

# **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.