Back Pay/Step Increases and Longevity -- Frequently Asked Questions

1. **Is the current employing agency responsible for paying the entire amount in an instance where an employee changed agencies during the time period in question?**

   No. Each agency is responsible for paying the employee for the time they were employed by that agency.

2. **What other items should be recalculated in addition to the calculation of the payment related to the base-step related pay?**

   The following is a list of additional income amounts to be recalculated:
   a. Overtime
   b. Temporary Assignment
   c. Bi-lingual Pay
   d. Shift Differential
   e. LOA/Dock/Suspension would be deducted from their backpay
   f. Longevity
   g. Stand-By/Call Back
   h. Super Holidays
   i. Roll Call
   j. Comp Time Payouts
   k. Educator Lane Changes

   This list is not intended to be exhaustive. Each agency may have additional nuances or categories or time (pay) that may be applicable for recalculation. If you have any questions, please contact your agency’s payroll office for confirmation.

3. **Are back pay payments pensionable and subject to state and federal tax, as well as social security?**

   Yes.

4. **Are interest payments pensionable?**
Interest payments are not pensionable. This payment will be paid as a Commercial Voucher via the Illinois Comptroller. This payment will be subject to the applicable taxes.

5. **When will employees receive the step/longevity back wages they are owed?**

   Agencies have been instructed to make all necessary calculations and begin paying out the money owed as soon as possible, but not later than September 30.

6. **Will interest owed be paid at the same time as the back wages are paid?**

   No. The interest will be paid at a later date, probably some time in October.