

Oracle Fusion Cloud Human Resources

Administering Payroll for United States Involuntary Deductions

25B



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Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons  to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

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1 Introduction

Define Involuntary Deductions for the US

Involuntary deductions consist of multiple components, each with their own configuration.

You can define these deductions at the federal level, all 50 states, Washington DC, and the territories of Puerto Rico, Guam, and the Virgin Islands.

Note: You can't process involuntary deductions for retirees.

Defining involuntary deductions involves:

1. Defining third-party payees.

For further info, see [Create Third Parties Options](#) in the Help Center.

2. Creating third-party payment methods.

For further info, see [Create Third-Party Methods](#) below.

3. Define involuntary deductions elements, including eligibility.

For further info, see [Define Involuntary Deduction Elements](#) below.

4. Defining element costing info.

For further info, see [Define Element Costing Info](#) below.

5. Creating an Involuntary Deductions card.

For further info, see [Involuntary Deductions Card for the US](#) in the Help Center.

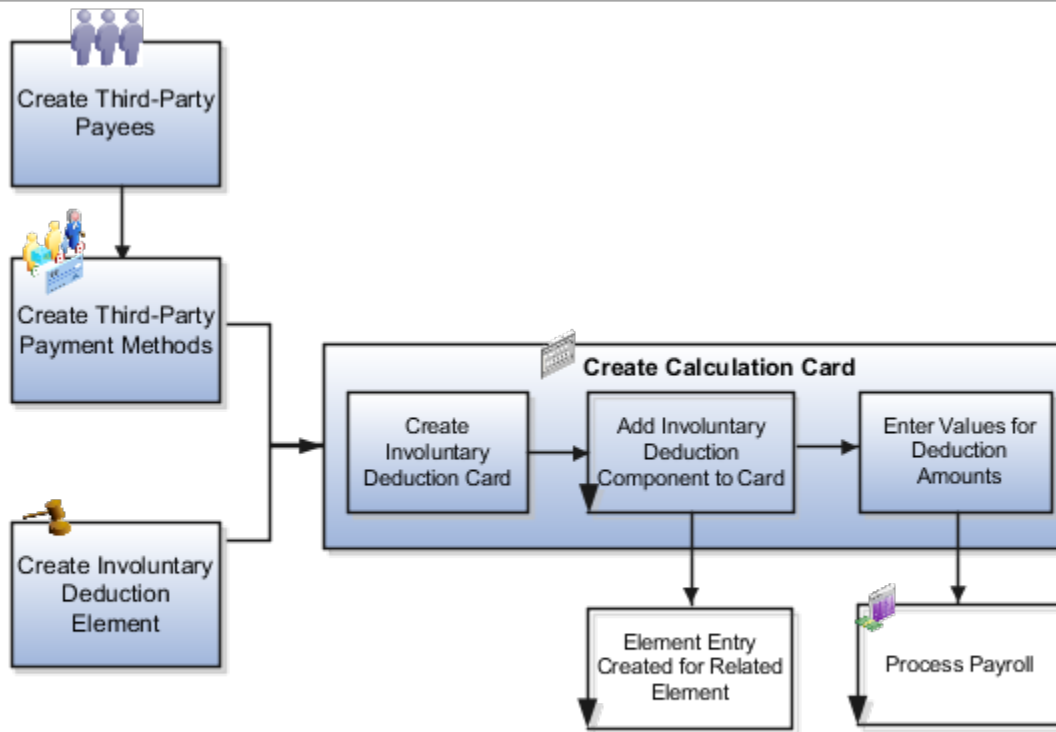
6. Creating an **Involuntary Deductions** card component.

7. Setting calculation values and calculation component details for individual Involuntary Deductions card components.

For further info, see the following in the Help Center.

- [Add Deductions to the Involuntary Deductions Card for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)

Here's a look at the steps involved in creating an involuntary deduction.



Support for receiving new involuntary deductions through electronic income withholding orders (e-IWO) is available. This requires separate configuration and processing. For further info, see Human Resources Cloud Administering US Electronic Income Withholding Orders on the Help Center.

Create Third-Party Payment Methods

You must identify how your involuntary deductions payments should be made to the third-party payees. The Involuntary Deductions card components link the employee to the payees. You can define payees as either individuals or organizations.

For example, you might set up direct deposit for the payee of a child support deduction.

You must set up the third-party payments before you create the card components. If the payment method doesn't have a start date before the card component date, the payee won't be visible on the card.

You can use these payments and processes with involuntary deductions.

- Third-Party Check
- EFT (CCD+ format)
- Third-Party Involuntary Payment Extract
- Involuntary payment integrations owned by ADP and Ceridian

For further info, see the following in the Help Center.

- Create Third-Party Payment Methods

- Generate Check Payments for Employees and Third Parties for the US
- Third-Party Payment Register Report for the US
- Third-Party Rollup Payments for the US

Note: The Oracle HCM Cloud Third-Party Involuntary Payment Extract generates an XML file per ADP specifications. The Third-Party Involuntary Payment Interface technical brief provides a high-level description of this interface. The involuntary payment integrations owned by suppliers like ADP and Ceridian consume the payslip XML. For further info on these processes, refer to their product documentation. For further info see, Oracle Cloud Human Capital Management for the United States: Third-Party Involuntary Payments Interface (2043941.1) on My Oracle Support.

For info on loading third-party organizations, refer to Using Customer Data Management (CDM) for CX Sales and B2B Service in the Help Center. Review the About Import Management Documentation and Import Your Organization Data help topics.

Define Involuntary Deductions Elements

You define an involuntary deduction element for each involuntary deduction type you process.

Secondary element classifications identify the involuntary deduction type. Here are the classifications you can use.

This secondary classification	Works at this level	This is what it does
Alimony	Regional	Support payment made according to an involuntary deduction order to the person's former spouse. For further info, see Alimony Deductions for the US in the Help Center.
Bankruptcy Order	Federal	Federal court procedure that helps individuals get rid of their debts and repay their creditors. When an individual declares bankruptcy, a trustee of the federal court generally handles the payments to the individual's creditors. For further info, see Bankruptcy Order Deductions for the US in the Help Center.
Child Support	Regional	Payment a noncustodial parent makes as a contribution to the cost of raising their child. For further info, see Child Support Deductions for the US in the Help Center.
Creditor Debt	Regional	Involuntary deduction ordered against the subject of a successful lawsuit. When a creditor, lender, debt collector, attorney, or other party wins the lawsuit a judgment is made to withhold earnings. Those earnings are used to pay the third party.

This secondary classification	Works at this level	This is what it does
		Note: You can usually use the Garnishment and Creditor Debt classifications interchangeably. However, there are some exceptions. Some states prohibit multiple involuntary deductions of this secondary classification to process at the same time. The payroll process enforces this rule if the employee has multiple components of the same state and secondary classification on their card. For further info, see Creditor Debt Deductions in the Help Center.
Debt Collection Improvement Act (DCIA)	Federal	Agencies are given authority to administratively garnish for debts owed to the US government. Examples of federal debts collected according to this federal process are defaulted loans administered by: - Federal Housing Administrations - Veterans Housing Administration - Housing and Urban Development - Student loans administered directly by the US Department of Education - Social Security Administration For further info, see Debt Collection Improvement Act Deductions in the Help Center.
Educational Loan	Federal	Delinquent loan for education granted according to the Federal Direct Loan Program or Federal Family Education Loan Program. For further info, see Educational Loan Deductions in the Help Center.
Employee Requested	Regional	Agreement made between the employee and creditor after a debt was incurred. Not all states allow this. For further info, see Employee Requested Deductions for the US in the Help Center.
Garnishment	Regional	Wage garnishment occurs when an employer is required to withhold the earnings of an employee for the payment of a debt. The garnishment is in accordance with a court order or other legal or equitable procedure.

This secondary classification	Works at this level	This is what it does
		Note: You can usually use the Garnishment and Creditor Debt classifications interchangeably. However, there are some exceptions. Some states prohibit multiple involuntary deductions of this secondary classification to process at the same time. The payroll process enforces this rule if the employee has multiple components of the same state and secondary classification on their card. For further info, see Garnishment Deductions for the US in the Help Center.
Regional Tax Levy	Regional	Legal seizure of taxpayers' assets to satisfy back income taxes owed. Not all states allow regional tax levies. For further info, see State Tax Levy Deductions in the Help Center.
Spousal Support	Regional	Court-ordered payment for support of a former spouse or a spouse while a divorce is pending. For further info, see Spousal Support Deductions for the US in the Help Center.
Tax Levy	Federal	According to federal law, a tax levy is an administrative action by the IRS empowered by statutory authority. This authority permits the IRS, without going to court, to seize property to satisfy a tax liability. For further info, see Federal Tax Levy Deductions in the Help Center.

To define an involuntary deductions element:

1. From **My Client Groups**, click **Show More**.
2. In **Payroll**, click **Elements**.
3. Create an element using the Involuntary Deduction primary classification.
4. Select an appropriate secondary classification.
5. Answer the questions on each page of the Create Element flow.

When defining deductions of Tax Levy type, select **No** for **Processing stop when the total is reached**. There could be additional penalties and interest due. A federal tax levy should continue to deduct until it has been released.

When selecting the duration rule for the latest entry date, select **Final Close**. This allows the payroll process to process the deduction for any payments after the employee termination.

6. Define eligibility for the element. To define open eligibility, enter a name for the element eligibility record but don't specify any criteria.

7. Save your work.

The task automatically creates all associated balances, feeds, values, formulas, and related elements required for payroll processing. It also creates a calculation component that you can add to an employee's involuntary deductions card.

Define Element Costing Info

When you define an involuntary deductions element, one or more related indirect elements are also created. For further info, see Indirect Elements for the US in the Help Center.

Create element eligibility records for the base and results elements and cost the values for the results elements.

For this deduction type	Cost these elements' eligibility records	Cost this Value
Fees	Organization Fee Results Person Fee Results Processing Fee Results	FeeCalculated
All others	Results	DeductionsCalculated

To cost your involuntary deductions elements:

1. From **My Client Groups**, click **Show More**.
2. In **Payroll**, click **Elements**.
3. Create element eligibility records for the base element.
4. Search for each results element.
 - <base element name> Organization Fee Results
 - <base element name> Person Fee Results
 - <base element name> Processing Fee Results
 - <base element name> Results
5. Select each element, and create eligibility records for it.
6. Click **Costing**, and set up costing for the element eligibility records.

For further info, see Element Eligibility for the US in the Help Center.

Perform a Mass Load of Involuntary Deduction Data

You can use HCM Data Loader to upload involuntary deduction data. For further info, see Loading US Data Using HCM Data Loader (2558276.1) on My Oracle Support.

For info on loading third-party organizations, refer to Using Customer Data Management (CDM) for CX Sales and B2B Service in the Help Center. Review the About Import Management Documentation and Import Your Organization Data help topics.

Related Topics

- [Involuntary Deduction Wage Basis Rules for the US](#)
- [Involuntary Deductions Card for the US](#)
- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Third-Party Payment Methods](#)

Involuntary Deductions Card for the US

As the employer, when you receive an involuntary deduction order, you must create the employee's Involuntary Deductions card. Unlike the Tax Withholding card, there's no option for automatically creating the card upon hire.

Here's how you create and configure the Involuntary Deductions card.

What you want to do	How you do it
Assign involuntary deductions to a person	Use the Calculation Cards task to create the Involuntary Deductions card if one doesn't already exist. Then you can add card components for each deduction. Note: You can't process involuntary deductions for retirees and contingent workers.
Configure deduction details	Use the calculation component details on the card's calculation component to enter values, such as the order amount payee and received date.
Set overrides	Use the calculation values on the card's calculation component to enter values, such as order amount and total owed amount.
Update the card as needed	After you have defined the card and assigned the involuntary deductions, you can always edit the card later for reasons like: • Adding or editing deductions • End dating a deduction • Deleting an invalid or malformed deduction

For further info, see the following sections.

Assign Involuntary Deductions to a Person

You must create the Involuntary Deductions card before you can levy any involuntary deductions against an employee's income.

An employee should only have one active Involuntary Deductions card at a time, as the card is created per payroll relationship and is effective-dated. After the employee has the card, you can assign the deductions to them as calculation components on the card.

Some processes create the card automatically for eligible employees, such as the Run e-IWO Process. In most cases, however, you must create the card manually or through a loader.

You can use HCM Data Loader to upload involuntary deduction data. For further info, see Loading US Data Using HCM Data Loader (2558276.1) on My Oracle Support.

1. Create the card.
 - a. From **My Client Groups**, click **Payroll**.
 - b. Click **Calculation Cards**.
 - c. Search for and select the person.
 - d. Click **Create**.
 - e. Select **Involuntary Deductions**, and click **Continue**.
2. For each involuntary deduction, add the associated calculation component to the card.

For further info, see Add Deductions to the Involuntary Deductions Card for the US in the Help Center.

- a. In **Calculation Components**, click **Create**.
- b. Select the calculation component with the same name as the involuntary deductions element you defined.

This creates an element entry for the related element.
- c. Use **Subprocessing Order** to change the deduction's default processing priority.

The payroll process calculates each deduction based the priority it inherits from its deduction type.

For further info, see Add Deductions to the Involuntary Deductions Card for the US in the Help Center.
- d. For the appropriate deduction types, enter the state.

This is required for state-issued orders such as child support or garnishments. It's not applicable for federal orders such as bankruptcy or education loans.

For support orders, if the employee's work state is different from the issuing state, enter the employee's work state in this field. This ensures the payroll process applies the correct state legislative rules.
- e. Enter a reference code to uniquely identify this deduction, such as a court order number or other identifier provided by the issuing authority. This value must be unique by deduction type and state.
- f. Click **OK**.

You can add multiple calculation components for the same or different involuntary deduction types. For example, you can add two child support components and one garnishment component to the same calculation card. Assign each component a unique reference number.

Configure Deduction Details and Set Overrides

Complete the fields on **Calculation Component Details** to set calculation component details for individual card components.

1. Configure the involuntary deduction rules' payment details and deduction data.
 - a. In **Involuntary Deduction Rules**, enter the date the involuntary deduction order was received.

- b. Optionally, enter the frequency of the deduction.

This is the frequency of the order amount you entered, such as monthly or weekly. Use this only when the involuntary deduction order specifies a frequency that is different from your payroll frequency.

Federal tax levies ignore this setting.

Don't specify a frequency for involuntary deductions configured with an order percentage.

If you leave this field blank, the payroll process uses the payroll frequency. If the frequency you enter doesn't match the payroll frequency, the process converts the calculation values during the payroll run.

- c. Provide any other pertinent info in this section.
- d. In **Involuntary Deduction Payment Details**, select the payees for the deduction.
 - Order amount payee is required.
 - Processing fee payee is required if you are charging the fee to the employee.
 - Organization fee payee is required if you are charging the fee to the employee.

For further info, see Involuntary Deduction Fees for the US in the Help Center.

- e. Expand **US Involuntary Deduction Data**.
- f. Enter the remittance identifier.

When you run the Make EFT Payments for third-party payments, it includes this data on the electronic funds payment file. It appears as the **Case Identifier** on the addenda record.

- g. Provide any other pertinent info in this section.

For further info, see Configure Involuntary Deduction Details for the US in the Help Center.

- 2. Click **Enterable Calculation Values on Calculation Cards**, and set any necessary overrides.

For example, entry of an order amount or order rate.

For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

- 3. Save the component.
- 4. Add any other components to this card as needed.

You can add multiple calculation components for the same or different involuntary deduction types. For example, you can add two child support components and one garnishment component to the same calculation card. Assign each component a unique reference number.

Edit the Card

Use the Calculation Cards task to edit cards.

What you can do	What this means
Add or edit deductions	This consists of creating or modifying the calculation components.
End date deductions	You must end date a calculation component after an involuntary order is satisfied. The payroll process automatically stops processing an order after either the total owed amount or maximum duration is reached.

What you can do	What this means
	Note: Exceptions to this are federal tax levies. If you have configured the element to allow for additional penalties and interest beyond the total owed, they continue to be withheld even after the total owed is reached. To end date a calculation component, select the End Date action, and click Save. When you end date the calculation component, the task also end dates: • Element entry • Calculation component details • Calculation values The payroll process no longer processes the component in payroll runs after that date. The payroll process doesn't process deductions that were end dated in the middle of a pay period. When you terminate an employee, the task end dates the card and card components as of the final close date. Configure the latest entry date for involuntary deduction elements with Final Close.
Delete invalid deductions	Delete a calculation component only if you improperly defined it and it's unusable. For example, if you selected the wrong deduction type, chose the wrong state, assigned it to the wrong employee, and so on. Note: You can't delete a calculation component if it has already been processed in a payroll run. To remove the calculation component and all the details associated with it: 1. Select the component on the card. 2. Select Delete Calculation Component and Details from the Actions menu.

