

OFFICE OF FISCAL ANALYSIS

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sHB-6843

AN ACT CONCERNING THE NUMBER OF WAGE AND HOUR INVESTIGATORS AT THE LABOR DEPARTMENT.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Labor Dept.	GF - Cost	800,195	2,847,222
State Comptroller - Fringe Benefits ¹	GF - Cost	301,527	1,080,585

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which increases the minimum number of wage and hour investigators required to be employed by the Department of Labor (DOL), results in a cost to (1) DOL of \$800,195 in FY 26 (partial year cost) and \$2,847,222 in FY 27 and (2) the State Comptroller- Fringe Benefits account of \$301,527 in FY 26 (partial year cost) and \$1,080,585 in FY 27.

Since DOL currently employs nine wage and hour investigators, the agency would need to hire 13 additional employees to comply with the minimum of 22 investigators required for part of FY 26 (\$662,246 for salaries, \$269,600 for fringe benefits, and \$53,764 for equipment/overhead). In addition, DOL would need to hire one supervisory position to accommodate the higher number of wage and hour investigators, which results in a cost of \$78,425 for salary, \$31,927

¹The 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.

for fringe benefits, an \$5,760 for equipment/overhead.²

The bill further increases this requirement to 45 wage and hour investigators in FY 27, which results in the hiring of an additional 23 employees. This brings the total cost of wage and hour investigators to \$2,445,216 for salaries, \$995,447 for fringe benefits, and \$179,012 for equipment/overhead. Additional supervisory positions would also be needed to accommodate the higher number of wage and hour investigators, which brings the total cost of supervisory personnel to \$209,134 for salaries, \$85,138 for fringe benefits, and \$13,860 for equipment/overhead.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

² All amounts described in this paragraph represent a partial year cost since the bill takes effect on October 1, 2025.