



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

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result reaches a level requiring additional staffing levels, each additional position would create an additional expense of \$144,160 each year.

The Department of Labor and Industry is responsible for enforcing the provisions of this bill. The agency currently has jurisdiction over the employers of approximately 3 million employees, and DOLI handled nearly 2,000 payment of wage claims and an additional 28 complex investigations regarding retaliation and other miscellaneous employment laws. This bill would expand the number of employees subject to payment of wage and other related provisions by over 500,000, which includes the number of state and local government employees in Virginia, resulting in an estimated 20 percent increase in the agency's workload.

The agency currently has six compliance officers and one specialist who are working with a case backlog of approximately 30 days and are unable to absorb additional workload. It is anticipated that additional resources to support two compliance officers (\$275,814 total) and one administrative specialist (\$125,236) will be needed.

**Other:** None.