

WEST VIRGINIA LEGISLATURE

2022 REGULAR SESSION

Introduced

House Bill 4626

FISCAL
NOTE

BY DELEGATES LINVILLE, FOSTER, STEELE, MAYNARD,

KEATON AND HOLSTEIN

[Introduced February 10, 2022; Referred to the Committee
on Government Organization]

1 A BILL to amend the code of West Virginia, 1931, as amended, by adding thereto a new section,
2 designated §29-6-4a, all relating to required information for job postings; defining terms;
3 requiring the Division of Personnel to compensation information within job postings; and
4 requiring state agencies to provide certain compensation information to the Division of
5 Personnel.

Be it enacted by the Legislature of West Virginia:

ARTICLE 6. CIVIL SERVICE SYSTEM.

§29-6-4a. Information required for all job postings in the classified service.

1 (a) The following terms are defined as follows:

2 (1) "Direct compensation" means base salary and incentives that are provided regularly
3 and consistently.

4 (2) "Indirect compensation" means any noncash benefit provided to an employee,
5 including, but not limited to:

6 (A) Health insurance;

7 (B) Dental insurance;

8 (C) Vision insurance;

9 (D) Life insurance;

10 (E) Disability income protection;

11 (F) Retirement benefits;

12 (G) Employer student loan contributions or other employee assistance programs;

13 (H) Educational benefits;

14 (I) Childcare;

15 (J) Relocation benefits; and

16 (K) Annual leave, sick leave, and any other form of paid time-off.

17 (3) "Total compensation statement" means a list of direct and indirect compensation
18 provided or offered for a position, including an itemized list of the types of compensation provided

19 or offered and a cumulative total of the value of all compensation provided or offered.

20 (b) The Division of Personnel shall provide a total compensation statement for all
21 advertisements or postings for positions within the classified service.

22 (c) Each agency, division, department, board, or commission whose positions are within
23 the classified service shall provide, on forms created by the division, all direct and indirect
24 compensation information.

NOTE: The purpose of this bill is regarding required information for job postings; defining terms; requiring the Division of Personnel to provide compensation information within its job postings; and requiring state agencies to provide certain compensation information to the Division of Personnel.

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