

HF3878 - 2A - Qual. Serv. Wage for Covered Airport Workers Req.

Chief Author: **Kaela Berg**
 Committee: **Workforce, Labor, and Economic Development Finance and Policy**
 Date Completed: **3/23/2026 4:31:34 PM**
 Agency: **Metropolitan Airports Commission**

| State Fiscal Impact | Yes | No |
|---------------------------|-----|----|
| Expenditures | | X |
| Fee/Departmental Earnings | | X |
| Tax Revenue | | X |
| Information Technology | | X |
| Local Fiscal Impact | | X |

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

| State Cost (Savings) | Biennium | | | Biennium | | |
|-----------------------|----------------------|--------|--------|----------|--------|--------|
| | Dollars in Thousands | FY2025 | FY2026 | FY2027 | FY2028 | FY2029 |
| Total | - | - | - | - | - | - |
| Biennial Total | | | - | | | - |

| Full Time Equivalent Positions (FTE) | Biennium | | | Biennium | | |
|--------------------------------------|----------|--------|--------|----------|--------|--------|
| | | FY2025 | FY2026 | FY2027 | FY2028 | FY2029 |
| Total | - | - | - | - | - | - |

LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Laura Cecko **Date:** 3/23/2026 4:31:34 PM
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State Cost (Savings) Calculation Details

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

*Transfers In/Out and Absorbed Costs are only displayed when reported.

| State Cost (Savings) = 1-2 | | Biennium | | | Biennium | |
|--|--------|----------|--------|--------|----------|---|
| Dollars in Thousands | FY2025 | FY2026 | FY2027 | FY2028 | FY2029 | |
| Total | - | - | - | - | - | - |
| Biennial Total | | | - | | | - |
| 1 - Expenditures, Absorbed Costs*, Transfers Out* | | | | | | |
| Total | - | - | - | - | - | - |
| Biennial Total | | | - | | | - |
| 2 - Revenues, Transfers In* | | | | | | |
| Total | - | - | - | - | - | - |
| Biennial Total | | | - | | | - |

Bill Description

Requiring a quality service wage for covered airport or related location workers; providing penalties.

Assumptions

Metropolitan Airports Commission (MAC) is primarily funded by User Rates and Charges and issues General Airport Revenue Bonds as the primary funding source for Capital Projects which are repaid by our user rates and charges.

The bill tasks MAC with enforcement of the service wage. Approximately 20,000 employees work at the airport and those employees are spread across hundreds of local and national employers operating at the airport. We are unsure how much compliance and monitoring will be needed and estimate a range of 2-3 new MAC FTEs will be needed for compliance and monitoring.

We are unable to estimate any potential penalty revenue.

Expenditure and/or Revenue Formula

2-3 MAC FTEs x \$140,000 (salary, fringe, support costs) = \$280,000 to \$420,000

Long-Term Fiscal Considerations

Many private businesses operate at the airport and would have additional annual costs for the service wage.

MAC believes there is a strong likelihood this bill (if passed into law) would be challenged in court and therefore, MAC estimates it could incur significant legal expenses.

Local Fiscal Impact

N/A

References/Sources

HF 3878

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