



THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

BILL: Senate Bill 217 – Labor and Employment - Wage History and Wage Range

SPONSOR: Senator Lee, *et al.*

HEARING DATE: February 13, 2020

COMMITTEE: Finance

CONTACT: Intergovernmental Affairs Office, 301-780-8411

POSITION: SUPPORT

The Office of the Prince George's County Executive **SUPPORTS Senate Bill 217**, which requires an employer to provide, on request by an applicant for employment, the wage range for the position for which the applicant applied. The bill also prohibits an employer from seeking wage history information for an applicant, or determining an applicant's wages based on the applicant's wage history. This bill does not prohibit an applicant from voluntarily sharing wage history information with an employer.

Currently, Prince George's County Government provides the salary range for advertised positions and does not require applicants to supply salary history. Requiring applicants to provide salary history does not provide reliable metrics to indicate the ability of an applicant to do the advertised job. Rather, salary history may contribute further to the gender wage gap. The federal Equal Pay Act of 1963 and the Lilly Ledbetter Fair Pay Act of 2009 helped to close the gender pay gap. However, despite the passage of these laws, women on average still only make 80 cents for every dollar a man makes. The wage gap is even worse for women of color. On average, African American women make 60 cents and Latina women only 55 cents per each dollar made by a white man.

The Office of the Prince George's County Executive supports the intent of the proposed legislation and attempts to further encourage equality in the workplace.

For the reasons stated above, the Office of the Prince George's County Executive **SUPPORTS Senate Bill 217** and asks for a **FAVORABLE** report.