

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 4539H.011
 Bill No.: HB 1733
 Subject: Employees - Employers; Fire Protection; Labor and Management
 Type: Original
 Date: February 24, 2026

Bill Summary: This proposal establishes the "Firefighters' Procedural Bill of Rights Act".

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND

FUND AFFECTED	FY 2027	FY 2028	FY 2029
General Revenue*	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
Total Estimated Net Effect on General Revenue	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

*Oversight assumes the potential cost to OSCA will not exceed the \$250,000 threshold.

ESTIMATED NET EFFECT ON OTHER STATE FUNDS

FUND AFFECTED	FY 2027	FY 2028	FY 2029
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$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 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

FISCAL ANALYSIS

ASSUMPTION

§§320.500 - 320.528 - Firefighters' Procedural Bill of Rights Act

Officials from the **Office of State Courts Administrator (OSCA)** state there may be some impact but there is no way to quantify that currently. Any significant changes will be reflected in future budget requests.

Oversight notes OSCA assumes this proposal may have some impact on their organization although it can't be quantified at this time. As OSCA is unable to provide additional information regarding the potential impact, Oversight assumes the proposed legislation will have a \$0 or (Unknown) cost to the General Revenue Fund. For fiscal note purposes, Oversight also assumes the impact will be under \$250,000 annually. If this assumption is incorrect, this would alter the fiscal impact as presented in this fiscal note. If additional information is received, Oversight will review it to determine if an updated fiscal note should be prepared and seek approval to publish a new fiscal note.

Officials from the **Office of Administration - Administrative Hearing Commission, Department of Commerce and Insurance, Department of Labor and Industrial Relations, Department of Public Safety – (Capital Police, Fire Safety, Highway Patrol, State Emergency Management Agency), and Office of Administration** each assume the proposal will have no fiscal impact on their organization. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for this agency.

In response to similar legislation, HB 155 (2025), officials from the **Attorney General's Office (AGO)** assumed the proposal will have no fiscal impact on their respective organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for AGO.

Officials from the **Northwest Missouri State University** and the **University of Central Missouri** both assume the proposal will have no fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for these agencies.

Officials from the **Phelps County Sheriff, Kansas City Police Department, and Saint Louis County Police Department** each assume the proposal will have no fiscal impact on their organization. Oversight does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for these respective agencies.

Officials from the **City of Kansas City** assume the proposed legislation has a potential negative fiscal impact as it potentially subjects the city to increased litigation and therefore, the costs of litigation.

Oversight notes the Kansas City Fire Department (KCFD), according to the latest provided KCFD statistics, there were 1,260 firefighters responding to the various incidents from 2017-2021 as follow:

	2017	2018	2019	2020	2021
Fire	1,918	2,459	2,129	2,408	2,073
Overpressure/rupture/explosion	44	32	119	146	79
Rescue & EMS	95,713	95,713	97,752	90,218	87,605
Service Calls	11,681	14,447	8,516	7,886	8,405
Good Intent Call	5,822	6,097	12,994	11,684	13,347
False Alarm	1,724	1,545	4,188	11,684	13,347
Severe Weather	8	30	227	4	13
Special Incident	218	206	223	683	340
Total Calls	117,128	120,619	126,223	117,077	118,384

Oversight will reflect a zero impact (no increase in litigation) or unknown cost (increase in litigation) to local political subdivisions beginning FY 2027.

<u>FISCAL IMPACT – State Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
General Revenue			
<u>Cost – OSCA (§§320.500 - 320.528)</u> Potential Litigation in Courts p.3	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>
ESTIMATED NET EFFECT ON GENERAL REVENUE	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>

<u>FISCAL IMPACT – Local Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
LOCAL POLITICAL SUBDIVISIONS			
<u>Cost – (§§320.500 – 320.528) Increased litigation p.3-4</u>	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>
ESTIMATED NET EFFECT ON LOCAL POLITICAL SUBDIVISIONS	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</u>	\$0 or <u>(Unknown)</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 establishes the "Firefighters' Procedural Bill of Rights Act".

This bill defines a "firefighter" as any Missouri resident who is employed full time or part time by a public agency in Missouri as a firefighter or first responder or ancillary service personnel, including emergency medical service workers, dispatchers, paramedics, emergency maintenance technicians, and emergency medical technicians, but does not include an employee who has not successfully completed his or her probationary period established by an employer as a condition of employment.

This bill defines "interrogation" as any formal interview, inquiry, or questioning of any firefighter regarding misconduct or violation of policy. The bill also defines terms such as "representative" and "social media account", among other terms described in the bill. Provisions in this bill include, but are not limited to, the following:

- (1) Except when on duty or in uniform, no firefighter will be prohibited from engaging, or be coerced or required to engage, in political activity;
- (2) Firefighters will not be prohibited from seeking election to the governing board of a school district or any local agency where the firefighter is not currently employed;
- (3) Provisions for how interrogations of a firefighter must be conducted by his or her commanding officer or any other member designated by the employing department or licensing agency; prior to an interrogation, the investigator must advise the firefighter of the rules set out in certain court cases;
- (4) The reopening of an investigation against a firefighter must meet specified conditions; and
- (5) Searching any firefighter's locker or other assigned storage space owned or leased by the employer is prohibited, except in the firefighter's presence or with his or her consent, or unless a valid search warrant has been obtained, or unless he or she have been notified that a search will be conducted.

This bill also requires that all personally identifying information about the firefighter's family will be held confidentially and protected from release to the public. In addition, the employing agency will not, either directly or indirectly, cause the disclosure of a firefighter's username, password, or any other information that would provide access to personal social media accounts.

It will be unlawful for any employing department or licensing or certifying agency to deny or refuse to any firefighter the rights and protections in these provisions. If the court finds a violation has occurred, it must render appropriate extraordinary or injunctive relief to remedy the violation and prevent future occurrences of a similar nature. If the court finds that a bad faith or

frivolous action or filing has been brought for an improper purpose, the court can order sanctions against the filing party, their attorney, or both.

In addition, if a court finds that a fire department, its employees, agents, or assigns have maliciously violated any provisions mentioned within the bill with the intent to injure the firefighter, the fire department will be, for each violation, liable for a civil penalty up to \$25,000, to be awarded to the firefighter whose right or protection was denied, and for reasonable attorneys' fees as can be determined by the court. If there is sufficient evidence that actual damages occurred against the firefighter in question, the department will also be liable for the amount of the actual damages.

A fire department will not be required to indemnify a contractor for liability if there is a hold harmless or similar contractual provision protecting the fire department from liability for actions of the contractor.

Nothing in this bill will be construed to limit the ability of any employment department, licensing or certifying agency, or any firefighter to fulfill mutual aid agreements with other jurisdictions or agencies, and the provisions of this bill must not be construed in any way to limit any kind of jurisdictional or inter-agency cooperation under any circumstances where that activity is deemed necessary or desirable by those jurisdictions or agencies so involved.

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

Office of Administration - Administrative Hearing Commission
Department of Commerce and Insurance
Department of Labor and Industrial Relations
Department of Public Safety
 Capital Police
 Fire Safety
 Highway Patrol
 State Emergency Management Agency
Office of Administration
Northwest Missouri State University
University of Central Missouri
Phelps County Sheriff

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Kansas City Police Department
Saint Louis County Police Department
City of Kansas City



Julie Morff
Director
February 24, 2026



Jessica Harris
Assistant Director
February 24, 2026