



SYSTEM WIDE SALARY RANGES
PY2024-2025
Effective July 8, 2024
 (APPROVED 11.21.2024)

			Salary Range (Annual)		
Position Title/Group	FLSA Status	# of Positions	Minimum	Median	Maximum
Customer Service /Program Support Specialist (2 BSD, 2 Career Centers, 1 Corporate Office)	Nonexempt	5	36,891.40 20.27	39,985.40 21.97	43,680.00 24.00
Career Development Specialist I (Intakes: 2 Youth, 1WH, 1Lkld)	Nonexempt	4	36,891.40 20.27	39,985.40 21.97	43,680.00 24.00
Career Development Specialist II (4A/D, 2WT, 1TTW, 1SNAP, 2RESEA, 8Youth, 11ESRII)	Nonexempt	29	44,590.00 24.50	46,683.00 25.65	48,666.80 26.74
Accounting Clerk	Nonexempt	1	44,590.00 24.50	46,683.00 25.65	48,666.80 26.74
Program Specialists (Program Quality Assurance, Outreach & Education)	Nonexempt	2	44,590.00 24.50	46,683.00 25.65	48,666.80 26.74
Career Development Specialist III (1 WT, 2 WIOA)	Nonexempt	3	46,792.20 25.71	49,995.40 27.47	54,000.00 29.67
Career Development Specialist IV (Leads: 1 Youth, 1 WP, 1 AOP)	Nonexempt	3	49,995.40 27.47	53,999.40 29.67	58,003.40 31.87
HR & Program Support (1 CSP, 1 FC)	Nonexempt	2	55,000.40 30.22	60,005.40 32.97	64,992.20 35.71
Business Services Consultant	Nonexempt	4	55,000.40 30.22	60,005.40 32.97	64,992.20 35.71
Program Manager (1 Youth, 1 Career Centers, 1 WP, 1 Facilities)	Exempt	4	60,005.40	64,992.20	68,268.20
Accountant	Exempt	1	64,992.20	68,268.20	73,000.20
Director/Asst Director (1 Communications, 1 Business Services)	Exempt	3	64,992.20	68,268.20	73,000.20
Vice President	Exempt	2	80,000.00	90,000.00	110,000.00
President & CEO	Exempt	1	136,500	Federal Salary Cap for Executive Level II	
Total		64			

NOTE: Hourly wages are based on a 35-hour work week.
 Some benefit programs require contributions from the employee, but most are fully paid for by CSP. The following benefits are available to eligible employees: Dental Insurance, Health Insurance, Life Insurance, Short-Term Disability, Long- Term Disability, Vision Care, Workers Compensation Benefit, 401(k) Savings Plan.

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

Entity Name: CareerSource Polk
Fiscal Year: 2024-2025

Employee Name	Stacy Campbell Domineck	Joylette Stevens	Gerardo Meza		
Title	President/CEO	VP of Operations	VP of Finance		
Salary	\$211,193.00	\$82,389.51	\$82,389.53		
Bonuses	\$0	\$0	\$0		
Cashed-In or Funded Leave	\$13,686.40	\$0	\$2,806.65		
Cash Equivalents	\$0	\$0	\$0		
Cash Equivalent Description	-	-	-		
Severance Pay	\$0	\$0	\$0		
Retirement Benefits	\$26,781.54	\$8,239.00	\$8,519.68		
Employer-Paid Insurance Benefits	\$16,443.24	\$16,352.88	\$16,352.88		
Deferred Compensation	\$0	\$0	\$0		
Real Property Gifts	\$0	\$0	\$0		
Real Property Gifts Description	-	-	-		
Other Payouts	\$0	\$0	\$0		
Other Payouts Description	-	-	-		
Total Cash Compensation	\$268,104.18	\$106,981.39	\$110,068.74		
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	\$0	\$0	\$0		
Percentage of Total Compensation from Federal or State Funds	100%	100%	100%		

Under penalties of perjury, I declare that I have read the forgoing schedule of Total Compensation of Executive Leadership and Other Specified Employees and that the facts stated in it are true.

Signature

Printed Name

Title

Date

Definitions:

Executive Leadership: Chief executive officer/executive director of the board and those reporting directly to that position (except for an administrative assistant or clerical staff).

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 benefits, i.e., those the employee is entitled to, for which the Board has not yet been required to fund.

