

**West Virginia University at Parkersburg Board of Governors
Meeting of March 19, 2024**

ITEM: Approval of inflation-adjusted staff Mercer pay scale and corresponding equity pay adjustments

RECOMMENDED RESOLUTION: *Resolved*, that effective July 1, 2024, the West Virginia University at Parkersburg Board of Governors approves the inflation-adjusted staff Mercer pay scale and a proposed wage adjustment necessary to bring current salaries in line with the new minimum for all staff and the 25th percentile of the current scale for all staff with at least five years of employment.

STAFF MEMBER: Alice Harris, Executive Vice President of Finance & Administration

BACKGROUND:

The last adjustment of the Mercer pay scale was in fiscal year 2017. WV Statute requires that all non-faculty employees be compensated at the minimum rates established by the Mercer scale. However, the State has not adjusted these rates for inflation or to reflect across-the-board staff pay raises that have been authorized in state budgets since 2017. Additionally, starting salaries have not kept up with current market values. As a result, it has become nearly impossible to hire and retain the qualified staff necessary to provide an outstanding educational experience for our students.

Determining Market Rate:

To measure the current market rate for staff salaries we started with the FY 2017 rates and adjusted them for each subsequent pay raise to arrive at an adjusted starting staff pay scale as included on the attached worksheet.

If approved, all staff (classified and nonclassified) whose wages fall below the new minimum levels will receive a pay increase to adjust their salary to the minimum. In addition, all classified and nonclassified employees with five or more years of service will be adjusted to the 25th percentile of the scale or a maximum of \$5,000. The application of the new staff pay scale utilizes a methodology that is consistent with the way the new faculty pay scale was implemented last September. The total estimated cost including payroll taxes and benefits is \$227,700. WVU Parkersburg paid off a long-term lease agreement with WVU in January 2024 resulting in annual cash savings of \$256,052 which will cover the cost of the increases proposed above.

Approved by BOG.

LREG	Late Registration Fee	25.00
LTPF	Late Tuition Payment Fee (per each payment deadline)	25.00
LSCF	Legal Studies Course Fee (per course) (LS 210, LS 220)	30.00
MATH	Mathematics Laboratory Fee (per course) (MATH 120E, 125E)	35.00
MDSP	MDS Senior Project Fee (per course) (MDS 491, 492)	450.00
MUSA	Music Advanced Course Fee (per course) (MUSI 390)	450.00
NURF	Nursing Fee (NURS 134, 144, 174, 234, 235, 244, 260)	200.00
NURL	Nursing Lab Fee (NURS 134, 144, 174, 234, 235, 244, 260)	250.00
NURS	Nursing Testing Fee (NURS 134, 144, 174, 234, 235, 244, 260)	240.00
LKIT	Online Biology Lab Kit Fee	150.00
GKIT	Online Geology Lab Kit Fee (per course) (PSCI 112)	100.00
PSFE	Parking & Safety Fee (per semester) (excludes online programs & Early College)	25.00
	Parking Permit Replacement	5.00
PCLF	Patient Care Tech Lab Fee (per course) (PCT 101, PCT 102)	70.00
PCTF	Patient Care Tech Testing Fee (per course) PCT 101	450.00
PCTF	Patient Care Tech Testing Fee (per course) PCT 102	389.00
PTEC	Pharmacy Tech Lab Fee (per course) (PTEC 101)	50.00
PTCF	Pharmacy Tech Testing Fee (per course) (PTEC 101)	30.00
PTCF	Pharmacy Tech Testing Fee (per course) (PTEC 121)	200.00
PLTF	Placement Testing Fee	10.00
EVAL	Prior Learning Assessment Evaluation	100.00
	Proctor Exam Fee	25.00
	PSB-ST Exam Fee	20.00
	Returned Check Service Fee	25.00
LABF	Science Lab Fee (per course)	50.00
SACT	Student Activity Fee (per semester) (excludes online programs & Early College)	25.00
	Student ID Card Replacement	10.00
STLF	Surgical Technology Lab Fee (per course) (ST 100, ST 110)	255.00
STSM	Surgical Technology Student Membership Fee (per course) (ST 100)	80.00
SURG	Surgical Technology Testing Fee (per course) (ST 100, 211)	115.00
SURG	Surgical Technology Testing Fee (per course) (ST 110)	280.00
SURG	Surgical Technology Testing Fee (per course) (ST 212)	50.00
TECH	Technical Program Fee (per course) (All ATPT, CMAT, ELEC, IDIT, IM, INDT, IST, MTEC courses)	150.00
TECF	Technology Fee (per credit hour)(excludes Early College & technical course)	25.00
	Transcript Fee (all requests)	10.00
	Transcript Fee (expedited)	0.00
WELD	Welding Course Fee (per course) (All WELD courses)	225.00

