

1 **H. B. 4144**

2  
3 (By Delegates Fragale, Iaquina and Craig)  
4 [Introduced January 14, 2014; referred to the  
5 Committee on Finance.]  
6

**FISCAL  
NOTE**

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9  
10 A BILL to amend the Code of West Virginia, 1931, as amended, by  
11 adding thereto a new section, designated §5-5-2a; and to amend  
12 and reenact §18A-4-2 and §18A-4-8a of said code, all relating  
13 to increasing the salaries of state public employees, teachers  
14 and service personnel; and providing the salary increases  
15 totaling \$5,000 per year are to be phased in over a three year  
16 period.

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

18 That the Code of West Virginia, 1931, as amended, be amended  
19 by adding thereto a new section, designated §5-5-2a; and that  
20 §18A-4-2 and §18A-4-8a of said code be amended and reenacted, all  
21 to read as follows:

22 **CHAPTER 5. GENERAL POWERS AND AUTHORITY OF THE GOVERNOR,**  
23 **SECRETARY OF STATE AND ATTORNEY GENERAL; BOARD**



1 (a) Beginning July 1, 2011, and continuing thereafter, each  
 2 teacher shall receive the amount prescribed in the State Minimum  
 3 Salary Schedule as set forth in this section, specific additional  
 4 amounts prescribed in this section or article and any county  
 5 supplement in effect in a county pursuant to section five-a of this  
 6 article during the contract year.

7  
 8 **STATE MINIMUM SALARY SCHEDULE**

9	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10	Years	4th	3rd	2nd		A.B.		M.A.	M.A.	M.A.	Doc-
11	Exp.	Class	Class	Class	A.B.	+15	M.A.	+15	+30	+45	torate
12	0	26,917	27,606	27,872	29,315	30,076	31,843	32,604	33,365	34,126	35,161
13	1	27,245	27,934	28,200	29,833	30,594	32,362	33,123	33,883	34,644	35,679
14	2	27,574	28,262	28,528	30,352	31,113	32,880	33,641	34,402	35,163	36,198
15	3	27,902	28,590	28,856	30,871	31,631	33,399	34,160	34,920	35,681	36,716
16	4	28,474	29,162	29,428	31,633	32,394	34,162	34,923	35,683	36,444	37,479
17	5	28,802	29,490	29,756	32,152	32,913	34,680	35,441	36,202	36,963	37,998
18	6	29,130	29,818	30,084	32,670	33,431	35,199	35,960	36,720	37,481	38,516
19	7	29,458	30,147	30,412	33,189	33,950	35,717	36,478	37,239	38,000	39,035
20	8	29,786	30,475	30,741	33,707	34,468	36,236	36,997	37,757	38,518	39,553
21	9	30,114	30,803	31,069	34,226	34,987	36,754	37,515	38,276	39,037	40,072
22	10	30,443	31,131	31,397	34,746	35,506	37,274	38,035	38,796	39,556	40,591
23	11	30,771	31,459	31,725	35,264	36,025	37,793	38,553	39,314	40,075	41,110
24	12	31,099	31,787	32,053	35,783	36,543	38,311	39,072	39,833	40,593	41,628
25	13	31,427	32,115	32,381	36,301	37,062	38,830	39,590	40,351	41,112	42,147
26	14	31,755	32,443	32,709	36,820	37,580	39,348	40,109	40,870	41,630	42,665
27	15	32,083	32,771	33,037	37,338	38,099	39,867	40,627	41,388	42,149	43,184
28	16	32,411	33,099	33,365	37,857	38,617	40,385	41,146	41,907	42,667	43,702
29	17	32,739	33,428	33,693	38,375	39,136	40,904	41,665	42,425	43,186	44,221
30	18	33,067	33,756	34,022	38,894	39,655	41,422	42,183	42,944	43,705	44,740
31	19	33,395	34,084	34,350	39,412	40,173	41,941	42,702	43,462	44,223	45,258
32	20	33,723	34,412	34,678	39,931	40,692	42,459	43,220	43,981	44,742	45,777

