Glossary of Terms and Abbreviations

Slide 2: FT Minimum Wage Earnings:

- FT is full-time
- Federal minimum wage is \$7.25/hour
- 40 hours per week with 52 weeks per year = \$1,257 per month
 - o Some use round (e.g., 4 weeks in month)

Slide 2: CPR- Center for Policy Research, the presenter is a CPR economist/research associate

Slide 4: C.F.R- Code of Federal Regulation

Slide 5:

- **DHR** Alabama Department of Human Resources. DHR is the parent agency of the Alabama Child Support Enforcement Division
- IV-D IV-D means government child support program. Title IV-D of the Social Security Act enables the government child support program. The federal government administers it and each state has their own program that the state may administer or administer it locally.

Slide 8:

- **SSR-** Self Support Reserve. Alabama provides a SSR of \$981/mo (which is based on the 2021 federal poverty guidelines for one person adjusted for Alabama incomes.
- ALECS- Alabama Location Enforcement Collection System is the state system for processing all IV-D payments

Slide 10: NCP- Noncustodial Parent (NCP is used in federal regulation to note the parent paying support, but more states are moving a way from NCP for various reasons)

Slide 20

- Consumer Expenditure (CE) Survey the survey of household expenditures used by most economists
 measuring child-rearing expenditures. Conducted by the U.S. Bureau of Labor Statistics, it is an ongoing
 survey of about 6,000 households per quarter on 100s of items
- **BR5** fifth Betson-Rothbarth study. BR5 forms the basis of the Alabama schedule and 17 other states. It is based on economic measures of child-rearing expenditures developed by Professor Betson, University of Notre Dame, using the Rothbarth methodology. BR5 considers expenditures data from the 2013-2019 CE.
- FPG- federal poverty guidelines for 1 person, basis of the SSR. 2021 FPG = \$1,073; 2025 FPG = \$1,304

Review of the Alabama Child Support Guidelines

Presentation to:

Alabama Advisory Committee on Child Support Guidelines and Enforcement

(Nov. 7, 2025)

Jane Venohr, Ph.D. Economist/Research Associate jvenohr@centerforpolicyresearch.org 303-837-1555



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Today's Objectives

- Meet federal requirement to analyze case file data
- Discussion of whether to updated schedule
- Discussion whether to update self-support reserve
 - If so, should its basis be changed?
 - FT Minimum wage earnings: \$1,257/mo
 - Order amount is about \$235/mo
 - 2025 federal poverty level = \$1,304/mo
- Other potential changes
 - Changes that require research from CPR?
 - Changes that do not?



2



Federal Requirements of State Guidelines Reviews

3

3

Federal Requirements of Reviews (45 C.F.R 302.56 (e) and (h))

(e) The State must review, and revise, if appropriate, the child support guidelines established under paragraph (a) of this section at least once every four years to ensure that their application results in the determination of appropriate child support order amounts. The State shall publish on the internet and make accessible to the public all reports of the guidelines reviewing body, the membership of the reviewing body, the effective date of the guidelines, and the date of the next quadrennial review.

(h)As part of the review of a State's child support guidelines required under paragraph (e) of this section, a State must:

(1) Consider economic data on the cost of raising children, labor market data (such as unemployment rates, employment rates, hours worked, and earnings) by occupation and skill-level for the State and local job markets, the impact of guidelines policies and amounts on custodial and noncustodial parents who have family incomes below 200 percent of the Federal poverty level, and factors that influence employment rates among noncustodial parents and compliance with child support orders;

(2) Analyze case data, gathered through sampling or other methods, on the application of and deviations from the child support guidelines, as well as the rates of default and imputed child support orders and orders determined using the low-income adjustment required under paragraph (c)(1)(ii) of this section. The analysis must also include a comparison of payments on child support orders by case characteristics, including whether the order was entered by default, based on imputed income, or determined using the low-income adjustment required under paragraph (c)(1)(ii). The analysis of the data must be used in the State's review of the child support guidelines to ensure that deviations from the guidelines are limited and guideline amounts are appropriate based on criteria established by the State under paragraph (g); and

(3)Provide a meaningful opportunity for public input, including input from low-income custodial and noncustodial parents and their representatives. The State must also obtain the views and advice of the State child support agency funded under title IV–D of the Act.

