



1 be amended and reenacted, all to read as follows:

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

3 **ARTICLE 7. COMPENSATION AND ALLOWANCES.**

4 **§6-7-2a. Terms of certain appointive state officers; appointment;**  
5 **qualifications; powers and salaries of such officers.**

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

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

23 Commissioner, Division of Highways, \$92,500; Commissioner,  
24 Division of Corrections, \$80,000; Director, Division of Natural  
25 Resources, \$75,000; Superintendent, State Police, \$85,000;

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

1 per fiscal year do not apply.

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

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

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

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

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

23 Commissioner, State Tax Division, \$92,500; Commissioner,  
24 Insurance Commission, \$92,500; Director, Lottery Commission,  
25 \$92,500; Director, Division of Homeland Security and Emergency  
26 Management, \$65,000; and Adjutant General, ~~\$92,500~~ \$125,000.

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

10 **CHAPTER 15. PUBLIC SAFETY.**

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

12 **§15-2-5. Career progression system; salaries; exclusion from wages**  
13 **and hour law, with supplemental payment; bond; leave**  
14 **time for members called to duty in guard or reserves.**

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

25 (b) The superintendent may propose legislative rules for

1 promulgation in accordance with article three, chapter  
2 twenty-nine-a of this code for the purpose of ensuring consistency,  
3 predictability and independent review of any system developed under  
4 the provisions of this section.

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

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

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

14 ~~**SUPERVISORY AND NONSUPERVISORY RANKS**~~

15	<del>Cadet During Training.. . . . .</del>	<del>2,550.50 Mo.</del>	<del>\$30,606</del>
16	<del>Cadet Trooper After Training. . . . .</del>	<del>3,138.17 Mo.</del>	<del>37,658</del>
17	<del>Trooper Second Year.. . . . .</del>		<del>39,122</del>
18	<del>Trooper Third Year. . . . .</del>		<del>39,494</del>
19	<del>Senior Trooper. . . . .</del>		<del>39,882</del>
20	<del>Trooper First Class.. . . . .</del>		<del>40,470</del>
21	<del>Corporal. . . . .</del>		<del>41,058</del>
22	<del>Sergeant .. . . . .</del>		<del>45,234</del>
23	<del>First Sergeant. . . . .</del>		<del>47,322</del>
24	<del>Second Lieutenant.. . . . .</del>		<del>49,410</del>
25	<del>First Lieutenant. . . . .</del>		<del>51,498</del>
26	<del>Captain.. . . . .</del>		<del>53,586</del>

1	Major.. . . . .	55,674
2	Lieutenant Colonel. . . . .	57,762

~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

~~ADMINISTRATION SUPPORT~~

~~SPECIALIST CLASSIFICATION~~

6	I.. . . . .	\$39,494
7	II .. . . . .	39,882
8	III.. . . . .	40,470
9	IV .. . . . .	41,058
10	V.. . . . .	45,234
11	VI .. . . . .	47,322
12	VII.. . . . .	49,410
13	VIII .. . . . .	51,498

~~ANNUAL SALARY SCHEDULE (BASE PAY)~~

~~CRIMINALIST CLASSIFICATION~~

16	I.. . . . .	\$39,494
17	II. . . . .	39,882
18	III.. . . . .	40,470
19	IV .. . . . .	41,058
20	V.. . . . .	45,244
21	VI .. . . . .	47,322
22	VII.. . . . .	49,410
23	VIII .. . . . .	51,498

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

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**ANNUAL SALARY SCHEDULE (BASE PAY)**

**SUPERVISORY AND NONSUPERVISORY RANKS**

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

**ANNUAL SALARY SCHEDULE (BASE PAY)**

**ADMINISTRATION SUPPORT**

**SPECIALIST CLASSIFICATION**

I.		\$ 41,679
II		42,078
III.		42,684
IV		43,290
V.		47,591
VI		49,742

1	VII.. . . . .	51,892
2	VIII .. . . . .	54,043

**ANNUAL SALARY SCHEDULE (BASE PAY)**

**CRIMINALIST CLASSIFICATION**

5	I.. . . . .	\$ 41,679
6	II .. . . . .	42,078
7	III.. . . . .	42,684
8	IV .. . . . .	43,290
9	V.. . . . .	47,591
10	VI .. . . . .	49,742
11	VII.. . . . .	51,892
12	VIII .. . . . .	54,043

