

Pay Transparency by State (2025 Snapshot)

What Employers Need to Know to Stay Compliant



State-by-State Breakdown

State	Job Posting Requirements	When to Share Pay Info	Applies to Remote Jobs?	Other Requirements
California	Salary/hourly wage range	In job posting	Yes	Include bonus or commission info
Colorado	Pay range + benefits	In job posting	Yes	Disclose promotional opportunities
New York (State)	Salary range	In job posting	Yes	Applies to employers with ≥ 4 employees
New York City	Same as NY State	In job posting	Yes	Fines for noncompliance can be steep
Washington	Salary range + benefits	In job posting	Yes	Applies to employers with ≥ 15 employee
Vermont	Provide upon request	Upon request	Not explicitly stated	Share career progression info too
Connecticut	Pay range at offer	Offer stage/request	Not stated	Applies to employers with ≥ 1 employee
Nevada	Pay range after interview	After interview	Not stated	Applies to promotions too
Illinois (Jan 1, 2025)	Salary range	In job posting	Yes	Applies to employers with ≥ 15 employee

Key Trends to Watch

- **Remote Roles:** Multi-State Compliance: Follow the strictest applicable law.
- **Benefits & Bonuses Matter:** Some states require more than just base pay.
- **Internal Promotions:** Transparency Too: Applies to internal roles, not just new hires.

MP's Tip

Don't wait to be legally required. Posting transparent pay info is becoming an expectation, and a trust-builder with candidates

Need help navigating compliance changes?

MP can help you stay proactive and compliant across multiple states.