

**To: Dining Hall Staff**  
**From: Adele Tracy**  
**Date: November 18, 2000**  
**Subject: Salary Survey**

In order to determine how to make a case for a living wage at Swarthmore College, we need some information that will help to determine if any progress has been made on salaries within the present structure.

We hope that everyone will complete this survey and return it promptly to my mailbox. Do not include your name.

Grade level of position \_\_\_\_\_

Years in position \_\_\_\_\_

Current hourly wage \_\_\_\_\_

Grade Level	Minimum	Full Market (after 5 years)
8	5.36	7.02
9	6.24	7.80
10	6.99	8.74
11	7.74	9.67
12	8.53	10.66
13	9.32	11.65
14	9.98	12.48
15	10.73	13.42
16	11.86	14.82

Other questions:

1. Do you work a second job? \_\_\_\_\_ If so, how many hours? \_\_\_\_\_
2. What year did you begin working at Swarthmore? \_\_\_\_\_ Do you remember your beginning hourly wage? \_\_\_\_\_
3. How many dependents do you have? \_\_\_\_\_