

**FIRST COAST WORKFORCE DEVELOPMENT CONSORTIUM****SALARY AND INCENTIVES****EFFECTIVE 12/21/2020**

<b>Position Title</b>	<b>Incentive</b>	<b>Salary</b>
Analyst, Computer Systems	\$1,380	\$39,438
Analyst, Computer Systems	\$1,354	\$45,145
Analyst, Computer Systems	\$1,131	\$37,701
Apprenticeship Navigator	\$0	\$60,813
Assistant Director	\$1,536	\$51,185
Assistant Director, Customer Support Center	\$1,664	\$51,185
Business & Community Partnership Manager	\$1,644	\$46,959
Business Services Specialist	\$1,037	\$37,701
Business Services Specialist	\$1,238	\$41,256
Business Services Specialist	\$1,131	\$37,701
Business Services Specialist	\$1,131	\$37,701
Business Services Specialist	\$1,131	\$37,701
Business Services Specialist	\$1,131	\$37,701
Business Services Specialist	\$1,131	\$37,701
Call Center Customer Service Agent	\$930	\$30,996
Call Center Customer Service Representative	\$974	\$32,458
Call Center Customer Service Representative	\$889	\$29,630
Call Center Customer Service Representative	\$850	\$28,325
Career Coordinator	\$623	\$31,158
Career Coordinator	\$0	\$30,520
Career Coordinator	\$779	\$31,158
Career Coordinator	\$1,023	\$34,095
Career Coordinator	\$733	\$32,593
Career Coordinator	\$0	\$30,520
Career Coordinator	\$250	\$31,158
Career Coordinator	\$701	\$31,158
Career Coordinator	\$623	\$31,158
Chief Administrative Officer	\$2,672	\$66,789
Communications Coordinator	\$1,131	\$37,701
Communications Manager	\$1,761	\$46,959
Contract and Grants Specialist	\$1,451	\$41,471
Contracts & Grants Specialist	\$1,140	\$41,471
Customer Service Representative	\$889	\$29,630
Data Analyst	\$1,131	\$37,701
Director of HR	\$250	\$76,853
Director of Program Services & Analytics	\$2,128	\$60,813
Director of Training & Career Pathways	\$2,419	\$64,500
Director, Information Technology	\$3,074	\$76,853
Disability Services, Program Manager	\$250	\$53,348
District Director	\$2,171	\$66,789
District Director	\$2,561	\$73,161
District Director	\$2,378	\$73,161

District Director	\$2,561	\$73,161
Executive Administrative Assistant	\$1,968	\$52,492
Human Resources Assistant Manager	\$2,047	\$51,185
Industry Sector Manager	\$1,824	\$60,813
Industry Sector Manager	\$2,128	\$60,813
Industry Sector Manager	\$0	\$60,813
Industry Staffing Coordinator	\$1,131	\$37,701
Industry Staffing Coordinator	\$1,131	\$37,701
Industry Staffing Coordinator	\$0	\$36,261
Industry Staffing Coordinator	\$1,037	\$37,701
Industry Staffing Coordinator	\$1,131	\$37,701
Industry Staffing Coordinator	\$1,131	\$37,701
Insustry Sector Manager	\$2,128	\$60,813
IT Application Developer	\$1,674	\$55,792
IT Operations Manager	\$2,128	\$60,813
Manager, Youth Employment Services	\$1,526	\$46,959
Military Spouse Family Employment Advocate (MEFA)	\$0	\$33,267
Mobile Access Points Manager	\$1,409	\$46,959
Office Manager	\$1,508	\$43,081
Office Manger	\$0	\$43,081
Procurement Specialist	\$2,232	\$55,792
Program Services Administrative Manager	\$1,344	\$44,813
Project Grants Manager	\$2,280	\$60,813
Rapid Response Coordinator	\$1,131	\$37,701
Regional Director, Economic Development and Business Services	\$2,755	\$77,141
Regional Program Director SNAP E&T/W.T.P.	\$1,977	\$56,493
SNAP E&T Special Assistant Staff Support	\$1,597	\$49,146
Special Assistant Staff Support/QA	\$857	\$34,273
Specialist, Enterprise Systems	\$1,886	\$53,880
Sr. Workforce Services Representative	\$1,285	\$34,273
Traning and Development Coordinator	\$0	\$46,958
Wagner Peyser Program Manager	\$1,400	\$43,081
Workforce Services Representative I	\$852	\$30,996
Workforce Services Representative I	\$741	\$29,630
Workforce Services Representative I	\$815	\$29,630
Workforce Services Representative I	\$0	\$28,000
Workforce Services Representative I	\$815	\$29,630
Workforce Services Representative I	\$593	\$29,630
Workforce Services Representative I	\$775	\$30,996
Workforce Services Representative I	\$741	\$29,630
Workforce Services Representative I	\$930	\$30,996
Workforce Services Representative I	\$1,302	\$43,400
Workforce Services Representative I	\$593	\$29,630
Workforce Services Representative I	\$963	\$29,630
Workforce Services Representative II	\$935	\$31,158
Workforce Services Representative II	\$1,182	\$42,967
Workforce Services Representative II	\$1,091	\$31,158

