

Fiscal Note

State of Alaska
2026 Legislative Session

Bill Version: SB 78
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB078-DOLWD-WH-4-3-26
Title: DISCLOSURE OF WAGE INFORMATION
Sponsor: DUNBAR
Requester: (S) L&C

Department: Department of Labor and Workforce Development
Appropriation: Labor Standards and Safety
Allocation: Wage and Hour Administration
OMB Component Number: 345

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2027	Included in	Out-Year Cost Estimates					
	Appropriation Requested	Governor's FY2027 Request	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032
OPERATING EXPENDITURES	FY 2027	FY 2027						
Personal Services	199.2		199.2	199.2	199.2	199.2	199.2	199.2
Travel	7.0		7.0	7.0	7.0	7.0	7.0	7.0
Services	13.5		13.5	13.5	13.5	13.5	13.5	13.5
Commodities	2.5		0.5	0.5	0.5	0.5	0.5	0.5
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	222.2	0.0	220.2	220.2	220.2	220.2	220.2	220.2

Fund Source (Operating Only)

1004 Gen Fund (UGF)	222.2		220.2	220.2	220.2	220.2	220.2	220.2
Total	222.2	0.0	220.2	220.2	220.2	220.2	220.2	220.2

Positions

Full-time	1.0		1.0	1.0	1.0	1.0	1.0	1.0
Part-time								
Temporary								

Change in Revenues

1004 Gen Fund (UGF)	10.0		10.0	10.0	10.0	10.0	10.0	10.0
Total	10.0	0.0	10.0	10.0	10.0	10.0	10.0	10.0

Estimated SUPPLEMENTAL (FY2026) cost: 0.0 *(separate supplemental appropriation required)*

Estimated CAPITAL (FY2027) cost: 0.0 *(separate capital appropriation required)*

Does the bill create or modify a new fund or account? No
(Supplemental/Capital/New Fund - discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed? n/a

Why this fiscal note differs from previous version/comments:

The fiscal note differs from last years due to changes in personal services (removing Investigator 3 and Accounting Tech 2) and instead is reclassifying existing investigator positions.

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Agency: Department of Labor and Workforce Development

Phone: (907)269-4920
Date: 04/03/2026
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FISCAL NOTE ANALYSIS

STATE OF ALASKA
2026 LEGISLATIVE SESSION

BILL NO. SB 78

Analysis

This legislation amends AS 23.10 to require all public and private sector employers, including the University of Alaska and the Alaska Railroad Corporation, who advertise for employment to include a detailed description of the salary and/or salary ranges for all advertised job openings. Employers are also prohibited by law from inhibiting employees from discussing pay amongst themselves or from inquiring about wage information from another employee. An employer cannot request past wage information from an applicant. All employers are required to post a summary of the act in a prominent location in the workplace, visible to all employees.

This legislation also prohibits employers from penalizing or discriminating against employees who exercise their rights under this Act. The employee may seek civil penalties for damages and lost wages in addition to fines recoverable by the State. The Department may also impose fines or penalties on a violating employer of not less than \$100 or more than \$2,000, as determined by the Commissioner. Each day that a violation occurs may constitute a separate violation. Revenue collections from fines or penalties are estimated to be \$10,000. Revenue collections from fines are not available for the Department's use and are directly deposited into the general fund.

Wage & Hour will need to reclassify existing Wage and Hour Investigators to Investigator 3 positions to be qualified to complete these types of investigation. An Administrative Assistant 2 is also needed to track and collect fines and complete additional administrative tasks for investigations and public inquiries that this legislation will generate.

Personal Services: Reclassify Seven (7) existing Investigator 2 (Range 16) positions to Investigator 3 (Range 18) positions. Add one new Administrative Assistant 2 (Range 14). **Total: \$199.2**

Travel: Onsite due diligence and investigations throughout the state. **Total: \$7.0**

Services: Average core services costs. **Total: \$13.5**

Commodities: First year set up for an employee. **Total \$2.5**. Outyear supplies: **Total \$0.5**