

# **WEST VIRGINIA LEGISLATURE**

## **2018 REGULAR SESSION**

**Introduced**

### **House Bill 4145**

BY MR. SPEAKER (MR. ARMSTEAD) AND DELEGATE MILEY

[BY REQUEST OF THE EXECUTIVE]

[Introduced January 16, 2018; Referred  
to the Committee on Finance.]

1 A BILL to amend and reenact §15-2-5 of the Code of West Virginia, 1931, as amended; and to  
 2 amend and reenact §18A-4-2 and §18A-4-8a of said code, all relating to increasing certain  
 3 state employees' salaries; increasing the annual salaries of members of the West Virginia  
 4 State Police; increasing the annual salaries of public school teachers; and increasing the  
 5 annual salaries of school service personnel.

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

## **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 Virginia State Police a system to  
 2 provide for: The promotion of members to the supervisory ranks of sergeant, first sergeant,  
 3 second lieutenant and first lieutenant; the classification of nonsupervisory members within the  
 4 field operations force to the ranks of trooper, senior trooper, trooper first class or corporal; the  
 5 classification of members assigned to the forensic laboratory as criminalist I-VIII; and the  
 6 temporary reclassification of members assigned to administrative duties as administrative support  
 7 specialist I-VIII.

8 (b) The superintendent may propose legislative rules for promulgation in accordance with  
 9 §29A-3-1 *et seq.* of this code for the purpose of ensuring consistency, predictability and  
 10 independent review of any system developed under the provisions of this section.

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

15 (d) Beginning on ~~July 1, 2014~~ July 1, 2018, members shall receive annual salaries payable

16 at least twice per month as follows:

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

18 ~~SUPERVISORY AND NONSUPERVISORY RANKS~~

19	Cadet During Training .....	\$ 33,994
20	Cadet Trooper After Training .....	\$ 41,258
21	Trooper Second Year .....	42,266
22	Trooper Third Year .....	42,649
23	Senior Trooper .....	43,048
24	Trooper First Class .....	43,654
25	Corporal .....	44,260
26	Sergeant .....	48,561
27	First Sergeant .....	50,712
28	Second Lieutenant .....	52,862
29	First Lieutenant .....	55,013
30	Captain .....	57,164
31	Major .....	59,314
32	Lieutenant Colonel .....	61,465

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

34 ~~ADMINISTRATION SUPPORT SPECIALIST CLASSIFICATION~~

35	I .....	42,266
36	II .....	43,048
37	III .....	43,654
38	IV .....	44,260
39	V .....	48,561
40	VI .....	50,712
41	VII .....	52,862

42 VIII ..... 55,013

43 ANNUAL SALARY SCHEDULE (BASE PAY)

44 CRIMINALIST CLASSIFICATION

45 I ..... 42,266

46 II ..... 43,048

47 III ..... 43,654

48 IV ..... 44,260

49 V ..... 48,561

50 VI ..... 50,712

51 VII ..... 52,862

52 VIII ..... 55,013

53 ANNUAL SALARY SCHEDULE (BASE PAY)

54 SUPERVISORY AND NONSUPERVISORY RANKS

55 Cadet During Training ..... \$ 34,426

56 Cadet Trooper After Training ..... \$ 41,690

57 Trooper Second Year ..... 42,698

58 Trooper Third Year ..... 43,081

59 Senior Trooper ..... 43,480

60 Trooper First Class ..... 44,086

61 Corporal ..... 44,692

62 Sergeant..... 48,993

63 First Sergeant..... 51,144

64 Second Lieutenant ..... 53,294

65 First Lieutenant..... 55,445

66 Captain..... 57,596

67 Major ..... 59,746

68 Lieutenant Colonel ..... 61,897

69 ANNUAL SALARY SCHEDULE (BASE PAY)

70 ADMINISTRATION SUPPORT SPECIALIST CLASSIFICATION

71 I ..... 42,698

72 II ..... 43,480

73 III ..... 44,086

74 IV ..... 44,692

75 V ..... 48,993

76 VI ..... 51,144

77 VII ..... 53,294

78 VIII ..... 55,445

79 ANNUAL SALARY SCHEDULE (BASE PAY)

80 CRIMINALIST CLASSIFICATION

81 I ..... 42,698

82 II ..... 43,480

83 III ..... 44,086

84 IV ..... 44,692

85 V ..... 48,993

86 VI ..... 51,144

87 VII ..... 53,294

88 VIII ..... 55,445

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

92 (e) Each member of the West Virginia State Police whose salary is fixed and specified  
93 pursuant to this section shall receive, and is entitled to, an increase in salary over that set forth in

94 subsection (d) of this section for grade in rank, based on length of service, including that service  
95 served before and after the effective date of this section with the West Virginia State Police as  
96 follows: Beginning on January 1, 2015 and continuing thereafter, at the end of two years of service  
97 with the West Virginia State Police, the member shall receive a salary increase of \$500 to be  
98 effective during his or her next year of service and a like increase at yearly intervals thereafter,  
99 with the increases to be cumulative.

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

104 (g) The Legislature finds and declares that because of the unique duties of members of  
105 the West Virginia State Police, it is not appropriate to apply the provisions of state wage and hour  
106 laws to them. Accordingly, members of the West Virginia State Police are excluded from the  
107 provisions of state wage and hour law. This express exclusion shall not be construed as any  
108 indication that the members were or were not covered by the wage and hour law prior to this  
109 exclusion.

