

Hourly Minimum Wage: Dec. 2004 vs. July 2013

	Dec. 2004	July 2013
Minimum Pay (Grade 1) (Based on anticipated 7/13 range movement of 2.8%)	10.38	12.00
Benefits Bank	1.10	.32 *
TOTAL	11.48	12.32
Minimum Wage Est. : (Based on Swarthmore Living Wage Committee Methodology)	10.73 **	11.33^
Extra (Over Minimum Wage Est.):	.75	.99
Without Benefits Bank:		.67 (Over Minimum Wage Est.)

NOTES:

- * \$0.32 x 40hrs. (Full-time work week) x 52 (weeks in a year) = Annual \$ value of current benefits bank
- ** The Dec. 2004 Data Prepared by the Swarthmore Living Wage Committee
- ^ The July 2013 Data Prepared by HR using current survey data and same Methodology as employed by the Swarthmore Living Wage Committee