

Income Withholding Order FAQs

How many days after receiving an IWO, do I submit payments to SDU?

Send payments within 7 business days of the pay date.

The IWO indicates the withholding limitations is 60%. What do I honor?

Follow the law of the issuing state. In California, the withholding limitations is 50% of disposable income for all orders.

If I receive multiple IWOs for an employee, what is the maximum withholding limit?

If there is more than one IWO for an employee, withhold 50% of disposable income for all orders.

Lump Sum Income Withholding Order FAQs

Should I notify the LCSA if I have an employee who will receive a bonus or lump sum payment?

Report any bonuses or lump sum payments prior to payout by contacting the Department of Child Support Services (DCSS) at (916)464-6640 or via email at lumpsumresponseteam@dcss.ca.gov.

Once I report a bonus or lump sum payments to DCSS, how long will it take to receive a response?

The turnaround timeframe is within 24 hours.

National Medical Support Notice FAQs

We cannot enroll the dependent(s) into health insurance coverage without a birth certificate if it falls outside of the open enrollment period.

The National Medical Support Notice is a qualified medical support order. Employers are required to enroll the dependent(s) in health care coverage at any time.

There is a Sixty-day waiting period for new employees to enroll for health insurance. Do we notify the LCSA?

Yes, complete the NMSN Employer Response (Part A) and check off number six, which states that the participant is subject to a waiting period.

What if the combined orders for child support and health insurance exceed the withholding limitations?

Complete the NMSN Employer Response (Part A), check box number 5 and return it to our office, along with copies of the last three paystubs and the health insurance premium cost within 20 business days.

My employee can afford the health insurance premiums due to the overtime they work. What if the overtime fluctuates?

Notify the Local Child Support Agency. We will request for copies of your employees paystubs for further review.

We offer several levels of health insurance coverage to our employees. Which coverage would we enroll the employee and dependents?

You would need to enroll them in the plan's default option if any or the lowest cost available.

Employer Portal

Do you know if other LCSA have an Employer Portal or similar site?

Orange County is the only LCSA with this site at this time.