

1 **ENROLLED**

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 [Passed March 12, 2011; in effect from passage]

8  
9

10 AN ACT to repeal §18A-4-5c and §18A-4-5d of the Code of West  
11 Virginia, 1931, as amended; to amend and reenact §6-7-2a of  
12 said code; to amend and reenact §15-2-5 of said code; to amend  
13 and reenact §18A-4-2, §18A-4-5 and §18A-4-8a of said code; to  
14 amend and reenact §20-7-1c of said code; to amend and reenact  
15 §50-1-3 of said code; to amend and reenact §51-1-10a of said  
16 code; to amend and reenact §51-2-13 of said code; and to amend  
17 and reenact §51-2A-6 of said code, all relating generally to  
18 increasing compensation for certain public officials and  
19 public employees.

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

21 That §18A-4-5c and §18A-4-5d of the code of West Virginia,  
22 1931, as amended, be repealed; that §6-7-2a of said code be amended  
23 and reenacted; that §15-2-5 of said code be amended and reenacted;  
24 that §18A-4-2, §18A-4-5 and §18A-4-8a of said code be amended and  
25 reenacted; that §20-7-1c of said code be amended and reenacted;  
26 that §50-1-3 of said code be amended and reenacted; that §51-1-10a

1 of said code be amended and reenacted; that §51-2-13 of said code  
2 be amended and reenacted; and that §51-2A-6 of said code be amended  
3 and reenacted, all to read as follows:

4           **CHAPTER 6. GENERAL PROVISIONS RESPECTING OFFICERS.**

5 **ARTICLE 7. COMPENSATION AND ALLOWANCES.**

6 **§6-7-2a. Terms of certain appointive state officers; appointment;**  
7           **qualifications; powers and salaries of such officers.**

8           (a) Each of the following appointive state officers named in  
9 this subsection shall be appointed by the Governor, by and with the  
10 advice and consent of the Senate. Each of the appointive state  
11 officers serves at the will and pleasure of the Governor for the  
12 term for which the Governor was elected and until the respective  
13 state officers' successors have been appointed and qualified. Each  
14 of the appointive state officers are subject to the existing  
15 qualifications for holding each respective office and each has and  
16 is hereby granted all of the powers and authority and shall perform  
17 all of the functions and services heretofore vested in and  
18 performed by virtue of existing law respecting each office.

19           Prior to July 1, 2006, each such named appointive state  
20 officer shall continue to receive the annual salaries they were  
21 receiving as of the effective date of the enactment of this section  
22 in 2006 and thereafter, notwithstanding any other provision of this  
23 code to the contrary, the annual salary of each named appointive  
24 state officer shall be as follows:

25           Commissioner, Division of Highways, \$92,500; Commissioner,

1 Division of Corrections, \$80,000; Director, Division of Natural  
2 Resources, \$75,000; Superintendent, State Police, \$85,000;  
3 Commissioner, Division of Banking, \$75,000; Commissioner, Division  
4 of Culture and History, \$65,000; Commissioner, Alcohol Beverage  
5 Control Commission, \$75,000; Commissioner, Division of Motor  
6 Vehicles, \$75,000; Chairman, Health Care Authority, \$80,000;  
7 members, Health Care Authority, \$75,000; Director, Human Rights  
8 Commission, \$55,000; Commissioner, Division of Labor, \$70,000;  
9 Director, Division of Veterans' Affairs, \$65,000; Chairperson,  
10 Board of Parole, \$55,000; members, Board of Parole, \$50,000;  
11 members, Employment Security Review Board, \$17,000; and  
12 Commissioner, Bureau of Employment Programs, \$75,000. Secretaries  
13 of the departments shall be paid an annual salary as follows:  
14 Health and Human Resources, \$95,000; Transportation, \$95,000:  
15 *Provided*, That if the same person is serving as both the Secretary  
16 of Transportation and the Commissioner of Highways, he or she shall  
17 be paid \$120,000; Revenue, \$95,000; Military Affairs and Public  
18 Safety, \$95,000; Administration, \$95,000; Education and the Arts,  
19 \$95,000; Commerce, \$95,000; and Environmental Protection, \$95,000:  
20 *Provided, however*, That any increase in the salary of any current  
21 appointive state officer named in this subsection pursuant to the  
22 reenactment of this subsection during the regular session of the  
23 Legislature in 2006 that exceeds \$5,000 shall be paid to such  
24 officer or his or her successor beginning on July 1, 2006, in  
25 annual increments of \$5,000 per fiscal year, up to the maximum  
26 salary provided in this subsection: *Provided further*, That if the

1 same person is serving as both the Secretary of Transportation and  
2 the Commissioner of Highways, then the annual increments of \$5,000  
3 per fiscal year do not apply.

4 (b) Each of the state officers named in this subsection shall  
5 continue to be appointed in the manner prescribed in this code and,  
6 prior to July 1, 2006, each of the state officers named in this  
7 subsection shall continue to receive the annual salaries he or she  
8 was receiving as of the effective date of the enactment of this  
9 section in 2006 and shall thereafter, notwithstanding any other  
10 provision of this code to the contrary, be paid an annual salary as  
11 follows:

