

COMMITTEE SUBSTITUTE

FOR

**H. B. 2879**

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(BY MR. SPEAKER, MR. THOMPSON, AND DELEGATE ARMSTEAD)  
[BY REQUEST OF THE EXECUTIVE]

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(Originating in the Committee on Finance)  
[February 24, 2011]

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

salaries of school service personnel; and increasing annual salaries for members of natural resources police officers.

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

That §18A-4-5c and §18A-4-5d of the Code of West Virginia, 1931, as amended, be repealed; that §15-2-5 of said code be amended and reenacted; that §18A-4-2, §18A-4-5 and §18A-4-8a of said code be amended and reenacted; and that §20-7-1c of said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

## **CHAPTER 15. PUBLIC SAFETY.**

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

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

- 1 (a) The superintendent shall establish within the West
- 2 Virginia State Police a system to provide for: The promotion
- 3 of members to the supervisory ranks of sergeant, first
- 4 sergeant, second lieutenant and first lieutenant; the
- 5 classification of nonsupervisory members within the field
- 6 operations force to the ranks of trooper, senior trooper,

7 trooper first class or corporal; the classification of members  
8 assigned to the forensic laboratory as criminalist ~~I-VH~~ I-VIII;  
9 and the temporary reclassification of members assigned to  
10 administrative duties as administrative support specialist  
11 I-VIII.

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

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

24 (d) ~~Beginning July 1, 2007 until and including June 30,~~  
25 ~~2008 members shall receive annual salaries as follows:~~

1 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~  
2 ~~SUPERVISORY AND NONSUPERVISORY RANKS~~

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

17 ~~ANNUAL SALARY SCHEDULE (BASE PAY)~~  
18 ~~ADMINISTRATION SUPPORT~~  
19 ~~SPECIALIST CLASSIFICATION~~

20	I. . . . .		\$39,494
21	H. . . . .		39,882

22 III. . . . . 40,470  
23 IV. . . . . 41,058  
24 V. . . . . 45,234  
25 VI. . . . . 47,322  
26 VII. . . . . 49,410  
27 VIII. . . . . 51,498

28 **ANNUAL SALARY SCHEDULE (BASE PAY)**  
29 **CRIMINALIST CLASSIFICATION**

30 I. . . . . \$39,494  
31 II. . . . . 39,882  
32 III. . . . . 40,470  
33 IV. . . . . 41,058  
34 V. . . . . 45,244  
35 VI. . . . . 47,322  
36 VII. . . . . 49,410  
37 VIII. . . . . 51,498

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

41 **ANNUAL SALARY SCHEDULE (BASE PAY)**  
42 **SUPERVISORY AND NONSUPERVISORY RANKS**

43	Cadet During Training. . . . .	\$ 2,752 Mo.	\$ 33,024
44	Cadet Trooper After Training. . . . .	3,357.33 Mo.	40,288
45	Trooper Second Year. . . . .		41,296
46	Trooper Third Year. . . . .		41,679
47	Senior Trooper. . . . .		42,078
48	Trooper First Class. . . . .		42,684
49	Corporal. . . . .		43,290
50	Sergeant. . . . .		47,591
51	First Sergeant. . . . .		49,742
52	Second Lieutenant. . . . .		51,892
53	First Lieutenant. . . . .		54,043
54	Captain. . . . .		56,194
55	Major. . . . .		58,344
56	Lieutenant Colonel. . . . .		60,495

57 **ANNUAL SALARY SCHEDULE (BASE PAY)**  
58 **ADMINISTRATION SUPPORT**  
59 **SPECIALIST CLASSIFICATION**

60	I. . . . .		\$ 41,679
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61	II . . . . .	42,078
62	III. . . . .	42,684
63	IV . . . . .	43,290
64	V. . . . .	47,591
65	VI . . . . .	49,742
66	VII. . . . .	51,892
67	VIII. . . . .	54,043

68           **ANNUAL SALARY SCHEDULE (BASE PAY)**  
69           **CRIMINALIST CLASSIFICATION**

70	I. . . . .	\$ 41,679
71	II . . . . .	42,078
72	III. . . . .	42,684
73	IV . . . . .	43,290
74	V. . . . .	47,591
75	VI . . . . .	49,742
76	VII. . . . .	51,892
77	VIII. . . . .	54,043

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

80	<b><u>ANNUAL SALARY SCHEDULE (BASE PAY)</u></b>
81	<b><u>SUPERVISORY AND NONSUPERVISORY RANKS</u></b>
82	<u>Cadet During Training. . . . .</u> \$ 2,833 Mo. \$ 33,994
83	<u>Cadet Trooper After Training. . . . .</u> \$ 3,438 Mo. \$ 41,258
84	<u>Trooper Second Year. . . . .</u> 42,266
85	<u>Trooper Third Year. . . . .</u> 42,649
86	<u>Senior Trooper. . . . .</u> 43,048
87	<u>Trooper First Class. . . . .</u> 43,654
88	<u>Corporal. . . . .</u> 44,260
89	<u>Sergeant. . . . .</u> 48,561
90	<u>First Sergeant. . . . .</u> 50,712
91	<u>Second Lieutenant. . . . .</u> 52,862
92	<u>First Lieutenant. . . . .</u> 55,013
93	<u>Captain. . . . .</u> 57,164
94	<u>Major. . . . .</u> 59,314
95	<u>Lieutenant Colonel. . . . .</u> 61,465
96	<b><u>ANNUAL SALARY SCHEDULE (BASE PAY)</u></b>
97	<b><u>ADMINISTRATION SUPPORT</u></b>
98	<b><u>SPECIALIST CLASSIFICATION</u></b>
99	<u>I. . . . .</u> 42,649