Related Topics

- [Add Deductions to the Involuntary Deductions Card for the US](#)
- [Configure Involuntary Deduction Details for the US](#)
- [Define Involuntary Deductions for the US](#)
- [Involuntary Deduction Fees for the US](#)
- [Set Overrides on the Involuntary Deductions Card for the US](#)
- [How Calculation Cards Work Together for the US](#)
- [Loading US Data Using HCM Data Loader](#)

2 Configuration

Add Deductions to the Involuntary Deductions Card for the US

You use the Calculation Cards task to update the Involuntary Deductions card and add deductions. You represent each deduction with a card component. You can attach more than one deduction to a card by adding multiple components.

Each card component represents an involuntary order received for the employee or an employee-requested deduction. When you add the card component, the task creates an element entry for the associated involuntary deduction element.

When managing these calculation components, consider the following.

- What happens when you create the deduction's calculation component
- How you set the deduction's calculation components details
- How you set overrides for the deduction
- How you change the processing priority

What Happens When You Create the Deduction's Component

When you add a deduction, you're prompted to provide this info.

For this field	Required	You enter this
Calculation Component	Yes	Name of the deduction you're adding. This list is based on the involuntary deduction elements that you defined.
Element Name	N/A	This read-only value is the reporting name of the involuntary deduction element you selected as the calculation component. You can't change this value.
Subprocessing Order	No	Processing order override for cases when multiple card components have been defined. When you create the card component, it inherits its subprocessing order based on the element's secondary classification.
State	Varies	State, district, or territory imposing legislative rules on the support or withholding order. This value is normally the work state for support orders. Required for state-issued orders, such as garnishments. Not applicable for federal orders, such as Bankruptcy.

For this field	Required	You enter this
Reference Code	Yes	An identifier to uniquely identify this deduction, such as a court order number, or other identifier provided by the issuing authority. This value must be unique by deduction type and state. Note: The e-IWO format is: <CSE Agency Case ID>-<issuing state>-<remittance ID> For example: 12345-CA-45554. If you're using e-IWO, the e-IWO process generates reference code for you. For further info, see <i>How the Electronic Income Withholding Order Processes Derive Reference Codes</i> in the Help Center.

How You Set the Deduction's Calculation Component Details

The Calculation Component Details tab is where you enter configuration details for the deduction. It includes multiple sections, and their content varies according to the deduction type.

- Involuntary Deduction Child Data
- Involuntary Deduction Payment Details
- Involuntary Deduction Rules
- US Involuntary Deduction Contact Information
- US Involuntary Deduction Data

Depending on the type of involuntary deduction, you might have to provide values in one or more of these sections.

For further info, see *Configure Involuntary Deduction Details for the US* in the Help Center.

How You Set Overrides for the Deduction

Each deduction type has a set of calculation value definitions that the payroll process uses when calculating the deduction. You can override these settings through **Enterable Calculation Values on Calculation Cards** on the card component.

For further info, see *Overview of Involuntary Deduction Overrides for the US* in the Help Center.

How You Change the Processing Priority

You use the **Subprocessing Order** override for cases when a person has multiple involuntary deductions on their card. When you create the card component for a deduction, it inherits its subprocessing order based on the associated element's secondary classification. Change this number to alter the deduction's priority during payroll processing. The lower the number, the higher the priority.

There might be cases of duplicate involuntary deduction components where you:

1. Are using the same element for them.
2. And you either haven't set a subprocessing order or are using the same subprocessing order.

When this happens, the payroll processes the elements in order by the lowest element entry ID. This element entry ID the order in which element entries were created.

For these secondary classifications	These are the recommended priority ranges
Alimony Child Support Spousal Support	1 - 100
Bankruptcy Order	101 - 200
Tax Levy	201 - 300
Regional Tax Levy	301 - 400
Debt Collection Improvement Act	401 - 500
Educational Loan	501 - 600
Garnishment	601 - 700
Creditor Debt	701 - 800
Employee Requested	801 - 900

Related Topics

- [Configure Involuntary Deduction Details for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [How the Electronic Income Withholding Order Processes Derive Reference Codes](#)

3 Settings and Overrides

Overview of Involuntary Deduction Overrides for the US

Involuntary deductions use predefined rules to satisfy state and federal legislative requirements. You use calculation values to override a value or rule associated with an involuntary deduction secondary classification.

You can set overrides at two levels.

Override level	What it does	How you use it
Legislative rules	The info you set here applies to involuntary deductions for all people in your legislative data group (LDG).	Use the Calculation Value Definitions task. For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Involuntary Deductions calculation card component	The info you set here applies to a specific involuntary deduction.	Use the Calculation Card task. Set the override on Enterable Calculation Values on Calculation Cards of the applicable card component. For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Related Topics

- [Define Involuntary Deductions for the US](#)
- [Involuntary Deduction Wage Basis Rules for the US](#)
- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Set Overrides on the Involuntary Deductions Card for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Legislative Rule Overrides for Involuntary Deductions for the US

You use calculation value definition rules to help determine how the payroll process calculates the deductions.

Use the Calculation Value Definitions task to view the legislative rules for processing of involuntary deductions. Setting overrides at this level applies them to any employee with the applicable involuntary type in that legislative data group (LDG).

There are multiple rule types.

Rule type	What it does	How you can find them
Deduction rules	Defines the deduction amount and rate value definitions by deduction type and state if applicable.	1. From My Client Groups, click Show More. 2. In Payroll, click Calculation Value Definitions. 3. Perform a search for Deduction value definition group. You can narrow this search by providing additional info in Name. For example, for state-related deduction rules, query by state name, such as Tennessee% or North Dakota Alimony%. 4. Select a predefined rule to view its details.
Dependent calculation rules	Defines value definitions for employee dependents, and sets the overrides for their legislative exemption amounts. Used by Creditor Debt, Garnishments, and Regional Tax Levy involuntary deductions. Some states use them to apply additional exemptions for dependents.	1. Start the Calculation Value Definitions task. 2. Perform a search for Dependent Calculation Rule value definition group. You can narrow this search by providing additional info in Name. For example, for state-related dependent calculation rules, query by state name, such as Tennessee% or North Dakota Creditor Debt%. 3. Select a predefined rule to view its details.
Exemption rules	Determines how much money is available for disposable income by identifying the exemption amounts.	1. Start the Calculation Value Definitions task. 2. Perform a search for Exemption Rule value definition group. You can narrow this search by providing additional info in Name. For example, for state-related exemption rules, query by state name, such as Alaska Garnishment% or Nevada Child Support%. To search for federal values, use Tax Levy%, Bankruptcy%, DCIA%, or Education%. 3. Select a predefined rule to view its details.
Fees rules	Defines how the payroll process levies additional fees required by some involuntary deduction types. These can be payable to the employer, the court, or other third-party organization.	1. Start the Calculation Value Definitions task. 2. Perform a search for Fees value definition group. You can narrow this search by providing additional info in Name. For example, for state-related fee rules, query by state name, such as Arizona

Rule type	What it does	How you can find them
		Garnishment% Or Nevada Child Support%. 3. Select a predefined rule to view its details. To reset a specific processing fee, use the Calculation Value Definitions task to update the fee value to 0 for your LDG. You can also reset all the processing fees. For further info, see Oracle Cloud Payroll: Need to Set All Involuntary Deduction Fees to Zero In All PODS (2306182.1) on My Oracle Support.
Limit rules	Defines the federal and state minimum wage factors as well as the maximum withholding days for involuntary deductions. Minimum and maximum withholding amounts aren't currently used in the calculations.	1. Start the Calculation Value Definitions task. 2. Perform a search for Limit value definition groups. You can narrow this search by providing additional info in Name. For example, for state-related limit rules, query by state name, such as Georgia Regional Tax Levy% Or Nebraska Creditor Debt%. 3. Select a predefined rule to view its details.

Related Topics

- [Define Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Set Legislative Rule Overrides for Involuntary Deductions for the US

You can override calculation values for your legislative data group (LDG).

The info you set at this level applies to involuntary deductions for all people in your LDG.

To override calculation values for your LDG:

1. From **My Client Groups**, click **Show More**.
2. In **Payroll**, click **Calculation Value Definitions**.

3. Search for the **Name** of the value on the appropriate effective as-of date.

This returns value definitions matching the name entered.

For example, for state-related calculation values, query by state name and involuntary type, such as **Alaska Garnishment%** OR **Nevada Child Support%**. To search for federal values, use **Tax Levy%**, **Bankruptcy%**, **DCIA%**, OR **Education%**.

4. Select the entry you want to modify.
5. In **Calculation Values**, click **Add Row**.
6. Copy the from value, to value, and calculation type override from the predefined row.

These values define the limits and type of override you are setting.

7. Specify the override value such as the rate or flat amount. This is either a flat amount or flat rate, depending on the override type.
8. Click **Submit**.

Related Topics

- [Define Involuntary Deductions for the US](#)
- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Set Overrides on the Involuntary Deductions Card for the US

You can override the order amount, total owed amount, and other calculation values on the deduction calculation card component.

To create overrides for individual calculation card components:

1. From the Calculation Cards task, search for and select the Involuntary Deductions card.
2. In **Calculation Components**, select the component you want to modify.
3. In **Details**, select **Enterable Calculation Values on Calculation Cards**.
4. Click **Add**.
5. In **Display Value**, select the value you want to override, and provide the new value.
6. When finished, click **Save and Close**.

Related Topics

- [Define Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Involuntary Deduction Overrides for the US

You can use calculation values as overrides for involuntary deductions. With them, you can override a value or rule associated with an involuntary deduction secondary classification.

There are general overrides applicable to most deduction types, as well as overrides for specific types.

- Some of these you set these through **Enterable Calculation Values on Calculation Cards** of the appropriate calculation component on the calculation card.
For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.
- Others are calculation value definitions that you set through the Calculation Value Definitions task.
For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.

General Overrides

These overrides might apply to multiple involuntary deduction types. Access them through **Enterable Calculation Values on Calculation Cards** of the appropriate calculation component on the calculation card.

Note: For these value names, **<type>** represents the deduction type and, when appropriate, the state name, such as **Alabama Garnishment Order Amount** or **Educational Loan Order Amount**.

Override name	What it does
<type> Additional Order Amount	Specific amount added to the deduction. For support orders, the payroll process adds this to the total withholding amount. For other involuntary deduction types, this is added to the order amount. Set the effective date override for the appropriate period or periods. The payroll process follows the appropriate legislative rules when applying this amount. This override observes any frequency value you entered on the card component detail.
<type> Exemption Percentage	Override for the exemption limit. For support orders, this percentage overrides the California Consumer Privacy Act (CCPA) limit. This applies to all conditions, such as arrearage and support other family. If you don't set this override, the standard CCPA limit for the governing state and conditions applies. You must enter a percentage in this field. For example, enter 10% as 10.
<type> Federal Minimum Wage Calculation Rule	This calculation value is informational only. Entering an override here has no impact on processing the involuntary deduction.
<type> Federal Minimum Wage Factor	Wage factor the payroll process uses in calculating protected pay. For example, if you set this value to 30, the payroll process would calculate the protected pay for Educational Loan deductions as either: • The greater of either 30 times the federal minimum wage • An exemption of 85% of disposable income

Override name	What it does
	This override applies to these deduction types. • Creditor Debt • Debt Collection Improvement Act • Educational Loan • Employee Requested • Garnishment • Regional Tax Levy Note: Individual states determine whether they use: • This value • <type> State Minimum Wage Factor value • Both
<type> Initial Fee Amount	Override for the initial fee amount. If you don't set this override, the payroll process applies the applicable governing body's initial fee.
<type> Initial Fee Percentage	Override for the initial fee percentage. If you don't set this override, the payroll process applies the applicable governing body's initial fee. Enter this value as a percentage. For example, enter 2% as 2.
<type> Maximum Organization Fee Per Month	Override for the maximum monthly organization fee. If you don't set this override, the payroll process applies the applicable governing state's monthly maximum.
<type> Maximum Organization Fee Per Year	Override for the maximum yearly organization fee. If you don't set this override, the payroll process applies the applicable governing state's yearly maximum.
<type> Maximum Processing Fee Per Month	Override for the maximum monthly processing fee. If you don't set this override, the payroll process applies the applicable governing state's monthly maximum.
<type> Maximum Processing Fee Per Order	Override for the maximum per order processing fee. If you don't set this override, the payroll process applies the governing state's per order maximum.
<type> Maximum Withholding Amount	This calculation value is informational only. Entering an override here has no impact on processing the involuntary deduction.
<type> Maximum Withholding Duration Days	Maximum number of days the payroll process deducts the amount before stopping. It uses the start date set by the Involuntary Deduction Rules calculation component in the calculation.

Override name	What it does
	Note: The payroll process deducts the amount in each pay period including the pay period when the maximum duration is reached.
<type> Minimum Withholding Amount	This calculation value is informational only. Entering an override here has no impact on processing the involuntary deduction.
<type> Order Amount	Total amount to deduct for the order. Applies to all types except: - Alimony - Child Support - Spousal Support Note: Entering a 0 value here doesn't stop payroll processing of this deduction. If you want to stop processing an involuntary order, end-date the card component. For further info, see Involuntary Deductions Card for the US in the Help Center.
<type> Order Percentage	Total percentage to deduct for the order. If you enter both an order amount and order percentage, the order amount takes precedence. By default, the payroll process uses disposable income as the basis for the order percentage calculations. Enter this value as a rate. For example, enter 5% as .05. This override applies to these deduction types. - Bankruptcy - Debt Collection Improvement Act - Educational Loan Note: Entering an order percentage of 0% has no effect. To stop processing an involuntary order, end-date the card component.
<type> Order Rate	Total percentage rate to deduct for the order. If you enter both an order amount and order rate, the order amount takes precedence. By default, disposable income is used as the basis for the order rate calculations. Enter this value as a rate. For example, enter 5% as .05. This override applies to these deduction types. - Creditor Debt - Garnishment - Employee Requested - Regional Tax Levy

Override name	What it does
	Note: Entering an order percentage of 0% has no effect. To stop processing an involuntary order, end-date the card component.
<type> Organization Fee Amount	Amount override for external organization fee. If you don't set this override, the payroll process applies the governing body's organization fee, if applicable.
<type> Organization Fee Percentage	External organization fee percentage override. If you don't set this override, the payroll process applies the governing body's organization fee, if applicable. Enter this value as a percentage. For example, enter 2% as 2.
<type> Processing Fee Amount	Override for the per pay period processing fee amount. If you don't set this override, the payroll process applies the governing body's processing fee, if applicable. This override applies to these deduction types. - Debt Collection Improvement Act - Educational Loan
<type> Processing Fee Per Pay Period Amount	Override for the per pay period processing fee amount. If you don't set this override, the payroll process applies the governing body's processing fee, if applicable. For states with a processing fee, it applies to these types. - Alimony - Child Support - Employee Requested - Garnishment - Creditor Debt - Regional Tax Levy - Spousal Support
<type> Processing Fee Per Pay Period Percentage	Override for the per pay period processing fee percentage. If you don't set this override, the payroll process applies the applicable governing body's processing fee. For states with a percentage processing fee, it applies to these types. - Alimony - Child Support - Garnishment - Creditor Debt - Regional Tax Levy - Spousal Support
<type> Processing Fee Percentage	Override for the per pay period processing fee percentage. If you don't set this override, the payroll process applies the applicable governing body's processing fee. This override applies to these deduction types.