This proposal does not preclude the possibility that the WV Legislature will provide funding for another across-the-board pay increase for all state employees. Should this happen, such pay raises will be added to current base salaries when calculating whether an equity adjustment is necessary. Anyone below the new minimum, or the 25th percentile for employees with five years of service, will receive an additional equity adjustment.

New Staff Hiring Scale Effective 7/1/2024

Grade	Minimum Hourly Wage	Minimum Annual Wage	25% Annual	25% Hourly Rate	Mid Point Annual	Mid Point Per Hour	75% Annual	75% Hourly Rate	Maximum	Maximum Per Hour
1	\$ 12.97	\$ 25,292	\$ 28,219	\$ 14.47	\$ 31,146	\$ 15.97	\$ 34,073	\$ 17.47	\$ 37,000	\$ 18.97
2	\$ 14.36	\$ 28,002	\$ 31,502	\$ 16.15	\$ 35,001	\$ 17.95	\$ 38,501	\$ 19.74	\$ 42,000	\$ 21.54
3	\$ 16.41	\$ 32,000	\$ 36,000	\$ 18.46	\$ 40,000	\$ 20.51	\$ 44,000	\$ 22.56	\$ 48,000	\$ 24.62
4	\$ 18.46	\$ 35,997	\$ 40,748	\$ 20.90	\$ 45,499	\$ 23.33	\$ 50,249	\$ 25.77	\$ 55,000	\$ 28.21
5	\$ 20.89	\$ 40,736	\$ 46,052	\$ 23.62	\$ 51,368	\$ 26.34	\$ 56,684	\$ 29.07	\$ 62,000	\$ 31.79
6	\$ 24.10	\$ 46,995	\$ 53,121	\$ 27.24	\$ 59,248	\$ 30.38	\$ 65,374	\$ 33.53	\$ 71,500	\$ 36.67
7	\$ 27.15	\$ 52,943	\$ 60,282	\$ 30.91	\$ 67,621	\$ 34.68	\$ 74,961	\$ 38.44	\$ 82,300	\$ 42.21
8	\$ 31.05	\$ 60,548	\$ 68,911	\$ 35.34	\$ 77,274	\$ 39.63	\$ 85,637	\$ 43.92	\$ 94,000	\$ 48.21
9	\$ 35.39	\$ 69,011	\$ 78,633	\$ 40.32	\$ 88,255	\$ 45.26	\$ 97,878	\$ 50.19	\$ 107,500	\$ 55.13
10	\$ 40.32	\$ 78,624	\$ 89,843	\$ 46.07	\$ 101,062	\$ 51.83	\$ 112,281	\$ 57.58	\$ 123,500	\$ 63.33
11	\$ 46.20	\$ 90,090	\$ 103,068	\$ 52.86	\$ 116,045	\$ 59.51	\$ 129,023	\$ 66.17	\$ 142,000	\$ 72.82
12	\$ 52.00	\$ 101,400	\$ 131,050	\$ 67.21	\$ 160,700	\$ 82.41	\$ 190,350	\$ 97.62	\$ 220,000	\$ 112.82

