### DDS Student Wage Structure – Fall 2017

<table>
<thead>
<tr>
<th></th>
<th>Min hours per term</th>
<th>Term 1</th>
<th>Term 2</th>
<th>Term 3</th>
<th>Term 4</th>
<th>Terms 5+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate I</td>
<td>60</td>
<td>11.00</td>
<td>11.50</td>
<td>11.75</td>
<td>12.00</td>
<td>0.25 Increase per term</td>
</tr>
<tr>
<td>Associate II</td>
<td>100</td>
<td>12.00</td>
<td>12.50</td>
<td>12.75</td>
<td>13.00</td>
<td>0.25 Increase per term</td>
</tr>
<tr>
<td>Supervisor</td>
<td>100</td>
<td>13.00</td>
<td>13.50</td>
<td>13.75</td>
<td>14.00</td>
<td>0.25 Increase per term</td>
</tr>
<tr>
<td>Area Manager</td>
<td>120</td>
<td>14.00</td>
<td>14.50</td>
<td>14.75</td>
<td>15.00</td>
<td>0.25 Increase per term</td>
</tr>
</tbody>
</table>

- Student employees in the Dishroom will receive $13.00/hr pay.
- Associate II’s and above receive a $2/hr flex dollar credit to their DBA.

### Wage increases and the flex dollar credit are contingent upon the following:

- Students must complete DDS employment forms each term worked.
- Students must be in good standing.
- Students who desire to work less than 6hrs/week may do so but will not be eligible for term increases or promotions.
- The per-term hour requirement must be met to receive a pay increase the following term.
- Students that sign up as an Associate II but who fail to meet the 10hr/week hour requirement on a consistent basis will be demoted to Associate I for the remainder of the term.
- Promotion rates are contingent upon continued employment in the location in which you were promoted.
- Promotion rates do not apply if you transfer to another area or work less than the majority of your shifts in the area in which you were promoted (unless authorized by a professional manager).
- All overtime must be pre-approved and authorized by a professional manager.

Note: Student employees receive credit for terms worked as an Associate I when changing to an Associate II status and vice-versa...i.e. if a student works two terms as an Associate I and is earning $11.50 then the third term signs up as an Associate II their rate would increase to the base rate of Associate II at $12.00. A two-term Associate II earning $12.50 who then signs up as an Associate I would earn $11.75.

### Flex-dollar DBA credit:

- Associate I’s are not eligible for the flex-dollar credit.
- Employees who receive an unexcused absence will lose their flex-dollar credit the following pay period.
- Students that sign up as an Associate II but who fail to meet the 10hr/week hour requirement on a consistent basis will be demoted to Associate I and will not receive the flex-dollar credit.

**NOTE:** Rate increases and the discount credit are effective on the date employment forms are completed. If you do not submit a new student profile each term you will not receive the rate increase or discount credit.

Questions?: Contact Admin HR Services, lower floor, Class of 1953 Commons – admin.hr.services@dartmouth.edu