



# Pay Transparency Wage Range Disclosure Compendium

With Pending Legislation

Updated as of July 10, 2023

# Pay Transparency Wage Range Disclosure Compendium

# Current Laws

Jurisdiction	To Whom?	Timing	What Must be Provided	Effective Date
<b>CA</b> California	Applicants + Employees	On job posting and upon applicant and/or employee's request.	<p>"Pay scale," which means the salary or hourly wage range that the employer reasonably expects to pay for the position.</p> <p><u>Record Retention Requirement:</u> Must maintain records of a job title and wage rate history for each employee for the duration of the employment plus three years after the end of the employment in order for the Labor Commissioner to determine if there is still a pattern of wage discrepancy. These records shall be open to inspection by the Labor Commissioner.</p>	Jan. 1, 2023
<b>CO</b> Colorado	Applicants + Employees	<p>On job posting.</p> <p>Notice of a promotional opportunity must be made to all employees for whom it may be a promotion, on the same calendar day, and sufficiently in advance of the hiring or promotion decision that employees receiving notice may apply. There is an exception where an employer continuously—at least once per month—either (1) hires for a specific position that would qualify as a promotional opportunity for any current employees, or (2) automatically promotes employees in an in-line job progression upon completing set requirements (e.g., a certification or number of service hours): Such an employer may provide a single notice of such promotional opportunities, rather than a notice for each individual promotion.</p>	<p><u>Compensation Information Posting Requirement:</u> For roles that could be performed in CO, employers must include: (1) the hourly rate or salary compensation; and (2) a general description of other forms of compensation.</p> <p><u>Promotional Opportunity Notice Requirement:</u> Employers must post or otherwise notify CO employees of all job vacancies whether such vacancies exist in CO or elsewhere, and whether or not any CO employee is qualified for the job. The notice must be in writing and can be made by any method(s) reaching all employees. The definition of promotion is broad, applies to any opportunity that could be a promotion for any employee within the organization (including potentially world-wide roles), and includes in-line, career progression promotions. There are some exceptions to this requirement for confidential searches, certain automatic promotions, and temporary, acting, or interim roles.</p> <p>Effective 1/1/24 amendments to the law will: (a) redefine what constitutes a "job opportunity;" (b) add a requirement to include the date the application window is anticipated to close; (c) require a notice to current employees regarding the candidate selected for a job opportunity; and (d) require disclosure of information related to "career progressions" to current employees.</p> <p><u>Record Retention Requirement:</u> Employers must keep records of job descriptions and wage rate history for each employee for the duration of the employee's employment plus two years after the end of employment.</p>	Jan. 1, 2021
<b>CT</b> Connecticut	Applicants + Employees	<p>Applicants: Upon earliest of (1) applicant's request; or (2) prior to or at the time of an offer of compensation.</p> <p>Employees: Upon (1) hire; (2) change in employee's position; or (3) employee's first request.</p>	Wage range, which means the range of wages the employer anticipates relying on when setting wages for a position and may include reference to: (1) any applicable pay scale; (2) previously determined range of wages for the position; (3) actual range of wages for those employees currently holding comparable positions; or (4) the employer's budgeted amount for the position.	Oct. 1, 2021

