

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

April 1, 2026

Management Level	Salary Band	Base Ranges (April 1, 2026)		Above Performance Expectations (2026-27 performance) *	Exceptional Performance (2026-27 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	162,437	203,046	7.5%	15%
Senior Managers & Directors	14	143,984	179,980	5%	10%
	13	127,656	159,570	5%	10%
	12	113,514	141,892	5%	10%
Managers & Supervisors	11	100,363	125,454	3.5%	7%
	10	88,985	111,230	3.5%	7%
	9	79,101	98,878	3.5%	7%
Supervisors & Administrative Assistants	8	71,353	89,190	2%	4%
	7	63,260	79,079	2%	4%
	6	56,085	70,112	2%	4%
	5	51,669	64,586	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)