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

**ANNUAL SALARY SCHEDULE (BASE PAY)**

**SUPERVISORY AND NONSUPERVISORY RANKS**

17	<u>Cadet During Training.. . . . .</u>	<u>\$ 2,807 Mo. \$ 33,684</u>
18	<u>Cadet Trooper After Training. . . . .</u>	<u>\$ 3,424 Mo. \$ 41,094</u>
19	<u>Trooper Second Year.. . . . .</u>	<u>42,122</u>
20	<u>Trooper Third Year. . . . .</u>	<u>42,513</u>
21	<u>Senior Trooper. . . . .</u>	<u>42,920</u>
22	<u>Trooper First Class.. . . . .</u>	<u>43,538</u>
23	<u>Corporal. . . . .</u>	<u>44,156</u>
24	<u>Sergeant. . . . .</u>	<u>48,543</u>
25	<u>First Sergeant. . . . .</u>	<u>50,737</u>

1	<u>Second Lieutenant.. . . . .</u>	<u>52,930</u>
2	<u>First Lieutenant. . . . .</u>	<u>55,124</u>
3	<u>Captain.. . . . .</u>	<u>57,318</u>
4	<u>Major.. . . . .</u>	<u>59,511</u>
5	<u>Lieutenant Colonel. . . . .</u>	<u>61,705</u>

**ANNUAL SALARY SCHEDULE (BASE PAY)**

**ADMINISTRATION SUPPORT**

**SPECIALIST CLASSIFICATION**

10	<u>I.. . . . .</u>	<u>42,513</u>
11	<u>II .. . . .</u>	<u>42,920</u>
12	<u>III.. . . .</u>	<u>43,538</u>
13	<u>IV .. . . .</u>	<u>44,156</u>
14	<u>V.. . . . .</u>	<u>48,543</u>
15	<u>VI .. . . .</u>	<u>50,737</u>
16	<u>VII.. . . .</u>	<u>52,930</u>
17	<u>VIII .. . . .</u>	<u>55,124</u>

**ANNUAL SALARY SCHEDULE (BASE PAY)**

**CRIMINALIST CLASSIFICATION**

20	<u>I.. . . . .</u>	<u>42,513</u>
21	<u>II .. . . .</u>	<u>42,920</u>
22	<u>III.. . . .</u>	<u>43,538</u>
23	<u>IV .. . . .</u>	<u>44,156</u>
24	<u>V.. . . . .</u>	<u>48,543</u>
25	<u>VI .. . . .</u>	<u>50,737</u>

1 VII. . . . . 52,930

2 VIII . . . . . 55,124

3 Each member of the West Virginia State Police whose salary is  
4 fixed and specified in this annual salary schedule is entitled to  
5 the length of service increases set forth in subsection (e) of this  
6 section and supplemental pay as provided in subsection (g) of this  
7 section.

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

19 (f) In applying the salary schedules set forth in this section  
20 where salary increases are provided for length of service, members  
21 of the West Virginia State Police in service at the time the  
22 schedules become effective shall be given credit for prior service  
23 and shall be paid the salaries the same length of service entitles  
24 them to receive under the provisions of this section.

25 (g) The Legislature finds and declares that because of the  
26 unique duties of members of the West Virginia State Police, it is

1 not appropriate to apply the provisions of state wage and hour laws  
2 to them. Accordingly, members of the West Virginia State Police  
3 are excluded from the provisions of state wage and hour law. This  
4 express exclusion shall not be construed as any indication that the  
5 members were or were not covered by the wage and hour law prior to  
6 this exclusion.

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

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

1 supplemental payments.

2 (h) Each member of the West Virginia State Police, except the  
3 superintendent and civilian employees, shall execute, before  
4 entering upon the discharge of his or her duties, a bond with  
5 security in the sum of \$5,000 payable to the State of West  
6 Virginia, conditioned upon the faithful performance of his or her  
7 duties, and the bond shall be approved as to form by the Attorney  
8 General and as to sufficiency by the Governor. (i) In consideration  
9 for compensation paid by the West Virginia State Police to its  
10 members during those members' participation in the West Virginia  
11 State Police Cadet Training Program pursuant to section eight,  
12 article twenty-nine, chapter thirty of this code, the West Virginia  
13 State Police may require of its members by written agreement  
14 entered into with each of them in advance of such participation in  
15 the program that, if a member should voluntarily discontinue  
16 employment any time within one year immediately following  
17 completion of the training program, he or she shall be obligated to  
18 pay to the West Virginia State Police a pro rata portion of such  
19 compensation equal to that part of such year which the member has  
20 chosen not to remain in the employ of the West Virginia State  
21 Police.