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

114 The authority of the superintendent to propose a legislative rule or amendment thereto for  
115 promulgation in accordance with §29A-3-1 *et seq.* of this code to establish the number of hours  
116 which constitute the standard pay period for the members of the West Virginia State Police is  
117 hereby continued. The rule shall further establish, on a graduated hourly basis, the criteria for  
118 receipt of a portion or all of supplemental payment when hours are worked in excess of the  
119 standard pay period. The superintendent shall certify at least twice per month to the West Virginia

120 State Police's payroll officer the names of those members who have worked in excess of the  
121 standard pay period and the amount of their entitlement to supplemental payment. The  
122 supplemental payment may not exceed \$200 per pay period. The superintendent and civilian  
123 employees of the West Virginia State Police are not eligible for any supplemental payments.

124 (h) Each member of the West Virginia State Police, except the superintendent and civilian  
125 employees, shall execute, before entering upon the discharge of his or her duties, a bond with  
126 security in the sum of \$5,000 payable to the State of West Virginia, conditioned upon the faithful  
127 performance of his or her duties, and the bond shall be approved as to form by the Attorney  
128 General and as to sufficiency by the Governor.

129 (i) In consideration for compensation paid by the West Virginia State Police to its members  
130 during those members' participation in the West Virginia State Police Cadet Training Program  
131 pursuant to §30-29-8 of this code, the West Virginia State Police may require of its members by  
132 written agreement entered into with each of them in advance of such participation in the program  
133 that, if a member should voluntarily discontinue employment any time within one year immediately  
134 following completion of the training program, he or she shall be obligated to pay to the West  
135 Virginia State Police a pro rata portion of such compensation equal to that part of such year which  
136 the member has chosen not to remain in the employ of the West Virginia State Police.

137 (j) Any member of the West Virginia State Police who is called to perform active duty  
138 training or inactive duty training in the National Guard or any reserve component of the Armed  
139 Forces of the United States annually shall be granted, upon request, leave time not to exceed  
140 thirty calendar days for the purpose of performing the active duty training or inactive duty training  
141 and the time granted may not be deducted from any leave accumulated as a member of the West  
142 Virginia State Police.

## **CHAPTER 18A. SCHOOL PERSONNEL.**

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

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

1 (a) It is the goal of the Legislature to increase the state minimum salary for teachers with  
 2 zero years of experience and an A. B. degree, including the equity supplement, to at least \$43,000  
 3 by fiscal year 2019.

4 (b) Beginning ~~July 1, 2014~~ July 1, 2018, and continuing thereafter, each teacher shall  
 5 receive the amount prescribed in the state Minimum Salary Schedule as set forth in this section,  
 6 specific additional amounts prescribed in this section or article and any county supplement in  
 7 effect in a county pursuant to section five-a of this article during the contract year.

## STATE MINIMUM SALARY SCHEDULE

Years Exp.	4 <sup>th</sup> Class	3 <sup>rd</sup> Class	2 <sup>nd</sup> Class	A.B. A.B.	A.B. +15	M.A. M.A.	M.A. +15	M.A. +30	M.A. +45	Doc- torate
0	27,917	28,606	28,872	30,315	31,076	32,843	33,604	34,365	35,126	36,161
1	28,245	28,934	29,200	30,833	31,594	33,362	34,123	34,883	35,644	36,679
2	28,574	29,262	29,528	31,352	32,113	33,880	34,641	35,402	36,163	37,198
3	28,902	29,590	29,856	31,871	32,631	34,399	35,160	35,920	36,681	37,716
4	29,474	30,162	30,428	32,633	33,394	35,162	35,923	36,683	37,444	38,479
5	29,802	30,490	30,756	33,152	33,913	35,680	36,441	37,202	37,963	38,998
6	30,130	30,818	31,084	33,670	34,431	36,199	36,960	37,720	38,481	39,516
7	30,458	31,147	31,412	34,189	34,950	36,717	37,478	38,239	39,000	40,035
8	30,786	31,475	31,741	34,707	35,468	37,236	37,997	38,757	39,518	40,553
9	31,114	31,803	32,069	35,226	35,987	37,754	38,515	39,276	40,037	41,072
10	31,443	32,131	32,397	35,746	36,506	38,274	39,035	39,796	40,556	41,591
11	31,771	32,459	32,725	36,264	37,025	38,793	39,553	40,314	41,075	42,110
12	32,099	32,787	33,053	36,783	37,543	39,311	40,072	40,833	41,593	42,628
13	32,427	33,115	33,381	37,301	38,062	39,830	40,590	41,351	42,112	43,147
14	32,755	33,443	33,709	37,820	38,580	40,348	41,109	41,870	42,630	43,665
15	33,083	33,771	34,037	38,338	39,099	40,867	41,627	42,388	43,149	44,184
16	33,411	34,099	34,365	38,857	39,617	41,385	42,146	42,907	43,667	44,702
17	33,739	34,428	34,693	39,375	40,136	41,904	42,665	43,425	44,186	45,221
18	34,067	34,756	35,022	39,894	40,655	42,422	43,183	43,944	44,705	45,740
19	34,395	35,084	35,350	40,412	41,173	42,941	43,702	44,462	45,223	46,258
20	34,723	35,412	35,678	40,931	41,692	43,459	44,220	44,981	45,742	46,777
21	35,052	35,740	36,006	41,449	42,210	43,978	44,739	45,499	46,260	47,295
22	35,380	36,068	36,334	41,968	42,729	44,496	45,257	46,018	46,779	47,814

