

Waubonsee Community College

Adjunct Faculty, Coaches, and Hourly Instructors Employee Benefits

State Universities Retirement System (SURS)

The college participates in SURS and all employees, except student workers and those employees that are considered temporary or intermittent, are required to contribute eight percent of their gross pay.* This contribution is a pre-tax deduction. The employer contribution is paid by the state of Illinois. Employees that contribute to SURS do not contribute to the Federal Social Security Program (FICA). General information regarding SURS may be accessed toll free by calling 1-800-ASK SURS (275-7877) or visiting the [SURS website](#).

*Employees hired as Campus Police Officers are subject to a higher SURS contribution.

SURS Deferred Compensation Plan (DCP)

*Only members who are originally hired and certified in SURS on or after 7/1/23 will be automatically enrolled. Members previously certified in SURS that are re-employed are not subject to automatic enrollment.

As a recently hired member, you will begin saving and investing in the SURS DCP just 30 days after your date of hire. Your contribution rate will be 3%, deducted before taxes from your paycheck.

Tax Sheltered Annuity Program (403B)

The college provides all employees the opportunity to participate in a Tax Sheltered Annuity Program. The college has pre-approved companies from which employees can choose a tax deferred investment plan. The college does not contribute to these accounts.

Professional Development

Employee Development supports all Waubonsee employees to enhance their professional skill sets, introduce them to new technology, and create a learning environment for personal growth. We enhance employee knowledge and skills with high-quality, accessible training and professional development opportunities to support the third pillar of the college's strategic plan – Employee and Organizational Excellence. Our offerings are available to meet an individual's learning style and preference. We are dedicated to supporting the campus community and being a strategic partner to help other departments meet their objectives. As a result of these partnerships, our professional development opportunities create a workplace that is efficient, effective, caring, and a good steward of resources.

Direct Deposit

Waubonsee employees are encouraged to enroll in direct deposit and may divide their paycheck among multiple accounts.