

**FLEMING COLLEGE SALARY AND PERFORMANCE COMPENSATION PROGRAM  
FOR COLLEGE ADMINISTRATIVE STAFF  
April 1, 2019**

Management Level	Salary Band	Base Ranges (April 1, 2018)		Base Ranges (April 1, 2019)		Above Performance Expectations (2019-20 performance)	Exceptional Performance (2019-20 performance)
		Minimum	Maximum	Minimum	Maximum	(up to %)	(up to %)
Vice Presidents	17	142,935	190,580	142,935	190,580	7.5%	15%
	16	126,717	168,954	126,716	168,954	7.5%	15%
	15	112,299	149,731	112,299	149,732	7.5%	15%
Senior Managers & Directors	14	100,032	133,376	100,032	133,376	5%	10%
	14	111,349	148,899	113,019	151,133	5%	10%
	13	98,722	132,013	100,203	133,994	5%	10%
	12	87,784	117,391	89,101	119,152	5%	10%
Managers & Supervisors	11	82,788	103,789	84,030	105,346	3.5%	7%
	10	73,402	92,022	74,503	93,402	3.5%	7%
	9	65,250	81,804	66,228	83,031	3.5%	7%
Supervisors & Administrative Assistants	8	58,858	73,789	59,740	74,896	2%	4%
	7	52,183	65,421	52,966	66,402	2%	4%
	6	46,264	58,002	46,958	58,872	2%	4%
	5	42,621	53,433	43,261	54,234	2%	4%

**Notes:**

- 1) Up to 10% of Administrative employees can receive "Exceptional Performance" (Fleming guideline).
- 2) Up to 30% of Administrative employees can receive "Above Performance Expectations" (Fleming guideline).
- 3) Base salary rates in pay bands 14 and below reflect 1.5% increase for positions not impacted by wage freeze legislation.
- 4) Highlighted rows in salary bands 14-17 indicate ranges for frozen salaries (i.e. Executives)