

1 **ENGROSSED**

2 COMMITTEE SUBSTITUTE

3 FOR

4 **H. B. 2879**

5 (By Mr. Speaker, (Mr. Thompson) and Delegate Armstead)
6 [By Request of the Executive]

7 (Originating in the Committee on Finance)

8 [February 24, 2011]

9

10

11 A BILL to repeal §18A-4-5c and §18A-4-5d of the Code of West
12 Virginia, 1931, as amended; to amend and reenact §15-2-5 of
13 said code; to amend and reenact §18A-4-2, §18A-4-5 and
14 §18A-4-8a of said code; and to amend and reenact §20-7-1c of
15 said code, all relating to salaries for certain public
16 employees; increasing annual salaries for members of the state
17 police; increasing minimum salaries of public school teachers;
18 providing for salary equity payments; increasing minimum
19 salaries of school service personnel; and increasing annual
20 salaries for members of natural resources police officers.

21 *Be it enacted by the Legislature of West Virginia:*

22 That §18A-4-5c and §18A-4-5d of the Code of West Virginia,
23 1931, as amended, be repealed; that §15-2-5 of said code be amended
24 and reenacted; that §18A-4-2, §18A-4-5 and §18A-4-8a of said code
25 be amended and reenacted; and that §20-7-1c of said code be amended
26 and reenacted, all to read as follows:

1 **CHAPTER 15. PUBLIC SAFETY.**

2 **ARTICLE 2. WEST VIRGINIA STATE POLICE.**

3 **§15-2-5. Career progression system; salaries; exclusion from wages**
4 **and hour law, with supplemental payment; bond; leave**
5 **time for members called to duty in guard or reserves.**

6 (a) The superintendent shall establish within the West
7 Virginia State Police a system to provide for: The promotion of
8 members to the supervisory ranks of sergeant, first sergeant,
9 second lieutenant and first lieutenant; the classification of
10 nonsupervisory members within the field operations force to the
11 ranks of trooper, senior trooper, trooper first class or corporal;
12 the classification of members assigned to the forensic laboratory
13 as criminalist ~~I-VII~~ I-VIII; and the temporary reclassification of
14 members assigned to administrative duties as administrative support
15 specialist I-VIII.

16 (b) The superintendent may propose legislative rules for
17 promulgation in accordance with article three, chapter
18 twenty-nine-a of this code for the purpose of ensuring consistency,
19 predictability and independent review of any system developed under
20 the provisions of this section.

21 (c) The superintendent shall provide to each member a written
22 manual governing any system established under the provisions of
23 this section and specific procedures shall be identified for the
24 evaluation and testing of members for promotion or reclassification
25 and the subsequent placement of any members on a promotional

1 eligibility or reclassification recommendation list.

2 (d) ~~Beginning July 1, 2007 until and including June 30, 2008~~
3 ~~members shall receive annual salaries as follows:~~

4 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

5 ~~SUPERVISORY AND NONSUPERVISORY RANKS~~

6	Cadet During Training..	2,550.50 Mo.	\$30,606
7	Cadet Trooper After Training..	3,138.17 Mo.	37,658
8	Trooper Second Year..		39,122
9	Trooper Third Year..		39,494
10	Senior Trooper..		39,882
11	Trooper First Class..		40,470
12	Corporal..		41,058
13	Sergeant..		45,234
14	First Sergeant..		47,322
15	Second Lieutenant..		49,410
16	First Lieutenant..		51,498
17	Captain..		53,586
18	Major..		55,674
19	Lieutenant Colonel..		57,762

20 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

21 ~~ADMINISTRATION SUPPORT~~

22 ~~SPECIALIST CLASSIFICATION~~

23	I..		\$39,494
24	II..		39,882
25	III..		40,470

1	IV..	41,058
2	V..	45,234
3	VI..	47,322
4	VII..	49,410
5	VIII..	51,498

6 **~~ANNUAL SALARY SCHEDULE (BASE PAY)~~**

7 **~~CRIMINALIST CLASSIFICATION~~**

8	I..	39,494
9	II..	39,882
10	III..	40,470
11	IV..	41,058
12	V..	45,244
13	VI..	47,322
14	VII..	49,410
15	VIII..	51,498

16 Beginning on July 1, 2008, ~~and continuing thereafter~~ through
 17 June 30, 2011, members shall receive annual salaries as follows:

18 **ANNUAL SALARY SCHEDULE (BASE PAY)**

19 **SUPERVISORY AND NONSUPERVISORY RANKS**

20	Cadet During Training..	\$ 2,752 Mo.	\$ 33,024
21	Cadet Trooper After Training.	3,357.33 Mo.	40,288
22	Trooper Second Year..		41,296
23	Trooper Third Year.		41,679
24	Senior Trooper.		42,078
25	Trooper First Class..		42,684

1	Corporal.	43,290
2	Sergeant.	47,591
3	First Sergeant.	49,742
4	Second Lieutenant.. . . .	51,892
5	First Lieutenant.	54,043
6	Captain.. . . .	56,194
7	Major.. . . .	58,344
8	Lieutenant Colonel.	60,495

9 **ANNUAL SALARY SCHEDULE (BASE PAY)**

10 **ADMINISTRATION SUPPORT**

11 **SPECIALIST CLASSIFICATION**

12	I.. . . .	\$ 41,679
13	II	42,078
14	III.. . . .	42,684
15	IV	43,290
16	V.. . . .	47,591
17	VI	49,742
18	VII.. . . .	51,892
19	VIII	54,043

20 **ANNUAL SALARY SCHEDULE (BASE PAY)**

21 **CRIMINALIST CLASSIFICATION**

22	I.. . . .	\$ 41,679
23	II	42,078
24	III.. . . .	42,684
25	IV	43,290

1	V..	47,591
2	VI	49,742
3	VII.. . . .	51,892
4	VIII	54,043

5 Beginning on July 1, 2011, and continuing thereafter, members
6 shall receive annual salaries as follows:

7 **ANNUAL SALARY SCHEDULE (BASE PAY)**

8 **SUPERVISORY AND NONSUPERVISORY RANKS**

9	<u>Cadet During Training.. . . .</u>	<u>\$ 2,833 Mo. \$ 33,994</u>
10	<u>Cadet Trooper After Training.</u>	<u>\$ 3,438 Mo. \$ 41,258</u>
11	<u>Trooper Second Year.. . . .</u>	<u>42,266</u>
12	<u>Trooper Third Year.</u>	<u>42,649</u>
13	<u>Senior Trooper.</u>	<u>43,048</u>
14	<u>Trooper First Class.. . . .</u>	<u>43,654</u>
15	<u>Corporal.</u>	<u>44,260</u>
16	<u>Sergeant.</u>	<u>48,561</u>
17	<u>First Sergeant.</u>	<u>50,712</u>
18	<u>Second Lieutenant.. . . .</u>	<u>52,862</u>
19	<u>First Lieutenant.</u>	<u>55,013</u>
20	<u>Captain.. . . .</u>	<u>57,164</u>
21	<u>Major.. . . .</u>	<u>59,314</u>
22	<u>Lieutenant Colonel.</u>	<u>61,465</u>

24 **ANNUAL SALARY SCHEDULE (BASE PAY)**

25 **ADMINISTRATION SUPPORT**

SPECIALIST CLASSIFICATION

1		
2	I..	<u>42,649</u>
3	II	<u>43,048</u>
4	III.. . . .	<u>43,654</u>
5	IV	<u>44,260</u>
6	V..	<u>48,561</u>
7	VI	<u>50,712</u>
8	VII.. . . .	<u>52,862</u>
9	VIII	<u>55,013</u>

ANNUAL SALARY SCHEDULE (BASE PAY)

CRIMINALIST CLASSIFICATION

10		
11		
12	I..	<u>42,649</u>
13	II.. . . .	<u>43,048</u>
14	III.. . . .	<u>43,654</u>
15	IV	<u>44,260</u>
16	V..	<u>48,561</u>
17	VI	<u>50,712</u>
18	VII.. . . .	<u>52,862</u>
19	VIII	<u>55,013</u>

20 Each member of the West Virginia State Police whose salary is
21 fixed and specified in this annual salary schedule is entitled to
22 the length of service increases set forth in subsection (e) of this
23 section and supplemental pay as provided in subsection (g) of this
24 section.

25 (e) Each member of the West Virginia State Police whose salary

1 is fixed and specified pursuant to this section shall receive, and
2 is entitled to, an increase in salary over that set forth in
3 subsection (d) of this section for grade in rank, based on length
4 of service, including that service served before and after the
5 effective date of this section with the West Virginia State Police
6 as follows: At the end of two years of service with the West
7 Virginia State Police, the member shall receive a salary increase
8 of \$400 to be effective during his or her next year of service and
9 a like increase at yearly intervals thereafter, with the increases
10 to be cumulative.

11 (f) In applying the salary schedules set forth in this section
12 where salary increases are provided for length of service, members
13 of the West Virginia State Police in service at the time the
14 schedules become effective shall be given credit for prior service
15 and shall be paid the salaries the same length of service entitles
16 them to receive under the provisions of this section.

17 (g) The Legislature finds and declares that because of the
18 unique duties of members of the West Virginia State Police, it is
19 not appropriate to apply the provisions of state wage and hour laws
20 to them. Accordingly, members of the West Virginia State Police
21 are excluded from the provisions of state wage and hour law. This
22 express exclusion shall not be construed as any indication that the
23 members were or were not covered by the wage and hour law prior to
24 this exclusion.

25 In lieu of any overtime pay they might otherwise have received
26 under the wage and hour law, and in addition to their salaries and

1 increases for length of service, members who have completed basic
2 training and who are exempt from federal Fair Labor Standards Act
3 guidelines may receive supplemental pay as provided in this
4 section.