22 (i) Any member of the West Virginia State Police who is called  
23 to perform active duty training or inactive duty training in the  
24 National Guard or any reserve component of the armed forces of the  
25 United States annually shall be granted, upon request, leave time  
26 not to exceed thirty calendar days for the purpose of performing

1 the active duty training or inactive duty training and the time  
2 granted may not be deducted from any leave accumulated as a member  
3 of the West Virginia State Police.

4 **CHAPTER 18A. SCHOOL PERSONNEL.**

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

6 **§18A-4-2. State minimum salaries for teachers.**

7 (a) ~~Effective July 1, 2007, through June 30, 2008, each~~  
8 ~~teacher shall receive the amount prescribed in the 2007-08 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 Effective July 1, 2008, through June 30, 2011, ~~and~~  
14 ~~thereafter,~~ each teacher shall receive the amount prescribed in  
15 the 2008-09 State Minimum Salary Schedule as set forth in this  
16 section, specific additional amounts prescribed in this section or  
17 article and any county supplement in effect in a county pursuant  
18 to section five-a of this article during the contract year.

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

~~2007-08 STATE MINIMUM SALARY SCHEDULE~~

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

1	21	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>39,889</del>	<del>40,650</del>	<del>41,410</del>	<del>42,171</del>	<del>43,206</del>
2	22	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,407</del>	<del>41,168</del>	<del>41,929</del>	<del>42,690</del>	<del>43,725</del>
3	23	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>42,447</del>	<del>43,208</del>	<del>44,243</del>
4	24	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>42,966</del>	<del>43,727</del>	<del>44,762</del>
5	25	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>43,484</del>	<del>44,245</del>	<del>45,280</del>
6	26	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>44,003</del>	<del>44,764</del>	<del>45,799</del>
7	27	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>44,003</del>	<del>44,764</del>	<del>45,799</del>
8	28	<del>28,561</del>	<del>29,876</del>	<del>30,796</del>	<del>36,842</del>	<del>37,603</del>	<del>40,926</del>	<del>41,687</del>	<del>44,003</del>	<del>44,764</del>	<del>45,799</del>
9	29	<del>28,889</del>	<del>30,204</del>	<del>31,125</del>	<del>37,360</del>	<del>38,121</del>	<del>41,445</del>	<del>42,205</del>	<del>44,522</del>	<del>45,282</del>	<del>46,317</del>
10	30	<del>29,217</del>	<del>30,533</del>	<del>31,453</del>	<del>37,879</del>	<del>38,640</del>	<del>41,963</del>	<del>42,724</del>	<del>45,040</del>	<del>45,801</del>	<del>46,836</del>
11	31	<del>29,545</del>	<del>30,861</del>	<del>31,781</del>	<del>38,397</del>	<del>39,158</del>	<del>42,482</del>	<del>43,242</del>	<del>45,559</del>	<del>46,319</del>	<del>47,354</del>
12	32	<del>29,873</del>	<del>31,189</del>	<del>32,109</del>	<del>38,916</del>	<del>39,677</del>	<del>43,000</del>	<del>43,761</del>	<del>46,077</del>	<del>46,838</del>	<del>47,873</del>
13	33	<del>30,201</del>	<del>31,517</del>	<del>32,437</del>	<del>39,435</del>	<del>40,195</del>	<del>43,519</del>	<del>44,279</del>	<del>46,596</del>	<del>47,356</del>	<del>48,391</del>
14	34	<del>30,529</del>	<del>31,845</del>	<del>32,765</del>	<del>39,953</del>	<del>40,714</del>	<del>44,037</del>	<del>44,798</del>	<del>47,114</del>	<del>47,875</del>	<del>48,910</del>
15	35	<del>30,857</del>	<del>32,173</del>	<del>33,093</del>	<del>40,472</del>	<del>41,232</del>	<del>44,556</del>	<del>45,316</del>	<del>47,633</del>	<del>48,393</del>	<del>49,428</del>

