



**SYSTEM WIDE SALARY RANGES – Effective February 15, 2024**

Position Title/Group	FLSA Status	# of Positions	Salary Range (Annual)		
			Minimum	Median	Maximum
Customer Service/Program Support Specialist (3 BSD, 2 Career Centers, 2 Corporate Office)	Nonexempt	7	34,000	37,000	41,600
Career Development Specialist I (Intakes)	Nonexempt	2	34,000	35,000	41,600
Career Development Specialist II (7 WIOA, 4 WT, 1 SNAP, 2 RESEA, 7 Youth, 10 ESRIIs)	Nonexempt	31	41,600	45,000	50,000
Accounting Clerk	Nonexempt	1	41,600	43,000	47,000
Program Specialists (Program Quality Assurance, Outreach & Education)	Nonexempt	2	41,600	43,000	47,000
Career Development Specialist III (Integrated)	Nonexempt	4	45,000	50,000	55,000
Career Development Specialist IV (Leads: 2 Youth, 2 WP)	Nonexempt	2	50,000	54,000	58,000
HR & Program Support	Nonexempt	1	55,000	60,000	65,000
Business Services Consultant	Nonexempt	4	55,000	60,000	65,000
Program Manager (1 Youth, 2 Career Centers, 1 WP, 1 Facilities)	Exempt	5	55,000	60,000	70,000
Accountant	Exempt	1	62,000	66,000	72,000
Director (1 Communications, 1 Business Services)	Exempt	2	62,000	66,000	72,000
Vice President	Exempt	2	80,000	100,000	125,000
President & CEO	Exempt	1	<b>135,000</b>	<b>Federal Salary Cap for Executive Level II</b>	
Total		<b>65</b>			

**NOTE:** 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 For Executive Leadership**  
(Executive Order 20-44)

Entity Name: CareerSource Polk  
July 1 2022 – June 30, 2023

Employee Name	Stacy Campbell-Domineck			
Title	President & CEO			
Salary	\$203,618.40			
Bonus	\$27,832.70			
Cashed-In Leave	\$13,980.00			
Cash Equivalents	\$0			
Cash Equivalents Description				
Severance Pay	\$0			
Retirement Benefits	\$25,615.64			
Employer-Paid Insurance Benefits	\$13,788.04			
Deferred Compensation	\$0			
Real Property Gifts	\$0			
Real Property Gifts Description				
Other Payouts	\$0			
Other Payouts Description				
Total Compensation	\$284,834.78			
Accrued Leave and Holiday Benefits	\$0			
Percentage of Total Compensation from Federal or State Funds	100%			

**Definitions:**

**Executive Leadership** – Anyone who is included by name or title on the form 990, part VII, or Schedule J

**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.)

**Accrued Leave and Holiday Benefits** – Value of vacation, sick, and PTO accrued during the year and holiday available to the employee.