

Retroactive Payroll Processing
Questions and Answers
October 24, 2013

Q. How will exempt employees be paid?

A. Employees who were exempt from furlough were not affected by the lapse in appropriations, and they were paid as normal through the regular pay cycle. This includes employees who are not funded by annually appropriated funds.

Q. How will furloughed and excepted employees be paid for the furlough period of October 1 through October 16, 2013, including retroactive pay?

A. Employees affected by the lapse in appropriations (furloughed or excepted) will be paid for the furlough period based on all periods of time during which they would have been in a pay status but for the lapse of appropriations.

· Retroactive pay for October 1 through October 5, 2013 will be transmitted to your bank account, or received via mail (if you normally receive a paper paycheck) on your next regularly scheduled pay day.

· Pay for October 6 through October 19, 2013, including furlough hours, will be processed as normal and transmitted to your bank account, or received via mail (if you normally receive a paper paycheck) on your next regularly scheduled pay day.

Q: Will the system take a partial Thrift Savings Plan (TSP) deduction on a specified dollar amount?

A: Yes, the system would take a partial deduction. The system will take the remaining deduction in the revalidation process for Pay Period 19.

Q: Will the Leave Without Pay (LWOP) counters reset?

A: Yes, the counters will reset once the revalidation of Pay Period 19 has completed. This may be verified on IRIS 140.

Q: Will a corrected Pay Period 19 Earnings and Leave Statement be generated?

A: No, the amount of the adjustment will be reflected in the Year to Date column on the Pay Period 20 ELS and in the remarks section at the bottom of the ELS.

Q: If the Corrected PP19 T&A and PP20 T&A are issued in one check, does this impact the tax liability?

A: No, the tax computations are done separately for each pay period.

Q: Since PP19 and PP20 bills were held, could debt impact an employee's W-2?

A: If the debt is not paid-in-full by the end of the year, the outstanding balance will be added back to the employee's gross pay. However, NFC issues year-end reminders to give employees the opportunity to repay debt prior to W-2 processing. In addition, employees can submit personal checks for outstanding debts to NFC at anytime.

Q. What deductions will be taken from my paychecks for these two pay periods, including retroactive pay?

A. Deductions that are based on the amount of your gross pay (or basic pay) will be calculated as appropriate. For example, deductions for the Federal Employees' Retirement System (FERS) Basic Benefit are a percentage of basic pay paid to an employee. Other deductions, such as health insurance premiums, may be a fixed dollar amount. Deductions will be taken from pay as follows:

- For the retroactive pay covering October 1 through October 5, 2013, deductions that are based on the amount of your gross pay (or basic pay) will be calculated as appropriate. Deductions of a fixed dollar amount, such as health insurance premiums, will only be deducted from the retroactive pay if there was not enough gross pay to cover the deduction when the employee was previously paid for the period of September 22 through September 30, 2013.
- For the pay period of October 6 through October 19, 2013, deductions will be calculated as normal.