

# Fiscal Note

State of Alaska  
2025 Legislative Session

Bill Version:	HB 156
Fiscal Note Number:	1
(H) Publish Date:	5/2/2025

Identifier: HB156-DOLWD-WH-04-11-25  
 Title: DISCLOSURE OF WAGE INFORMATION  
 Sponsor: MINA  
 Requester: (H) JUD

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)

	FY2026	Included in	Out-Year Cost Estimates					
	Appropriation Requested	Governor's FY2026 Request	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
<b>OPERATING EXPENDITURES</b>	<b>FY 2026</b>	<b>FY 2026</b>						
Personal Services	304.6		304.6	304.6	304.6	304.6	304.6	304.6
Travel	7.0		7.0	7.0	7.0	7.0	7.0	7.0
Services	40.5		40.5	40.5	40.5	40.5	40.5	40.5
Commodities	6.0		1.5	1.5	1.5	1.5	1.5	1.5
Capital Outlay								
Grants & Benefits								
Miscellaneous								
<b>Total Operating</b>	<b>358.1</b>	<b>0.0</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>

### Fund Source (Operating Only)

1004 Gen Fund (UGF)	358.1		353.6	353.6	353.6	353.6	353.6	353.6
<b>Total</b>	<b>358.1</b>	<b>0.0</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>	<b>353.6</b>

### Positions

Full-time	3.0		3.0	3.0	3.0	3.0	3.0	3.0
Part-time								
Temporary								

### Change in Revenues

None								
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Estimated SUPPLEMENTAL (FY2025) cost:** 0.0 *(separate supplemental appropriation required)*

**Estimated CAPITAL (FY2026) 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 If yes, by what date are the regulations to be adopted, amended or repealed?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:

Not applicable, initial version

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Division:	Labor Standards and Safety	Date:	04/11/2025 09:00 AM
Approved By:	Dan DeBartolo, Administrative Services Director	Date:	04/11/25
Agency:	Department of Labor and Workforce Development		

## FISCAL NOTE ANALYSIS

STATE OF ALASKA  
2025 LEGISLATIVE SESSION

## Analysis

This legislation adds statutory language in AS 23.10 requiring all public and private sector employers, including the University of Alaska and the Alaska Railroad Corporation, who advertise for employment to include in the notice a full description of the salary and/or salary ranges for all advertised job openings. This legislation also prohibits employers from inhibiting employees from discussing wages amongst themselves or from requesting wage information from another employee. Employers cannot request past wage information from an applicant. It also requires all employers to display a summary of the act in a prominent location in the workplace, visible to all employees.

This legislation prohibits an employer from penalizing or discriminating against an employee in the exercise of their rights under this act. Civil penalties may be sought by the employee for damages and lost wages in addition to fines recoverable by the state. The department may impose fines or penalties against a violating employer of not less than \$100 or more than \$2,000 as determined by the Commissioner. Each day a violation occurs may also constitute a separate violation.

Wage and Hour anticipates three (3) full-time positions will be needed to handle the influx of calls, questions, and complaints and fines to fulfill the statutory obligations of this proposed legislation: Investigator 3 (Range 18), Accounting Tech 2 (Range 14), and Administrative Assistant 2 (Range 14). These positions will be required to staff the operations arising from this legislation.

Personal Services: **Total: \$304,584**

Travel Costs: Travel for onsite due diligence and investigations throughout the state. **Total: \$7,000**

Services Costs: Core services averaging \$13.5 per employee. **Total: \$40,500**

Commodities Costs: First year set up for each employee. **Total \$6,000** (\$2,000 each)

Out-year supplies: **Total \$1,500** (\$500 each)