100 II. . . . . . 43,048  
101 III. . . . . . 43,654  
102 IV. . . . . . 44,260  
103 V. . . . . . 48,561  
104 VI. . . . . . 50,712  
105 VII. . . . . . 52,862  
106 VIII. . . . . . 55,013

107 **ANNUAL SALARY SCHEDULE (BASE PAY)**  
108 **CRIMINALIST CLASSIFICATION**

109 I. . . . . . 42,649  
110 II. . . . . . 43,048  
111 III. . . . . . 43,654  
112 IV. . . . . . 44,260  
113 V. . . . . . 48,561  
114 VI. . . . . . 50,712  
115 VII. . . . . . 52,862  
116 VIII. . . . . . 55,013

117 Each member of the West Virginia State Police whose  
118 salary is fixed and specified in this annual salary schedule is

119 entitled to the length of service increases set forth in  
120 subsection (e) of this section and supplemental pay as  
121 provided in subsection (g) of this section.

122 (e) Each member of the West Virginia State Police whose  
123 salary is fixed and specified pursuant to this section shall  
124 receive, and is entitled to, an increase in salary over that set  
125 forth in subsection (d) of this section for grade in rank, based  
126 on length of service, including that service served before and  
127 after the effective date of this section with the West Virginia  
128 State Police as follows: At the end of two years of service  
129 with the West Virginia State Police, the member shall receive  
130 a salary increase of \$400 to be effective during his or her next  
131 year of service and a like increase at yearly intervals  
132 thereafter, with the increases to be cumulative.

133 (f) In applying the salary schedules set forth in this  
134 section where salary increases are provided for length of  
135 service, members of the West Virginia State Police in service  
136 at the time the schedules become effective shall be given  
137 credit for prior service and shall be paid the salaries the same

138 length of service entitles them to receive under the provisions  
139 of this section.

140 (g) The Legislature finds and declares that because of the  
141 unique duties of members of the West Virginia State Police,  
142 it is not appropriate to apply the provisions of state wage and  
143 hour laws to them. Accordingly, members of the West  
144 Virginia State Police are excluded from the provisions of  
145 state wage and hour law. This express exclusion shall not be  
146 construed as any indication that the members were or were  
147 not covered by the wage and hour law prior to this exclusion.

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

154 The authority of the superintendent to propose a  
155 legislative rule or amendment thereto for promulgation in  
156 accordance with article three, chapter twenty-nine-a of this

157 code to establish the number of hours per month which  
158 constitute the standard work month for the members of the  
159 West Virginia State Police is hereby continued. The rule  
160 shall further establish, on a graduated hourly basis, the  
161 criteria for receipt of a portion or all of supplemental  
162 payment when hours are worked in excess of the standard  
163 work month. The superintendent shall certify monthly to the  
164 West Virginia State Police's payroll officer the names of  
165 those members who have worked in excess of the standard  
166 work month and the amount of their entitlement to  
167 supplemental payment. The supplemental payment may not  
168 exceed \$236 monthly. The superintendent and civilian  
169 employees of the West Virginia State Police are not eligible  
170 for any supplemental payments.

171 (h) Each member of the West Virginia State Police,  
172 except the superintendent and civilian employees, shall  
173 execute, before entering upon the discharge of his or her  
174 duties, a bond with security in the sum of \$5,000 payable to  
175 the State of West Virginia, conditioned upon the faithful

176 performance of his or her duties, and the bond shall be  
177 approved as to form by the Attorney General and as to  
178 sufficiency by the Governor. (i) In consideration for  
179 compensation paid by the West Virginia State Police to its  
180 members during those members' participation in the West  
181 Virginia State Police Cadet Training Program pursuant to  
182 section eight, article twenty-nine, chapter thirty of this code,  
183 the West Virginia State Police may require of its members by  
184 written agreement entered into with each of them in advance  
185 of such participation in the program that, if a member should  
186 voluntarily discontinue employment any time within one year  
187 immediately following completion of the training program,  
188 he or she shall be obligated to pay to the West Virginia State  
189 Police a pro rata portion of such compensation equal to that  
190 part of such year which the member has chosen not to remain  
191 in the employ of the West Virginia State Police.

192 (i) Any member of the West Virginia State Police who is  
193 called to perform active duty training or inactive duty  
194 training in the National Guard or any reserve component of

195 the armed forces of the United States annually shall be  
196 granted, upon request, leave time not to exceed thirty  
197 calendar days for the purpose of performing the active duty  
198 training or inactive duty training and the time granted may  
199 not be deducted from any leave accumulated as a member of  
200 the West Virginia State Police.

