

## Retention Incentive Payment FAQ's

Pursuant to Assembly Bill (AB) 268 of the 82<sup>nd</sup> (2023) Legislative Session

When will I receive these payments?

*Eligible employees in the Executive and Judicial Branch who were active on March 31, 2023 will receive the first retention incentive of \$500.00 on their April 28, 2023 paycheck.*

*Eligible employees in the Executive and Judicial Branch who are active on June 16, 2023 will receive the second retention incentive of \$500.00 on their July 21, 2023 paycheck.*

Will these payments be on a separate paycheck?

*The retention incentive payments will be on your regular paycheck on April 28, 2023 and July 21, 2023.*

What deductions will come out of these payments?

*The retention incentive payments are wages; therefore, Medicare tax and Federal Income tax will be withheld as is the case on a regular paycheck.*

What code will I see on my paycheck for these payments?

*The code for the retention incentive payments will show as "RETEN – Retention Bonus".*

Can I have these payments on a different paycheck date?

*No, these payments will be paid on the dates listed above.*

Will my current agency be paying for these incentive payments?

*The money for the retention incentive payments is coming from the Special Appropriations budget account and will be funded 100% with General Funds. Agencies do not have to adjust their personnel categories for these payments.*

Will I get extra leave accrual, or will this change my leave accrual amount?

*No, these payments will not create extra leave accrual or change your current pay period leave accrual amount.*

Will this be a direct deposit like my regular paycheck?

*These payments will be included on a regular paycheck and will be paid to you in the same manner that your regular wages paycheck is paid.*

I'm no longer employed with the State; will I get these payments?

*If you were an active employee on March 31, 2023 and in a permanent full time or permanent part time position, or in a position designated as a Critical Hire position, you will receive the payment.*

*If you are an active employee on June 16, 2023 and in a permanent full time or permanent part time position, or in a position designated as a Critical Hire position, you will receive the payment.*

Will this impact my PERS benefit in any way?

*No, the retention incentive payments will not have retirement taken or assessed.*

How will I know if I'm going to receive these payments?

*AB268 which authorizes these payments excludes employees in temporary, intermittent, or seasonal **positions** from receiving these payments. Employees hired to fill a Critical Labor Shortage position will also not receive these payments. Refer to the chart below for added clarification:*

If the Position Status is:	And the Employee is:		Receive Payment?
Active Permanent	Classified	Full Time	Yes
Active Permanent	Classified	Part Time	Yes
Active Permanent	Classified	Critical Hire	No
Active Permanent	Non-Classified	Critical Hire	No
Active Unclassified	Unclassified	Full Time	Yes
Active Unclassified	Unclassified	Part Time	Yes
Active Unclassified	Unclassified	National Guard	No
Active Overlap	Classified	Full Time	Yes
Active Overlap	Classified	Part Time	Yes
Active Overlap	Unclassified	Full Time	Yes
Active Overlap	Unclassified	Part Time	Yes
Active Non-Classified	Non-Classified	Full Time	Yes
Active Non-Classified	Non-Classified	Part Time	Yes
Active Non-Classified	Non-Classified	Board/Commission	No
Active Intermittent	Classified	Full Time	No
Active Intermittent	Classified	Part Time	No
Active Seasonal	Classified	Full Time	No
Active Seasonal	Classified	Part Time	No
Active Temporary	Classified	Full Time	No
Active Temporary	Classified	Part Time	No
Active Temporary	Non-Classified	Full Time	No
Active Temporary	Non-Classified	Part Time	No
Active Elected	Elected	Full Time	No
Active Elected	Elected	Part Time	No

If I don't receive this payment, who should I contact?

*Please contact your Department/Agency HR or Payroll offices for assistance.*