1	21	34,052	34,740	35,006	40,449	41,210	42,978	43,739	44,499	45,260	46,295
2	22	34,380	35,068	35,334	40,968	41,729	43,496	44,257	45,018	45,779	46,814
3	23	34,708	35,396	35,662	41,487	42,247	44,015	44,776	45,536	46,297	47,332
4	24	35,036	35,724	35,990	42,005	42,766	44,534	45,294	46,055	46,816	47,851
5	25	35,364	36,052	36,318	42,524	43,284	45,052	45,813	46,574	47,334	48,369
6	26	35,692	36,380	36,646	43,042	43,803	45,571	46,331	47,092	47,853	48,888
7	27	36,020	36,708	36,974	43,561	44,321	46,089	46,850	47,611	48,371	49,406
8	28	36,348	37,037	37,302	44,079	44,840	46,608	47,368	48,129	48,890	49,925
9	29	36,676	37,365	37,631	44,598	45,358	47,126	47,887	48,648	49,408	50,443
10	30	37,004	37,693	37,959	45,116	45,877	47,645	48,405	49,166	49,927	50,962
11	31	37,333	38,021	38,287	45,635	46,396	48,163	48,924	49,685	50,445	51,480
12	32	37,661	38,349	38,615	46,153	46,914	48,682	49,443	50,203	50,964	51,999
13	33	37,989	38,677	38,943	46,672	47,433	49,200	49,961	50,722	51,483	52,518
14	34	38,317	39,005	39,271	47,190	47,951	49,719	50,480	51,240	52,001	53,036
15	35	38,645	39,333	39,599	47,709	48,470	50,237	50,998	51,759	52,520	53,555

16 (b) \$600 shall be paid annually to each classroom teacher who  
 17 has at least twenty years of teaching experience. The payments:  
 18 (i) Shall be in addition to any amounts prescribed in the  
 19 applicable state minimum salary schedule; (ii) shall be paid in  
 20 equal monthly installments; and (iii) shall be considered a part of  
 21 the state minimum salaries for teachers.

22 (c) To meet the objective of salary equity among the counties  
 23 as set forth in section five of this article, each teacher shall be  
 24 paid an equity supplement amount as applicable for his or her  
 25 classification of certification or classification of training and  
 26 years of experience as follows, subject to the provisions of that  
 27 section:

28 (1) For "4th Class" at zero years of experience, \$1,781. An

1 additional \$38 shall be paid for each year of experience up to and  
2 including thirty-five years of experience;

3 (2) For "3rd Class" at zero years of experience, \$1,796. An  
4 additional \$67 shall be paid for each year of experience up to and  
5 including thirty-five years of experience;

6 (3) For "2nd Class" at zero years of experience, \$1,877. An  
7 additional \$69 shall be paid for each year of experience up to and  
8 including thirty-five years of experience;

9 (4) For "A. B." at zero years of experience, \$2,360. An  
10 additional \$69 shall be paid for each year of experience up to and  
11 including thirty-five years of experience;

12 (5) For "A. B. + 15" at zero years of experience, \$2,452. An  
13 additional \$69 shall be paid for each year of experience up to and  
14 including thirty-five years of experience;

15 (6) For "M. A." at zero years of experience, \$2,644. An  
16 additional \$69 shall be paid for each year of experience up to and  
17 including thirty-five years of experience;

18 (7) For "M. A. + 15" at zero years of experience, \$2,740. An  
19 additional \$69 shall be paid for each year of experience up to and  
20 including thirty-five years of experience;

21 (8) For "M. A. + 30" at zero years of experience, \$2,836. An  
22 additional \$69 shall be paid for each year of experience up to and  
23 including thirty-five years of experience;

24 (9) For "M. A. + 45" at zero years of experience, \$2,836. An

1 additional \$69 shall be paid for each year of experience up to and  
2 including thirty-five years of experience; and

3 (10) For "Doctorate" at zero years of experience, \$2,927. An  
4 additional \$69 shall be paid for each year of experience up to and  
5 including thirty-five years of experience.

6 These payments: (i) Shall be in addition to any amounts  
7 prescribed in the applicable State Minimum Salary Schedule, any  
8 specific additional amounts prescribed in this section and article  
9 and any county supplement in effect in a county pursuant to section  
10 five-a of this article; (ii) shall be paid in equal monthly  
11 installments; and (iii) shall be considered a part of the state  
12 minimum salaries for teachers.