12 Director, Board of Risk and Insurance Management, \$80,000;  
13 Director, Division of Rehabilitation Services, \$70,000; Director,  
14 Division of Personnel, \$70,000; Executive Director, Educational  
15 Broadcasting Authority, \$75,000; Secretary, Library Commission,  
16 \$72,000; Director, Geological and Economic Survey, \$75,000;  
17 Executive Director, Prosecuting Attorneys Institute, \$70,000;  
18 Executive Director, Public Defender Services, \$70,000;  
19 Commissioner, Bureau of Senior Services, \$75,000; Director, State  
20 Rail Authority, \$65,000; Executive Director, Women's Commission,  
21 \$55,000; Director, Hospital Finance Authority, \$35,000; member,  
22 Racing Commission, \$12,000; Chairman, Public Service Commission,  
23 \$85,000; members, Public Service Commission, \$85,000; Director,  
24 Division of Forestry, \$75,000; Director, Division of Juvenile  
25 Services, \$80,000; and Executive Director, Regional Jail and  
26 Correctional Facility Authority, \$80,000: *Provided*, That any

1 increase in the salary of any current appointive state officer  
2 named in this subsection pursuant to the reenactment of this  
3 subsection during the regular session of the Legislature in 2006  
4 that exceeds \$5,000 shall be paid to such officer or his or her  
5 successor beginning on July 1, 2006, in annual increments of \$5,000  
6 per fiscal year, up to the maximum salary provided in this  
7 subsection.

8 (c) Each of the following appointive state officers named in  
9 this subsection shall be appointed by the Governor, by and with the  
10 advice and consent of the Senate. Each of the appointive state  
11 officers serves at the will and pleasure of the Governor for the  
12 term for which the Governor was elected and until the respective  
13 state officers' successors have been appointed and qualified. Each  
14 of the appointive state officers are subject to the existing  
15 qualifications for holding each respective office and each has and  
16 is hereby granted all of the powers and authority and shall perform  
17 all of the functions and services heretofore vested in and  
18 performed by virtue of existing law respecting each office.

19 Prior to July 1, 2006, each such named appointive state  
20 officer shall continue to receive the annual salaries they were  
21 receiving as of the effective date of the enactment of this section  
22 in 2006 and thereafter, notwithstanding any other provision of this  
23 code to the contrary, the annual salary of each named appointive  
24 state officer shall be as follows:

25 Commissioner, State Tax Division, \$92,500; Commissioner,  
26 Insurance Commission, \$92,500; Director, Lottery Commission,

1 \$92,500; Director, Division of Homeland Security and Emergency  
2 Management, \$65,000; and Adjutant General, \$125,000.

3 (d) No increase in the salary of any appointive state officer  
4 pursuant to this section shall be paid until and unless the  
5 appointive state officer has first filed with the State Auditor and  
6 the Legislative Auditor a sworn statement, on a form to be  
7 prescribed by the Attorney General, certifying that his or her  
8 spending unit is in compliance with any general law providing for  
9 a salary increase for his or her employees. The Attorney General  
10 shall prepare and distribute the form to the affected spending  
11 units.

12 **CHAPTER 15. PUBLIC SAFETY.**

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

14 **§15-2-5. Career progression system; salaries; exclusion from wages  
15 and hour law, with supplemental payment; bond; leave  
16 time for members called to duty in guard or reserves.**

17 (a) The superintendent shall establish within the West  
18 Virginia State Police a system to provide for: The promotion of  
19 members to the supervisory ranks of sergeant, first sergeant,  
20 second lieutenant and first lieutenant; the classification of  
21 nonsupervisory members within the field operations force to the  
22 ranks of trooper, senior trooper, trooper first class or corporal;  
23 the classification of members assigned to the forensic laboratory  
24 as criminalist I-VIII; and the temporary reclassification of  
25 members assigned to administrative duties as administrative support

1 specialist I-VIII.

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

7 (c) The superintendent shall provide to each member a written  
8 manual governing any system established under the provisions of  
9 this section and specific procedures shall be identified for the  
10 evaluation and testing of members for promotion or reclassification  
11 and the subsequent placement of any members on a promotional  
12 eligibility or reclassification recommendation list.

13 (d) Beginning on July 1, 2008, through June 30, 2011, members  
14 shall receive annual salaries as follows:

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

16 **SUPERVISORY AND NONSUPERVISORY RANKS**

17 Cadet During Training.	. . . . .	\$ 2,752 Mo.	\$ 33,024
18 Cadet Trooper After Training.	. . . . .	3,357.33 Mo.	40,288
19 Trooper Second Year.	. . . . .		41,296
20 Trooper Third Year.	. . . . .		41,679
21 Senior Trooper.	. . . . .		42,078
22 Trooper First Class.	. . . . .		42,684
23 Corporal.	. . . . .		43,290
24 Sergeant.	. . . . .		47,591
25 First Sergeant.	. . . . .		49,742

1	Second Lieutenant.. . . . .	51,892
2	First Lieutenant. . . . .	54,043
3	Captain.. . . . .	56,194
4	Major.. . . . .	58,344
5	Lieutenant Colonel. . . . .	60,495

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

7 **ADMINISTRATION SUPPORT**

8 **SPECIALIST CLASSIFICATION**

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

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

18 **CRIMINALIST CLASSIFICATION**

19	I.. . . . .	\$ 41,679
20	II .. . . . .	42,078
21	III.. . . . .	42,684
22	IV .. . . . .	43,290
23	V.. . . . .	47,591
24	VI .. . . . .	49,742
25	VII.. . . . .	51,892



1 VIII .. . . . 54,043

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

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

5 **SUPERVISORY AND NONSUPERVISORY RANKS**

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

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

21 **ADMINISTRATION SUPPORT**

22 **SPECIALIST CLASSIFICATION**

23	I.. . . .		42,266
24	II .. . . .		43,048
25	III.. . . .		43,654



1 as follows: At the end of two years of service with the West  
2 Virginia State Police, the member shall receive a salary increase  
3 of \$400 to be effective during his or her next year of service and  
4 a like increase at yearly intervals thereafter, with the increases  
5 to be cumulative.

