

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

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ORIGINAL

Bill Number: HB 2469 ER

Patron: Henson

Bill Title: Overtime for certain employees; domestic service workers and live-in domestic workers

Bill Summary: Adds domestic workers, as defined in the bill, to provisions related to overtime pay. The bill contains a delayed enactment clause which becomes effective on July 1, 2026. The bill also excludes certain employees providing services under Titles XIX and XXI of the Social Security Act.

Budget Amendment Necessary: No

Items Impacted: N/A

Explanation: This bill impacts the Department of Labor and Industry, however no budget action is needed.

Fiscal Summary: It is anticipated that any impact can be absorbed within existing appropriation.

Fiscal Analysis:

Department of Labor and Industry:

The Department of Labor and Industry (DOLI) is currently responsible for enforcing wage laws. It is anticipated that any increase in calls resulting from this bill can be absorbed within existing resources.

Department of Medical Assistance Services:

As amended, the definition of domestic worker does not apply to any employee providing consumer-directed services under Title XIX of the Social Security Act, 42 U.S.C. § 1396 et seq. or Title XXI of the Social Security Act, 42 U.S.C. § 1397aa et seq. As such, the provisions of this bill would not apply to employees providing consumer-directed personal care services in Medicaid. The bill is not expected to increase the cost of medical assistance services administered by DMAS.

Other: This bill is the companion to SB 897.