**2008-09 STATE MINIMUM SALARY SCHEDULE**

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

1	8	28,520	29,180	29,444	32,219	32,980	34,748	35,509	36,269	37,030	38,065
2	9	28,848	29,508	29,772	32,738	33,499	35,266	36,027	36,788	37,549	38,584
3	10	29,177	29,836	30,100	33,258	34,018	35,786	36,547	37,308	38,068	39,103
4	11	29,505	30,164	30,428	33,776	34,537	36,305	37,065	37,826	38,587	39,622
5	12	29,833	30,492	30,756	34,295	35,055	36,823	37,584	38,345	39,105	40,140
6	13	30,161	30,820	31,084	34,813	35,574	37,342	38,102	38,863	39,624	40,659
7	14	30,489	31,148	31,412	35,332	36,092	37,860	38,621	39,382	40,142	41,177
8	15	30,817	31,476	31,740	35,850	36,611	38,379	39,139	39,900	40,661	41,696
9	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>			
10	17	31,473	32,133	32,396	36,887	37,648	39,416	40,177	40,937	41,698	42,733
11	18	31,801	32,461	32,725	37,406	38,167	39,934	40,695	41,456	42,217	43,252
12	19	32,129	32,789	33,053	37,924	38,685	40,453	41,214	41,974	42,735	43,770
13	20	32,457	33,117	33,381	38,443	39,204	40,971	41,732	42,493	43,254	44,289
14	21	32,786	33,445	33,709	38,961	39,722	41,490	42,251	43,011	43,772	44,807
15	22	33,114	33,773	34,037	39,480	40,241	42,008	42,769	43,530	44,291	45,326
16	23	33,442	34,101	34,365	39,999	40,759	42,527	43,288	44,048	44,809	45,844
17	24	33,770	34,429	34,693	40,517	41,278	43,046	43,806	44,567	45,328	46,363
18	25	34,098	34,757	35,021	41,036	41,796	43,564	44,325	45,086	45,846	46,881
19	26	34,426	35,085	35,349	41,554	42,315	44,083	44,843	45,604	46,365	47,400
20	27	34,754	35,413	35,677	42,073	42,833	44,601	45,362	46,123	46,883	47,918
21	28	35,082	35,742	36,005	42,591	43,352	45,120	45,880	46,641	47,402	48,437
22	29	35,410	36,070	36,334	43,110	43,870	45,638	46,399	47,160	47,920	48,955
23	30	35,738	36,398	36,662	43,628	44,389	46,157	46,917	47,678	48,439	49,474
24	31	36,067	36,726	36,990	44,147	44,908	46,675	47,436	48,197	48,957	49,992
25	32	36,395	37,054	37,318	44,665	45,426	47,194	47,955	48,715	49,476	50,511
26	33	36,723	37,382	37,646	45,184	45,945	47,712	48,473	49,234	49,995	51,030
27	34	37,051	37,710	37,974	45,702	46,463	48,231	48,992	49,752	50,513	51,548
28	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**

31	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
32	Years	4th	3rd	2nd				M.A.		M.A.	Doc-
33	Exp.				A.B.	A.B. +15	M.A.	+15	M.A. +30	+45	torate
34	<u>0</u>	<u>26,917</u>	<u>27,606</u>	<u>27,872</u>	<u>29,315</u>	<u>30,076</u>	<u>31,843</u>	<u>32,604</u>	<u>33,365</u>	<u>34,126</u>	<u>35,161</u>

1	<u>1</u>	<u>27,245</u>	<u>27,934</u>	<u>28,200</u>	<u>29,833</u>	<u>30,594</u>	<u>32,362</u>	<u>33,123</u>	<u>33,883</u>	<u>34,644</u>	<u>35,679</u>
2	<u>2</u>	<u>27,574</u>	<u>28,262</u>	<u>28,528</u>	<u>30,352</u>	<u>31,113</u>	<u>32,880</u>	<u>33,641</u>	<u>34,402</u>	<u>35,163</u>	<u>36,198</u>
3	<u>3</u>	<u>27,902</u>	<u>28,590</u>	<u>28,856</u>	<u>30,871</u>	<u>31,631</u>	<u>33,399</u>	<u>34,160</u>	<u>34,920</u>	<u>35,681</u>	<u>36,716</u>
4	<u>4</u>	<u>28,474</u>	<u>29,162</u>	<u>29,428</u>	<u>31,633</u>	<u>32,394</u>	<u>34,162</u>	<u>34,923</u>	<u>35,683</u>	<u>36,444</u>	<u>37,479</u>
5	<u>5</u>	<u>28,802</u>	<u>29,490</u>	<u>29,756</u>	<u>32,152</u>	<u>32,913</u>	<u>34,680</u>	<u>35,441</u>	<u>36,202</u>	<u>36,963</u>	<u>37,998</u>
6	<u>6</u>	<u>29,130</u>	<u>29,818</u>	<u>30,084</u>	<u>32,670</u>	<u>33,431</u>	<u>35,199</u>	<u>35,960</u>	<u>36,720</u>	<u>37,481</u>	<u>38,516</u>
7	<u>7</u>	<u>29,458</u>	<u>30,147</u>	<u>30,412</u>	<u>33,189</u>	<u>33,950</u>	<u>35,717</u>	<u>36,478</u>	<u>37,239</u>	<u>38,000</u>	<u>39,035</u>
8	<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>
9	<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>
10	<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>
11	<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>
12	<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>
13	<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>
14	<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>
15	<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>
16	<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>
17	<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>
18	<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>
19	<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>
20	<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>3,981</u>	<u>44,742</u>	<u>45,777</u>
21	<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>
22	<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>
23	<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>
24	<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>
25	<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>
26	<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>
27	<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>
28	<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>
29	<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>
30	<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>
31	<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>
32	<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>
33	<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>
34	<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>
35	<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>