Workforce Services Representative II	\$623	\$31,158
Workforce Services Representative II	\$1,023	\$34,095
Workforce Services Representative II	\$935	\$31,158
Workforce Services Representative II	\$1,578	\$45,087
Workforce Services Representative II	\$857	\$31,158
Workforce Services Representative II	\$857	\$31,158
Workforce Services Representative II	\$935	\$31,158
Workforce Services Representative II	\$896	\$32,593
Workforce Services Representative II	\$898	\$32,641
Workforce Services Representative II	\$779	\$31,158
Workforce Services Representative II	\$1,171	\$39,030
Workforce Services Representative II	\$1,091	\$31,158
Workforce Services Representative II	\$1,171	\$39,030
Workforce Services Representative II	\$978	\$32,593
Workforce Services Representative II	\$250	\$30,520
Workforce Services Representative II	\$978	\$32,593
Workforce Services Representative II	\$682	\$34,095
Workforce Services Representative II	\$935	\$31,158
Workforce Services Representative II	\$857	\$31,158
Workforce Services Representative II	\$682	\$34,095
Workforce Services Representative II	\$1,013	\$31,158
Workforce Services Representative II	\$978	\$32,593
Workforce Services Representative II	\$819	\$40,940
Workforce Services Representative II	\$779	\$31,158
Workforce Services Representative II	\$935	\$31,158
Workforce Services Representative II	\$1,070	\$35,667
Youth Career & Pathways Director	\$2,128	\$60,813

All staff are eligible for health care and other benefits through the City of Jacksonville (see additional attachment/link for coverage availability and costs).

All staff also participate in the Florida Retirement System. Additional information at <https://www.myfrs.com>

**EXHIBIT E**  
**TOTAL COMPENSATION OF EXECUTIVE LEADERSHIP AND OTHER SPECIFIED EMPLOYEES**  
(Subsection 445.007(13), Florida Statutes, and Executive Order 20-44)

Entity Name:  
First Coast  
Workforce  
Development

Employee Name	Bruce Ferguson	Rebecca Livingston	Cheryl Taylor	Jay Loy	Steve Dionisio	Judy Hahn	Dianna Davis
Title	President	Executive VP	VP Operations	VP Finance	VP Accounting	VP Payroll & Benefits	VP Administration
Salary	\$173,000	\$108,333	\$101,761	\$92,509	\$92,509	\$92,509	\$92,509
Bonuses	\$4,000	\$3,000	\$4,070	\$3,700	\$3,700	\$3,700	\$3,700
Cashed-In Leave	\$9,980	0	\$5,871	\$5,337	\$5,337	\$5,337	0
Cash Equivalents	\$600	\$500	\$600	\$600	\$600	\$600	\$600
Cash Equivalents Description	Cell Phone Allowance	Cell Phone Allowance	Cell Phone Allowance	Cell Phone Allowance	Cell Phone Allow./Decline Insure Stipend	Cell Phone Allow./Decline Insure Stipend	Cell Phone Allowance
Severance Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retirement Benefits (Pension Plan Accruals and Contributions)	\$49,936	\$28,665	\$29,373	\$26,703	\$26,703	\$26,703	\$25,246
Employer-Paid Insurance Benefits	\$16,479	\$5,594	\$16,601	\$16,590	\$123	\$268	\$6,668
Deferred Compensation	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Real Property Gifts	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Real Property Gifts Description	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other Payouts	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other Payouts Description							
Total Compensation	\$253,995	\$145,849	\$162,345	\$149,140	\$136,273	\$136,946	\$132,424
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	\$14,474	\$5,853	\$16,225	\$19,221	\$16,967	\$16,828	\$2,513

