



ARLINGTON COMMUNITY FOUNDATION SHARED PROSPERITY

WAGE/SALARY INFORMATION FOR ARLINGTON'S ESSENTIAL LOW WAGE WORKERS

According to the MIT living wage calculator (link below table), which tracks very closely to local modeling, the living wage for a single Arlington adult with no children is **\$22.43** per hour; for a household with 2 working adults and 2 children is **\$34.90 per hour** per working adult and; if one parent is working and the other home with the children, the living wage is **\$44.20** per hour for the working adult. Living wage is defined as the hourly rate that an individual in a household must earn to meet their basic needs *without outside assistance* . In column C, you will find the August 2023 real time median hourly wages in Arlington for essential positions for our community to function. Column D indicates what the annual salary would be if the position were full-time. *However, the vast majority of these jobs are not full time and do not offer benefits.* Columns E, F, and G reflect the living wage as annual income for the 3 household types described above.

Occupation Title	August 2023 median wage in realtime ads ¹	2023 median hourly wage converted to annual salary <i>IF full time</i>	2023 living wage annual income before taxes: single adult	2023 living wage annual income before taxes: 1 adult working, 1 at home, 2 children	2023 living wage annual income before taxes: 2 adults working, 2 children
Fast Food and Counter Workers	\$15.50	\$32,240	\$46,654	\$91,936	\$145,184
Cashiers	\$15.10	\$31,408	\$46,654	\$89,422	\$138,028
Childcare Workers	\$17.95	\$37,336	\$46,654	\$89,422	\$138,028
Dishwashers	\$16.25	\$33,800	\$46,654	\$89,422	\$138,028
Home Health and Personal Care Aides	\$15.90	\$33,072	\$46,654	\$89,422	\$138,028
Parking Attendants	\$16.00	\$33,280	\$46,654	\$89,422	\$138,028
Hotel, Motel, and Resort Desk Clerks	\$16.00	\$33,280	\$46,654	\$89,422	\$138,028
Office Cleaners	\$16.50	\$34,320	\$46,654	\$89,422	\$138,028
Retail Salespersons	\$16.00	\$33,280	\$46,654	\$89,422	\$138,028
Food Preparation Workers	\$15.75	\$32,760	\$46,654	\$89,422	\$138,028
Receptionists and Information Clerks	\$18.00	\$37,440	\$46,654	\$89,422	\$138,028
Reservation,Transportation Ticket Agents	\$19.50	\$40,560	\$46,654	\$89,422	\$138,028
Concierges	\$20.00	\$41,600	\$46,654	\$89,422	\$138,028
Nursing Assistants, Orderlies	\$16.80	\$34,944	\$46,654	\$89,422	\$138,028
Security Guards	\$21.70	\$45,136	\$46,654	\$89,422	\$138,028
Cargo and Freight Agents	\$17.30	\$35,984	\$46,654	\$89,422	\$138,028
Maintenance and Repair, General	\$22.90	\$47,632	\$46,654	\$89,422	\$138,028
Construction Laborers	\$20.00	\$41,600	\$46,654	\$89,422	\$138,028
Emergency Medical Tech	\$17.50	\$36,400	\$46,654	\$89,422	\$138,028
Automotive Technicians and Repairers	\$21.00	\$43,680	\$46,654	\$89,422	\$138,028
Postal Service Workers	\$19.30	\$40,144	\$46,654	\$89,422	\$138,028

Source: [JobsEQ®](#)

Data reflect online job postings that were currently active as of 8/04/2023

Starting salaries for Arlington Public Schools low wage positions taken from the APS 2023-2024 pay scale²					
Extended day-PT, school yr+summer	\$17.24	\$21,550	\$46,654	\$89,422	\$138,028
School custodian-school yr+summer	\$16.16	\$32,320	\$46,654	\$89,422	\$138,028
Food Service-PT school yr+summer	\$16.15	\$20,188	\$46,654	\$89,422	\$138,028
Teaching Assistant-school yr	\$16.33	\$21,376	\$46,654	\$89,422	\$138,028
School Bus Driver -PT school yr+summer	\$20.57	\$25,713	\$46,654	\$89,422	\$138,028

² APS 2023-2024 pay scale <https://www.apsva.us/wp-content/uploads/2023/06/Pay-Plan-23-24.pdf>

[View MIT Living Wage Calculator Online](#)