**CHAPTER 18A. SCHOOL PERSONNEL.**  
**ARTICLE 4. SALARIES, WAGES AND OTHER BENEFITS.**

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

1 (a) ~~Effective July 1, 2007, through June 30, 2008, each~~  
2 ~~teacher shall receive the amount prescribed in the 2007-08~~  
3 ~~State Minimum Salary Schedule as set forth in this section,~~  
4 ~~specific additional amounts prescribed in this section or~~  
5 ~~article and any county supplement in effect in a county~~  
6 ~~pursuant to section five-a of this article during the contract~~  
7 ~~year.~~

8 Effective July 1, 2008, and continuing thereafter, each  
9 teacher shall receive the amount prescribed in the 2008-09  
10 State Minimum Salary Schedule as set forth in this section,

11 specific additional amounts prescribed in this section or  
12 article and any county supplement in effect in a county  
13 pursuant to section five-a of this article during the contract  
14 year.

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

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

29

**2007-08 STATE MINIMUM SALARY SCHEDULE**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
31	Years	4th	3rd	2nd	A.B.	A.B.	M.A.	M.A.	M.A.	M.A.	Docu-
32	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
33	0	24,051	24,711	24,975	26,227	26,988	28,755	29,516	30,277	31,038	32,073
34	1	24,379	25,039	25,303	26,745	27,506	29,274	30,035	30,795	31,556	32,591
35	2	24,708	25,367	25,631	27,264	28,025	29,792	30,553	31,314	32,075	33,110
36	3	25,036	25,695	25,959	27,783	28,543	30,311	31,072	31,832	32,593	33,628
37	4	25,608	26,267	26,531	28,545	29,306	31,074	31,835	32,595	33,356	34,391
38	5	25,936	26,595	26,859	29,064	29,825	31,592	32,353	33,114	33,875	34,910
39	6	26,264	26,923	27,187	29,582	30,343	32,111	32,872	33,632	34,393	35,428
40	7	26,592	27,252	27,515	30,101	30,862	32,629	33,390	34,151	34,912	35,947
41	8	26,920	27,580	27,844	30,619	31,380	33,148	33,909	34,669	35,430	36,465
42	9	27,248	27,908	28,172	31,138	31,899	33,666	34,427	35,188	35,949	36,984
43	10	27,577	28,236	28,500	31,657	32,417	34,185	34,946	35,706	36,467	37,502
44	11	27,905	28,564	28,828	32,175	32,936	34,704	35,464	36,225	36,986	38,021
45	12	28,233	28,892	29,156	32,694	33,454	35,222	35,983	36,744	37,504	38,539
46	13	28,561	29,220	29,484	33,212	33,973	35,741	36,501	37,262	38,023	39,058
47	14	28,561	29,548	29,812	33,731	34,491	36,259	37,020	37,781	38,541	39,576
48	15	28,561	29,876	30,140	34,249	35,010	36,778	37,538	38,299	39,060	40,095
49	16	28,561	29,876	30,468	34,768	35,528	37,296	38,057	38,818	39,578	40,613



50	17	28,561	29,876	30,796	35,286	36,047	37,815	38,575	39,336	40,097	41,132
51	18	28,561	29,876	30,796	35,805	36,566	38,333	39,094	39,855	40,615	41,650
52	19	28,561	29,876	30,796	36,323	37,084	38,852	39,613	40,373	41,134	42,169
53	20	28,561	29,876	30,796	36,842	37,603	39,370	40,131	40,892	41,653	42,688
54	21	28,561	29,876	30,796	36,842	37,603	39,889	40,650	41,410	42,171	43,206
55	22	28,561	29,876	30,796	36,842	37,603	40,407	41,168	41,929	42,690	43,725
56	23	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,447	43,208	44,243
57	24	28,561	29,876	30,796	36,842	37,603	40,926	41,687	42,966	43,727	44,762
58	25	28,561	29,876	30,796	36,842	37,603	40,926	41,687	43,484	44,245	45,280
59	26	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
60	27	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
61	28	28,561	29,876	30,796	36,842	37,603	40,926	41,687	44,003	44,764	45,799
62	29	28,889	30,204	31,125	37,360	38,121	41,445	42,205	44,522	45,282	46,317
63	30	29,217	30,533	31,453	37,879	38,640	41,963	42,724	45,040	45,801	46,836
64	31	29,545	30,861	31,781	38,397	39,158	42,482	43,242	45,559	46,319	47,354
65	32	29,873	31,189	32,109	38,916	39,677	43,000	43,761	46,077	46,838	47,873
66	33	30,201	31,517	32,437	39,435	40,195	43,519	44,279	46,596	47,356	48,391
67	34	30,529	31,845	32,765	39,953	40,714	44,037	44,798	47,114	47,875	48,910
68	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										
69 70 71 72	(1) Years Exp.	(2) 4th Class	(3) 3rd Class	(4) 2nd Class	(5) A.B. A.B.	(6) A.B. +15	(7) M .A.	(8) M.A. +15	(9) M.A. +30	(10) M.A. +45	(11) Doc- torate
73	0	25,651	26,311	26,575	27,827	28,588	30,355	31,116	31,877	32,638	33,673
74	1	25,979	26,639	26,903	28,345	29,106	30,874	31,635	32,395	33,156	34,191
75	2	26,308	26,967	27,231	28,864	29,625	31,392	32,153	32,914	33,675	34,710
76	3	26,636	27,295	27,559	29,383	30,143	31,911	32,672	33,432	34,193	35,228
77	4	27,208	27,867	28,131	30,145	30,906	32,674	33,435	34,195	34,956	35,991
78	5	27,536	28,195	28,459	30,664	31,425	33,192	33,953	34,714	35,475	36,510
79	6	27,864	28,523	28,787	31,182	31,943	33,711	34,472	35,232	35,993	37,028
80	7	28,192	28,852	29,115	31,701	32,462	34,229	34,990	35,751	36,512	37,547
81	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
82	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
83	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
84	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
85	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
86	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
87	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
88	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
89	16	31,145	31,804	32,068	36,369	37,129	38,897	<del>39,658</del>	40,419	41,179	42,214
								<u>39,658</u>			
90	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
91	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
92	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
93	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
94	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
95	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
96	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
97	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363

