



Date of Board Meeting: June 20, 2023

Subject: Increase Compensation for EMS Part-Time Instructors & Part-Time Lab Assistants

Recommendation: Approve Increased Compensation, effective fall 2023

Background and Rationale: The EMS program has difficulty hiring and retaining part-time (PT) instructors and PT lab assistants due to WCJC's low compensation. WCJC's EMS PT instructor pay rate has not increased in over 10 years and in over eight years for PT lab assistants. WCJC's EMS PT instructors are paid \$25 per hour and must hold an AAS degree, Paramedic certification, and instructor certification. WCJC PT lab assistants are paid \$20 per hour, assist with skills and simulation labs, and are not required to hold a degree.

Per the attached survey results, the median compensation for the nine colleges in the Gulf Coast Consortium for PT EMS instructors is \$35 per hour with a salary range of \$25 - \$54 per hour. Further, the EMS/Paramedic service area workforce pays a median hourly rate of \$32.64 with a salary range of \$28 - \$44.40. Although only two other Consortium colleges utilize PT lab assistants, the median compensation is \$30 per hour with a salary range of \$25 - \$35 per hour. The request is to raise EMS PT instructors' hourly pay rate from \$25 to \$35 per hour for a total budgetary increase of \$27,520 to teach 2752 hours on the Wharton and Richmond campuses. The second request is to raise EMS PT lab assistants' pay rate from \$20 to \$25 per hour for a total budgetary increase of \$7,250 to teach 1450 hours on the Wharton and Richmond campuses.

Cost and Budgetary Support: AY24 Budget

PT Instructor Increase: Wharton is \$15,520 (1552 hrs/year) and Richmond is \$12,000 (1200 hrs/year)

PT Lab Assistant Increase: Wharton is \$4250 (850 hrs/year) and Richmond is \$3,000 (600 hrs/year)

Strategic Priority Alignment:

Student Success

Community Impact

Resource Optimization

Institutional Excellence

Resource Person(s): Gary Bonewald, Tim Guin

Signatures:

Gary Bonewald/Tim Guin

Originator

4/26/2023

Date

Leigh Ann Collins

Cabinet-Level Supervisor

Digitally signed by Leigh Ann Collins

Collins

Date: 2023.06.05 14:25:33 -05'00'

Date

President's Approval:

Betty O. McLeod

President

6-8-23

Date

WCJC EMS Program

Part-time Instructor Area Pay Survey Results

Pay Rate Per Hour

College	Instructor	Skills Lab	Clinical	
Lone Star System	\$54.00	\$30.00		Recent increase
San Jacinto	\$48.00			Just increased this budget year
College of the Mainland	\$46.00	\$25-\$35	\$37.75	Recent increase
HCC	\$40.00			2022 increase
Victoria College	\$35.00			Just increased this budget year
Galveston College	\$30-\$35			In the process of moving to \$35.00/hr
Alvin CC	\$27.82			Alvin CC is in the process of increasing this (\$35/hr?)
Brazosport	\$27.00			2019 Rate (unable to get current rate)
WCJC	\$25.00	\$20.00		

Private EMS Education

Victoria Area (EMT only) \$32.00

EMS Agencies (PT instrs. primary jobs)

3 yr Paramedic Rate of Pay

Overtime Rates Per Hour

Memorial Hermann \$44.40

Sugarland Fire / EMS \$38.69

FBC EMS \$35-37

Jackson Co EMS \$36.00

Austin Co EMS \$32.64

ECEMS \$30.00

Wharton EMS \$28.83

Colorado Co EMS \$28.00