

Proposed Swarthmore Administrative Grade Structure
July 2013 through June 2014

	Minimum		Market Target				Maximum	
Grade	Exempt	Non Exempt	Exempt		Non Exempt		Exempt	Non Exempt
1	\$24,960.00	\$12.00	\$25,494.86	\$26,802.28	\$12.26	\$12.89	\$42,277.78	\$20.33
2	\$26,078.91	\$12.54	\$27,421.13	\$28,827.34	\$13.18	\$13.86	\$44,203.87	\$21.25
3	\$26,443.73	\$12.71	\$29,554.75	\$32,665.78	\$14.21	\$15.70	\$44,798.78	\$21.54
4	\$28,372.57	\$13.64	\$33,692.42	\$37,238.99	\$16.20	\$17.90	\$48,233.36	\$23.19
5	\$34,254.86	\$16.47	\$40,677.65	\$44,959.51	\$19.56	\$21.62	\$58,233.27	\$28.00
6	\$40,420.74	\$19.43	\$47,999.63	\$53,052.22	\$23.08	\$25.51	\$68,715.26	\$33.04
7	\$48,504.88	\$23.32	\$57,599.55	\$63,662.66	\$27.69	\$30.61	\$82,458.30	\$39.64
8	\$59,263.14	\$28.49	\$70,374.97	\$77,782.87	\$33.83	\$37.40	\$100,747.33	\$48.44
9	\$71,115.76	\$34.19	\$84,449.96	\$93,339.43	\$40.60	\$44.87	\$120,896.79	\$58.12
10	\$85,338.92	\$41.03	\$101,339.96	\$112,007.33	\$48.72	\$53.85	\$145,076.16	\$69.75
11	\$102,406.70	\$49.23	\$121,607.96	\$134,408.79	\$58.47	\$64.62	\$174,091.39	\$83.70
12	\$120,195.66	\$57.79	\$142,732.34	\$157,756.80	\$68.62	\$75.84	\$204,332.61	\$98.24
13	\$156,254.35	\$75.12	\$185,552.05	\$205,083.84	\$89.21	\$98.60	\$265,632.40	\$127.71