

Board of Trustees Agenda Item

Date of Board Meeting: February 18, 2025

Subject: Increase Hourly Pay for EMS Part-Time Instructors and Lab Assistants

Recommendation: Approve Increased Pay Rate for EMS Part-Time Instructors (\$50/hour) and Lab Assistants (\$35/hour), Effective March 1

Background and Rationale:

In 2023, WCJC part-time (PT) EMS instructor wages were increased from \$25/hour to \$35/hour and lab assistant wages increased from \$20/hour to \$25/hour. Prior to 2023, wages had not been raised for more than 10 years. In the past two years, wages have increased dramatically in this field, and WCJC pay rates are no longer competitive. The current EMS instructor wage is over \$10 below the Houston-area *average* (\$46.74) and more than \$20 below the highest EMS instructor wage (\$58.50) in the Houston area (see attached survey). Additionally, the WCJC wage is substantially less than what a paramedic earns if working an overtime shift (\$49.50-\$99.00). Hence, recruiting and maintaining instructors is very difficult. Job postings continually remain open for PT EMS instructors, yet only three instructors have been referred since September 2024.

For compensation to be competitive with other colleges and the local workforce and to maintain quality instruction and meet service area emergency services needs, WCJC must increase PT EMS instructor wages to \$50/hour and the lab assistant wages to \$35/hour.

Cost and Budgetary Support:

- Additional \$23,280 for the Wharton program
- Additional \$18,000 for the Richmond program

Strategic Priority Alignment:

□ Resource Optimization

X Student Success

Community Impact X Institutional Excellence

Resource Person(s): Danny Bacot, Dean of Workforce

Signatures:	Danny	Digitally signed by Danny Bacot
	Bacot	Date: 2025.02.13 15:43:27 -06'00'

Originator

Leigh Ann Collins Digitally signed by Leigh Ann Collins Date: 2025.02.13 15:48:36 -06'00'

Cabinet-Level Supervisor

President's Approval:

tty a. Me Crohan 2-13-25

President

Date

Date

Date

POLICY DB (LOCAL) 08/01/2020

WCJC EMS Program Part-time Instructor Area Pay Survey Results

College	Instructor Hourly Pay Rate	
Alvin College	\$50.00	1
Lone Star College	\$58.50	
San Jacinto College	\$52.00]
College of the Mainland	\$48.00	
НСС	\$48.71]
Galveston College	\$35.00]
VCJC	\$35.00	
Range = \$35 - \$58.50	Median = \$48.71	
EMS Affiliates	PT Instructor Primary Job	Overtime at 1.5 / Pay
Sugar Land Fire	\$48.68	\$73.02
Methodist Sugar Land	\$42.00	\$63.00
Wharton EMS	\$33.00	\$49.50
Community Fire Dept	\$49.50	\$74.25
Memorial Herman	\$66.00	\$99.00
Montgomery Cty Hospital District	\$56.11	\$84.16
EMS		
Houston Fire	\$48.53	\$72.79
Katy Fire	\$36.56	\$54.84
Washington County EMS	\$37.50	\$56.25