New Mercer Schedule September 1, 2017

Grade	Minimum Hourly Wage	Minimum Annual Wage	25th	Midpoint	75th	Maximum
1	\$ 9.85	\$ 19,208	\$ 22,050	\$ 24,900	\$ 27,750	\$ 30,600
2	\$ 11.38	\$ 22,191	\$ 25,500	\$ 28,800	\$ 32,100	\$ 35,400
3	\$ 13.13	\$ 25,604	\$ 29,450	\$ 33,300	\$ 37,150	\$ 41,000
4	\$ 15.13	\$ 29,504	\$ 33,950	\$ 38,400	\$ 42,850	\$ 47,300
5	\$ 17.54	\$ 34,203	\$ 39,300	\$ 44,400	\$ 49,500	\$ 54,600
6	\$ 20.26	\$ 39,507	\$ 45,450	\$ 51,400	\$ 57,350	\$ 63,300
7	\$ 23.44	\$ 45,708	\$ 52,500	\$ 59,400	\$ 66,250	\$ 73,100
8	\$ 27.08	\$ 52,806	\$ 60,700	\$ 68,600	\$ 76,500	\$ 84,400
9	\$ 31.28	\$ 60,996	\$ 70,150	\$ 79,300	\$ 88,450	\$ 97,600
10	\$ 36.15	\$ 70,493	\$ 81,100	\$ 91,700	\$ 102,300	\$ 112,900
11	\$ 41.79	\$ 81,491	\$ 93,750	\$ 106,000	\$ 118,250	\$ 130,500
12	\$ 48.36	\$ 94,302	\$ 108,450	\$ 122,600	\$ 136,750	\$ 150,900

After 2% Increase FY 2018

Grade	Minimum Hourly Wage	Minimum Annual Wage	25th	Midpoint	75th	Maximum
1	\$ 10.05	\$ 19,592	\$ 22,491	\$ 25,398	\$ 28,305	\$ 31,212
2	\$ 11.61	\$ 22,635	\$ 26,010	\$ 29,376	\$ 32,742	\$ 36,108
3	\$ 13.39	\$ 26,116	\$ 30,039	\$ 33,966	\$ 37,893	\$ 41,820
4	\$ 15.43	\$ 30,094	\$ 34,629	\$ 39,168	\$ 43,707	\$ 48,246
5	\$ 17.89	\$ 34,887	\$ 40,086	\$ 45,288	\$ 50,490	\$ 55,692
6	\$ 20.67	\$ 40,297	\$ 46,359	\$ 52,428	\$ 58,497	\$ 64,566
7	\$ 23.91	\$ 46,622	\$ 53,550	\$ 60,588	\$ 67,575	\$ 74,562
8	\$ 27.62	\$ 53,862	\$ 61,914	\$ 69,972	\$ 78,030	\$ 86,088
9	\$ 31.91	\$ 62,216	\$ 71,553	\$ 80,886	\$ 90,219	\$ 99,552
10	\$ 36.87	\$ 71,902	\$ 82,722	\$ 93,534	\$ 104,346	\$ 115,158
11	\$ 42.63	\$ 83,120	\$ 95,625	\$ 108,120	\$ 120,615	\$ 133,110
12	\$ 49.33	\$ 96,188	\$ 110,619	\$ 125,052	\$ 139,485	\$ 153,918

After 3% Increase FY 2019

Grade	Minimum Hourly Wage	Minimum Annual Wage	25th	Midpoint	75th	Maximum
1	\$ 10.35	\$ 20,179	\$ 23,166	\$ 26,160	\$ 29,154	\$ 32,148
2	\$ 11.96	\$ 23,314	\$ 26,790	\$ 30,257	\$ 33,724	\$ 37,191
3	\$ 13.79	\$ 26,899	\$ 30,940	\$ 34,985	\$ 39,030	\$ 43,075
4	\$ 15.90	\$ 30,996	\$ 35,668	\$ 40,343	\$ 45,018	\$ 49,693
5	\$ 18.43	\$ 35,934	\$ 41,289	\$ 46,647	\$ 52,005	\$ 57,363
6	\$ 21.29	\$ 41,506	\$ 47,750	\$ 54,001	\$ 60,252	\$ 66,503
7	\$ 24.63	\$ 48,021	\$ 55,157	\$ 62,406	\$ 69,602	\$ 76,799

