

**Local Government Mandate Statement  
Kentucky Legislative Research Commission  
2024 Regular Session**

**Part I: Measure Information**

**Bill Request #:** 1410

**Bill #:** HB 255 SCS 1

**Document ID #:** 8686

**Bill Title:** AN ACT relating to employment of minors.

**Sponsor:** Representative Phillip Pratt

Unit of Government:  City  County  Urban-County  
Unified Local  
 Charter County  Consolidated Local  Government

Office(s) Impacted: All offices that hire employees under age 18 years.

Requirement:  Mandatory  Optional

Effect on Powers & Duties:  Modifies Existing  Adds New  Eliminates Existing

**Part II: Bill Provisions and the Estimated Fiscal Impact Relating to Local Government**

HB 255 SCS **Section 1** would prohibit anyone under 18 working for pay in occupations identified at subsection (1), with exceptions. A person under 16 would be prohibited from working for pay in an occupation listed in subsection (1) as well as occupations set out at Section 1(3).

**Section 2** would establish when and how many hours a person under 16 years may be engaged in paid work. These restrictions may be lifted, if the person under 16 is employed in a school-supervised and administered work-experience and career exploration or work-study program in accordance with federal regulations, or has graduated high school, has a child to support and compulsory school attendance has been officially waived for them, and other reasons. A person aged 16 to 17 would be prohibited from paid work during the hours of 11 p.m. to 6 am on a school day, with exceptions. For example, if they are employed pursuant to a school-supervised and administered work experience and career exploration or work-study program per federal

regulations, or they have a child to support and their compulsory school attendance has been officially waived, and other reasons.

**Section 3** would repeal KRS 339.230, Restriction on employment of minor between 14 and eighteen.

**HB 255 SCS would have a minimal positive fiscal impact on local governments.** HB 255 SCS could result in more people working and so increase revenue to local governments from the occupational license fee. Most local governments may impose an occupational license fee, or tax (often referred to as a payroll tax), on salaries, wages, and other compensation earned by persons working within their jurisdiction.

Based on year 2020 data the Kentucky League of Cities reports that in 2021, 85% of Kentucky cities with greater than 5,000 population levied a payroll tax. The median tax rate was 1.23%. All counties have authority to impose an occupational license tax and according to the Office of the Secretary of State more than half of Kentucky counties do. A county with a population of at least 300,000 may impose a license fee up to 1.25%. Counties with population between 30,000 and 300,000 may impose a license fee of 1%. A county may set a fee as a fixed amount instead of a percentage. Persons who pay a county occupational license fee and a city license fee may credit their city fee against their county fee.

**Data Source(s):** City Officials Legal Handbook, 2023 Edition Kentucky League of Cities; County Government In Kentucky, publication of the Legislative Research Commission, Informational Bulletin 115.

**Preparer:** Mary Stephens (BW)      **Reviewer:** KHC      **Date:** 3/20/24