5 The authority of the superintendent to propose a legislative
6 rule or amendment thereto for promulgation in accordance with
7 article three, chapter twenty-nine-a of this code to establish the
8 number of hours per month which constitute the standard work month
9 for the members of the West Virginia State Police is hereby
10 continued. The rule shall further establish, on a graduated hourly
11 basis, the criteria for receipt of a portion or all of supplemental
12 payment when hours are worked in excess of the standard work month.
13 The superintendent shall certify monthly to the West Virginia State
14 Police's payroll officer the names of those members who have worked
15 in excess of the standard work month and the amount of their
16 entitlement to supplemental payment. The supplemental payment may
17 not exceed \$236 monthly. The superintendent and civilian employees
18 of the West Virginia State Police are not eligible for any
19 supplemental payments.

20 (h) Each member of the West Virginia State Police, except the
21 superintendent and civilian employees, shall execute, before
22 entering upon the discharge of his or her duties, a bond with
23 security in the sum of \$5,000 payable to the State of West
24 Virginia, conditioned upon the faithful performance of his or her
25 duties, and the bond shall be approved as to form by the Attorney
26 General and as to sufficiency by the Governor. (i) In consideration

1 for compensation paid by the West Virginia State Police to its
2 members during those members' participation in the West Virginia
3 State Police Cadet Training Program pursuant to section eight,
4 article twenty-nine, chapter thirty of this code, the West Virginia
5 State Police may require of its members by written agreement
6 entered into with each of them in advance of such participation in
7 the program that, if a member should voluntarily discontinue
8 employment any time within one year immediately following
9 completion of the training program, he or she shall be obligated to
10 pay to the West Virginia State Police a pro rata portion of such
11 compensation equal to that part of such year which the member has
12 chosen not to remain in the employ of the West Virginia State
13 Police.

14 (i) Any member of the West Virginia State Police who is called
15 to perform active duty training or inactive duty training in the
16 National Guard or any reserve component of the armed forces of the
17 United States annually shall be granted, upon request, leave time
18 not to exceed thirty calendar days for the purpose of performing
19 the active duty training or inactive duty training and the time
20 granted may not be deducted from any leave accumulated as a member
21 of the West Virginia State Police.

22 **CHAPTER 18A. SCHOOL PERSONNEL.**

23 **ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

24 **§18A-4-2. State minimum salaries for teachers.**

25 (a) ~~Effective July 1, 2007, through June 30, 2008, each~~

1 ~~teacher shall receive the amount prescribed in the 2007-08 State~~
2 ~~Minimum Salary Schedule as set forth in this section, specific~~
3 ~~additional amounts prescribed in this section or article and any~~
4 ~~county supplement in effect in a county pursuant to section five-a~~
5 ~~of this article during the contract year.~~

6 Effective July 1, 2008, and continuing thereafter, each
7 teacher shall receive the amount prescribed in the 2008-09 State
8 Minimum Salary Schedule as set forth in this section, specific
9 additional amounts prescribed in this section or article and any
10 county supplement in effect in a county pursuant to section five-a
11 of this article during the contract year.

12 Beginning July 1, 2011, through June 30, 2012, each teacher
13 shall receive the amount prescribed in the 2011-12 State Minimum
14 Salary Schedule as set forth in this section, specific additional
15 amounts prescribed in this section or article and any county
16 supplement in effect in a county pursuant to section five-a of
17 this article during the contract year.

18 Beginning July 1, 2012, and continuing thereafter, each
19 teacher shall receive the amount prescribed in the 2012-13 State
20 Minimum Salary Schedule as set forth in this section, specific
21 additional amounts prescribed in this section or article and any
22 county supplement in effect in a county pursuant to section five-a
23 of this article during the contract year.

24 ~~2007-08 STATE MINIMUM SALARY SCHEDULE~~

25
26 (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11)

1	Years	4th	3rd	2nd	A.B.		M.A.	M.A.	M.A.	Doctor	
2	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	ate
3											
4	0	24,051	24,711	24,975	26,227	26,988	28,755	29,516	30,277	31,038	32,073
5	1	24,379	25,039	25,303	26,745	27,506	29,274	30,035	30,795	31,556	32,591
6	2	24,708	25,367	25,631	27,264	28,025	29,792	30,553	31,314	32,075	33,110
7	3	25,036	25,695	25,959	27,783	28,543	30,311	31,072	31,832	32,593	33,628
8	4	25,608	26,267	26,531	28,545	29,306	31,074	31,835	32,595	33,356	34,391
9	5	25,936	26,595	26,859	29,064	29,825	31,592	32,353	33,114	33,875	34,910
10	6	26,264	26,923	27,187	29,582	30,343	32,111	32,872	33,632	34,393	35,428
11	7	26,592	27,252	27,515	30,101	30,862	32,629	33,390	34,151	34,912	35,947
12	8	26,920	27,580	27,844	30,619	31,380	33,148	33,909	34,669	35,430	36,465
13	9	27,248	27,908	28,172	31,138	31,899	33,666	34,427	35,188	35,949	36,984
14	10	27,577	28,236	28,500	31,657	32,417	34,185	34,946	35,706	36,467	37,502
15	11	27,905	28,564	28,828	32,175	32,936	34,704	35,464	36,225	36,986	38,021
16	12	28,233	28,892	29,156	32,694	33,454	35,222	35,983	36,744	37,504	38,539
17	13	28,561	29,220	29,484	33,212	33,973	35,741	36,501	37,262	38,023	39,058
18	14	28,561	29,548	29,812	33,731	34,491	36,259	37,020	37,781	38,541	39,576
19	15	28,561	29,876	30,140	34,249	35,010	36,778	37,538	38,299	39,060	40,095
20	16	28,561	29,876	30,468	34,768	35,528	37,296	38,057	38,818	39,578	40,613
21	17	28,561	29,876	30,796	35,286	36,047	37,815	38,575	39,336	40,097	41,132
22	18	28,561	29,876	30,796	35,805	36,566	38,333	39,094	39,855	40,615	41,650
23	19	28,561	29,876	30,796	36,323	37,084	38,852	39,613	40,373	41,134	42,169
24	20	28,561	29,876	30,796	36,842	37,603	39,370	40,131	40,892	41,653	42,688
25	21	28,561	29,876	30,796	36,842	37,603	39,889	40,650	41,410	42,171	43,206
26	22	28,561	29,876	30,796	36,842	37,603	40,407	41,168	41,929	42,690	43,725

1	23	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,447	43,208	44,243
2	24	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,966	43,727	44,762
3	25	28,561	29,876	30,796	36,842	37,603	40,926	41,687	43,484	44,245	45,280
4	26	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
5	27	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
6	28	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
7	29	28,889	30,204	31,125	37,360	38,121	41,445	42,205	44,522	45,282	46,317
8	30	29,217	30,533	31,453	37,879	38,640	41,963	42,724	45,040	45,801	46,836
9	31	29,545	30,861	31,781	38,397	39,158	42,482	43,242	45,559	46,319	47,354
10	32	29,873	31,189	32,109	38,916	39,677	43,000	43,761	46,077	46,838	47,873
11	33	30,201	31,517	32,437	39,435	40,195	43,519	44,279	46,596	47,356	48,391
12	34	30,529	31,845	32,765	39,953	40,714	44,037	44,798	47,114	47,875	48,910
13	35	30,857	32,173	33,093	40,472	41,232	44,556	45,316	47,633	48,393	49,428

2008-09 STATE MINIMUM SALARY SCHEDULE

15	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
16	Years	4th	3rd	2nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Doc-
17	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
18											
19											
20	0	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
21	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
22	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
23	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
24	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
25	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
26	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
27	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
28	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
29	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
30	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103

1	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
2	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
3	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
4	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
5	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
6	16	31,145	31,804	32,068	36,369	37,129	38,897	38,658	40,419	41,179	42,214
								<u>39,658</u>			
7	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
8	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
9	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
10	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
11	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
12	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
13	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
14	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
15	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
16	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
17	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
18	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
19	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
20	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
21	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
22	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
23	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
24	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
25	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

2011-12 STATE MINIMUM SALARY SCHEDULE

	<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>	<u>(6)</u>	<u>(7)</u>	<u>(8)</u>	<u>(9)</u>	<u>(10)</u>	<u>(11)</u>
	<u>Years</u>	<u>4th</u>	<u>3rd</u>	<u>2nd</u>		<u>A.B.</u>		<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>Doctor</u>
	<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>	<u>A.B.</u>	<u>+15</u>	<u>M.A.</u>	<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>ate</u>
28	<u>0</u>	<u>26,551</u>	<u>27,211</u>	<u>27,475</u>	<u>28,727</u>	<u>29,488</u>	<u>31,255</u>	<u>32,016</u>	<u>32,777</u>	<u>33,538</u>	<u>34,573</u>
29	<u>1</u>	<u>26,879</u>	<u>27,539</u>	<u>27,803</u>	<u>29,245</u>	<u>30,006</u>	<u>31,774</u>	<u>32,535</u>	<u>33,295</u>	<u>34,056</u>	<u>35,091</u>
30	<u>2</u>	<u>27,208</u>	<u>27,867</u>	<u>28,131</u>	<u>29,764</u>	<u>30,525</u>	<u>32,292</u>	<u>33,053</u>	<u>33,814</u>	<u>34,575</u>	<u>35,610</u>
31	<u>3</u>	<u>27,536</u>	<u>28,195</u>	<u>28,459</u>	<u>30,283</u>	<u>31,043</u>	<u>32,811</u>	<u>33,572</u>	<u>34,332</u>	<u>35,093</u>	<u>36,128</u>
32	<u>4</u>	<u>28,108</u>	<u>28,767</u>	<u>29,031</u>	<u>31,045</u>	<u>31,806</u>	<u>33,574</u>	<u>34,335</u>	<u>35,095</u>	<u>35,856</u>	<u>36,891</u>
33	<u>5</u>	<u>28,436</u>	<u>29,095</u>	<u>29,359</u>	<u>31,564</u>	<u>32,325</u>	<u>34,092</u>	<u>34,853</u>	<u>35,614</u>	<u>36,375</u>	<u>37,410</u>

