WCJC Wharton County Junior College

Date of Board Meeting: January 17, 2023

Subject: Revise Hourly Compensation Senior Citizen Program Drivers & Site Managers

Recommendation: Approve Compensation Change for Senior Citizen Program Drivers & Site Managers, effective immediately

Background and Rationale:

When fully staffed, the Senior Citizen Program (Program) hires four full-time employees and seven part-time (PT) drivers/site managers. Over the past year, the Program has struggled to hire and retain PT employees, mostly due to low compensation. Currently, five positions are vacant, four of which are PT.

The current hourly pay for PT is $7.25 and has not increased in over five years. The request is to change the hourly compensation to $8.25. If approved, the compensation for the part-time site manager in Eagle Lake, a vacant position, will be reduced from $8.85 to $8.25 thus compensating part-time employees equivalently.

Site managers oversee Centers in Columbus, Weimar, Eagle Lake, Wharton, and El Campo and work 19 hours per week. At these five Centers, we serve hot meals and schedule various activities such as exercises, games, and educational presentations. Drivers deliver Meals on Wheels and transport clients to medical appointments, to pick up prescriptions or groceries, etc. Drivers work six hours per week in Columbus, Weimar, Eagle Lake, Garwood, Nada, Wharton, and El Campo. The Program provided approximately 2600 meals in November 2022.

Cost and Budgetary Support: Approximately $5450 annually; FY23 Sr. Citizen Program grant budget accounts for the increase thus no cost to the College

Strategic Priority Alignment: ☐ Student Success   x Community Impact
                                    ☐ Resource Optimization   ☐ Institutional Excellence

Resource Person(s): Traci Myers, Director of Sr. Citizen Program

Signatures:

Traci Myers
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_____   _____
Originator   Date

Leigh Ann Collins *Digitally signed by Leigh Ann Collins*
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Cabinet-Level Supervisor   Date

President's Approval:

Betty A. McCrohan   1-9-2023
_____   _____
President   Date

POLICY DB (LOCAL)
08/01/2020