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

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

20 In lieu of any overtime pay they might otherwise have received  
21 under the wage and hour law, and in addition to their salaries and  
22 increases for length of service, members who have completed basic  
23 training and who are exempt from federal Fair Labor Standards Act  
24 guidelines may receive supplemental pay as provided in this  
25 section.

26 The authority of the superintendent to propose a legislative

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

15 (h) Each member of the West Virginia State Police, except the  
16 superintendent and civilian employees, shall execute, before  
17 entering upon the discharge of his or her duties, a bond with  
18 security in the sum of \$5,000 payable to the State of West  
19 Virginia, conditioned upon the faithful performance of his or her  
20 duties, and the bond shall be approved as to form by the Attorney  
21 General and as to sufficiency by the Governor. (i) In consideration  
22 for compensation paid by the West Virginia State Police to its  
23 members during those members' participation in the West Virginia  
24 State Police Cadet Training Program pursuant to section eight,  
25 article twenty-nine, chapter thirty of this code, the West Virginia  
26 State Police may require of its members by written agreement

1 entered into with each of them in advance of such participation in  
2 the program that, if a member should voluntarily discontinue  
3 employment any time within one year immediately following  
4 completion of the training program, he or she shall be obligated to  
5 pay to the West Virginia State Police a pro rata portion of such  
6 compensation equal to that part of such year which the member has  
7 chosen not to remain in the employ of the West Virginia State  
8 Police.

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

17 **CHAPTER 18A. SCHOOL PERSONNEL.**

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

19 **§18A-4-2. State minimum salaries for teachers.**

20 (a) Effective July 1, 2007, through June 30, 2008, each  
21 teacher shall receive the amount prescribed in the 2007-08 State  
22 Minimum Salary Schedule as set forth in this section, specific  
23 additional amounts prescribed in this section or article and any  
24 county supplement in effect in a county pursuant to section five-a  
25 of this article during the contract year.

1 Effective July 1, 2008, through June 30, 2011, each teacher  
 2 shall receive the amount prescribed in the 2008-09 State Minimum  
 3 Salary Schedule as set forth in this section, specific additional  
 4 amounts prescribed in this section or article and any county  
 5 supplement in effect in a county pursuant to section five-a of  
 6 this article during the contract year.

7 Beginning July 1, 2011, and continuing thereafter, each  
 8 teacher shall receive the amount prescribed in the 2011-12 State  
 9 Minimum Salary Schedule as set forth in this section, specific  
 10 additional amounts prescribed in this section or article and any  
 11 county supplement in effect in a county pursuant to section five-a  
 12 of this article during the contract year.

13 **2008-09 STATE MINIMUM SALARY SCHEDULE**

14	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
15	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doc-
16	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
17											
18											
19	0	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
20	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
21	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
22	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
23	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
24	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
25	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
26	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
27	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
28	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
29	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
30	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
31	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140

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

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Years	4th	3rd	2nd				M.A.		M.A.	Doc-
Exp.				A.B.	A.B. +15	M.A.	+15	M.A. +30	+45	torate
	Class	Class	Class							
0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035