98	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
99	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
100	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
101	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
102	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
103	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
104	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
105	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
106	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
107	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
108	35	37,379	38,038	38,302	46,221	46,982	48,749	49,510	50,271	51,032	52,067

109

110 **2011-12 STATE MINIMUM SALARY SCHEDULE**

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
Years	4th	3rd	2nd	A.B.	M.A.	M.A.	M.A.	M.A.	Doctor		
Exp.	Class	Class	Class	A.B.	+15	M.A.	+ 15	+30	+45	ate	
111	0	26,551	27,211	27,475	28,727	29,488	31,255	32,016	32,777	33,538	34,573
112	1	26,879	27,539	27,803	29,245	30,006	31,774	32,535	33,295	34,056	35,091
113	2	27,208	27,867	28,131	29,764	30,525	32,292	33,053	33,814	34,575	35,610
114	3	27,536	28,195	28,459	30,283	31,043	32,811	33,572	34,332	35,093	36,128
115	4	28,108	28,767	29,031	31,045	31,806	33,574	34,335	35,095	35,856	36,891
116	5	28,436	29,095	29,359	31,564	32,325	34,092	34,853	35,614	36,375	37,410
117	6	28,764	29,423	29,687	32,082	32,843	34,611	35,372	36,132	36,893	37,928
118	7	29,092	29,752	30,015	32,601	33,362	35,129	35,890	36,651	37,412	38,447
119	8	29,420	30,080	30,344	33,119	33,880	35,648	36,409	37,169	37,930	38,965
120	9	29,748	30,408	30,672	33,638	34,399	36,166	36,927	37,688	38,449	39,484
121	10	30,077	30,736	31,000	34,158	34,918	36,686	37,447	38,208	38,968	40,003
122	11	30,405	31,064	31,328	34,676	35,437	37,205	37,965	38,726	39,487	40,522
123	12	30,733	31,392	31,656	35,195	35,955	37,723	38,484	39,245	40,005	41,040
124	13	31,061	31,720	31,984	35,713	36,474	38,242	39,002	39,763	40,524	41,559
125	14	31,389	32,048	32,312	36,232	36,992	38,760	39,521	40,282	41,042	42,077
126	15	31,717	32,376	32,640	36,750	37,511	39,279	40,039	40,800	41,561	42,596
127	16	32,045	32,704	32,968	37,269	38,029	39,797	40,558	41,319	42,079	43,114

130	<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>
131	<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>
132	<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>
133	<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>
134	<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>
135	<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>
136	<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>
137	<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>
138	<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>
139	<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>
140	<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>
141	<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>
142	<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>
143	<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>
144	<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>
145	<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>
146	<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>
147	<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>
148	<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>

149

2012-13 STATE MINIMUM SALARY SCHEDULE

150	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
151	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doctor
152	Exp.	Class	Class	Class	A.B.	+15	M.A. + 15	+30	+45		ate
153	<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>
154	<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>
155	<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>
156	<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>
157	<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>
158	<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>
159	<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>
160	<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>
161	<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>

162	<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>
163	<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>
164	<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>
165	<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>
166	<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>
167	<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>
168	<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>
169	<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>
170	<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>
171	<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>
172	<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>
173	<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>
174	<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>
175	<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>
176	<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>
177	<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>
178	<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>
179	<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>
180	<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>
181	<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>
182	<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>
183	<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>
184	<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>
185	<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>
186	<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>
187	<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>
188	<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>

189 (b) Six hundred dollars shall be paid annually to each  
190 classroom teacher who has at least twenty years of teaching  
191 experience. The payments: (i) Shall be in addition to any  
192 amounts prescribed in the applicable state minimum salary

193 schedule; (ii) shall be paid in equal monthly installments; and  
194 (iii) shall be considered a part of the state minimum salaries  
195 for teachers.

196 (c) To implement provisions to assist the state in meeting  
197 its objective of salary equity among the counties, each  
198 teacher shall be paid a salary supplement as set forth in  
199 section five of this article, applicable for their classification  
200 of certification or classification of training and years of  
201 experience as follows, subject to the provisions of said  
202 section five:

203 (1) For “4<sup>th</sup> Class” at zero years of experience \$1,781.  
204 An additional \$38 shall be paid for each year of experience  
205 up to and including 35 years of experience;

206 (2) For “3<sup>rd</sup> Class” at zero years of experience \$1,796.  
207 An additional \$67 shall be paid for each year of experience  
208 up to and including 35 years of experience;

209 (3) For “2<sup>nd</sup> Class” at zero years of experience \$1,877.  
210 An additional \$69 shall be paid for each year of experience  
211 up to and including 35 years of experience;

