

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

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**ORIGINAL**

**Bill Number:** HB1009

**Patron:** Tran

**Bill Title:** Administration of government; language access equity; report.

**Bill Summary:** Requires each public-facing state agency, defined in the bill, to designate a language access coordinator who will be responsible for the agency's annual language access report, the requirements of which are set out in the bill. The Secretary of Health and Human Resources is directed to establish criteria for state agencies to procure language interpretation and translation services and to establish a policy for compensating multilingual state employees who are required as part of their job to provide interpretation, translation, or other bilingual skills at least once a month.

**Budget Amendment Necessary:** Yes

**Items Impacted:** 73, 107, 111, 270, 355, 401

**Explanation:** Various state agencies will require additional appropriation and positions, attributable to the following items. See chart, tables, and fiscal analysis below.

**Fiscal Summary:** This fiscal impact is preliminary and may be updated upon the receipt of additional information. The chart below demonstrates which agencies will need new general fund (GF) appropriation and/or positions to comply with the requirements of the legislation, which agencies report a minimal and/or absorbable impact, and which agencies have reported indeterminate or no feedback. See expenditure tables and fiscal analysis for additional information.

Item 335 X., HB30/SB30, 2026 General Assembly includes \$2.0 million general fund each year to facilitate and improve language access at state agencies. This funding is currently used by the Department of Social Services and other agencies in the Health and Human Resources (HHR) secretariat (including HHR agencies not named in this bill) to support language access initiatives. It is unclear whether the provisions of this bill are intended to overlap with the utilization of these funds; however, the majority of HHR agencies named in this bill reported any impacts as absorbable based on current and expected utilization of these funds. Other agencies named in the bill do not currently access such funds; see impact tables and fiscal analysis for more information.

<b>GF and/or positions required</b>	<b>Minimal/absorbable impact</b>	<b>Indeterminate/unknown impact</b>
<ul style="list-style-type: none"><li>Secretary of Health and Human Resources (OSHHR)</li><li>Department of Emergency Management (VDEM)</li><li>Department of Housing and Community Development (DHCD)</li><li>Department of Small Business and Supplier Diversity (DSBSD)</li><li>Department of Labor and Industry (DOLI)</li></ul>	<ul style="list-style-type: none"><li>Department of Health (VDH)*</li><li>Department of Medical Assistance Services (DMAS)*</li><li>Department of Social Services (DSS)*</li><li>Department of Behavioral Health and Developmental Services (DBHDS)*</li><li>Department of Health</li></ul>	<ul style="list-style-type: none"><li>Department of Elections (ELECT)</li><li>Department of Agriculture and Consumer Services (VDACS)</li><li>Department of Human Resource Management (DHRM)</li><li>Department of Motor Vehicles (DMV)</li><li>Department of Corrections (DOC)</li><li>Department of Education (DOE)</li></ul>

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

<ul style="list-style-type: none"> <li>• Department of General Services (DGS)</li> </ul>	<p>Professions (DHP)  * Assumes existing language access funds in Item 335, HB30/SB30 will offset any new costs and remain available for such purposes.</p>	<ul style="list-style-type: none"> <li>• Attorney General/Department of Law (OAG)</li> <li>• Virginia Information Technologies Agency (VITA)</li> <li>• Virginia Employment Commission (VEC)</li> </ul>
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**General Fund Expenditure Impact:**

<b>Agency</b>	<b>FY2026</b>	<b>FY2027</b>	<b>FY2028</b>	<b>FY2029</b>	<b>FY2030</b>	<b>FY2031</b>
OSHHR (188)	-	\$122,085	\$122,085	\$122,085	\$122,085	\$122,085
VDEM (127)	-	\$148,919	\$148,919	\$148,919	\$148,919	\$148,919
DHCD (165)	-	\$120,500	\$120,500	\$120,500	\$120,500	\$120,500
DSBSD (350)	-	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
DOLI (181)	-	\$181,999	\$181,999	\$181,999	\$181,999	\$181,999
DGS (194)	-	\$26,570	\$40,260	\$40,260	\$40,260	\$40,260
<b>TOTAL</b>	<b>-</b>	<b>\$700,073</b>	<b>\$713,763</b>	<b>\$713,763</b>	<b>\$713,763</b>	<b>\$713,763</b>