Override name	What it does
	- Debt Collection Improvement Act - Educational Loan
<type> Protected Pay Amount	Amount you want excluded from disposable income calculations. If entered, the payroll process doesn't apply legislative rules for protected pay in its calculations. For example, if the employee has a 401 (k) loan amount with a bankruptcy, use the Bankruptcy Order Protected Pay Amount override. Enter the flat amount of the 401 (k) loan. This reserves enough money to deduct the loan in the payroll run. If you set both an exemption percentage and protected pay amount, the protected pay amount takes precedence.
<type> Protected Pay Rate	Rate you want excluded from disposable income calculations. If entered, the payroll process doesn't apply legislative rules for protected pay in its calculations. If you set both an exemption percentage and protected pay rate, the protected pay rate takes precedence.
<type> Replacement Order Amount	For support orders, this value replaces the total withholding amount. For other involuntary deduction types, this value replaces the order amount. You must date this override effective for the appropriate period or periods. This override observes any frequency value you entered on the card component detail.
<type> State Minimum Wage Calculation Rule	This calculation value is informational only. Entering an override here has no impact on processing the involuntary deduction.
<type> State Minimum Wage	State minimum wage the payroll process uses in its calculation of protected pay. For example, Alabama State Minimum Wage. Set this override to the appropriate local minimum wage when the employee is working in a location where there's a higher local minimum wage. Examples for California would be Los Angeles, San Francisco, and Santa Monica. Examples for New York would be Nassau county, New York City, Suffolk county, and West Chester county. For further info, see Minimum Wages for the US in the Help Center.
<type> State Minimum Wage Factor	Wage factor the payroll process uses in its calculation of protected pay. For example, if you set this value to 40, the payroll process calculates protected pay for Maine Creditor Debt as the greater of: 40 times the federal minimum wage 40 times the state minimum wag - Exemption of 75% of disposable income This override applies to these deduction types. - Creditor Debt - Garnishment - Regional Tax Levy

Override name	What it does
	Note: Individual states determine whether they use this value, the <type> Federal Minimum Wage Factor value, or both.
<type> Total Owed Amount	Total debt amount for the order. Note: When creating the involuntary deduction element, if you select Yes for Processing stop when the total is reached, the payroll process stops the deduction after the total owed is reached. If you select No, the deduction continues beyond the total owed. In these cases, the total owed is informational. When defining deductions of federal tax levy, always select No.
<type> Total Withholding Amount	Total amount to deduct for the order. If you enter both a total withholding amount and total withholding rate, total withholding amount takes precedence. This override applies to these deduction types. - Alimony - Child Support - Spousal Support Note: For child support orders, this value appears on field 12a of the IWO form.
<type> Total Withholding Rate	Total percentage rate to deduct for the order. If you enter both a total withholding amount and total withholding rate, the total withholding amount takes precedence. This override applies to these deduction types. - Alimony - Child Support - Spousal Support Enter this value as a rate. For example, enter 5% as .05.
Calculate Fee After Deduction	Enter Yes to calculate the fee based on the deduction amount derived by the payroll process. Use this override for cases where you want to use a percentage-based fee. You don't need this override for states that already use a percentage-based fee. Such cases include: - Alimony, Child Support, and Spousal Support orders in Ohio and Tennessee - Garnishments and Creditor Debts in Georgia and Illinois - Regional Tax Levies in Indiana and Pennsylvania

Override name	What it does
Earnings Type for Deduction Rate Calculations	Identifies the earnings source used by the payroll process in rate calculations. - Gross Earnings - Disposable Income If you don't set this override, the payroll process uses disposable income as the source. Note: The process uses this override for rate calculations only. It doesn't impact the legislative rules the process uses to determine the maximum amount it can deduct.
Federal Minimum Wage	Override for the federal minimum wage. If you don't set this override, the payroll process uses the current federal minimum wage. For further info, see Minimum Wages for the US in the Help Center.
Statutory Rules Override Amount	Total amount to deduct for the order. This value overrides any value you set in other overrides as well as any legislative rules. This override ignores the frequency value entered on the card component detail.

Alimony

In addition to the general overrides, the following alimony overrides are available as calculation value definitions. Access them through in the Calculation Value Definitions task. When performing the search, replace **<state>** with the state name, such as **Texas Alimony Exemption Percentage when Employee has Dependents and Payments In Arrears**.

For further info, see Alimony Deductions for the US in the Help Center.

Override name	What it does
<state> Alimony Exemption Percentage when Employee has Dependents and Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Alimony Exemption Percentage when Employee has Dependents and Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Alimony Exemption Percentage when Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Alimony Exemption Percentage when Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.

Bankruptcy Order

Other than the general overrides, there are no bankruptcy-specific overrides.

For further info, see Bankruptcy Order Deductions for the US in the Help Center.

Child Support

In addition to the general overrides, the following child support overrides are available as calculation value definitions. Access them through in the Calculation Value Definitions task. When performing the search, replace **<state>** with the state name, such as **Texas Child Support Exemption Percentage when Employee has Dependents and Payments not in Arrears**.

For further info, see Child Support Deductions for the US in the Help Center.

Override name	What it does
<state> Child Support Exemption Percentage when Employee has Dependents and Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Child Support Exemption Percentage when Employee has Dependents and Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Child Support Exemption Percentage when Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Child Support Exemption Percentage when Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Child Support Multiple Orders Dependents	Percentage of allowable disposable income that's exempt from deduction when the employee: - Has multiple child support orders - Is supporting a spouse or other dependents Applies to North Carolina only.
<state> Child Support Multiple Orders No Dependents	Percentage of allowable disposable income that's exempt from deduction when an employee: - Has multiple child support orders - Isn't supporting a spouse or other dependents Applies to North Carolina only.

Creditor Debt

In addition to the general overrides, the following creditor debt overrides are available. Access them through **Enterable Calculation Values on Calculation Cards** on the appropriate calculation component on the calculation card. Replace **<state>** in the field name with the state name, such as **Tennessee Creditor Debt Number of Dependents**.

For further info, see Creditor Debt Deductions in the Help Center.

Override name	What it does
<state> Creditor Debt Exemption Amount Per Dependent	Additional exemption amount per dependent override. If you don't set this override, the payroll process applies the governing state's exemption amount for dependents. Used by North Dakota, South Dakota, and Tennessee.
<state> Creditor Debt Maximum Withholding Duration Days for Multiple Orders	This calculation value is informational only. Entering a value here has no impact on processing the involuntary deduction. Available for Ohio only.
<state> Creditor Debt Number of Dependents	Number of dependents claimed by the employee. Used by North Dakota, South Dakota, Tennessee, and Virginia.

Debt Collection Improvement Act

Other than the general overrides, there are no DCIA-specific overrides.

For further info, see Debt Collection Improvement Act Deductions in the Help Center.

Educational Loan

Other than the general overrides, there are no Educational Loan-specific overrides.

For further info, see Educational Loan Deductions in the Help Center.

Employee Requested

In addition to the general overrides, the following Employee Requested field is available as an override. Access it through **Enterable Calculation Values on Calculation Cards** on the appropriate calculation component on the calculation card. Replace <state> in the field name with the state name, such as **Texas Employee Requested Person Fee Amount**.

For further info, see Employee Requested Deductions for the US.

Override name	What it does
<state> Employee Requested Person Fee Amount	Fee amount payable to a person.

Garnishment

In addition to the general overrides, the following garnishment overrides are available. Access them through **Enterable Calculation Values on Calculation Cards** on the appropriate calculation component on the calculation card. Replace <state> in the field name with the state name, such as **Tennessee Garnishment Exemption Amount Per Dependent**.

For further info, see Garnishment Deductions for the US.

Override name	What it does
<state> Garnishment Estimated Annual Gross Earnings	Enforces the state's yearly maximum withholding limits. If you don't set this override, the payroll process continues to follow the federal CCPA limits. Used for Iowa nonconsumer Garnishment debts.
<state> Garnishment Exemption Amount Per Dependent	Additional exemption amount per dependent override. If you don't set this override, the payroll process applies the governing state's exemption amount for dependents. Used by North Dakota, South Dakota, and Tennessee.
<state> Garnishment Maximum Withholding Duration Days for Multiple Orders	This calculation value is informational only. Entering a value here has no impact on processing the involuntary deduction. Available for Ohio only.
<state> Garnishment Number of Dependents	Number of dependents claimed by the employee. Used by North Dakota, South Dakota, and Tennessee.
<state> Garnishment Exemption Percentage When Employee Is Head of Family	Exemption percentage when claiming head-of-household status. If you don't set this override, the payroll process applies the governing state's exemption percentage. Available for Florida only.

Regional Tax Levy

In addition to the general overrides, the following regional tax levy overrides are available. Access them through **Enterable Calculation Values on Calculation Cards** on the appropriate calculation component on the calculation card. Replace **<state>** in the field name with the state name, such as **Arizona Regional Tax Levy Additional Allowances**.

For further info, see State Tax Levy Deductions in the Help Center.

Override name	What it does
<state> Regional Tax Levy Additional Allowances	Additional allowances claimed by the employee. To claim this allowance, the employee counts one for each of the following. • Taxpayer is 65 or older • Taxpayer is blind • Taxpayer's spouse is 65 or older • Taxpayer's spouse is blind Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ After-Tax Amount	Total dollar amount of an employee's after-tax deductions. Used by Arizona.

Override name	What it does
<state> Regional Tax Levy Deductions at Time of Writ After-Tax Rate	Total percentage of an employee's after-tax deductions. This override uses disposable earnings as the basis for the percentage calculation. Enter this value as a rate. For example, enter 10% as .10. Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ Deferred Compensation Rate	Percentage deduction for employee's 401 (k) deferred compensation plan. This override uses the Deferred Compensation 401K Eligible Earnings balance as the basis for the percentage calculation. If using 401 (k) plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans. Enter this value as a rate. For example, enter 10% as .10. Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ Deferred Compensation 403b Rate	Percentage deduction for employee's 403 (b) deferred compensation plan. This override uses the Deferred Compensation 403b Eligible Earnings balance as the basis for the percentage calculation. If using 403 (b) plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans. Enter this value as a rate. For example, enter 10% as .10. Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ Deferred Compensation 457 Rate	Percentage deduction for employee's 457 (b) deferred compensation plan. This override uses the Deferred Compensation 457 Eligible Earnings balance as the basis for the percentage calculation. If using 457 (b) plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans. Enter this value as a rate. For example, enter 10% as .10. Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ Pretax Amount	Total dollar amount of an employee's pretax deductions. Used by Arizona.
<state> Regional Tax Levy Deductions at Time of Writ Pretax Rate	Total percentage of an employee's pretax deductions. This override uses gross earnings as the basis for the percentage calculation. Enter this value as a rate. For example, enter 10% as .10. Used by Arizona.
<state> Regional Tax Levy Exemption Amount For Self	Additional exemption amount for the employee to claim. If you don't set this override, the payroll process applies the governing state's exemption amount for self. Used by Kentucky, Massachusetts, and Rhode Island.
<state> Regional Tax Levy Exemption Amount Per Dependent	Additional exemption amount per dependent override. If you don't set this override, the payroll process applies the governing state's exemption amount for dependents.

Override name	What it does
	Used by Kentucky, Massachusetts, and Rhode Island.
<state> Regional Tax Levy Exemption Percentage	Exemption limit override. For example, the default exemption percentage for Massachusetts is 75%. If mandated by the order, you can use this field to override to 0%. Enter this value as a rate. For example, enter 10% as .10.
<state> Regional Tax Levy Hardship	Override to indicate if employee is claiming hardship. If you enter Yes , the payroll process derives the protected pay amount by using these amounts. - Total Allowances override - Legislative Virginia hardship exemption If the order specifies to take 100% of disposable income, enter a value of 1 in the Order Rate override. Used by Virginia.
<state> Regional Tax Levy Number of Dependents	Number of dependents claimed by the employee. Used by Kentucky, Massachusetts, Rhode Island, and West Virginia.
<state> Regional Tax Levy Total Allowances	Number of exemptions claimed by the employee. Used by Arizona, Michigan, and Virginia.

Spousal Support

In addition to the general overrides, the following spousal support overrides are available as calculation value definitions. Access them through in the Calculation Value Definitions task. When performing the search, replace **<state>** in the field name with the state name, such as **Texas Spousal Support Exemption Percentage when Employee has Dependents and Payments In Arrears**.

For further info, see Spousal Support Deductions for the US in the Help Center.

Override name	What it does
<state> Spousal Support Exemption Percentage when Employee has Dependents and Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Spousal Support Exemption Percentage when Employee has Dependents and Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.
<state> Spousal Support Exemption Percentage when Payments in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.

Override name	What it does
<state> Spousal Support Exemption Percentage when Payments not in Arrears	Percentage of allowable disposable income that's exempt from deduction. An entry in this field overrides the federal CCPA limit.

Tax Levy

In addition to the general overrides, the following federal tax levy overrides are available. Access them through **Enterable Calculation Values on Calculation Cards** on the appropriate calculation component on the calculation card.

For further info, see Federal Tax Levy Deductions in the Help Center.

Override name	What it does
Tax Levy Additional Allowances	Additional allowances claimed by the employee. To claim this allowance, the employee counts one for each of the following: • Taxpayer is 65 or older • Taxpayer is blind • Taxpayer's spouse is 65 or older • Taxpayer's spouse is blind
Tax Levy Deductions at Time of Writ After-Tax Amount	Total dollar amount of employee's after-tax deductions.
Tax Levy Deductions at Time of Writ After-Tax Rate	Total percentage of employee's after-tax deductions. This override uses disposable earnings as the basis for the percentage calculation. Enter this value as a rate. For example, enter 10% as .10.
Tax Levy Deductions at Time of Writ Deferred Compensation 403b Rate	Percentage deduction for employee's 403 (b) deferred compensation plan. This override uses the Deferred Compensation 403b Eligible Earnings balance as the basis for the percentage calculation. If using 403(b) plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans. Enter this value as a rate. For example, enter 10% as .10.
Tax Levy Deductions at Time of Writ Deferred Compensation 457 Rate	Percentage deduction for employee's 457 (b) deferred compensation plan. This override uses the Deferred Compensation 457 Eligible Earnings balance as the basis for the percentage calculation. If using 457 plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans. Enter this value as a rate. For example, enter 10% as .10.
Tax Levy Deductions at Time of Writ Deferred Compensation Rate	Percentage deduction for employee's 401 (k) deferred compensation plan. This override uses the Deferred Compensation 401K Eligible Earnings balance as the basis for the percentage calculation. If using 401 (k) plans, you must ensure feeds exist for this balance. Use this override for both pretax and Roth deferred compensation plans.

Override name	What it does
	Enter this value as a rate. For example, enter 10% as .10.
Tax Levy Deductions at Time of Writ Pretax Amount	Total dollar amount of employee's pretax deductions.
Tax Levy Deductions at Time of Writ Pretax Rate	Total amount of employee's pretax deductions. This override uses Gross Earnings as the basis for the percentage calculation. Enter this value as a rate. For example, enter 10% as .10. Note: You can include other order rates in this override. This includes order rates for any involuntary deductions in place before the levy that are based on a percentage of gross.
Tax Levy Total Allowances	Number of exemptions claimed by the employee. Note: For orders received before 5/1/18, the employee is entitled to an exemption for self. For orders on or after this date, don't include a total allowances value for self.

Related Topics

- [Deductions at Time-of-Writ](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Proration Rules for Support Orders for the US](#)
- [Set Overrides on the Involuntary Deductions Card for the US](#)

4 Calculation Component Details

Configure Involuntary Deduction Details for the US

The **Calculation Component Details** tab of the deduction's component on the calculation card is where you enter the deduction's configuration details. It includes multiple sections, and their content varies according to the deduction type.

Involuntary Deductions card calculation components include these calculation component details.

- US Involuntary Deduction Data
- Involuntary Deduction Child Data
- US Involuntary Deduction Contact Information
- Involuntary Deduction Payment Details
- Involuntary Deduction Rules

Except for the contact info, the Calculation Cards task adds these component details whenever you create an involuntary deduction calculation component on the card. The task creates the child data component only for child support orders.

For further info, see the following in the Help Center.

- [How You Set Configuration Details for an Involuntary Deduction for the US](#)
- [How You Set Deduction Data for Dependent Children for the US](#)
- [How You Set Contact Info for Involuntary Deductions for the US](#)
- [How You Set Deduction and Fee Payment Details for Involuntary Deductions for the US](#)
- [How You Set Involuntary Deduction Rules for Involuntary Deductions for the US](#)

Related Topics

- [How You Set Involuntary Deduction Rules for Involuntary Deductions for the US](#)
- [How You Set Deduction and Fee Payment Details for Involuntary Deductions for the US](#)
- [How You Set Contact Info for Involuntary Deductions for the US](#)
- [How You Set Deduction Data for Dependent Children for the US](#)
- [How You Set Configuration Details for an Involuntary Deduction for the US](#)
- [Add Deductions to the Involuntary Deductions Card for the US](#)

How You Set Configuration Details for an Involuntary Deduction for the US

The **US Involuntary Deduction Data** section of the Involuntary Deductions card provides basic configuration details for the involuntary deduction.