8	\$ 28.45	\$ 55,478	\$ 63,771	\$ 72,071	\$ 80,371	\$ 88,671
9	\$ 32.86	\$ 64,082	\$ 73,700	\$ 83,313	\$ 92,926	\$ 102,539
10	\$ 37.98	\$ 74,059	\$ 85,204	\$ 96,340	\$ 107,476	\$ 118,613
11	\$ 43.90	\$ 85,614	\$ 98,494	\$ 111,364	\$ 124,233	\$ 137,103
12	\$ 50.81	\$ 99,074	\$ 113,938	\$ 128,804	\$ 143,670	\$ 158,536

After \$2,100 Increase FY 2023

Grade	Minimum Hourly Wage	Minimum Annual Wage	25th	Midpoint	75th	Maximum
1	\$ 11.43	\$ 22,285	\$ 25,266	\$ 28,260	\$ 31,254	\$ 34,248
2	\$ 13.04	\$ 25,420	\$ 28,890	\$ 32,357	\$ 35,824	\$ 39,291
3	\$ 14.87	\$ 29,005	\$ 33,040	\$ 37,085	\$ 41,130	\$ 45,175
4	\$ 16.98	\$ 33,102	\$ 37,768	\$ 42,443	\$ 47,118	\$ 51,793
5	\$ 19.51	\$ 38,040	\$ 43,389	\$ 48,747	\$ 54,105	\$ 59,463
6	\$ 22.37	\$ 43,612	\$ 49,850	\$ 56,101	\$ 62,352	\$ 68,603
7	\$ 25.71	\$ 50,127	\$ 57,257	\$ 64,506	\$ 71,702	\$ 78,899
8	\$ 29.53	\$ 57,584	\$ 65,871	\$ 74,171	\$ 82,471	\$ 90,771
9	\$ 33.94	\$ 66,188	\$ 75,800	\$ 85,413	\$ 95,026	\$ 104,639
10	\$ 39.06	\$ 76,165	\$ 87,304	\$ 98,440	\$ 109,576	\$ 120,713
11	\$ 44.98	\$ 87,720	\$ 100,594	\$ 113,464	\$ 126,333	\$ 139,203
12	\$ 51.89	\$ 101,180	\$ 116,038	\$ 130,904	\$ 145,770	\$ 160,636

After \$2,300 Increase FY 2024

Grade	Minimum Hourly Wage	Minimum Annual Wage	25th	Midpoint	75th	Maximum
1	\$ 12.97	\$ 25,292	\$ 28,219	\$ 31,146	\$ 34,073	\$ 37,000
2	\$ 14.36	\$ 28,002	\$ 31,502	\$ 35,001	\$ 38,501	\$ 42,000
3	\$ 16.41	\$ 32,000	\$ 36,000	\$ 40,000	\$ 44,000	\$ 48,000
4	\$ 18.46	\$ 35,997	\$ 40,748	\$ 45,499	\$ 50,249	\$ 55,000
5	\$ 20.89	\$ 40,736	\$ 46,052	\$ 51,368	\$ 56,684	\$ 62,000
6	\$ 24.10	\$ 46,995	\$ 53,121	\$ 59,248	\$ 65,374	\$ 71,500
7	\$ 27.15	\$ 52,943	\$ 60,282	\$ 67,621	\$ 74,961	\$ 82,300
8	\$ 31.05	\$ 60,548	\$ 68,911	\$ 77,274	\$ 85,637	\$ 94,000
9	\$ 35.39	\$ 69,011	\$ 78,633	\$ 88,255	\$ 97,878	\$ 107,500
10	\$ 40.32	\$ 78,624	\$ 89,843	\$ 101,062	\$ 112,281	\$ 123,500
11	\$ 46.20	\$ 90,090	\$ 103,068	\$ 116,045	\$ 129,023	\$ 142,000
12	\$ 52.00	\$ 101,400	\$ 131,050	\$ 160,700	\$ 190,350	\$ 220,000