



New Hire Reporting

David Stillman, Director
Division of Child Support
Department of Social and Health Services

What is New Hire Reporting?

- Employers Report Newly Hired Employees
 - To the Division of Child Support
 - Within 20 Days of Employment
- The Division of Child Support Compares Reports to Case Data
 - Must Perform the Match Quickly
 - Must Forward the Data to the Federal (Child Support) Case Registry
 - Does Not Keep or Store the Unmatched Data
- The Division of Child Support Uses the Matched Data:
 - To Initiate Wage Withholding to Collect Child Support
 - To Help Insure Kids



New Hire Reporting

- DCS Shares the Data in order to:
 - Detect and stop fraudulent benefit payments
 - Public Assistance
 - Unemployment Insurance (ESD)
 - Workers' Compensation (L&I)

New Hire Requirements

- New Hire is a Federal and State Mandate
 - Fed Law is 42 USC 653A and Title IV, Sec. 453A of the Social Security Act
 - WA State Statute is RCW 26.23.040
 - WAC 388-14A-8200

- Who Must Report?
 - All employers in Washington state
 - Indian tribes are exempt by federal law.



New Hire Requirements

- Information Reported
 - Employee Name, Address, SSN & DOB
 - Employer Name, Address & FEIN
 - FEIN info: call 800-829-4933





New Hire Reporting Methods

- ❑ Internet: www.childsupportonline.wa.gov
- ❑ Mail: Reports, Diskettes or Tape
- ❑ Fax: 800-782-0624
- ❑ Phone: 800-562-0479
- ❑ Questions? Call 800-562-0479



New Hire Requirements

- When to Report:
 - Federal Law requires New Hires to be reported within 20 days of the date of hire or rehire
 - If you do business in two or more states, you can report all new hires to one state
 - You must register with the National New Hire Program.

New Hire Requirements


□ Penalties

■ Penalty for failure to report as required

- \$25 per month per employee
- \$500 if conspiracy between employer and employee



What Does DCS Do with New Hire Data?

- When New Hire Data is Received DCS has:
 - **Five** days to enter the data into their system
 - **Two** days to conduct a match and complete withholding actions 
 - **Three** days to forward New Hire information to the National Directory of New Hires (NDNH)
 - If there is a match, DCS sends notice to employer

New Hire Compliance Rate

- Current Compliance Rate is About 50%
 - Compare Federal quarterly New Hire data to previous quarter's Employment Security data
 - ESD quarterly run vs. New Hire hit on NCP/IA
 - Data problems include different addresses for same employer, multiple FEIN's



Compliance Rate Increase

- What's Being Done to Increase Compliance?
 - Outreach: Seminars, Partnerships, TV/Radio PSAs
 - Employer liaisons in each field office
 - SEO contact with employers
 - Contact employers who do not report as required
 - Collaborative efforts with ESD & L&I
 - Need funding to increase marketing/outreach of program to employers



Questions?