

Candidate Name: _____ Position Title and Pay Grade (if applicable): _____ Salary : _____
 Hiring Administrator: _____ Date of Conversation With Candidate: _____

TOTAL COMPENSATION INFORMATION SHEET

SALARY:

Administrative and Professional - Initial salary placement will be within the Pay Plan range based on applicable experience, internal salary equity, and market comparables not to exceed the mid-point. Must have consultation with Human Resources before extending offer. Incentive Compensation Program available.
Career - Initial salary placement will be at entry. Must have consultation with Human Resources if necessary to recommend exceeding entry salary. Incentive Compensation Program available.
Faculty - 180-day contract. Initial salary placement will be at the entry step for the highest degree attained unless the Campus President recommends a higher salary placement within the parameters of Article 28 A2 **and** Human Resources verifies. For counselors and librarians, extended weeks may be available.
NOTE THERE IS NO SALARY STEP SCHEDULE FOR FACULTY!

EMPLOYEE Health, Dental, Vision and Life Benefits – PAID BY COLLEGE/Month

DEPENDENT premium cost based on employee base salary

	<u>Employee Salary</u>	<u>Child(ren)</u>	<u>Spouse</u>	<u>Family</u>
• StarHealth Advantage (2008)	Employee Salary <\$26,000	\$180	\$240	\$366
	Employee Salary \$26,000-\$35,999	\$198	\$264	\$408
	Employee Salary \$36,000-\$45,999	\$228	\$300	\$462
	Employee Salary \$46,000-\$55,999	\$246	\$330	\$504
	Employee Salary \$56,000-\$64,999	\$270	\$360	\$552
	Employee Salary >\$65,000	\$300	\$402	\$612

• Employee Dental (2008)	<u>DEPENDENT COVERAGE</u> <u>HMO (CompBenefits)</u> All Family - \$13.64/mo	<u>DEPENDENT COVERAGE</u> <u>PPO (BCBS)</u> Spouse - \$28.10 Child(ren) - \$31.60 All Family - \$43.54
	<u>DEPENDENT COVERAGE</u> All Family - \$5.10/mo	
• Employee Vision Care (2008)		
• Employee Life Insurance equal to annual salary		

Employees who opt-out of Health, Dental and Vision will receive a \$720 contribution to their FSA

Additional College Benefits

- Employee may purchase at a cost of \$0.205/\$1,000 one, two or three times this amount within first 30 days of employment without evidence of insurability
- Optional life insurance coverage for employee spouse (\$25,000) - \$7.64/mo ----- employee child(ren) (\$10,000) - \$2.10/mo
- Flexible Spending Account (FSA) with Mastercard smartflex card – requires employee contribution
- Employee Long Term Disability – Paid by College
- Employee Assistance Program – Paid by College

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Additional College Benefits (Continued)

Retirement

Florida Retirement System (2007-2008)

- Defined Benefit Plan – 6 years vesting (9.85%); Senior Management Class (13.12%)
- Investment Plan – 1 year vesting (9.85%); Senior Management Class (13.12%)

Community College Optional Retirement Program (CCORP) – no vesting period (10.43%)

Approved vendors:

- Aetna
- Met Life
- TIAA-CREF
- Valic

Senior Management Local Annuity Program – no vesting (13.60%)

The College provides payroll deduction for contributions to a 403(b) or a 457 deferred compensation plan. Contact FCCJ’s payroll department for a list of approved vendors.

Other College Benefits

- FCCJ classes-tuition free
- Tuition reimbursement available for undergraduate and graduate classes at institutions which have earned full accreditation through a regional accreditation agency
- One-step program for administrative, professional and career employees
- Reimbursement for relocation expenses up to \$3,000 for faculty, administrative and professional employees only
- 8 hours sick leave earned per month for career, administrative and professional. Faculty dependent upon work schedule
- Earned annual leave as follows

Career (Cap @ 44 days per year)

First 5 years – 12 days/yr
Six to 10 years – 15 days/yr
10 years and over – 18 days/yr

Administrative/Professional (Cap @ 44 days per year)

First 5 years – 16 days/yr
Six to 10 years – 19 days/yr
10 years and over – 22 days/yr

Sr. Management (Cap @ 60 days per year)

First 5 years – 20 days/yr
Six to 10 years – 22 days/yr
10 years and over – 24 days/yr

Other Time Off

- 10 paid holidays per year (Note: Full-time faculty receive official paid holidays that fall within the two required teaching term(s) only and may not equal 10)
- Spring break and Winter break are non-work periods and do not count for pay purposes except for College holidays that may fall at those times
- 36-hour flexible workweek for pre-defined 15 weeks during the summer term (not applicable to faculty)