



JAN H. GARDNER
Frederick County
Executive

HB 123

Labor and Employment-Wage
History and Wage Range

County Position: SUPPORT

Date: February 4, 2020
Committee: Economic Matters

Frederick County Executive Jan Gardner urges your **SUPPORT** for House Bill 123 – Labor and Employment-Wage History and Wage Range.

County Executive Gardner supports the provisions in the proposed legislation for the following reasons:

- Requiring job applicants to provide their wage history disproportionately disadvantages women and people of color;
- There are widely reported pay inequalities between the salaries of men, women and people of color;
- While the County Executive recognizes and understands MACo's position to support with amendments, to exclude local governments in order to consider structured pay scales and salary schedules, basing employment on past salary history can have the effect of perpetuating pay gaps that are founded in discrimination.

Frederick County Executive Gardner urges favorable **SUPPORT** for House Bill 123.