13 (d) As an additional supplement to other salary increases  
14 provided by this article, effective July 1, 2014, each eligible  
15 teacher shall receive, additional annual increases totaling \$5,000  
16 phased in over a three year period in the following manner:

17 (1) On the first anniversary of his or her employment date an  
18 annual increase of \$1,000.

19 (2) On the second anniversary of his or her employment date an  
20 additional increase of \$2,000.

21 (3) On the third anniversary of his or her employment date an  
22 additional increase of \$2,000.

23 (e) Payments pursuant to subsection (d) of this section are:

24 (1) In addition to any amounts prescribed in the applicable

1 state minimum salary schedule;

2 (2) Paid in equal monthly installments; and

3 (3) Considered a part of the state minimum salaries for  
 4 teachers.

5 **§18A-4-8a. Service personnel minimum monthly salaries.**

6 (a) The minimum monthly pay for each service employee shall be  
 7 as follows:

8 (1) Beginning July 1, 2011, and continuing thereafter, the  
 9 minimum monthly pay for each service employee whose employment is  
 10 for a period of more than three and one-half hours a day shall be  
 11 at least the amounts indicated in the State Minimum Pay Scale Pay  
 12 Grade and the minimum monthly pay for each service employee whose  
 13 employment is for a period of three and one-half hours or less a  
 14 day shall be at least one half the amount indicated in the State  
 15 Minimum Pay Scale Pay Grade set forth in this subdivision.

16 STATE MINIMUM PAY SCALE PAY GRADE

17 Years

18 Exp.	Pay Grade								
19	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	
20 0	1,627	1,648	1,689	1,741	1,793	1,855	1,886	1,958	
21 1	1,659	1,680	1,721	1,773	1,825	1,887	1,918	1,990	
22 2	1,691	1,712	1,753	1,805	1,857	1,919	1,950	2,022	
23 3	1,723	1,744	1,785	1,837	1,889	1,951	1,982	2,054	
24 4	1,755	1,776	1,817	1,869	1,921	1,983	2,014	2,087	
25 5	1,787	1,808	1,849	1,901	1,953	2,015	2,046	2,119	
26 6	1,819	1,840	1,882	1,933	1,985	2,047	2,078	2,151	
27 7	1,852	1,872	1,914	1,965	2,017	2,079	2,110	2,183	

1	8	1,884	1,904	1,946	1,997	2,049	2,111	2,142	2,215
2	9	1,916	1,936	1,978	2,030	2,081	2,143	2,174	2,247
3	10	1,948	1,969	2,010	2,062	2,113	2,176	2,207	2,279
4	11	1,980	2,001	2,042	2,094	2,145	2,208	2,239	2,311
5	12	2,012	2,033	2,074	2,126	2,178	2,240	2,271	2,343
6	13	2,044	2,065	2,106	2,158	2,210	2,272	2,303	2,375
7	14	2,076	2,097	2,138	2,190	2,242	2,304	2,335	2,407
8	15	2,108	2,129	2,170	2,222	2,274	2,336	2,367	2,439
9	16	2,140	2,161	2,202	2,254	2,306	2,368	2,399	2,472
10	17	2,172	2,193	2,235	2,286	2,338	2,400	2,431	2,504
11	18	2,204	2,225	2,267	2,318	2,370	2,432	2,463	2,536
12	19	2,237	2,257	2,299	2,350	2,402	2,464	2,495	2,568
13	20	2,269	2,289	2,331	2,383	2,434	2,496	2,527	2,601
14	21	2,301	2,321	2,363	2,415	2,466	2,528	2,559	2,634
15	22	2,333	2,354	2,395	2,447	2,498	2,561	2,593	2,666
16	23	2,365	2,386	2,427	2,479	2,531	2,594	2,625	2,699
17	24	2,397	2,418	2,459	2,511	2,563	2,627	2,658	2,732
18	25	2,429	2,450	2,491	2,543	2,596	2,659	2,691	2,764
19	26	2,461	2,482	2,523	2,576	2,629	2,692	2,723	2,797
20	27	2,493	2,514	2,555	2,608	2,661	2,724	2,756	2,829
21	28	2,525	2,546	2,588	2,641	2,694	2,757	2,789	2,863
22	29	2,557	2,579	2,621	2,673	2,726	2,790	2,821	2,896
23	30	2,591	2,611	2,654	2,706	2,759	2,822	2,854	2,928
24	31	2,623	2,644	2,687	2,739	2,792	2,855	2,887	2,961
25	32	2,656	2,676	2,719	2,772	2,824	2,888	2,919	2,994
26	33	2,689	2,709	2,752	2,805	2,857	2,920	2,953	3,026
27	34	2,721	2,743	2,785	2,838	2,890	2,954	2,986	3,059
28	35	2,754	2,775	2,817	2,870	2,923	2,987	3,018	3,092
29	36	2,787	2,808	2,850	2,903	2,956	3,019	3,051	3,124
30	37	2,819	2,841	2,883	2,936	2,989	3,052	3,083	3,157
31	38	2,852	2,873	2,915	2,968	3,021	3,084	3,116	3,190
32	39	2,885	2,906	2,948	3,001	3,054	3,117	3,149	3,222
33	40	2,917	2,939	2,980	3,033	3,087	3,150	3,181	3,256