**Position Impact:**

<b>Agency</b>	<b>FY2026</b>	<b>FY2027</b>	<b>FY2028</b>	<b>FY2029</b>	<b>FY2030</b>	<b>FY2031</b>
OSHHR (188)	-	1.0	1.0	1.0	1.0	1.0
VDEM (127)	-	1.0	1.0	1.0	1.0	1.0
DSBSD (350)	-	1.0	1.0	1.0	1.0	1.0
DOLI (181)	-	1.0	1.0	1.0	1.0	1.0
<b>TOTAL</b>	<b>-</b>	<b>4.0</b>	<b>4.0</b>	<b>4.0</b>	<b>4.0</b>	<b>4.0</b>

**Fiscal Analysis:** This legislation requires the head of public-facing state agencies, as defined in the bill and listed in the chart above, to designate a language access coordinator within the agency whose responsibilities include developing their respective agency's language access policy and producing an annual language access report. Each specified public-facing state agency is directed to ensure that its programs and services are meaningfully accessible for non-English speakers and persons with disabilities.

This legislation is expected to create a variety of impacts for the state agencies identified as public-facing state agencies in the bill, which are largely contingent on their existing capacities as it relates to the provision of translation and language access services. Specific impacts as reported by select agencies are discussed in detail below:

**Agencies Reporting Fiscal Impacts**

***Secretary of Health and Human Resources (OSHHR)***

OSHHR will require one new position to comply with the requirements of this legislation at an ongoing general fund cost of approximately \$122,085. This estimate is inclusive of salary and all fringe benefits. This position will fulfill the requirements of the bill pertaining to the Secretary of Health and Human Resources, including

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

---

the establishment of a model language access policy and associated criteria, the development and translation of a glossary of common terms, and ongoing coordination between the language access coordinators at public-facing state agencies as defined in the bill. This position will also lead the development of the annual statewide report to the Governor and General Assembly.

***Virginia Department of Emergency Management (VDEM)***

VDEM will require one new position to comply with the requirements of this legislation at an ongoing general fund cost of \$122,085. This estimate is inclusive of salary and all fringe benefits. This position will serve as the agency's language access coordinator and coordinate the development of VDEM's language access report. VDEM also anticipates administrative cost impacts estimated at \$26,834 to implement any language interpretation and translation services criteria that may be established by OSHHR.

***Department of Housing and Community Development (DHCD)***

DHCD will require approximately \$65,000 for contracted translation services and a part-time language access coordinator position estimated at \$55,500, for a total annual general fund cost of \$120,500. The agency's estimated translation costs are based on an anticipated annual volume of approximately 125 pages of public-facing materials to be newly translated or refreshed each year into up to 10 of the most frequently used non-English languages in the Commonwealth, with additional capacity required on an as-needed basis for languages of lesser diffusion, particularly in emergency or disaster-related contexts. DHCD reports that existing staff capacity is fully utilized and the cumulative workload associated with policy implementation, data collection, annual reporting, and contract management cannot be absorbed with existing resources.

***Department of Small Business and Supplier Diversity (DSBSD)***

DSBSD will require one additional position to comply with the requirements of this bill at an ongoing general fund cost of \$100,000. The agency states that it does not currently have any existing employees who have the skill and competence level to act as a language access coordinator, and that a full-time position will be necessary in order to translate the agency's resources, materials, and programs into multiple languages and maintain these resources.

***Department of Labor and Industry (DOLI)***

DOLI will require one additional position to comply with the requirements of this bill at an ongoing general fund cost of \$159,499. DOLI states that the agency does not currently have a dedicated language access function or staff with assigned responsibility for coordinating, implementing, and reporting on language access activities across programs. This position would be responsible for developing and implementing agency language access policies, as well as preparing and submitting the annual language access report required by the bill. Additionally, this position would oversee and coordinate translation of agency resources across multiple programs, including legally mandated workplace postings, public-facing guidance, and education, outreach, safety, and training materials.

