

Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

PUBLISHED: 3/2/2026 12:41 PM

ORIGINAL

Bill Number:	SB215 ER	Patron:	Boysko
Bill Title:	Prospective employer; prohibited from seeking wage or salary history of prospective employees.		

Bill Summary: Prohibits a prospective employer from (i) seeking the wage or salary history of a prospective employee; (ii) relying on the wage or salary history of a prospective employee in considering the prospective employee for employment; (iii) relying on the wage or salary history of a prospective employee in determining the wages or salary the prospective employee is to be paid upon hire; (iv) refusing to interview, hire, employ, or promote or otherwise retaliating against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range; (v) failing or refusing to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range; and (vi) failing to set a wage or salary range in good faith. The bill establishes a cause of action for an aggrieved prospective employee or employee and provides that an employer that violates such prohibitions is liable to the aggrieved prospective employee or employee for statutory damages between \$1,000 and \$10,000 or actual damages, whichever is greater, reasonable attorney fees and costs, and any other legal and equitable relief as may be appropriate.

Budget Amendment Necessary: No **Items Impacted:** N/A
Explanation: This bill involves the Department of Labor and Industry (DOLI). No budget amendment is required. However, cumulative workload from this and similar bills may exceed existing agency capacity at DOLI.

Fiscal Summary: It is anticipated that, as a stand-alone bill, associated costs can be absorbed. See Fiscal Analysis.

Fiscal Analysis: This fiscal impact statement is final. This bill prohibits a prospective employer from certain actions related to wage or salary history of prospective employees; retaliation against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range; failing or refusing to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range; and failing to set a wage or salary range in good faith.

According to DOLI, this bill expands the agency's responsibilities related to providing technical assistance, guidance, and complaint screening for labor and employment law matters. This bill may result in an increase in workload due to a potential increase in the number of inquiries the agency receives and complaints the agency is required to investigate; however, this amount is indeterminate. It is anticipated that any fiscal impact on the agency resulting from this bill, considered in isolation, can be absorbed within existing resources. However, if multiple bills requiring expanded agency responsibilities for labor and employment law matters are enacted during the same period, the cumulative workload may exceed the agency's current

Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

capacity and could result in additional resource needs. Any funding provided can be allocated to Item 352 of HB30/SB30, as introduced.

Budget amendments adopted by the Senate provide \$4.8 million in general fund support in FY 2027 and \$2.8 million in FY 2028, and 10 positions, for the department to hire additional personnel for labor law enforcement.

Other: This bill is similar to HB636.