

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 4133H.02I
 Bill No.: HB 3332
 Subject: Education, Higher; Law Enforcement Officers and Agencies; Fire Protection;
 Health Care Professionals
 Type: Original
 Date: March 9, 2026

Bill Summary: This proposal modifies provisions of the Public Safety Recruitment and Retention Act.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND

FUND AFFECTED	FY 2027	FY 2028	FY 2029
General Revenue*	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)
Total Estimated Net Effect on General Revenue	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)

*The Public Safety Recruitment and Retention Act is subject to appropriation. If changes to the program are not funded, the impact will be \$0.

ESTIMATED NET EFFECT ON OTHER STATE FUNDS

FUND AFFECTED	FY 2027	FY 2028	FY 2029
Public Safety Recruitment and Retention Fund*	\$0	\$0	\$0
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

*Increase in appropriations transferred-in and grants provided net to \$0.
 Numbers within parentheses: () indicate costs or losses.

ESTIMATED NET EFFECT ON FEDERAL FUNDS

FUND AFFECTED	FY 2027	FY 2028	FY 2029
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)

FUND AFFECTED	FY 2027	FY 2028	FY 2029
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

Estimated Net Effect (savings or increased revenues) expected to exceed \$250,000 in any of the three fiscal years after implementation of the act or at full implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS

FUND AFFECTED	FY 2027	FY 2028	FY 2029
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

§173.2655 – The Public Safety Personnel Recruitment and Retention Act

Officials from the **Department of Higher Education and Workforce Development (DHEWD)** state that this legislation amends §173.2655, known as the “Public Safety Recruitment and Retention Act,” by adding air ambulance pilots, air ambulance paramedics, and air ambulance nurses as additional occupational classifications to the definition of public safety personnel. The Public Safety Recruitment & Retention scholarship covers the cost of tuition and fees for qualifying public safety personnel at Missouri postsecondary institutions after working for 6 years, and for their dependents after working 10 years. The legislation also allows participation at non-profit, private institutions that agree to the provisions of the program statute.

While data on the number of air ambulance pilots, paramedics, and nurses is scarce, there are 13 air ambulance service providers in the state of Missouri (12 listed with the Bureau of EMS license management, and the MU Healthcare system), and information online suggests that Cox Air Care has 8 full-time air ambulance pilots, 12 full-time air ambulance paramedics, and 12 full-time air ambulance nurses. Assuming these numbers are typical across all providers, the department estimates this will result in 416 eligible air ambulance staff $((8+12+12)*13)$.

Although the legislation limits this award to those with at least six years of service, the best available data, from Zippia.com, indicates that 44 percent of public safety personnel have been on the job for at least five years, and that 47.5 percent have below a bachelor’s degree. Assuming a three percent utilization rate for those meeting the eligibility criteria (which is the enrollment rate for adult students over the age of 25), the department estimates that 2 additional individuals would be eligible $(416 * 44.2 \text{ percent with eligible service} * 46.7 \text{ percent below a bachelor’s degree} * 3 \text{ percent utilization})$.

Additionally, this allows the dependents of public safety personnel, who have at least 10 years of service (19 percent), to receive this grant, which would include children (who qualify as dependents on the FAFSA). Further, there are an estimated 1.4 children per household, of which roughly 9.5 percent are 18-24, of which 80 percent will stay in state and 60 percent will attend a participating postsecondary institution, resulting in 3 eligible children $(416 * 19 \text{ percent with 10 years of service} * 1.4 \text{ dependents} * 9.5 \text{ percent of college going age} * 80 \text{ percent staying in-state} * 60 \text{ percent attending a participating college or university})$.

The legislation also expands the types of academic programs in which public safety personnel and their dependents can enroll. The department estimates that this will increase usage by 4 percent (based on information from the 2025-26 application process). For the 2026-27 application cycle, there were around 550 eligible applicants; adding four percent to that would increase the number of eligible applicants by 22.

The department estimates that these changes result in 30 additional individuals eligible for the award (3 additional public safety personnel, 5 additional dependents, and 22 additional individuals in the new eligible programs). If the DHEWD assumes that roughly 32 percent attend community colleges (where tuition and fees are estimated to average \$5,860 a year for full-time students during the 2027-28 academic year) and 68 percent attend a public four-year institution (where tuition and fees are estimated to average \$13,120 a year for full-time students in 2027-28), we get a total cost to fund these additional students of \$321,002. Because these individuals have been working in their positions at least six years, the department does not believe they would likely be Pell or Fast Track eligible, and only a negligible amount would be eligible to receive a small Access Missouri award.