1	<u>6</u>	<u>28,764</u>	<u>29,423</u>	<u>29,687</u>	<u>32,082</u>	<u>32,843</u>	<u>34,611</u>	<u>35,372</u>	<u>36,132</u>	<u>36,893</u>	<u>37,928</u>
2	<u>7</u>	<u>29,092</u>	<u>29,752</u>	<u>30,015</u>	<u>32,601</u>	<u>33,362</u>	<u>35,129</u>	<u>35,890</u>	<u>36,651</u>	<u>37,412</u>	<u>38,447</u>
3	<u>8</u>	<u>29,420</u>	<u>30,080</u>	<u>30,344</u>	<u>33,119</u>	<u>33,880</u>	<u>35,648</u>	<u>36,409</u>	<u>37,169</u>	<u>37,930</u>	<u>38,965</u>
4	<u>9</u>	<u>29,748</u>	<u>30,408</u>	<u>30,672</u>	<u>33,638</u>	<u>34,399</u>	<u>36,166</u>	<u>36,927</u>	<u>37,688</u>	<u>38,449</u>	<u>39,484</u>
5	<u>10</u>	<u>30,077</u>	<u>30,736</u>	<u>31,000</u>	<u>34,158</u>	<u>34,918</u>	<u>36,686</u>	<u>37,447</u>	<u>38,208</u>	<u>38,968</u>	<u>40,003</u>
6	<u>11</u>	<u>30,405</u>	<u>31,064</u>	<u>31,328</u>	<u>34,676</u>	<u>35,437</u>	<u>37,205</u>	<u>37,965</u>	<u>38,726</u>	<u>39,487</u>	<u>40,522</u>
7	<u>12</u>	<u>30,733</u>	<u>31,392</u>	<u>31,656</u>	<u>35,195</u>	<u>35,955</u>	<u>37,723</u>	<u>38,484</u>	<u>39,245</u>	<u>40,005</u>	<u>41,040</u>
8	<u>13</u>	<u>31,061</u>	<u>31,720</u>	<u>31,984</u>	<u>35,713</u>	<u>36,474</u>	<u>38,242</u>	<u>39,002</u>	<u>39,763</u>	<u>40,524</u>	<u>41,559</u>
9	<u>14</u>	<u>31,389</u>	<u>32,048</u>	<u>32,312</u>	<u>36,232</u>	<u>36,992</u>	<u>38,760</u>	<u>39,521</u>	<u>40,282</u>	<u>41,042</u>	<u>42,077</u>
10	<u>15</u>	<u>31,717</u>	<u>32,376</u>	<u>32,640</u>	<u>36,750</u>	<u>37,511</u>	<u>39,279</u>	<u>40,039</u>	<u>40,800</u>	<u>41,561</u>	<u>42,596</u>
11	<u>16</u>	<u>32,045</u>	<u>32,704</u>	<u>32,968</u>	<u>37,269</u>	<u>38,029</u>	<u>39,797</u>	<u>40,558</u>	<u>41,319</u>	<u>42,079</u>	<u>43,114</u>
12	<u>17</u>	<u>32,373</u>	<u>33,033</u>	<u>33,296</u>	<u>37,787</u>	<u>38,548</u>	<u>40,316</u>	<u>41,077</u>	<u>41,837</u>	<u>42,598</u>	<u>43,633</u>
13	<u>18</u>	<u>32,701</u>	<u>33,361</u>	<u>33,625</u>	<u>38,306</u>	<u>39,067</u>	<u>40,834</u>	<u>41,595</u>	<u>42,356</u>	<u>43,117</u>	<u>44,152</u>
14	<u>19</u>	<u>33,029</u>	<u>33,689</u>	<u>33,953</u>	<u>38,824</u>	<u>39,585</u>	<u>41,353</u>	<u>42,114</u>	<u>42,874</u>	<u>43,635</u>	<u>44,670</u>
15	<u>20</u>	<u>33,357</u>	<u>34,017</u>	<u>34,281</u>	<u>39,343</u>	<u>40,104</u>	<u>41,871</u>	<u>42,632</u>	<u>43,393</u>	<u>44,154</u>	<u>45,189</u>
16	<u>21</u>	<u>33,686</u>	<u>34,345</u>	<u>34,609</u>	<u>39,861</u>	<u>40,622</u>	<u>42,390</u>	<u>43,151</u>	<u>43,911</u>	<u>44,672</u>	<u>45,707</u>
17	<u>22</u>	<u>34,014</u>	<u>34,673</u>	<u>34,937</u>	<u>40,380</u>	<u>41,141</u>	<u>42,908</u>	<u>43,669</u>	<u>44,430</u>	<u>45,191</u>	<u>46,226</u>
18	<u>23</u>	<u>34,342</u>	<u>35,001</u>	<u>35,265</u>	<u>40,899</u>	<u>41,659</u>	<u>43,427</u>	<u>44,188</u>	<u>44,948</u>	<u>45,709</u>	<u>46,744</u>
19	<u>24</u>	<u>34,670</u>	<u>35,329</u>	<u>35,593</u>	<u>41,417</u>	<u>42,178</u>	<u>43,946</u>	<u>44,706</u>	<u>45,467</u>	<u>46,228</u>	<u>47,263</u>
20	<u>25</u>	<u>34,998</u>	<u>35,657</u>	<u>35,921</u>	<u>41,936</u>	<u>42,696</u>	<u>44,464</u>	<u>45,225</u>	<u>45,986</u>	<u>46,746</u>	<u>47,781</u>
21	<u>26</u>	<u>35,326</u>	<u>35,985</u>	<u>36,249</u>	<u>42,454</u>	<u>43,215</u>	<u>44,983</u>	<u>45,743</u>	<u>46,504</u>	<u>47,265</u>	<u>48,300</u>
22	<u>27</u>	<u>35,654</u>	<u>36,313</u>	<u>36,577</u>	<u>42,973</u>	<u>43,733</u>	<u>45,501</u>	<u>46,262</u>	<u>47,023</u>	<u>47,783</u>	<u>48,818</u>
23	<u>28</u>	<u>35,982</u>	<u>36,642</u>	<u>36,905</u>	<u>43,491</u>	<u>44,252</u>	<u>46,020</u>	<u>46,780</u>	<u>47,541</u>	<u>48,302</u>	<u>49,337</u>
24	<u>29</u>	<u>36,310</u>	<u>36,970</u>	<u>37,234</u>	<u>44,010</u>	<u>44,770</u>	<u>46,538</u>	<u>47,299</u>	<u>48,060</u>	<u>48,820</u>	<u>49,855</u>
25	<u>30</u>	<u>36,638</u>	<u>37,298</u>	<u>37,562</u>	<u>44,528</u>	<u>45,289</u>	<u>47,057</u>	<u>47,817</u>	<u>48,578</u>	<u>49,339</u>	<u>50,374</u>
26	<u>31</u>	<u>36,967</u>	<u>37,626</u>	<u>37,890</u>	<u>45,047</u>	<u>45,808</u>	<u>47,575</u>	<u>48,336</u>	<u>49,097</u>	<u>49,857</u>	<u>50,892</u>
27	<u>32</u>	<u>37,295</u>	<u>37,954</u>	<u>38,218</u>	<u>45,565</u>	<u>46,326</u>	<u>48,094</u>	<u>48,855</u>	<u>49,615</u>	<u>50,376</u>	<u>51,411</u>
28	<u>33</u>	<u>37,623</u>	<u>38,282</u>	<u>38,546</u>	<u>46,084</u>	<u>46,845</u>	<u>48,612</u>	<u>49,373</u>	<u>50,134</u>	<u>50,895</u>	<u>51,930</u>
29	<u>34</u>	<u>37,951</u>	<u>38,610</u>	<u>38,874</u>	<u>46,602</u>	<u>47,363</u>	<u>49,131</u>	<u>49,892</u>	<u>50,652</u>	<u>51,413</u>	<u>52,448</u>
30	<u>35</u>	<u>38,279</u>	<u>38,938</u>	<u>39,202</u>	<u>47,121</u>	<u>47,882</u>	<u>49,649</u>	<u>50,410</u>	<u>51,171</u>	<u>51,932</u>	<u>52,967</u>

2012-13 STATE MINIMUM SALARY SCHEDULE

	<u>(1)</u>	<u>(2)</u>	<u>(3)</u>	<u>(4)</u>	<u>(5)</u>	<u>(6)</u>	<u>(7)</u>	<u>(8)</u>	<u>(9)</u>	<u>(10)</u>	<u>(11)</u>
<u>Years</u>	<u>4th</u>	<u>3rd</u>	<u>2nd</u>		<u>A.B.</u>			<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>Doctor</u>
<u>Exp.</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>	<u>A.B.</u>	<u>+15</u>	<u>M.A.</u>	<u>+15</u>	<u>+30</u>	<u>+45</u>	<u>+45</u>	<u>ate</u>
34	<u>0</u>	<u>27,451</u>	<u>28,111</u>	<u>28,375</u>	<u>29,627</u>	<u>30,388</u>	<u>32,155</u>	<u>32,916</u>	<u>33,677</u>	<u>34,438</u>	<u>35,473</u>
35	<u>1</u>	<u>27,779</u>	<u>28,439</u>	<u>28,703</u>	<u>30,145</u>	<u>30,906</u>	<u>32,674</u>	<u>33,435</u>	<u>34,195</u>	<u>34,956</u>	<u>35,991</u>
36	<u>2</u>	<u>28,108</u>	<u>28,767</u>	<u>29,031</u>	<u>30,664</u>	<u>31,425</u>	<u>33,192</u>	<u>33,953</u>	<u>34,714</u>	<u>35,475</u>	<u>36,510</u>
37	<u>3</u>	<u>28,436</u>	<u>29,095</u>	<u>29,359</u>	<u>31,183</u>	<u>31,943</u>	<u>33,711</u>	<u>34,472</u>	<u>35,232</u>	<u>35,993</u>	<u>37,028</u>
38	<u>4</u>	<u>29,008</u>	<u>29,667</u>	<u>29,931</u>	<u>31,945</u>	<u>32,706</u>	<u>34,474</u>	<u>35,235</u>	<u>35,995</u>	<u>36,756</u>	<u>37,791</u>
39	<u>5</u>	<u>29,336</u>	<u>29,995</u>	<u>30,259</u>	<u>32,464</u>	<u>33,225</u>	<u>34,992</u>	<u>35,753</u>	<u>36,514</u>	<u>37,275</u>	<u>38,310</u>
40	<u>6</u>	<u>29,664</u>	<u>30,323</u>	<u>30,587</u>	<u>32,982</u>	<u>33,743</u>	<u>35,511</u>	<u>36,272</u>	<u>37,032</u>	<u>37,793</u>	<u>38,828</u>
41	<u>7</u>	<u>29,992</u>	<u>30,652</u>	<u>30,915</u>	<u>33,501</u>	<u>34,262</u>	<u>36,029</u>	<u>36,790</u>	<u>37,551</u>	<u>38,312</u>	<u>39,347</u>
42	<u>8</u>	<u>30,320</u>	<u>30,980</u>	<u>31,244</u>	<u>34,019</u>	<u>34,780</u>	<u>36,548</u>	<u>37,309</u>	<u>38,069</u>	<u>38,830</u>	<u>39,865</u>

