

Commission on Local Government

Estimate of Local Fiscal Impact

2025 General Assembly Session | 1/28/25

In accordance with the provisions of 30-19.03 of the Code of Virginia, the staff of the Commission on Local Government offers the following analysis of legislation impacting local governments.

HB2541: Information Technology Access Act; digital accessibility, definitions, effective date. (Kathy K.L. Tran)

Bill Summary: Information Technology Access Act; digital accessibility. Makes numerous organizational changes to the Information Technology Access Act. The bill defines "information and communications technology" as it relates to digital accessibility, defined in the bill, for all persons with disabilities. The bill permits the head of each covered entity, defined in the bill, to designate an employee to serve as such covered entity's digital accessibility coordinator and provides that such digital accessibility coordinator is responsible for developing and implementing such covered entity's digital accessibility policy. The bill has delayed effective dates of April 24, 2026, and April 26, 2027, for specific covered entities according to population size.

Local Fiscal Impact: Net Additional Expenditure: X Net Reduction of Revenues:

Summary Analysis:

Number of Localities Responding: 4 Cities, 6 Counties, 3 Towns, 0 Other

Localities estimated a negative fiscal impact ranging from \$0 to \$475,000 over the biennium.

Localities identified the bill's fiscal impact as varying significantly, with some jurisdictions reporting no anticipated costs, while others projected substantial expenses related to personnel, software, training, and compliance efforts.

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Locality	Expenditure Narrative by Responding Localities
Charlotte County	
Chesterfield County	The substitute of HB2541 largely mirrors existing Federal Web Content Accessibility Guidelines 2.1 (WCAG) while requiring additional reporting that may offer an insignificant benefit. This would require the County to invest into software licensing for specialized tooling, estimated at \$100,000 annually. Additional costs may be incurred by the County to ensure compliance within the designated timeframe, including the possible need for an additional FTE based on workload.
City of Alexandria	The fiscal impact is currently unquantifiable; however, the legislation as proposed could result in a need to define and revise plans to prioritize needed changes for increased digital inclusion.
City of Norfolk	As written, this bill is not expected to have a significant fiscal impact for Norfolk.
City of Richmond	Implementing HB 2541 will necessitate hiring one full-time employee (FTE). Furthermore, the city has 95 publicly accessible applications; and based on the average non-governmental rate from Accessible.org, an annual operating expense would be required to ensure compliance with the legislation.

Locality	Expenditure Narrative by Responding Localities
City of Winchester	<p>BLUF: HB2541 bill will have operational and financial implications for our city. We currently meet the requirements set by the Americans with Disability Act, but this bill builds on it, in my opinion.</p> <p>Key Requirements All information and communications technology (ICT) must be accessible to persons with disabilities Requires vendor Accessibility Conformance Reports for new ICT procurement Mandates appointment of a Digital Accessibility Coordinator (I suppose that's me) Requires public posting of accessibility coordinator contact information Necessitates development of digital accessibility policies and procedures</p> <p>Timeline: Based on Winchester's population (approximately 28,000): Implementation deadline: April 26, 2027 (falls under <50,000 population provision) State guidance expected by December 1, 2025</p> <p>Expected Expenses: Personnel Costs Digital Accessibility Coordinator position (new hire or additional duties) Training for IT staff on accessibility standards Additional procurement staff time for accessibility review Technology Costs Audit of existing ICT systems Remediation of non-compliant systems Potential premium for accessible ICT in future procurements Testing tools and software for accessibility compliance Administrative Costs Policy development</p>
Fauquier County	The impact of this bill could be absorbed into an existing position. Otherwise, possibly compliance management software that would need to be purchased.
Montgomery County	There is no anticipated fiscal impact to Montgomery County.

Locality	Expenditure Narrative by Responding Localities
Rappahannock County	<p>Enactment language states: "3. That the provisions of this act shall apply to (i) a covered entity, as defined in Â§ 2.2-3501 of the Code of Virginia, as amended by this act, with a population of 50,000 or more persons, (ii) institutions of higher education, and (iii) state public bodies beginning April 24, 2026."</p> <p>Rappahannock County has a population far less than 50,000 and therefore the changes will have no fiscal impact locally.</p>
Rockingham County	<p>The proposed legislation seems to broaden the scope on persons with disabilities and designating someone to enforce this legislation. I would assume this covers our county website and recreation website. We have processes and staff in place to address users with disabilities which include a third-party software that monitors our sites for mistakes and compliance. There would be no additional cost for the amendments to this legislation. We may need to verify we are compliant with everything listed but should be able to be compliant.</p> <p>If this covers county run social media, I am not sure of those policies. I assume they would be in compliance already but would need to find out more information to make sure we will be compliant and if not, the cost involved to do so.</p>
Town of Chincoteague	
Town of Christiansburg	<p>I would anticipate approximately \$20,000 in staff time and overhead annually associated with the digital accessibility coordinator duties. I would anticipate some start-up costs - perhaps software and legal review - for a total of \$10,000.</p>
Town of Rocky Mount	<p>Some training and education costs for one of our employees to assume this responsibility.</p>