

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

July 1, 2023

Management Level	Salary Band	Base Ranges (July 1, 2023)		Above Performance Expectations (2022-23 performance) *	Exceptional Performance (2022-23 performance) *
		Minimum	Maximum	(up to %)	(up to %)
Vice Presidents	17	164,375	219,167	7.5%	15%
	16	145,723	194,297	7.5%	15%
	15	129,144	172,192	7.5%	15%
	15	142,803	190,402	7.5%	15%
Senior Managers & Directors	14	126,579	168,772	5%	10%
	13	112,226	149,633	5%	10%
	12	99,792	133,056	5%	10%
Managers & Supervisors	11	94,113	117,641	3.5%	7%
	10	83,443	104,303	3.5%	7%
	9	74,175	92,720	3.5%	7%
Supervisors & Administrative Assistants	8	66,909	83,635	2%	4%
	7	59,321	74,154	2%	4%
	6	52,592	65,745	2%	4%
	5	48,452	60,564	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 15-17 indicate ranges for frozen salaries (i.e. Executives)