1	<u>9</u>	<u>30,648</u>	<u>31,308</u>	<u>31,572</u>	<u>34,538</u>	<u>35,299</u>	<u>37,066</u>	<u>37,827</u>	<u>38,588</u>	<u>39,349</u>	<u>40,384</u>
2	<u>10</u>	<u>30,977</u>	<u>31,636</u>	<u>31,900</u>	<u>35,058</u>	<u>35,818</u>	<u>37,586</u>	<u>38,347</u>	<u>39,108</u>	<u>39,868</u>	<u>40,903</u>
3	<u>11</u>	<u>31,305</u>	<u>31,964</u>	<u>32,228</u>	<u>35,576</u>	<u>36,337</u>	<u>38,105</u>	<u>38,865</u>	<u>39,626</u>	<u>40,387</u>	<u>41,422</u>
4	<u>12</u>	<u>31,633</u>	<u>32,292</u>	<u>32,556</u>	<u>36,095</u>	<u>36,855</u>	<u>38,623</u>	<u>39,384</u>	<u>40,145</u>	<u>40,905</u>	<u>41,940</u>
5	<u>13</u>	<u>31,961</u>	<u>32,620</u>	<u>32,884</u>	<u>36,613</u>	<u>37,374</u>	<u>39,142</u>	<u>39,902</u>	<u>40,663</u>	<u>41,424</u>	<u>42,459</u>
6	<u>14</u>	<u>32,289</u>	<u>32,948</u>	<u>33,212</u>	<u>37,132</u>	<u>37,892</u>	<u>39,660</u>	<u>40,421</u>	<u>41,182</u>	<u>41,942</u>	<u>42,977</u>
7	<u>15</u>	<u>32,617</u>	<u>33,276</u>	<u>33,540</u>	<u>37,650</u>	<u>38,411</u>	<u>40,179</u>	<u>40,939</u>	<u>41,700</u>	<u>42,461</u>	<u>43,496</u>
8	<u>16</u>	<u>32,945</u>	<u>33,604</u>	<u>33,868</u>	<u>38,169</u>	<u>38,929</u>	<u>40,697</u>	<u>41,458</u>	<u>42,219</u>	<u>42,979</u>	<u>44,014</u>
9	<u>17</u>	<u>33,273</u>	<u>33,933</u>	<u>34,196</u>	<u>38,687</u>	<u>39,448</u>	<u>41,216</u>	<u>41,977</u>	<u>42,737</u>	<u>43,498</u>	<u>44,533</u>
10	<u>18</u>	<u>33,601</u>	<u>34,261</u>	<u>34,525</u>	<u>39,206</u>	<u>39,967</u>	<u>41,734</u>	<u>42,495</u>	<u>43,256</u>	<u>44,017</u>	<u>45,052</u>
11	<u>19</u>	<u>33,929</u>	<u>34,589</u>	<u>34,853</u>	<u>39,724</u>	<u>40,485</u>	<u>42,253</u>	<u>43,014</u>	<u>43,774</u>	<u>44,535</u>	<u>45,570</u>
12	<u>20</u>	<u>34,257</u>	<u>34,917</u>	<u>35,181</u>	<u>40,243</u>	<u>41,004</u>	<u>42,771</u>	<u>43,532</u>	<u>44,293</u>	<u>45,054</u>	<u>46,089</u>
13	<u>21</u>	<u>34,586</u>	<u>35,245</u>	<u>35,509</u>	<u>40,761</u>	<u>41,522</u>	<u>43,290</u>	<u>44,051</u>	<u>44,811</u>	<u>45,572</u>	<u>46,607</u>
14	<u>22</u>	<u>34,914</u>	<u>35,573</u>	<u>35,837</u>	<u>41,280</u>	<u>42,041</u>	<u>43,808</u>	<u>44,569</u>	<u>45,330</u>	<u>46,091</u>	<u>47,126</u>
15	<u>23</u>	<u>35,242</u>	<u>35,901</u>	<u>36,165</u>	<u>41,799</u>	<u>42,559</u>	<u>44,327</u>	<u>45,088</u>	<u>45,848</u>	<u>46,609</u>	<u>47,644</u>
16	<u>24</u>	<u>35,570</u>	<u>36,229</u>	<u>36,493</u>	<u>42,317</u>	<u>43,078</u>	<u>44,846</u>	<u>45,606</u>	<u>46,367</u>	<u>47,128</u>	<u>48,163</u>
17	<u>25</u>	<u>35,898</u>	<u>36,557</u>	<u>36,821</u>	<u>42,836</u>	<u>43,596</u>	<u>45,364</u>	<u>46,125</u>	<u>46,886</u>	<u>47,646</u>	<u>48,681</u>
18	<u>26</u>	<u>36,226</u>	<u>36,885</u>	<u>37,149</u>	<u>43,354</u>	<u>44,115</u>	<u>45,883</u>	<u>46,643</u>	<u>47,404</u>	<u>48,165</u>	<u>49,200</u>
19	<u>27</u>	<u>36,554</u>	<u>37,213</u>	<u>37,477</u>	<u>43,873</u>	<u>44,633</u>	<u>46,401</u>	<u>47,162</u>	<u>47,923</u>	<u>48,683</u>	<u>49,718</u>
20	<u>28</u>	<u>36,882</u>	<u>37,542</u>	<u>37,805</u>	<u>44,391</u>	<u>45,152</u>	<u>46,920</u>	<u>47,680</u>	<u>48,441</u>	<u>49,202</u>	<u>50,237</u>
21	<u>29</u>	<u>37,210</u>	<u>37,870</u>	<u>38,134</u>	<u>44,910</u>	<u>45,670</u>	<u>47,438</u>	<u>48,199</u>	<u>48,960</u>	<u>49,720</u>	<u>50,755</u>
22	<u>30</u>	<u>37,538</u>	<u>38,198</u>	<u>38,462</u>	<u>45,428</u>	<u>46,189</u>	<u>47,957</u>	<u>48,717</u>	<u>49,478</u>	<u>50,239</u>	<u>51,274</u>
23	<u>31</u>	<u>37,867</u>	<u>38,526</u>	<u>38,790</u>	<u>45,947</u>	<u>46,708</u>	<u>48,475</u>	<u>49,236</u>	<u>49,997</u>	<u>50,757</u>	<u>51,792</u>
24	<u>32</u>	<u>38,195</u>	<u>38,854</u>	<u>39,118</u>	<u>46,465</u>	<u>47,226</u>	<u>48,994</u>	<u>49,755</u>	<u>50,515</u>	<u>51,276</u>	<u>52,311</u>
25	<u>33</u>	<u>38,523</u>	<u>39,182</u>	<u>39,446</u>	<u>46,984</u>	<u>47,745</u>	<u>49,512</u>	<u>50,273</u>	<u>51,034</u>	<u>51,795</u>	<u>52,830</u>
26	<u>34</u>	<u>38,851</u>	<u>39,510</u>	<u>39,774</u>	<u>47,502</u>	<u>48,263</u>	<u>50,031</u>	<u>50,792</u>	<u>51,552</u>	<u>52,313</u>	<u>53,348</u>
27	<u>35</u>	<u>39,179</u>	<u>39,838</u>	<u>40,102</u>	<u>48,021</u>	<u>48,782</u>	<u>50,549</u>	<u>51,310</u>	<u>52,071</u>	<u>52,832</u>	<u>53,867</u>

28 (b) Six hundred dollars shall be paid annually to each
29 classroom teacher who has at least twenty years of teaching
30 experience. The payments: (i) Shall be in addition to any
31 amounts prescribed in the applicable state minimum salary
32 schedule; (ii) shall be paid in equal monthly installments; and
33 (iii) shall be considered a part of the state minimum salaries for
34 teachers.

35 (c) To implement provisions to assist the state in meeting
36 its objective of salary equity among the counties, each teacher
37 shall be paid a salary supplement as set forth in section five of

1 this article, applicable for their classification of certification
2 or classification of training and years of experience as follows,
3 subject to the provisions of said section five:

4 (1) For "4th Class" at zero years of experience \$1,781. An
5 additional \$38 shall be paid for each year of experience up to and
6 including 35 years of experience;

7 (2) For "3rd Class" at zero years of experience \$1,796. An
8 additional \$67 shall be paid for each year of experience up to and
9 including 35 years of experience;

10 (3) For "2nd Class" at zero years of experience \$1,877. An
11 additional \$69 shall be paid for each year of experience up to and
12 including 35 years of experience;

13 (4) For "A.B." at zero years of experience \$2,360. An
14 additional \$69 shall be paid for each year of experience up to and
15 including 35 years of experience;

16 (5) For "A.B. + 15" at zero years of experience \$2,452. An
17 additional \$69 shall be paid for each year of experience up to and
18 including 35 years of experience;

19 (6) For "M.A." at zero years of experience \$2,644. An
20 additional \$69 shall be paid for each year of experience up to and
21 including 35 years of experience;

22 (7) For "M.A. + 15" at zero years of experience \$2,740. An
23 additional \$69 shall be paid for each year of experience up to and
24 including 35 years of experience;

1 (8) For "M.A. + 30" at zero years of experience \$2,836. An
2 additional \$69 shall be paid for each year of experience up to and
3 including 35 years of experience;

4 (9) For "M.A. + 45" at zero years of experience \$2,836. An
5 additional \$69 shall be paid for each year of experience up to and
6 including 35 years of experience; and

7 (10) For "Doctorate" at zero years of experience \$2,927. An
8 additional \$69 shall be paid for each year of experience up to and
9 including 35 years of experience.

