

# **WEST VIRGINIA LEGISLATURE**

## **2026 REGULAR SESSION**

**Introduced**

**House Bill 4839**

**FISCAL  
NOTE**

By Delegates Flanigan, Funkhouser, Pritt, Mallow,  
Jennings, B. Ward, Miller, Roop, Bridges, Hanshaw  
(Mr. Speaker), and Clark

[Introduced January 27, 2026; referred to the  
Committee on Government Organization then  
Finance]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding a new section,  
2 designated §15-2-5a, relating to the West Virginia State Police; establishing a geographic  
3 assignment compensation differential.

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

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

**§15-2-5a. Geographic Assignment Compensation Differential.**

1 (a) Legislative findings. The Legislature finds and declares that:

2 (1) Sworn members of the West Virginia State Police are assigned duty stations by agency  
3 command and do not possess unilateral authority to select their geographic assignment;

4 (2) Certain geographic regions of the state experience demonstrably higher housing and  
5 residential costs than the statewide median;

6 (3) Uniform statewide compensation, without regard to mandatory geographic assignment,  
7 imposes a disproportionate financial burden on troopers assigned to such regions;

8 (4) Recruitment, retention, and operational readiness of the State Police are adversely  
9 affected in high-cost assignment areas; and

10 (5) It is in the public interest to provide equitable compensation adjustments that are  
11 narrowly tailored, data-driven, and directly related to mandatory assignment conditions unique to  
12 sworn State Police personnel.

13 (b) Establishment of differential. There is hereby created a Geographic Assignment  
14 Compensation Differential, payable in addition to base salary, for eligible sworn members of the  
15 West Virginia State Police.

16 (c) Eligibility. A sworn member is eligible to receive the differential if the member:

17 (1) Is assigned by agency order to a designated geographic zone established pursuant to  
18 subsection (d) of this section; and

19 (2) Maintains a primary residence within reasonable commuting distance of the assigned  
20 duty station, as defined by rule.

21        (d) Designation of geographic zones.

22        (1) The State Budget Office shall designate geographic zones eligible for the differential.

23        (2) Designation shall be based primarily upon objective housing cost indicators, including

24        but not limited to:

25        (A) Median residential real property values; and

26        (B) Median residential rental rates.

27        (3) Data used shall be obtained from independent, verifiable sources.

28        (4) Geographic zones shall be reviewed and updated no less than once every two years.

29        (e) Amount and form of differential.

30        (1) The differential shall be calculated as a percentage supplement to the member's base

31        salary.

32        (2) The percentage applied shall correspond to the degree by which housing costs in the  
33 assigned zone exceed the statewide median.

34        (3) The differential:

35        (A) Is not base salary for retirement, longevity, or benefit calculation unless otherwise  
36 expressly authorized by law;

37        (B) Shall cease upon reassignment to a non-designated zone; and

38        (C) Shall not be retained during voluntary transfer outside an eligible zone.

39        (f) Funding. The differential shall be funded through specific legislative appropriation and  
40 shall not diminish any existing compensation or benefits.

NOTE: The purpose of this bill is to establish a geographic assignment compensation differential for members of the West Virginia State Police.

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