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23	35,708	36,396	36,662	42,487	43,247	45,015	45,776	46,536	47,297	48,332
24	36,036	36,724	36,990	43,005	43,766	45,534	46,294	47,055	47,816	48,851
25	36,364	37,052	37,318	43,524	44,284	46,052	46,813	47,574	48,334	49,369
26	36,692	37,380	37,646	44,042	44,803	46,571	47,331	48,092	48,853	49,888
27	37,020	37,708	37,974	44,561	45,321	47,089	47,850	48,611	49,371	50,406
28	37,348	38,037	38,302	45,079	45,840	47,608	48,368	49,129	49,890	50,925
29	37,676	38,365	38,631	45,598	46,358	48,126	48,887	49,648	50,408	51,443
30	38,004	38,693	38,959	46,116	46,877	48,645	49,405	50,166	50,927	51,962
31	38,333	39,021	39,287	46,635	47,396	49,163	49,924	50,685	51,445	52,480
32	38,661	39,349	39,615	47,153	47,914	49,682	50,443	51,203	51,964	52,999
33	38,989	39,677	39,943	47,672	48,433	50,200	50,961	51,722	52,483	53,518
34	39,317	40,005	40,271	48,190	48,951	50,719	51,480	52,240	53,001	54,036
35	39,645	40,333	40,599	48,709	49,470	51,237	51,998	52,759	53,520	54,555

<u>Years</u>	<u>4<sup>th</sup></u>	<u>3<sup>rd</sup></u>	<u>2<sup>nd</sup></u>	<u>A.B.</u>	<u>A.B.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>M.A.</u>	<u>Doc-</u>
<u>Exp</u>	<u>Class</u>	<u>Class</u>	<u>Class</u>		<u>+ 15</u>		<u>+ 15</u>	<u>+ 30</u>	<u>+ 45</u>	<u>torate</u>

<u>0</u>	<u>28,321</u>	<u>29,010</u>	<u>29,276</u>	<u>30,719</u>	<u>31,480</u>	<u>33,247</u>	<u>34,008</u>	<u>34,769</u>	<u>35,530</u>	<u>36,565</u>
<u>1</u>	<u>28,649</u>	<u>29,338</u>	<u>29,604</u>	<u>31,237</u>	<u>31,998</u>	<u>33,766</u>	<u>34,527</u>	<u>35,287</u>	<u>36,048</u>	<u>37,083</u>
<u>2</u>	<u>28,978</u>	<u>29,666</u>	<u>29,932</u>	<u>31,756</u>	<u>32,517</u>	<u>34,284</u>	<u>35,045</u>	<u>35,806</u>	<u>36,567</u>	<u>37,602</u>
<u>3</u>	<u>29,306</u>	<u>29,994</u>	<u>30,260</u>	<u>32,275</u>	<u>33,035</u>	<u>34,803</u>	<u>35,564</u>	<u>36,324</u>	<u>37,085</u>	<u>38,120</u>
<u>4</u>	<u>29,878</u>	<u>30,566</u>	<u>30,832</u>	<u>33,037</u>	<u>33,798</u>	<u>35,566</u>	<u>36,327</u>	<u>37,087</u>	<u>37,848</u>	<u>38,883</u>
<u>5</u>	<u>30,206</u>	<u>30,894</u>	<u>31,160</u>	<u>33,556</u>	<u>34,317</u>	<u>36,084</u>	<u>36,845</u>	<u>37,606</u>	<u>38,367</u>	<u>39,402</u>
<u>6</u>	<u>30,534</u>	<u>31,222</u>	<u>31,488</u>	<u>34,074</u>	<u>34,835</u>	<u>36,603</u>	<u>37,364</u>	<u>38,124</u>	<u>38,885</u>	<u>39,920</u>
<u>7</u>	<u>30,862</u>	<u>31,551</u>	<u>31,816</u>	<u>34,593</u>	<u>35,354</u>	<u>37,121</u>	<u>37,882</u>	<u>38,643</u>	<u>39,404</u>	<u>40,439</u>
<u>8</u>	<u>31,190</u>	<u>31,879</u>	<u>32,145</u>	<u>35,111</u>	<u>35,872</u>	<u>37,640</u>	<u>38,401</u>	<u>39,161</u>	<u>39,922</u>	<u>40,957</u>
<u>9</u>	<u>31,518</u>	<u>32,207</u>	<u>32,473</u>	<u>35,630</u>	<u>36,391</u>	<u>38,158</u>	<u>38,919</u>	<u>39,680</u>	<u>40,441</u>	<u>41,476</u>
<u>10</u>	<u>31,847</u>	<u>32,535</u>	<u>32,801</u>	<u>36,150</u>	<u>36,910</u>	<u>38,678</u>	<u>39,439</u>	<u>40,200</u>	<u>40,960</u>	<u>41,995</u>
<u>11</u>	<u>32,175</u>	<u>32,863</u>	<u>33,129</u>	<u>36,668</u>	<u>37,429</u>	<u>39,197</u>	<u>39,957</u>	<u>40,718</u>	<u>41,479</u>	<u>42,514</u>
<u>12</u>	<u>32,503</u>	<u>33,191</u>	<u>33,457</u>	<u>37,187</u>	<u>37,947</u>	<u>39,715</u>	<u>40,476</u>	<u>41,237</u>	<u>41,997</u>	<u>43,032</u>
<u>13</u>	<u>32,831</u>	<u>33,519</u>	<u>33,785</u>	<u>37,705</u>	<u>38,466</u>	<u>40,234</u>	<u>40,994</u>	<u>41,755</u>	<u>42,516</u>	<u>43,551</u>
<u>14</u>	<u>33,159</u>	<u>33,847</u>	<u>34,113</u>	<u>38,224</u>	<u>38,984</u>	<u>40,752</u>	<u>41,513</u>	<u>42,274</u>	<u>43,034</u>	<u>44,069</u>
<u>15</u>	<u>33,487</u>	<u>34,175</u>	<u>34,441</u>	<u>38,742</u>	<u>39,503</u>	<u>41,271</u>	<u>42,031</u>	<u>42,792</u>	<u>43,553</u>	<u>44,588</u>
<u>16</u>	<u>33,815</u>	<u>34,503</u>	<u>34,769</u>	<u>39,261</u>	<u>40,021</u>	<u>41,789</u>	<u>42,550</u>	<u>43,311</u>	<u>44,071</u>	<u>45,106</u>
<u>17</u>	<u>34,143</u>	<u>34,832</u>	<u>35,097</u>	<u>39,779</u>	<u>40,540</u>	<u>42,308</u>	<u>43,069</u>	<u>43,829</u>	<u>44,590</u>	<u>45,625</u>
<u>18</u>	<u>34,471</u>	<u>35,160</u>	<u>35,426</u>	<u>40,298</u>	<u>41,059</u>	<u>42,826</u>	<u>43,587</u>	<u>44,348</u>	<u>45,109</u>	<u>46,144</u>
<u>19</u>	<u>34,799</u>	<u>35,488</u>	<u>35,754</u>	<u>40,816</u>	<u>41,577</u>	<u>43,345</u>	<u>44,106</u>	<u>44,866</u>	<u>45,627</u>	<u>46,662</u>
<u>20</u>	<u>35,127</u>	<u>35,816</u>	<u>36,082</u>	<u>41,335</u>	<u>42,096</u>	<u>43,863</u>	<u>44,624</u>	<u>45,385</u>	<u>46,146</u>	<u>47,181</u>

