



TOTAL COMPENSATION INFORMATION SHEET

Candidate's Name: _____ Position Title: _____ Salary Offer: \$ _____

Hiring Administrator: _____ Date of Conversation with Candidate: _____ Date Candidate Accepted: _____

SALARY:

Administrative and Professional - Initial salary placement will be within the Pay Plan range (generally no more than the first quartile) based on applicable experience, internal salary equity, and market comparable and not to exceed the mid-point (unless pre-approved by the Budget Office). Must have consultation with the Director of Compensation & Benefits before extending offer. Employees appointed by the Board on an interim basis shall receive a temporary salary increase, if the position being assumed is at a pay grade with a higher range than the pay grade of the employee's regular position.

Career - Initial salary placement will be at entry.

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 per the Collective Bargaining Agreement, Article 28, A2 and the Human Resources verifies. For counselors and librarians, extended weeks may be available.

EMPLOYEE BENEFITS – PAID BY THE COLLEGE* (dependent premium cost to employee is based on what medical plan is elected and the employee's salary (refer to the Employee Benefit Guide for premium rates).

- Florida Blue - Blue Options 03769 Base PPO Plan
- Florida Blue - Blue Options 03559 PPO Plus Plan (employee pays \$62.42 per month if the Plus Plan is elected)
- Florida Blue - HMO (employee pays \$38.10 per month if the HMO Plan is elected)

- Delta Dental Insurance
- Humana Vision Care
- The Hartford Life Insurance equal to annual salary (basic coverage) rounded to the nearest \$1,000
- Long Term Disability
- Employee Assistance Program

TOTAL COMPENSATION INFORMATION SHEET – PAGE 2

Additional College Benefits

- Employees may purchase supplemental life insurance for one, two or three times their annual salary within the first 30 days of employment without evidence of insurability
- Optional life insurance coverage for employee’s spouse of \$25,000 and employee’s eligible dependent child(ren) coverage of \$10,000
- Flexible Spending Account for medical (limit of \$2,550) and dependent care (limit of \$5,000). Any remaining funds left in your FSA medical account up to \$500, as of December 31st will rollover to the next year.

Retirement

Florida Retirement System

- Pension Plan – 8 years vesting (3% mandatory employee contribution)
- Investment Plan – 1 year vesting (3% mandatory employee contribution)

Senior Management Service Class – (3% mandatory employee contribution)

The College provides payroll deduction for contributions to a 403(b) or a 457(b) deferred compensation plan. Contact Florida State College at Jacksonville’s Benefit’s Office for a list of approved vendors.

Other College Benefits for Qualified Employees

- Florida State College at Jacksonville classes – tuition free (exception – self-supporting classes)
- Tuition reimbursement available for undergraduate and graduate classes at institutions which have earned full accreditation through a regional accreditation agency
- One-step salary increase program for administrative, professional and career employees
- Reimbursement for relocation expenses may be offered only to employees designated as Senior Management or (Exempt) Administrative employees.
- 8 hours sick leave earned per month for career, administrative and professional employees; Faculty sick leave accrual is dependent upon work schedule
- Earned annual (vacation) leave as follows

Career (Cap @ 44 days per year)

First 5 years – 12 days/yr
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

Accrued vacation leave in excess of the maximum on December 31 shall be transferred to sick leave on January 1 of the following year. Such vacation leave transferred to sick leave will be classified as non-compensatory accrued sick leave and cannot be used in the calculation of terminal sick leave pay.

Other Time Off

- 10 paid holidays per year
- 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 during the summer term (not applicable to faculty)