

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

April 1, 2025

Management Level	Salary Band	Base Ranges (April 1, 2025)		Above Performance Expectations (2025-26 performance) *	Exceptional Performance (2025-26 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	159,252	199,065	7.5%	15%
Senior Managers & Directors	14	141,161	176,451	5%	10%
	13	125,153	156,441	5%	10%
	12	111,288	139,110	5%	10%
Managers & Supervisors	11	98,395	122,994	3.5%	7%
	10	87,240	109,049	3.5%	7%
	9	77,550	96,939	3.5%	7%
Supervisors & Administrative Assistants	8	69,954	87,441	2%	4%
	7	62,020	77,528	2%	4%
	6	54,985	68,737	2%	4%
	5	50,656	63,320	2%	4%

Notes:

1) Base salary rates in pay bands 15 and below reflect Council recommended and SMT endorsed ranges for positions not impacted by wage freeze legislation.

2) Highlighted rows in salary bands 15-17 indicate ranges for frozen salaries (i.e. Executives)