36

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

7 **§18A-4-5. Salary equity among the counties; state salary**  
8 **supplement.**

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

1 effect among the fifty-five counties. Effective July 1, 2013, for  
2 both professional educators and school service personnel, the  
3 differences shall be calculated as otherwise required by this  
4 subsection except that the ten counties offering the highest salary  
5 schedules shall be compared to the lowest salary schedule in effect  
6 among the fifty-five counties.

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

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

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

13           (d) Pursuant to this section, each teacher and school service  
14 personnel shall receive the amount that is the difference between  
15 their authorized state minimum salary and ninety-five percent of  
16 the maximum salary schedules prescribed in sections five-a and  
17 five-b of this article, reduced by any amount provided by the  
18 county as a salary supplement for teachers and school service  
19 personnel on January 1, 1984. ~~of the fiscal year immediately~~  
20 ~~preceding that in which the salary equity appropriation is~~  
21 ~~distributed: Provided, That~~

22           (e) The amount received pursuant to this section shall not be  
23 decreased as a result of any county supplement increase instituted  
24 after January 1, 1984: ~~until the objective of salary equity is~~  
25 ~~reached: Provided, however,~~ That any amount received pursuant to  
26 this section may be reduced proportionately based upon the amount

1 of funds appropriated for this purpose. No county may reduce any  
2 salary supplement that was in effect on January 1, 1984, except as  
3 permitted by sections five-a and five-b of this article.

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

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

7 (1) The Effective July 1, 2010, through June 30, 2011, the  
8 minimum monthly pay for each service employee whose employment is  
9 for a period of more than three and one-half hours a day shall be  
10 at least the amounts indicated in the 2010-2011 State Minimum Pay  
11 Scale Pay Grade and the minimum monthly pay for each service  
12 employee whose employment is for a period of three and one-half  
13 hours or less a day shall be at least one-half the amount indicated  
14 in the 2010-2011 State Minimum Pay Scale Pay Grade set forth in  
15 this ~~section~~ subdivision.

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

2010-2011 STATE MINIMUM PAY SCALE PAY GRADE

Years	Exp.	A	B	C	D	E	F	G	H
0	1,577	1,598	1,639	1,691	1,743	1,805	1,836	1,908	
1	1,609	1,630	1,671	1,723	1,775	1,837	1,868	1,940	
2	1,641	1,662	1,703	1,755	1,807	1,869	1,900	1,972	
3	1,673	1,694	1,735	1,787	1,839	1,901	1,932	2,004	
4	1,705	1,726	1,767	1,819	1,871	1,933	1,964	2,037	
5	1,737	1,758	1,799	1,851	1,903	1,965	1,996	2,069	
6	1,769	1,790	1,832	1,883	1,935	1,997	2,028	2,101	
7	1,802	1,822	1,864	1,915	1,967	2,029	2,060	2,133	
8	1,834	1,854	1,896	1,947	1,999	2,061	2,092	2,165	
9	1,866	1,886	1,928	1,980	2,031	2,093	2,124	2,197	
10	1,898	1,919	1,960	2,012	2,063	2,126	2,157	2,229	
11	1,930	1,951	1,992	2,044	2,095	2,158	2,189	2,261	
12	1,962	1,983	2,024	2,076	2,128	2,190	2,221	2,293	
13	1,994	2,015	2,056	2,108	2,160	2,222	2,253	2,325	
14	2,026	2,047	2,088	2,140	2,192	2,254	2,285	2,357	
15	2,058	2,079	2,120	2,172	2,224	2,286	2,317	2,389	
16	2,090	2,111	2,152	2,204	2,256	2,318	2,349	2,422	
17	2,122	2,143	2,185	2,236	2,288	2,350	2,381	2,454	
18	2,154	2,175	2,217	2,268	2,320	2,382	2,413	2,486	
19	2,187	2,207	2,249	2,300	2,352	2,414	2,445	2,518	
20	2,219	2,239	2,281	2,333	2,384	2,446	2,477	2,550	
21	2,251	2,271	2,313	2,365	2,416	2,478	2,509	2,582	
22	2,283	2,304	2,345	2,397	2,448	2,511	2,542	2,614	
23	2,315	2,336	2,377	2,429	2,481	2,543	2,574	2,646	
24	2,347	2,368	2,409	2,461	2,513	2,575	2,606	2,678	
25	2,379	2,400	2,441	2,493	2,545	2,607	2,638	2,710	
26	2,411	2,432	2,473	2,525	2,577	2,639	2,670	2,742	
27	2,443	2,464	2,505	2,557	2,609	2,671	2,702	2,774	
28	2,475	2,496	2,537	2,589	2,641	2,703	2,734	2,807	
29	2,507	2,528	2,570	2,621	2,673	2,735	2,766	2,839	
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

