

WEST VIRGINIA LEGISLATURE

2026 REGULAR SESSION

Introduced

House Bill 4902

**FISCAL
NOTE**

By Delegates Pritt, Brooks, Kump, and Roop

[Introduced January 28, 2026; referred to the
Committee on the Judiciary then Finance]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding a new section,
2 designated §5-5-4c, relating to pay equity salary adjustments for employees of the Division
3 of Corrections and Rehabilitation.

Be it enacted by the Legislature of West Virginia:

ARTICLE 5. SALARY INCREASE FOR STATE EMPLOYEES.

§5-5-4c. Division of Corrections and Rehabilitation pay equity salary adjustment.

1 (a) The Legislature hereby finds that the Division of Corrections and Rehabilitation, have
2 extreme difficulty with recruiting and retaining employees of all types.

3 (b) The Legislature hereby directs that a pay equity salary adjustment and increase be
4 provided to all employees of the Division of Corrections and Rehabilitation regardless of where the
5 employee reports to work.

6 (c)(1) On July 1, 2026, the Legislature hereby directs that a pay equity salary adjustment
7 and increase be provided to full-time equivalent employees of the Division of Corrections and
8 Rehabilitation that are employed as non-uniform administrative staff. This salary adjustment shall
9 be for a total of three percent of each such employee's salary as of the effective date of this
10 subdivision for those employees who have accumulated three years or more of continuous
11 employment.

12 (2) On or after July 1, 2026, individuals who have accumulated less than three years of
13 continuous employment and individuals becoming employed as full-time equivalent employees of
14 the Division of Corrections and Rehabilitation that are employed as non-uniform administrative
15 staff shall receive a salary adjustment for a total of three percent of each such employee's salary
16 after each such individual accumulates three years of continuous service, which will be calculated
17 based upon the employee's salary at the date he or she accumulated three years of continuous
18 service.

19 (d) Funding for the pay rates for employees of the Division of Corrections and
20 Rehabilitation shall be provided from the general revenue appropriations to the Division of
21 Corrections and Rehabilitation, respectively.

22 (e) For purposes of the reenactment of this section during the regular session of the
23 Legislature in 2026, the salary adjustments set forth in subsection (c) of this section for the
24 applicable full-time equivalent employees of the Division of Corrections and Rehabilitation that are
25 employed as non-uniform administrative staff shall be paid from the general revenue
26 appropriations to the Division of Corrections and Rehabilitation.

27 (f) If any provision of this section conflicts with any rule, policy, or provision of this code, this
28 section shall control. Due to the limits of funding, the implementation of the pay rates and
29 employment requirements shall not be subject to the provisions of §6C-2-1 *et seq.* of this code.
30 The provisions of this section are rehabilitative in nature and it is the specific intent of the
31 Legislature that no private cause of action, either express or implied, shall arise pursuant to the
32 provisions or implementation of this section.

33 (g) If, following this pay raise, the employee will make more than the maximum allowable
34 by the Division of Personnel for the pay grade, this salary increase shall still take effect, and that
35 employee shall make more than the pay grade maximum.

NOTE: The purpose of this bill is to provide a pay equity salary adjustment and increase be provided to all employees of the Division of Corrections and Rehabilitation.

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