House of Representatives

General Assembly

File No. 307

January Session, 2025

Substitute House Bill No. 6843

House of Representatives, March 27, 2025

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

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

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (*Effective from passage*) Not later than October 1, 2025, the Labor Commissioner shall employ not fewer than twenty-two wage and hour investigators for the purposes of investigating and ascertaining the wages of persons employed in any occupation in the state pursuant to section 31-59 of the general statutes.

Sec. 2. (NEW) (*Effective from passage*) For the fiscal year ending June 30, 2027, and each fiscal year thereafter, the Labor Commissioner shall employ not fewer than forty-five wage and hour investigators for the purposes of investigating and ascertaining wages of persons employed in any occupation in the state pursuant to section 31-59 of the general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	*from passage*	New section
Sec. 2	*from passage*	New section

Statement of Legislative Commissioners:
In Section 2, (NEW) was inserted for proper form and "2026" was changed to "2027" for accuracy.

LAB *Joint Favorable Subst. -LCO*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific 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

[1]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.

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.

OLR Bill Analysis

HB 6843

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

SUMMARY

This bill requires the labor commissioner to employ (1) at least 22 wage and hour investigators by October 1, 2025, (to investigate and determine wages of people employed in the state) and (2) at least 45 investigators (for the same purpose) for FY 26 and each fiscal year after that.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable
Yea 12 Nay 1 (03/13/2025)