

Department Requesting Code Change:

City Council

Drafter:

Kirsten Estose

Email and Phone:

kmestose@columbus.gov | (614) 645-2728

Columbus City Code Title Being Amended/Created/Repealed:

Chapter 2335 – Prohibited Salary History Inquiry and Use

What is the overall purpose of this code change?

This code change would require most employers to include a reasonable (good faith) pay range in any job posting.

Why is this code change needed?

Pay transparency is recognized as a [best practice](#) among HR professionals globally, and the practice can help uplift historically disadvantaged communities by balancing the scales in the hiring process. Additionally, pay transparency can make employers more attractive to job-seekers, [increase](#) the number of qualified applicants for a job posting, and reduce the overall [cost](#) of hiring by increasing efficiency in the process.

What would be the impact of not adopting this code change?

Employers would continue to choose for themselves whether to participate in pay transparency. This sets Columbus behind as a job market. Only 50-60% of employers currently include pay ranges in job postings. This figure may be lower in Ohio, where there are fewer requirements to that effect in place.

Are there any operating or capital budget cost/savings implications for this code change?

There are no directed budget implications for this code change. The requirement will be enforced by the Community Relations Commission, which is already staffed with an FTE.



SHANNON G. HARDIN, PRESIDENT | ROB DORANS, PRESIDENT PRO TEMPORE
NICHOLAS J. BANKSTON | LOURDES BARROSO de PADILLA | OTTO BEATTY III
NANCY DAY-ACHAUER | MELISSA GREEN | EMMANUEL V. REMY | CHRISTOPHER L. WYCHE
CITY CLERK | TOYA J. JOHNSON, M.Ed.

City Hall | 90 West Broad Street | Second Floor | Columbus OH 43215 | T (614) 645.7380 | F (614) 645.6164 | columbuscitycouncil.org

Describe the community engagement process regarding this code change. What residents, impacted parties, and constituents may be affected? Have they been engaged, and how so? How was their feedback incorporated (or not incorporated) into this code change?

Over the course of 2025, a variety of stakeholders and constituents have been engaged. Community members have asked for a pay transparency law. Formal engagement occurred with the Columbus Chamber of Commerce, the Human Services Chamber of Franklin County, the Columbus Women’s Commission, the Columbus Partnership, the Central Ohio Labor Council, and others.

Their feedback helped the Councilmember to determine what to require, who needs support and education during the implementation of this requirement, and deepened the why behind the legislation.

Will this code change take effect with the ordinance, or is there a delayed effective date?

While the code will be updated on the normal 30-day timeline, enforcement of the pay transparency requirement will be delayed until January 1, 2027.



**SHANNON G. HARDIN, PRESIDENT | ROB DORANS, PRESIDENT PRO TEMPORE
NICHOLAS J. BANKSTON | LOURDES BARROSO de PADILLA | OTTO BEATTY III
NANCY DAY-ACHAUER | MELISSA GREEN | EMMANUEL V. REMY | CHRISTOPHER L. WYCHE
CITY CLERK | TOYA J. JOHNSON, M.Ed.**