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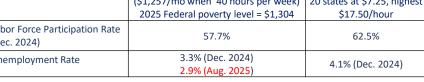
Checklist of Federal Requirements

Requirements	Status
Consider economic data on the cost of raising	18.4% inflation since existing schedule created
children	New economic data on child-rearing expenditures has an underlying data issue due to change in clothing expenditures question
	Temporary increase in savings rate from about its 4% norm to 32% during COVID-19 shutdown is also problematic.
	Retained BR5 as basis, updated to Sept 2025 price levels, tax rates and poverty level; 2023 US-Alabama income differences
Consider labor market data	See Feb 2025 presentation and slide on next page
Consider case file data on deviations	CPR obtained and analyzed DHR case file data
Impact of guidelines policies on parents with low income	See today's presentation and February presentation
Factors that influence employment rates and compliance	See today's presentation and February
Rates of default, imputation, and application of low-income adjustment & analysis of payment date	presentation

Requirement	Status
Provide meaningful opportunity for public input, including input from low-income parties	Public Comment Period each meeting
Obtain the views and advice of the IV-D agency	IV-D Represent ation on Committe e
Review, and revise, if appropriate, the child support guidelines	Committe e and Court
Publish report on internet, membership of reviewing body, & effective date of the guidelines & next review	Court Website

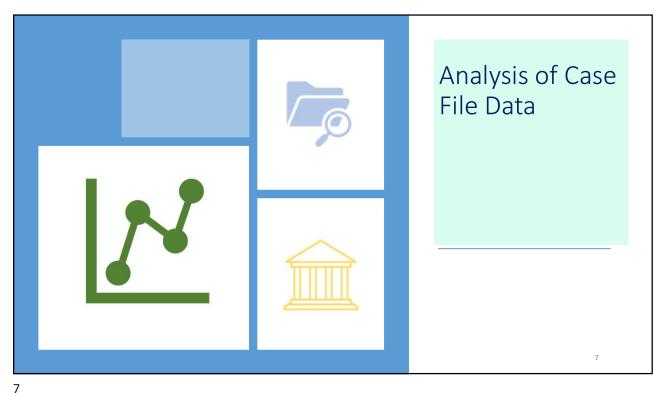
Labor Market Information (slide from Feb. presentation with selected updates)

	Alabama	US or Other States
Minimum Wage	Federal Applies: \$7.25 per hour (\$1,257/mo when 40 hours per week)	20 states at \$7.25, highest
	2025 Federal poverty level = \$1,304	\$17.50/hour
Labor Force Participation Rate (Dec. 2024)	57.7%	62.5%
Unemployment Rate	3.3% (Dec. 2024) 2.9% (Aug. 2025)	4.1% (Dec. 2024)



- Alabama Population (Census, 2023): 5,108,468
- Employed Persons (Dec, 2024) 2,234,300
- Counties with Lowest Unemployment Rates: Shelby (2.4%); Morgan and Marshall (2.6%)
- Counties with Highest Unemployment rates: Wilcox (8.5%); Clarke (6.8%); Greene (6.6%)
- Unemployment Rates (preliminary Aug 2025): highest city: Prichard (7.1%)
- Alabama Entry Hourly Wages (3rd quarter, 2024)
 - All occupations: \$12.96
 - Healthcare support occupations: \$11.59
 - Cashiers: \$9.64 (35-hour week; 47 weeks per year→ \$1,321/ month)
 - Food Preparation: \$9.76
 - Construction Laborers: \$12.74
 - Building Cleaning and Pest Control Workers: \$10.52
- Average weeky hours: 35.5 total private Alabama (Aug. 2025)
- Average Alabama hourly wage for all occupations increased 19.1%: \$23.13 (May 2021) to \$27.55 (Qtr 2, 2025)