This field	Is used for these deduction types	Description
CSE Agency Case Identifier	Child Support	Support order case ID assigned by the issuing state or tribal CSE (Child Support Enforcement) agency. In a State CSE case, this is the identifier reported to the Federal Case Registry. Note: This value appears on field 1l of the IWO form.
Remittance Identifier	All	Payment identifier of the third-party payment. If you specify a remittance identifier, these processes include it with the third-party payments: • Generate Check Payments for Employees and Third Parties • Make EFT Payments This is passed in the Case Identifier field on the addenda record. • Run Third-Party Involuntary Payment Extract If you don't provide a remittance identifier, these processes continue to use the reference code. Note: For child support orders, this value appears on field 1h of the IWO form. For multiple involuntary orders that have the same remittance identifier, you can enter a unique reference code and enter the same remittance identifier for each order.
Employee Work State	All except: • Bankruptcy Order • DCIA • Educational Loan • Tax Levy	Employee work state in the case where it's different from the issuing state. This field is for reference only and doesn't affect the deduction calculation. Note: In these cases, you must also use the State field on the calculation component to specify the employee work state for support orders.
FIPS Code	Child Support	FIPS (Federal Information Processing Standards) code as provided on the originating order. Issued by the SDU (State Disbursement Unit) receiving the payment.

This field	Is used for these deduction types	Description
		The Make EFT Payments process passes this field on the electronic funds payment file. It uses FIPS code on the addenda record. This free text entry field has a maximum length of 7. Note: This value appears on field 24 of the IWO form and is referenced as a locator code.
Support Other Family	Child Support	Identifier for multiple family wage earners. Based on what you select, the payroll process determines the proper Consumer Credit Protection Act (CCPA) limit to use for disposable income for the governing state. Setting this value to Yes means the employee is responsible for another spouse or dependent child in addition to the person named in the withholding order. For example, a person qualifies as supporting other family when: 1. They are supporting a child living in their home. 2. They have an active order for another child not living in their home. Note: An employee can have multiple child support orders with different values set in this field. Use the calculation component's Subprocessing Order to ensure orders with this field set to Yes are processed first. If the employee has multiple child support orders, and they have different values set in this field, use the calculation component's Subprocessing Order to ensure orders with this field set to Yes are processed first.
Eligible for Medical Support	Child Support	Family medical insurance coverage availability through employer. Doesn't specify if the employee currently participates in such family medical coverage plan. The Make EFT Payments process passes this field on the electronic funds payment file. It uses Medical Support on the addenda record.
Payments in Arrears	Child Support	Support payments for the identified order are in arrears.

This field	Is used for these deduction types	Description
Arrears Overdue More Than 12 Weeks	Child Support	Identifier for employees with overdue arrears. Based on what you select here, the payroll process determines the proper CCPA limit to use for disposable income for the governing state. Note: An employee can have multiple child support orders with different values set in this field. Use the calculation component's Subprocessing Order to ensure orders with this field set to Yes are processed first. Note: This value appears on field 6c of the IWO form.
Filing Status	Creditor Debt Garnishment Regional Tax Levy (AZ, MI) Tax Levy	Filing status for additional exemptions for Creditor Debt and Garnishment deductions in: - Alaska - Florida - Missouri - Nebraska For these states, use this field to designate a Head of Household status. For the following deduction types, the payroll process uses this value with allowances to determine the proper exemption amount: - Federal tax levy - Arizona regional tax levy - Michigan regional tax levy
Statement of Exemptions Received Date	Regional Tax Levy (AZ, MA, MI, VA) Tax Levy	For federal tax levies, determines the proper date to retrieve Form 1494 data when calculating exemption amounts. For regional tax levies, determines the proper date to retrieve state-specific exemption amounts. If you don't provide a value, the payroll process uses the deduction's start date.
Third-Party Involuntary Deduction Number	All	Two-digit identifier passed on the Third-Party Involuntary Payments Extract. The value must be unique for each of the person's involuntary deductions.

This field	Is used for these deduction types	Description
Legislative Rules Override for Deduction Calculations	All except: - Tax Levy - Delaware Regional Tax Levy	This field alters the legislative rules. Leave it blank to use the predefined rules for the state and Involuntary Deduction secondary classification. CAUTION: This field alters the legislative rules and could result in invalid payroll results. Use it with care. In the rare event that you need this field, you can select from two options. - Gross Earnings - Disposable Income For example, legislative rules state the maximum deduction for Georgia garnishments is the lesser of: 25% of disposable income - Disposable income - (30 * Federal Minimum Wage) In this case, if you select Gross Earnings, the payroll process would take the lesser of: 25% of gross earnings - Gross earnings - (30 * Federal Minimum Wage) To remove this override after having set it, clear the value you entered for the field. Note: Before Release 19D, this field was named Earnings Type for Deduction Calculations. In addition to altering the legislative rules, it overrode the earnings source used in rate calculations. To change the earnings source for rate calculations, you now use the Earnings Type for Deduction Calculations calculation value definition on the card component.
Document Tracking Number	Child Support	Unique identifier assigned by the entity sending the order. Note: This value appears on field 15 of the IWO form.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)

How You Set Deduction Data for Dependent Children for the US

The Involuntary Deduction Child Data section provides details for child support orders. This section is not available for other deduction types.

You can enter data for up to six children. The first, middle, last name, and suffix values appear on field 3e of the IWO form.

This field	Is used for these deduction types	What it does
Name of Child	Child Support	Dependent child's full name including first, middle, and last name. This field is for reference only and doesn't affect processing of this deduction.
Date of Birth of Child 1-6	Child Support	Dependent child's birth date. Note: This value appears on field 3f of the IWO form.
Last Name of Child 1-6	Child Support	Dependent child's last name. Note: This value appears on field 3e of the IWO form.
First Name of Child 1-6	Child Support	Dependent child's first name. Note: This value appears on field 3e of the IWO form.
Middle Name of Child 1-6	Child Support	Dependent child's middle name.

This field	Is used for these deduction types	What it does
		Note: This value appears on field 3e of the IWO form.
Suffix of Child 1-6	Child Support	Dependent child's name suffix. Note: This value appears on field 3e of the IWO form.

If you're using the e-IWO process, it populates this data from the inbound involuntary deduction order. For further info, see [Administering US Electronic Income Withholding Orders](#) in the Help Center.

The US Department of Health and Human Services provides complete info on the IWO form, including instructions, samples, and a form you can download. For further info, see their [Administration for Children and Families](#) website.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)

How You Set Contact Info for Involuntary Deductions for the US

The **Contact Information** section provides optional contact details related to involuntary deduction orders on the Involuntary Deductions card. This component detail is hidden by default when you create the calculation component, so you must add it if needed.

All fields are free text entry.

Field Name	Description
Contact Type	Type of contact.
First Name	First name of contact.
Middle Name	Middle name of contact.
Last Name	Last name of contact.
Address Line 1	First line of address.

Field Name	Description
Address Line 2	Second line of address.
City	City of contact.
County	County of contact.
State	State of contact.
Postal Code	ZIP Code of contact.
Country	Country of contact.
Work Phone	Work phone of contact.
Mobile Phone	Mobile phone of contact.
Other Phone	Other phone of contact.
E-mail Address	Email of contact.
Comments	This field has a maximum of 4000 characters.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)

How You Set Deduction and Fee Payment Details for Involuntary Deductions for the US

Use the **Involuntary Deduction Payment Details** section of the Involuntary Deductions card to identify the payees receiving the payments for the involuntary deductions and their fees.

The persons and organizations you define through the Third Parties task determine what options are available for these fields.

Note: To use a third-party organization payee for involuntary deductions, select **External Payee** as the party usage code. Then, associate it with an organization payment method.

This field	Is used for these deduction types	What it does
Order Amount Payee	All	This is the payee for the involuntary deduction order. It can be either a third-party person payee or third-party organization. Note: For child support orders, this value appears on field 22 of the IWO form.
Processing Fee Payee	All except: - Bankruptcy - Tax Levy	This is the processing fee incurred by the employee. It is payable either to the employer or a third party responsible for processing involuntary deductions. The legislative bodies define these fees, and if applicable, the payroll process automatically deducts them during the payroll run. Note: If you don't define a processing fee payee, the payroll process doesn't enforce the fee's legislative limits.
External Organization Fee Payee	All except: - Bankruptcy - Debt Collection Improvement Act - Educational Loan - Employee Requested - Tax Levy	These are court or agency-ordered fees and are normally reserved for child support orders, but you can impose them for any state-mandated involuntary deduction. If you don't specify a payee, the payroll process doesn't deduct the fee.
Person Fee Payee	Employee Requested	Payee for the employee-requested deduction. If you don't specify a payee, the payroll process doesn't deduct the fee.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)

How You Set Involuntary Deduction Rules for Involuntary Deductions for the US

Use the **Involuntary Deduction Rules** section on the Involuntary Deductions card to define how the payroll processes the deduction. It also provides additional info about it.

Field name	What it does
Involuntary Deduction Number	Order identifier designated by the sender. This field is informational only and doesn't affect the processing of this deduction. Note: For child support orders, this value appears on field 1j of the IWO form.
Received Date	Date the order was issued or signed. Used to specify when the deduction begins in payroll if no start date is specified. Note: For child support orders, this value appears on field 1e of the IWO form.
Start Date	When the deduction is set to begin in payroll. No proration occurs if the start date is in the middle of a pay period. If not specified, the payroll process uses the received date. The element entry starts on the same date as the card component effective date and not as of this start date. If applicable, the maximum withholding duration days are tracked from this date. Set the start date on or after the card component's effective date. If you have received an order from a state that has date-effectively changed its rules regarding the handling of involuntary deductions, Start Date determines whether the payroll process uses the new or old rules. Note: For child support orders, this value appears on field 18 of the IWO form.
Description	Free text field. This field is informational only and doesn't affect processing of this deduction.
Frequency	Frequency of the order amount as specified on the support order. Specify the frequency of the order amount entered, such as monthly or weekly. This value is required when the involuntary deduction order specifies a frequency that's different from the payroll frequency. Leave it blank if the order amount entered matches the payroll frequency. The payroll process ignores this value for federal tax levies. Don't set a frequency for involuntary deductions with an order percentage or rate. If the frequency you enter doesn't match the payroll frequency, the payroll process coverts the order amount. Note: For child support orders, this value appears on fields 5b through 11b, 12b, or 13a through 13d of the IWO form.
Issuing Authority	Free text entry field representing the jurisdiction issuing the order, such as "California", "North Carolina", or "Puerto Rico", with a maximum length of 35. This field is informational only and doesn't affect processing of this deduction.

Field name	What it does
	Note: For child support orders, this value appears on field 1g of the IWO form.
Issuing Jurisdiction Name	Free text field for length of 35 characters representing the name of the county, city, or district issuing the order, such as "Los Angeles". This field is informational only and doesn't affect processing of this deduction. If you have received an order from a state that has changed its rules regarding the handling of involuntary deductions, the Start Date value determines whether the payroll process uses the new or old rules. Note: For child support orders, this value appears on field 1i of the IWO form.
Initial Fee Taken	Selecting this value indicates the initial fee has already been taken. Select it only when you're converting the order from a legacy payroll application or if you don't want the initial fee taken.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)

5 Fees

Involuntary Deduction Fees for the US

Whenever the payroll process takes a deduction, it also takes the appropriate involuntary deduction processing fees.

Fee processing involves:

- Types of fees
- Fee priority
- Payee definition
- Payee assignment
- Fee waiving

What Types of Fees You Can Use

You can impose these types of fees.

Type of fee	How it's used
Organization fees	These are court or agency-ordered fees. These fees can be: • Levied each pay period per order • Limited to a one-time only initial payment • Subject to a run, period, or monthly maximum • Deducted as a flat amount or percentage, depending on the legislative rule or calculation value definition you select Note: The payroll process deducts these fees only if you specify a fee payee. These states have predefined organization fees for support orders. • Arizona • Arkansas • Georgia • Maine • Mississippi • Nevada
Processing fees	As the employer, you might charge an administrative fee for processing your employees' involuntary deductions. Without a payee, these fees don't appear on the payslip. 1. The payslip doesn't include these fees.

Type of fee	How it's used
	2. The payroll process doesn't enforce the fees' legislative limits. These fees can be: - Levied each pay period per order - Limited to a one-time only initial payment - Subject to a run, period, or monthly maximum - Deducted as a flat amount or percentage, depending on the legislative rule or calculation value definition you select Note: All Involuntary Deduction secondary classifications support these fees except: - Bankruptcy - Federal Tax Levy There are no predefined processing fee values for the Debt Collection Improvement Act (DCIA) and Educational Loan classifications.
Person fee	The payee for an employee-requested deduction.

How You Set the Fee Priority

The payroll process uses multiple predefined jurisdictional rules to enforce involuntary deduction fee priority. The details of them all is beyond the scope of this document.

For these secondary classifications	These are the rules
Creditor Debt Garnishment	The payroll process automatically calculates and applies one of these fee priorities. - Take the fee from the deduction amount, and always reduce the amount Such as for Illinois and Wisconsin. Note: If the total owed remaining is less than the fee amount, the payroll process takes no fee during those pay periods. - Take the fee from other wages, but don't reduce either the deduction or exemption amounts Such as for California and Louisiana. - Take the fee first, and only reduce the deduction amount if there aren't enough earnings remaining to take both the fee and deduction amounts Such as for New Jersey and Washington.
All others	For all other secondary classifications that support fees, the payroll process:

For these secondary classifications	These are the rules
	1. Takes the fee. 2. If there aren't enough earnings remaining to take both the fee and deduction amounts, it reduces the deduction amount.

How You Define the Payee

Use the Third Parties task to define each payee recipient as either a person or organization.

For further info, see Third-Party Payment Methods in the Help Center.

You can use a third-party organization payee for the involuntary deduction payments, such as for the order amount payee. Be sure to select **External Payee** as the party usage code when configuring the payee.

How You Assign Payees to a Deduction

After you have defined the payee and attached them to an appropriate payment method, associate it to the involuntary deduction.

1. From **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the employee.
4. Open their Involuntary Deductions Card for editing.
5. Create or edit the calculation component associated with the involuntary deduction.
6. Select **Calculation Component Details**, and expand **Involuntary Deduction Payment Details**.
7. For each applicable fee type, enter the payee.
8. Save your work.

Note: You must include a processing fee payee if you're deducting processing fees and you want the fee to show on the employee's payslip. If you don't, the payroll process doesn't enforce the fee's legislative limits.

How You Waive Fees

Processing fees and organization fee amounts are predefined. To waive a processing fee, use the Calculation Value Definitions task to set the fee value to \$0 for your LDG.

To waive a fee for a specific employee:

1. Use the Calculation Cards task to open their Involuntary Deductions card for editing.
2. Select the calculation component associated with the fee's involuntary deduction.
3. Click **Enterable Calculation Values on Calculation Cards**.
4. Click **Create**.
5. Search for and add **<type> Processing Fee Per Pay Period Amount**.
6. Enter the new amount, and click **OK**.

You can waive multiple fee types simultaneously using HDL. For further info, see Oracle Cloud Human Capital Management for the United States: Need to Set All Involuntary Deduction Fees to Zero In All PODS (2306182.1) on My Oracle Support.

Related Topics

- [Define Involuntary Deductions for the US](#)
- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Oracle Cloud Payroll: Need to Set All Involuntary Deduction Fees to Zero In All PODS](#)
- [Third-Party Payment Methods](#)

6 Additional Considerations

Alimony Deductions for the US

Alimony is an involuntary deduction order for support payments to a divorced person by the former spouse. Use the Alimony secondary classification type for these kinds of deductions.

How to Process Alimony Orders

Consider the following when you define these element types for the different states.

When you're processing this	How you do it
Michigan alimony orders	Michigan has different processing fee values for payments remitted by check versus payments remitted electronically. The predefined calculation value definitions support processing fee values for payments by check. If you remit your payments electronically, you must override these values for your legislative data group appropriately. Use the Calculation Value Definitions task to set these overrides. - Michigan Alimony Maximum Processing Fee Per Month - Michigan Alimony Processing Fee Per Pay Period Amount For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Missouri alimony orders	Missouri alimony orders by default follow Federal Consumer Credit Protection Act (CCPA) exemption limits. If you receive an order issued by Missouri IV-D, you must override the Missouri Alimony Exemption Percentage on the calculation card component to 50%. For further info, see Overview of Involuntary Deduction Overrides for the US in the Help Center.
Nevada alimony orders	Nevada requires you withhold the organization fee per employee and not per order, subject to a monthly cap. If an employee receives multiple support orders issued by Nevada, you must override the organization fee to \$0 on all active orders but one.
Pennsylvania alimony orders	Pennsylvania alimony orders assess a \$50 processing fee per employee not per order. For employees that have already met this requirement for their alimony orders, select Initial Fee Taken for the deduction on their Involuntary Deductions card. For further info, see Configure Involuntary Deduction Details for the US in the Help Center.
Wisconsin alimony orders	Including the Wisconsin receipt and disbursement fee in deductions requires special configuration. For further info, see Oracle Cloud HRMS (US): How to Deduct the Wisconsin Child Support Receipt and Disbursement Fee (1987772.1) on My Oracle Support. Wisconsin allows the processing fee to be taken for multiple orders only when the order is issued from a different state.