1	<u>8</u>	<u>29,786</u>	<u>30,475</u>	<u>30,741</u>	<u>33,707</u>	<u>34,468</u>	<u>36,236</u>	<u>36,997</u>	<u>37,757</u>	<u>38,518</u>	<u>39,553</u>
2	<u>9</u>	<u>30,114</u>	<u>30,803</u>	<u>31,069</u>	<u>34,226</u>	<u>34,987</u>	<u>36,754</u>	<u>37,515</u>	<u>38,276</u>	<u>39,037</u>	<u>40,072</u>
3	<u>10</u>	<u>30,443</u>	<u>31,131</u>	<u>31,397</u>	<u>34,746</u>	<u>35,506</u>	<u>37,274</u>	<u>38,035</u>	<u>38,796</u>	<u>39,556</u>	<u>40,591</u>
4	<u>11</u>	<u>30,771</u>	<u>31,459</u>	<u>31,725</u>	<u>35,264</u>	<u>36,025</u>	<u>37,793</u>	<u>38,553</u>	<u>39,314</u>	<u>40,075</u>	<u>41,110</u>
5	<u>12</u>	<u>31,099</u>	<u>31,787</u>	<u>32,053</u>	<u>35,783</u>	<u>36,543</u>	<u>38,311</u>	<u>39,072</u>	<u>39,833</u>	<u>40,593</u>	<u>41,628</u>
6	<u>13</u>	<u>31,427</u>	<u>32,115</u>	<u>32,381</u>	<u>36,301</u>	<u>37,062</u>	<u>38,830</u>	<u>39,590</u>	<u>40,351</u>	<u>41,112</u>	<u>42,147</u>
7	<u>14</u>	<u>31,755</u>	<u>32,443</u>	<u>32,709</u>	<u>36,820</u>	<u>37,580</u>	<u>39,348</u>	<u>40,109</u>	<u>40,870</u>	<u>41,630</u>	<u>42,665</u>
8	<u>15</u>	<u>32,083</u>	<u>32,771</u>	<u>33,037</u>	<u>37,338</u>	<u>38,099</u>	<u>39,867</u>	<u>40,627</u>	<u>41,388</u>	<u>42,149</u>	<u>43,184</u>
9	<u>16</u>	<u>32,411</u>	<u>33,099</u>	<u>33,365</u>	<u>37,857</u>	<u>38,617</u>	<u>40,385</u>	<u>41,146</u>	<u>41,907</u>	<u>42,667</u>	<u>43,702</u>
10	<u>17</u>	<u>32,739</u>	<u>33,428</u>	<u>33,693</u>	<u>38,375</u>	<u>39,136</u>	<u>40,904</u>	<u>41,665</u>	<u>42,425</u>	<u>43,186</u>	<u>44,221</u>
11	<u>18</u>	<u>33,067</u>	<u>33,756</u>	<u>34,022</u>	<u>38,894</u>	<u>39,655</u>	<u>41,422</u>	<u>42,183</u>	<u>42,944</u>	<u>43,705</u>	<u>44,740</u>
12	<u>19</u>	<u>33,395</u>	<u>34,084</u>	<u>34,350</u>	<u>39,412</u>	<u>40,173</u>	<u>41,941</u>	<u>42,702</u>	<u>43,462</u>	<u>44,223</u>	<u>45,258</u>
13	<u>20</u>	<u>33,723</u>	<u>34,412</u>	<u>34,678</u>	<u>39,931</u>	<u>40,692</u>	<u>42,459</u>	<u>43,220</u>	<u>43,981</u>	<u>44,742</u>	<u>45,777</u>
14	<u>21</u>	<u>34,052</u>	<u>34,740</u>	<u>35,006</u>	<u>40,449</u>	<u>41,210</u>	<u>42,978</u>	<u>43,739</u>	<u>44,499</u>	<u>45,260</u>	<u>46,295</u>
15	<u>22</u>	<u>34,380</u>	<u>35,068</u>	<u>35,334</u>	<u>40,968</u>	<u>41,729</u>	<u>43,496</u>	<u>44,257</u>	<u>45,018</u>	<u>45,779</u>	<u>46,814</u>
16	<u>23</u>	<u>34,708</u>	<u>35,396</u>	<u>35,662</u>	<u>41,487</u>	<u>42,247</u>	<u>44,015</u>	<u>44,776</u>	<u>45,536</u>	<u>46,297</u>	<u>47,332</u>
17	<u>24</u>	<u>35,036</u>	<u>35,724</u>	<u>35,990</u>	<u>42,005</u>	<u>42,766</u>	<u>44,534</u>	<u>45,294</u>	<u>46,055</u>	<u>46,816</u>	<u>47,851</u>
18	<u>25</u>	<u>35,364</u>	<u>36,052</u>	<u>36,318</u>	<u>42,524</u>	<u>43,284</u>	<u>45,052</u>	<u>45,813</u>	<u>46,574</u>	<u>47,334</u>	<u>48,369</u>
19	<u>26</u>	<u>35,692</u>	<u>36,380</u>	<u>36,646</u>	<u>43,042</u>	<u>43,803</u>	<u>45,571</u>	<u>46,331</u>	<u>47,092</u>	<u>47,853</u>	<u>48,888</u>
20	<u>27</u>	<u>36,020</u>	<u>36,708</u>	<u>36,974</u>	<u>43,561</u>	<u>44,321</u>	<u>46,089</u>	<u>46,850</u>	<u>47,611</u>	<u>48,371</u>	<u>49,406</u>
21	<u>28</u>	<u>36,348</u>	<u>37,037</u>	<u>37,302</u>	<u>44,079</u>	<u>44,840</u>	<u>46,608</u>	<u>47,368</u>	<u>48,129</u>	<u>48,890</u>	<u>49,925</u>
22	<u>29</u>	<u>36,676</u>	<u>37,365</u>	<u>37,631</u>	<u>44,598</u>	<u>45,358</u>	<u>47,126</u>	<u>47,887</u>	<u>48,648</u>	<u>49,408</u>	<u>50,443</u>
23	<u>30</u>	<u>37,004</u>	<u>37,693</u>	<u>37,959</u>	<u>45,116</u>	<u>45,877</u>	<u>47,645</u>	<u>48,405</u>	<u>49,166</u>	<u>49,927</u>	<u>50,962</u>
24	<u>31</u>	<u>37,333</u>	<u>38,021</u>	<u>38,287</u>	<u>45,635</u>	<u>46,396</u>	<u>48,163</u>	<u>48,924</u>	<u>49,685</u>	<u>50,445</u>	<u>51,480</u>
25	<u>32</u>	<u>37,661</u>	<u>38,349</u>	<u>38,615</u>	<u>46,153</u>	<u>46,914</u>	<u>48,682</u>	<u>49,443</u>	<u>50,203</u>	<u>50,964</u>	<u>51,999</u>
26	<u>33</u>	<u>37,989</u>	<u>38,677</u>	<u>38,943</u>	<u>46,672</u>	<u>47,433</u>	<u>49,200</u>	<u>49,961</u>	<u>50,722</u>	<u>51,483</u>	<u>52,518</u>
27	<u>34</u>	<u>38,317</u>	<u>39,005</u>	<u>39,271</u>	<u>47,190</u>	<u>47,951</u>	<u>49,719</u>	<u>50,480</u>	<u>51,240</u>	<u>52,001</u>	<u>53,036</u>
28	<u>35</u>	<u>38,645</u>	<u>39,333</u>	<u>39,599</u>	<u>47,709</u>	<u>48,470</u>	<u>50,237</u>	<u>50,998</u>	<u>51,759</u>	<u>52,520</u>	<u>53,555</u>

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



1 **§18A-4-5. Salary equity among the counties; state salary**  
2 **supplement.**

3 (a) For the purposes of this section, salary equity among the  
4 counties means that the salary potential of school employees  
5 employed by the various districts throughout the state does not  
6 differ by greater than ten percent between those offering the  
7 highest salaries and those offering the lowest salaries. In the  
8 case of professional educators, the difference shall be calculated  
9 utilizing the average of the professional educator salary  
10 schedules, degree classifications B.A. through doctorate and the  
11 years of experience provided for in the most recent state minimum  
12 salary schedule for teachers, in effect in the five counties  
13 offering the highest salary schedules compared to the lowest salary  
14 schedule in effect among the fifty-five counties. In the case of  
15 school service personnel, the difference shall be calculated  
16 utilizing the average of the school service personnel salary  
17 schedules, pay grades "A" through "H" and the years of experience  
18 provided for in the most recent state minimum pay scale pay grade  
19 for service personnel, in effect in the five counties offering the  
20 highest salary schedules compared to the lowest salary schedule in  
21 effect among the fifty-five counties. Effective July 1, 2013, for  
22 both professional educators and school service personnel, the  
23 differences shall be calculated as otherwise required by this  
24 subsection except that the ten counties offering the highest salary  
25 schedules shall be compared to the lowest salary schedule in effect  
26 among the fifty-five counties.