Summary of Findings: Federal Data Requirements					
Requirements	Last Review	This Review			
Sample of case file data	Jan 1 – Dec. 31, 2018 & payment data from following year	• Jan 1,– Dec. 31, 2023			
Selected <u>all</u> new or	8,333 orders from ALECS	7,214 orders from ALECS			
modified orders that became effective in sample period	2,308 orders with guidelines calculations	2,749 orders guidelines calculations			
Percentage with guidelines deviations	9%	11%			
Federal expectation: keep deviations to a minimum					
Percentage with income imputation	5% based on ALECS data field	Changed how measuredMothers: 14%Fathers: 11%			
Percentage entered by default	Less than percentage with income imputation	Not measured			
Application of the low-income adjustment	 <1% set at \$50 per month 5% of payer-parent's had income in the area of the previous schedule adjusted for the SSR (less than \$1,100 gross per month for 1 child) 3% of orders set between \$1 and \$50 per month (73% of the custodians in these cases were non-parent caretakers) 	Switched from Low-Income Adjustment in Schedule to Adjustment in Worksheet 14% of NCPs had income less than SSR Order = \$0: 67% Order more than \$0: 33% \$50: 22%			

AL Deviation Rate Compared to Other States

- Alabama (IV-D) increased from 9 to 11%
- GA (2022 Review): 11% among IV-D cases and 47% among non-IV-D cases
- TN (IV-D only): increased from 3% in 2015 to 9% in 2023

Alabama Deviation Criteria

- (1) REASONS FOR DEVIATING FROM THE GUIDELINES. Reasons for deviating from the guidelines may include, but are not limited to, the following:
 - (a) Shared physical custody or visitation rights providing for periods of physical custody or care of children by the obligor parent substantially in excess of those customarily approved or ordered by the court;
 - (b) Extraordinary costs of transportation for purposes of visitation borne substantially by one parent;
 - (c) (Expenses of college education incurred prior to a child's reaching the age of majority;
 - (d) Assets of, or unearned income received by or on behalf of, a child or children;
 - (e) (The assumption under the Internal Revenue Code that the custodial parent will claim the federal and state income-tax exemptions for the children in his or her custody will not be followed in the case;
 - (f) (The actual child-care costs incurred on behalf of the children because of the employment or job search of either parent exceeds the costs allowed under subsection (B)(8) of this rule by twenty percent (20%) or more; and
 - (g) A parent incurs child-care costs associated with the parent's training or education necessary to obtain a job or to enhance that parent's earning potential, not to exceed a reasonable time as determined by the court. To justify deviating from the guidelines on this basis, the parent must prove by a preponderance of the evidence that the job training or education will benefit the child or children being supported, and child-care costs associated with such training or education shall not exceed the amount required to provide care from a licensed source for the child or children, based on a schedule of guidelines developed by the Alabama Department of Human Resources; and
- (h) Other facts or circumstances that the court finds contribute to the best interest of the child or children for whom child support is being determined. The existence of one or more of the reasons enumerated in this section does not require the court to deviate from the guidelines, but the reason or reasons may be considered in deciding whether to deviate from the guidelines. The court may deviate from the guidelines even if no reason enumerated in this section exists, if evidence of other reasons justifying deviation is presented.

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C

Income Imputation Rate Compared to Other States

- Alabama (IV-D): 14% Mothers; 11% Fathers
- GA (2022 Review): 38% NCPs with IV-D orders and 13% of NCPs with non-IV-D data (GA data were collected after major jobs losses due to COVID-19 shutdown)

Federal Requirement (45 C.F.R. § 302.56 Guidelines for setting child support orders) **AL Guidelines** (c) The child support guidelines established under paragraph (a) of this section must at a minimum: Committee Comments to the Amendment to (1) Provide that the child support order is based on the noncustodial parent's earnings, income, and other Rule 32 Effective July 1, 2019 evidence of ability to pay that: Takes into consideration all earnings and income of the noncustodial parent (and at the State's In subsection (B)(5), the factors that should be discretion, the custodial parent); considered when determining voluntary underemployment or unemployment were (iii) If imputation of income is authorized, takes into consideration the specific circumstances of the changed to be consistent with the noncustodial parent (and at the State's discretion, the custodial parent) to the extent known, including such requirements in federal child-support regulations. See 45 C.F.R. § 302.56(c)(1)(iii). factors as the noncustodial parent's assets, residence, employment and earnings history, job skills, educational attainment, literacy, age, health, criminal record and other employment barriers, and record of Incarceration may no longer be treated as seeking work, as well as the local job market, the availability of employers willing to hire the noncustodial voluntary unemployment when establishing or parent, prevailing earnings level in the local community, and other relevant background factors in the case. modifying child support. See 45 C.F.R. § 302.56(c)(3). (3) Provide that incarceration may not be treated as voluntary unemployment in establishing or modifying support orders; and

