

**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	112,299	149,732	7.5%	15%
	15	137,974	183,963	7.5%	15%
Senior Managers & Directors	14	122,299	163,065	5%	10%
	13	108,431	144,573	5%	10%
	12	96,417	128,557	5%	10%
Managers & Supervisors	11	90,930	113,663	3.5%	7%
	10	80,621	100,776	3.5%	7%
	9	71,667	89,585	3.5%	7%
Supervisors & Administrative Assistants	8	64,646	80,807	2%	4%
	7	57,315	71,646	2%	4%
	6	50,814	63,521	2%	4%
	5	46,814	58,516	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)