

# **WEST VIRGINIA LEGISLATURE**

## **2026 REGULAR SESSION**

**Introduced**

### **Senate Bill 106**

By Senator Garcia

[Introduced January 14, 2026; referred  
to the Committee on Transportation and  
Infrastructure; and then to the Committee on Finance]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding a new section,  
2 designated §17-2A-4c, relating to authorizing the West Virginia Commissioner of  
3 Highways to offer locality pay to Division of Highways employees working in certain  
4 jurisdictions.

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

**ARTICLE 2A. WEST VIRGINIA COMMISSIONER OF HIGHWAYS.**

**§17-2A-4c. Locality pay for certain Division of Highways employees.**

1 The commissioner of highways is authorized to approve a locality pay differential for any  
2 employee of the Division of Highways who works in a jurisdiction designated by the commissioner  
3 as one where locality pay is necessary to maintain the division's ability to recruit and retain  
4 employees in a competitive manner. A locality pay differential provided pursuant to this section  
5 may exceed the maximum salary range established for the employee's position classification, but  
6 shall not exceed \$10,000 per year in addition to the employee's regular salary or hourly pay. The  
7 commissioner shall propose rules for legislative approval in accordance with the provisions of  
8 §29A-3-1 et seq. of this code to effectuate the purposes of this section.

NOTE: The purpose of this bill is to provide employees working for the Division of Highways with locality pay for working in a jurisdiction designated by the commissioner as one where locality pay is necessary to maintain the division's ability to recruit and retain employees.

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