

FISCAL NOTE

LEGISLATIVE FISCAL ANALYST ESTIMATE

Updated for 2026 session.

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)

EXPENDITURES	GENERAL	CASH	FEDERAL	REVOLVING	TOTAL
FY2025-2026	0	0	0	0	0
FY2026-2027	0	0	0	0	0
FY2027-2028	0	0	0	0	0
FY2028-2029	0	0	0	0	0

REVENUE	GENERAL	CASH	FEDERAL	REVOLVING	TOTAL
FY2025-2026	0	0	0	0	0
FY2026-2027	0	0	0	0	0
FY2027-2028	0	0	0	0	0
FY2028-2029	0	0	0	0	0

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB 258 changes future minimum wage increases from an increase in the cost-of-living to “the lesser of one and one-half percent, rounded to the nearest cent, or the increase in the cost-of-living.” This change takes place on January 1, 2027 and on January 1 of successive years.

In addition, LB 258 allows employers to pay a youth minimum wage of thirteen dollars and fifty cents per hour (\$13.50/hour) to employees who are at least fourteen years of age, but younger than sixteen years of age and are not emancipated minors.

Section 2 allows employers to pay new employees who are at least sixteen but younger than eighteen and who are not seasonal or migrant workers or emancipated minors a training wage of \$13.50/hour.

The Department of Labor and Department of Administrative Services estimate no fiscal impact. The Fiscal Office has no basis to disagree.

Please complete **ALL** (5) blanks in the first three lines.

2026

LB⁽¹⁾ 258

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾

Department of Administrative Services (DAS) – Employee Relations

Prepared by: ⁽³⁾ Dan Birdsall Date Prepared: ⁽⁴⁾ 11/19/2025 Phone: ⁽⁵⁾ 402-802-6689

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	FY 2026-27		FY 2027-28	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
REVOLVING FUNDS	_____	_____	_____	_____
TOTAL FUNDS	_____	_____	_____	_____

Explanation of Estimate:

This bill amends the Wage and Hour Act by setting the annual increase of the minimum wage at 1.75% beginning January 1, 2027, and January 1 each subsequent year. This bill also makes changes to minimum wage payments to minors and training wages.

It is not clear whether this bill would have a fiscal impact on the Department of Administrative Services (DAS) and it cannot be reasonably estimated. The Wage and Hour Act does not apply to the State, so there is no direct cost. However, the State is impacted by the market conditions that are affected by changes to the Wage and Hour Act. The market conditions cannot be reasonably estimated.

No fiscal impact.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

POSITION TITLE	NUMBER OF POSITIONS		2026-27	2027-28
	26-27	27-28	EXPENDITURES	EXPENDITURES
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

Please complete **ALL** (5) blanks in the first three lines.

2026

LB⁽¹⁾ 258

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Labor

Prepared by: ⁽³⁾ Rea Easton Date Prepared: ⁽⁴⁾ 11/21/2025 Phone: ⁽⁵⁾ 402-416-6809

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2026-27</u>		<u>FY 2027-28</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	_____	_____	_____	_____

Explanation of Estimate: There is no fiscal impact to the Nebraska Department of Labor for LB 258.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:	NUMBER OF POSITIONS		2026-27	2027-28	
	<u>POSITION TITLE</u>	<u>26-27</u>	<u>27-28</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
Benefits.....	_____	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____	_____

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 258	AM: 1254	AGENCY/POLT. SUB: Nebraska Department of Labor
REVIEWED BY: Ryan Yang	DATE: 12/16/2025	PHONE: (402) 471-4178
COMMENTS: Concur with the Nebraska Department of Labor assessment of no fiscal impact to the agency from LB 258, AM1254.		

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 258	AM:	AGENCY/POLT. SUB: Department of Administrative Services (DAS) – Employee Relations
REVIEWED BY: Ryan Yang	DATE: 12/16/2025	PHONE: (402) 471-4178
COMMENTS: Concur with the DAS assessment of indeterminate fiscal impact from LB 258.		