When you're processing this	How you do it
	If an employee receives multiple support orders issued by Wisconsin, you must set the processing fee to \$0 on all orders after the first one.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)
- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Bankruptcy Order Deductions for the US

Bankruptcy is a federal court procedure that helps individuals get rid of their debts and repay their creditors.

When an individual declares bankruptcy, a trustee of the federal court generally handles the payments to the individual's creditors. Use the Bankruptcy Order secondary classification for these kinds of deductions.

401 (k) Loans

If the employee has a 401 (k) loan amount with a bankruptcy, use the **Bankruptcy Order Protected Pay Amount** override to enter the flat amount of the 401 (k) loan. This reserves enough money to deduct the loan in the payroll run.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Child Support Deductions for the US

You use the Child Support secondary classification type for child support orders.

How to Handle Multiple Support Orders

If you receive an Income Withholding Order with both child support and spousal support amounts, you don't have to create separate card components. Instead:

1. Define a Child Support deduction element.
2. On the person's Involuntary Deductions card, create a card component for the child support deduction.
3. Use the **Total Withholding Amount** override to enter the total amount to withhold from the income withholding order (field 12a).

Set this value to be the combined child and spousal support amounts.

4. Enter the individual child support and spousal support amounts as appropriate proration overrides.

If both support orders have the same case ID, remittance ID, and payee, you have two options.

- Create one child support card component, as described above.
- Create separate card components. Each must have a unique reference code.

How to Process Support Orders

Consider the following when you define these element types for the different states.

When you're processing this	How you do it
Michigan support orders	Michigan has different processing fee values for payments remitted by check versus payments remitted electronically. The predefined calculation value definitions support processing fee values for payments by check. If you remit your payments electronically, you must override these values for your legislative data group appropriately. Use the Calculation Value Definitions task to set these overrides. • Michigan Child Support Maximum Processing Fee Per Month • Michigan Child Support Processing Fee Per Pay Period Amount For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Missouri support orders	Missouri child support orders by default follow Federal Consumer Credit Protection Act (CCPA) exemption limits. If you receive an order issued by Missouri IV-D, you must override the Missouri Child Support Exemption Percentage on the calculation card component to 50%. For further info, see Overview of Involuntary Deduction Overrides for the US in the Help Center.
Nevada support orders	Nevada requires you withhold the organization fee per employee and not per order, subject to a monthly cap. If an employee receives multiple support orders issued by Nevada, you must override the organization fee to \$0 on all active orders but one.
Pennsylvania support orders	Pennsylvania child support orders assess a \$50 processing fee per employee not per order. For employees that have already met this requirement for their support orders, select Initial Fee Taken for the deduction on their Involuntary Deductions card. For further info, see Configure Involuntary Deduction Details for the US in the Help Center.
Texas support orders	If an employee receives both a child support order and a spousal support order issued from Texas, set the processing fee to \$0 on the spousal support order. Texas requires that the combined processing fees can't exceed \$10. For further info, see Involuntary Deduction Fees for the US in the Help Center. This is an uncommon deduction in Texas.
Wisconsin support orders	Including the Wisconsin receipt and disbursement fee in deductions requires special configuration. For further info, see Oracle Cloud HRMS (US): How to Deduct the Wisconsin Child Support Receipt and Disbursement Fee (1987772.1) on My Oracle Support. Wisconsin allows the processing fee to be taken for multiple orders only when the order is issued from a different state.

When you're processing this	How you do it
	If an employee receives multiple support orders issued by Wisconsin, you must set the processing fee to \$0 on all orders after the first one.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)
- [Involuntary Deduction Fees for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Where do I record the remittance identifier for a US child support order?

When creating a calculation component on an employee's Involuntary Deductions card, specify the child support remittance identifier in the **US Involuntary Deduction Data** calculation component details.

Involuntary deductions of the Child Support type require a remittance identifier so that the State Disbursement Unit is identified and applied to the payments. The remittance identifier is passed on the addenda record of the electronic funds payment file.

Note: If you don't enter a remittance identifier, the payroll process uses the reference code instead.

Related Topics

- [Add Deductions to the Involuntary Deductions Card for the US](#)
- [Define Involuntary Deductions for the US](#)
- [Involuntary Deductions Card for the US](#)

Creditor Debt Deductions

Creditor debt deduction is an involuntary deduction ordered against the subject of a successful lawsuit.

If a creditor, lender, debt collector, attorney, or other party wins the lawsuit, a judgment is made to withhold earnings to pay the third party.

Payroll Processing

Some states have rules that restrict the processing of a person's Creditor Debt deduction to one deduction per state per payroll period.

After the Creditor Debt deduction is satisfied, on the next pay cycle, the payroll process starts the next Creditor Debt deduction based on the element's subprocessing order.

The deduction is considered satisfied when:

- Deduction is end dated
- Time limit is met
- Total owed is met

Calculate Order Amount or Rate

To process creditor debts:

To calculate by	Do this
Order amount	Add the <state name> Creditor Debt Order Amount calculation value on the appropriate component of the person's Involuntary Deductions card.
Order rate	Add the <state name> Creditor Debt Order Rate calculation value on the appropriate component of the person's Involuntary Deductions card.
State maximum	This is the default behavior. If you don't add an order amount or order rate calculation value, the payroll process applies the maximum allowed order rate as defined by state rules.

General Considerations

When defining creditor debt deductions elements, use the Creditor Debt secondary classification. There are also some special considerations related to these elements.

In this case	What you need to do
Consumer credit orders for Iowa and Washington	Use the Creditor Debt secondary element classification for Iowa and Washington consumer credit orders. For nonconsumer orders, use the Garnishment classification. For further info, see Garnishment Deductions for the US in the Help Center.
Creditor debt processing fees for Indiana	Indiana's processing fee can be the greater of: • \$12 • 3% of the total owed as set by the order The payroll process determines the fee amount to deduct. If 3% of the total owed is greater, the process deducts \$12 per pay period until the total fee due is met. To deduct the total fee due in one payment, use the Indiana Creditor Debt Processing Fee Per Pay Period Amount override. For further info, see Available Overrides for Involuntary Deductions for the US on the Help Center.

In this case	What you need to do
Creditor debt processing fees for Oregon	Oregon requires you collect the total processing fees after the order is satisfied. In these cases, you must determine the amount to be deducted and configure a voluntary deduction.
Creditor debts for Kansas	Set Suspend Involuntary Deduction Processing to Yes for an order when: 1. The order has met the total owed. 2. The agency hasn't released the order. 3. The employee has one or more additional active creditor debts from Kansas. This prevents the unreleased order from contributing to the state's multiple order divide equally rule.
Creditor debts for Nevada	The Nevada creditor debt exemption percentage is predefined as 75%. Nevada's writ of garnishment rules dictate if the employee's gross weekly salary is less than \$770, you must override the exemption percentage to 82%.
Dependent exemptions for Virginia	Use the Calculation Value Definitions task to define creditor debts exemptions for dependents. You can set these exemptions: • Virginia Creditor Debt Exemption Amount for One Dependent • Virginia Creditor Debt Exemption Amount for Two Dependents • Virginia Creditor Debt Exemption Amount for Three or More Dependents For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Head-of-Household filing status	Some states require the Head-of-Household filing status designation to calculate the correct exemption amounts. Set this designation in Filing Status on the US Involuntary Deduction Data calculation component details. For further info, see Configure Involuntary Deduction Details for the US in the Help Center.
Landlord debts for Pennsylvania	Pennsylvania doesn't allow creditor debts. Don't use this secondary classification for Pennsylvania deductions. For Pennsylvania landlord debts, use the Garnishment secondary element classification. For further info, see Garnishment Deductions for the US in the Help Center.
Maximum withholding duration days for Ohio	There's no maximum withholding duration for single orders issued from Ohio. When you receive a second creditor debt for the employee from Ohio, they mandate a 182-day maximum withholding duration for the first order. Use the Calculation Cards task to add Ohio Creditor Debt Maximum Withholding Duration Days to the card and set it to 182 for the first order. Note: The Ohio Creditor Debt Maximum Withholding Duration Days for Multiple Orders calculation value is informational only. Entering a value here has no impact on processing the deduction.
Maximum withholding duration days for Oregon	Oregon garnishments and creditor debts have a maximum withholding duration of 90 days. For orders issued from Oregon county agencies, there's no maximum withholding duration, so you must set the override value to 0.

In this case	What you need to do
Maximum withholding duration days for Utah	The maximum withholding duration for single orders issued from Utah is 365 days. Use the Calculation Cards task to enter an appropriate value for the Maximum Withholding Duration Days calculation value. For further info, see Overview of Involuntary Deduction Overrides for the US on the Help Center.
States that don't allow creditor debts	These states don't allow creditor debts and won't deduct anything in a payroll process. • New Hampshire • North Carolina • Pennsylvania • South Carolina • Texas Note: If you define a creditor debt for one of these states and attempt to process it in a payroll, the process ignores it. You will receive a message stating this deduction isn't allowed.
Student loans for North Carolina	North Carolina doesn't allow creditor debts. Don't use this secondary classification for North Carolina deductions. For North Carolina student loans, use the Garnishment secondary classification. For further info, see Garnishment Deductions for the US in the Help Center.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Debt Collection Improvement Act Deductions

Federal agencies have authority to administratively garnish for debts owed to the US government.

You use the Debt Collection Improvement Act (DCIA) secondary classification for these kinds of involuntary deductions. The DCIA secondary classification differs from the Education Loan secondary classification by the disposable income rules. Health Care 125 deductions aren't subject to disposable income for DCIA. However, these deductions are subject for Education Loan.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Deductions at Time-of-Writ

Deductions at time-of-writ represent the liabilities an employee has at the time a federal or Arizona state tax levy is served.

Their combined amounts help determine how much money is available to repay the levy.

Deductions at time-of-writ apply most commonly to these deduction types.

- Involuntary Deductions
- Pretax Deductions
- Voluntary Deductions

Note: Configuring wage basis rules to exclude element classifications isn't a suitable alternative for configuring time-of-writ deductions for tax levies. The payroll process doesn't refer to the wage basis rules when it determines what liabilities the employee had at the time a levy was served.

Legacy Deductions

If the employee already has deductions at the time the levy is served, you must enter these order amounts or rates as **Deductions at Time-of-Writ** value definitions. This includes any pretax, involuntary, or voluntary deductions. These amounts reduce the earnings available for the tax levy but don't reduce the Form 1494 amount of protected pay. Any deduction amounts not included in deductions at time-of-writ overrides reduce the employee's net pay.

Calculation Values for Time-of-Writ Deductions

You can use these calculation values for your time-of-writ deductions.

Calculation value	What it's for
<type> Deductions at Time of Writ After-Tax Amount	Total dollar amount of employee's after-tax deductions.
<type> Deductions at Time of Writ After-Tax Rate	Uses disposable earnings as the eligible earnings balance.
<type> Deductions at Time of Writ Deferred Compensation Rate	Uses the predefined 401 (k) eligible earnings balance.
<type> Deductions at Time of Writ Deferred Compensation 403b Rate	Uses the predefined 403 (b) eligible earnings balance.

Calculation value	What it's for
<type> Deductions at Time of Writ Deferred Compensation 457 Rate	Uses the predefined 457 (b) eligible earnings balance.
<type> Deductions at Time of Writ Pretax Amount	Total dollar amount of employee's pretax deductions.
<type> Deductions at Time of Writ Pretax Rate	Uses gross earnings as the eligible earnings balance.

Enable Deductions at Time-of-Writ

You can add the appropriate calculation values to the Tax Levy or Regional Tax Levy deduction component on the employee's Involuntary Deductions card.

1. In **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the person.
4. Open their Involuntary Deductions card for editing.
5. Select the appropriate federal tax levy calculation component.
6. Click **Enterable Calculation Values on Calculation Cards**.
7. Click **Create**.
8. Search for and select the appropriate calculation values.
9. Save and submit your changes.

Related Topics

- [Federal Tax Levy Deductions](#)
- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Publication 1494 Tax Levies](#)

Educational Loan Deductions for the US

Use the Educational Loan secondary classification for delinquent education loans granted according to the Federal Direct Loan Program or Federal Family Education Loan Program.

The Education Loan secondary classification differs from Debt Collection Improvement Act (DCIA) secondary classification by its disposable income rules. Health Care 125 deductions are subject to disposable income for Educational Loans. For DCIA, these deductions aren't.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Employee Requested Deductions for the US

There are no legislative rules predefined for this secondary classification.

All earnings and deductions are subject to disposable income. There are no protected pay calculations.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)

Federal Tax Levy Deductions

According to United States federal law, a tax levy is an administrative action by the IRS statutory authority.

This authority permits the IRS, without going to court, to seize property to satisfy a tax liability. For these kinds of deductions, use the Tax Levy secondary classification.

Note: For tax levies issued by Arizona, use the Regional Tax Levy secondary classification. For further info, see State Tax Levy Deductions in the Help Center.

There are special considerations when defining federal tax levies.

- General Considerations
- Form 2159 payroll deduction agreements
- Publication 1494

For further info, see the following sections.

General Considerations

Consider the following when defining federal tax levies.

Consideration	Description
Deductions at time-of-writ	Deductions at time-of-writ represent the liabilities an employee has at the time a federal tax levy is served. To enable deductions at time-of-writ, you must add the appropriate calculation values to the Tax Levy deduction component on the employee's Involuntary Deductions card. Configuring wage basis rules to exclude element classifications isn't a suitable alternative for configuring time-of-writ deductions for tax levies. The payroll process doesn't refer to the wage basis rules when it determines what liabilities the employee had at the time a levy was served. For further info, see Deductions at Time-of-Writ in the Help Center.
Order Amount override	Federal tax levies don't require an Order Amount override. If you set an Order Amount override, the payroll process uses this amount in the calculations.

Consideration	Description
Override the total owed	You must continue deducting federal tax levies until you're explicitly instructed to stop them by the IRS, even if the deduction has exceeded its total owed. When you define the Tax Levy element, always select No for Processing stop when the total is reached. To terminate a Tax Levy deduction, you end-date its component on the person's Involuntary Deductions card. For further info, see Involuntary Deductions Card for the US in the Help Center.

Form 2159 Payroll Deduction Agreements

If you received a Form 2159 payroll deduction agreement, create an involuntary deduction using the Employee Requested secondary classification. Don't use the Tax Levy secondary classification.

Publication 1494

You use the Tax Levy secondary classification for federal tax levies that use publication 1494 for the calculations.

If an employee requests a change to their number of exemptions, and the IRS grants it, you can specify a new **Statement of Exemptions Received Date**. For further info, see Publication 1494 Tax Levies in the Help Center.

Related Topics

- [Deductions at Time-of-Writ](#)
- [Involuntary Deductions Card for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Publication 1494 Tax Levies](#)
- [State Tax Levy Deductions](#)

Garnishment Deductions for the US

Wage garnishment occurs when you're required to withhold the earnings of an employee for the payment of a debt.

The garnishment is in accordance with a court order or other legal or equitable procedure.

Payroll Processing

Some states have rules that restrict the processing of a person's Garnishment deduction to one deduction per state per payroll period.

After the Garnishment deduction is satisfied, on the next pay cycle, the payroll process starts the next Garnishment deduction based on the element's subprocessing order.

The deduction is considered satisfied when:

- Deduction is end dated
- Time limit is met
- Total owed is met

Calculate Order Amount or Rate

Before the payroll process can calculate the deduction, decide how you want the deduction amount processed.

To calculate by	Do this
Order amount	Add the <state name> Garnishment Order Amount calculation value on the appropriate component of the person's Involuntary Deductions card.
Order rate	Add the <state name> Garnishment Order Rate calculation value on the appropriate component of the person's Involuntary Deductions card.
State maximum	This is the default behavior. If you don't add an order amount or order rate calculation value, the payroll process applies the maximum allowed order rate as defined by state rules.