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<b>HI</b> Hawaii	Applicants	On job listing.  But not on job listings for: (1) positions that are internal transfers or promotions with a current employer; (2) public employee positions for which salary, benefits, or other compensation are determined pursuant to collective bargaining; or (3) positions with employers having fewer than fifty employees.	Hourly rate or salary range reasonably reflecting the actual expected compensation.	Jan. 1, 2024
<b>MD</b> Maryland	Applicants	Upon request.	Wage range (undefined).	Oct. 1, 2020
<b>NV</b> Nevada	Applicants + Employees	Applicants: Upon completion of an interview for a position.  Employees: For promotion or transfer to a new position if the employee has (1) applied for the promotion or transfer; (2) completed an interview for the promotion or transfer or been offered the promotion or transfer; and (3) requested the wage or salary range or rate for the promotion or transfer.	Wage or salary range or rate.	Oct. 1, 2021
<b>NJ</b> New Jersey (Jersey City)	Applicants + Employees	On a posting or advertisement that provides notice of employment opportunities, transfers, or promotions.	Minimum and maximum annual salary or hourly wage. In stating the minimum and maximum annual salary or hourly wage for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	July 6, 2022
<b>NY</b> New York State	Applicants + Employees	In an advertisement for a job, promotion, or transfer opportunity that will physically be performed, at least in part, in the state of New York, or performed outside of New York but that reports to a New York supervisor or location, employers must disclose: (1) the compensation or a range of compensation; and (2) the job description if such description exists. For jobs, promotions, or transfer opportunities paid solely on commission, employer must disclose in writing in a general statement that compensation shall be based on commission.	Must disclose: (1) the compensation or a range of compensation for such job, promotion, or transfer opportunity; and (2) the job description for such job, promotion, or transfer opportunity, if such description exists. For jobs, promotions, or transfer opportunities paid solely on commission, must disclose in writing in a general statement that compensation shall be based on commission.  <u>Recordkeeping Requirement:</u> Must keep and maintain necessary records to comply with the requirements of this section including, but not limited to, the history of compensation ranges for each job, promotion, or transfer opportunity and the job descriptions for such positions, if such descriptions exist.	Sept. 17, 2023
<b>NY</b> New York (Albany County)	Applicants + Employees	On advertisement for a job, promotion or transfer opportunity.	Minimum and maximum salary or hourly wage. In stating the minimum and maximum salary or hourly wage for a position, the range may extend from the lowest to highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Mar. 9, 2023

# Current Laws

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<b>NY</b> New York (Ithaca)	Applicants + Employees	On advertisement for a job, promotion, or transfer opportunity.	Minimum and maximum hourly or salary compensation. In stating the minimum and maximum hourly or salary compensation for a position, the range may extend from the lowest to the highest hourly or salary compensation the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Sept. 1, 2022
<b>NY</b> New York (NYC)	Applicants + Employees	On advertisement for a job, promotion, or transfer opportunity.	Minimum and maximum annual salary or hourly wage. In stating the minimum and maximum annual salary or hourly wage for a position, the range may extend from the lowest to the highest annual salary or hourly wage the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Nov. 1, 2022
<b>NY</b> New York (Westchester County)	Applicants + Employees	On posting for job, promotion, or transfer opportunity.	Minimum and maximum salary for a position. In stating the minimum and maximum salary for a position, the range may extend from the lowest to the highest salary the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity.	Nov. 6, 2022
<b>OH</b> Ohio (Cincinnati)	Applicants	Upon reasonable request, after a conditional offer of employment.	Pay scale (undefined).	Mar. 12, 2020
<b>OH</b> Ohio (Toledo)	Applicants	Upon reasonable request, after a conditional offer of employment.	Pay scale (undefined).	Jun. 25, 2020
<b>RI</b> Rhode Island	Applicants + Employees	Applicants: Upon request. Employer should provide the wage range prior to discussing compensation.  Employees: Upon (1) hire; (2) when employee moves into a new position; or (3) employee's request.	Wage range, which means:  Applicants: The wage range the employer anticipates relying on in setting wages for the position and may include reference to any applicable pay scale, previously determined range of wages for the position, the actual range of wages for those currently holding equivalent positions, or the budgeted amount for the position, as applicable.  Employees: May include reference to any applicable pay scale, previously determined range of wages for the position, or the range of wages for incumbents in equivalent positions, as applicable.	Jan. 1, 2023, but no civil penalties until Jan. 1, 2025
<b>WA</b> Washington	Applicants + Employees	In each posting for each job opening.  Employees: Upon request after offer of internal transfer to a new position or promotion.	In posting: Wage scale or salary range, and a general description of all of the benefits and other compensation to be offered to the hired applicant.  Employees: Wage scale or salary range for the employee's new position.	Jan. 1, 2023