<u>21</u>	<u>35,456</u>	<u>36,144</u>	<u>36,410</u>	<u>41,853</u>	<u>42,614</u>	<u>44,382</u>	<u>45,143</u>	<u>45,903</u>	<u>46,664</u>	<u>47,699</u>
<u>22</u>	<u>35,784</u>	<u>36,472</u>	<u>36,738</u>	<u>42,372</u>	<u>43,133</u>	<u>44,900</u>	<u>45,661</u>	<u>46,422</u>	<u>47,183</u>	<u>48,218</u>
<u>23</u>	<u>36,112</u>	<u>36,800</u>	<u>37,066</u>	<u>42,891</u>	<u>43,651</u>	<u>45,419</u>	<u>46,180</u>	<u>46,940</u>	<u>47,701</u>	<u>48,736</u>
<u>24</u>	<u>36,440</u>	<u>37,128</u>	<u>37,394</u>	<u>43,409</u>	<u>44,170</u>	<u>45,938</u>	<u>46,698</u>	<u>47,459</u>	<u>48,220</u>	<u>49,255</u>
<u>25</u>	<u>36,768</u>	<u>37,456</u>	<u>37,722</u>	<u>43,928</u>	<u>44,688</u>	<u>46,456</u>	<u>47,217</u>	<u>47,978</u>	<u>48,738</u>	<u>49,773</u>
<u>26</u>	<u>37,096</u>	<u>37,784</u>	<u>38,050</u>	<u>44,446</u>	<u>45,207</u>	<u>46,975</u>	<u>47,735</u>	<u>48,496</u>	<u>49,257</u>	<u>50,292</u>
<u>27</u>	<u>37,424</u>	<u>38,112</u>	<u>38,378</u>	<u>44,965</u>	<u>45,725</u>	<u>47,493</u>	<u>48,254</u>	<u>49,015</u>	<u>49,775</u>	<u>50,810</u>
<u>28</u>	<u>37,752</u>	<u>38,441</u>	<u>38,706</u>	<u>45,483</u>	<u>46,244</u>	<u>48,012</u>	<u>48,772</u>	<u>49,533</u>	<u>50,294</u>	<u>51,329</u>
<u>29</u>	<u>38,080</u>	<u>38,769</u>	<u>39,035</u>	<u>46,002</u>	<u>46,762</u>	<u>48,530</u>	<u>49,291</u>	<u>50,052</u>	<u>50,812</u>	<u>51,847</u>
<u>30</u>	<u>38,408</u>	<u>39,097</u>	<u>39,363</u>	<u>46,520</u>	<u>47,281</u>	<u>49,049</u>	<u>49,809</u>	<u>50,570</u>	<u>51,331</u>	<u>52,366</u>
<u>31</u>	<u>38,737</u>	<u>39,425</u>	<u>39,691</u>	<u>47,039</u>	<u>47,800</u>	<u>49,567</u>	<u>50,328</u>	<u>51,089</u>	<u>51,849</u>	<u>52,884</u>
<u>32</u>	<u>39,065</u>	<u>39,753</u>	<u>40,019</u>	<u>47,557</u>	<u>48,318</u>	<u>50,086</u>	<u>50,847</u>	<u>51,607</u>	<u>52,368</u>	<u>53,403</u>
<u>33</u>	<u>39,393</u>	<u>40,081</u>	<u>40,347</u>	<u>48,076</u>	<u>48,837</u>	<u>50,604</u>	<u>51,365</u>	<u>52,126</u>	<u>52,887</u>	<u>53,922</u>
<u>34</u>	<u>39,721</u>	<u>40,409</u>	<u>40,675</u>	<u>48,594</u>	<u>49,355</u>	<u>51,123</u>	<u>51,884</u>	<u>52,644</u>	<u>53,405</u>	<u>54,440</u>
<u>35</u>	<u>40,049</u>	<u>40,737</u>	<u>41,003</u>	<u>49,113</u>	<u>49,874</u>	<u>51,641</u>	<u>52,402</u>	<u>53,163</u>	<u>53,924</u>	<u>54,959</u>

8 (c) Six hundred dollars shall be paid annually to each classroom teacher who has at least  
9 twenty years of teaching experience. The payments: (i) Shall be in addition to any amounts  
10 prescribed in the applicable State Minimum Salary Schedule; (ii) shall be paid in equal monthly  
11 installments; and (iii) shall be considered a part of the state minimum salaries for teachers.