1 (b) To assist the state in meeting its objective of salary  
2 equity among the counties, as defined in subsection (a) of this  
3 section, on and after July 1, 1984, subject to available state  
4 appropriations and the conditions set forth herein, each teacher  
5 and school service personnel shall receive a supplemental amount in  
6 addition to the amount from the state minimum salary schedules  
7 provided for in this article.

8 (c) State funds for this purpose shall be paid within the West  
9 Virginia public school support plan in accordance with article  
10 nine-a, chapter eighteen of this code. The amount allocated for  
11 salary equity shall be apportioned between teachers and school  
12 service personnel in direct proportion to that amount necessary to  
13 support the professional salaries and service personnel salaries  
14 statewide under sections four, five and eight, article nine-a,  
15 chapter eighteen of this code.

16 (d) Pursuant to this section, each teacher and school service  
17 personnel shall receive the amount indicated on the applicable  
18 State Equity Supplement Schedule or Pay Scale for 2010-11,  
19 maintained by the West Virginia Department of Education, reduced by  
20 any amount provided by the county as a salary supplement for  
21 teachers and school service personnel on January 1, 1984: *Provided,*  
22 That effective July 1, 2011, the amounts indicated on the State  
23 Equity Supplement Pay Scale for service personnel is increased by  
24 \$37 across-the-board.

25 (e) The amount received pursuant to this section shall not be  
26 decreased as a result of any county supplement increase instituted

1 after January 1, 1984: *Provided*, That any amount received pursuant  
2 to this section may be reduced proportionately based upon the  
3 amount of funds appropriated for this purpose. No county may  
4 reduce any salary supplement that was in effect on January 1, 1984,  
5 except as permitted by sections five-a and five-b of this article.

6 (f) During its 2011 interim meetings, the Legislative  
7 Oversight Commission on Education Accountability shall conduct a  
8 study on whether a recommendation should be made to the Legislature  
9 for establishing the State Equity Supplement Schedule and the State  
10 Equity Supplement Pay Scale in statute.

11 **§18A-4-8a. Service personnel minimum monthly salaries.**

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

14 (1) Effective July 1, 2010, through June 30, 2011, the minimum  
15 monthly pay for each service employee whose employment is for a  
16 period of more than three and one-half hours a day shall be at  
17 least the amounts indicated in the 2010-2011 State Minimum Pay  
18 Scale Pay Grade and the minimum monthly pay for each service  
19 employee whose employment is for a period of three and one-half  
20 hours or less a day shall be at least one-half the amount indicated  
21 in the 2010-2011 State Minimum Pay Scale Pay Grade set forth in  
22 this subdivision.

23 Beginning July 1, 2011, and continuing thereafter, the minimum  
24 monthly pay for each service employee whose employment is for a  
25 period of more than three and one-half hours a day shall be at  
26 least the amounts indicated in the 2011-2012 State Minimum Pay

1 Scale Pay Grade and the minimum monthly pay for each service  
 2 employee whose employment is for a period of three and one-half  
 3 hours or less a day shall be at least one-half the amount indicated  
 4 in the 2011-2012 State Minimum Pay Scale Pay Grade set forth in  
 5 this section subdivision.

6 2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

7	Years									
8	Exp.	Pay Grade								
9		A	B	C	D	E	F	G	H	
10	0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
11	1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
12	2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
13	3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
14	4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
15	5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
16	6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
17	7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	
18	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165	
19	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197	
20	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229	
21	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261	
22	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293	
23	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325	
24	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357	
25	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389	
26	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422	
27	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454	
28	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486	
29	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518	
30	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550	
31	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582	
32	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614	
33	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646	
34	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678	

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years										
	Exp.	Pay Grade								
1	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710	
2	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742	
3	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774	
4	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807	
5	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839	
6	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871	
7	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903	
8	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935	
9	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967	
10	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999	
11	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031	
12	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063	
13	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095	
14	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127	
15	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159	
16	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

<u>Years</u>										
	<u>Exp.</u>	<u>Pay Grade</u>								
		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	
21	<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>	
22	<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>	
23	<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>	
24	<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>	
25	<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>	
26	<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>	
27	<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>	
28	<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>	
29	<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>	
30	<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>	
31	<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>	
32	<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>	

