

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

comparable in terms of workload because they are health standards to prevent illness and impairment; have requirements on employers to develop policies, procedures, and prevention methods; have lack of control methodologies; and respond to ubiquitous hazards that can occur on or off the worksite.

Each inspector is expected to conduct at least 30 annual inspections, so four positions would be needed. Each additional compliance officer requires a general fund expenditure of \$123,320 for salary, fringe, and overhead for a total of \$493,280. Additionally, an annual cost of \$11,400 is anticipated to support translation services for inquires and documents. Because the bill directs the Board to adopt the regulations no later than May 1, 2026, enforcement costs are assumed to begin on that date. The table above reflects staff and translation costs prorated to cover two months for FY 2026.

The regulations may include fines for employers who violate the standards. Revenue would be paid to the literary fund. Any amount estimates are not possible prior to establishment of the standards and the amounts of the fines. The bill also creates a civil cause of action for employees to recover damages.

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

Other: This bill is similar to HB 1980.