General Considerations

When defining garnishment deductions elements, use the Garnishment secondary classification. There are also some special considerations related to these elements.

In this case	What you need to do
Dependent exemptions for Virginia	Use the Calculation Value Definitions task to define garnishment exemptions for dependents. You can set these exemptions. - Virginia Garnishment Exemption Amount for One Dependent - Virginia Garnishment Exemption Amount for Two Dependents - Virginia Garnishment Exemption Amount for Three or More Dependents For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Garnishment processing fees for Indiana	Indiana's processing fee can be the greater of: \$12 3% of the total owed as set by the order The payroll process determines the fee amount to deduct. If 3% of the total owed is greater, the process deducts \$12 per pay period until the total fee due is met. To deduct the total fee due in one payment, use the Indiana Garnishment Processing Fee Per Pay Period Amount override. For further info, see Overview of Involuntary Deduction Overrides for the US on the Help Center.
Garnishment processing fees for Oregon	Oregon requires you collect the total processing fees after the order is satisfied. In these cases, determine the amount to be deducted and configure a voluntary deduction.
Garnishments for Kansas	Set Suspend Involuntary Deduction Processing to Yes for an order when:

In this case	What you need to do
	1. The order has met the total owed. 2. The agency hasn't released the order. 3. The employee has one or more additional active garnishments from Kansas. This prevents the unreleased order from contributing to the state's multiple order divide equally rule.
Garnishments for Nevada	The Nevada garnishment exemption percentage is predefined as 75%. Nevada's writ of garnishment rules dictate, if the employee's gross weekly salary is less than \$770, you must override the exemption percentage to 82%.
Head-of-Household filing status	Some states require the Head-of-Household filing status designation to calculate the correct exemption amounts. Set this designation in Filing Status on the US Involuntary Deduction Data calculation component details. For further info, see Configure Involuntary Deduction Details for the US in the Help Center.
Landlord debts for Pennsylvania	For Pennsylvania landlord debts, use the Garnishment secondary element classification.
Maximum withholding duration days for Ohio	There's no maximum withholding duration for single orders issued from Ohio. When you receive a second garnishment for the employee from Ohio, they mandate a 182-day maximum withholding duration for the first order. Use the Calculation Cards task to add Ohio Garnishment Maximum Withholding Duration Days to the card and set it to 182 for the first order. Note: The Ohio Garnishment Maximum Withholding Duration Days for Multiple Orders calculation value is informational only. Entering a value here has no impact on processing the deduction.
Maximum withholding duration days for Oregon	Oregon garnishments and creditor debts have a maximum withholding duration of 90 days. For orders issued from Oregon county agencies, there's no maximum withholding duration, so you must set the override value to 0.
Maximum withholding duration days for Utah	The maximum withholding duration for single orders issued from Utah is 365 days. If you receive a second garnishment order from Utah for this employee, adjust the first order's maximum withholding days to 120 days after the receipt of the new order. Use the Calculation Cards task to enter an appropriate value for the Maximum Withholding Duration Days calculation value. For further info, see Overview of Involuntary Deduction Overrides for the US on the Help Center.
Nonconsumer orders for Iowa	Use the Garnishment secondary element classification for Iowa nonconsumer orders. You can set the Iowa Garnishment Estimated Annual Gross Earnings override to enforce the Iowa maximum annual withholding limits per year. If not set, the calculations follow the federal garnishment limits. For consumer orders, use the Creditor Debt classification. For further info, see Creditor Debt Deductions in the Help Center.

In this case	What you need to do
Nonconsumer orders for Washington	Use the Garnishment secondary element classification for Washington nonconsumer orders. For consumer orders, use the Creditor Debt classification. For further info, see Creditor Debt Deductions in the Help Center.
States that don't allow garnishments	These states don't allow garnishments and won't deduct anything in a payroll process. • New Hampshire • South Carolina • Texas Note: If you define a garnishment for one of these states and attempt to process it in a payroll, the process ignores it. You will receive a message stating this deduction isn't allowed.
Student loans for North Carolina	Use the Garnishment secondary classification to process North Carolina student loans.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

Publication 1494 Tax Levies

For federal tax levies that use publication 1494, use the Tax Levy secondary classification for the calculations.

For Arizona tax levies that use publication 1494, use the Regional Tax Levy classification.

The payroll process derives the Publication 1494 values from calculation value definitions. For tax levies with a Statement of Exemption Received Date on or after January 1, 2022, the payroll process derives the Publication 1494 values from a formula.

How to Change Employee Exemptions

The **Statement of Exemptions Received Date** determines which yearly publication 1494 the tax levy calculations use. The payroll process uses the publication for the received date for the duration of the tax levy.

If an employee requests a change to their number of exemptions, and the IRS grants it, you can set a new **Statement of Exemptions Received Date**.

1. Open the employee's Involuntary Deductions card for editing.
2. On the appropriate card component, select the **US Involuntary Deduction Data** calculation component detail.
3. Specify the new statement of exemptions received date.

Note: For orders received on or after May 1, 2018, the employee is no longer entitled to an exemption for self. If you enter an override value for total allowances after this date, don't include one for self.

Related Topics

- [Deductions at Time-of-Writ](#)
- [Federal Tax Levy Deductions](#)
- [State Tax Levy Deductions](#)

Spousal Support Deductions for the US

Use the Spousal Support secondary classification type for spousal support deductions.

These court-ordered payments are for support of a former spouse or a spouse while a divorce is pending.

Multiple Support Orders

If you receive an Income Withholding Order with both child support and spousal support amounts, you don't have to create separate card components. Instead:

1. Define a Child Support deduction element.
2. On the person's Involuntary Deductions card, create a card component for the deduction.
3. Use the **Total Withholding Amount** override to enter the total amount to withhold from the income withholding order (field 12a).

Set this value to be the combined child and spousal support amounts.

4. Enter the individual child support and spousal support amounts as appropriate proration overrides.

If both support orders have the same case ID, remittance ID, and payee, you have two options.

- Create one child support card component, as described above.
- Create separate card components. Each must have a unique reference code.

How to Process Support Orders

Consider the following when you define these element types for the different states.

When you're processing this	How you do it
Michigan support orders	Michigan has different processing fee values for payments remitted by check versus payments remitted electronically. The predefined calculation value definitions support processing fee values for payments by check. If you remit your payments electronically, you must override these values for your legislative data group appropriately. Use the Calculation Value Definitions task to set these overrides. • Michigan Spousal Support Maximum Processing Fee Per Month • Michigan Spousal Support Processing Fee Per Pay Period Amount

When you're processing this	How you do it
	For further info, see Set Legislative Rule Overrides for Involuntary Deductions for the US in the Help Center.
Missouri support orders	By default, Missouri spousal support orders follow Federal Consumer Credit Protection Act (CCPA) exemption limits. If you receive an order issued by Missouri IV-D, you must override the Missouri Spousal Support Exemption Percentage on the calculation card component to 50%. For further info, see Overview of Involuntary Deduction Overrides for the US in the Help Center.
Nevada support orders	Nevada requires you withhold the organization fee per employee and not per order, subject to a monthly cap. If an employee receives multiple support orders issued by Nevada, you must override the organization fee to \$0 on all active orders but one.
Pennsylvania support orders	Pennsylvania spousal support orders assess a \$50 processing fee per employee not per order. For employees that have already met this requirement for their support orders, select Initial Fee Taken for the deduction on their Involuntary Deductions card. For further info, see Configure Involuntary Deduction Details for the US in the Help Center.
Texas support orders	If an employee receives both a child support order and a spousal support order issued from Texas, you must set the processing fee to \$0 on the spousal support order. Texas requires that the combined processing fees can't exceed \$10. For further info, see Involuntary Deduction Fees for the US in the Help Center. This is an uncommon deduction in Texas.
Wisconsin support orders	Including the Wisconsin receipt and disbursement fee in deductions requires special configuration. For further info, see Oracle Cloud HRMS (US): How to Deduct the Wisconsin Child Support Receipt and Disbursement Fee (1987772.1) on My Oracle Support. Wisconsin allows the processing fee to be taken for multiple orders only when the order is issued from a different state. If an employee receives multiple support orders issued by Wisconsin, you must set the processing fee to \$0 on all orders after the first one.

Related Topics

- [Overview of Involuntary Deduction Overrides for the US](#)
- [Involuntary Deduction Overrides for the US](#)

State Tax Levy Deductions

State tax levies are the legal seizure of taxpayers' assets to satisfy back income taxes owed. Use the Regional Tax Levy secondary classification for these kinds of deductions. For states with no state income tax (SIT), the payroll process doesn't calculate the deduction.

Don't use this classification for other state tax types as they might require different tax rules.

Note: For federal tax levies, use the Tax Levy secondary classification. For further info, see Federal Tax Levy Deductions in the Help Center.

During element definition, if you indicated deduction processing should stop after the total is reached, set a new amount limit. Use the **<Regional Tax Levy> Total Owed Amount** shared override. For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Are state tax levies supported?	Which states?
No	- Alaska - Florida - Nevada - New Hampshire - South Dakota - Tennessee - Texas - Washington - Wyoming Note: If you define a regional tax levy for one of these states and attempt to process it in a payroll, the process ignores it. You will receive a message stating this deduction isn't allowed.
Yes, but under special considerations	- Arizona - Colorado - Indiana - Massachusetts - Michigan Tax - Virginia Tax For further info, see the following sections.
Yes	All others

Payroll Processing

Some states have rules that restrict the processing of a person's Regional Tax Levy deduction to one deduction per state per payroll period.

After the Regional Tax Levy deduction is satisfied, on the next pay cycle, the payroll process starts the next Regional Tax Levy deduction based on the element's subprocessing order.

The deduction is considered satisfied when:

- Deduction is end dated
- Time limit is met
- Total owed is met

Arizona Tax Levies

Consider the following for Arizona regional tax levies.

For this calculation value	Consider this
Order Amount	Regional tax levies for Arizona don't require the Arizona Regional Tax Levy Order Amount override. If you set this override, the payroll process uses the amount in its calculations. Arizona follows the same legislative rules as federal tax levies for the protected pay amount.
Deductions at Time-of-Writ	Deduction at time-of-writ overrides are available for any deduction amounts in effect at the time the levy was received. These overrides: • Reduce the earnings available for the tax levy • Don't reduce the Form 1494 amount of protected pay Configuring wage basis rules to exclude element classifications isn't a suitable alternative for configuring time-of-writ deductions for tax levies. The payroll process doesn't refer to the wage basis rules when it determines what liabilities the employee had at the time a levy was served. All other deduction amounts not included in deductions at time-of-writ reduce the employee's net pay. For further info, see Deductions at Time-of-Writ in the Help Center.
Publication 1494	Use the Regional Tax Levy secondary classification for Arizona tax levies that use publication 1494 for the calculations. If an employee requests to change their exemptions, and the state tax authority grants it, you can specify a new Statement of Exemptions Received Date. For further info, see Publication 1494 Tax Levies in the Help Center.

Colorado Tax Levies

Colorado statutes don't provide a standard exemption percentage for state tax levies.

Use the Calculation Cards task to override the **Colorado Regional Tax Levy Exemption Percentage** value on the employee's Involuntary Deductions card component details. Refer to the info provided in the order for the appropriate override value. For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Indiana Tax Levies

Indiana processing fee can be the greater of:

- \$12
- 3% of the total owed specified by the order

The payroll calculation determines the fee amount to deduct. If 3% of the total owed is greater, the process deducts \$12 per pay period until the total fee due is met.

To deduct the total fee in one payment, use the **Indiana Regional Tax Levy Processing Fee Per Pay Period Amount** override. For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Massachusetts Tax Levies

Consider the following for regional tax levies from Massachusetts.

What you want to do	How you do it
Change exemption amounts	The default exemption percentage for Massachusetts regional tax levies is 75%. If the order requires a different value, use the Massachusetts Regional Tax Levy Exemption Percentage override. For an order requiring 100% to be deducted, enter the exemption percentage as 0.
Change dependent exemption amounts	Massachusetts allows additional exemption amounts if the employee provides a statement of exemption form. If the form is provided: 1. Set the Massachusetts Regional Tax Levy Number of Dependents override to the requested number. 2. Set the statement of exemptions received date on the card component detail.

For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Michigan Tax Levies

Consider the following for Michigan regional tax levies.

Consideration	Description
Order Amount and Order Rate override	Don't use these overrides for Michigan tax levies.
Tax debt orders	Use the Regional Tax Levy secondary classification for Michigan tax debt orders. 1. Use the Michigan Regional Tax Levy Total Allowances override to set the number of exemptions the employee is claiming, including one for themselves. For further information, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center. 2. Set the filing status and statement of exemptions received date under the Involuntary Deduction Data calculation component detail. For further info, see Configure Involuntary Deduction Details for the US. For other nontax orders issued by the Michigan Department of Revenue, use either the Creditor Debt or Garnishment secondary classifications.

Virginia Tax Levies

Consider the following for Virginia regional tax levies.

Consideration	Description
Order amount override	Regional tax levies for Virginia don't require the Virginia Regional Tax Levy Order Amount override. If you set this override, the payroll process uses the amount in its calculations. If the order specifies to take 100% of disposable income, enter a value of 1 in the Order Rate override.
Hardships	This state uses its own exemption table for employees claiming hardship. Based on the number of allowances and payroll frequency, the payroll process determines the protected pay amounts. These amounts are predefined using Exemption Rule value definition group. If an employee requests this hardship: 1. Enter Yes in the Virginia Regional Tax Levy Hardship override on the appropriate component of the employee's Involuntary Deductions card. 2. Identify their total number of allowances based on what the employee reports on their Virginia Claim for Exemption form. Use the Virginia Regional Tax Levy Total Allowances override on the appropriate card component to set this value. The payroll process derives the protected pay amount by using the Total Allowances override, the statement of exemptions received date, and the legislative Virginia hardship exemption amounts.

Related Topics

- [Configure Involuntary Deduction Details for the US](#)
- [Deductions at Time-of-Writ](#)
- [Federal Tax Levy Deductions](#)
- [Set Overrides on the Involuntary Deductions Card for the US](#)
- [Involuntary Deduction Overrides for the US](#)

7 Proration

Proration Rules for Support Orders for the US

You can use proration calculation values on an employee's Involuntary Deductions card to set up proration.

Along with the proration hierarchy, these calculation values help to enforce the applicable state's proration rules. For the payroll process to properly calculate support values, the total of the proration values you enter must equal the total withholding amount. If you don't enter proration values, the payroll process continues to calculate proration using the total withholding amount.

Here's some areas of consideration for proration.

- Default rules for states and territories
- Electronic Income Withholding Orders (e-IWOs)
- Proration overrides

For further info, see the following sections.

Default Rules for States and Territories

Each state and territory defines the hierarchy rules for the proration of their support orders. The payroll process uses the HRX_US_INVOL_DED_CALCULATION_RULES fast formula to identify the rules it needs to satisfy these requirements.

For example, Rule A prioritizes deduction proration in this order.

1. Prorates current support amounts.
2. If there's income remaining, the rule prorates all arrears amounts.
3. If there's income remaining, it prorates current medical support amounts.
4. If there's income remaining, it prorates all other support amounts.

For employees that have multiple support orders from different states, the payroll process uses the rules that apply to the first support order it processes.

As you can see below, most states follow Rule A.

This rule	Prorates deductions in this order	And is used by these states
Rule A	1. Current support 2. All arrears 3. Current medical support 4. Other	AK, AR, AZ, CA, CT, DC, DE, FL, HI, IA, IL, IN, KS, KY, LA, MA, MD, ME, MI, MN, MS, MT, NC, ND, NH, NJ, NM, NY, OH, OK, PR, SC, SD, VA, WA, WI, WV, WY
Rule B	1. Current support 2. Current medical support 3. All arrears 4. Other	AL, CO, GA, ID, NV, UT, VI
Rule C	1. Current support	GU, PA, VT

This rule	Prorates deductions in this order	And is used by these states
	- Current medical support - Support arrears - Medical support arrears - Other	
Rule D	- Current support and current medical support - All arrears - Other	OR, TX
Rule E	- Current child support and current medical support - Current spousal support - All arrears - Other	MO
Rule F	- Current child support - Current spousal support - Current medical support - Child support arrears - Spousal support arrears - Medical support arrears - Other	NE
Rule G	- Current child support - Current medical support - Current spousal support - All arrears - Other	RI
Rule H	- Current child support - Current medical support - Current spousal support - Child support arrears - Medical support arrears - Spousal support arrears - Other	TN

Electronic Income Withholding Orders

When using the e-IWO process to load new and amended orders, it uses the current and arrears amounts provided on the order to load the proration calculation values.

