

FLEMING COLLEGE SALARY AND PERFORMANCE COMPENSATION PROGRAM
FOR COLLEGE ADMINISTRATIVE STAFF
April 1, 2018

Management Level	Salary Band	Base Ranges (April 1, 2017)		Base Ranges (April 1, 2018)		Above Performance Expectations (2017-18 performance)	Exceptional Performance (2017-18 performance)
		Minimum	Maximum	Minimum	Maximum	(up to %)	(up to %)
Vice Presidents	17	142,935	190,580	142,935	190,580	7.5%	15%
	16	126,717	168,954	126,717	168,954	7.5%	15%
	15	112,299	149,731	112,299	149,731	7.5%	15%
Senior Managers & Directors	14	100,032	133,376	100,032	133,376	5%	10%
	14	109,166	145,980	111,349	148,899	5%	10%
	13	88,689	118,252	88,689	118,252	5%	10%
	13	96,787	129,425	98,722	132,013	5%	10%
	12	86,063	115,089	87,784	117,391	5%	10%
Managers & Supervisors	11	81,165	101,754	82,788	103,789	3.5%	7%
	10	71,963	90,218	73,402	92,022	3.5%	7%
	9	63,970	80,200	65,250	81,804	3.5%	7%
Supervisors & Administrative Assistants	8	57,703	72,342	58,858	73,789	2%	4%
	7	51,160	64,138	52,183	65,421	2%	4%
	6	45,357	56,865	46,264	58,002	2%	4%
	5	41,786	52,385	42,621	53,433	2%	4%

Assumptions:

- 1) No more than 10% of Administrative employees can receive "Exceptional Performance".
- 2) No more than 30% of Administrative employees can receive "Above Performance Expectations".
- 3) Base salary rates in pay bands 14 and below reflect 2% increase for positions not impacted by wage freeze legislation.
- 4) Highlighted rows in salary bands 13-17 indicate ranges for frozen salaries (i.e. Executives and Deans)