12 (d) To meet the objective of salary equity among the counties as set forth in §18A-4-5 of  
13 this code, each teacher shall be paid an equity supplement amount as applicable for his or her  
14 classification of certification or classification of training and years of experience as follows, subject  
15 to the provisions of that section:

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

18 (2) For "3rd Class" at zero years of experience, \$1,796. An additional \$67 shall be paid  
19 for each year of experience up to and including thirty-five years of experience;

20 (3) For "2nd Class" at zero years of experience, \$1,877. An additional \$69 shall be paid  
21 for each year of experience up to and including thirty-five years of experience;

22 (4) For "A. B." at zero years of experience, \$2,360. An additional \$69 shall be paid for  
23 each year of experience up to and including thirty-five years of experience;

24 (5) For "A. B. + 15" at zero years of experience, \$2,452. An additional \$69 shall be paid  
25 for each year of experience up to and including thirty-five years of experience;

26 (6) For "M. A." at zero years of experience, \$2,644. An additional \$69 shall be paid for  
27 each year of experience up to and including thirty-five years of experience;

28 (7) For "M. A. + 15" at zero years of experience, \$2,740. An additional \$69 shall be paid  
29 for each year of experience up to and including thirty-five years of experience;

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

32 (9) For "M. A. + 45" at zero years of experience, \$2,836. An additional \$69 shall be paid  
33 for each year of experience up to and including thirty-five years of experience; and

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

36 These payments: (i) Shall be in addition to any amounts prescribed in the applicable State  
37 Minimum Salary Schedule, any specific additional amounts prescribed in this section and article  
38 and any county supplement in effect in a county pursuant to §18A-4-5 of this code; (ii) shall be  
39 paid in equal monthly installments; and (iii) shall be considered a part of the state minimum  
40 salaries for teachers.

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

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

2 (1) Beginning ~~July 1, 2014~~ July 1, 2018, and continuing thereafter, the minimum monthly  
3 pay for each service employee whose employment is for a period of more than three and one-half  
4 hours a day shall be at least the amounts indicated in the state Minimum Pay Scale Pay Grade  
5 and the minimum monthly pay for each service employee whose employment is for a period of  
6 three and one-half hours or less a day shall be at least one-half the amount indicated in the state  
7 Minimum Pay Scale Pay Grade set forth in this subdivision.

8 STATE MINIMUM PAY SCALE PAY GRADE

9           Years—  
10          Exp.———Pay Grade

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
0	1,660	1,681	1,723	1,776	1,829	1,892	1,924	1,997
1	1,692	1,714	1,755	1,808	1,862	1,925	1,956	2,030
2	1,725	1,746	1,788	1,841	1,894	1,957	1,989	2,062
3	1,757	1,779	1,821	1,874	1,927	1,990	2,022	2,095
4	1,790	1,812	1,853	1,906	1,959	2,023	2,054	2,129
5	1,823	1,844	1,886	1,939	1,992	2,055	2,087	2,161
6	1,855	1,877	1,920	1,972	2,025	2,088	2,120	2,194
7	1,889	1,909	1,952	2,004	2,057	2,121	2,152	2,227
8	1,922	1,942	1,985	2,037	2,090	2,153	2,185	2,259
9	1,954	1,975	2,018	2,071	2,123	2,186	2,217	2,292
10	1,987	2,008	2,050	2,103	2,155	2,220	2,251	2,325
11	2,020	2,041	2,083	2,136	2,188	2,252	2,284	2,357
12	2,052	2,074	2,115	2,169	2,222	2,285	2,316	2,390
13	2,085	2,106	2,148	2,201	2,254	2,317	2,349	2,423
14	2,118	2,139	2,181	2,234	2,287	2,350	2,382	2,455
15	2,150	2,172	2,213	2,266	2,319	2,383	2,414	2,488
16	2,183	2,204	2,246	2,299	2,352	2,415	2,447	2,521
17	2,215	2,237	2,280	2,332	2,385	2,448	2,480	2,554
18	2,248	2,270	2,312	2,364	2,417	2,481	2,512	2,587
19	2,282	2,302	2,345	2,397	2,450	2,513	2,545	2,619
20	2,314	2,335	2,378	2,431	2,483	2,546	2,578	2,653
21	2,347	2,367	2,410	2,463	2,515	2,579	2,610	2,687
22	2,380	2,401	2,443	2,496	2,548	2,612	2,644	2,719
23	2,412	2,434	2,476	2,529	2,582	2,646	2,678	2,753
24	2,445	2,466	2,508	2,561	2,614	2,680	2,711	2,787
25	2,478	2,499	2,541	2,594	2,648	2,712	2,745	2,819
26	2,510	2,532	2,573	2,628	2,682	2,746	2,777	2,853
27	2,543	2,564	2,606	2,660	2,714	2,778	2,811	2,886
28	2,576	2,597	2,640	2,694	2,748	2,812	2,845	2,920
29	2,608	2,631	2,673	2,726	2,781	2,846	2,877	2,954
30	2,642	2,663	2,707	2,760	2,814	2,878	2,911	2,987

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31	2,675	2,697	2,741	2,794	2,848	2,912	2,945	3,020
32	2,709	2,730	2,773	2,827	2,880	2,946	2,977	3,054
33	2,743	2,763	2,807	2,861	2,914	2,978	3,011	3,087
34	2,775	2,797	2,841	2,895	2,948	3,012	3,045	3,120
35	2,809	2,831	2,873	2,927	2,980	3,046	3,078	3,154
36	2,843	2,864	2,907	2,961	3,015	3,079	3,112	3,186
37	2,875	2,898	2,941	2,995	3,049	3,113	3,145	3,220
38	2,909	2,930	2,973	3,027	3,081	3,146	3,178	3,254
39	2,943	2,964	3,007	3,061	3,115	3,179	3,212	3,286
40	2,975	2,998	3,040	3,094	3,149	3,213	3,245	3,320

Years  
Exp.

