

118TH CONGRESS
2D SESSION

S. 3620

To amend the Internal Revenue Code of 1986 to impose a corporate tax rate increase on companies whose ratio of compensation of the CEO or other highest paid employee to median worker compensation is more than 50 to 1, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JANUARY 18, 2024

Mr. SANDERS (for himself, Ms. WARREN, Mr. VAN HOLLEN, and Mr. MARKEY) introduced the following bill; which was read twice and referred to the Committee on Finance

A BILL

To amend the Internal Revenue Code of 1986 to impose a corporate tax rate increase on companies whose ratio of compensation of the CEO or other highest paid employee to median worker compensation is more than 50 to 1, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Tax Excessive CEO
5 Pay Act of 2024”.

1 **SEC. 2. CORPORATE TAX INCREASE BASED ON COMPENSA-**
 2 **TION RATIO.**

3 (a) IN GENERAL.—Section 11 of the Internal Rev-
 4 enue Code of 1986 is amended by adding at the end the
 5 following new subsection:

6 “(e) TAX INCREASE BASED ON PAY RATIO.—

7 “(1) IN GENERAL.—

8 “(A) INCREASE IMPOSED.—In the case of
 9 any corporation (except as provided in subpara-
 10 graph (B)(ii)(II)) the pay ratio of which is
 11 greater than 50 to 1 for a taxable year, the 21
 12 percent rate under subsection (b) for such tax-
 13 able year shall be increased by the penalty de-
 14 termined under paragraph (2).

15 “(B) PAY RATIO.—For purposes of this
 16 subsection—

17 “(i) IN GENERAL.—The term ‘pay
 18 ratio’ means the ratio described in section
 19 229.402(u)(1)(iii) of title 17, Code of Fed-
 20 eral Regulations (or any successor there-
 21 to), except that if the highest compensated
 22 employee of the corporation is not the
 23 principal executive officer, the ratio shall
 24 be determined based on the compensation
 25 of such highest compensated employee.

1 “(ii) CORPORATIONS NOT SUBJECT TO
2 SEC FILING.—In the case of a corporation
3 which (without regard to this clause) is not
4 subject to the authorities described in sec-
5 tion 229.10(a) of title 17, Code of Federal
6 Regulations (or any successor thereto)—

7 “(I) LARGE CORPORATIONS.—If
8 the average annual gross receipts of
9 such corporation for the 3-taxable-
10 year period ending with the taxable
11 year which precedes such taxable year
12 are at least \$100,000,000, such cor-
13 poration shall calculate and report its
14 pay ratio according to the method
15 which the Secretary shall prescribe by
16 regulations consistent with the regula-
17 tion described in clause (i).

18 “(II) OTHER PRIVATE CORPORA-
19 TIONS EXEMPT.—Subparagraph (A)
20 shall not apply to any such corpora-
21 tion if the average annual gross re-
22 ceipts of such corporation for the 3-
23 taxable-year period ending with the
24 taxable year which precedes such tax-
25 able year are less than \$100,000,000.

1 “(2) AMOUNT OF PENALTY.—The penalty de-
 2 termined under this paragraph is an increase, ex-
 3 pressed in percentage points, determined in accord-
 4 ance with the following table:

“If the pay ratio is:	The increase is:
Greater than 50 to 1, but not greater than 100 to 1	0.5
Greater than 100 to 1, but not greater than 200 to 1	1
Greater than 200 to 1, but not greater than 300 to 1	2
Greater than 300 to 1, but not greater than 400 to 1	3
Greater than 400 to 1, but not greater than 500 to 1	4
Greater than 500 to 1	5.”.

5 (b) CONFORMING AMENDMENTS.—

6 (1) The following sections of the Internal Rev-
 7 enue Code of 1986 are each amended by inserting
 8 “applicable to the corporation (after the application
 9 of section 11(e))” after “section 11(b)”:

10 (A) Section 280C(c)(2)(B)(ii)(II).

11 (B) Paragraphs (2)(B) and (6)(A)(ii) of
 12 section 860E(e).

13 (C) Section 7874(e)(1)(B).

14 (2) Section 852(b)(3)(A) of such Code is
 15 amended by inserting “(after the application of sec-
 16 tion 11(e))” after “section 11(b)”.

17 (3) Paragraphs (1) and (2) of section 1445(e)
 18 of such Code are each amended by striking “in ef-
 19 fect for the taxable year under section 11(b)” and
 20 inserting “applicable to such corporation under sec-
 21 tion 11 for the taxable year”.

1 (4) Section 1446(b)(2)(B) of such Code is
2 amended by striking “specified in section 11(b)” and
3 inserting “applicable to such corporation under sec-
4 tion 11 for the taxable year”.

5 (c) EFFECTIVE DATE.—The amendments made by
6 this section shall apply to taxable years beginning after
7 December 31, 2024.

8 (d) REGULATIONS.—The Secretary of the Treasury
9 (or the Secretary’s delegate) shall issue regulations as nec-
10 essary to prevent avoidance of the purposes of the amend-
11 ments made by subsection (a), including regulations to
12 prevent the manipulation of the compensation ratio under
13 section 11(e) of the Internal Revenue Code of 1986 by
14 changes to the composition of the workforce (including by
15 using the services of contractors rather than employees).

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