

# OFFICE OF FISCAL ANALYSIS

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HB-6477

AN ACT REQUIRING A PLAN FOR THE TRANSLATION AND REVIEW OF ALL FORMS AND APPLICATIONS REQUIRED TO ACCESS STATE AGENCY SERVICES OR BENEFITS BY LIMITED-ENGLISH PROFICIENT INDIVIDUALS.

## ***OFA Fiscal Note***

### ***State Impact:***

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Various State Agencies	App Fund - Cost	5,000,000	5,000,000
Department of Administrative Services	GF - Cost	780,000	530,000
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	93,633	93,633

Note: GF=General Fund; App Fund=All Appropriated Funds

***Municipal Impact:*** None

### ***Explanation***

The bill creates various requirements relating to the development and adoption of a plan to translate all printed or electronic forms or applications required to access executive branch state agency services or benefits into the twelve most common languages spoken in the state besides English. The requirements include (1) the development of a plan by the Department of Administrative Services (DAS) by January 1, 2026, (2) the adoption of the plan by each executive agency by February 1, 2026, and (3) the designation of a language access coordinator to work with DAS to ensure compliance with the plan.

<sup>1</sup>The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 40.71% of payroll in FY 26.

Developing the plan results in a one-time cost to DAS of \$250,000 in FY 26 to hire a consultant with the necessary expertise to develop the plan. Requiring each executive branch agency to translate and reproduce each of the approximately 1,500 applications results in one-time costs of \$5,000,000 to various agencies in FY 26. These costs are primarily attributed to technological updates to administrative systems and producing the non-web-based versions of these applications and forms. The requirement to ensure compliance with the plan requires two new employees within DAS with a total cost of \$323,633 (\$230,000 in salary and \$93,633 for fringe) and an additional cost of \$300,000 per year in consultant fees.

### ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation. In addition, the bill requires the plan to be updated as necessary which results in potential future one-time costs to accommodate changes to applications and forms.