



THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**TESTIMONY OF DELEGATE PAM QUEEN**  
**HB 832 – Labor and Employment – Equal Pay for Equal Work – Wage**  
**Transparency**  
**SUPPORT**

Greetings Chair C.T. Wilson, Vice-Chair Brian Crosby, and my distinguished colleagues of the Economic Matters Committee:

If you have been in the military or worked for the federal government, the concept of wage transparency is not novel, but rather its fundamental in recruiting talent, establishing employee trust and loyalty, vital to job satisfaction and teamwork, and exhibits a culture of employee fairness.

Can you imagine the chaos that would ensue if you learned while in the midst of battle that your bunkmate was paid more than you just because of her race or ethnicity. Or that your high-school classmate who was best known for his “gift of gab” versus his GPA and skills was able to negotiate a higher starting salary for the same job and same responsibilities.

However, in the private sector, new employees must negotiate a salary, often without information about the salary range for a given job or what salary amount an employer is offering to pay for a given position. This lack of transparency leads to poor morale, lack of collaboration, low productivity, higher employee turnover, and contributes to a systemic pay gap by gender and race with women of color experiencing the largest wage gaps with lower salary than white men, white women, and men of color.

HB 832 is a bill co-sponsored with Delegate Jennifer White that proposes more transparency in salary by job type and position as commonly available in the federal government general schedule (GS) which is attached. The bill does not require that all employees will be paid the same salary, as experience, education, and performance can be factored into salary range. Pay transparency makes companies accountable to employees in knowing what skills they are rewarding.

HB 832 is long overdue in the private sector in Maryland, as the benefits of pay transparency outweigh disadvantages. I request a favorable Committee Report for HB 832.

# 2023 WASHINGTON-BALTIMORE-ARLINGTON

2023 Locality Adjustment: 32.49%

Official General Schedule Locality Rates for WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA  
Effective from January 1, 2023 to December 31, 2023.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>GS-1</b>	\$27,822	\$28,756	\$29,679	\$30,601	\$31,525	\$32,065	\$32,981	\$33,903	\$33,940	\$34,809
<b>GS-2</b>	\$31,284	\$32,028	\$33,064	\$33,940	\$34,323	\$35,332	\$36,342	\$37,352	\$38,361	\$39,371
<b>GS-3</b>	\$34,135	\$35,273	\$36,411	\$37,549	\$38,687	\$39,825	\$40,963	\$42,101	\$43,239	\$44,378
<b>GS-4</b>	\$38,317	\$39,595	\$40,872	\$42,149	\$43,426	\$44,703	\$45,981	\$47,258	\$48,535	\$49,812
<b>GS-5</b>	\$42,870	\$44,299	\$45,729	\$47,158	\$48,588	\$50,018	\$51,447	\$52,877	\$54,306	\$55,736
<b>GS-6</b>	\$47,789	\$49,382	\$50,974	\$52,567	\$54,159	\$55,752	\$57,344	\$58,937	\$60,529	\$62,122
<b>GS-7</b>	\$53,105	\$54,875	\$56,645	\$58,415	\$60,185	\$61,955	\$63,725	\$65,495	\$67,265	\$69,035
<b>GS-8</b>	\$58,811	\$60,772	\$62,733	\$64,694	\$66,654	\$68,615	\$70,576	\$72,537	\$74,498	\$76,459
<b>GS-9</b>	\$64,957	\$67,122	\$69,287	\$71,452	\$73,617	\$75,782	\$77,947	\$80,111	\$82,276	\$84,441
<b>GS-10</b>	\$71,531	\$73,916	\$76,301	\$78,686	\$81,071	\$83,455	\$85,840	\$88,225	\$90,610	\$92,995
<b>GS-11</b>	\$78,592	\$81,211	\$83,830	\$86,450	\$89,069	\$91,688	\$94,308	\$96,927	\$99,546	\$102,166
<b>GS-12</b>	\$94,199	\$97,339	\$100,479	\$103,619	\$106,759	\$109,899	\$113,039	\$116,179	\$119,319	\$122,459
<b>GS-13</b>	\$112,015	\$115,749	\$119,482	\$123,216	\$126,949	\$130,683	\$134,416	\$138,150	\$141,884	\$145,617
<b>GS-14</b>	\$132,368	\$136,780	\$141,192	\$145,604	\$150,016	\$154,428	\$158,840	\$163,252	\$167,663	\$172,075
<b>GS-15</b>	\$155,700	\$160,889	\$166,079	\$171,269	\$176,458	\$181,648	\$183,500	\$183,500	\$183,500	\$183,500