1

2 (2) Each service employee shall receive the amount prescribed  
 3 in the Minimum Pay Scale in accordance with the provisions of this  
 4 subsection according to their class title and pay grade as set  
 5 forth in this subdivision:

6 CLASS TITLE	PAY GRADE
7 Accountant I. . . . .	D
8 Accountant II.. . . .	E
9 Accountant III. . . . .	F
10 Accounts Payable Supervisor.. . . .	G
11 Aide I. . . . .	A
12 Aide II.. . . .	B
13 Aide III. . . . .	C
14 Aide IV.. . . .	D
15 Audiovisual Technician. . . . .	C
16 Auditor.. . . .	G
17 Autism Mentor.. . . .	F
18 Braille Specialist. . . . .	E
19 Bus Operator. . . . .	D
20 Buyer.. . . .	F
21 Cabinetmaker. . . . .	G
22 Cafeteria Manager.. . . .	D
23 Carpenter I.. . . .	E
24 Carpenter II. . . . .	F

1 Chief Mechanic. . . . .	G
2 Clerk I.. . . . .	B
3 Clerk II. . . . .	C
4 Computer Operator.. . . . .	E
5 Cook I. . . . .	A
6 Cook II.. . . . .	B
7 Cook III. . . . .	C
8 Crew Leader.. . . . .	F
9 Custodian I.. . . . .	A
10 Custodian II. . . . .	B
11 Custodian III.. . . . .	C
12 Custodian IV. . . . .	D
13 Director or Coordinator of Services.. . . . .	H
14 Draftsman.. . . . .	D
15 Early Childhood Classroom Assistant Teacher - Temporary	
16 Authorization. . . . .	E
17 Early Childhood Classroom Assistant Teacher - Permanent	
18 Authorization. . . . .	E
19 Early Childhood Classroom Assistant Teacher - Paraprofessional	
20 Certificate . . . . .	F
21 Educational Sign Language Interpreter I .....	F
22 Educational Sign Language Interpreter II .....	G
23 Electrician I.. . . . .	F
24 Electrician II. . . . .	G

1	Electronic Technician I.. . . . .	F
2	Electronic Technician II. . . . .	G
3	Executive Secretary.. . . . .	G
4	Food Services Supervisor. . . . .	G
5	Foreman.. . . . .	G
6	General Maintenance.. . . . .	C
7	Glazier.. . . . .	D
8	Graphic Artist. . . . .	D
9	Groundsman. . . . .	B
10	Handyman. . . . .	B
11	Heating and Air Conditioning Mechanic I.. . . . .	E
12	Heating and Air Conditioning Mechanic II. . . . .	G
13	Heavy Equipment Operator. . . . .	E
14	Inventory Supervisor. . . . .	D
15	Key Punch Operator. . . . .	B
16	Licensed Practical Nurse. . . . .	F
17	Locksmith.. . . . .	G
18	Lubrication Man.. . . . .	C
19	Machinist.. . . . .	F
20	Mail Clerk. . . . .	D
21	Maintenance Clerk.. . . . .	C
22	Mason.. . . . .	G
23	Mechanic. . . . .	F
24	Mechanic Assistant. . . . .	E

