



Fiscal Note

H.B. 203

2026 General Session
 Non-Compete Amendments
 by Clancy, Tyler



General, Income Tax, and Uniform School Funds

JR4-4-101

	Ongoing	One-time	Total
Net GF/ITF/USF (rev.-exp.)	\$(2,700)	\$(14,600)	\$(17,300)

State Government

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

Revenues	FY 2026	FY 2027	FY 2028
General Fund	\$0	\$40,000	\$40,000
Total Revenues	\$0	\$40,000	\$40,000

Enactment of this legislation could increase revenue to the General Fund by up to \$10,000 per violation. Assuming four violations per year, revenue to the General Fund could increase by \$40,000 ongoing per year beginning in fiscal year 2027.

Expenditures	FY 2026	FY 2027	FY 2028
General Fund	\$0	\$42,700	\$42,700
General Fund, One-time	\$14,600	\$0	\$0
Total Expenditures	\$14,600	\$42,700	\$42,700

Enactment of this legislation could increase expenditures for the Labor Commission by \$14,600 one-time in FY 2026 and \$42,700 ongoing beginning in FY 2027 from the General Fund for staff time to investigate claims of non-compete agreement violations.

	FY 2026	FY 2027	FY 2028
Net All Funds	\$(14,600)	\$(2,700)	\$(2,700)

Local Government

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

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

Individuals & Businesses

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

To the extent that an entity violates the provisions of this chapter, enactment of this legislation could cost said entity up to \$10,000 per violation in fines. Assuming four documented violations per year, the aggregate cost would be \$40,000.

Regulatory Impact

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

Enactment of this legislation could result in a small increase in the regulatory burden for Utah residents or businesses.

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.