Alabama Income Imputation (2023 case findings)

- Income Imputation at Minimum Wage
 - 88% of fathers with income imputation
 - 92% of mothers with income imputation
- % of Current Support Paid in Following Year
 - All examined order
 - Average: 61.4%; Median = 73.7%Paid Nothing: 12%; Paid All: 15%
 - Fathers with Income Imputation
 - Average: 23.1%; Median = 33.9%Paid Nothing: 82%; Paid All: 7%

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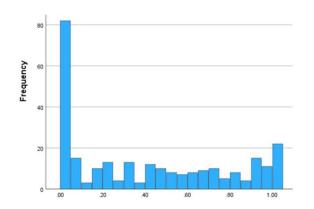
Payments when NCP Income is FT Minimum Wage

At minimum-wage

- 19% of NCPs with IV-D cases have FT minimum wage income
- Order is about \$235

% of Current Support Paid in Following Year

- · All examined order
 - Average: 61.4%; Median = 73.7%
 - Paid Nothing: 12%; Paid All: 15%
- NCP Income = FT Minimum Wage
 - Average: 40.3%; Median = 33.3%
 - Paid Nothing: 26%; Paid All: 8%



Low-Income Adjustment

Federal Requirement (45 C.F.R. § **AL Guidelines** 302.56) (c) The child support guidelines established Committee Comments to Amendments to Rule 32 Effective May 1, 2022

under paragraph (a) of this section must at

(1) Provide that the child support order is based on the noncustodial parent's earnings, income, and other evidence of ability to pay that:

(i) (Takes into consideration the basic subsistence needs of the noncustodial parent (and at the State's discretion, the custodial parent and children) who has a limited ability to pay by incorporating a low-income adjustment, such as a self-support reserve or some other method determined by the State; and

Rule 32(C), entitled "Determination of Recommended Child-Support Obligation," has been amended by adding subsection (5). Subsection (5) provides for a Self-Support Reserve ("SSR") Calculation in the Child-Support Guidelines form. 45 C.F.R. § 302.56(c)(ii) requires that child-support guidelines must "[t]ake[] into consideration the basic subsistence needs of the noncustodial parent." Alabama previously addressed that concern through the implementation of an SSR adjustment built into the schedule..

Rule 32(C)(5)(a) explains that the SSR calculation is used to ensure that the obligor's basic subsistence needs are met in accordance with 45 C.F.R. § 302.56. Rule 32(C)(5)(b) explains that the amount of the SSR is \$981. The amount of the SSR that had been incorporated into the schedule was based on the 2007 federal poverty guidelines, adjusted for Alabama incomes. The amount of the SSR has been updated to reflect the 2021 federal poverty levels, adjusted for Alabama incomes...

Rule 32(C)(5)(d) explains that the "Recommended Child-Support Order" on Line 13 of the Child-Support Guidelines form is the lesser of "Each Parent's Adjusted Child-Support Obligation" on Line 10 of the Child-Support Guidelines form or the "Income Available for Support" entered on Line 12 of the Child-Support Guidelines form...

Rule 32(C) has been further amended by adding subsection (6), entitled "Zero-dollar order." That subpart provides for a rebuttable presumption that an order requiring no child support from an obligor should be entered in specified limited situations. The provision in Rule 32(C)(6)(a) that there is a rebuttable presumption that a zero-dollar order applies when an obligor "has no gross income and receives only means-tested assistance" is not intended to impede a court's discretion under Rule 32(B)(5) to impute income to a parent that the court finds is voluntarily unemployed or underemployed. Rule 32(B)(5) is unaffected by this provision.

