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

PUBLISHED: 3/7/2025 12:34 PM **ORIGINAL**

Bill Number: HB 1625 ER **Patron:** McClure
Bill Title: Minimum wage; farm laborers or farm employees; temporary foreign workers

Bill Summary: Eliminates the exemptions from Virginia's minimum wage requirements for (i) persons employed as farm laborers or farm employees and (ii) certain temporary foreign workers.

Budget Amendment Necessary: No **Items Impacted:** None

Explanation: The impact of this bill on the Department of Labor and Industry (DOLI) is indeterminate.

Fiscal Summary: This bill may result in additional workload for DOLI; however, the impact is indeterminate. See analysis below for details.

Fiscal Analysis: The bill removes individuals employed as farm laborers, farm employees, and certain temporary foreign workers from a list of employees exempt from Virginia's minimum wage laws. The Department of Labor and Industry (DOLI) is responsible for investigating and enforcing minimum wage violations. By adding additional covered employees, DOLI may experience an increase in complaints. The department estimates that the additional complaints may be as high as 400 per year, however the exact number cannot be determined. Each compliance officer is currently expected to handle 200 complaints annually, so two additional employees may be needed depending on the actual number of complaints. The total cost of salary, fringe benefits, and overhead for each compliance officer is $123,080.

Other: None.