Percentage of Total Compensation from Federal or State Funds	100%	100%	100%	100%	100%	100%
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I declare that I have read the foregoing schedule of Total Compensation of Executive Leadership and Other Specified Employees and that the facts stated in it are true to the best of my knowledge.

  
 \_\_\_\_\_  
 Signature

Bruce Ferguson, Jr.  
 \_\_\_\_\_  
 Printed Name

President  
 \_\_\_\_\_  
 Title

**Definitions:**

**Executive Leadership:** Chief executive officer/executive director of the board and those reporting directly to that position.

**Cash Equivalents:** Gift cards, vouchers, tickets, or other items of monetary value.

**Other payouts:** Cell phone allowances, tuition, gym memberships, car allowances, etc.

**Employer-Paid Insurance Benefits:** Amount of insurance paid by the employer for health, vision, life, dental, disability, etc. (does not include taxes such as FICA, reemployment, etc.)

**Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off:** Current discounted value of any vested benefit available to the employee at fiscal year end.

**FIRST COAST WORKFORCE DEVELOPMENT  
INSURANCE COVERAGES/RATES  
EFFECTIVE JANUARY 1, 2021**

CAFETERIA PLAN		Per Pay Period		Pay Period	
HEALTH INSURANCE	PRE-TAX SAVINGS	Cost To Employee	Cost To FCWD	Total Cost	Total Per Month
<b>FLORIDA BLUE/BCBS</b>					
<b>HMO</b>	Employee Only	29.63	266.70	296.33	592.66
	Employee & Spouse	152.48	457.44	609.92	1219.84
	Employee & Children	142.04	426.12	568.16	1136.32
	Employee & Family	226.70	680.11	906.81	1813.62
<b>HD HMO</b>	Employee Only	0.00	279.54	279.54	559.08
	Employee & Spouse	143.75	431.26	575.01	1150.02
	Employee & Children	133.90	401.69	535.59	1071.18
	Employee & Family	213.85	641.54	855.39	1710.78
<b>PPO</b>	Employee Only	118.87	220.76	339.63	679.26
	Employee & Spouse	244.46	454.00	698.46	1396.92
	Employee & Children	227.70	422.87	650.57	1301.14
	Employee & Family	363.46	675.00	1038.46	2076.92
<b>NEW THIS YEAR: UF HEALTH DIRECT CARE</b>					
<b>UF HEALTH DIRECT CARE</b>	Employee Only	0.00	279.54	279.54	559.08
	Employee & Spouse	143.75	431.26	575.01	1150.02
	Employee & Children	133.90	401.69	535.59	1071.18
	Employee & Family	213.85	641.54	855.39	1710.78

**OPT OUT (DECLINE HEALTH INSURANCE) STIPENDS:**

**ALL EMPLOYEES MUST ENROLL IN BASIC LIFE INSURANCE EVEN IF DECLINE HEALTH, DENTAL, VISION, FLEX SPEND**

Decline Health (still eligible for Dental, Vision, Flex Spending): **\$200 semi-monthly**

Decline Health insurance due to Medicare eligible (still eligible for Dental, Vision, Supplemental Life) **\$200 semi-monthly**

Decline Health insurance due to TRICARE FOR LIFE eligible (still eligible for Dental, Vision, Supplemental Life) **\$200 semi-monthly**