212 (4) For “A.B.” at zero years of experience \$2,360. An  
213 additional \$69 shall be paid for each year of experience up to  
214 and including 35 years of experience;

215 (5) For “A.B. + 15” at zero years of experience \$2,452.  
216 An additional \$69 shall be paid for each year of experience  
217 up to and including 35 years of experience;

218 (6) For “M.A.” at zero years of experience \$2,644. An  
219 additional \$69 shall be paid for each year of experience up to  
220 and including 35 years of experience;

221 (7) For “M.A. + 15” at zero years of experience \$2,740.  
222 An additional \$69 shall be paid for each year of experience  
223 up to and including 35 years of experience;

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

227 (9) For “M.A. + 45” at zero years of experience \$2,836.  
228 An additional \$69 shall be paid for each year of experience  
229 up to and including 35 years of experience; and

230       (10) For “Doctorate” at zero years of experience \$2,927.  
231       An additional \$69 shall be paid for each year of experience  
232       up to and including 35 years of experience.  
233       These payments (A) shall be in addition to any amounts  
234       prescribed in the applicable State Minimum Salary Schedule,  
235       any specific additional amounts prescribed in this section and  
236       article and any county supplement in effect in a county  
237       pursuant to section five-a of this article; (B) shall be paid in  
238       equal monthly installments; and (C) shall be considered a  
239       part of the state minimum salaries for teachers.

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

1       (a) For the purposes of this section, salary equity among  
2       the counties means that the salary potential of school  
3       employees employed by the various districts throughout the  
4       state does not differ by greater than ten percent between those  
5       offering the highest salaries and those offering the lowest  
6       salaries. In the case of professional educators, the difference  
7       shall be calculated utilizing the average of the professional



8 educator salary schedules, degree classifications B.A.  
9 through doctorate and the years of experience provided for in  
10 the most recent state minimum salary schedule for teachers,  
11 in effect in the ~~five~~ ten counties offering the highest salary  
12 schedules compared to the lowest salary schedule in effect  
13 among the fifty-five counties. In the case of school service  
14 personnel, the difference shall be calculated utilizing the  
15 average of the school service personnel salary schedules, pay  
16 grades “A” through “H” and the years of experience provided  
17 for in the most recent state minimum pay scale pay grade for  
18 service personnel, in effect in the ~~five~~ ten counties offering  
19 the highest salary schedules compared to the lowest salary  
20 schedule in effect among the fifty-five counties.

21 ~~For the school year beginning July 1, 1994, and~~  
22 ~~thereafter, in the counties that jointly support a multicounty~~  
23 ~~vocational school, salary equity funding shall be distributed~~  
24 ~~to nonfiscal agent counties based on. (1) Calculating the~~  
25 ~~amount of salary equity funding each nonfiscal agent county~~  
26 ~~would receive for the employees for which it is charged in~~

27 ~~the public school support program, as provided in section~~  
28 ~~four, article nine-a, chapter eighteen of this code, if this~~  
29 ~~salary equity funding were distributed to nonfiscal agent~~  
30 ~~counties, and (2) deducting the salary equity funding to be~~  
31 ~~received by the fiscal agent county in the public school~~  
32 ~~support program for those employees for which the nonfiscal~~  
33 ~~agent county is charged in the public school support program.~~

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

41 (c) State funds for this purpose shall be paid within the  
42 West Virginia public school support plan in accordance with  
43 article nine-a, chapter eighteen of this code. The amount  
44 allocated for salary equity shall be apportioned between  
45 teachers and school service personnel in direct proportion to

46 that amount necessary to support the professional salaries and  
47 service personnel salaries statewide under sections four, ~~and~~  
48 five and eight, article nine-a, chapter eighteen of this code.

49 ~~Provided, That in making this division an adequate amount~~  
50 ~~of state equity funds shall be reserved to finance the~~  
51 ~~appropriate foundation allowances and staffing incentives~~  
52 ~~provided for in article nine-a, chapter eighteen of this code.~~

53 (d) Pursuant to this section, each teacher and school  
54 service personnel shall receive the amount specified on the  
55 applicable equity salary schedule maintained by the State  
56 Board in accordance with subsection (c), section two, and  
57 subsection (m), section eight-a of this article ~~that is the~~  
58 ~~difference between their authorized state minimum salary and~~  
59 ~~ninety-five percent of the maximum salary schedules~~  
60 ~~prescribed in sections five-a and five-b of this article, reduced~~  
61 ~~by any amount provided by the county as a salary supplement~~  
62 ~~for teachers and school service personnel on January 1, 1984.~~  
63 ~~of the fiscal year immediately preceding that in which the~~  
64 ~~salary equity appropriation is distributed: *Provided, That*~~

65        (e) The amount received pursuant to this section shall not  
66        be decreased as a result of any county supplement increase  
67        instituted after January 1, 1984; ~~until the objective of salary~~  
68        ~~equity is reached.~~ *Provided, ~~however,~~* That any amount  
69        received pursuant to this section may be reduced  
70        proportionately based upon the amount of funds appropriated  
71        for this purpose. No county may reduce any salary  
72        supplement that was in effect on January 1, 1984, except as  
73        permitted by sections five-a and five-b of this article.

