



<p align="center">Policy Title Salary Deductions Policy</p>	<p align="center">Original Adoption Date 7/20/1972</p>	<p align="center">Policy Number HR-222</p>
<p align="center">Responsible College Division/Department Human Resources</p>	<p align="center">Responsible College Manager Title Chief Human Resources Officer</p>	
<p align="center">Policy Statement</p> <p>1. Deductions will be made for federal and state withholding taxes, social security, the state retirement systems, and child support/garnishments as required by law.</p> <p>2. Deductions will be made for unapproved leave, for leaves that have been approved without pay, for leave that has been used but not earnings due to an early termination or resignation and for any periods of suspension without pay</p> <p>3. Deductions (if applicable) will be made as authorized by the individual employee for:</p> <ul style="list-style-type: none"> a. Participation in group health, dental and life insurance. b. Participation in flexible spending accounts. c. Contributions to the United Way and other organizations. d. Contributions to the Lakeshore Technical College Foundation Inc. e. Payment of charges incurred for auxiliary services in childcare and/or automobile expenses. f. Contributions toward a tax sheltered annuity (403b) and/or deferred compensation plans (457). 		
<p align="center">Reason for Policy</p> <p>Deductions will be made from salary only as required by law, when required or approved by the district board, or authorized by the employee.</p>		
<p align="center">Cross References and Legal Review</p> <p>Created/Adopted: 7/20/72; 7/1/73 Reviewed/Revised: 5/19/93; 7/76; 7/77; 5/18/89; 11/01/89; 5/20/92; 7/01/02; 05/10/04; 7/01/14, 7/25/16 Cross Reference: Cash Payment/Extension of Credit; Professional Staff Fringe Benefits; Support Staff Fringe Benefits; Administrative Staff Fringe Benefits</p> <p>Legal Counsel Review and Approval: Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits</p>		
<p align="center">Definitions</p>		