

Oklahoma	.....\$10 for answering summons
Oregon	.....\$1.00 per week, assessed after garnishment has been paid off.
Pennsylvania	.....\$5 from landlord amount
Puerto Rico	.....no provision
Rhode Island	.....\$5.00 for each garnishment served
South Carolina	.....no provision
South Dakota	.....\$15 paid by creditor
Tennessee	.....\$5.00 for state employees
Texas	.....no provision
Utah	.....\$10 for single garnishment and \$25 for continuing garnishment, paid by the creditor
Vermont	.....\$10 or \$50 paid by creditor
Virginia	.....\$10 for each garnishment summons served
Washington	.....\$20 for first answer and \$10 at the time second answer is submitted
West Virginia	.....no provision
Wisconsin	.....\$15 paid by creditor for garnishment summons
Wyoming	.....no provision

ADP is not responsible for any inaccuracies contained in this guide.
Wage deduction regulations are always subject to change.

Federal Law does not prohibit you from collecting fee, look at state law.



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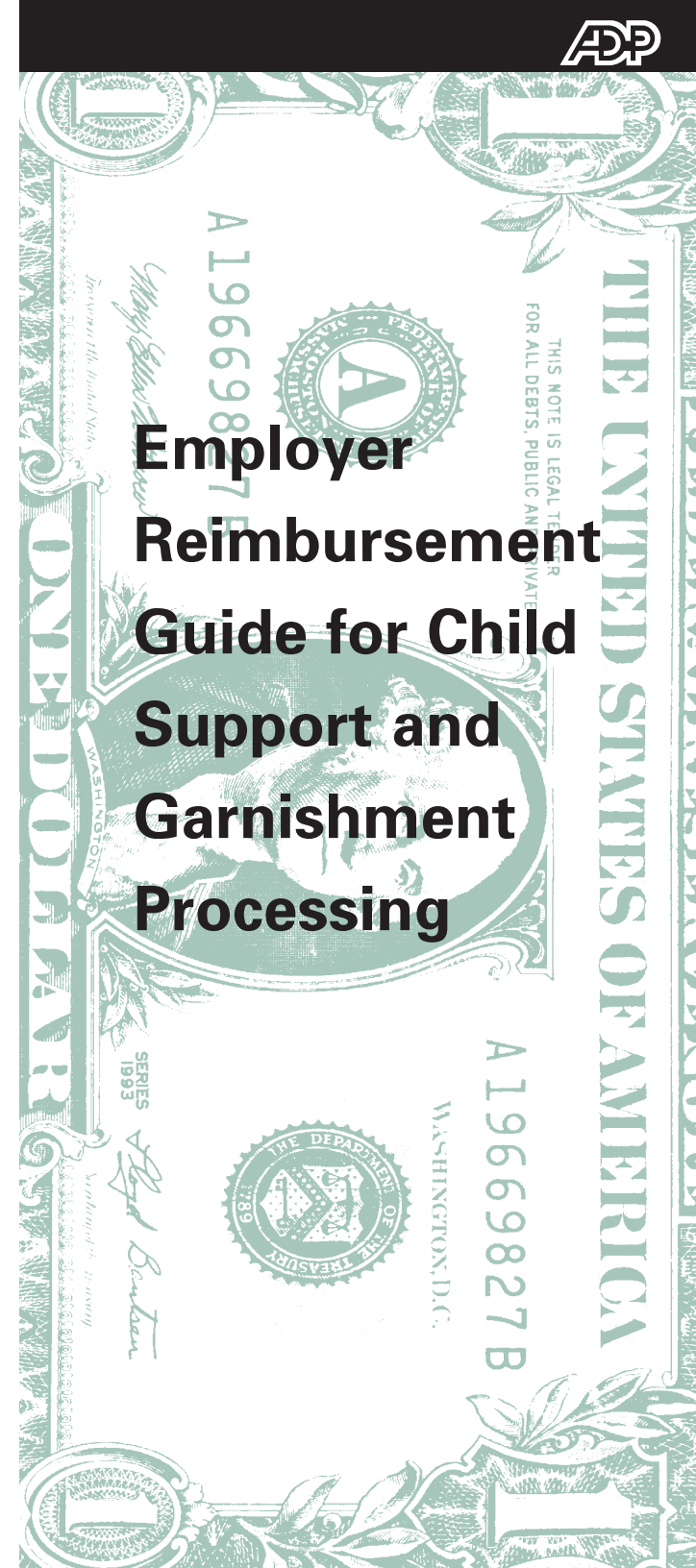
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Employer Reimbursement Guide for Child Support and Garnishment Processing

03-172-036 Printed in USA © 2006 ADP, Inc.

CHILD SUPPORT ORDERS:

Fee For Employer's Administrative Costs

Most states allow an employer to charge a fee to the employee for the administrative costs of processing a court-ordered support withholding.

The fee is deducted from the employee's wages, not from the support payment. However, the combined amount of employer fee and support payment may not exceed the deduction limit set by the federal Consumer Credit Protection Act or the state's debtor protection laws, whichever is more favorable to employees.