10 These payments (A) shall be in addition to any amounts
11 prescribed in the applicable State Minimum Salary Schedule, any
12 specific additional amounts prescribed in this section and article
13 and any county supplement in effect in a county pursuant to
14 section five-a of this article; (B) shall be paid in equal monthly
15 installments; and (C) shall be considered a part of the state
16 minimum salaries for teachers.

17 **§18A-4-5. Salary equity among the counties; state salary**
18 **supplement.**

19 (a) For the purposes of this section, salary equity among the
20 counties means that the salary potential of school employees
21 employed by the various districts throughout the state does not
22 differ by greater than ten percent between those offering the
23 highest salaries and those offering the lowest salaries. In the
24 case of professional educators, the difference shall be calculated
25 utilizing the average of the professional educator salary
26 schedules, degree classifications B.A. through doctorate and the

1 years of experience provided for in the most recent state minimum
2 salary schedule for teachers, in effect in the ~~five~~ ten counties
3 offering the highest salary schedules compared to the lowest
4 salary schedule in effect among the fifty-five counties. In the
5 case of school service personnel, the difference shall be
6 calculated utilizing the average of the school service personnel
7 salary schedules, pay grades "A" through "H" and the years of
8 experience provided for in the most recent state minimum pay scale
9 pay grade for service personnel, in effect in the ~~five~~ ten
10 counties offering the highest salary schedules compared to the
11 lowest salary schedule in effect among the fifty-five counties.

12 ~~For the school year beginning July 1, 1994, and thereafter,~~
13 ~~in the counties that jointly support a multicounty vocational~~
14 ~~school, salary equity funding shall be distributed to nonfiscal~~
15 ~~agent counties based on: (1) Calculating the amount of salary~~
16 ~~equity funding each nonfiscal agent county would receive for the~~
17 ~~employees for which it is charged in the public school support~~
18 ~~program, as provided in section four, article nine-a, chapter~~
19 ~~eighteen of this code, if this salary equity funding were~~
20 ~~distributed to nonfiscal agent counties; and (2) deducting the~~
21 ~~salary equity funding to be received by the fiscal agent county in~~
22 ~~the public school support program for those employees for which~~
23 ~~the nonfiscal agent county is charged in the public school support~~
24 ~~program.~~

25 (b) To assist the state in meeting its objective of salary
26 equity among the counties, as defined in subsection (a) of this

1 section, on and after July 1, 1984, subject to available state
2 appropriations and the conditions set forth herein, each teacher
3 and school service personnel shall receive a supplemental amount
4 in addition to the amount from the state minimum salary schedules
5 provided for in this article.

6 (c) State funds for this purpose shall be paid within the
7 West Virginia public school support plan in accordance with
8 article nine-a, chapter eighteen of this code. The amount
9 allocated for salary equity shall be apportioned between teachers
10 and school service personnel in direct proportion to that amount
11 necessary to support the professional salaries and service
12 personnel salaries statewide under sections four, ~~and five~~ and
13 eight, article nine-a, chapter eighteen of this code. ~~Provided,~~
14 ~~That in making this division an adequate amount of state equity~~
15 ~~funds shall be reserved to finance the appropriate foundation~~
16 ~~allowances and staffing incentives provided for in article nine-a,~~
17 ~~chapter eighteen of this code.~~

18 (d) Pursuant to this section, each teacher and school service
19 personnel shall receive the amount specified on the applicable
20 equity salary schedule maintained by the State Board in accordance
21 with subsection (c), section two, and subsection (m), section
22 eight-a of this article ~~that is the difference between their~~
23 ~~authorized state minimum salary and ninety five percent of the~~
24 ~~maximum salary schedules prescribed in sections five-a and five-b~~
25 ~~of this article,~~ reduced by any amount provided by the county as
26 a salary supplement for teachers and school service personnel on

1 January 1, 1984. of the fiscal year immediately preceding that in
2 which the salary equity appropriation is distributed: ~~Provided,~~
3 ~~That~~

4 (e) The amount received pursuant to this section shall not be
5 decreased as a result of any county supplement increase instituted
6 after January 1, 1984: ~~until the objective of salary equity is~~
7 ~~reached: Provided, however,~~ That any amount received pursuant to
8 this section may be reduced proportionately based upon the amount
9 of funds appropriated for this purpose. No county may reduce any
10 salary supplement that was in effect on January 1, 1984, except as
11 permitted by sections five-a and five-b of this article.

12 (f) Nothing in this section requires any specific level of
13 appropriation by the Legislature except as required to pay the
14 equity salary supplements as provided in sections two and eight-a
15 of this article in accordance with the provisions of this section.

16 **§18A-4-8a. Service personnel minimum monthly salaries.**

17 (a) The minimum monthly pay for each service employee shall
18 be as follows:

19 (1) The Effective July 1, 2010, through June 30, 2011, the
20 minimum monthly pay for each service employee whose employment is
21 for a period of more than three and one-half hours a day shall be
22 at least the amounts indicated in the 2010-2011 State Minimum Pay
23 Scale Pay Grade and the minimum monthly pay for each service
24 employee whose employment is for a period of three and one-half
25 hours or less a day shall be at least one-half the amount

1 indicated in the 2010-2011 State Minimum Pay Scale Pay Grade set
2 forth in this section subdivision.

3 Beginning July 1, 2011, through June 30, 2012, the minimum
4 monthly pay for each service employee whose employment is for a
5 period of more than three and one-half hours a day shall be at
6 least the amounts indicated in the 2011-2012 State Minimum Pay
7 Scale Pay Grade and the minimum monthly pay for each service
8 employee whose employment is for a period of three and one-half
9 hours or less a day shall be at least one-half the amount
10 indicated in the 2011-2012 State Minimum Pay Scale Pay Grade set
11 forth in this section subdivision.

12 Beginning July 1, 2012, and continuing thereafter, the
13 minimum monthly pay for each service employee whose employment is
14 for a period of more than three and one-half hours a day shall be
15 at least the amounts indicated in the 2012-2013 State Minimum Pay
16 Scale Pay Grade and the minimum monthly pay for each service
17 employee whose employment is for a period of three and one-half
18 hours or less a day shall be at least one-half the amount
19 indicated in the 2012-2013 State Minimum Pay Scale Pay Grade set
20 forth in this section subdivision.

21 2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

22 Years

23 Exp.

24		A	B	C	D	E	F	G	H
25	0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908
26	1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940
27	2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years									
	Exp.								
1	3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004
2	4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037
3	5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069
4	6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101
5	7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133
6	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
7	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
8	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
9	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
10	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
11	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
12	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
13	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
14	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
15	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
16	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
17	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
18	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
19	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
20	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
21	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
22	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
23	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
24	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
25	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
26	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
27	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
28	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871
29	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
30	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
31	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
32	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years

	Exp.								
1	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
2	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
3	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
4	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
5	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
6	40	2,860	2,881	2,922	2,974	3,026	3,088	3,119	3,192

2011-2012 STATE MINIMUM PAY SCALE PAY GRADE

Years

Exp.

		A	B	C	D	E	F	G	H
11	<u>0</u>	<u>1,627</u>	<u>1,648</u>	<u>1,689</u>	<u>1,741</u>	<u>1,793</u>	<u>1,855</u>	<u>1,886</u>	<u>1,958</u>
12	<u>1</u>	<u>1,659</u>	<u>1,680</u>	<u>1,721</u>	<u>1,773</u>	<u>1,825</u>	<u>1,887</u>	<u>1,918</u>	<u>1,990</u>
13	<u>2</u>	<u>1,691</u>	<u>1,712</u>	<u>1,753</u>	<u>1,805</u>	<u>1,857</u>	<u>1,919</u>	<u>1,950</u>	<u>2,022</u>
14	<u>3</u>	<u>1,723</u>	<u>1,744</u>	<u>1,785</u>	<u>1,837</u>	<u>1,889</u>	<u>1,951</u>	<u>1,982</u>	<u>2,054</u>
15	<u>4</u>	<u>1,755</u>	<u>1,776</u>	<u>1,817</u>	<u>1,869</u>	<u>1,921</u>	<u>1,983</u>	<u>2,014</u>	<u>2,087</u>
16	<u>5</u>	<u>1,787</u>	<u>1,808</u>	<u>1,849</u>	<u>1,901</u>	<u>1,953</u>	<u>2,015</u>	<u>2,046</u>	<u>2,119</u>
17	<u>6</u>	<u>1,819</u>	<u>1,840</u>	<u>1,882</u>	<u>1,933</u>	<u>1,985</u>	<u>2,047</u>	<u>2,078</u>	<u>2,151</u>
18	<u>7</u>	<u>1,852</u>	<u>1,872</u>	<u>1,914</u>	<u>1,965</u>	<u>2,017</u>	<u>2,079</u>	<u>2,110</u>	<u>2,183</u>
19	<u>8</u>	<u>1,884</u>	<u>1,904</u>	<u>1,946</u>	<u>1,997</u>	<u>2,049</u>	<u>2,111</u>	<u>2,142</u>	<u>2,215</u>
20	<u>9</u>	<u>1,916</u>	<u>1,936</u>	<u>1,978</u>	<u>2,030</u>	<u>2,081</u>	<u>2,143</u>	<u>2,174</u>	<u>2,247</u>
21	<u>10</u>	<u>1,948</u>	<u>1,969</u>	<u>2,010</u>	<u>2,062</u>	<u>2,113</u>	<u>2,176</u>	<u>2,207</u>	<u>2,279</u>
22	<u>11</u>	<u>1,980</u>	<u>2,001</u>	<u>2,042</u>	<u>2,094</u>	<u>2,145</u>	<u>2,208</u>	<u>2,239</u>	<u>2,311</u>
23	<u>12</u>	<u>2,012</u>	<u>2,033</u>	<u>2,074</u>	<u>2,126</u>	<u>2,178</u>	<u>2,240</u>	<u>2,271</u>	<u>2,343</u>
24	<u>13</u>	<u>2,044</u>	<u>2,065</u>	<u>2,106</u>	<u>2,158</u>	<u>2,210</u>	<u>2,272</u>	<u>2,303</u>	<u>2,375</u>
25	<u>14</u>	<u>2,076</u>	<u>2,097</u>	<u>2,138</u>	<u>2,190</u>	<u>2,242</u>	<u>2,304</u>	<u>2,335</u>	<u>2,407</u>
26	<u>15</u>	<u>2,108</u>	<u>2,129</u>	<u>2,170</u>	<u>2,222</u>	<u>2,274</u>	<u>2,336</u>	<u>2,367</u>	<u>2,439</u>
27	<u>16</u>	<u>2,140</u>	<u>2,161</u>	<u>2,202</u>	<u>2,254</u>	<u>2,306</u>	<u>2,368</u>	<u>2,399</u>	<u>2,472</u>
28	<u>17</u>	<u>2,172</u>	<u>2,193</u>	<u>2,235</u>	<u>2,286</u>	<u>2,338</u>	<u>2,400</u>	<u>2,431</u>	<u>2,504</u>
29	<u>18</u>	<u>2,204</u>	<u>2,225</u>	<u>2,267</u>	<u>2,318</u>	<u>2,370</u>	<u>2,432</u>	<u>2,463</u>	<u>2,536</u>
30	<u>19</u>	<u>2,237</u>	<u>2,257</u>	<u>2,299</u>	<u>2,350</u>	<u>2,402</u>	<u>2,464</u>	<u>2,495</u>	<u>2,568</u>
31	<u>20</u>	<u>2,269</u>	<u>2,289</u>	<u>2,331</u>	<u>2,383</u>	<u>2,434</u>	<u>2,496</u>	<u>2,527</u>	<u>2,600</u>
32	<u>21</u>	<u>2,301</u>	<u>2,321</u>	<u>2,363</u>	<u>2,415</u>	<u>2,466</u>	<u>2,528</u>	<u>2,559</u>	<u>2,632</u>

