

# Pay Transparency Legislation Series EP 1: Publishing Salary Ranges

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# Today's Presenters

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# Today's Agenda

- Pay transparency legislation overview
- How to prepare for compliance
- How Payscale can support



# Pay transparency legislation

# Poll: Do you currently share pay ranges in job postings?

- A. No, we do not do this currently
- B. We are working on this
- C. We only share ranges for locations where it is required
- D. We do this for all locations
- E. I am not sure



# New York City Legislation Overview

Starting **May 15, 2022\***, job postings in New York City must include the expected pay range

- Applies to employers with **4 or more employees**
- **Internal and external** job postings for applicants and employees
- **Min and max salary** that you believe, in good faith, at the time of the posting that you are willing to pay for the job

# Where else is this happening?

State	Transparency Requirement
California	Upon Candidate Request
Colorado	In Job Posting
Connecticut	Upon Candidate Request or At Hire – Whichever is Sooner
Maryland	Upon Candidate Request
Nevada	After First Interview
New York City	In Job Posting
Cincinnati, Ohio Toledo, Ohio	Upon Request After Conditional Offer of Employment is Made
Rhode Island	Upon Candidate Request or When Inquiring About Candidate's Salary Expectations or When Offer is Made – Whichever is Sooner
Washington	Upon Candidate Request

# More recent US legislation has focused on closing the uncontrolled pay or opportunity gap

BLOG POST

## New York City Pay Transparency Law

*Employers must soon provide salary ranges in job advertisements*

BLOG POST

## Maryland Salary History Ban Goes Into Effect Soon

*Can employees use the federal emergency paid leave when their children are in a hybrid learning environment?*

Docs

## California Revives EEO-1 Component 2 Data (Pay Bands) Reporting At State Level





# What else to look out for?



## California is currently evaluating legislation that would include:

- Additional reporting requirements to DFHEH
- Historical records of job posting, wage data and pay history
- Publish pay ranges in job postings
- Publish promotion opportunities including pay range prior to making internal promotions



## Illinois equal pay reporting obligations:

- First state to seek employee-level pay information
- Private employers with more than 100 employees
- Provide EEO-1 Report, employee list (name, gender, race, county, total wages, hire date, job title, termination date, EEO-1 job classification)
- Compliance statement

## BREAKING NEWS

# Washington Pay Transparency Bill (SB 5761) Signed by Governor March 31, 2022

- Who: Employers with 15 or more employees
- What: Must publish salary range in all job postings *and* general description of benefits
  - Upon employee request, employers must also provide salary range for internal promotions/transfers
- When: January 1, 2023

A blue-tinted photograph of the Seattle skyline, featuring the Space Needle prominently in the center. The image serves as a background for the right side of the slide.

## Washington State Legislation Overview

# How to prepare for pay transparency

# What does this mean for your business?



**Everyone** will be able to see the ranges you post



This is going to become **best practice**



“The Great Resignation” ...this is **still a candidate's market**

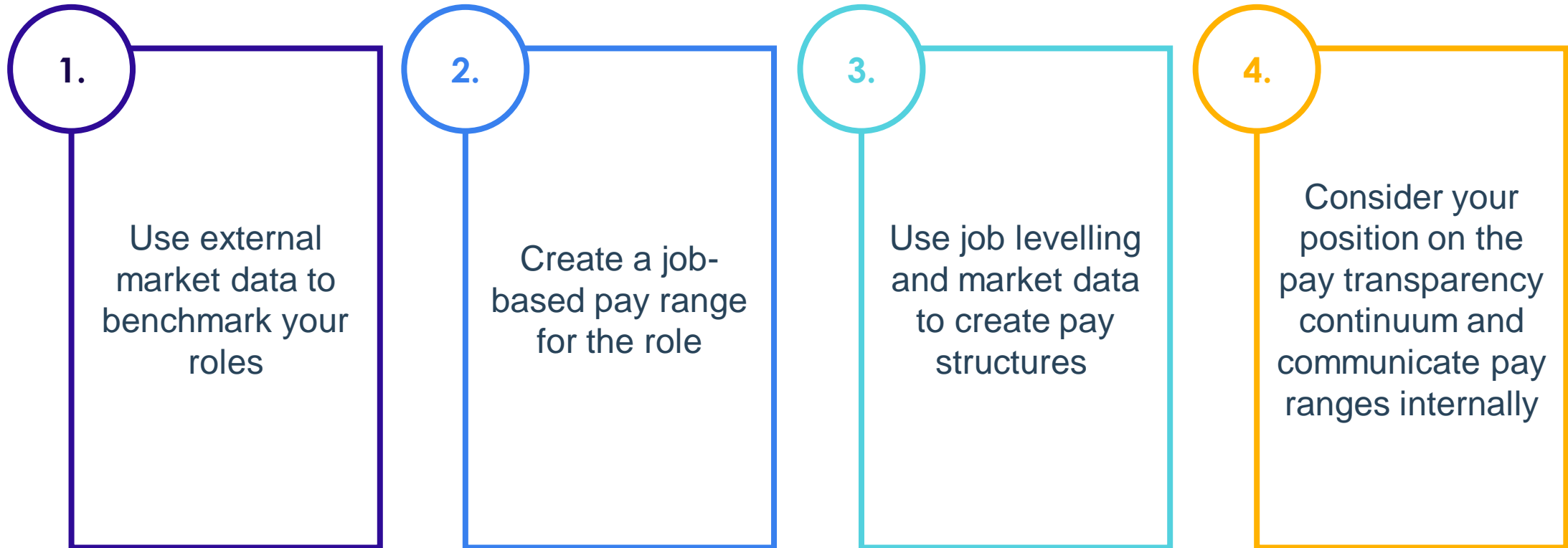


**Be proactive** about evaluating and standardizing pay practices and philosophies now



Ensure that you can **justify all decisions** made with relation to your practices and policies

# Preparing for pay transparency



# Preparing for pay transparency

1.

Use external market data to benchmark your roles

2.

Create a job-based pay range for the role

3.

Use job levelling and market data to create pay structures

4.

Consider your position on the pay transparency continuum and communicate pay ranges internally

5.

Work towards sustainable fair pay

# Poll Question: What is preventing your organization from reaching your pay transparency target? (select all that apply)

1. We lack confidence in the accuracy of our salary data
2. We don't have organized pay structures (e.g. job based ranges)
3. We are not confident in our pay strategy or structures
4. We are concerned that we have pay inequity issues
5. Leadership is unconvinced in the merits of pay transparency
6. Nothing - we're satisfied with our level of pay transparency

# Q&A

Feel free to ask any questions in the chat!

