

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 (2009)	Employee Salary <\$26,000	\$200	\$270	\$410
	Employee Salary \$26,000-\$35,999	\$224	\$300	\$454
	Employee Salary \$36,000-\$45,999	\$252	\$336	\$512
	Employee Salary \$46,000-\$55,999	\$276	\$370	\$562
	Employee Salary \$56,000-\$64,999	\$300	\$402	\$614
	Employee Salary >\$65,000	\$334	\$448	\$682

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- Employee Dental (2009)

<p><u>DEPENDENT COVERAGE</u> <u>HMO (CompBenefits)</u> All Family - \$13.64/mo</p>	<p><u>DEPENDENT COVERAGE</u> <u>PPO (BCBS)</u> Spouse - \$28.58 Child(ren) - \$29.90 All Family - \$41.20</p>
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 - Employee Vision Care (2009)

<p><u>DEPENDENT COVERAGE</u> All Family - \$5.00/mo</p>

 - 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

Additional College Benefits (Continued)

Retirement

Florida Retirement System (2008-2009)

- 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)