1	<u>22</u>	<u>2,333</u>	<u>2,354</u>	<u>2,395</u>	<u>2,447</u>	<u>2,498</u>	<u>2,561</u>	<u>2,592</u>	<u>2,664</u>
2	<u>23</u>	<u>2,365</u>	<u>2,386</u>	<u>2,427</u>	<u>2,479</u>	<u>2,531</u>	<u>2,593</u>	<u>2,624</u>	<u>2,696</u>
3	<u>24</u>	<u>2,397</u>	<u>2,418</u>	<u>2,459</u>	<u>2,511</u>	<u>2,563</u>	<u>2,625</u>	<u>2,656</u>	<u>2,728</u>
4	<u>25</u>	<u>2,429</u>	<u>2,450</u>	<u>2,491</u>	<u>2,543</u>	<u>2,595</u>	<u>2,657</u>	<u>2,688</u>	<u>2,760</u>
5	<u>26</u>	<u>2,461</u>	<u>2,482</u>	<u>2,523</u>	<u>2,575</u>	<u>2,627</u>	<u>2,689</u>	<u>2,720</u>	<u>2,792</u>
6	<u>27</u>	<u>2,493</u>	<u>2,514</u>	<u>2,555</u>	<u>2,607</u>	<u>2,659</u>	<u>2,721</u>	<u>2,752</u>	<u>2,824</u>
7	<u>28</u>	<u>2,525</u>	<u>2,546</u>	<u>2,587</u>	<u>2,639</u>	<u>2,691</u>	<u>2,753</u>	<u>2,784</u>	<u>2,857</u>
8	<u>29</u>	<u>2,557</u>	<u>2,578</u>	<u>2,620</u>	<u>2,671</u>	<u>2,723</u>	<u>2,785</u>	<u>2,816</u>	<u>2,889</u>
9	<u>30</u>	<u>2,590</u>	<u>2,610</u>	<u>2,652</u>	<u>2,703</u>	<u>2,755</u>	<u>2,817</u>	<u>2,848</u>	<u>2,921</u>
10	<u>31</u>	<u>2,622</u>	<u>2,642</u>	<u>2,684</u>	<u>2,735</u>	<u>2,787</u>	<u>2,849</u>	<u>2,880</u>	<u>2,953</u>
11	<u>32</u>	<u>2,654</u>	<u>2,674</u>	<u>2,716</u>	<u>2,768</u>	<u>2,819</u>	<u>2,881</u>	<u>2,912</u>	<u>2,985</u>
12	<u>33</u>	<u>2,686</u>	<u>2,706</u>	<u>2,748</u>	<u>2,800</u>	<u>2,851</u>	<u>2,913</u>	<u>2,945</u>	<u>3,017</u>
13	<u>34</u>	<u>2,718</u>	<u>2,739</u>	<u>2,780</u>	<u>2,832</u>	<u>2,883</u>	<u>2,946</u>	<u>2,977</u>	<u>3,049</u>
14	<u>35</u>	<u>2,750</u>	<u>2,771</u>	<u>2,812</u>	<u>2,864</u>	<u>2,916</u>	<u>2,978</u>	<u>3,009</u>	<u>3,081</u>
15	<u>36</u>	<u>2,782</u>	<u>2,803</u>	<u>2,844</u>	<u>2,896</u>	<u>2,948</u>	<u>3,010</u>	<u>3,041</u>	<u>3,113</u>
16	<u>37</u>	<u>2,814</u>	<u>2,835</u>	<u>2,876</u>	<u>2,928</u>	<u>2,980</u>	<u>3,042</u>	<u>3,073</u>	<u>3,145</u>
17	<u>38</u>	<u>2,846</u>	<u>2,867</u>	<u>2,908</u>	<u>2,960</u>	<u>3,012</u>	<u>3,074</u>	<u>3,105</u>	<u>3,177</u>
18	<u>39</u>	<u>2,878</u>	<u>2,899</u>	<u>2,940</u>	<u>2,992</u>	<u>3,044</u>	<u>3,106</u>	<u>3,137</u>	<u>3,209</u>
19	<u>40</u>	<u>2,910</u>	<u>2,931</u>	<u>2,972</u>	<u>3,024</u>	<u>3,076</u>	<u>3,138</u>	<u>3,169</u>	<u>3,242</u>

20

2012-2013 STATE MINIMUM PAY SCALE PAY GRADE

21

Years

22

Exp.

23

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	
24									
25	<u>0</u>	<u>1,677</u>	<u>1,698</u>	<u>1,739</u>	<u>1,791</u>	<u>1,843</u>	<u>1,905</u>	<u>1,936</u>	<u>2,008</u>
26	<u>1</u>	<u>1,709</u>	<u>1,730</u>	<u>1,771</u>	<u>1,823</u>	<u>1,875</u>	<u>1,937</u>	<u>1,968</u>	<u>2,040</u>
27	<u>2</u>	<u>1,741</u>	<u>1,762</u>	<u>1,803</u>	<u>1,855</u>	<u>1,907</u>	<u>1,969</u>	<u>2,000</u>	<u>2,072</u>
28	<u>3</u>	<u>1,773</u>	<u>1,794</u>	<u>1,835</u>	<u>1,887</u>	<u>1,939</u>	<u>2,001</u>	<u>2,032</u>	<u>2,104</u>
29	<u>4</u>	<u>1,805</u>	<u>1,826</u>	<u>1,867</u>	<u>1,919</u>	<u>1,971</u>	<u>2,033</u>	<u>2,064</u>	<u>2,137</u>
30	<u>5</u>	<u>1,837</u>	<u>1,858</u>	<u>1,899</u>	<u>1,951</u>	<u>2,003</u>	<u>2,065</u>	<u>2,096</u>	<u>2,169</u>
31	<u>6</u>	<u>1,869</u>	<u>1,890</u>	<u>1,932</u>	<u>1,983</u>	<u>2,035</u>	<u>2,097</u>	<u>2,128</u>	<u>2,201</u>
32	<u>7</u>	<u>1,902</u>	<u>1,922</u>	<u>1,964</u>	<u>2,015</u>	<u>2,067</u>	<u>2,129</u>	<u>2,160</u>	<u>2,233</u>
33	<u>8</u>	<u>1,934</u>	<u>1,954</u>	<u>1,996</u>	<u>2,047</u>	<u>2,099</u>	<u>2,161</u>	<u>2,192</u>	<u>2,265</u>
34	<u>9</u>	<u>1,966</u>	<u>1,986</u>	<u>2,028</u>	<u>2,080</u>	<u>2,131</u>	<u>2,193</u>	<u>2,224</u>	<u>2,297</u>
35	<u>10</u>	<u>1,998</u>	<u>2,019</u>	<u>2,060</u>	<u>2,112</u>	<u>2,163</u>	<u>2,226</u>	<u>2,257</u>	<u>2,329</u>

