Department of Planning and Budget
2025 General Assembly Session
State Fiscal Impact Statement

Bill Number: HB 2510   **Patron:**   Taylor
Bill Title: Safety and Health Codes Board; THC impairment standard for certain work sites.

Bill Summary: Directs the Safety and Health Codes Board to promulgate regulations to establish a THC impairment standard and testing protocol to be used exclusively on manufacturing and utility work sites and to commence the rulemaking process no later than October 1, 2025.

Budget Amendment Necessary: Yes   **Items Impacted:**   350 (DOLI)

Explanation: The bill will result in expenses by the Department of Labor and Industry in excess of current appropriations.

Fiscal Summary: The bill will require a general fund expense of an estimated $817,605 in FY 2026 continuing for a total of four years, followed by ongoing enforcement costs. The enforcement costs are indeterminate at this time.

General Fund Expenditure Impact:

Agency	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
DOLI	-	$ 817,605	$ 817,605	$ 817,605	$ 817,605	*indeterminate*
TOTAL	**-**	**$ 817,605**	**$ 817,605**	**$ 817,605**	**$ 817,605**	***indeterminate***

Fiscal Analysis: The bill directs the Department of Labor and Industry (DOLI) to "promulgate regulations to establish a THC impairment standard and testing protocol to be used exclusively on manufacturing and utility work sites." According to the agency, current science exists only to reliably detect the presence of THC and not the level of impairment, therefore significant novel research will be needed to support the development of the standards and protocols.

DOLI anticipates that managing the research will require general fund support for two positions: a Study Manager ($202,118) and Policy Analyst ($115,487). The bill directs state agencies and institutions of higher education to assist the board, however the degree and nature of the assistance is not defined. DOLI anticipates contracting with an institution of higher education to undertake the study. The Study Manager will be DOLI's representative to liaise with the selected institute of higher education and will be the professional responsible for overseeing the entire lifecycle of the THC-impairment threshold research study, including

planning, execution, data analysis, and reporting, ensuring the project adheres to timelines, budget, and quality standards assuring study results and delivery to the Agency.

DOLI estimates a research cost range of between $1-3 million, however the exact cost and timeline will be dependent on study design and whether an institution of higher education or a private sector form conducts the study. Costs shown in the table above assume the range median ($2 million) spread over a study period of four years; however, the exact timeline is uncertain due to the novel nature of the research.

Once the THC-impairment threshold and testing protocol in established, the DOLI will continue with developing regulations through the Safety and Health Codes Board. After the standards are in place, DOLI would be responsible for enforcement of the regulations. Because the standards will be state specific, no federal support is anticipated. The number of cases requiring investigation is unknown because the regulations have not yet been developed; however, it is anticipated that the additional enforcement requirement will result in an expenditure impact to the agency.

Each additional compliance officer requires a general fund expenditure of $123,320 for salary, fringe, and overhead. According to the agency, if the caseload is sufficient to require the establishment of a new division dedicated to THC impairment enforcement, DOLI would require one Director ($202,118), four compliance officers ($493,280), one policy analyst ($115,487), and one legal services officer ($153,003).

This impact statement is preliminary and may be updated if additional information becomes available.

Other: None.