PAY GRADE

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
0	<u>1,682</u>	<u>1,703</u>	<u>1,745</u>	<u>1,798</u>	<u>1,851</u>	<u>1,914</u>	<u>1,946</u>	<u>2,019</u>
1	<u>1,714</u>	<u>1,736</u>	<u>1,777</u>	<u>1,830</u>	<u>1,884</u>	<u>1,947</u>	<u>1,978</u>	<u>2,052</u>
2	<u>1,747</u>	<u>1,768</u>	<u>1,810</u>	<u>1,863</u>	<u>1,916</u>	<u>1,979</u>	<u>2,011</u>	<u>2,084</u>
3	<u>1,779</u>	<u>1,801</u>	<u>1,843</u>	<u>1,896</u>	<u>1,949</u>	<u>2,012</u>	<u>2,044</u>	<u>2,117</u>
4	<u>1,812</u>	<u>1,834</u>	<u>1,875</u>	<u>1,928</u>	<u>1,981</u>	<u>2,045</u>	<u>2,076</u>	<u>2,151</u>
5	<u>1,845</u>	<u>1,866</u>	<u>1,908</u>	<u>1,961</u>	<u>2,014</u>	<u>2,077</u>	<u>2,109</u>	<u>2,183</u>
6	<u>1,877</u>	<u>1,899</u>	<u>1,942</u>	<u>1,994</u>	<u>2,047</u>	<u>2,110</u>	<u>2,142</u>	<u>2,216</u>
7	<u>1,911</u>	<u>1,931</u>	<u>1,974</u>	<u>2,026</u>	<u>2,079</u>	<u>2,143</u>	<u>2,174</u>	<u>2,249</u>
8	<u>1,944</u>	<u>1,964</u>	<u>2,007</u>	<u>2,059</u>	<u>2,112</u>	<u>2,175</u>	<u>2,207</u>	<u>2,281</u>
9	<u>1,976</u>	<u>1,997</u>	<u>2,040</u>	<u>2,093</u>	<u>2,145</u>	<u>2,208</u>	<u>2,239</u>	<u>2,314</u>
10	<u>2,009</u>	<u>2,030</u>	<u>2,072</u>	<u>2,125</u>	<u>2,177</u>	<u>2,242</u>	<u>2,273</u>	<u>2,347</u>
11	<u>2,042</u>	<u>2,063</u>	<u>2,105</u>	<u>2,158</u>	<u>2,210</u>	<u>2,274</u>	<u>2,306</u>	<u>2,379</u>
12	<u>2,074</u>	<u>2,096</u>	<u>2,137</u>	<u>2,191</u>	<u>2,244</u>	<u>2,307</u>	<u>2,338</u>	<u>2,412</u>
13	<u>2,107</u>	<u>2,128</u>	<u>2,170</u>	<u>2,223</u>	<u>2,276</u>	<u>2,339</u>	<u>2,371</u>	<u>2,445</u>
14	<u>2,140</u>	<u>2,161</u>	<u>2,203</u>	<u>2,256</u>	<u>2,309</u>	<u>2,372</u>	<u>2,404</u>	<u>2,477</u>
15	<u>2,172</u>	<u>2,194</u>	<u>2,235</u>	<u>2,288</u>	<u>2,341</u>	<u>2,405</u>	<u>2,436</u>	<u>2,510</u>
16	<u>2,205</u>	<u>2,226</u>	<u>2,268</u>	<u>2,321</u>	<u>2,374</u>	<u>2,437</u>	<u>2,469</u>	<u>2,543</u>
17	<u>2,237</u>	<u>2,259</u>	<u>2,302</u>	<u>2,354</u>	<u>2,407</u>	<u>2,470</u>	<u>2,502</u>	<u>2,576</u>
18	<u>2,270</u>	<u>2,292</u>	<u>2,334</u>	<u>2,386</u>	<u>2,439</u>	<u>2,503</u>	<u>2,534</u>	<u>2,609</u>

