

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

April 1, 2024

Management Level	Salary Band	Base Ranges (April 1, 2024)		Above Performance Expectations (2023-24 performance) *	Exceptional Performance (2023-24 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	146,373	195,162	7.5%	15%
Senior Managers & Directors	14	129,743	172,991	5%	10%
	13	115,032	153,374	5%	10%
	12	102,287	136,382	5%	10%
Managers & Supervisors	11	96,466	120,582	3.5%	7%
	10	85,529	106,911	3.5%	7%
	9	76,029	95,038	3.5%	7%
Supervisors & Administrative Assistants	8	68,582	85,726	2%	4%
	7	60,804	76,008	2%	4%
	6	53,907	67,389	2%	4%
	5	49,663	62,078	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)