If the support withholding by itself meets or exceeds Federal limits, an employer may reduce the amount withheld for support in order to collect the administrative fee. It is advisable to explain why the withholding was reduced by submitting a note with the remittance. If there is a deficiency between the amount withheld and the ordered support payment, the employer may charge the employee fee later as funds become available.

The maximum fee that a state allows usually is shown on the court's notice of withholding, and is on the following table.

State	Maximum Employer Fee Deduction
Alabama	\$2.00 per month
Alaska	\$5.00 per remittance
Arizona	greater of \$1.00 per pay period or \$4.00 per month
Arkansas	\$2.50 per pay period
California	\$1.50 per remittance
Colorado	\$5.00 per month
Connecticut	no provision
Delaware	no provision
District of Columbia	\$2.00 per remittance
Florida	\$5.00 for first deduction; thereafter \$2.00 per remittance
Georgia	\$25 for the first deduction; thereafter \$3.00 per remittance
Guam	no provision
Hawaii	\$2.00 per remittance
Idaho	\$5.00 per remittance
Illinois	\$5.00 per month
Indiana	\$2.00 per remittance
Iowa	\$2.00 per remittance
Kansas	lesser of \$5.00 per pay period or \$10 per month
Kentucky	\$1.00 per remittance
Louisiana	\$5.00 per pay period
Maine	\$2.00 per remittance
Maryland	\$2.00 per remittance
Massachusetts	\$1.00 per remittance
Michigan	no provision
Minnesota	\$1.00 per remittance

Mississippi	\$2.00 per remittance + \$5.00 per month
Missouri	\$6.00 per month
Montana	\$5.00 per month
Nebraska	\$2.50 per month
Nevada	\$3.00 per remittance + \$2.00 per remittance (maximum of \$4.00) sent to State Treasurer no less than quarterly
New Hampshire	\$1.00 per remittance
New Jersey	\$1.00 per remittance
New Mexico	\$1.00 per remittance
New York	no provision
North Carolina	\$2.00 per remittance
North Dakota	\$3.00 per month
Ohio	greater of \$2.00 or 1% of the amount remitted
Oklahoma	\$5.00 per remittance, not to exceed \$10.00 per month
Oregon	\$5.00 per month
Pennsylvania	2% of the remittance
Puerto Rico	will be stated on order; up to \$1.00 per remittance
Rhode Island	\$2.00 per remittance
South Carolina	\$3.00 per remittance
South Dakota	\$3.00 per month
Tennessee	up to 5% of remittance not to exceed \$5.00
Texas	\$10.00 per month
Utah	one time fee of \$25.00 payable over several pay periods
Vermont	\$5.00 per month
Virginia	\$5.00 per remittance
Washington	\$10.00 for the first remittance; thereafter \$1.00 per remittance
West Virginia	\$1.00 per remittance
Wisconsin	\$3.00 per remittance
Wyoming	\$5.00 per remittance

WAGE GARNISHMENT ORDERS:

Fee for Employer's Administrative Costs

Garnishment procedures enable creditors to obtain a court order to withhold some portion of an individual's wages for the payment of a debt. The court order is directed to the employer in order to reach the employee's wages before they are paid. Some states provide for an administrative fee to reimburse such employers for their efforts.

Unlike the administrative fees for child support, which are generally collected from the employee, state law may direct the administrative fee for a commercial garnishment to be paid by the creditor. The fee may be deducted from the payment to the creditor, or paid to the employer at the outset when the withholding order is served.

The following table indicates which states have a provision for the reimbursement of employer administrative costs related to garnishment orders.

State	Maximum Employer Fee
Alabama	no provision
Alaska	\$5.00 per order for student loans
Arizona	\$5.00 per payment
Arkansas	\$2.50 per payment
California	\$1.50 per payment
Colorado	no provision
Connecticut	no provision
Delaware	no provision
District of Columbia	\$2.00 per payment
Florida	\$5.00-first deduction; \$2.00-thereafter
Georgia	\$25 or 10%; whichever is greater, but not to exceed \$50
Guam	no provision
Hawaii	no provision
Idaho	no provision
Illinois	\$12 per garnishment notice or 2% of order; whichever is greater
Indiana	\$12 per garnishment notice or 3% of order; whichever is greater. Payable half by employee; half by creditor
Iowa	no provision
Kansas	\$10 for each pay period not to exceed \$20 per month, whichever is lesser
Kentucky	no provision
Louisiana	\$3.00 per remittance
Maine	\$1.00 from amount withheld prior to remittance
Maryland	no provision
Massachusetts	no provision
Michigan	\$6.00 paid by creditor, at the time writ is served
Minnesota	\$15 paid by creditor, at the time of writ is served
Mississippi	no provision
Missouri	\$8.00 or 2%, whichever is greater
Montana	no provision
Nebraska	no provision
Nevada	\$3.00 up to \$12 a month. \$5.00 included with writ; paid by creditor
New Hampshire	no provision
New Jersey	.5% of amt deducted from creditor funds
New Mexico	court will award you cost
New York	no provision
North Carolina	public Hospitals: \$1.00
North Dakota	\$25 paid by creditor
Ohio	\$3.00 per pay period