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Existing Self-Support Reserve (SSR) Is in the Worksheet, Not the Schedule

Existing SSR is based on 2021 federal poverty guidelines for one person and adjusted for Alabama incomes and payroll taxes.

- Current SSR: \$981 per month.
- Minimum order: \$50 for incomes below (rebuttable)
- Phase-in/Phase-out: 85% of difference between income and SSR to account for payroll taxes

Lin	e Item	Plaintiff	Defendant	Combined	
1	MONTHLY GROSS INCOME	\$	\$	\$	0
	Self-Support Reserve (SSR)				
11	INCOME AVAILABLE AFTER SSR (Line -SSR of \$981)	\$	\$	1	
12	INCOME AVAILABLE FOR SUPPORT (85% of Line 11. If less than \$50, enter \$50 minimum obligation.)	\$	\$		
	Child Support Order				
13	(Lesser of Lines 10 and 12)	\$	\$	1	

Payments for Those with Income below SSR

% of Current Support Paid in Following Year

· All examined order

Average: 61.4%; Median = 73.7%Paid Nothing: 12%; Paid All: 15%

· Income below SSR and non-zero order

Average: 58.4%; Median = 64.2%Paid Nothing: 10%; Paid All: 17%

			Alabama			
Sc	chedule o	of Basic C	hild-Suppor	t Obligatio	ns	
		Number of 0	Children due Su	pport		
Combined Adjusted Gross Income	One Child	Two Children	Three Children	Four Children	Five Children	Six Children
0-250	52	80	96	107	118	128
300	63	95	115	129	142	154
350	73	111	134	150	165	179

	Self-Support Reserve (SSR)	
11	INCOME AVAILABLE AFTER SSR (Line -SSRof\$981)	\$ \$
12	INCOME AVAILABLE FOR SUPPORT (85% of Line 11. If less than \$50, enter \$50 minimum obligation.)	\$ \$
	Child Support Order	
13	(Lesser of Lines 10 and 12)	\$ \$

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Other Findings from Case File Data

• Order Amount: Average = \$411/month

• Number of Children

• 1 child: 71%

• 2 children: 21%

• 3 children: 6%

• 4+ children: 2%

Custodial person

• Mother: 81%

• Father: 5%

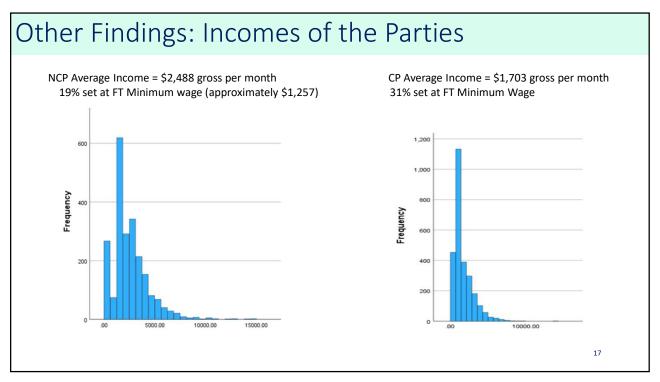
• Other: 14%

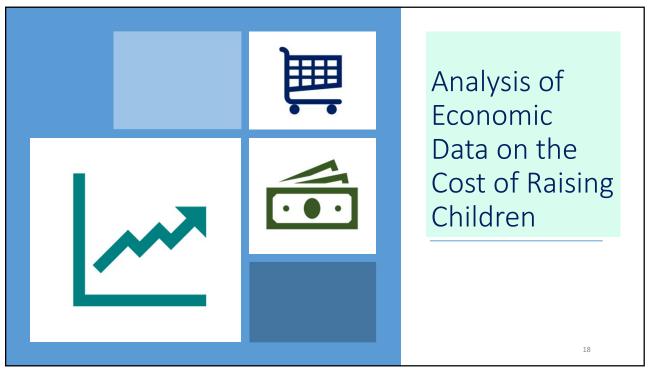
Noncustodial parent

• Father: 8%



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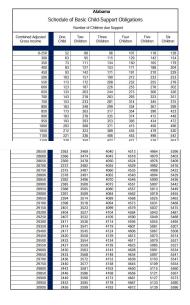