1	Exp. 31	2,572	2,592	2,634	2,685	2,737	2,799	2,830	2,903
2	32	2,604	2,624	2,666	2,718	2,769	2,831	2,862	2,935
3	33	2,636	2,656	2,698	2,750	2,801	2,863	2,895	2,967
4	34	2,668	2,689	2,730	2,782	2,833	2,896	2,927	2,999
5	35	2,700	2,721	2,762	2,814	2,866	2,928	2,959	3,031
6	36	2,732	2,753	2,794	2,846	2,898	2,960	2,991	3,063
7	37	2,764	2,785	2,826	2,878	2,930	2,992	3,023	3,095
8	38	2,796	2,817	2,858	2,910	2,962	3,024	3,055	3,127
9	39	2,828	2,849	2,890	2,942	2,994	3,056	3,087	3,159
10	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>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
14									
15	<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>
16	<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>
17	<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>
18	<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>
19	<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>
20	<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>
21	<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>
22	<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>
23	<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>
24	<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>
25	<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>
26	<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>
27	<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>
28	<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>
29	<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>
30	<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>
31	<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>
32	<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>

1	<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>
2	<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>
3	<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>
4	<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>
5	<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>
6	<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>
7	<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>
8	<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>
9	<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>
10	<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>
11	<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>
12	<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>
13	<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>
14	<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>
15	<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>
16	<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>
17	<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>
18	<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>
19	<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>
20	<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>
21	<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>
22	<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>
23	<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>

24  
25 (2) Each service employee shall receive the amount prescribed  
26 in the Minimum Pay Scale in accordance with the provisions of this  
27 subsection according to their class title and pay grade as set  
28 forth in this subdivision:

29	CLASS TITLE	PAY GRADE
30	Accountant I. . . . .	D
31	Accountant II.. . . .	E
32	Accountant <del>II</del> <u>III</u> .. . . .	F
33	Accounts Payable Supervisor.. . . .	G

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

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

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

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

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

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

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

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

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

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

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

25 (7) A service employee who holds eighty-four college hours or  
26 comparable credit obtained in a trade or vocational school as

1 approved by the state board;

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

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

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

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

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

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

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

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

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

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

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

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

26 (4) A service employee who holds a master's degree plus

1 forty-five college hours; and

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

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

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

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

18 (i) No service employee may have his or her daily work  
19 schedule changed during the school year without the employee's  
20 written consent and the employee's required daily work hours may  
21 not be changed to prevent the payment of time and one-half wages or  
22 the employment of another employee.

23 (j) The minimum hourly rate of pay for extra duty assignments  
24 as defined in section eight-b of this article shall be no less than  
25 one seventh of the employee's daily total salary for each hour the  
26 employee is involved in performing the assignment and paid entirely

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

16 (k) The minimum pay for any service personnel employees  
17 engaged in the removal of asbestos material or related duties  
18 required for asbestos removal shall be their regular total daily  
19 rate of pay and no less than an additional \$3 per hour or no less  
20 than \$5 per hour for service personnel supervising asbestos removal  
21 responsibilities for each hour these employees are involved in  
22 asbestos related duties. Related duties required for asbestos  
23 removal include, but are not limited to, travel, preparation of the  
24 work site, removal of asbestos decontamination of the work site,  
25 placing and removal of equipment and removal of structures from the  
26 site. If any member of an asbestos crew is engaged in asbestos

1 related duties outside of the employee's regular employment county,  
2 the daily rate of pay shall be no less than the minimum amount as  
3 established in the employee's regular employment county for  
4 asbestos removal and an additional \$30 per each day the employee is  
5 engaged in asbestos removal and related duties. The additional pay  
6 for asbestos removal and related duties shall be payable entirely  
7 from county funds. Before service personnel employees may be used  
8 in the removal of asbestos material or related duties, they shall  
9 have completed a federal Environmental Protection Act approved  
10 training program and be licensed. The employer shall provide all  
11 necessary protective equipment and maintain all records required by  
12 the Environmental Protection Act.