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

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

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

3        (1) The Effective July 1, 2010, through June 30, 2011,  
4        the minimum monthly pay for each service employee whose

5 employment is for a period of more than three and one-half  
6 hours a day shall be at least the amounts indicated in the  
7 2010-2011 State Minimum Pay Scale Pay Grade and the  
8 minimum monthly pay for each service employee whose  
9 employment is for a period of three and one-half hours or less  
10 a day shall be at least one-half the amount indicated in the  
11 2010-2011 State Minimum Pay Scale Pay Grade set forth in  
12 this ~~section~~ subdivision.

13 Beginning July 1, 2011, through June 30, 2012, the  
14 minimum monthly pay for each service employee whose  
15 employment is for a period of more than three and one-half  
16 hours a day shall be at least the amounts indicated in the  
17 2011-2012 State Minimum Pay Scale Pay Grade and the  
18 minimum monthly pay for each service employee whose  
19 employment is for a period of three and one-half hours or less  
20 a day shall be at least one-half the amount indicated in the  
21 2011-2012 State Minimum Pay Scale Pay Grade set forth in  
22 this section subdivision.

23 Beginning July 1, 2012, and continuing thereafter, the  
 24 minimum monthly pay for each service employee whose  
 25 employment is for a period of more than three and one-half  
 26 hours a day shall be at least the amounts indicated in the  
 27 2012-2013 State Minimum Pay Scale Pay Grade and the  
 28 minimum monthly pay for each service employee whose  
 29 employment is for a period of three and one-half hours or less  
 30 a day shall be at least one-half the amount indicated in the  
 31 2012-2013 State Minimum Pay Scale Pay Grade set forth in  
 32 this section subdivision.

33 2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

34 Years									
35 Exp.	AB		C	D	E	F	G	H	
36 0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
37 1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
38 2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
39 3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
40 4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
41 5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
42 6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
43 7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years									
	Exp.								
44	8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165
45	9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197
46	10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229
47	11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261
48	12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293
49	13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325
50	14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357
51	15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389
52	16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422
53	17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454
54	18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486
55	19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518
56	20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550
57	21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582
58	22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614
59	23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646
60	24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678
61	25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710
62	26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742
63	27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774
64	28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807
65	29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839
66	30	2,540	2,560	2,602	2,653	2,705	2,767	2,798	2,871

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years									
	Exp.								
67	31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
68	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
69	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
70	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
71	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
72	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
73	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
74	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
75	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
76	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.	<u>AB</u>	<u>—</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>—</u>
80	<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>	
81	<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>	
82	<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>	
83	<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>	
84	<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>	
85	<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>	
86	<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>	
87	<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>	
88	<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>	



89	<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>
90	<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>
91	<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>
92	<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>
93	<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>
94	<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>
95	<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>
96	<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>
97	<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>
98	<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>
99	<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>
100	<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>
101	<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>
102	<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>
103	<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>
104	<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>
105	<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>
106	<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>
107	<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>
108	<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>
109	<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>
110	<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>
111	<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>
112	<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>
113	<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>
114	<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>

115	<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>
116	<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>
117	<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>
118	<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>
119	<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>
120	<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>

121

2012-2013 STATE MINIMUM PAY SCALE PAY GRADE

122 Years

123 Exp.

		<u>AB</u>	<u>—</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>—</u>
124	<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>1,936</u>	<u>2,008</u>
125	<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>1,968</u>	<u>2,040</u>
126	<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>2,000</u>	<u>2,072</u>
127	<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>2,032</u>	<u>2,104</u>
128	<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>2,064</u>	<u>2,137</u>
129	<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>2,096</u>	<u>2,169</u>
130	<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>2,128</u>	<u>2,201</u>
131	<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>2,160</u>	<u>2,233</u>
132	<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>2,192</u>	<u>2,265</u>
133	<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>2,224</u>	<u>2,297</u>
134	<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>2,257</u>	<u>2,329</u>
135	<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>2,289</u>	<u>2,361</u>
136	<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>2,321</u>	<u>2,393</u>
137	<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>2,353</u>	<u>2,425</u>
138	<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>2,385</u>	<u>2,457</u>

139	<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>
140	<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>
141	<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>
142	<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>
143	<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>
144	<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>
145	<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>
146	<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>
147	<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>
148	<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>
149	<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>
150	<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>
151	<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>
152	<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>
153	<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>
154	<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>
155	<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>
156	<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>
157	<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>
158	<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>
159	<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>
160	<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>
161	<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>
162	<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>
163	<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>
164	<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>

165 (2) Each service employee shall receive the amount  
166 prescribed in the Minimum Pay Scale in accordance with the  
167 provisions of this subsection according to their class title and  
168 pay grade as set forth in this subdivision:

169	CLASS TITLE	PAY GRADE
170	Accountant I.....	D
171	Accountant II.....	E
172	Accountant H <u>III</u> .....	F
173	Accounts Payable Supervisor.....	G
174	Aide I.....	A
175	Aide II.....	B
176	Aide III.....	C
177	Aide IV.....	D
178	Audiovisual Technician.....	C
179	Auditor.....	G
180	Autism Mentor.....	F
181	Braille or Sign Language Specialist.....	E
182	Bus Operator.....	D
183	Buyer.....	F

