



DEPARTMENT OF AUDITS AND ACCOUNTS

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STATE AUDITOR
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November 28, 2018

Honorable Park Cannon
State Representative
512-F Coverdell Legislative Office Bldg.
Atlanta, Georgia 30334

SUBJECT: Fiscal Note
House Bill (LC 36 3710)

Dear Representative Cannon:

This bill would prohibit employers from considering the salary history of an applicant when determining the compensation of the applicant during the initial hiring process. Employers would include those in the private and public sector. The bill does not have an effective date.

We determined that the bill is unlikely to have a significant fiscal impact on the state. No state agency would be responsible for monitoring employer compliance. Regarding the hiring of state government employees specifically, the State Personnel Board and the Department of Administrative Services' Human Resource Administration provide hiring policy direction for most agencies and do not foresee any additional costs. If a state agency currently considers salary history, its policies and procedures could be modified without the need for additional state funding.

Sincerely,

Greg S. Griffin
State Auditor

Teresa A. MacCartney, Director
Office of Planning and Budget

GSG/TAM/mt