

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.