

WEST VIRGINIA LEGISLATURE

2023 REGULAR SESSION

Introduced

House Bill 2879

By Delegates Nestor, Hanna, Martin, Barnhart, Kump,
Storch, Honaker, Vance, Crouse, Reynolds, and
Ridenour

[Introduced January 20, 2023; Referred to the
Committee on Jails and Prisons then Finance]

1 A BILL amend and reenact §5-5-4b of the Code of West Virginia, 1931, as amended, relating to
 2 providing a pay raise and sign-on bonus to correctional personnel in West Virginia to retain
 3 current workers and attract new workers to this field.

Be it enacted by the Legislature of West Virginia:

ARTICLE 5. SALARY INCREASE FOR STATE EMPLOYEES.

**§5-5-4b. Division of Corrections, Division of Juvenile Services, and Regional Jail Authority
 pay equity salary adjustment.**

1 (a) The Legislature hereby finds that the Division of Corrections, Division of Juvenile
 2 Services and the West Virginia Regional Jail and Correctional Facility Authority have extreme
 3 difficulty with recruiting and retaining employees of all types.

4 (b) The Legislature hereby directs that a pay equity salary adjustment and increase be
 5 provided to all employees of the Division of Corrections, Division of Juvenile Services, and the
 6 West Virginia Regional Jail and Correctional Facility Authority, regardless of where the employee
 7 reports to work. This salary adjustment shall be for a total of \$6,000 apportioned over a three-year
 8 period as follows:

9 (1) On July 1, 2018, applicable employees of the Division of Corrections, Division of
 10 Juvenile Services, and the West Virginia Regional Jail and Correctional Facility Authority shall be
 11 given an increase in annual pay of \$2,000;

12 (2) On July 1, 2019, applicable employees of the Division of Corrections, Division of
 13 Juvenile Services, and the West Virginia Regional Jail and Correctional Facility Authority shall be
 14 given an increase in annual pay of \$2,000; and

15 (3) On July 1, 2020, applicable employees of the Division of Corrections, Division of
 16 Juvenile Services, and the West Virginia Regional Jail and Correctional Facility Authority shall be
 17 given an increase in annual pay of \$2,000.

18 (4) On or after July 1, 2023, applicable employees of Division of Corrections, Division of
 19 Juvenile Services, and the West Virginia Regional Jail and Correctional Facility Authority who

20 have accumulated three years or more years of continuous employment shall be given a retention
21 bonus of \$6000.

22 (5) After July 1, 2023, individuals becoming employed with the Division of Corrections,
23 Division of Juvenile Services, or the West Virginia Regional Jail and Correctional Authority shall
24 receive a sign-on bonus of \$3,000. Employees hired after July 1, 2023, shall receive an additional
25 \$3,000 retention bonus after accumulating three or more years of continuous employment.

26 (c) Funding for the pay rates for employees of the Division of Corrections and Division of
27 Juvenile Services shall be provided from the general revenue appropriations to the Division of
28 Corrections and Division of Juvenile Services, respectively.

29 (d) The salary adjustment for employees of the West Virginia Regional Jail Authority shall
30 be funded from the special revenue fund established in §31-20-10 of this code, and shall not
31 require additional general revenue appropriations from the Legislature.

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

38 (f) If, following this pay raise, the employee will make more than the maximum allowable
39 by the Division of Personnel for the pay grade, this salary increase shall still take effect, and that
40 employee shall make more than the pay grade maximum.

NOTE: The purpose of this bill is to provide for a pay increase and a sign-on bonus for corrections employees to retain current workers and to attract new workers to this field.

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