



US Pay Transparency Laws by State and Locality

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In an effort to advance pay equity, a growing number of US states and localities have enacted pay transparency laws. These laws typically require employers to share the pay range for a position with applicants - either in the job posting or during the interview and hiring process - and in some cases also give current employees the right to learn the pay range for their role.

These laws aim to advance pay equity by giving applicants and employees more informational leverage.

The rationale is that individuals who have been underpaid in the past - often women, people of color and other marginalized groups - may accept a lower salary if they lack accurate information about what an employer is willing to pay for a given role.

By contrast, when all job applicants have the same information about the pay range, it is more difficult for past pay discrimination to follow an employee throughout their career.

Currently, ten states and the District of Columbia have enacted pay transparency laws, and more are likely on the way. As the legal momentum grows, employee expectations are shifting. Employers are facing growing pressure from employees, applicants and other stakeholders to be more transparent about pay, whether or not they operate in a state that requires it. For example, a 2024 survey by the Society for Human Resource Management (SHRM) found that 74% of US workers are less interested in applying to a job posting that does not list a pay range, and 73% are more likely to trust organizations that provide pay ranges in job postings. And XpertHR's own research on pay equity and transparency has found that candidate and employee expectations are bigger drivers of pay transparency initiatives than legal requirements.

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However, the legal requirements remain important, and employers that run afoul of them have started to see enforcement actions.

In New York City, the Commission on Human Rights has brought complaints against at least 32 employers since October 2023 for failing to comply with the city’s pay transparency law, and a Washington state law firm has filed nearly three dozen lawsuits seeking damages for alleged violations of the state’s pay transparency law.

While some organizations are accused of failing to post pay ranges altogether, others find themselves the target of enforcement actions for listing ranges that are too broad to be meaningful or useful to a job seeker.

The chart below provides a snapshot of the jurisdictions that have enacted pay transparency laws, along with key details about who the laws cover and what they require.



Jurisdiction	Covered Employers	Pay Range Required in Job Postings?	Requirements
California	Employers with 15 or more employees	Yes	<ul style="list-style-type: none"> > Include pay range in any job posting and provide to an applicant upon reasonable request > Provide pay range for employee’s current position upon request
Colorado	Employers with at least one employee in Colorado	Yes	<ul style="list-style-type: none"> > Include pay range in any job posting, along with a general description of benefits and other compensation > List the date a job application window is expected to close > Inform all employees of internal job opportunities on the same day and prior to making a selection decision > Share information about selected candidates and how employees may express interest in similar roles within 30 days of the new hire’s start date > Share details about regular career progression paths, and associated pay and benefits for each step, with eligible employees
Connecticut	All employers in Connecticut with at least one employee	No	<ul style="list-style-type: none"> > Disclose pay range to an applicant upon request or before making an offer of compensation, whichever is earlier
District of Columbia (Effective June 30, 2024, unless blocked during congressional review period)	All employers with at least one employee in the District of Columbia, except for the DC and federal governments	Yes	<ul style="list-style-type: none"> > Include minimum and maximum projected salary or hourly pay in all postings advertising a job, promotion or transfer opportunity > Disclose the existence of healthcare benefits to prospective employees before the first interview > Post a notice in the workplace informing employees of their rights under the pay transparency law

Jurisdiction	Covered Employers	Pay Range Required in Job Postings?	Requirements
District of Columbia (Effective June 30, 2024, unless blocked during congressional review period)	All employers with at least one employee in the District of Columbia, except for the DC and federal governments	Yes	<ul style="list-style-type: none"> > Include minimum and maximum projected salary or hourly pay in all postings advertising a job, promotion or transfer opportunity > Disclose the existence of healthcare benefits to prospective employees before the first interview > Post a notice in the workplace informing employees of their rights under the pay transparency law
Hawaii	Employers with 50 or more employees	Yes	<ul style="list-style-type: none"> > Include an hourly rate or salary range that reasonably reflects expected compensation in job listings > Note: Internal job postings for promotions or transfers are excluded and need not include a pay range.
Illinois (Effective January 1, 2025)	<p><i>Job posting requirements:</i> Employers with 15 or more employees</p> <p><i>Other requirements:</i> All employers</p>	Yes	<ul style="list-style-type: none"> > Include a pay scale and benefits description in any posting for a specific position (employers with 15+ employees only) > Announce, post or otherwise notify current employees of promotion opportunities within 14 days of making an external job posting for the position > Inform applicants of the pay scale and benefits for a position upon request and prior to discussing compensation, if a public or internal posting with the information has not been made available
Maryland	All employers in Maryland	No	<ul style="list-style-type: none"> > Provide job applicants with the pay range for the position for which the individual applied
Nevada	All employers in Nevada	No	<ul style="list-style-type: none"> > Provide job applicants who have completed an interview (including for a promotion or transfer) with pay range for the position
New Jersey – Jersey City	Employers with at least five employees within Jersey City	Yes	<ul style="list-style-type: none"> > Include pay range in any ad for a job, promotion or transfer opportunity
New York	Employers with four or more employees	Yes	<ul style="list-style-type: none"> > Include pay range and job description in any ad for a job, promotion or transfer opportunity performed at least partly in New York or reporting to a New York-based office, supervisor or other work site

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90% of organisations told us that they are still using Excel spreadsheets for pay data analysis. With Gapsquare, you can easily identify and resolve the causes of pay disparities. Leverage continuous, trusted insights from your workforce data to achieve fair pay today.

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New York – Albany County	Employers with four or more employees	Yes	> Include pay range in any ad for a job, promotion or transfer opportunity
New York – Ithaca	Employers with four or more employees whose standard work locations are in the city of Ithaca	Yes	> Include pay range in any ad for a job, promotion or transfer opportunity
New York – New York City	Employers with four or more employees	Yes	> Include pay range in any ad for a job, promotion or transfer opportunity that can or will be performed at least partly in New York City
New York – Westchester County	Employers with four or more employees	Yes	> Include pay range in any ad for a job, promotion or transfer opportunity required to be performed at least partly in Westchester County
Ohio – Cincinnati	Employers with 15 or more employees	No	> Provide pay range to applicants who have received a conditional job offer upon reasonable request
Ohio – Toledo	Employers with 15 or more employees	No	> Provide pay range to applicants who have received a conditional job offer upon reasonable request
Rhode Island	All employers in Rhode Island	No	> Provide applicant with pay range for the position to which they have applied, upon request and before discussing compensation > Provide employees with a pay range for the employee's position at time of hire, upon request and when the employee moves into a new position
Washington	Employers with 15 or more employees	Yes	> Include pay range and general description of benefits and other compensation in any job posting > Provide pay range upon request to an employee offered an internal transfer or promotion

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