



DEPARTMENT OF HUMAN RESOURCES  
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## New Maryland Wage Range Transparency Law

The [Maryland Wage Range Transparency law](#) takes effect on October 1, 2024. The law requires employers to provide information on job postings and advertisements to include the pay range and general description of benefits and other compensation elements offered for the position. The requirement applies to all postings and advertisements on websites (internal and external), newspaper advertisements, printed ads, social media posts, electronic mailing lists, emails to more than one applicant and any other ads published through any other medium.

Human Resources and Strategic Talent Management is working on reviewing all current active jobs and developing a strategy for implementing the new requirements.

### Staff Jobs

The minimum and maximum starting salary range must be included on the job posting/ad. Human Resources Talent Acquisition will work on updating all active job requisitions and job postings on UMBC Jobs, HERC and higheredjobs.com. Departments will need to update any advertisements placed in other sources.

### Faculty Jobs

The minimum and maximum starting salary range must be included on the job posting/ad. If the position will be posted as open rank, the salary range for each level will need to be included.

Benefit information must also be included in all postings/ads. A link to the appropriate [benefits summary](#) is acceptable.

All current job postings and advertisements (including PageUp and Interfolio) will need to be updated with the salary range and benefits information. Please contact Human Resources Talent Acquisition at [hrtalent@umbc.edu](mailto:hrtalent@umbc.edu) to coordinate having the postings updated. All postings/ads must be updated prior to October 1, 2024.

The law requires all job postings to be in compliance. This will include adjunct faculty ads placed on departmental websites or in any other source.

## **Contingent I Job Postings**

Contingent I job postings will need to list the minimum and maximum hourly rate offered for the position. If you have a current active Contingent I job posting in PageUp, please contact [hrtalent@umbc.edu](mailto:hrtalent@umbc.edu) to have the job updated.

## **Student Job Postings**

Any advertised student job postings for graduate or undergraduate students must also include the minimum and maximum salary range. If benefits are offered, this information must also be included in the posting/ad. Departments will need to update any active job postings on Handshake or any other source.

## **Have Questions?**

[Talent Acquisition](#) can help with questions about updating the job posting/ad.

[Class/Comp](#) can help with questions regarding the salary range for a position.