



State Personnel Board
Policy Review Summary

AGENCY: Department of Administration – Division of Personnel (DOP)

PROPOSAL: To update the DOP’s Pay Plan Schedule of Salary Grades; to abolish all special hiring rates below the new minimum of the compensation range; and to move Nurse Practitioner (9602) and Physician Assistant (9640) to pay grade 81 in the Physician and Allied Health Executives pay schedule.

AGENCY JUSTIFICATION: The DOP is requesting a revision of the DOP’s Pay Plan Schedule of Salary Grades to replace the current minimum, market and maximum rates of pay grades 2 through 26 by ten (10%) percent, with a plan of implementation that provides that (1) an incumbent whose salary is below the minimum rate of the new compensation range shall have his/her salary adjusted to the new minimum; (2) an incumbent whose salary is within the new compensation range shall maintain his/her current salary; and (3) an incumbent whose salary falls above the maximum rate of the new compensation range shall maintain his/her current salary.

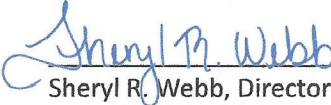
Additionally, in order to properly implement the new Schedule of Salary Grades the DOP is requesting an adjustment to the current special hiring rates that have been established by the State Personnel Board, by (1) eliminating all special hiring rates that are below the proposed new minimum rates; (2) retaining all special hiring rates that are currently authorized for any rate within or exceeding the proposed compensation range.

Lastly, the DOP is requesting to move the Nurse Practitioner (9602) and Physician Assistant (9640) to pay grade 81 in the Physician and Allied Health Executives pay schedule. This pay grade is reflective of the type of work being performed and the training and experience required.

The DOP has worked in conjunction with the Governor’s Office and the State Budget Office to ensure that the proposed revisions and plan of implementation are fair and affordable. The DOP has consulted with the personnel workgroup, which is comprised of human resources directors from various departments. In addition, the DOP has also notified the local health departments, Cabinet Secretaries, department heads, bureau chiefs and members of the Human Resource Advisory Committee.

DOP RECOMMENDATION: Staff recommends **APPROVAL** of the proposal as submitted to be effective on July 30, 2022, upon approval of the Governor’s Office.

GUIDANCE FROM STATUTE AND RULE: W. Va. Code §29-6-10(2) and Section 5.2 of the *Administrative Rule of the West Virginia Division of Personnel*, W. Va. Code R. §143-1-1 *et seq.*, authorizes the State Personnel Board, after consultation with appointing authorities and the state fiscal offers, and after a public hearing, to adopt a new or amend the existing pay plan. The pay plan shall become effective only after it has been approved by the Governor.


Sheryl R. Webb, Director
Division of Personnel

6/16/2022
Date

Board Action Date: _____

Effective Date: _____

Board Action: Approved _____

Disapproved _____

Modified _____

Deferred _____

WAM 6/13/2022

Salary Grades 2-26

| Pay Grade | Minimum | Market | Maximum |
|------------------|----------------|---------------|----------------|
| 2 | \$20,074 | \$32,720 | \$37,136 |
| 3 | \$20,712 | \$33,760 | \$38,316 |
| 4 | \$21,373 | \$34,837 | \$39,540 |
| 5 | \$22,040 | \$35,924 | \$40,773 |
| 6 | \$22,723 | \$37,037 | \$42,037 |
| 7 | \$23,870 | \$38,908 | \$44,160 |
| 8 | \$25,073 | \$40,869 | \$46,385 |
| 9 | \$26,333 | \$42,922 | \$48,716 |
| 10 | \$27,662 | \$45,088 | \$51,173 |
| 11 | \$29,047 | \$47,345 | \$53,736 |
| 12 | \$30,502 | \$49,718 | \$56,428 |
| 13 | \$32,336 | \$52,707 | \$59,820 |
| 14 | \$34,261 | \$55,844 | \$63,382 |
| 15 | \$35,994 | \$58,670 | \$66,589 |
| 16 | \$38,157 | \$62,195 | \$70,589 |
| 17 | \$40,457 | \$65,944 | \$74,845 |
| 18 | \$42,898 | \$69,922 | \$79,358 |
| 19 | \$45,042 | \$73,417 | \$83,326 |
| 20 | \$47,287 | \$77,077 | \$87,480 |
| 21 | \$49,642 | \$80,916 | \$91,837 |
| 22 | \$53,129 | \$86,600 | \$98,288 |
| 23 | \$56,858 | \$92,678 | \$105,186 |
| 24 | \$60,843 | \$99,174 | \$112,560 |
| 25 | \$65,111 | \$106,130 | \$120,456 |
| 26 | \$69,676 | \$113,572 | \$128,900 |

Physicians and Allied Health Executives

| JobTitle/Pay Grade | Minimum | Market | Maximum |
|--|-----------|-----------|-----------|
| Pharmacist 1/80 | \$70,475 | \$88,084 | \$105,692 |
| Pharmacist 2; Nurse Practitioner; Physician Assistant/81 | \$78,448 | \$98,050 | \$117,665 |
| Pharmacy Director/82 | \$83,899 | \$104,874 | \$125,849 |
| Physician/97 | \$87,595 | \$142,780 | \$157,938 |
| Physician Specialist/98 | \$100,874 | \$164,425 | \$181,223 |
| Physician Director/99 | \$116,173 | \$189,362 | \$208,006 |