

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

positions would be needed (\$119,451 each beginning in FY 2027) for enforcement. Additionally, DOLI anticipates that a program manager (\$164,785) will be required to support the development and implementation of regulations, investigative processes, enforcement processes, record keeping systems, and training programs.

Employers who violate the provisions of the bill may be subject to a civil penalty of up to \$1,000 per violation. Civil penalties are paid to the Literary Fund, and revenue impacts cannot be estimated because the number of violations is unknown.

Other: None.