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

25 **CHAPTER 20. NATURAL RESOURCES.**

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

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

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

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

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

16 ~~SUPERVISORY AND NONSUPERVISORY RANKS~~

17 ~~Natural Resources Police Officer In Training (first year until end~~  
18 ~~of probation).. . . . . \$26,337~~  
19 ~~Natural Resources Police Officer (second year). . . . . \$29,768~~  
20 ~~Natural Resources Police Officer (third year).. . . . \$30,140~~  
21 ~~Senior Natural Resources Police Officer (fourth and~~  
22 ~~fifth year).. . . . . \$30,440~~  
23 ~~Senior Natural Resources Police Officer First Class~~  
24 ~~(after fifth year). . . . . \$32,528~~  
25 ~~Senior Natural Resources Police Officer (after~~  
26 ~~tenth year).. . . . . \$33,104~~

1	<del>Senior Natural Resources Police Officer (after</del>	
2	<del>fifteenth year)</del> .. . . . .	<del>\$33,528</del>
3	<del>Corporal (after sixteenth year)</del> .. . . . .	<del>\$36,704</del>
4	<del>Sergeant.</del> . . . . .	<del>\$40,880</del>
5	<del>First Sergeant.</del> . . . . .	<del>\$42,968</del>
6	<del>Lieutenant.</del> . . . . .	<del>\$47,144</del>
7	<del>Captain.</del> .. . . . .	<del>\$49,232</del>
8	<del>Major.</del> . . . . .	<del>\$51,320</del>
9	<del>Lieutenant Colonel.</del> . . . . .	<del>\$53,408</del>
10	<del>Colonel.</del> .. . . . .	

ANNUAL SALARY SCHEDULE (BASE PAY)

SUPERVISORY AND NONSUPERVISORY RANKS

13	<u>Natural Resources Police Officer In Training</u>	
14	<u>(first year until end of probation)</u> .. . . . .	<u>\$30,995</u>
15	<u>Natural Resources Police Officer</u>	
16	<u>(second year)</u> .. . . . .	<u>\$34,727</u>
17	<u>Natural Resources Police Officer</u>	
18	<u>(third year)</u> .. . . . .	<u>\$35,131</u>
19	<u>Senior Natural Resources Police Officer</u>	
20	<u>(fourth and fifth year)</u> .. . . . .	<u>\$35,461</u>
21	<u>Senior Natural Resources Police Officer First Class</u>	
22	<u>(after fifth year)</u> .. . . . .	<u>\$37,701</u>
23	<u>Senior Natural Resources Police Officer</u>	
24	<u>(after tenth year)</u> .. . . . .	<u>\$38,313</u>
25	<u>Senior Natural Resources Police Officer</u>	
26	<u>(after fifteenth year)</u> .. . . . .	<u>\$38,758</u>

1	<u>Corporal</u>	
2	<u>(after sixteenth year) . . . . .</u>	\$42,095
3	<u>Sergeant . . . . .</u>	\$46,477
4	<u>First Sergeant . . . . .</u>	\$48,668
5	<u>Lieutenant . . . . .</u>	\$53,062
6	<u>Captain . . . . .</u>	\$55,253
7	<u>Major . . . . .</u>	\$57,444
8	<u>Lieutenant Colonel . . . . .</u>	\$59,635
9	<u>Colonel . . . . .</u>	

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

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

18           (d) Nothing in this section prohibits other pay increases as  
19 provided under section two, article five, chapter five of this  
20 code: *Provided*, That any across-the-board pay increase granted by  
21 the Legislature or the Governor will be added to, and reflected in,  
22 the minimum salaries set forth in this section; and that any merit  
23 increases granted to an officer over and above the annual salary  
24 schedule listed in subsection (b) of this section are retained by  
25 an officer when he or she advances from one rank to another:  
26 *Provided, however*, That any natural resources police officer who

1 receives an increase in compensation pursuant to the amendment and  
2 reenactment of this section in 2011 shall not receive any across-  
3 the-board pay increase granted by the Legislature or the Governor  
4 in 2011.