1	Office Equipment Repairman I. . . . .	F
2	Office Equipment Repairman II.. . . .	G
3	Painter.. . . .	E
4	Paraprofessional. . . . .	F
5	Payroll Supervisor. . . . .	G
6	Plumber I.. . . .	E
7	Plumber II. . . . .	G
8	Printing Operator.. . . .	B
9	Printing Supervisor.. . . .	D
10	Programmer. . . . .	H
11	Roofing/Sheet Metal Mechanic. . . . .	F
12	Sanitation Plant Operator.. . . .	G
13	School Bus Supervisor.. . . .	E
14	Secretary I.. . . .	D
15	Secretary II. . . . .	E
16	Secretary III.. . . .	F
17	Sign Support Specialist .....	E
18	Supervisor of Maintenance.. . . .	H
19	Supervisor of Transportation. . . . .	H
20	Switchboard Operator-Receptionist.. . . .	D
21	Truck Driver. . . . .	D
22	Warehouse Clerk.. . . .	C
23	Watchman. . . . .	B
24	Welder. . . . .	F

1 WVEIS Data Entry and Administrative Clerk... . . . . . B

2 (b) An additional \$12 per month is added to the minimum  
3 monthly pay of each service person who holds a high school diploma  
4 or its equivalent.

5 (c) An additional \$11 per month also is added to the minimum  
6 monthly pay of each service person for each of the following:

7 (1) A service person who holds twelve college hours or  
8 comparable credit obtained in a trade or vocational school as  
9 approved by the state board;

10 (2) A service person who holds twenty-four college hours or  
11 comparable credit obtained in a trade or vocational school as  
12 approved by the state board;

13 (3) A service person who holds thirty-six college hours or  
14 comparable credit obtained in a trade or vocational school as  
15 approved by the state board;

16 (4) A service person who holds forty-eight college hours or  
17 comparable credit obtained in a trade or vocational school as  
18 approved by the state board;

19 (5) A service employee who holds sixty college hours or  
20 comparable credit obtained in a trade or vocational school as  
21 approved by the state board;

22 (6) A service person who holds seventy-two college hours or  
23 comparable credit obtained in a trade or vocational school as  
24 approved by the state board;

1           (7) A service person who holds eighty-four college hours or  
2 comparable credit obtained in a trade or vocational school as  
3 approved by the state board;

4           (8) A service person who holds ninety-six college hours or  
5 comparable credit obtained in a trade or vocational school as  
6 approved by the state board;

7           (9) A service person who holds one hundred eight college hours  
8 or comparable credit obtained in a trade or vocational school as  
9 approved by the state board;

10          (10) A service person who holds one hundred twenty college  
11 hours or comparable credit obtained in a trade or vocational school  
12 as approved by the state board;

13          (d) An additional \$40 per month also is added to the minimum  
14 monthly pay of each service person for each of the following:

15           (1) A service person who holds an associate's degree;

16           (2) A service person who holds a bachelor's degree;

17           (3) A service person who holds a master's degree;

18           (4) A service person who holds a doctorate degree.

19          (e) An additional \$11 per month is added to the minimum  
20 monthly pay of each service person for each of the following:

21           (1) A service person who holds a bachelor's degree plus  
22 fifteen college hours;

23           (2) A service person who holds a master's degree plus fifteen  
24 college hours;

1           (3) A service person who holds a master's degree plus thirty  
2 college hours;

3           (4) A service person who holds a master's degree plus  
4 forty-five college hours; and

5           (5) A service person who holds a master's degree plus sixty  
6 college hours.

7           (f) To meet the objective of salary equity among the counties,  
8 each service person is paid an equity supplement, as set forth in  
9 section five of this article, of \$152 per month, subject to the  
10 provisions of that section. These payments: (i) Are in addition to  
11 any amounts prescribed in the applicable State Minimum Pay Scale  
12 Pay Grade, any specific additional amounts prescribed in this  
13 section and article and any county supplement in effect in a county  
14 pursuant to section five-b of this article; (ii) is paid in equal  
15 monthly installments; and (iii) is considered a part of the state  
16 minimum salaries for service personnel.

17           (g) When any part of a school service person's daily shift of  
18 work is performed between the hours of six o'clock p. m. and five  
19 o'clock a. m. the following day, the employee is paid no less than  
20 an additional \$10 per month and one half of the pay is paid with  
21 local funds.

22           (h) Any service person required to work on any legal school  
23 holiday is paid at a rate one and one-half times the person's usual  
24 hourly rate.