<u>19</u>	<u>2,304</u>	<u>2,324</u>	<u>2,367</u>	<u>2,419</u>	<u>2,472</u>	<u>2,535</u>	<u>2,567</u>	<u>2,641</u>
<u>20</u>	<u>2,336</u>	<u>2,357</u>	<u>2,400</u>	<u>2,453</u>	<u>2,505</u>	<u>2,568</u>	<u>2,600</u>	<u>2,675</u>
<u>21</u>	<u>2,369</u>	<u>2,389</u>	<u>2,432</u>	<u>2,485</u>	<u>2,537</u>	<u>2,601</u>	<u>2,632</u>	<u>2,709</u>
<u>22</u>	<u>2,402</u>	<u>2,423</u>	<u>2,465</u>	<u>2,518</u>	<u>2,570</u>	<u>2,634</u>	<u>2,666</u>	<u>2,741</u>
<u>23</u>	<u>2,434</u>	<u>2,456</u>	<u>2,498</u>	<u>2,551</u>	<u>2,604</u>	<u>2,668</u>	<u>2,700</u>	<u>2,775</u>
<u>24</u>	<u>2,467</u>	<u>2,488</u>	<u>2,530</u>	<u>2,583</u>	<u>2,636</u>	<u>2,702</u>	<u>2,733</u>	<u>2,809</u>
<u>25</u>	<u>2,500</u>	<u>2,521</u>	<u>2,563</u>	<u>2,616</u>	<u>2,670</u>	<u>2,734</u>	<u>2,767</u>	<u>2,841</u>
<u>26</u>	<u>2,532</u>	<u>2,554</u>	<u>2,595</u>	<u>2,650</u>	<u>2,704</u>	<u>2,768</u>	<u>2,799</u>	<u>2,875</u>
<u>27</u>	<u>2,565</u>	<u>2,586</u>	<u>2,628</u>	<u>2,682</u>	<u>2,736</u>	<u>2,800</u>	<u>2,833</u>	<u>2,908</u>
<u>28</u>	<u>2,598</u>	<u>2,619</u>	<u>2,662</u>	<u>2,716</u>	<u>2,770</u>	<u>2,834</u>	<u>2,867</u>	<u>2,942</u>
<u>29</u>	<u>2,630</u>	<u>2,653</u>	<u>2,695</u>	<u>2,748</u>	<u>2,803</u>	<u>2,868</u>	<u>2,899</u>	<u>2,976</u>
<u>30</u>	<u>2,664</u>	<u>2,685</u>	<u>2,729</u>	<u>2,782</u>	<u>2,836</u>	<u>2,900</u>	<u>2,933</u>	<u>3,009</u>
<u>31</u>	<u>2,697</u>	<u>2,719</u>	<u>2,763</u>	<u>2,816</u>	<u>2,870</u>	<u>2,934</u>	<u>2,967</u>	<u>3,042</u>
<u>32</u>	<u>2,731</u>	<u>2,752</u>	<u>2,795</u>	<u>2,849</u>	<u>2,902</u>	<u>2,968</u>	<u>2,999</u>	<u>3,076</u>
<u>33</u>	<u>2,765</u>	<u>2,785</u>	<u>2,829</u>	<u>2,883</u>	<u>2,936</u>	<u>3,000</u>	<u>3,033</u>	<u>3,109</u>
<u>34</u>	<u>2,797</u>	<u>2,819</u>	<u>2,863</u>	<u>2,917</u>	<u>2,970</u>	<u>3,034</u>	<u>3,067</u>	<u>3,142</u>
<u>35</u>	<u>2,831</u>	<u>2,853</u>	<u>2,895</u>	<u>2,949</u>	<u>3,002</u>	<u>3,068</u>	<u>3,100</u>	<u>3,176</u>
<u>36</u>	<u>2,865</u>	<u>2,886</u>	<u>2,929</u>	<u>2,983</u>	<u>3,037</u>	<u>3,101</u>	<u>3,134</u>	<u>3,208</u>
<u>37</u>	<u>2,897</u>	<u>2,920</u>	<u>2,963</u>	<u>3,017</u>	<u>3,071</u>	<u>3,135</u>	<u>3,167</u>	<u>3,242</u>
<u>38</u>	<u>2,931</u>	<u>2,952</u>	<u>2,995</u>	<u>3,049</u>	<u>3,103</u>	<u>3,168</u>	<u>3,200</u>	<u>3,276</u>
<u>39</u>	<u>2,965</u>	<u>2,986</u>	<u>3,029</u>	<u>3,083</u>	<u>3,137</u>	<u>3,201</u>	<u>3,234</u>	<u>3,308</u>
<u>40</u>	<u>2,997</u>	<u>3,020</u>	<u>3,062</u>	<u>3,116</u>	<u>3,171</u>	<u>3,235</u>	<u>3,267</u>	<u>3,342</u>

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

14	CLASS TITLE	PAY GRADE
15	Accountant I .....	D
16	Accountant II .....	E

17	Accountant III .....	F
18	Accounts Payable Supervisor .....	G
19	Aide I .....	A
20	Aide II .....	B
21	Aide III .....	C
22	Aide IV .....	D
23	Audiovisual Technician .....	C
24	Auditor .....	G
25	Autism Mentor .....	F
26	Braille Specialist .....	E
27	Bus Operator .....	D
28	Buyer .....	F
29	Cabinetmaker .....	G
30	Cafeteria Manager .....	D
31	Carpenter I .....	E
32	Carpenter II .....	F
33	Chief Mechanic .....	G
34	Clerk I .....	B
35	Clerk II .....	C
36	Computer Operator .....	E
37	Cook I .....	A
38	Cook II .....	B
39	Cook III .....	C
40	Crew Leader .....	F
41	Custodian I .....	A
42	Custodian II .....	B

43	Custodian III .....	C
44	Custodian IV .....	D
45	Director or Coordinator of Services .....	H
46	Draftsman .....	D
47	Early Childhood Classroom Assistant Teacher I .....	E
48	Early Childhood Classroom Assistant Teacher II .....	E
49	Early Childhood Classroom Assistant Teacher III .....	F
50	Educational Sign Language Interpreter I .....	F
51	Educational Sign Language Interpreter II .....	G
52	Electrician I .....	F
53	Electrician II .....	G
54	Electronic Technician I .....	F
55	Electronic Technician II .....	G
56	Executive Secretary .....	G
57	Food Services Supervisor .....	G
58	Foreman .....	G
59	General Maintenance .....	C
60	Glazier .....	D
61	Graphic Artist .....	D
62	Groundsman .....	B
63	Handyman .....	B
64	Heating and Air Conditioning Mechanic I .....	E
65	Heating and Air Conditioning Mechanic II .....	G
66	Heavy Equipment Operator .....	E
67	Inventory Supervisor .....	D
68	Key Punch Operator .....	B

69	Licensed Practical Nurse .....	F
70	Locksmith .....	G
71	Lubrication Man .....	C
72	Machinist .....	F
73	Mail Clerk .....	D
74	Maintenance Clerk .....	C
75	Mason .....	G
76	Mechanic .....	F
77	Mechanic Assistant .....	E
78	Office Equipment Repairman I .....	F
79	Office Equipment Repairman II .....	G
80	Painter .....	E
81	Paraprofessional .....	F
82	Payroll Supervisor .....	G
83	Plumber I .....	E
84	Plumber II .....	G
85	Printing Operator .....	B
86	Printing Supervisor .....	D
87	Programmer .....	H
88	Roofing/Sheet Metal Mechanic .....	F
89	Sanitation Plant Operator .....	G
90	School Bus Supervisor .....	E
91	Secretary I .....	D
92	Secretary II .....	E
93	Secretary III .....	F
94	Sign Support Specialist .....	E

95 Supervisor of Maintenance .....H  
 96 Supervisor of Transportation .....H  
 97 Switchboard Operator-Receptionist .....D  
 98 Truck Driver .....D  
 99 Warehouse Clerk .....C  
 100 Watchman .....B  
 101 Welder .....F  
 102 WVEIS Data Entry and Administrative Clerk .....B

103 (b) An additional \$12 per month is added to the minimum monthly pay of each service  
 104 person who holds a high school diploma or its equivalent.

