

**Testimony of
Testimony of Tara Gray, Executive Recruiter and Business Development Manager for
Randstad**

**In SUPPORT of SB217 Labor and Employment—Wage History and Wage Range
Before the Maryland Senate Finance Committee**

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My name is **Tara Gray** and I am currently an Executive Recruiter and Business Development Manager for the Staffing Company, Randstad in the Legal Division. I handle placement of legal professionals on a temporary and permanent basis. I have specialized in providing solutions to small and large corporations, law firms and non-profits for staffing needs over the past 10+ years. I have also handled Human Resources related functions within various corporations earlier in my career where I gained knowledge of business standards. I have an extensive background in various business operations and have worked for several businesses in the region.

I am here today to speak in support of SB217. In particular, I want to speak to why providing wage ranges is an important and good business practice and to help demystify the hiring process – highlighting why the salary history question is not a necessity.

As an Executive Recruiter for legal clients, I place Attorneys, paralegals, legal secretaries and other legal professionals into jobs. My clients are small businesses and mid-sized to large Fortune 500 companies or firms. When I receive a request from the client to assist them with providing candidates to fill an open position, one of the first things the client provides me is the salary range that they expect to pay for the position and the job responsibilities for the role. We share that salary range with candidates. Sharing salary ranges is an important part of how we do business – it allows us to more quickly screen for qualified candidates whose salary needs align with the range the client is willing and able to provide. Once a candidate knows the range, an interview can move forward. For candidates, knowing a range means they don't have to guess

about the salary, and for employers, they know the candidate is satisfied with the salary range provided. If applicants are given the opportunity to ask the salary range of the position, as provided for in SB 217, it would prevent the mystique and mystery surrounding the salary question and the client would not waste time interviewing candidates that are not interested in the role based on the range. Offering a pay range to the candidates is not a burden to the employers because they do not lose any leverage with the candidate by stating the salary range for the open position and they are still able to negotiate salary. In fact, providing a salary range allows the company to attract the most qualified candidates for the roles. And the candidate is now equipped with more information and empowered instead of mystified by the salary process and discussion. Importantly, this bill still allows the flexibility that I see my clients sometimes need to change the previously provided salary range of a position in the event, for example, they are unable to find the right candidates for an open role.

Asking for salary history is outdated – why do employers need this information at all? Do they want to pay the least amount possible for qualified candidates? In my experience, employers can still obtain the salary information that they are seeking from applicants by asking different questions like what is your desired or expected salary.

Why are employers insisting on asking the salary history question period when the client already has a budgeted amount predetermined for the role? The focus of the employer should be on job skills and the experience of the candidates instead of the salary history which leads to the devaluation of their skills. On a regular basis, I see clients ask for each candidate's previous salary and extend drastically different salary offers to the candidates even when the candidates are being considered for the same role and position and bring in the same skill set.

Thank you for your time and consideration.