458-4427 Email: kmccusker@cse.state.ri.us | 1 week from date received | 7 days | Federal, State, city taxes, FICA and Medicare taxes | None | Prorate | 10 days after termination | Order remains in effect until modified or terminated by court | \$2 per payment | R.I. Gen. Laws §§15-5-24, 15-16-5.1, 15-16-9, 15-16-10, 15-16-12 |
| South Carolina Jo Beasley Phone: (803) 898-9339 Email: jo.beasley@dss.sc.gov | Next pay period after service | 7 business days | Federal, State, city taxes, FICA, other retirement deductions, disability contributions | None | Prorate | 20 days after termination | If employee leaves, employer's responsibility ends | \$3 per payment | S.C. Code Ann. §20-7-1315 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|---------------------------------------|--|---|---|-------------------------|--|---|--|---|
| South Dakota Carmin Sommer Phone: (605) 773-3641 Email: carmin.sommer@state.sd.us | 1st payday after receipt | 7 business days | Federal, State, city taxes, FICA, Medicare. | 50% of disposable income; total amount of arrearage may be withheld from property, money and credits or other income not listed | Prorate | 5 days after termination | No law or policy | Effective 7-1-2004: up to \$3.00 per month | S.D. Cod. L. §§25-7A-32, 25-7A-34, 25-7A-35, 25-7A-36 |
| Tennessee Elsie Rhodes – Coordinator Phone: (615) 313-5761 Fax: (615) 532-2791 Email: elsie.rhodes@state.tn.us | 14 days after date of the order | 7 business days | Federal, State, city taxes, FICA and health insurance premiums for dependent listed on the child support order | 50% of disposable income | Prorate | Promptly | No law or policy | Up to 5% of payment, not to exceed \$5 per month | Tenn. Code Ann. §36-5- 501 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|---|---|--|----------------------|---|---|--|--|
| Texas Christa Arocha-DeLeon Phone: (512) 460-6229 Email: christa.arocha-deleon@cs.oag.state.tx.us | 1 st pay period after receipt | Payday; for EFT/EDI payments, no later than 2 nd business day after payday | To arrive at "Texas Family Code disposable earnings," calculate CCPA disposable earnings and then subtract union dues and medical, hospital and disability insurance for employee and dependents. | Texas Family Code garnishment cap is 50% of Texas Family Code disposable earnings, plus the garnishment amount for health insurance; if the CCPA garnishment limit is lower, the CCPA limit applies. | Divide equally | 7 days after termination | No law or policy | \$10 per month | Tex. Fam. Code §§158.009, 158.202, 158.203, 158.204, 158.207, 158.211 |
| Utah Kathy Maxfield Phone: (801) 536-8536 Email: kmaxfield@utah.gov | 1 st pay period occurring 5 business days after receipt | 7 business days | Federal, State, city taxes, FICA, and Medicare | None | Prorate | 5 days after termination | Keep withholding order in place until notified | One-time fee of \$25 (may be charged all at once, or over several pay periods) | Utah Code Ann. §§62A-11-406, 62A-11-407, 62A-11-413, 62A-11-506, 62A-11-507, 78-7-44; Rule 64D of the Utah Rules of Civil Procedure; Utah Adm. Code R527-302-1 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--------------------------------------|--|---|--|-------------------------|--|---|--|---|
| Vermont Vermont Employer Services Unit Phone: (800) 786-3214 Phone: (802) 241-2915 Fax: (802) 241-2748 Email: ahs-ocs-empl@ahs.state.vt.us | 10 days after receipt or next payday | 7 business days | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | No law or policy | \$5 per month | 15 V.S.A. §§787, 789 |
| Virgin Islands Regina deChabert Petersen, Director Paternity and Child Support Division Department of Justice Phone: (340) 775-3070, ext. 3000 Email: rdechabert@pcsd.gov.vi Email: ginad_13@hotmail.com | | | Federal, State, city taxes, FICA | None | Divide equally | | Order to be kept until date of termination or modification | Up to \$1 | |
| Virginia Pat Watson Phone: (800) 257-9986 Email: pat.watson@dss.virginia.gov | Next payday after service | Payday if by mail; 4 days after payday if via EFT | Federal, State, city taxes, FICA | None | Prorate | Promptly | No specific retention period | \$5 per payment | Va. Code Ann. §§20-79.3, 34-29, 63.2-1923 |
| Washington Chuck Donnelly Phone: (360) 664-5067 Email: cdonnelly@dshs.wa.gov | 1 st payday after receipt | 7 days | Federal, State, city taxes, FICA, Medicare, statutory pension contributions, mandatory union dues | 50% of disposable income | Divide equally | Promptly | Discard upon termination | \$10 for 1 st payment; \$1 for all others | Wash. Rev. Code §§26.18.090, 26.18.110, 26.23.060 |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|---|--|---|---|-------------------------|--|--|------------------------------------|---|
| <p>West Virginia Phone: (800) 835-4683</p> <p>Connie L. White - Manager Employer Relations Unit Phone: (304) 558-1409 Email: connie.l.white@wv.gov</p> <p>Carol Lemon - Supervisor 350 Capitol Street, Room 147 Charleston, WV 25301 Phone: (304) 558-1410</p> | <p>1st pay period occurring 14 days from date of order is mailed to employer</p> | <p>Payday</p> | <p>Federal, State, city taxes, FICA</p> | <p>WV Code 48-14-408 reduces the CCPA limits by 10% each. Also, in a case with current support, the arrearage collection cannot be more than 25% of the current support amount. The 25% limit can be increased by \$100 per month if the obligor owes an arrearage at least equal to 6 months support (WV Code 48-14-801)</p> | <p>Prorate</p> | <p>Promptly</p> | <p>Retain order until notified by child support agency</p> | <p>\$1 per payment</p> | <p>W. Va. Code §§48-14-406, 48-14-407, 48-14-408, 48-14-409, 48-14-410, 48-14-412</p> |

STATE INCOME WITHHOLDING INFORMATION

| State/ Contact Info | When to Start Withholding | When to Send Payment ("within" the # of days stated, after payday) | Mandatory Deductions | Exception to Federal CCPA Limits | Allocation of Orders | When to Send Termination Notice (of employees with orders only) | How Long to Retain Order after Employee's Termination | Maximum Admin Fee (optional) | Legislative Cite |
|---|--|--|---|--|-------------------------|--|---|---|---------------------------------|
| Wisconsin Patti Reuter Phone: (608) 267-4873 Email: patriciax.reuter@wi.gov | 1 st pay period after receipt | 5 days | Federal, State, city taxes, FICA | None | Prorate | 10 days after termination | Retain until notified by child support agency | Actual costs up to \$3 per payment | Wis. Stat. §§767.75 |
| Wyoming Jay Mullendore Phone: (307) 777-5653 Email: jmulle1@state.wy.us | 1 st pay period after service | 7 business days | Personal income taxes, social security and Medicare deductions, cost of dependent health care coverage for all dependent children and mandatory pension deductions | None | Prorate | 30 days after termination | No law or policy | \$5 per payment | Wyo. Stat. §20-2-201- 222 |