1	<u>11</u>	<u>2,030</u>	<u>2,051</u>	<u>2,092</u>	<u>2,144</u>	<u>2,195</u>	<u>2,258</u>	<u>2,289</u>	<u>2,361</u>
2	<u>12</u>	<u>2,062</u>	<u>2,083</u>	<u>2,124</u>	<u>2,176</u>	<u>2,228</u>	<u>2,290</u>	<u>2,321</u>	<u>2,393</u>
3	<u>13</u>	<u>2,094</u>	<u>2,115</u>	<u>2,156</u>	<u>2,208</u>	<u>2,260</u>	<u>2,322</u>	<u>2,353</u>	<u>2,425</u>
4	<u>14</u>	<u>2,126</u>	<u>2,147</u>	<u>2,188</u>	<u>2,240</u>	<u>2,292</u>	<u>2,354</u>	<u>2,385</u>	<u>2,457</u>
5	<u>15</u>	<u>2,158</u>	<u>2,179</u>	<u>2,220</u>	<u>2,272</u>	<u>2,324</u>	<u>2,386</u>	<u>2,417</u>	<u>2,489</u>
6	<u>16</u>	<u>2,190</u>	<u>2,211</u>	<u>2,252</u>	<u>2,304</u>	<u>2,356</u>	<u>2,418</u>	<u>2,449</u>	<u>2,522</u>
7	<u>17</u>	<u>2,222</u>	<u>2,243</u>	<u>2,285</u>	<u>2,336</u>	<u>2,388</u>	<u>2,450</u>	<u>2,481</u>	<u>2,554</u>
8	<u>18</u>	<u>2,254</u>	<u>2,275</u>	<u>2,317</u>	<u>2,368</u>	<u>2,420</u>	<u>2,482</u>	<u>2,513</u>	<u>2,586</u>
9	<u>19</u>	<u>2,287</u>	<u>2,307</u>	<u>2,349</u>	<u>2,400</u>	<u>2,452</u>	<u>2,514</u>	<u>2,545</u>	<u>2,618</u>
10	<u>20</u>	<u>2,319</u>	<u>2,339</u>	<u>2,381</u>	<u>2,433</u>	<u>2,484</u>	<u>2,546</u>	<u>2,577</u>	<u>2,650</u>
11	<u>21</u>	<u>2,351</u>	<u>2,371</u>	<u>2,413</u>	<u>2,465</u>	<u>2,516</u>	<u>2,578</u>	<u>2,609</u>	<u>2,682</u>
12	<u>22</u>	<u>2,383</u>	<u>2,404</u>	<u>2,445</u>	<u>2,497</u>	<u>2,548</u>	<u>2,611</u>	<u>2,642</u>	<u>2,714</u>
13	<u>23</u>	<u>2,415</u>	<u>2,436</u>	<u>2,477</u>	<u>2,529</u>	<u>2,581</u>	<u>2,643</u>	<u>2,674</u>	<u>2,746</u>
14	<u>24</u>	<u>2,447</u>	<u>2,468</u>	<u>2,509</u>	<u>2,561</u>	<u>2,613</u>	<u>2,675</u>	<u>2,706</u>	<u>2,778</u>
15	<u>25</u>	<u>2,479</u>	<u>2,500</u>	<u>2,541</u>	<u>2,593</u>	<u>2,645</u>	<u>2,707</u>	<u>2,738</u>	<u>2,810</u>
16	<u>26</u>	<u>2,511</u>	<u>2,532</u>	<u>2,573</u>	<u>2,625</u>	<u>2,677</u>	<u>2,739</u>	<u>2,770</u>	<u>2,842</u>
17	<u>27</u>	<u>2,543</u>	<u>2,564</u>	<u>2,605</u>	<u>2,657</u>	<u>2,709</u>	<u>2,771</u>	<u>2,802</u>	<u>2,874</u>
18	<u>28</u>	<u>2,575</u>	<u>2,596</u>	<u>2,637</u>	<u>2,689</u>	<u>2,741</u>	<u>2,803</u>	<u>2,834</u>	<u>2,907</u>
19	<u>29</u>	<u>2,607</u>	<u>2,628</u>	<u>2,670</u>	<u>2,721</u>	<u>2,773</u>	<u>2,835</u>	<u>2,866</u>	<u>2,939</u>
20	<u>30</u>	<u>2,640</u>	<u>2,660</u>	<u>2,702</u>	<u>2,753</u>	<u>2,805</u>	<u>2,867</u>	<u>2,898</u>	<u>2,971</u>
21	<u>31</u>	<u>2,672</u>	<u>2,692</u>	<u>2,734</u>	<u>2,785</u>	<u>2,837</u>	<u>2,899</u>	<u>2,930</u>	<u>3,003</u>
22	<u>32</u>	<u>2,704</u>	<u>2,724</u>	<u>2,766</u>	<u>2,818</u>	<u>2,869</u>	<u>2,931</u>	<u>2,962</u>	<u>3,035</u>
23	<u>33</u>	<u>2,736</u>	<u>2,756</u>	<u>2,798</u>	<u>2,850</u>	<u>2,901</u>	<u>2,963</u>	<u>2,995</u>	<u>3,067</u>
24	<u>34</u>	<u>2,768</u>	<u>2,789</u>	<u>2,830</u>	<u>2,882</u>	<u>2,933</u>	<u>2,996</u>	<u>3,027</u>	<u>3,099</u>
25	<u>35</u>	<u>2,800</u>	<u>2,821</u>	<u>2,862</u>	<u>2,914</u>	<u>2,966</u>	<u>3,028</u>	<u>3,059</u>	<u>3,131</u>
26	<u>36</u>	<u>2,832</u>	<u>2,853</u>	<u>2,894</u>	<u>2,946</u>	<u>2,998</u>	<u>3,060</u>	<u>3,091</u>	<u>3,163</u>
27	<u>37</u>	<u>2,864</u>	<u>2,885</u>	<u>2,926</u>	<u>2,978</u>	<u>3,030</u>	<u>3,092</u>	<u>3,123</u>	<u>3,195</u>
28	<u>38</u>	<u>2,896</u>	<u>2,917</u>	<u>2,958</u>	<u>3,010</u>	<u>3,062</u>	<u>3,124</u>	<u>3,155</u>	<u>3,227</u>
29	<u>39</u>	<u>2,928</u>	<u>2,949</u>	<u>2,990</u>	<u>3,042</u>	<u>3,094</u>	<u>3,156</u>	<u>3,187</u>	<u>3,259</u>
30	<u>40</u>	<u>2,960</u>	<u>2,981</u>	<u>3,022</u>	<u>3,074</u>	<u>3,126</u>	<u>3,188</u>	<u>3,219</u>	<u>3,292</u>

31
32 (2) Each service employee shall receive the amount
33 prescribed in the Minimum Pay Scale in accordance with the
34 provisions of this subsection according to their class title and
35 pay grade as set forth in this subdivision:

1	CLASS TITLE	PAY GRADE
2	Accountant I.	D
3	Accountant II.. . . .	E
4	Accountant II <u>III</u>	F
5	Accounts Payable Supervisor.. . . .	G
6	Aide I.	A
7	Aide II.. . . .	B
8	Aide III.	C
9	Aide IV.. . . .	D
10	Audiovisual Technician.	C
11	Auditor.. . . .	G
12	Autism Mentor.. . . .	F
13	Braille or Sign Language Specialist.. . . .	E
14	Bus Operator.	D
15	Buyer.. . . .	F
16	Cabinetmaker.	G
17	Cafeteria Manager.. . . .	D
18	Carpenter I.. . . .	E
19	Carpenter II.	F
20	Chief Mechanic.	G
21	Clerk I.. . . .	B
22	Clerk II.	C
23	Computer Operator.. . . .	E
24	Cook I.	A
25	Cook II.. . . .	B
26	Cook III.	C

1	Crew Leader..	F
2	Custodian I..	A
3	Custodian II.	B
4	Custodian III..	C
5	Custodian IV.	D
6	Director or Coordinator of Services..	H
7	Draftsman..	D
8	Electrician I..	F
9	Electrician II.	G
10	Electronic Technician I..	F
11	Electronic Technician II.	G
12	Executive Secretary..	G
13	Food Services Supervisor.	G
14	Foreman..	G
15	General Maintenance..	C
16	Glazier..	D
17	Graphic Artist.	D
18	Groundsman.	B
19	Handyman.	B
20	Heating and Air Conditioning Mechanic I..	E
21	Heating and Air Conditioning Mechanic II.	G
22	Heavy Equipment Operator.	E
23	Inventory Supervisor.	D
24	Key Punch Operator.	B
25	Licensed Practical Nurse.	F
26	Locksmith..	G

1	Lubrication Man..	C
2	Machinist..	F
3	Mail Clerk.	D
4	Maintenance Clerk..	C
5	Mason..	G
6	Mechanic.	F
7	Mechanic Assistant.	E
8	Office Equipment Repairman I.	F
9	Office Equipment Repairman II..	G
10	Painter..	E
11	Paraprofessional.	F
12	Payroll Supervisor.	G
13	Plumber I..	E
14	Plumber II.	G
15	Printing Operator..	B
16	Printing Supervisor..	D
17	Programmer.	H
18	Roofing/Sheet Metal Mechanic.	F
19	Sanitation Plant Operator..	G
20	School Bus Supervisor..	E
21	Secretary I..	D
22	Secretary II.	E
23	Secretary III..	F
24	Supervisor of Maintenance..	H
25	Supervisor of Transportation.	H
26	Switchboard Operator-Receptionist..	D

1	Truck Driver.	D
2	Warehouse Clerk.. . . .	C
3	Watchman.	B
4	Welder.	F
5	WVEIS Data Entry and Administrative Clerk.. . . .	B

6 (b) An additional \$12 per month shall be added to the minimum
7 monthly pay of each service employee who holds a high school
8 diploma or its equivalent.

9 (c) An additional \$11 per month also shall be added to the
10 minimum monthly pay of each service employee for each of the
11 following:

12 (1) A service employee who holds twelve college hours or
13 comparable credit obtained in a trade or vocational school as
14 approved by the state board;

15 (2) A service employee who holds twenty-four college hours or
16 comparable credit obtained in a trade or vocational school as
17 approved by the state board;

18 (3) A service employee who holds thirty-six college hours or
19 comparable credit obtained in a trade or vocational school as
20 approved by the state board;

21 (4) A service employee who holds forty-eight college hours or
22 comparable credit obtained in a trade or vocational school as
23 approved by the state board;

24 (5) A service employee who holds sixty college hours or
25 comparable credit obtained in a trade or vocational school as
26 approved by the state board;

1 (6) A service employee who holds seventy-two college hours or
2 comparable credit obtained in a trade or vocational school as
3 approved by the state board;

4 (7) A service employee who holds eighty-four college hours or
5 comparable credit obtained in a trade or vocational school as
6 approved by the state board;

7 (8) A service employee who holds ninety-six college hours or
8 comparable credit obtained in a trade or vocational school as
9 approved by the state board;

10 (9) A service employee who holds one hundred eight college
11 hours or comparable credit obtained in a trade or vocational
12 school as approved by the state board;

13 (10) A service employee who holds one hundred twenty college
14 hours or comparable credit obtained in a trade or vocational
15 school as approved by the state board;

16 (d) An additional \$40 per month also shall be added to the
17 minimum monthly pay of each service employee for each of the
18 following:

19 (1) A service employee who holds an associate's degree;

20 (2) A service employee who holds a bachelor's degree;

21 (3) A service employee who holds a master's degree;

22 (4) A service employee who holds a doctorate degree.

