

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

employee for reporting any possible or actual violation of any federal or state law or regulation, to the public, a governmental body, or the employer.

As amended, this bill states that the Commissioner, the Attorney General, or any person who alleges a violation of § 40.1-27.3, Code of Virginia, may bring a civil action in a court of competent jurisdiction within one year after such person learns of such violation. The number of inquiries that DOLI may receive, complaints that it will investigate, and enforcement actions taken by the department are currently unknown. Depending on the workload volume for the agency resulting from this bill, the agency may require up to three Legal Services Officer positions at an ongoing general fund cost of \$185,365 each. According to DOLI, each attorney position can handle approximately 87 to 88 cases annually, including legal analysis, settlement negotiations, hearings, and litigation support.

DOLI anticipates that it may also require an anti-retaliation workstream within the agency's existing system of record at a one-time cost of \$991,487, with costs estimates based on previous modernization projects completed by the agency related to payment of wage complaints. According to the department, \$45,000 in ongoing system maintenance costs may also be required. Additionally, DOLI anticipates that this bill may result in an increase in client contacts and cases at the agency, and estimates an additional \$2,925 in language services cost per year may be required. DOLI's hourly rate for use of these services in 2016 is \$117.

Other: None.