

INFORMATION FOR POTENTIAL EMPLOYEES

DIRECT DEPOSIT: McHenry County College processes its payroll transactions via direct deposit. Upon hire, employees complete a Direct Deposit Authorization Form and may deposit their paycheck to any financial institution. All employees of McHenry County College must participate in direct deposits.

FAIR SHARE: Fair Share is effective for all employees who fill positions in the Classified and Professional union (Staff Council) contract and in the Faculty union contract (Faculty Association).

All employees whose positions fall under a union contract have to pay their *fair share* of the union dues whether they choose to join the union or not. The MCC Staff Council and the Illinois Education Association have the prerogative to determine the fair share dues. The information provided below is the yearly and per pay payroll deduction for each union.

<u>CLASSIFIED/PROFESSIONAL</u>			<u>FACULTY</u>	
	<u>YEARLY</u>	<u>*PER PAY</u>	<u>YEARLY*</u>	<u>PER PAY</u>
Full time employees:	\$301.54	\$11.59	\$615.00	\$34.17
New member (1 st yr. only)	\$301.54	\$11.59	\$555.00	\$30.83
Part time employees	\$194.12	\$ 7.46	N/A	N/A
	*based on 26 pays per year		*based on 18 pays per year	

SURS: McHenry County College employees participate in the State University Retirement System of Illinois or S.U.R.S. S.U.R.S. provides retirement, disability, death, and survivors' benefits to all participants and beneficiaries. Participation is required of all McHenry County College employees and deductions will be taken each pay period. Deductions are 8% before taxes. Employees are exempt from paying Social Security.

MEDICARE: All employees of McHenry County College contribute 1.45% of gross earnings to Medicare. This contribution is matched 100% by MCC.

COMMUNITY COLLEGE HEALTH INSURANCE PLAN FOR RETIREES: Health, dental and vision benefits are available for retired full-time employees of McHenry County College who are vested in SURS and receive a SURS annuity, as well as their spouses and dependents. This program is partially funded through a mandatory payroll deduction of 0.5% of gross earnings of all active full-time employees of Illinois Community Colleges.

**FOR INFORMATIONAL PURPOSES ONLY
FOR APPLICANTS**

**Statement Concerning Your Employment in a Job
Not Covered by Social Security**

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provisions, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. The amount is updated annually. This provision reduces, but does not totally eliminate your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100.00 per month from Social Security, $\$500 - \$400 = \$100$. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.