1	<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>
2	<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>
3	<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>
4	<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>
5	<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>
6	<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>
7	<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>
8	<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>
9	<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>2,601</u>
10	<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>2,634</u>
11	<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>2,593</u>	<u>2,666</u>
12	<u>23</u>	<u>2,365</u>	<u>2,386</u>	<u>2,427</u>	<u>2,479</u>	<u>2,531</u>	<u>2,594</u>	<u>2,625</u>	<u>2,699</u>
13	<u>24</u>	<u>2,397</u>	<u>2,418</u>	<u>2,459</u>	<u>2,511</u>	<u>2,563</u>	<u>2,627</u>	<u>2,658</u>	<u>2,732</u>
14	<u>25</u>	<u>2,429</u>	<u>2,450</u>	<u>2,491</u>	<u>2,543</u>	<u>2,596</u>	<u>2,659</u>	<u>2,691</u>	<u>2,764</u>
15	<u>26</u>	<u>2,461</u>	<u>2,482</u>	<u>2,523</u>	<u>2,576</u>	<u>2,629</u>	<u>2,692</u>	<u>2,723</u>	<u>2,797</u>
16	<u>27</u>	<u>2,493</u>	<u>2,514</u>	<u>2,555</u>	<u>2,608</u>	<u>2,661</u>	<u>2,724</u>	<u>2,756</u>	<u>2,829</u>
17	<u>28</u>	<u>2,525</u>	<u>2,546</u>	<u>2,588</u>	<u>2,641</u>	<u>2,694</u>	<u>2,757</u>	<u>2,789</u>	<u>2,863</u>
18	<u>29</u>	<u>2,557</u>	<u>2,579</u>	<u>2,621</u>	<u>2,673</u>	<u>2,726</u>	<u>2,790</u>	<u>2,821</u>	<u>2,896</u>
19	<u>30</u>	<u>2,591</u>	<u>2,611</u>	<u>2,654</u>	<u>2,706</u>	<u>2,759</u>	<u>2,822</u>	<u>2,854</u>	<u>2,928</u>
20	<u>31</u>	<u>2,623</u>	<u>2,644</u>	<u>2,687</u>	<u>2,739</u>	<u>2,792</u>	<u>2,855</u>	<u>2,887</u>	<u>2,961</u>
21	<u>32</u>	<u>2,656</u>	<u>2,676</u>	<u>2,719</u>	<u>2,772</u>	<u>2,824</u>	<u>2,888</u>	<u>2,919</u>	<u>2,994</u>
22	<u>33</u>	<u>2,689</u>	<u>2,709</u>	<u>2,752</u>	<u>2,805</u>	<u>2,857</u>	<u>2,920</u>	<u>2,953</u>	<u>3,026</u>
23	<u>34</u>	<u>2,721</u>	<u>2,743</u>	<u>2,785</u>	<u>2,838</u>	<u>2,890</u>	<u>2,954</u>	<u>2,986</u>	<u>3,059</u>
24	<u>35</u>	<u>2,754</u>	<u>2,775</u>	<u>2,817</u>	<u>2,870</u>	<u>2,923</u>	<u>2,987</u>	<u>3,018</u>	<u>3,092</u>
25	<u>36</u>	<u>2,787</u>	<u>2,808</u>	<u>2,850</u>	<u>2,903</u>	<u>2,956</u>	<u>3,019</u>	<u>3,051</u>	<u>3,124</u>
26	<u>37</u>	<u>2,819</u>	<u>2,841</u>	<u>2,883</u>	<u>2,936</u>	<u>2,989</u>	<u>3,052</u>	<u>3,083</u>	<u>3,157</u>
27	<u>38</u>	<u>2,852</u>	<u>2,873</u>	<u>2,915</u>	<u>2,968</u>	<u>3,021</u>	<u>3,084</u>	<u>3,116</u>	<u>3,190</u>
28	<u>39</u>	<u>2,885</u>	<u>2,906</u>	<u>2,948</u>	<u>3,001</u>	<u>3,054</u>	<u>3,117</u>	<u>3,149</u>	<u>3,222</u>
29	<u>40</u>	<u>2,917</u>	<u>2,939</u>	<u>2,980</u>	<u>3,033</u>	<u>3,087</u>	<u>3,150</u>	<u>3,181</u>	<u>3,256</u>

30  
31

(2) Each service employee shall receive the amount prescribed

32 in the Minimum Pay Scale in accordance with the provisions of this  
33 subsection according to their class title and pay grade as set  
34 forth in this subdivision:

1	CLASS TITLE	PAY GRADE
2	Accountant I. . . . .	D
3	Accountant II.. . . .	E
4	Accountant III. . . . .	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 school  
12 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 school  
15 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 thirty  
4 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 five  
11 o'clock a.m. the following day, the employee shall be paid no less  
12 than an additional \$10 per month and one half of the pay shall be  
13 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 excess  
18 of their normal working day during any week which contains a school  
19 holiday for which they are paid shall be paid for the additional  
20 hours or fraction of the additional hours at a rate of one and  
21 one-half times their usual hourly rate and paid entirely from  
22 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 or

1 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 than  
4 one seventh of the employee's daily total salary for each hour the  
5 employee is involved in performing the assignment and paid entirely  
6 from local funds: *Provided*, That an alternative minimum hourly  
7 rate of pay for performing extra duty assignments within a  
8 particular category of employment may be used if the alternate  
9 hourly rate of pay is approved both by the county board and by the  
10 affirmative vote of a two-thirds majority of the regular full-time  
11 employees within that classification category of employment within  
12 that county: *Provided, however*, That the vote shall be by secret  
13 ballot if requested by a service personnel employee within that  
14 classification category within that county. The salary for any  
15 fraction of an hour the employee is involved in performing the  
16 assignment shall be prorated accordingly. When performing extra  
17 duty assignments, employees who are regularly employed on a  
18 one-half day salary basis shall receive the same hourly extra duty  
19 assignment pay computed as though the employee were employed on a  
20 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 removal  
26 responsibilities for each hour these employees are involved in

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

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

1 direct supervision of certified professional personnel" means that  
2 certified professional personnel is present, with and accompanying  
3 the aide.

