

FLEMING COLLEGE SALARY AND PERFORMANCE COMPENSATION PROGRAM
FOR COLLEGE ADMINISTRATIVE STAFF
April 1, 2022

Management Level	Salary Band	Base Ranges (April 1, 2022)		Above Performance Expectations (2021- 22 performance) *	Exceptional Performance (2021- 22 performance) *
		Minimum	Maximum	(up to %)	(up to %)
Vice Presidents	17	142,935	190,580	7.5%	15%
	16	126,716	168,954	7.5%	15%
	15 E	112,299	149,732	7.5%	15%
Senior Managers & Directors	15	132,667	176,888	8%	15%
	14	117,597	156,795	5%	10%
	13	104,262	139,013	5%	10%
	12	92,710	123,614	5%	10%
Managers & Supervisors	11	87,433	109,292	3.5%	7%
	10	77,520	96,900	3.5%	7%
	9	68,911	86,140	3.5%	7%
Supervisors & Administrative Assistants	8	62,160	77,699	2%	4%
	7	55,111	68,890	2%	4%
	6	48,860	61,078	2%	4%
	5	45,013	56,265	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 15 and below reflect Council recommended and SMT endorsed ranges for positions not impacted by wage freeze legislation.
- 4) Highlighted rows in salary bands 15 E -17 indicate ranges for frozen salaries (i.e. Executives)