

Fiscal Note

State of Alaska
2025 Legislative Session

Bill Version:	SB 78
Fiscal Note Number:	1
(S) Publish Date:	5/2/2025

Identifier: SB078-DOLWD-WH-03-21-25
 Title: DISCLOSURE OF WAGE INFORMATION
 Sponsor: DUNBAR
 Requester: (S) Judiciary

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
OPERATING EXPENDITURES	FY 2026	FY 2026						
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								
Total Operating	358.1	0.0	353.6	353.6	353.6	353.6	353.6	353.6

Fund Source (Operating Only)

1004 Gen Fund (UGF)	358.1		353.6	353.6	353.6	353.6	353.6	353.6
Total	358.1	0.0	353.6	353.6	353.6	353.6	353.6	353.6

Positions

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

Change in Revenues

None								
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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 If yes, by what date are the regulations to be adopted, amended or repealed?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:	03/21/2025
Approved By:	Dan DeBartolo, Administrative Services Director	Date:	03/21/25
Agency:	Department of Labor and Workforce Development		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2025 LEGISLATIVE SESSION

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 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.

Wage & Hour estimates three (3) new positions will be needed to manage the increased volume of calls, questions, complaints and related investigations that this legislation will generate:

Investigator 3 (Range 18)

Accounting Tech 2 (Range 14)

Administrative Assistant 2 (Range 14)

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 \$13.5K per employee. **Total: \$40,500**

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

Outyear supplies: **Total \$1,500** (\$500 each)