

**FLEMING COLLEGE SALARY AND PERFORMANCE COMPENSATION PROGRAM
FOR COLLEGE ADMINISTRATIVE STAFF
April 1, 2017**

Management Level	Salary Band	Base Ranges (April 1, 2016)		Base Ranges (April 1, 2017)		Above Performance Expectations (2016-17 performance)	Exceptional Performance (2016-17 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	107,288	143,469	109,166	145,980	5%	10%
	13	88,689	118,252	88,689	118,252	5%	10%
	13	95,122	127,199	96,787	129,425	5%	10%
	12	84,583	113,110	86,063	115,089	5%	10%
Managers & Supervisors	11	79,769	100,004	81,165	101,754	3.5%	7%
	10	70,725	88,666	71,963	90,218	3.5%	7%
	9	62,870	78,821	63,970	80,200	3.5%	7%
Supervisors & Administrative Assistants	8	56,711	71,098	57,703	72,342	2%	4%
	7	50,280	63,035	51,160	64,138	2%	4%
	6	44,577	55,887	45,357	56,865	2%	4%
	5	41,067	51,484	41,786	52,385	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 1.75% increase for positions not impacted by wage freeze legislation.
- Highlighted rows in salary bands 13-17 indicate ranges for frozen salaries