184	Cabinetmaker.....	G
185	Cafeteria Manager.....	D
186	Carpenter I.....	E
187	Carpenter II.....	F
188	Chief Mechanic.....	G
189	Clerk I.....	B
190	Clerk II.....	C
191	Computer Operator.....	E
192	Cook I.....	A
193	Cook II.....	B
194	Cook III.....	C
195	Crew Leader.....	F
196	Custodian I.....	A
197	Custodian II.....	B
198	Custodian III.....	C
199	Custodian IV.....	D
200	Director or Coordinator of Services.....	H
201	Draftsman.....	D
202	Electrician I.....	F

203	Electrician II.....	G
204	Electronic Technician I. ....	F
205	Electronic Technician II.....	G
206	Executive Secretary. ....	G
207	Food Services Supervisor.....	G
208	Foreman. ....	G
209	General Maintenance. ....	C
210	Glazier. ....	D
211	Graphic Artist.....	D
212	Groundsman.....	B
213	Handyman. ....	B
214	Heating and Air Conditioning Mechanic I.....	E
215	Heating and Air Conditioning Mechanic II. ....	G
216	Heavy Equipment Operator. ....	E
217	Inventory Supervisor. ....	D
218	Key Punch Operator.....	B
219	Licensed Practical Nurse. ....	F
220	Locksmith. ....	G
221	Lubrication Man.....	C

222	Machinist. . . . .	F
223	Mail Clerk. . . . .	D
224	Maintenance Clerk. . . . .	C
225	Mason. . . . .	G
226	Mechanic. . . . .	F
227	Mechanic Assistant. . . . .	E
228	Office Equipment Repairman I. . . . .	F
229	Office Equipment Repairman II. . . . .	G
230	Painter. . . . .	E
231	Paraprofessional. . . . .	F
232	Payroll Supervisor. . . . .	G
233	Plumber I. . . . .	E
234	Plumber II. . . . .	G
235	Printing Operator. . . . .	B
236	Printing Supervisor. . . . .	D
237	Programmer. . . . .	H
238	Roofing/Sheet Metal Mechanic. . . . .	F
239	Sanitation Plant Operator. . . . .	G
240	School Bus Supervisor. . . . .	E

241 Secretary I. . . . . D  
242 Secretary II. . . . . E  
243 Secretary III. . . . . F  
244 Supervisor of Maintenance. . . . . H  
245 Supervisor of Transportation. . . . . H  
246 Switchboard Operator-Receptionist. . . . . D  
247 Truck Driver. . . . . D  
248 Warehouse Clerk. . . . . C  
249 Watchman. . . . . B  
250 Welder. . . . . F  
251 WVEIS Data Entry and Administrative Clerk. . . . . B

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

322 (i) No service employee may have his or her daily work  
323 schedule changed during the school year without the  
324 employee's written consent and the employee's required  
325 daily work hours may not be changed to prevent the payment  
326 of time and one-half wages or the employment of another  
327 employee.

328 (j) The minimum hourly rate of pay for extra duty  
329 assignments as defined in section eight-b of this article shall  
330 be no less than one seventh of the employee's daily total  
331 salary for each hour the employee is involved in performing  
332 the assignment and paid entirely from local funds: *Provided,*  
333 That an alternative minimum hourly rate of pay for  
334 performing extra duty assignments within a particular

335 category of employment may be used if the alternate hourly  
336 rate of pay is approved both by the county board and by the  
337 affirmative vote of a two-thirds majority of the regular  
338 full-time employees within that classification category of  
339 employment within that county: *Provided, however,* That the  
340 vote shall be by secret ballot if requested by a service  
341 personnel employee within that classification category within  
342 that county. The salary for any fraction of an hour the  
343 employee is involved in performing the assignment shall be  
344 prorated accordingly. When performing extra duty  
345 assignments, employees who are regularly employed on a  
346 one-half day salary basis shall receive the same hourly extra  
347 duty assignment pay computed as though the employee were  
348 employed on a full-day salary basis.

349 (k) The minimum pay for any service personnel  
350 employees engaged in the removal of asbestos material or  
351 related duties required for asbestos removal shall be their  
352 regular total daily rate of pay and no less than an additional  
353 \$3 per hour or no less than \$5 per hour for service personnel

354 supervising asbestos removal responsibilities for each hour  
355 these employees are involved in asbestos related duties.  
356 Related duties required for asbestos removal include, but are  
357 not limited to, travel, preparation of the work site, removal of  
358 asbestos decontamination of the work site, placing and  
359 removal of equipment and removal of structures from the  
360 site. If any member of an asbestos crew is engaged in  
361 asbestos related duties outside of the employee's regular  
362 employment county, the daily rate of pay shall be no less than  
363 the minimum amount as established in the employee's  
364 regular employment county for asbestos removal and an  
365 additional \$30 per each day the employee is engaged in  
366 asbestos removal and related duties. The additional pay for  
367 asbestos removal and related duties shall be payable entirely  
368 from county funds. Before service personnel employees may  
369 be used in the removal of asbestos material or related duties,  
370 they shall have completed a federal Environmental Protection  
371 Act approved training program and be licensed. The  
372 employer shall provide all necessary protective equipment

373 and maintain all records required by the Environmental  
374 Protection Act.