Existing Alabama Schedule Is Based on Economic Data on the Cost of Raising Children (slide repeated from Feb presentation)

The quadrennial review is an opportunity to review:

- · The schedule; and
- The self-support reserve;
 - for more current economic data and;
 - Whether underlying assumptions are still appropriate for Alabama children; and families for the next 4 years; and
- Other guidelines provisions



Alabama schedule was crafted in 2021 and is based on a national study of child-rearing expenditures that was realigned to account for Alabama's below average income

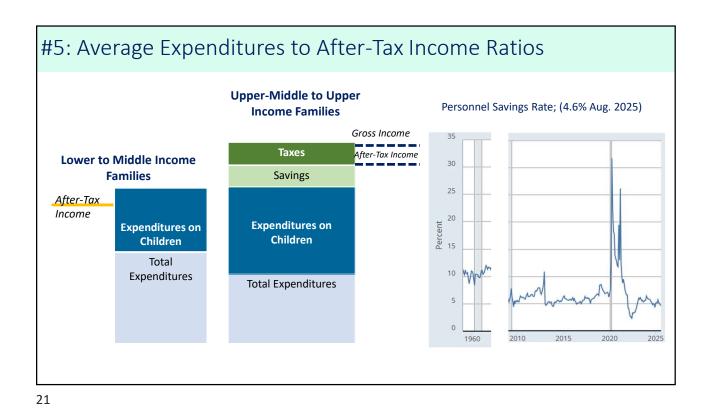
National study: Betson, David M. (Mar 2021). "Appendix A Parental Expenditures on Children." in Venohr, J. and Matyasic, S., Review of Arizona Child Support Guidelines: Findings from the Analysis of Case File Data and Updating the Child Support Schedule. Report to the Arizona Supreme Court Administrative Office of the Courts https://www.azcourts.gov/Portals/74/FCIC-CSGR/SupplementalPacket-030121-FCIC-CSGR/SupplementalPacket-030121-FCIC-CSGRS.pdf?ver=2021-02-28-161844-187

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Assumptions and Data underlying AL Current Guidelines Schedule and Updates and Alternatives (slide from Feb 2024)

	Current	Other Options/Notes
1. Guidelines Model	Income Shares	42 states rely on income shares 3 states (DE, HI, & MT): Melson formula, 7 states use % of obligor income Other guidelines models
2. Economic Study	5th Betson study using the Rothbarth methodology (BR5) to separate child-rearing expenditures from total expenditures from the 2013-2019 Consumer Expenditure (CE) Survey	No study using more recent expenditure data, 2021 FI study w/ same data years All states updating their schedules rely on BR5, 18 states base on BR5
3. Price levels	Sept. 2021 price levels	2025 price levels As of Sept. 2025 price levels (18.4% increase— but doesn't mean 18.4% increase in schedule amounts because incomes have also increased)
4. Adjustment for AL income/prices	Realigned for Alabama's incomes using 2019 income data	Realigned to 2023 Census data • 2019 AL price parity = 85.8%; 2023 AL price parity = 90.0% • In 2019, Al median income was 81.7% of US average median income; in 2023: 82.99
4. Exclude childcare, child's healthcare expenses	Excludes all but the first \$250 per child per year in ordinary, out-of- pocket medical expenses	 Some states subtract all, which lowers schedule amount but requires addressing all healthcare expenses on a case-by-case basis
5. Conversion of economic study to after-tax income	Use expenditures to net income ratios from same subset of CE data Cap expenditures at very low-income so families aren't asked to spend more than their income	Most alternative assumptions produce higher amounts
6. Conversion to Gross income	2021 federal and state income tax withholding formulas for a single taxpayer and FICA	2025 federal and state income tax withholding formulas and FICA Various other tax assumptions (e.g., tax rate of a family would produce increases
7. Income range of schedule	Lowest: \$0-\$250/mo Highest: \$30,000 gross per month	Lowest: Policy decision Highest: \$40,000 gross per month
OTHER. Low-income adjustment is not in schedule, but worksheet	 Self-support reserve of \$981 per month, which is based on the 2021 Federal Poverty Guidelines—FPG—for 1 person (\$1,073) adjusted for ratio of median income of AL and US average and difference between net and gross income; and rebuttable min order of \$50 and 85% adjustment 	2025 FPG = \$1,304 per month SSR, minimum order, and phase-out are policy decisions (discussed in more detail later)



