

**FLEMING COLLEGE SALARY AND PERFORMANCE COMPENSATION PROGRAM  
FOR COLLEGE ADMINISTRATIVE STAFF**

April 1, 2021

Management Level	Salary Band	Base Ranges (April 1, 2021)		Above Performance Expectations (2020- 21 performance) *	Exceptional Performance (2020- 21 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	112,299	149,732	7.5%	15%
Senior Managers & Administrative Assistants	14	116,432	155,242	5%	10%
	13	103,229	137,637	5%	10%
	12	91,792	122,390	5%	10%
Managers & Supervisors	11	86,568	108,209	3.5%	7%
	10	76,753	95,941	3.5%	7%
	9	68,228	85,287	3.5%	7%
Supervisors & Administrative Assistants	8	61,545	76,930	2%	4%
	7	54,565	68,208	2%	4%
	6	48,376	60,473	2%	4%
	5	44,567	55,708	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 Council recommended and SMT endorsed ranges for positions not impacted by wage freeze legislation.
- 4) Highlighted rows in salary bands 15-17 indicate ranges for frozen salaries (i.e. Executives)