

Wage Rate Comparison Grinnell College and Peer Institutions

Current Grinnell College Wage Rates

General	FY 22
Category 1	\$ 8.24
Category 2	\$ 8.76
Category 3*	\$ 9.27
Category 4	\$ 9.79
Dining	FY 22
Dining 1	\$ 10.75
Dining 2	\$ 11.75
Lifeguard	FY 22
Lifeguard	\$ 12.00

*Currently 95% of hours paid to students are at a rate of \$9.27 or above

Grinnell and National Peer Institutions – Wages Compared to Minimum Wage (varies by state)

Institution	State	Base Wage	Minimum Wage	Percent Above Minimum Wage
East Coast				
Amherst	MA	\$ 15.25	\$ 14.25	7.02%
Bowdoin	ME	\$ 13.75	\$ 12.75	7.84%
Davidson	NC	\$ 10.50	\$ 7.25	44.83%
Washington and Lee	VA	\$ 12.00	\$ 11.00	9.09%
Smith	MA	\$ 14.25	\$ 14.25	0.00%
Swarthmore	PA	\$ 11.24	\$ 7.25	55.03%
Vassar	NY	\$ 13.90	\$ 13.20	5.30%
Williams	MA	\$ 14.25	\$ 14.25	0.00%
Middle States				
Carleton	MN	\$ 12.00	\$ 10.33	16.17%
Colorado College	CO	\$ 12.56	\$ 12.56	0.00%
Grinnell College	IA	\$ 8.24	\$ 7.25	13.66%
Kenyon	OH	\$ 9.30	\$ 9.30	0.00%
Macalester	MN	\$ 13.50	\$ 10.33	30.69%
St. Olaf	MN	\$ 11.00	\$ 10.33	6.49%
Oberlin	OH	\$ 9.30	\$ 9.30	0.00%
West Coast				
Pomona	CA	\$ 15.00	\$ 15.00	0.00%
Reed	OR	\$ 14.75	\$ 14.75	0.00%

Grinnell and National Peer Institutions – Comparison of Average Wages by Geography

Average Above Minimum Wage			11.40%
Average Wage		\$	12.66
Median Wage		\$	13.03
Average Wage Middle States		\$	11.28
Average Wage East Coast		\$	13.14
Average Wage West Coast		\$	14.88

Grinnell and Iowa Institutions – Wages Compared to Minimum Wage

Institution	State	Base Wage	Minimum Wage	Percent Above Minimum Wage
Central	IA	\$ 7.25	\$ 7.25	0.00%
Wartburg	IA	\$ 9.00	\$ 7.25	24.14%
Coe	IA	\$ 8.25	\$ 7.25	13.79%
Cornell	IA	\$ 11.25	\$ 7.25	55.17%
Grinnell	IA	\$ 8.24	\$ 7.25	13.66%
William Penn	IA	\$ 9.00	\$ 7.25	24.14%
Simpson	IA	\$ 7.25	\$ 7.25	0.00%
Luther	IA	\$ 8.25	\$ 7.25	13.79%

Grinnell and Iowa Institutions – Comparison of Average Wage

Average Above Minimum Wage	18.09%
Average Wage	\$ 8.56
Median Wage	\$ 8.25