5 **CHAPTER 50. MAGISTRATE COURTS.**

6  
7 **ARTICLE 1. COURTS AND OFFICERS.**

8 **§50-1-3. Salaries of magistrates.**

9 (a) The Legislature finds and declares that:

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

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

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

21 (4) Organizing the two tiers of the salary schedule into one  
22 tier for magistrates serving less than eight thousand four hundred  
23 in population and the second tier for magistrates serving eight  
24 thousand four hundred or more in population is rational and  
25 equitable given current statistical information relating to

1 population and caseload; and

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

4 (b) The salary of each magistrate shall be paid by the state.  
5 Magistrates who serve fewer than eight thousand four hundred in  
6 population shall be paid annual salaries of thirty thousand six  
7 hundred twenty-five dollars and magistrates who serve eight  
8 thousand four hundred or more in population shall be paid annual  
9 salaries of thirty-seven thousand dollars: *Provided*, That on and  
10 after the first day of July, two thousand three, magistrates who  
11 serve fewer than eight thousand four hundred in population shall be  
12 paid annual salaries of thirty-three thousand six hundred  
13 twenty-five dollars and magistrates who serve eight thousand four  
14 hundred or more in population shall be paid annual salaries of  
15 forty thousand dollars: *Provided, however*, That on and after the  
16 first day of July, two thousand five, magistrates who serve fewer  
17 than eight thousand four hundred in population shall be paid annual  
18 salaries of forty-three thousand six hundred twenty-five dollars  
19 and magistrates who serve eight thousand four hundred or more in  
20 population shall be paid annual salaries of fifty thousand dollars.  
21 *Provided further*, That on and after the first day of July, 2011,  
22 magistrates who serve fewer than eight thousand four hundred in  
23 population shall be paid annual salaries of \$51,125 and magistrates  
24 who serve eight thousand four hundred or more in population shall  
25 be paid annual salaries of \$57,500.

26 (c) For the purpose of determining the population served by

1 each magistrate, the number of magistrates authorized for each  
2 county shall be divided into the population of each county. For the  
3 purpose of this article, the population of each county is the  
4 population as determined by the last preceding decennial census  
5 taken under the authority of the United States government.

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

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

8 **§51-1-10a. Salary of justices.**

9 The salary of each of the justices of the Supreme Court of  
10 Appeals shall be \$95,000 per year: *Provided*, That beginning July,  
11 1, 2005, the salary of each of the justices of the Supreme Court  
12 shall be \$121,000: *Provided, however, That beginning July 1, 2011,*  
13 *the annual salary of a justice of the Supreme Court shall be*  
14 *\$136,000.*

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

16 **§51-2-13. Salaries of judges of circuit courts.**

17 The salaries of the judges of the various circuit courts shall  
18 be paid solely out of the State Treasury. No county, county  
19 commission, board of commissioners or other political subdivision  
20 shall supplement or add to such salaries.

21 The annual salary of all circuit judges shall be \$90,000 per  
22 year: *Provided*, That beginning July 1, 2005, the annual salary of  
23 all circuit judges shall be \$116,000 per year: *Provided, however,*  
24 *That beginning July 1, 2011, the annual salary of a circuit court*  
25 *judge shall be \$126,000.*

1     **ARTICLE 2A.   FAMILY COURTS.**

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

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

11          (b) The secretary-clerk of the family court judge is appointed  
12     by the family court judge and serves at his or her will and  
13     pleasure. The secretary-clerk of the family court judge is entitled  
14     to receive an annual salary of \$27,036: *Provided,* That on and  
15     after July 1, 2006, the annual salary of the secretary-clerk shall  
16     be established by the administrative director of the Supreme Court  
17     of Appeals, but may not exceed \$35,000. In addition, any person  
18     employed as a secretary-clerk to a family court judge on the  
19     effective date of the enactment of this section during the sixth  
20     extraordinary session of the Legislature in the year 2001 who is  
21     receiving an additional \$500 per year up to ten years of a certain  
22     period of prior employment under the provisions of the prior  
23     enactment of section eight of this article during the second  
24     extraordinary session of the Legislature in the year 1999 shall  
25     continue to receive such additional amount. Further, the

1 secretary-clerk will receive such percentage or proportional salary  
2 increases as may be provided by general law for other public  
3 employees and is entitled to receive the annual incremental salary  
4 increase as provided in article five, chapter five of this code.

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

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

23 (e) Disbursement of salaries for family court judges and  
24 members of their staffs are made by or pursuant to the order of the  
25 Director of the Administrative Office of the Supreme Court of  
26 Appeals.

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

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