Government of the District of Columbia
Office of the Chief Financial Officer

Glen Lee
Chief Financial Officer

MEMORANDUM

TO:	**The Honorable Phil Mendelson** **Chairman, Council of the District of Columbia**
FROM:	**Glen Lee** **Chief Financial Officer**
DATE:	**October 29, 2026**
SUBJECT:	**Fiscal Impact Statement – Youth Work Permit and Employment Protection Act of 2026**
REFERENCE:	**Bill 26-428, Draft Committee Print as provided to the Office of Revenue Analysis on October 21, 2026**

Conclusion

Funds are not sufficient in the fiscal year 2025 through fiscal year 2029 budget and financial plan to implement the bill. The bill will cost $317,297 in fiscal year 2026 and $1.1 million over the four-year financial plan.

Background

Under current law[1], residents aged 14 to 17 must obtain a work permit from District of Columbia Public Schools (DCPS) to work for a District employer. The bill transfers the responsibility for issuing work permits to youth from DCPS to the Department of Employment Services (DOES) and provides DOES with enforcement authority regarding youth work permits.

The bill requires DOES to develop and maintain an online system through which minor work permits can be obtained and submitted to an employer with proof of age. The agency must track all permits and conduct an annual audit of all work permits submitted by employers. Employers must keep records of all minors employed and detailed time records of work hours. DOES inspectors are authorized to visit and inspect, at any time, all places where minors are reasonably believed to be employed to enforce the bill, and employers are required to provide any required records upon demand.

[1] D.C. Official Code § 32–208.

The bill also sets specific requirements and limitations for the employment of minors, including maximum hours that can be worked, according to age, day of the week, holiday, and when school is or is not in session.

Current law prohibits employment of a minor in a job the Mayor has determined through rulemaking is dangerous or prejudicial to the life, health, safety, or welfare of minors. The bill requires that the Mayor hold a public hearing when making changes to the regulations including which jobs are considered dangerous.

The bill authorizes special occupation permits (currently called "theatrical permits"[2]) issued by DOES for minors performing on a stage of a licensed theater, musical concerts, television or motion pictures, or a circus.

Financial Plan Impact

Funds are not sufficient in the fiscal year 2026 through fiscal year 2029 budget and financial plan to implement the bill. The bill will cost $317,297 in fiscal year 2025 and $1.1 million over the four-year financial plan.

DOES requires a compliance specialist to manage the youth work permit issuance process and provide support for employer compliance and enforcement. The agency will also require the development of permit management system to process and store applications.

Bill 26-428 - Youth Work Permit and Employment Protection Act of 2026
Fiscal Year 2026 – Fiscal Year 2029
($ thousands)

	FY 2026	FY 2027	FY 2028	FY 2029	Total, FY2026-FY2029
Personal Services Costs - 1 FTE Department of Employment Services (a) (b)	$119	$121	$124	$127	$493
Non-Personal Services (c)	$198	$133	$133	$133	$597
Total	**$317**	**$255**	**$258**	**$260**	**$1,090**

Table Notes:

(a) One Compliance Specialist grade 13/2, with financial plan growth rate of 2.2 in fiscal year 2027 and 2.0 percent annually thereafter.
(b) Includes fringe benefits of 24.2 percent of salary, with financial plan growth rate of 2.4 percent in fiscal year 2027 and 2.35 percent annually thereafter.
(c) Information Technology system development (Estimated $100,000 for expansion of existing IT application plus maintenance costs and licensing), new employee equipment and supplies, public education, and training.

[2] D.C. Official Code § 32–206.