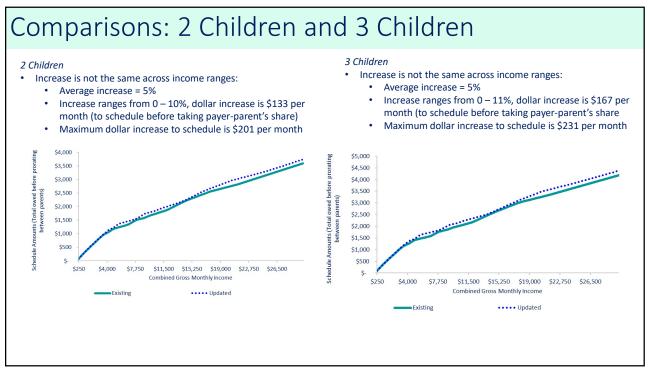
Economic Methodology to Estimate Child-Rearing Expenditures

All estimates of child-rearing expenditures are from the Consumer Expenditure (CE) Survey Conducted by the Bureau of Labor Statistics: https://www.bls.gov/cex/

- Alabama is one of 18 states based on Rothbarth estimates from 2013-2019 CE
- 2025 Betson Study (forthcoming) from 2018-2024 CE
 - Rothbarth:
 - 2018-2024: 18.3% for 1 child (22.2% with alternative definition)
 - 1.2 percentage point decrease due to COVID-19; 10.2 percentage point decrease due to change in clothing question
 - Previous studies: stable & consistent (about 23-25.6% for 1 child)
 - Engel:
 - 2018-2024: 24.1% for 1 child
 - Previous studies: Inconsistent (about 22-33% for 1 child)

Comparisons: 1 Child • Increase is not the same across income ranges: Average increase = 5% Increase ranges from 0 – 10%, dollar increase at 10% is \$84 per month (to schedule before payer-parent's share) Maximum dollar increase to schedule is \$139 per month Changes in price levels shifts \$3,000 Schedule Amounts (Total owed before prorating between parents) line to the right (i.e., not a consistent slope, some \$2,500 income levels spend a greater share of their \$2,000 income than others) \$1,500 Tax bracket changes also cause inconsistent changes \$1,000 Base income limit for social \$500 security tax increased from \$148,280 per year to \$176,100 per year \$250 \$4,000 \$11,500 \$15,250 \$19,000 creates some Combined Gross Monthly Income anomalies around about \$12,000 to Existing · · · · · Updated \$16,000 per month

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Basis of Other State Guidelines

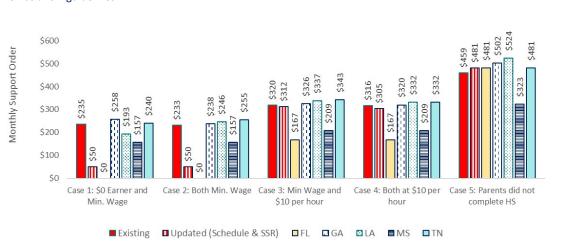
	Florida	Georgia	Louisiana	Mississippi	Tennessee
Last Review	2021	On-going	2024	2023	Current
Guidelines Model	Income shares	Income shares	Income shares	% of obligor income	Income shares
Gross or Net Income	Net	Gross	Gross	Net	Gross
Economic Study	Engel-Espenshade (1984)	BR5	BR5		BR2
Price Levels	1991?	2022	2024	Never updated	2003
Low-Income Adjustment	90% difference between net income and poverty	Deviation now, but low- income adjustment effective Jan 1, 2026: Proposed is 19-28% for	\$43-\$45 for gross	Deviation	\$100 minimum order for gross incomes of \$950 or less