For further info, see Human Resources Cloud Administering US Electronic Income Withholding Orders on the Help Center.

Proration Calculation Values

There are multiple calculation values to help you enforce the proration rules for your support orders. They are calculation value definitions you set on the card component.

These overrides apply to specific fields on the IWO form. The US Department of Health and Human Services provides complete info on this form, including instructions, samples, and a form you can download. For further info, see their Administration for Children and Families website.

Note: If these overrides aren't available, you must upgrade your element. For further info, see Upgrade Involuntary Deductions for the US in the Help Center.

Override	What it does
Proration Child Support Arrears Amount	Amount of arrears for the child support. Note: For support orders, this value appears on field 6a of the IWO form.
Proration Child Support Current Amount	Amount of the current support for the child support. Note: For support orders, this value appears on field 5a of the IWO form.
Proration Medical Support Arrears Amount	Amount of the arrears medical support for the child support. Note: For support orders, this value appears on field 8a of the IWO form.
Proration Medical Support Current Amount	Amount of the current medical support for the child support. Note: For support orders, this value appears on field 7a of the IWO form.
Proration Spousal Support Arrears Amount	Amount of arrears for the spousal support. This override can be used for alimony amounts if needed. Note: For support orders, this value appears on field 10a of the IWO form.
Proration Spousal Support Current Amount	Amount of the current support for the spousal support. This override can be used for alimony amounts if needed. Note: For support orders, this value appears on field 9a of the IWO form.
Proration Other Amount	Amount of any other miscellaneous items for the child support.

Override	What it does
	Note: For support orders, this value appears on field 11a of the IWO form.

Related Topics

- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Upgrade Involuntary Deductions for the US](#)
- [Electronic Income Withholding Orders](#)
- [How You Add Involuntary Deductions to a Calculation Card](#)

8 Wage Basis Rules

Involuntary Deduction Wage Basis Rules for the US

State and federal wage basis rules exist for all predefined primary and secondary classifications.

This topic covers:

- How wage basis rules work with involuntary deductions
- How to view the predefined wage basis rules
- How to configure wage basis rules for user-defined classifications
- How to configure wage basis rules for tips

How Wage Basis Rules Work with Involuntary Deductions

Wage basis rules define how:

- Earnings contribute to the disposable income for the different involuntary deduction types.
For example, an earning type might contribute to disposable income for Child Support deductions in Alabama but are excluded in California.
- Deductions reduce the disposable income for the different involuntary deduction types.
For example, a deduction type might reduce the disposable income for Tax Levy deductions but not for Child Support.

Note: Configuring these wage basis rules to exclude element classifications isn't a suitable alternative for configuring time-of-writ deductions for tax levies. The payroll process doesn't refer to the wage basis rules when it determines what liabilities the employee had at the time a levy was served. For further info, see Deductions at Time-of-Writ in the Help Center.

You can view, define, and edit these rules through the Component Group Rules task.

How You Can View the Predefined Wage Basis Rules

To view the wage basis rules that have been predefined at the state and federal level:

1. Start the Component Group Rules task.
2. Query for and select the **Involuntary Deductions** component group.
3. In the tree structure, expand **Involuntary Deductions**.
Enlarge **Calculation Component Group Overview** to view the tree.
4. Expand **Wage Basis Rules**.
5. Select the appropriate node.
 - **State** to view state-specific rules
 - **No References** to view federal rules

A table of all wage basis rules displays, organized by the appropriate state and deduction type.

To view the rules by deduction type, expand the tree under **Related Deductions** and select the appropriate type.

Green check marks under **Deductions** have different meanings for earnings and deductions.

A check mark here	Means this
Supplemental earnings	Identifies the classifications that contribute to the disposable income for that deduction type. For example, the Bonus supplemental earning for Alabama is marked as contributing to disposable income for Child Support, Garnishment, and Alimony calculations.
Deductions	Identifies the classifications subject to disposable income. These classifications don't reduce the disposable income for calculations of the indicated involuntary deductions. For example, the Health Care 125 pretax deduction for Alabama is marked as subject to disposable income for Child Support, Garnishment, and Alimony calculations. For the classifications that aren't subject to disposable income, no wage basis rule exists. These classifications reduce the disposable income for calculations of the involuntary deduction. For example, the Health Care 125 pretax deduction for Colorado isn't subject to disposable income for Child Support or Garnishment calculations.
Employee Requested	This payroll component has predefined wage basis rules. By default, all earnings and deductions are subject to disposable income for this component. You can modify them to suit your needs.

How You Configure Wage Basis Rules for User-Defined Classifications

If you're using user-defined Pretax Deduction secondary classifications, you must make sure the payroll process honors the appropriate involuntary deduction wage basis rules for them. To do that, feed the **Other Pretax** balance for any elements that use your user-defined classifications.

How You Configure Wage Basis Rules for Tips

Credit card tips aren't subject to disposable income. If your employees earn credit card tips:

1. Define your credit card tip elements using the Tips Supplemental secondary classification.
2. Define the appropriate wage basis rules to exclude those earnings from disposable income for the applicable states.

Alternatively, you can create a user-defined Supplemental Earning secondary classification and define the wage basis rules as appropriate.

Note: If you have surcharge and service charge tips, use the Tips Regular secondary classification, as these earnings are subject to disposable income. You don't need to configure the wage basis rules.

Related Topics

- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [How Do I Configure State Style Formats](#)
- [Tax Wage Basis Rules for the US](#)

9 Processing Involuntary Deductions

Process Total Owed for Involuntary Deductions for the US

When defining involuntary deductions through the Elements task, you're prompted to specify whether deduction processing stops when the total owed is reached.

Define Total Owed

You define a deduction's total owed through the **<type> Total Owed Amount** calculation value. This value is on the appropriate calculation component of the employee's Involuntary Deduction card. In these cases, **<type>** represents the deduction type and, when appropriate, the state name. For further info, see [Set Legislative Rule Overrides for Involuntary Deductions for the US](#) in the Help Center.

For example, Oklahoma Creditor Debt Total Owed Amount. Set this calculation value through the Calculation Cards task.

What you want to do	How you do it
Continue processing	If you select No to Processing Stop when the Total is reached? on the element template, the deduction continues past the total owed. Select this option for Tax Levy deduction types, as they require a release from the IRS to cease the garnishment. In these cases, the value you provide for total owed is for reference only and isn't used in processing.
Stop processing	If you select Yes to this prompt, the deduction stops after total owed is reached. This option is often used for Creditor Debt and Garnishment deduction types. If you don't provide a value for total owed, the payroll process continues to process the deduction until: 1. You end date the card component. 2. It reaches its applicable maximum duration.

Related Topics

- [Legislative Rule Overrides for Involuntary Deductions for the US](#)
- [Overview of Involuntary Deduction Overrides for the US](#)
- [Publication 1494 Tax Levies](#)
- [Set Legislative Rule Overrides for Involuntary Deductions for the US](#)

How Involuntary Deductions Are Calculated Based on Earnings Configuration

During Earnings element definition, you specify how to process and pay it. The settings you choose affect how the payroll process calculates involuntary deductions.

Settings That Affect How the Payroll Run Processes the Deduction

The element template has you choose how the payroll run processes and pays your Earnings elements. What you select here can affect how the payroll process handles any related involuntary deductions.

If you select this for your Earnings element	This is how the payroll process handles involuntary deductions
Process and pay with other earnings	Deducts the order amount and applicable fees from the regular process run.
Process separately, but pay with other earnings	Deducts the order amount from the regular process only. The process deducts the order amount again during a separate run if the order amount wasn't fully satisfied in the regular run. If you entered the order amount override as a rate, the process deducts the amount from both the regular and process separate runs. It deducts applicable fees from the regular process only.
Process separately and pay separately	Not recommended for earnings that are subject to involuntary deductions.

Related Topics

- [How Do I Define Earnings Elements for the US](#)
- [Earnings Elements for the US](#)
- [Examples of Creating Earnings Elements for the US](#)

How the Payroll Process Calculates Involuntary Deduction Payroll Run Results for the US

When calculating involuntary deductions, the payroll process generates multiple run result values to assist you in understanding what calculations were made during the payroll run.

Run Result Values

These are the involuntary deduction results values.

Run result	What it means
ActualOrderAmount	Order amount you entered on the Involuntary Deductions card component. This represents the override value.
AvailableCBEarnings	Not used.
AvailableEarnings	Amount of available earnings calculated by the payroll process. View the run result values of the calculator element to see the disposable income for the period (DisposableIncome) and for the run (DisposableIncome_run).
DeductionsCalculated	Amount of the involuntary deduction calculated by the payroll process. Shows the actual amount deducted in the payroll run.
OrderNumber	Reference code entered on the Involuntary Deductions card component.
ProtectedPayAmt	Amount of protected pay calculated by the payroll process.
ReferenceCode2	Element entry ID value generated from the Involuntary Deductions card component.
ThirdPartyPayee	Internal ID of the third-party payee for the order amount.
TotalOwedAmount	Total owed amount entered on the Involuntary Deductions card component. This represents the override value on the card component, if you entered one.
L_area1	Numeric state geocode.

These are the processing fee results values.

Run result	What it means
FeeCalculated	Amount of the fee calculated by the payroll process.
OrderNumber	Reference code entered on the Involuntary Deductions card component.
ReferenceCode2	Element entry ID value generated from the Involuntary Deductions card component.
State	Two-character state code.
ThirdPartyPayee	Internal ID of the third-party payee for the processing fee.

These are the result values specific to the calculator element.

Run result	What it means
OrderNumber	Reference code entered on the Involuntary Deductions card component.
CalculatedOrderAmt	Amount calculated for the involuntary deduction. This result isn't the final calculated deduction amount.
ProrationRule	Support orders use the Prorate rule. The ProrationCalcRule run result shows the hierarchy rule. For all other deduction types, this can be: • Divide Equally • First Come First Serve • Prorate
ProtectedPayAmt	Amount of protected pay calculated by the payroll process.
CalculationInfo1	Info related to total owed balances, calculation rules, multiples allowed rule, the not allowed rule, and for federal tax levies, info for the deductions at time-of-writ calculations. For further info, see the following table.
CalculationInfo2	If the info in CalculationInfo1 exceeds the character count, the remainder appears here.
DisposableIncome	Disposable income amount for the pay period.
DisposableIncome_run	Disposable income amount for the payroll run.
ProrationCalcRule	For support orders, the proration calculation rule used. Other deduction types don't use this.
ReferenceCode2	Element entry ID value generated from the Involuntary Deductions card component.

These are the calculator element information values. They show info related to:

- Total owed balances
- Calculation rules
- Multiples allowed rule
- Not allowed rule
- For federal tax levies, they show info for the deductions at time-of-writ calculations

The contents of the CalculationInfo1 and CalculationInfo2 value can vary based on the info shown in the table. If the info exceeds the character count, the remainder appears in CalculationInfo2.

In this case	This is the run result vale	For example
Involuntary deductions subject to a total owed balance	Returns this run result after the order has been satisfied. <code>TotalOwed=<total owed amount>/<total amount accrued></code>	<code>TotalOwed=200/200</code>
States that don't allow certain types of involuntary deductions	Returns this run result. <code>OrderNotAllowed</code>	For a Texas garnishment or South Carolina creditor debt, the result would be: <code>OrderNotAllowed</code> This scenario generates a message.
States with multiple legislative rules to determine proper calculations	Returns one of these run results. <code>PPCalcRule=DI</code> <code>PPCalcRule=Gross</code> <code>PPCalcRule=MinWage</code>	A New York Creditor Debt has three rules that determine the proper calculation. If the deduction calculation uses 25% of disposable income, the result would be: <code>PPCalcRule=DI</code> If the deduction calculation uses 10% of gross wages, the result would be: <code>PPCalcRule=Gross</code> If the deduction calculation uses 30 times the state or federal minimum wage, the result would be: <code>PPCalcRule=MinWage</code>
States that don't allow multiple involuntary deductions of the same type to be processed concurrently	Returns this run result on subsequent multiple orders. <code>MultipleOrdersAllowed= N</code>	For subsequent Montana garnishments, the result would be: <code>MultipleOrdersAllowed= N</code> This scenario generates a message.
Federal tax levies with deduction at time-of-writ overrides	Returns this run result. <code>DednAtWrit=<after tax flat amount>/<after-tax calculated percentage amount>/<deferred compensation 401k calculated percentage amount>/<pretax flat amount>/<pretax calculated percentage amount>/<deferred compensation 403b calculated percentage amount>/<deferred compensation 457 calculated percentage amount></code>	<code>DednAtWrit=10/10.4928/0/20/30/0/0</code>

Related Topics

- [Define Involuntary Deductions for the US](#)

Refund Involuntary Deductions for the US

There are cases when you have to refund an involuntary deduction.

Here are some options.

- Refund the employee
- Perform a balance adjustment

Refund the Employee

To refund the employee, choose the option most appropriate for your business.

- Define a nonrecurring voluntary deduction element, and enter the refund amount as a negative deduction. This can be processed in a payroll run.
- Create a manual check payment through Oracle Fusion Payables.
- Define a nonpayroll payment element to be processed in a payroll run.

Perform a Balance Adjustment

In addition to the refund to the employee, you must adjust the applicable balances associated with the deduction.

For Involuntary Deduction elements subject to a total owed, make sure you adjust the base and processing fee balances appropriately. Use the Adjust Individual Balances task to perform the balance adjustment on these results elements.

1. Review your involuntary deduction results element definition.
 - a. Confirm you have marked ReferenceCode2 input value as **Allow User Entry**. If it isn't, do a correction mode edit to set it.
 - b. Confirm you have created element eligibility for the element.
2. Review your involuntary deduction processing fee results element definition.

You need to do this if you're refunding a processing fee.

- a. Confirm you have marked the ReferenceCode2 and State input values as **Allow User Entry**. If they aren't, do a correction mode edit to set them.
- b. Confirm you created element eligibility for the element.

3. Perform a balance adjustment using your involuntary deductions results element.

- a. From **My Client Groups**, click **Payroll**.
- b. Click **Adjust Individual Balances**.
- c. Search for and select the person requiring the adjustment.
- d. Enter an appropriate effective date.
- e. Search for and select the results element.
- f. Set the values for these input values.

For these input values	Enter this
ThirdPartyPayee	Select the appropriate third-party payee. Note: If you defined this element before Release 21A, enter the ID for the order amount payee. You can find this value in the results element from the payroll run results.
DeductionsCalculated	Enter the amount you want to refund as a negative number.
OrderNumber	Enter the involuntary deduction's reference code. You can find this value on the Involuntary Deductions card component.
ReferenceCode2	Enter the element entry ID. You can find this value in the results element from the payroll run results.
AmountAccrued	Enter the amount you want to refund as a negative number.

- g. Click **Submit**.

4. Perform a balance adjustment against your involuntary deduction processing fee results element.

You need to do this if you're refunding a processing fee.

- a. From **My Client Groups**, click **Payroll**.
- b. Click **Adjust Individual Balances**.
- c. Search for and select the person requiring the adjustment.
- d. Enter an appropriate effective date.
- e. Search for and select the processing fee results element.
- f. Set the values for these input values.

For these input values	Enter this
ThirdPartyPayee	Select the appropriate third-party payee.

For these input values	Enter this
	Note: If you defined this element before Release 21A, enter the ID for the order amount payee. You can find this value in the results element from the payroll run results.
FeeCalculated	Enter the amount you want to refund as a negative number.
OrderNumber	Enter the involuntary deduction's reference code. You can find this value on the Involuntary Deductions card component.
ReferenceCode2	Enter the element entry ID. You can find this value in the processing fee results element from the payroll run results.
State	Select the state from the list of values. You can find this value in the processing fee results element from the payroll run results.

g. Click **Submit**.

Suspend Involuntary Deductions for the US

To suspend an involuntary deduction from payroll process, use the Suspend Involuntary Deduction Processing calculation value on the person's Involuntary Deductions calculation card component.

Enabling Deduction Suspension

This override exists as an option on the deduction's card component. If this override isn't available, you must upgrade your element. Do this even if you have run this process for the element previously.

When running the element upgrade process, select **Disposable Income Recalculation** as the feature you want to enable. Don't leave this parameter blank.