CAFETERIA PLAN		Per Pay Period		Pay Period	
DENTAL AND VISION	DENTAL PRE-TAX SAVINGS	Cost To Employee	Cost To FCWD	Total Cost	Total Per Month
<b>DELTA IS NEW DENTAL PROVIDER</b>					
<b>DELTA DENTAL</b>					
<b>DHMO</b>	Employee Only	0.00	6.10	6.10	12.21
	Employee & Spouse	4.58	6.10	10.68	21.37
	Employee & Children	6.72	6.10	12.82	25.63
	Employee & Family	12.81	6.10	18.91	37.83
<b>SILVER DPPO</b>	Employee Only	3.60	6.10	9.70	19.40
	Employee & Spouse	13.30	6.10	19.40	38.81
	Employee & Children	18.53	6.10	24.63	49.26
	Employee & Family	27.05	6.10	33.15	66.30
<b>GOLD DPPO</b>	Employee Only	9.42	6.10	15.52	31.04
	Employee & Spouse	24.95	6.10	31.05	62.10
	Employee & Children	33.33	6.10	39.43	78.86
	Employee & Family	46.92	6.10	53.02	106.03
<b>PLATINUM DPPO</b>	Employee Only	13.82	6.10	19.92	39.83
	Employee & Spouse	33.75	6.10	39.85	79.69
	Employee & Children	44.44	6.10	50.54	101.08
	Employee & Family	61.93	6.10	68.03	136.06
<b>VISION - EYE MED</b>					
<b>OPTION BASIC</b>	Employee Only	2.47	0.00	2.47	4.94
	Employee & Spouse	3.92	0.00	3.92	7.84
	Employee & Children	4.00	0.00	4.00	8.00
	Employee & Family	6.45	0.00	6.45	12.90
<b>VISION</b>					
<b>OPTION PREMIER</b>	Employee Only	3.77	0.00	3.77	7.54
	Employee & Spouse	6.10	0.00	6.10	12.20
	Employee & Children	5.98	0.00	5.98	11.96
	Employee & Family	9.84	0.00	9.84	19.68

CAFETERIA PLAN		Per Pay Period		Pay Period	
<b>NEW MANAGER FOR FLEX SPENDING ACCOUNT: DISCOVERY BENEFITS</b>					
FLEX SPENDING MEDICAL	PRE-TAX SAVINGS	Cost To Employee	Cost To FCWD	Total Cost	Total Per Month
FLEX SPENDING DEPENDENT CARE	PRE-TAX SAVINGS	2.13	0.00		
Minimum per pay \$5.00	Employee Paid Admin Fee:			Per Enrollment	

SUPPLEMENTAL LIFE INSURANCE		Per Pay Period		Pay Period	
		Cost To Employee	Cost To FCWD	Total Cost	Total Per Month
THIS IS IN ADDITION TO FREE 1X BASE ANNUAL SALARY COVERAGE		(Rates are per \$1,000 of coverage)			
	<b>AGE LESS THAN 30:</b>				
	1X ANNUAL SALARY	0.07	0.00	0.07	0.14
	2X ANNUAL SALARY	0.07	0.00	0.07	0.14
	<b>AGE 30 - 34:</b>				
	1X ANNUAL SALARY	0.12	0.00	0.12	0.24
	2X ANNUAL SALARY	0.12	0.00	0.12	0.24
	<b>AGE 35 - 39:</b>				
	1X ANNUAL SALARY	0.20	0.00	0.20	0.40
	2X ANNUAL SALARY	0.20	0.00	0.20	0.40
	<b>AGE 40 - 55:</b>				
	1X ANNUAL SALARY	0.25	0.00	0.25	0.50
	2X ANNUAL SALARY	0.25	0.00	0.25	0.50
	<b>AGE GREATER THAN 55:</b>				
	1X ANNUAL SALARY	0.29	0.00	0.29	0.58
	2X ANNUAL SALARY	0.29	0.00	0.29	0.58
	65% 1X ANNUAL SALARY				
	65% 2X ANNUAL SALARY				
Rates listed are per \$1000 of coverage!! <b>DO THE MATH</b>					
NOTE: LIFE INSURANCE WILL BE REDUCED TO 65% OF COVERAGE AT THE END 78 IS ATTAINED					
10.12.2018					