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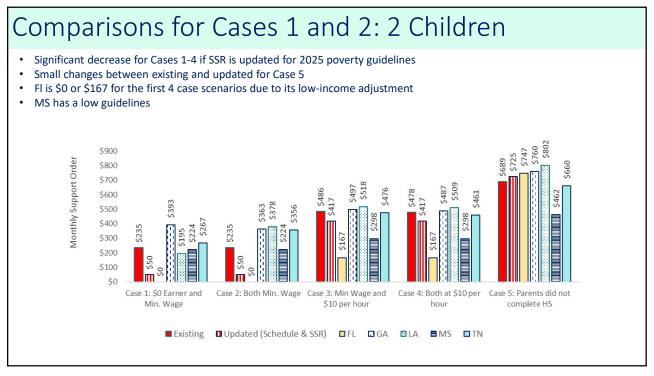
Comparisons for Cases 1-5: 1 Child

- Significant decrease for Cases 1 and 2 if SSR is updated for 2025 poverty guidelines
- Small changes between existing and updated for Cases 3-5
- When low-income adjustment doesn't apply, existing and updated AL similar to FL, GA, LA, and TN
- FI is \$0 or \$167 for the first 4 case scenarios due to its low-income adjustment
- MS has a low guidelines



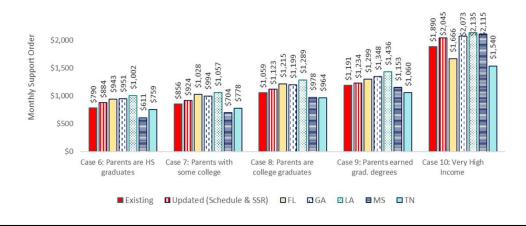
Comparisons for Cases 6-10: 1 Child · Small changes between existing and updated Except for Case 10, existing and updated AL slightly less than FL, GA, and LA • FL formula for incomes above \$10,000 applies to Case 10 MS has a low guidelines, No longer presumptive above \$10,000 net TN has not updated for almost 20 years so doesn't capture increase in child-rearing expenditures at high incomes \$1,600 \$1,212 Monthly Support Order \$1,400 \$1,200 \$1,000 \$800 \$600 \$400 \$200 Case 6: Parents are HS Case 7: Parents with Case 8: Parents are Case 9: Parents earned Case 10: Very High some college graduates college graduates grad. degrees Income ■ Existing ■ Updated (Schedule & SSR) ■ FL ■ GA ■ LA ■ MS ■ TN

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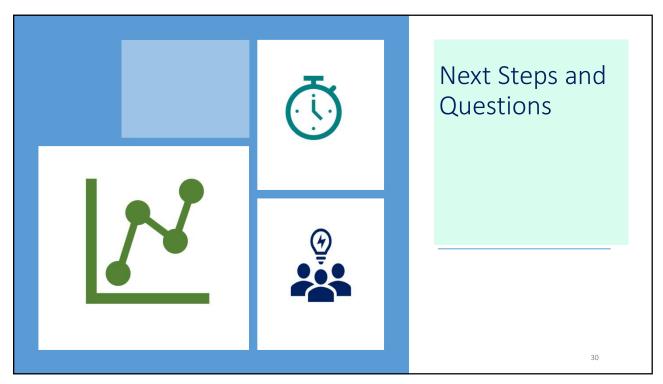


Comparisons for Cases 6-10: 2 Children • Small changes between existing and updated • Except for Case 10, existing and updated AL slightly less than FL, GA, and LA • FL formula for incomes above \$10,000 applies to Case 10 • MS has a low guidelines

• TN has not updated for over 10 years so doesn't capture increase in child-rearing expenditures at high incomes



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Next Steps and Questions

Committee

- Whether schedule should be updated; and
- Whether SSR should be updated?
- What additional information is needed from CPR to make decision?
- Other Issues?
 - Any need additional information from CPR?



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