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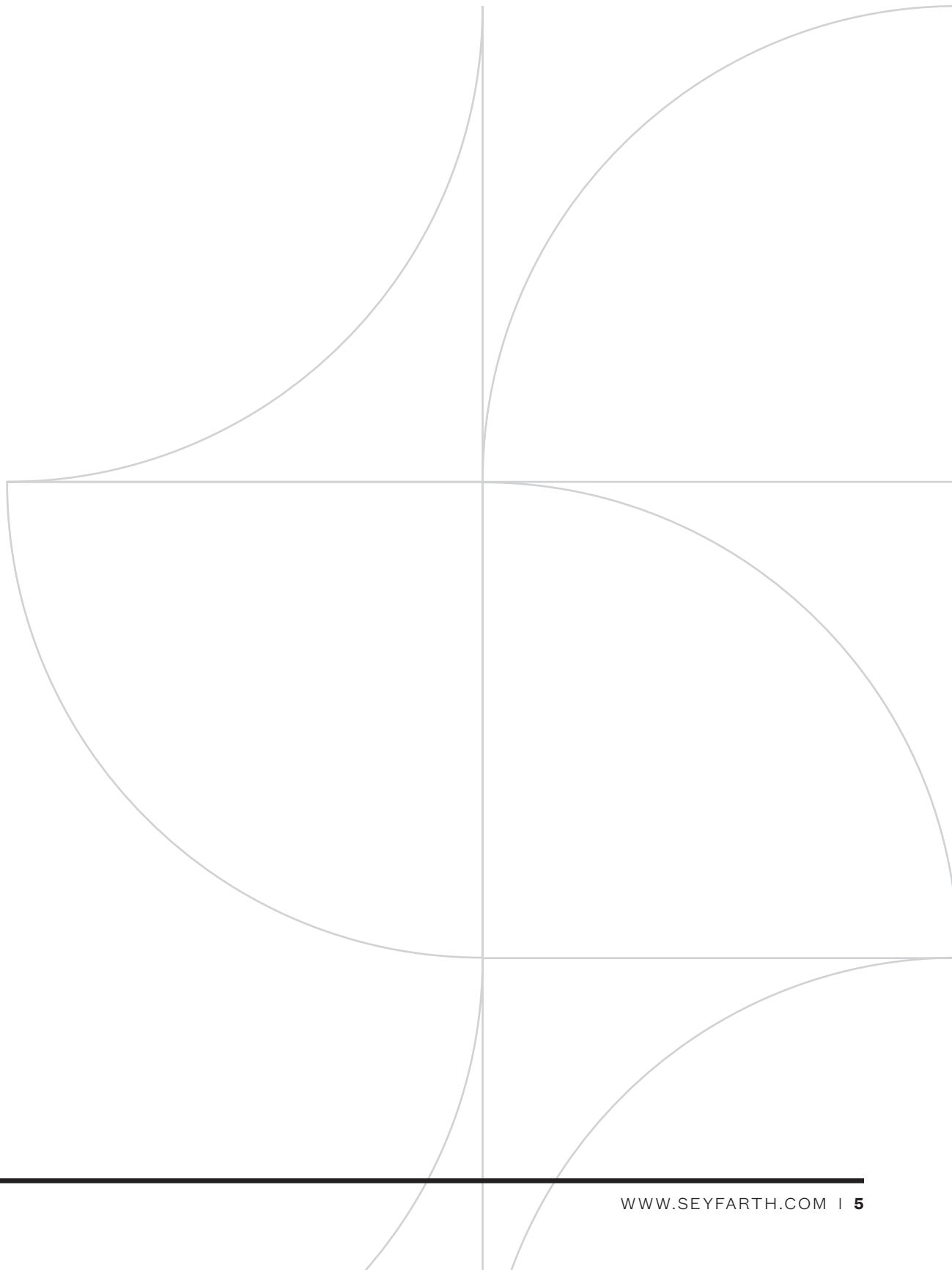
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