



OHIO LEGISLATIVE SERVICE COMMISSION

Tom Wert

Fiscal Note & Local Impact Statement

Bill: H.B. 385 of the 132nd G.A.

Status: As Introduced

Sponsor: Rep. West

Local Impact Statement Procedure Required: No

Subject: Prohibits state agencies from preventing state employees from discussing wages, seeking prospective employee pay history, and creates the Wage Disparity Study Committee

State Fiscal Highlights

- There may be a slight increase in GRF spending under the budget of the House of Representatives to cover actual and necessary expenses that House members of the Wage Disparity Study Committee incur over the five-year period during which the Committee is to exist. There might also be some administrative expense for the Committee to produce the final report required under the bill.

Detailed Fiscal Analysis

The bill prohibits state agencies from requiring, as a condition of employment, that an employee refrain from inquiring about, discussing, or disclosing information about the employee's own wages or about any other employee's wages. The bill also prohibits a state agency from seeking the wage or salary history of a prospective employee. Under the bill, a state agency that violates the bill's prohibition is subject to a civil action for damages, injunctive relief, or any other appropriate relief. However, assuming state agency compliance with the bill's prohibition, there would be no direct impact on the revenues or expenditures of state agencies.

The bill also creates the Wage Disparity Study Committee consisting of five members of the House of Representatives. Under the bill, the Committee is tasked with examining the effect that the bill's prohibition has on any disparities in wages paid by state agencies and examining employee attitudes toward the prohibitions. Under the bill, the Committee is required to report its findings to the General Assembly, Governor, Lieutenant Governor, Attorney General, Auditor of State, Secretary of State, and Treasurer of State five years after the Committee's first meeting. The Committee would be abolished upon submission of the report.

The bill specifies that members of the Committee serve without compensation. However, the bill requires that members be reimbursed for the actual and necessary expenses they incur in the performance of their duties. As a result, there could be a slight increase in expenditures paid from the GRF over the span of the Committee's existence. Reimbursements for House Members are paid from GRF appropriation item 025321, Operating Expenses.