

**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%
	15	133,955	178,605	7.5%	15%
Senior Managers & Directors	14	118,737	158,316	5%	10%
	13	105,273	140,362	5%	10%
	12	93,609	124,813	5%	10%
Managers & Supervisors	11	88,282	110,352	3.5%	7%
	10	78,273	97,841	3.5%	7%
	9	69,580	86,976	3.5%	7%
Supervisors & Administrative Assistants	8	62,763	78,453	2%	4%
	7	55,646	69,559	2%	4%
	6	49,334	61,671	2%	4%
	5	45,450	56,812	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)