

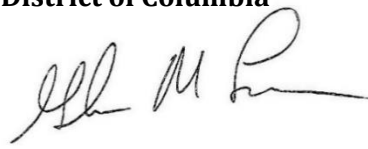
Government of the District of Columbia  
Office of the Chief Financial Officer



**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 25, 2024

**SUBJECT:** Fiscal Impact Statement – Youth Work Permit and Employment  
Protection Act of 2024

**REFERENCE:** Bill 25-745, Draft Committee Print as provided to the Office of Revenue  
Analysis on October 10, 2024

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**Conclusion**

Funds are not sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the bill. The bill will cost \$785,000 in fiscal year 2025 and \$3 million over the four year financial plan.

**Background**

Under current law, residents aged 14 to 17 must obtain a work permit from DC Public Schools in order 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.

**Financial Plan Impact**

Funds are not sufficient in the fiscal year 2025 through fiscal year 2028 budget and financial plan to implement the bill. The bill will cost \$785,000 in fiscal year 2025 and \$3 million over the four year financial plan.

DOES must stand up a separate unit with three administrative positions to manage the youth work permit issuance process. The agency will require a front end application system to process and store applications. Additionally, the agency will require three compliance specialists to provide for proactive reviews of employer compliance and enforcement of the youth work permit laws.

The Honorable Phil Mendelson

FIS: Bill 25-745, "Youth Work Permit and Employment Protection Act of 2024," Draft Committee Print as provided to the Office of Revenue Analysis on October 10, 2024.

| <b>Bill 25-745 - Youth Work Permit and Employment Protection Act of 2024</b>                     |               |               |               |               |                                      |
|--|---------------|---------------|---------------|---------------|--------------------------------------|
| <b>Fiscal Year 2025 – Fiscal Year 2028</b>   |               |               |               |               |                                      |
| <b>(\$ thousands)</b>  |               |               |               |               |                                      |
|  | <b>FY2025</b> | <b>FY2026</b> | <b>FY2027</b> | <b>FY2028</b> | <b>Total,<br/>FY2025-<br/>FY2028</b> |
| Personal Services Costs - 6 FTEs Department of Employment Services <sup>(a)</sup> <sup>(b)</sup> | \$618         | \$630         | \$642         | \$654         | \$2,543                              |
| Non-Personal Services <sup>(c)</sup>   | \$167         | \$117         | \$102         | \$102         | \$488                                |
| <b>Total</b>   | <b>\$785</b>  | <b>\$747</b>  | <b>\$744</b>  | <b>\$756</b>  | <b>\$3,031</b>                       |

Table Notes:

- a) One Program Manager grade 14/1, Two Program analysts Grade 11/1, Two Compliance Specialists Grade 12/5), One Compliance Specialist Grade 11/5), with financial plan growth rate of 1.9 percent annually.
- b) Fringe benefits 23.5 percent of salary, with financial plan growth rate of 2.3 percent annually.
- c) Information Technology system development (Estimated \$100,000 system plus maintenance costs), new employee equipment and supplies, public education, and training.