4 **CHAPTER 20. NATURAL RESOURCES.**

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

6 **§20-7-1c. Natural resources police officer, ranks, salary**  
7 **schedule, base pay, exceptions.**

8 (a) Notwithstanding any provision of this code to the  
9 contrary, the ranks within the law-enforcement section of the  
10 Division of Natural Resources are colonel, lieutenant colonel,  
11 major, captain, lieutenant, sergeant, corporal, natural resources  
12 police officer first class, senior natural resources police  
13 officer, natural resources police officer and natural resources  
14 police officer-in-training. Each officer while in uniform shall  
15 wear the insignia of rank as provided by the chief natural  
16 resources police officer.

17 (b) Beginning on July 1, 2002, through June 30, 2011, natural  
18 resources police officers shall be paid the minimum annual salaries  
19 based on the following schedule:

20 ANNUAL SALARY SCHEDULE (BASE PAY)

21 SUPERVISORY AND NONSUPERVISORY RANKS

22 Natural Resources Police Officer In Training (first year until end	
23 of probation) . . . . .	\$26,337
24 Natural Resources Police Officer (second year) . . . . .	\$29,768
25 Natural Resources Police Officer (third year) . . . . .	\$30,140

1	Senior Natural Resources Police Officer (fourth and	
2	fifth year) . . . . .	\$30,440
3	Senior Natural Resources Police Officer First Class	
4	(after fifth year) . . . . .	\$32,528
5	Senior Natural Resources Police Officer (after	
6	tenth year) . . . . .	\$33,104
7	Senior Natural Resources Police Officer (after	
8	fifteenth year) . . . . .	\$33,528
9	Corporal (after sixteenth year) . . . . .	\$36,704
10	Sergeant . . . . .	\$40,880
11	First Sergeant . . . . .	\$42,968
12	Lieutenant . . . . .	\$47,144
13	Captain . . . . .	\$49,232
14	Major . . . . .	\$51,320
15	Lieutenant Colonel . . . . .	\$53,408
16	Colonel . . . . .	

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

20                               ANNUAL SALARY SCHEDULE (BASE PAY)

21                               SUPERVISORY AND NONSUPERVISORY RANKS

22	Natural Resources Police Officer In Training (first	
23	year until end of probation) . . . . .	\$31,222
24	Natural Resources Police Officer (second year) . . . . .	\$34,881
25	Natural Resources Police Officer (third year) . . . . .	\$35,277
26	Senior Natural Resources Police Officer (fourth and	



1	fifth year) . . . . .	\$35,601
2	Senior Natural Resources Police Officer First Class	
3	(after fifth year) . . . . .	\$37,797
4	Senior Natural Resources Police Officer (after tenth	
5	year) . . . . .	\$38,397
6	Senior Natural Resources Police Officer (after	
7	fifteenth year) . . . . .	\$38,833
8	Corporal (after sixteenth year) . . . . .	\$42,105
9	Sergeant . . . . .	\$46,401
10	First Sergeant . . . . .	\$48,549
11	Lieutenant . . . . .	\$52,857
12	Captain . . . . .	\$55,005
13	Major . . . . .	\$57,153
14	Lieutenant Colonel . . . . .	\$59,301
15	Colonel . . . . .	

16       Natural resources police officers in service at the time the  
17 amendment to this section becomes effective shall be given credit  
18 for prior service and shall be paid salaries the same length of  
19 service entitles them to receive under the provisions of this  
20 section.

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

24       (d) Nothing in this section prohibits other pay increases as  
25 provided under section two, article five, chapter five of this  
26 code: *Provided*, That any across-the-board pay increase granted by

1 the Legislature or the Governor will be added to, and reflected in,  
2 the minimum salaries set forth in this section; and that any merit  
3 increases granted to an officer over and above the annual salary  
4 schedule listed in subsection (b) of this section are retained by  
5 an officer when he or she advances from one rank to another:  
6 *Provided, however,* That any natural resources police officer who  
7 receives an increase in compensation pursuant to the amendment and  
8 reenactment of this section in 2011 shall not receive any across-  
9 the-board pay increase granted by the Legislature or the Governor  
10 in 2011.

11 **CHAPTER 50. MAGISTRATE COURTS.**

12 **ARTICLE 1. COURTS AND OFFICERS.**

13 **§50-1-3. Salaries of magistrates.**

14 (a) The Legislature finds and declares that:

15 (1) The West Virginia Supreme Court of Appeals has held that  
16 a salary system for magistrates which is based upon the population  
17 that each magistrate serves does not violate the equal protection  
18 clause of the Constitution of the United States;

19 (2) The West Virginia Supreme Court of Appeals has held that  
20 a salary system for magistrates which is based upon the population  
21 that each magistrate serves does not violate section thirty-nine,  
22 article VI of the Constitution of West Virginia;

23 (3) The utilization of a two-tiered salary schedule for  
24 magistrates is an equitable and rational manner by which  
25 magistrates should be compensated for work performed;

1           (4) Organizing the two tiers of the salary schedule into one  
2 tier for magistrates serving less than eight thousand four hundred  
3 in population and the second tier for magistrates serving eight  
4 thousand four hundred or more in population is rational and  
5 equitable given current statistical information relating to  
6 population and caseload; and

7           (5) That all magistrates who fall under the same tier should  
8 be compensated equally.

