

**Swarthmore Administrative Grade Structure**  
**July 2012 through June 2013**

| Grade | Minimum      |            | Market Target |              |            |         | Maximum      |            |
|-------|--------------|------------|---------------|--------------|------------|---------|--------------|------------|
|       | Exempt       | Non Exempt | Exempt        |              | Non Exempt |         | Exempt       | Non Exempt |
| 1     | \$24,263.20  | \$11.67    | \$24,800.44   | \$26,072.26  | \$11.92    | \$12.53 | \$41,126.24  | \$19.77    |
| 2     | \$25,368.59  | \$12.20    | \$26,674.25   | \$28,042.16  | \$12.82    | \$13.48 | \$42,999.87  | \$20.67    |
| 3     | \$25,723.47  | \$12.37    | \$28,749.76   | \$31,776.05  | \$13.82    | \$15.28 | \$43,578.58  | \$20.95    |
| 4     | \$27,599.77  | \$13.27    | \$32,774.73   | \$36,224.70  | \$15.76    | \$17.42 | \$46,919.61  | \$22.56    |
| 5     | \$33,321.85  | \$16.02    | \$39,569.70   | \$43,734.93  | \$19.02    | \$21.03 | \$56,647.15  | \$27.23    |
| 6     | \$39,319.78  | \$18.90    | \$46,692.24   | \$51,607.22  | \$22.45    | \$24.81 | \$66,843.63  | \$32.14    |
| 7     | \$47,183.74  | \$22.68    | \$56,030.69   | \$61,928.65  | \$26.94    | \$29.77 | \$80,212.35  | \$38.56    |
| 8     | \$57,648.97  | \$27.72    | \$68,458.15   | \$75,664.27  | \$32.91    | \$36.38 | \$98,003.24  | \$47.12    |
| 9     | \$69,178.75  | \$33.26    | \$82,149.77   | \$90,797.12  | \$39.50    | \$43.65 | \$117,603.88 | \$56.54    |
| 10    | \$83,014.51  | \$39.91    | \$98,579.73   | \$108,956.54 | \$47.39    | \$52.38 | \$141,124.67 | \$67.85    |
| 11    | \$99,617.41  | \$47.89    | \$118,295.68  | \$130,747.85 | \$56.87    | \$62.86 | \$169,349.60 | \$81.42    |
| 12    | \$116,921.84 | \$56.21    | \$138,844.69  | \$153,459.92 | \$66.75    | \$73.78 | \$198,767.13 | \$95.56    |
| 13    | \$151,998.40 | \$73.08    | \$180,498.10  | \$199,497.90 | \$86.78    | \$95.91 | \$258,397.28 | \$124.23   |