23 (e) An additional \$11 per month shall be added to the minimum
24 monthly pay of each service employee for each of the following:

25 (1) A service employee who holds a bachelor's degree plus
26 fifteen college hours;

1 (2) A service employee who holds a master's degree plus
2 fifteen college hours;

3 (3) A service employee who holds a master's degree plus
4 thirty college hours;

5 (4) A service employee who holds a master's degree plus
6 forty-five college hours; and

7 (5) A service employee who holds a master's degree plus sixty
8 college hours.

9 (f) When any part of a school service employee's daily shift
10 of work is performed between the hours of six o'clock p.m. and
11 five o'clock a.m. the following day, the employee shall be paid no
12 less than an additional \$10 per month and one half of the pay
13 shall be paid with local funds.

14 (g) Any service employee required to work on any legal school
15 holiday shall be paid at a rate one and one-half times the
16 employee's usual hourly rate.

17 (h) Any full-time service personnel required to work in
18 excess of their normal working day during any week which contains
19 a school holiday for which they are paid shall be paid for the
20 additional hours or fraction of the additional hours at a rate of
21 one and one-half times their usual hourly rate and paid entirely
22 from county board funds.

23 (i) No service employee may have his or her daily work
24 schedule changed during the school year without the employee's
25 written consent and the employee's required daily work hours may
26 not be changed to prevent the payment of time and one-half wages

1 or the employment of another employee.

2 (j) The minimum hourly rate of pay for extra duty assignments
3 as defined in section eight-b of this article shall be no less
4 than one seventh of the employee's daily total salary for each
5 hour the employee is involved in performing the assignment and
6 paid entirely from local funds: *Provided*, That an alternative
7 minimum hourly rate of pay for performing extra duty assignments
8 within a particular category of employment may be used if the
9 alternate hourly rate of pay is approved both by the county board
10 and by the affirmative vote of a two-thirds majority of the
11 regular full-time employees within that classification category of
12 employment within that county: *Provided, however*, That the vote
13 shall be by secret ballot if requested by a service personnel
14 employee within that classification category within that county.
15 The salary for any fraction of an hour the employee is involved in
16 performing the assignment shall be prorated accordingly. When
17 performing extra duty assignments, employees who are regularly
18 employed on a one-half day salary basis shall receive the same
19 hourly extra duty assignment pay computed as though the employee
20 were employed on a full-day salary basis.

21 (k) The minimum pay for any service personnel employees
22 engaged in the removal of asbestos material or related duties
23 required for asbestos removal shall be their regular total daily
24 rate of pay and no less than an additional \$3 per hour or no less
25 than \$5 per hour for service personnel supervising asbestos
26 removal responsibilities for each hour these employees are

1 involved in asbestos related duties. Related duties required for
2 asbestos removal include, but are not limited to, travel,
3 preparation of the work site, removal of asbestos decontamination
4 of the work site, placing and removal of equipment and removal of
5 structures from the site. If any member of an asbestos crew is
6 engaged in asbestos related duties outside of the employee's
7 regular employment county, the daily rate of pay shall be no less
8 than the minimum amount as established in the employee's regular
9 employment county for asbestos removal and an additional \$30 per
10 each day the employee is engaged in asbestos removal and related
11 duties. The additional pay for asbestos removal and related
12 duties shall be payable entirely from county funds. Before
13 service personnel employees may be used in the removal of asbestos
14 material or related duties, they shall have completed a federal
15 Environmental Protection Act approved training program and be
16 licensed. The employer shall provide all necessary protective
17 equipment and maintain all records required by the Environmental
18 Protection Act.

19 (1) For the purpose of qualifying for additional pay as
20 provided in section eight, article five of this chapter, an aide
21 shall be considered to be exercising the authority of a
22 supervisory aide and control over pupils if the aide is required
23 to supervise, control, direct, monitor, escort or render service
24 to a child or children when not under the direct supervision of
25 certified professional personnel within the classroom, library,
26 hallway, lunchroom, gymnasium, school building, school grounds or

1 wherever supervision is required. For purposes of this section,
2 "under the direct supervision of certified professional personnel"
3 means that certified professional personnel is present, with and
4 accompanying the aide.

5 (m) To implement provisions to assist the state in meeting
6 its objective of salary equity among the counties, each service
7 employee shall be paid a salary supplement as set forth in
8 section five of this article of \$115 per month, subject to the
9 provisions of said section five: *Provided*, That beginning with
10 the school year commencing on July 1, 2011, each service employee
11 shall be paid an equity salary supplement of \$152 per month,
12 subject to the provisions of said section five. These payments
13 (1) shall be in addition to any amounts prescribed in the
14 applicable State Minimum Pay Scale Pay Grade, any specific
15 additional amounts prescribed in this section and article and any
16 county supplement in effect in a county pursuant to section five-b
17 of this article; (2) shall be paid in equal monthly installments;
18 and (3) shall be considered a part of the state minimum salaries
19 for service personnel.

20 **CHAPTER 20. NATURAL RESOURCES.**

21 **ARTICLE 7. LAW ENFORCEMENT, MOTORBOATING, LITTER.**

22 **§20-7-1c. Natural resources police officer, ranks, salary**
23 **schedule, base pay, exceptions.**

24 (a) Notwithstanding any provision of this code to the
25 contrary, the ranks within the law-enforcement section of the

1 Division of Natural Resources are colonel, lieutenant colonel,
 2 major, captain, lieutenant, sergeant, corporal, natural resources
 3 police officer first class, senior natural resources police
 4 officer, natural resources police officer and natural resources
 5 police officer-in-training. Each officer while in uniform shall
 6 wear the insignia of rank as provided by the chief natural
 7 resources police officer.

8 (b) Beginning on July 1, 2002, ~~and continuing thereafter~~
 9 through June 30, 2011, natural resources police officers shall be
 10 paid the minimum annual salaries based on the following schedule:

11 ANNUAL SALARY SCHEDULE (BASE PAY)

12 SUPERVISORY AND NONSUPERVISORY RANKS

13 Natural Resources Police Officer In Training (first year until end	
14 of probation)	\$26,337
15 Natural Resources Police Officer (second year)	\$29,768
16 Natural Resources Police Officer (third year)	\$30,140
17 Senior Natural Resources Police Officer (fourth and	
18 fifth year)	\$30,440
19 Senior Natural Resources Police Officer First Class	
20 (after fifth year)	\$32,528
21 Senior Natural Resources Police Officer (after	
22 tenth year)	\$33,104
23 Senior Natural Resources Police Officer (after	
24 fifteenth year)	\$33,528
25 Corporal (after sixteenth year)	\$36,704
26 Sergeant	\$40,880

1	First Sergeant.	\$42,968
2	Lieutenant.	\$47,144
3	Captain.	\$49,232
4	Major.	\$51,320
5	Lieutenant Colonel.	\$53,408
6	Colonel.	

7 Beginning July 1, 2011, and continuing thereafter, natural
8 resources police officers shall be paid the minimum annual
9 salaries based on the following schedule:

10 ANNUAL SALARY SCHEDULE (BASE PAY)
11 SUPERVISORY AND NONSUPERVISORY RANKS

12	<u>Natural Resources Police Officer In Training (first</u>	
13	<u>year until end of probation).</u>	<u>\$31,222</u>
14	<u>Natural Resources Police Officer (second year).</u>	<u>\$34,881</u>
15	<u>Natural Resources Police Officer (third year)..</u>	<u>\$35,277</u>
16	<u>Senior Natural Resources Police Officer (fourth and</u>	
17	<u>fifth year)..</u>	<u>\$35,601</u>
18	<u>Senior Natural Resources Police Officer First Class</u>	
19	<u>(after fifth year).</u>	<u>\$37,797</u>
20	<u>Senior Natural Resources Police Officer (after tenth</u>	
21	<u>year)..</u>	<u>\$38,397</u>
22	<u>Senior Natural Resources Police Officer (after</u>	
23	<u>fifteenth year)..</u>	<u>\$38,833</u>
24	<u>Corporal (after sixteenth year)..</u>	<u>\$42,105</u>
25	<u>Sergeant.</u>	<u>\$46,401</u>
26	<u>First Sergeant.</u>	<u>\$48,549</u>

1	<u>Lieutenant.</u>	\$52,857
2	<u>Captain.. . . .</u>	\$55,005
3	<u>Major.. . . .</u>	\$57,153
4	<u>Lieutenant Colonel.</u>	\$59,301
5	<u>Colonel.. . . .</u>	

6 Natural resources police officers in service at the time the
7 amendment to this section becomes effective shall be given credit
8 for prior service and shall be paid salaries ~~as~~ the same length of
9 service ~~will entitle~~ entitles them to receive under the provisions
10 of this section.

11 (c) This section does not apply to special or emergency
12 natural resources police officers appointed under the authority of
13 section one of this article.

14 (d) Nothing in this section prohibits other pay increases as
15 provided under section two, article five, chapter five of this
16 code: *Provided*, That any across-the-board pay increase granted by
17 the Legislature or the Governor will be added to, and reflected
18 in, the minimum salaries set forth in this section; and that any
19 merit increases granted to an officer over and above the annual
20 salary schedule listed in subsection (b) of this section are
21 retained by an officer when he or she advances from one rank to
22 another: *Provided, however, That any natural resources police*
23 *officer who receives an increase in compensation pursuant to the*
24 *amendment and reenactment of this section in 2011 shall not*
25 *receive any across-the-board pay increase granted by the*
26 *Legislature or the Governor in 2011.*