1           (i) Any full-time service personnel required to work in excess  
2 of their normal working day during any week which contains a school  
3 holiday for which they are paid is paid for the additional hours or  
4 fraction of the additional hours at a rate of one and one-half  
5 times their usual hourly rate and paid entirely from county board  
6 funds.

7           (j) A service person may not have his or her daily work  
8 schedule changed during the school year without the employee's  
9 written consent and the person's required daily work hours may not  
10 be changed to prevent the payment of time and one-half wages or the  
11 employment of another employee.

12           (k) The minimum hourly rate of pay for extra duty assignments  
13 as defined in section eight-b of this article is no less than one  
14 seventh of the person's daily total salary for each hour the person  
15 is involved in performing the assignment and paid entirely from  
16 local funds: *Provided*, That an alternative minimum hourly rate of  
17 pay for performing extra duty assignments within a particular  
18 category of employment may be used if the alternate hourly rate of  
19 pay is approved both by the county board and by the affirmative  
20 vote of a two-thirds majority of the regular full-time persons  
21 within that classification category of employment within that  
22 county: *Provided, however*, That the vote is by secret ballot if  
23 requested by a service person within that classification category  
24 within that county. The salary for any fraction of an hour the



1 employee is involved in performing the assignment is prorated  
2 accordingly. When performing extra duty assignments, persons who  
3 are regularly employed on a one-half day salary basis shall receive  
4 the same hourly extra duty assignment pay computed as though the  
5 person were employed on a full-day salary basis.

6 (1) The minimum pay for any service personnel engaged in the  
7 removal of asbestos material or related duties required for  
8 asbestos removal is their regular total daily rate of pay and no  
9 less than an additional \$3 per hour or no less than \$5 per hour for  
10 service personnel supervising asbestos removal responsibilities for  
11 each hour these employees are involved in asbestos-related duties.  
12 Related duties required for asbestos removal include, but are not  
13 limited to, travel, preparation of the work site, removal of  
14 asbestos decontamination of the work site, placing and removal of  
15 equipment and removal of structures from the site. If any member  
16 of an asbestos crew is engaged in asbestos related duties outside  
17 of the employee's regular employment county, the daily rate of pay  
18 is no less than the minimum amount as established in the employee's  
19 regular employment county for asbestos removal and an additional  
20 \$30 per each day the employee is engaged in asbestos removal and  
21 related duties. The additional pay for asbestos removal and  
22 related duties shall be payable entirely from county funds. Before  
23 service personnel may be used in the removal of asbestos material  
24 or related duties, they shall have completed a federal

1 Environmental Protection Act approved training program and be  
2 licensed. The employer shall provide all necessary protective  
3 equipment and maintain all records required by the Environmental  
4 Protection Act.

5 (m) For the purpose of qualifying for additional pay as  
6 provided in section eight, article five of this chapter, an aide is  
7 considered to be exercising the authority of a supervisory aide and  
8 control over pupils if the aide is required to supervise, control,  
9 direct, monitor, escort or render service to a child or children  
10 when not under the direct supervision of a certified professional  
11 person within the classroom, library, hallway, lunchroom,  
12 gymnasium, school building, school grounds or wherever supervision  
13 is required. For purposes of this section, "under the direct  
14 supervision of a certified professional person" means that  
15 certified professional person is present, with and accompanying the  
16 aide.

17 (n) As an additional supplement to other salary increases  
18 provided by this article, effective July 1, 2014, each eligible  
19 service employee shall receive, additional annual increases  
20 totaling \$5,000 phased in over a three year period in the following  
21 manner:

22 (1) On the first anniversary of his or her employment date an  
23 annual increase of \$1,000.

24 (2) On the second anniversary of his or her employment date an

1 additional increase of \$2,000.

2 (3) On the third anniversary of his or her employment date an  
3 additional increase of \$2,000.

4 (o) Payments pursuant to subsection (n) of this section are:

5 (1) In addition to any amounts prescribed in the applicable  
6 state minimum salary schedule;

7 (2) Paid in equal monthly installments; and

8 (3) Considered a part of the state minimum salaries for  
9 service employees.

NOTE: The purpose of this bill is to increase the salaries of state public employees, teachers and service personnel. The bill provides salary increases totaling \$5,000 per year are to be phased in over a three year period.

§5-5-2a is new; therefore, it has been completely underscored.

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