



Date of Board Meeting: September 19, 2023

Subject: Increase Police Academy Part-Time Instructor Hourly Pay Rate

**Recommendation:** Approve Hourly Pay Rate Increase for Police Academy PT Instructors, effective 10-1-23

**Background and Rationale:** The current WCJC Police Academy pay rate for part-time instructors is \$30 per hour. The request is to increase that rate to \$40 per hour to be more in line with other colleges and the local workforce. See the attached pay rate survey showing a range of \$30 (WCJC) to \$54 for adjunct instructors.

WCJC has maintained the \$30 pay for 16 years, beginning fall of 2007. Every college Police Academy in our general area pays more than WCJC for adjunct instructors. And, WCJC is currently paying Peace Officers who work as WCJC security officers \$40 per hour. The security position requires no specialized training, only a Texas Peace Officer license. To become an adjunct instructor for the WCJC Police Academy the officer must have a minimum of three years of experience, complete an instructor certification, and be a documented subject matter expert. And most, if not all of WCJC's part-time Police Academy instructors, are also full-time police officers who must use either vacation or compensatory time to instruct for WCJC. This provides very little incentive to teach for WCJC.

To maintain quality instruction and area law enforcement support for WCJC's Police Academy, the request is to increase the hourly pay rate from \$30 to \$40 per hour.

Cost and Budgetary Support: Additional \$17,580 for two Wharton programs and \$11,700 Richmond program X Student Success **Strategic Priority Alignment:** ☐ Community Impact ☐ Resource Optimization X Institutional Excellence **Resource Person(s):** Timothy Guin, Program Director Police Academy Signatures: Timothy Guin 9-7-23 Originator Date Digitally signed by Leigh Ann Collins Leigh Ann Collins Digitally signed by Leigh Ann Collins Date: 2023.09.07 11:08:19 -05'00' Cabinet-Level Supervisor Date **President's Approval:** homeend

POLICY DB (LOCAL) 08/01/2020

WCJC BPOC Program Part-time Instructor Area Pay Survey Results

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	Hourly Pay Rate	
		Increasing to \$45 per hour 01-01-2024
	\$45 Re	Recent increase
Bay City PD \$40		Increasing to \$50 per hour in 2024
ty PD		Some off duty jobs pay more
Stafford PD \$50	\$50	
Richmond PD \$50		
Sugar Land \$40		Hourly rate ranges \$40 to \$50 per depending on the job
Stafford PD \$45	\$45	