The department estimates that there will be no fiscal impact for FY 2027 because the deadline to apply for the 2026-2027 academic year has passed. The department estimates the changes to impact applicants in FY 2028 and estimates the fiscal impact to be between zero and \$321,002. Assuming an annual inflationary increase of five percent per year, and an increase in participation of 7.5 percent, the costs for FY 2029 would range from zero to \$337,052.

Oversight has no information to the contrary. Therefore, Oversight will present the fiscal impact of this proposal as provided by DHEWD. Oversight notes that the Public Safety Recruitment and Retention Act is subject to appropriations and will present costs to General Revenue and the corresponding transfer to the Public Safety Recruitment and Retention Fund as \$0 or up to the amounts provided by DHEWD in FY 2028 and FY 2029. Oversight further assumes transfers-in and grants provided will net to \$0.

Officials from the **Northwest Missouri State University** assume that the proposed legislation will have a fiscal impact but did not provide any additional information.

Oversight is unable to determine any direct fiscal impact to the Northwest Missouri State University; therefore, Oversight will not reflect a fiscal impact to the organization in the fiscal note.

Officials from the **Eastern Clay Ambulance District** assume that the proposed legislation will have a fiscal impact but did not provide any additional information.

Oversight is unable to determine any direct fiscal impact to the Eastern Clay Ambulance District; therefore, Oversight will not reflect a fiscal impact to the organization in the fiscal note.

Officials from the **Department of Public Safety – Director’s Office** and **Department of Public Safety – Division of Fire Safety** each assume the proposal will have no fiscal impact on their respective organizations.

Oversight notes that the above-mentioned agencies have stated the proposal would not have a direct fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact on the fiscal note.

Oversight only reflects the responses that we have received from state agencies and political subdivisions; however, ambulance and EMS districts were requested to respond to this proposed legislation but did not. Upon the receipt of additional responses, Oversight will review to determine if an updated fiscal note should be prepared and seek the necessary approval to publish a new fiscal note. A general listing of political subdivisions included in our database is available upon request.

<u>FISCAL IMPACT – State Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
GENERAL REVENUE			
<u>Transfer Out – To Public Safety Recruitment and Retention Fund DHEWD (§173.2655) – Expansion to include to include air ambulance pilot, air ambulance paramedic or nurse. p.3-4</u>	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)
TOTAL ESTIMATED NET EFFECT ON GENERAL REVENUE	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)
PUBLIC SAFETY RECRUITMENT AND RETENTION FUND			
<u>Transfer In – From General Revenue (§173.2655) – Expansion of the program to include to include air ambulance pilot, air ambulance paramedic or nurse. p.3-4</u>	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)
<u>Cost – DHEWD (§173.2655) Increased tuition awards for program expansion p.3-4</u>	\$0	\$0 or (Up to \$321,002)	\$0 or (Up to \$337,052)
TOTAL ESTIMATED NET EFFECT ON THE PUBLIC SAFETY RECRUITMENT AND RETENTION FUND	\$0	\$0	\$0

<u>FISCAL IMPACT – Local Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT – Small Business

No direct fiscal impact on small businesses would be expected as a result of this proposal.

FISCAL DESCRIPTION

This bill adds air ambulance pilot and air ambulance paramedic or nurse to the list of "public safety personnel" for the "Public Safety Recruitment and Retention Act". The bill also adds to the list of courses that are eligible for tuition award to include general business, economics, accounting, marketing, finance, human resources management, information systems, and supply chain management and logistics.

Currently, the application for tuition award is due December 15th and the notice of eligibility is sent by March 1st. This bill moves those dates to February 1st and May 1st respectively.

This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

SOURCES OF INFORMATION

Department of Higher Education and Workforce Development
Department of Public Safety
Director's Office
Division of Fire Safety
Eastern Clay Ambulance District
Northwest Missouri State University



Julie Morff
Director
March 9, 2026



Jessica Harris
Assistant Director
March 9, 2026