105 (c) An additional \$11 per month also is added to the minimum monthly pay of each service  
 106 person for each of the following:

107 (1) A service person who holds twelve college hours or comparable credit obtained in a  
 108 trade or vocational school as approved by the state board;

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

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

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

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

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

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

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

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

125 (10) A service person who holds one hundred twenty college hours or comparable credit  
126 obtained in a trade or vocational school as approved by the state board.

127 (d) An additional \$40 per month also is added to the minimum monthly pay of each service  
128 person for each of the following:

129 (1) A service person who holds an associate's degree;

130 (2) A service person who holds a bachelor's degree;

131 (3) A service person who holds a master's degree;

132 (4) A service person who holds a doctorate degree.

133 (e) An additional \$11 per month is added to the minimum monthly pay of each service  
134 person for each of the following:

135 (1) A service person who holds a bachelor's degree plus fifteen college hours;

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

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

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

139 (5) A service person who holds a master's degree plus sixty college hours.

140 (f) To meet the objective of salary equity among the counties, each service person is paid  
141 an equity supplement, as set forth in §18A-4-5 of this code, of \$164 per month, subject to the  
142 provisions of that section. These payments: (i) Are in addition to any amounts prescribed in the  
143 applicable State Minimum Pay Scale Pay Grade, any specific additional amounts prescribed in  
144 this section and article and any county supplement in effect in a county pursuant to section five-  
145 b of this article; (ii) are paid in equal monthly installments; and (iii) are considered a part of the  
146 state minimum salaries for service personnel.

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

150 (h) Any service person required to work on any legal school holiday is paid at a rate one  
151 and one-half times the person's usual hourly rate.

152 (i) Any full-time service personnel required to work in excess of their normal working day  
153 during any week which contains a school holiday for which they are paid is paid for the additional  
154 hours or fraction of the additional hours at a rate of one and one-half times their usual hourly rate  
155 and paid entirely from county board funds.

156 (j) A service person may not have his or her daily work schedule changed during the school  
157 year without the employee's written consent and the person's required daily work hours may not  
158 be changed to prevent the payment of time and one-half wages or the employment of another  
159 employee.

160 (k) The minimum hourly rate of pay for extra duty assignments as defined in section eight-  
161 b of this article is no less than one seventh of the person's daily total salary for each hour the  
162 person is involved in performing the assignment and paid entirely from local funds: *Provided*, That  
163 an alternative minimum hourly rate of pay for performing extra duty assignments within a particular  
164 category of employment may be used if the alternate hourly rate of pay is approved both by the  
165 county board and by the affirmative vote of a two-thirds majority of the regular full-time persons  
166 within that classification category of employment within that county: *Provided, however*, That the  
167 vote is by secret ballot if requested by a service person within that classification category within  
168 that county. The salary for any fraction of an hour the employee is involved in performing the  
169 assignment is prorated accordingly. When performing extra duty assignments, persons who are  
170 regularly employed on a one-half day salary basis shall receive the same hourly extra duty  
171 assignment pay computed as though the person were employed on a full-day salary basis.

172 (l) The minimum pay for any service personnel engaged in the removal of asbestos

173 material or related duties required for asbestos removal is their regular total daily rate of pay and  
174 no less than an additional \$3 per hour or no less than \$5 per hour for service personnel  
175 supervising asbestos removal responsibilities for each hour these employees are involved in  
176 asbestos-related duties. Related duties required for asbestos removal include, but are not limited  
177 to, travel, preparation of the work site, removal of asbestos, decontamination of the work site,  
178 placing and removal of equipment and removal of structures from the site. If any member of an  
179 asbestos crew is engaged in asbestos-related duties outside of the employee's regular  
180 employment county, the daily rate of pay is no less than the minimum amount as established in  
181 the employee's regular employment county for asbestos removal and an additional \$30 per each  
182 day the employee is engaged in asbestos removal and related duties. The additional pay for  
183 asbestos removal and related duties shall be payable entirely from county funds. Before service  
184 personnel may be used in the removal of asbestos material or related duties, they shall have  
185 completed a federal Environmental Protection Act-approved training program and be licensed.  
186 The employer shall provide all necessary protective equipment and maintain all records required  
187 by the Environmental Protection Act.

188 (m) For the purpose of qualifying for additional pay as provided in §18A-5-8 of this code,  
189 an aide is considered to be exercising the authority of a supervisory aide and control over pupils  
190 if the aide is required to supervise, control, direct, monitor, escort or render service to a child or  
191 children when not under the direct supervision of a certified professional person within the  
192 classroom, library, hallway, lunchroom, gymnasium, school building, school grounds or wherever  
193 supervision is required. For purposes of this section, "under the direct supervision of a certified  
194 professional person" means that certified professional person is present, with and accompanying  
195 the aide.

NOTE: The purpose of this bill is to increase the compensation of the membership of the West Virginia State Police and increase the salaries for public school teachers and school service personnel.

Strike-throughs indicate language that would be stricken from a heading or the present law and underscoring indicates new language that would be added.