375 (l) For the purpose of qualifying for additional pay as  
376 provided in section eight, article five of this chapter, an aide  
377 shall be considered to be exercising the authority of a  
378 supervisory aide and control over pupils if the aide is  
379 required to supervise, control, direct, monitor, escort or  
380 render service to a child or children when not under the direct  
381 supervision of certified professional personnel within the  
382 classroom, library, hallway, lunchroom, gymnasium, school  
383 building, school grounds or wherever supervision is required.  
384 For purposes of this section, “under the direct supervision of  
385 certified professional personnel” means that certified  
386 professional personnel is present, with and accompanying the  
387 aide.

388 (m) To implement provisions to assist the state in  
389 meeting its objective of salary equity among the counties,  
390 each service employee shall be paid a salary supplement as  
391 set forth in section five of this article of \$115 per month,

392 subject to the provisions of said section five: *Provided, That*  
393 beginning with the school year commencing on July 1, 2011,  
394 each service employee shall be paid an equity salary  
395 supplement of \$152 per month, subject to the provisions of  
396 said section five. These payments (1) shall be in addition to  
397 any amounts prescribed in the applicable State Minimum Pay  
398 Scale Pay Grade, any specific additional amounts prescribed  
399 in this section and article and any county supplement in effect  
400 in a county pursuant to section five-b of this article; (2) shall  
401 be paid in equal monthly installments; and (3) shall be  
402 considered a part of the state minimum salaries for service  
403 personnel.

## **CHAPTER 20. NATURAL RESOURCES.**

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

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

- 1 (a) Notwithstanding any provision of this code to the
- 2 contrary, the ranks within the law-enforcement section of the
- 3 Division of Natural Resources are colonel, lieutenant colonel,



4 major, captain, lieutenant, sergeant, corporal, natural  
5 resources police officer first class, senior natural resources  
6 police officer, natural resources police officer and natural  
7 resources police officer-in-training. Each officer while in  
8 uniform shall wear the insignia of rank as provided by the  
9 chief natural resources police officer.

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

14 ANNUAL SALARY SCHEDULE (BASE PAY)

15 SUPERVISORY AND NONSUPERVISORY RANKS

16	Natural Resources Police Officer In Training	
17	(first year until end of probation). . . . .	\$26,337
18	Natural Resources Police Officer (second year). . .	\$29,768
19	Natural Resources Police Officer (third year). . . .	\$30,140
20	Senior Natural Resources Police Officer	
21	(fourth and fifth year). . . . .	\$30,440

22	Senior Natural Resources Police Officer First Class	
23	(after fifth year). . . . .	\$32,528
24	Senior Natural Resources Police Officer (after	
25	tenth year). . . . .	\$33,104
26	Senior Natural Resources Police Officer (after	
27	fifteenth year). . . . .	\$33,528
28	Corporal (after sixteenth year). . . . .	\$36,704
29	Sergeant. . . . .	\$40,880
30	First Sergeant. . . . .	\$42,968
31	Lieutenant. . . . .	\$47,144
32	Captain. . . . .	\$49,232
33	Major. . . . .	\$51,320
34	Lieutenant Colonel. . . . .	\$53,408
35	Colonel. . . . .	

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

39 ANNUAL SALARY SCHEDULE (BASE PAY)  
40 SUPERVISORY AND NONSUPERVISORY RANKS

41	<u>Natural Resources Police Officer In Training</u>	
42	<u>(first year until end of probation).</u> . . . . .	<u>\$27,172</u>
43	<u>Natural Resources Police Officer (second year).</u> . .	<u>\$30,603</u>
44	<u>Natural Resources Police Officer (third year).</u> . . .	<u>\$30,975</u>
45	<u>Senior Natural Resources Police Officer</u>	
46	<u>(fourth and fifth year).</u> . . . . .	<u>\$31,275</u>
47	<u>Senior Natural Resources Police Officer First Class</u>	
48	<u>(after fifth year).</u> . . . . .	<u>\$33,363</u>
49	<u>Senior Natural Resources Police Officer (after tenth</u>	
50	<u>year).</u> . . . . .	<u>\$33,939</u>
51	<u>Senior Natural Resources Police Officer (after</u>	
52	<u>fifteenth year).</u> . . . . .	<u>\$34,363</u>
53	<u>Corporal (after sixteenth year).</u> . . . . .	<u>\$37,539</u>
54	<u>Sergeant.</u> . . . . .	<u>\$41,715</u>
55	<u>First Sergeant.</u> . . . . .	<u>\$43,803</u>
56	<u>Lieutenant.</u> . . . . .	<u>\$47,979</u>
57	<u>Captain.</u> . . . . .	<u>\$50,067</u>
58	<u>Major.</u> . . . . .	<u>\$52,155</u>
59	<u>Lieutenant Colonel.</u> . . . . .	<u>\$54,243</u>

60 Colonel. . . . . \_

61 Natural resources police officers in service at the time the  
62 amendment to this section becomes effective shall be given  
63 credit for prior service and shall be paid salaries as the same  
64 length of service ~~will entitle~~ entitles them to receive under the  
65 provisions of this section.

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

69 (d) Nothing in this section prohibits other pay increases  
70 as provided under section two, article five, chapter five of  
71 this code: *Provided*, That any across-the-board pay increase  
72 granted by the Legislature or the Governor will be added to,  
73 and reflected in, the minimum salaries set forth in this  
74 section; and that any merit increases granted to an officer  
75 over and above the annual salary schedule listed in  
76 subsection (b) of this section are retained by an officer when  
77 he or she advances from one rank to another.