

OFFICE OF FISCAL ANALYSIS

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sHB-5005

AN ACT EXPANDING PAID SICK DAYS IN THE STATE.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$
Labor Dept.	GF - Cost	112,984	203,968
State Comptroller - Fringe Benefits ¹	GF - Cost	38,768	77,537
Labor Dept.	GF - Cost	Minimal	Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill, which expands the state's paid sick leave law, results in a cost to (1) the Department of Labor (DOL) of \$112,984 in FY 25 (partial year cost) and \$203,968 in FY 26, and (2) the State Comptroller- Fringe Benefits account of \$38,768 in FY 25 (partial year cost) and \$77,537 in FY 26, as well as a potential minimal revenue gain associated with penalties from violations.

In order to administer the expanded sick leave provisions, DOL would require two Wage Enforcement Agents (annualized individual cost of \$93,984 for salary, \$38,768 for fringe benefits, and \$8,000 for equipment/overhead costs).

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 41.25% of payroll in FY 25.

The Out Years

The ongoing fiscal impact identified above would continue into the future subject to inflation, number of violations, and penalties paid.