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

---

DOLI also anticipates requiring expanded language translation and interpretation services across program areas to support document translation and client interactions. The agency currently contracts for language services at an hourly rate of \$117; DOLI expects that the expansion of services required by this bill may increase contracted usage at an ongoing general fund cost of \$22,500.

***Department of General Services (DGS)***

DGS will require additional funding to comply with the requirements of this bill at a general fund cost of \$26,570 in FY 2027 and \$40,260 in FY 2028 and each year thereafter. DGS does not have the capacity within current resources to absorb the work requirements of this legislation. Funding estimates are based on an estimated 430 additional hours worked in FY 2027 and 660 additional hours worked in FY 2028 and subsequent out-years. The hourly rates comprising these totals are based on existing rates for project work in the affected divisions of the agency.

**Agencies Reporting Minimal/Absorbable Impacts**

The Department of Social Services (DSS) currently receives an annual general fund appropriation of \$2.0 million to support state agencies in facilitating and improving language access (Item 335 X., HB30/SB30, 2026 General Assembly). This funding is utilized by DSS to support language access efforts within the agency and at local departments of social services; it is also utilized by other state agencies within the Health and Human Resources (HHR) secretariat for language access efforts, including HHR agencies that are not specifically designated as public-facing state agencies in this bill.

The Virginia Department of Health, the Department of Medical Assistance Services, and the Department of Behavioral Health and Developmental Services all currently receive a portion of the language access funding currently appropriated at DSS. These agencies indicate that the provisions of this bill can be absorbed assuming that such funding continues to be made available.

While the Department of Health Professions does not currently utilize the language access funding at DSS, the agency expects that any impacts resulting from this legislation can be absorbed with existing resources.

**Agencies Reporting Indeterminate or Unknown Impacts**

***Department of Agriculture and Consumer Services (VDACS)***

VDACS reports that the agency's website currently supports 11 languages. The agency suggests that additional funding may be needed to translate and maintain additional materials or resources as may be recommended by the Secretary of Health and Human Resources; the agency may need to contract with a third party or hire additional staff to accomplish this. Any cost or position impacts for VDACS associated with these requirements are indeterminate at this time and are not included in the impact tables.

***Department of Motor Vehicles (DMV)***

DMV suggests that a salary increase or other special pay may be awarded to the employee or employees who provide interpretation or translation services or who coordinate the agency's language access efforts as

**Department of Planning and Budget**  
**2026 General Assembly Session**  
**State Fiscal Impact Statement**

---

required by the bill, but the number of employees who may be involved in language access work or translation is unknown at this time. Accordingly, any cost or position impacts for DMV are indeterminate at this time and are not included in the impact tables.

***Department of Elections (ELECT)***

ELECT reports that the agency utilizes the state phone contract for interpreter services and currently prints materials in three languages. The agency suggests that additional costs may be required to update websites, print new materials, and engage in additional translation and language access services as required by the bill; however, the extent of such costs is not known at this time. Accordingly, any cost or position impacts for ELECT are indeterminate at this time and are not included in the impact tables.

***Virginia Information Technologies Agency (VITA)***

VITA currently utilizes internal language translation services that are also available for use by other state agencies. VITA reports that costs for such services are not currently charged out to state agencies and are instead offset by funding in the budget. To the extent that such services continue to be funded in the budget at the current level, VITA will not require additional appropriation to comply with the requirements of this bill. However, in the event that additional public-facing state agencies elect to utilize translation services from VITA to comply with the bill requirements, additional appropriation or resources may be necessary to support expanded service offerings. Any costs associated with increased utilization of translation services are indeterminate at this time and are not included in the impact tables.

***Other Agencies***

It is possible that the Department of Education, the Department of Human Resource Management, the Department of Corrections, the Office of the Attorney General and the Department of Law, and the Virginia Employment Commission may need additional positions or appropriation to comply with the requirements of this bill; however, the necessity or extent of such resources is unknown at this time. Should new information be provided by any of these agencies, this fiscal impact may be updated.

**Other:** Line 49 of the bill text, as introduced, references the “Department of Mental Health and Behavioral Services.” The name of the state behavioral health agency is the “Department of Behavioral Health and Developmental Services.”