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

Entity Name: CareerSource Polk
Fiscal Year: 2023-2024

Employee Name	Stacy Campbell-Domineck	Joylette Stevens	Gerardo Meza		
Title	President/CEO	VP of Operations	VP of Finance		
Salary	\$211,993.69	\$82,390.55	\$82,390.53		
Bonuses	\$11,000.00	\$2,400.00	\$2,400.00		
Cashed-In or Funded Leave	\$17,472.00	\$0	\$0		
Cash Equivalents	\$0	\$0	\$0		
Cash Equivalent Description	-	-	-		
Severance Pay	\$0	\$0	\$0		
Retirement Benefits	\$27,010.38	\$8,479.16	\$8,479.18		
Employer-Paid Insurance Benefits	\$15,274.92	\$15,146.16	\$15,146.16		
Deferred Compensation	\$0	\$0	\$0		
Real Property Gifts	\$0	\$0	\$0		
Real Property Gifts Description	-	-	-		
Other Payouts	\$0	\$0	\$0		
Other Payouts Description	-	-	-		
Total Cash Compensation	\$282,750.99	\$108,415.87	\$108,415.87		
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	\$0	\$0	\$0		
Percentage of Total Compensation from Federal or State Funds	100%	100%	100%		

Under penalties of perjury, I declare that I have read the forgoing schedule of Total Compensation of Executive Leadership and Other Specified Employees and that the facts stated in it are true.

Gerardo Meza Digitally signed by Gerardo Meza

Signature

Gerardo Meza

Printed Name

VP of Finance

Title

07/30/2024

Date

Definitions:

Executive Leadership: Chief executive officer/executive director of the board and those reporting directly to that position (except for an administrative assistant or clerical staff).

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 benefits, i.e., those the employee is entitled to, for which the Board has not yet been required to fund.

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

Entity Name: CareerSource Polk
Fiscal Year: 2022-2023

Employee Name	Stacy Campbell Domineck	Joylette Stevens	Gerardo Meza		
Title	President/CEO	VP of Operations	VP of Finance		
Salary	\$203,618.40	\$82,419.46	\$82,419.05		
Bonuses	\$27,832.70	\$0	\$0		
Cashed-In or Funded Leave	\$13,980.00	\$0	\$2,263.50		
Cash Equivalents	\$0	\$0	\$0		
Cash Equivalent Description	-	-	-		
Severance Pay	\$0	\$0	\$0		
Retirement Benefits	\$25,615.64	\$8,242.18	\$8,468.50		
Employer-Paid Insurance Benefits	\$13,788.04	\$13,656.86	\$13,656.86		
Deferred Compensation	\$0	\$0	\$0		
Real Property Gifts	\$0	\$0	\$0		
Real Property Gifts Description	-	-	-		
Other Payouts	\$0	\$0	\$0		
Other Payouts Description	-	-	-		
Total Cash Compensation	\$284,834.78	\$104,318.50	\$106,807.91		
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	\$0	\$0	\$0		
Percentage of Total Compensation from Federal or State Funds	100%	100%	100%		

Under penalties of perjury, I declare that I have read the forgoing schedule of Total Compensation of Executive Leadership and Other Specified Employees and that the facts stated in it are true.

Gerardo Meza Digitally signed by Gerardo Meza

Signature

Gerardo Meza

Printed Name

VP of Finance

Title

07/30/2023

Date

Definitions:

Executive Leadership: Chief executive officer/executive director of the board and those reporting directly to that position (except for an administrative assistant or clerical staff).

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 benefits, i.e., those the employee is entitled to, for which the Board has not yet been required to fund.

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

Entity Name: CareerSource
 Polk #17

Employee Name	Stacy Campbell-Domineck	Brenda Fewox	Betty Lebranch	Luz Heredia	Janice Sewell	
Title	President/CEO	VP of Finance	VP of Finance	VP of Operations	VP of Operations	
Salary	189,125.90	52,402.56	29,998.48	43,454.15	41,599.88	
Bonuses	12,500.00					
Cashed-In Leave	25,470.83	15,371.40	1342.60	7212.00		
Cash Equivalents						
Cash Equivalents Description						
Severance Pay						
Retirement Benefits (Pension Plan Accruals and Contributions)	21,025.71	7564.58	2937.57	4986.20	2483.39	
Employer-Paid Insurance Benefits	13,082.78	8415.06	5922.96	6106.14	6929.22	
Deferred Compensation						
Real Property Gifts						
Real Property Gifts Description						
Other Payouts						
Other Payouts Description						
Total Compensation	261,205.22	83,753.60	40,201.61	61,758.49	51,012.49	
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off						
Percentage of Total Compensation from Federal or State Funds	100%	100%	100%	100%	100%	