For further info, see Oracle Cloud Human Capital Management for the US: Element Upgrade Flow (2458385.1) on My Oracle Support.

Suspending the Deduction

To suspend an involuntary deduction:

1. In **My Client Groups**, click **Payroll**.
2. Click **Calculation Cards**.
3. Search for and select the person.
4. Open their Involuntary Deductions card for editing.
5. Select the deduction's calculation component.

6. Click **Enterable Calculation Values on Calculation Cards**.
7. Click **Create**.
8. Search for and select **Suspend Involuntary Deduction Processing**.
9. Enter **Yes**.
10. Save and submit your changes.

When you perform a payroll run, the process generates a payroll message for each suspended deduction.

Resuming the Deduction

To resume processing the deduction, you can:

- End-date the **Suspend Involuntary Deduction Processing** calculation value.
- Set it to **No**.

How Involuntary Deductions Are Handled During an Employee Transfer for the US

When using the Local and Global Transfer task to transfer an employee, you can include their Involuntary Deduction card and its components.

To copy calculation cards during a global transfer, select Copy calculation cards to the new employment record in Payroll Details.

Consider the following when you run the Local and Global Transfer task. For further info, see Global Transfers in the Administering Global Payroll Guide.

What the Task Doesn't Transfer

There are some involuntary deduction objects that the Local and Global Transfer task doesn't copy.

- The task doesn't transfer involuntary deduction and fee balances.
For involuntary deductions subject to a total owed, you can:
 - Perform a balance adjustment on the inception-to-date balance for the target payroll relationship.
 - Adjust the appropriate total-owed amount calculation value on the target card component.

For involuntary deductions subject to an initial fee, if you don't want to deduct the initial fee again:

- a. Perform the transfer.
 - b. Use the Calculation Cards task to open the person's Involuntary Deductions card for editing.
 - c. Set **Initial Fee Taken** on the **Involuntary Deduction Rules** component detail.
- If you defined elements before Release 18C, you must upgrade them. Otherwise, this task can't transfer involuntary deduction components attached to them.
If you have involuntary deductions that haven't been upgraded, you have two options.
 - Before the transfer, use the Element Upgrade process to upgrade your elements.

For further info, see the Oracle Cloud Human Capital Management for the US: Element Upgrade Flow technical brief on My Oracle Support (2458385.1).

- After the transfer, manually create the card component on the target relationship.
- The task doesn't transfer the common component.
- The task doesn't transfer future-dated transactions.
- The task doesn't transfer involuntary deductions that have already met their maximum withholding duration time limit.
- The task doesn't transfer involuntary deductions that have already met their total owed.

Note: Federal tax levies are always transferred, regardless of their total owed, until you explicitly end-date them.

Configure Your Organization Payment Methods

If you're transferring the employee to a different payroll, make sure you have configured the appropriate organization payment methods for the target payroll.

Check for Warning Messages

After you have performed the transfer, review the **Change Legal Employer Dashboard** for warning messages. You might need to make changes to impacted calculation values.

Related Topics

- [How the Local and Global Transfer Process Handles Payroll Details](#)

How are arrears handled for support orders?

The payroll process doesn't automatically take arrears for involuntary deductions.

Only courts and other issuing authorities can determine when a support order is in arrears. These support orders consist of deductions of the Child Support, Alimony, and Spousal Support types.

In these cases, based on the court's instructions, you need to either:

- Define another involuntary order for the arrears amount.
- Modify the existing order to enter the arrears amount in the total withholding amount or total withholding percentage.

Use the proration overrides to track the breakdown of the total withholding amount as it relates to other values for the deduction. This can include the current deduction amount, medical support amounts, and arrears amounts. For further info, see Proration Rules for Support Orders for the US in the Help Center.

Related Topics

- [Proration Rules for Support Orders for the US](#)

How does an employee's termination impact their involuntary deductions for the US?

Terminating the employee results in the automatic end-dating of:

1. Their Involuntary Deductions card
2. All associated components based on the final close date of the termination

All payroll processing of their deductions ends as of this date.

Related Topics

- [Add Deductions to the Involuntary Deductions Card for the US](#)
- [Involuntary Deductions Card for the US](#)

Troubleshoot Involuntary Deduction Processing for the US

You might experience the following issues when processing involuntary deductions in payroll.

What happened	How you can resolve it
The wage basis rules you configured for tax levy time-of-writ deductions were ignored during payroll processing	Configuring wage basis rules to exclude element classifications isn't a suitable alternative for configuring time-of-writ deductions for tax levies. The payroll process doesn't refer to the wage basis rules when it determines what liabilities the employee had at the time a levy was served. You must configure the appropriate deductions at time-of-writ calculation values. For further info, see Deductions at Time-of-Writ on the Help Center.
Credit card tips were included in disposable income calculations	These types of tips aren't subject to disposable income calculations. 1. When defining elements for credit card tips, use the Supplemental Earning primary classification and Tips Supplemental secondary classification. 2. Update the wage basis rules for the secondary classification to mark it as not subject to disposable income. For further info, see Involuntary Deduction Wage Basis Rules for the US in the Help Center.
You receive a message that a creditor debt deduction wasn't allowed	You defined a Creditor Debt involuntary deduction for a state that doesn't allow them. 1. End date the current deduction. 2. Check the original order, and define the correct deduction. For further info, see Creditor Debt Deductions in the Help Center.
You receive a message that a garnishment deduction wasn't allowed	You defined a Garnishment involuntary deduction for a state that doesn't allow them. 1. End date the current deduction.

What happened	How you can resolve it
	2. Check the original order, and define the correct deduction. For further info, see Garnishment Deductions for the US in the Help Center.
You receive a message that a state tax levy deduction wasn't allowed	You defined a Regional Tax Levy involuntary deduction for a state that doesn't allow them. 1. End date the current deduction. 2. Check the original order, and define the correct deduction. For further info, see State Tax Levy Deductions in the Help Center.
An employee has a bankruptcy deduction that's being partially deducted because of a higher priority involuntary deduction	1. Check your payroll results, and confirm the deduction priorities. 2. If the priorities were in error, make the appropriate corrections and reprocess payroll for this employee. If the priorities are accurate, you must notify your bankruptcy payee of the partial payment.
An employee has one or more involuntary deductions with higher priorities than a support order	This might impact your payroll calculations. Check your payroll results. If the calculations are incorrect: 1. Roll back payroll for the affected employee. 2. Adjust the subprocessing order on the Involuntary Deductions card calculation component so the support order has a lower number than the other components. 3. Rerun payroll for the employee.
An employee has one or more active involuntary support orders, and they aren't assigned to the work state.	1. Use the Calculation Cards task to review the employee's Involuntary Deductions card support components. 2. Update all support orders to use the employee's work state. Note: The card component continues to use the original state's overrides.
An employee's involuntary deductions weren't as expected (such as seen in the Involuntary Deductions Audit Report)	Could be due to one of the following. - You haven't upgraded the involuntary deduction element recently. - The employee has concurrent involuntary deduction orders in a state that doesn't allow them. - The person has a Creditor Debt, Garnishment, or Regional Tax Levy involuntary deduction for a state that doesn't allow them. a. End date the current deduction. b. Check the original order, and define the correct deduction. - An involuntary deduction didn't process because it's in suspended status. - An involuntary deduction didn't process because it has expired. Notify the issuing agency for further instructions, or end date the order. - An involuntary deduction didn't process because its total owed had been satisfied during a prior run. Notify the issuing agency for further instructions, or end date the order. - A partial deduction was taken for a deduction because its total owed was met in this pay period. Check your payroll messages for details.
The Involuntary Deductions Audit Report displays Requires element upgrade in the Output column for one or more rows	Use the Element Upgrade flow to upgrade your elements. When complete, rerun the Audit Report. For further info, see Upgrade Involuntary Deductions for the US in the Help Center.

What happened	How you can resolve it
The Payroll Data Validation Report returns this message: This employee has an incompatible combination of involuntary deduction elements. Run the Element Upgrade process against your involuntary deduction elements.	Use the Element Upgrade flow to upgrade your elements. For further info, see the following in the Help Center. - Upgrade Involuntary Deductions for the US - Validation Report for Payroll for the US

Related Topics

- [Deductions at Time-of-Writ](#)
- [Involuntary Deduction Wage Basis Rules for the US](#)
- [Upgrade Involuntary Deductions for the US](#)
- [Validation Report for Payroll for the US](#)

10 Element Maintenance

Upgrade Involuntary Deductions for the US

Use the Element Upgrade flow to apply new features to your involuntary deduction elements.

This can include:

- Legislative changes
- New calculation value overrides
- Formula changes
- Calculation changes
- New balances

Run this flow regularly, such as after each release.

For further info, see Oracle Cloud Human Capital Management for the US: Element Upgrade Flow (2458385.1) on My Oracle Support.

Here's some reasons to upgrade your elements.

Feature example	This is what it does
Ongoing features	Sometimes a new feature requires an element upgrade, even if you have already upgraded that element for a previous release. The What's New documentation for a release tells you if a new feature requires an upgrade. For further info, see Oracle Cloud Readiness for Human Resources Workforce Rewards What's New.
Recalculate disposable income	Before Release 18C, the payroll process calculated disposable income once for the highest priority order. The exception was regional tax levies, which automatically recalculated disposable income. For involuntary deductions you defined before this release, you must upgrade them to automatically recalculate disposable income. Note: If you have defined involuntary deductions after this release, you must upgrade your legacy deduction elements.
Prorate support orders	As of Release 18C, you can prorate support orders. To enable this feature for older elements, you must upgrade the elements for all involuntary deduction secondary classifications.
Common calculation rules for involuntary deductions	Common component overrides are no longer available for any involuntary deduction elements you created or upgraded after 18C. Instead, you add the overrides on the deduction's component on the calculation card. For further info, see Set Overrides on the Involuntary Deductions Card for the US in the Help Center.

Feature example	This is what it does

Before You Start

When upgrading your involuntary deductions, consider the following.

- Perform the upgrade first in a test environment. Verify all involuntary scenarios to confirm they process correctly in payroll. Only after you have successfully verified the results should you perform these steps in your production environment.
- If you have Involuntary Deduction elements you defined before Release 18C, you must upgrade them. The payroll process might generate unpredictable results if you run it against older elements.
- Run the Element Upgrade flow for each Involuntary Deduction secondary classification and element name combination separately.

Run the Flow

To upgrade your involuntary deduction elements:

1. Run the Element Upgrade flow in Draft mode for a given involuntary deduction secondary classification and element name combination.

For further info, see [How You Enable Disposable Income Recalculation for Your Involuntary Deductions in the Help Center](#).

2. Select **Disposable Income Recalculation** as the feature you're enabling. Don't leave this parameter blank.
3. Review the output of the report, and resolve any issues it identifies.
4. Repeat these steps for each secondary classification and element name combination.

Proceed to the next step only if no issues are identified.

5. Submit the Element Upgrade flow in Final mode for the involuntary deduction secondary classification and element name combination.
6. Select **Disposable Income Recalculation** as the feature you're enabling. Don't leave this parameter blank.
7. Review the output of the report, and resolve any issues it identifies.
8. Repeat the steps for each secondary classification and element name combination.
9. Compile the elements' fast formulas.

- a. In **My Client Groups**, click **Payroll**.
- b. Click **Submit a Flow**.
- c. Select your US legislative data group.
- d. Search for and select **Compile Formula**.
- e. Enter % as the formula and **Oracle Payroll** as the formula type.

10. Run payroll, and verify the results.
11. Perform test payroll runs, and verify the results.
12. After you have tested all involuntary deduction scenarios and ensured they process correctly in payroll, repeat these steps in your production environment.

Related Topics

- [Set Overrides on the Involuntary Deductions Card for the US](#)
- [Element Upgrade Flow](#)
- [How You Apply Iterative Calculation Enhancements to Your Pretax Deductions](#)
- [Enable Disposable Income Recalculation for Your Involuntary Deductions](#)
- [Upgrade Elements for the US](#)

11 Reports

Involuntary Deduction Reports for the US

These types of reports are available for the involuntary deductions.

- Audit Report
- BI Publisher
- Diagnostic tests

Involuntary Deductions Audit Report

Use this report to review and reconcile your employee involuntary deductions. For further info, see *Involuntary Deductions Audit Report for the US* in the Help Center.

BI Publisher

You can create these reports in your temp folder using the provided report definition.

Report name	What it does
Employees with Active Garnishments	Lists employees with active garnishments. For further info, see <i>Oracle Cloud Global Payroll (US): How to Run a Report Listing of All Employees with Active Garnishments (2204126.1)</i> on My Oracle Support.
US Involuntary Deductions Value Definitions	Lists the involuntary deductions active value definitions. For further info, see <i>Loading US Data Using HCM Data Loader (2558276.1)</i> on My Oracle Support.

Diagnostic Tests

You can use diagnostic reports to help troubleshoot issues with the Involuntary Deductions card. Run these tests from the Diagnostics Dashboard. For further info, see *Diagnostic Tests for the US* in the Help Center.

Test name	What it does
Involuntary Deductions Card Validation	This test requires no parameters and includes these validations. • Persons having duplicate override entries in card components • Persons with same reference number for child and spousal support card components • Involuntary deduction elements not configured with a latest entry rule of Final Close • Persons with mismatched proration amounts and total withholding amount • Persons having only Additional Order Amount override

Test name	What it does
	Persons with same value for Order Amount Payee and Processing Fee Payee
US Payroll Person Calculation Card Diagnostics	This test requires a person number and displays info for all calculation cards for the given person number.

Related Topics

- [Diagnostic Tests for the US](#)
- [Involuntary Deductions Audit Report for the US](#)

Involuntary Deductions Audit Report for the US

Use the Involuntary Deductions Audit Report to review and reconcile your employee involuntary deductions.

Run this process as part of your regular payroll cycle or as needed.

1. From **My Client Groups**, click **Payroll**.
2. Click **Submit a Flow**.
3. Select your US legislative data group.
4. Search for and select **Involuntary Deduction Audit Report**.

Before You Start

For best results, make sure your involuntary deductions elements are using the latest components, such as input values, balances, and so on. Do this by running the Element Upgrade process after each release upgrade or patch cycle. If you don't, this report displays **Requires element upgrade** for the impacted data.

For further info, see Element Upgrade Process (2458385.1) on My Oracle Support.

Report Parameters

Effective Start Date

Select the first date earned of the payroll or QuickPay runs you want to include in the report.

Effective End Date

Select the last date earned of the payroll or QuickPay runs you want to include in the report.

Secondary Classification

Select the kind of involuntary deductions you want to report on.

Leave blank to report on all Involuntary Deductions secondary classifications.

Element Name

To run the report against a specific element, select it here.

Leave blank to run against all qualifying elements.

Payroll Relationship Group

Select the payroll relationship group name, if you have defined one. Payroll relationship groups limit the persons processed for payroll, data entry, and reporting. This can be a dynamic payroll relationship group.

Note: Use the Object Groups task to define the payroll relationship group before you can select it here.

Employee Name

To run the report against a specific person, select them here.

Leave blank to run against all qualifying employees.

Process Configuration Group

Select the process configuration group if you have defined one. Use a process configuration group to provide sets of processing parameters, primarily related to logging and performance. If you don't select a process configuration group, the report uses the parameters in the default group for the selected payroll.

Report Results

This process generates a comma-delimited file suitable for viewing in a spreadsheet application, such as Microsoft Excel. The file provides multiple columns of data on your involuntary deductions, including info on:

- Employee name, masked Social Security Number, and payroll relationship number
- Payroll name, pay period end date, payroll flow name, and run type
- Card component name, subprocessing order, state, and reference code
- Various card component details
- Various calculation values entered on the Involuntary Deductions card component
- Various calculated results such as gross earnings, disposable income, protected pay, deduction calculated
- Various fee balances
- Any payees entered on the card component details

If you haven't upgraded your involuntary deductions elements to the latest version, the extract might not be able to derive values for fields in the output file. In these cases, the file displays **Requires element upgrade** for that row's output column.

Note: The XML file includes these additional fields.

- Unmasked Social Security Number
- Employee mailing address
- Pay period start date
- Payroll frequency
- Tax reporting unit name, address, and tax_unit_id
- Third-party payee registry IDs
- Person number
- Employee termination date

If you want an audit report that includes these fields, you need to define your own report template.

Related Topics

- [Involuntary Deduction Reports for the US](#)
- [Upgrade Involuntary Deductions for the US](#)