

Summer Pay Credit (SPC) Overview

The Summer Pay Credit allows 10- and 11-month WTU employees to be paid throughout the summer by setting aside a portion of each paycheck during their 10 and 11 months of work. 10- or 11-month WTU employees are automatically enrolled in payment over 12 months; there is no option to opt out of payments all year.

10-Month SPC

For 10-month employees, in addition to their gross wages, 18.18% of their gross wages is set aside in each of their paychecks. That total SPC balance is then spread out over the 4 paychecks during the summer that are not part of their 10 months of work.

For example, a 10-month WTU employee with an annual salary of \$107,507 would have gross wages of \$4,134.88 ($\$107,507 / 26$) in each paycheck. In addition to their gross wages, \$751.72 ($\$4,134.88 * .1818$) would be set aside each paycheck. If they were employed with pay for all 22 pay periods within the 10 months, their total SPC balance would be \$16,537.84 ($\$751.72 * 22$). Spread out over the 4 paychecks of the summer, each paycheck would have gross wages of \$4,134.88. If someone was employed for less than all 22 pay periods within the 10 months, their paycheck during the summer would be smaller.

Note, if salary changes throughout the year or if all hours are not worked, your biweekly SPC contribution will change.

11-Month SPC

For 11-month employees, in addition to their gross wages, 8.33% of their gross wages is set aside in each of their paychecks. That total SPC balance is then spread out over the 2 paychecks during the summer that are not part of their 11 months of work.

For example, an 11-month WTU employee with an annual salary of \$132,937 would have gross wages of \$5,112.96 ($\$132,937 / 26$) in each paycheck. In addition to their gross wages, \$426.08 ($\$5,112.96 * .0833$) would be set aside each paycheck. If they were employed with pay for all 24 pay periods within the 11 months, their total SPC balance would be \$10,225.92 ($\$426.08 * 24$). Spread out over the 2 paychecks of the summer, each paycheck would have gross wages of \$5,112.96. If someone was employed for less than all 24 pay periods within the 11 months, their paycheck during the summer would be smaller.

Note, if salary changes throughout the year or if all hours are not worked, your biweekly SPC contribution will change.

How to review Summer Pay Credit balance and biweekly contributions

Summer pay credit balance and biweekly contributions can be viewed at the bottom of your paystub.