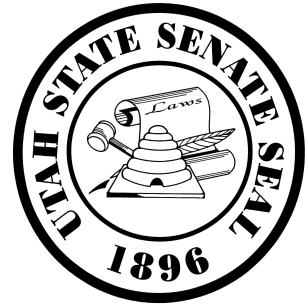




**Fiscal Note**  
**1st Sub. H.B. 404 (Buff)**  
2025 General Session  
Government Employment Amendments  
by Gricius, Stephanie



**General, Income Tax, and Uniform School Funds**

JR4-4-101

	Ongoing	One-time	Total
Net GF/ITF/USF (rev.-exp.)	\$(11,300)	\$0	\$(11,300)

**State Government**

UCA 36-12-13(2)(c)

Revenues	FY 2025	FY 2026	FY 2027
Total Revenues	\$0	\$0	\$0
Enactment of this legislation likely will not materially impact state revenue.			
Expenditures	FY 2025	FY 2026	FY 2027
General Fund	\$0	\$11,300	\$11,300
Federal Funds	\$0	\$66,700	\$66,700
Universal Public Telecom Service	\$0	\$3,000	\$3,000
Total Expenditures	\$0	\$81,000	\$81,000
To the extent that state agencies determine that newly eligible employees may participate in the pay for performance system, and to the extent that independent entities opt-in to the pay for performance system, enactment of this legislation could result in increased ongoing state expenditures for personnel services. For the Department of Workforce Services, this could include expenditures of at least \$78,000 ongoing beginning in FY 2026, including \$11,300 from the General Fund. For the Public Service Commission, this could include expenditures of \$3,000 ongoing from the Universal Public Telecom Service Fund beginning in FY 2026, which the agency indicates can be absorbed.			
Net All Funds	FY 2025	FY 2026	FY 2027
	\$0	\$(81,000)	\$(81,000)

**Local Government**

UCA 36-12-13(2)(c)

Enactment of this legislation likely will not result in direct, measurable costs for local governments.
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**Individuals & Businesses**

UCA 36-12-13(2)(c)

Enactment of this legislation likely will not result in direct expenditures from tax or fee changes for Utah residents and businesses.
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**Regulatory Impact**

UCA 36-12-13(2)(d)

Enactment of this legislation likely will not change the regulatory burden for Utah residents or businesses.

**Performance Evaluation**

JR1-4-601

This bill does not create a new program or significantly expand an existing program.

**Notes on Notes**

Fiscal explanations estimate the direct costs or revenues of enacting a bill. The Legislature uses them to balance the budget. They do not measure a bill's benefits or non-fiscal impacts like opportunity costs, wait times, or inconvenience. A fiscal explanation is not an appropriation. The Legislature decides appropriations separately.