9           (b) The salary of each magistrate shall be paid by the state.  
10 Magistrates who serve fewer than eight thousand four hundred in  
11 population shall be paid annual salaries of thirty thousand six  
12 hundred twenty-five dollars and magistrates who serve eight  
13 thousand four hundred or more in population shall be paid annual  
14 salaries of thirty-seven thousand dollars: *Provided*, That on and  
15 after the first day of July, two thousand three, magistrates who  
16 serve fewer than eight thousand four hundred in population shall be  
17 paid annual salaries of thirty-three thousand six hundred  
18 twenty-five dollars and magistrates who serve eight thousand four  
19 hundred or more in population shall be paid annual salaries of  
20 forty thousand dollars: *Provided, however*, That on and after the  
21 first day of July, two thousand five, magistrates who serve fewer  
22 than eight thousand four hundred in population shall be paid annual  
23 salaries of forty-three thousand six hundred twenty-five dollars  
24 and magistrates who serve eight thousand four hundred or more in  
25 population shall be paid annual salaries of fifty thousand dollars.  
26 *Provided further*, That on and after the first day of July, 2011,

1 magistrates who serve fewer than eight thousand four hundred in  
2 population shall be paid annual salaries of \$51,125 and magistrates  
3 who serve eight thousand four hundred or more in population shall  
4 be paid annual salaries of \$57,500.

5 (c) For the purpose of determining the population served by  
6 each magistrate, the number of magistrates authorized for each  
7 county shall be divided into the population of each county. For the  
8 purpose of this article, the population of each county is the  
9 population as determined by the last preceding decennial census  
10 taken under the authority of the United States government.

11 **CHAPTER 51. COURTS AND THEIR OFFICERS.**

12 **ARTICLE 1. SUPREME COURT OF APPEALS.**

13 **§51-1-10a. Salary of justices.**

14 The salary of each of the justices of the Supreme Court of  
15 Appeals shall be \$95,000 per year: *Provided*, That beginning July,  
16 1, 2005, the salary of each of the justices of the Supreme Court  
17 shall be \$121,000: *Provided, however*, That beginning July 1, 2011,  
18 the annual salary of a justice of the Supreme Court shall be  
19 \$136,000.

20 **ARTICLE 2. CIRCUIT COURTS; CIRCUIT JUDGES.**

21 **§51-2-13. Salaries of judges of circuit courts.**

22 The salaries of the judges of the various circuit courts shall  
23 be paid solely out of the State Treasury. No county, county  
24 commission, board of commissioners or other political subdivision  
25 shall supplement or add to such salaries.

1           The annual salary of all circuit judges shall be \$90,000 per  
2 year: *Provided*, That beginning July 1,2005, the annual salary of  
3 all circuit judges shall be \$116,000 per year: *Provided, however*,  
4 That beginning July 1, 2011, the annual salary of a circuit court  
5 judge shall be \$126,000.

6 **ARTICLE 2A.   FAMILY COURTS.**

7 **§51-2A-6.   Compensation and expenses of family court judges and**  
8 **their staffs.**

9           (a) A family court judge is entitled to receive as  
10 compensation for his or her services an annual salary of \$62,500:  
11 *Provided*, That beginning July 1, 2005, a family court judge is  
12 entitled to receive as compensation for his or her services an  
13 annual salary of \$82,500: *Provided, however*, That beginning July  
14 1, 2011, the annual salary of a family court judge shall be  
15 \$94,500.

16           (b) The secretary-clerk of the family court judge is appointed  
17 by the family court judge and serves at his or her will and  
18 pleasure. The secretary-clerk of the family court judge is entitled  
19 to receive an annual salary of \$27,036: *Provided*, That on and  
20 after July 1, 2006, the annual salary of the secretary-clerk shall  
21 be established by the administrative director of the Supreme Court  
22 of Appeals, but may not exceed \$35,000. In addition, any person  
23 employed as a secretary-clerk to a family court judge on the  
24 effective date of the enactment of this section during the sixth  
25 extraordinary session of the Legislature in the year 2001 who is

1 receiving an additional \$500 per year up to ten years of a certain  
2 period of prior employment under the provisions of the prior  
3 enactment of section eight of this article during the second  
4 extraordinary session of the Legislature in the year 1999 shall  
5 continue to receive such additional amount. Further, the  
6 secretary-clerk will receive such percentage or proportional salary  
7 increases as may be provided by general law for other public  
8 employees and is entitled to receive the annual incremental salary  
9 increase as provided in article five, chapter five of this code.

10 (c) The family court judge may employ not more than one family  
11 case coordinator who serves at his or her will and pleasure. The  
12 annual salary of the family case coordinator of the family court  
13 judge shall be established by the Administrative Director of the  
14 Supreme Court of Appeals but may not exceed \$36,000: *Provided,*  
15 That on and after July 1, 2006, the annual salary of the family  
16 case coordinator of the family court judge may not exceed \$46,060.  
17 The family case coordinator will receive such percentage or  
18 proportional salary increases as may be provided by general law for  
19 other public employees and is entitled to receive the annual  
20 incremental salary increase as provided in article five, chapter  
21 five of this code.

22 (d) The sheriff or his or her designated deputy shall serve as  
23 a bailiff for a family court judge. The sheriff of each county  
24 shall serve or designate persons to serve so as to assure that a  
25 bailiff is available when a family court judge determines the same  
26 is necessary for the orderly and efficient conduct of the business

1 of the family court.

2 (e) Disbursement of salaries for family court judges and  
3 members of their staffs are made by or pursuant to the order of the  
4 Director of the Administrative Office of the Supreme Court of  
5 Appeals.

6 (f) Family court judges and members of their staffs are  
7 allowed their actual and necessary expenses incurred in the  
8 performance of their duties. The expenses and compensation will be  
9 determined and paid by the Director of the Administrative Office of  
10 the Supreme Court of Appeals under such guidelines as he or she may  
11 prescribe, as approved by the Supreme Court of Appeals.

12 (g) Notwithstanding any other provision of law, family court  
13 judges are not eligible to participate in the retirement system for  
14 judges under the provisions of article nine of this chapter.  
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