

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 6871H.01I
Bill No.: HB 3083
Subject: Military Affairs; Employees - Employers; Fire Protection
Type: Original
Date: February 23, 2026

Bill Summary: This proposal modifies provisions relating to leaves of absence for military service.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND

FUND AFFECTED	FY 2027	FY 2028	FY 2029
General Revenue*	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)
Total Estimated Net Effect on General Revenue	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)

*Oversight assumes the fiscal impact is for the increased leave of absence hours paid to state employees for qualified military service.

ESTIMATED NET EFFECT ON OTHER STATE FUNDS

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

*Oversight assumes the fiscal impact is for the increased leave of absence hours paid to college and university employees for qualified military service.

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

§§41.942 and 105.270 - Leaves of Absence for Military Service

Officials from the **Office of Administration (OA)** assume that §105.270. states that all officers and employees of this state, or of any department or agency thereof, or of any county, municipality, school district, or other political subdivision, and all other public employees of this state who are or may become members of the National Guard or of any reserve component of the Armed Forces of the United States, shall be entitled to leave of absence from their respective duties, without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits, to which otherwise entitled, for all periods of military services during which they are engaged in the performance of duty or training in the service of this state at the call of the governor and as ordered by the adjutant general without regard to length of time, and for all periods of military services during which they are engaged in the performance of duty in the service of the United States under competent orders for a period not to exceed a total of thirty-eight days in any federal fiscal year.

Thus, allowing an additional 184 hours of leave with pay - military time. The increase in hours would potentially have a cost impact of \$0 to unknown, but a potential estimate of \$2,308,885.36

Calculations are based on the team members from Federal Fiscal Year 2025 who utilized leave with pay-military time (467 Team members) multiplied by the average hourly rate of state team members (\$26.87) multiplied by the proposed hours of 184 minus the team members from Federal Fiscal Year 2025 who utilized leave with pay-military time (467 Team members) multiplied by the average hourly rate state team members (\$26.87) by 120.

$$((467 * \$26.87) * 304) - ((467 * \$26.87) * 120) = \$2,308,885.36$$

There is no way to calculate how much of this leave would be used, and specifically, how many military state team members would utilize the full amount of leave. The agency is unable to say for certain the number and duration that a military state team member would use leave with pay-military time, the agency has calculated a range of \$0 to unknown, but a potential estimate of \$2,308,885.36

There isn't a data-driven formula to pull information for the volunteer firefighters, so the agency has not added anything for volunteer firefighters.

Oversight does not have any information to the contrary. Therefore, Oversight will show the fiscal impact of up to \$2,308,885 in cost to General Revenue for various state agencies as estimated by the OA.

Officials from the **University of Missouri System (UM)** state that the University of Missouri has reviewed this proposed legislation and while difficult to calculate the financial impact, UM anticipates it would be minimal.

In response to similar legislation, HB 2940 (2026), officials from the **University of Central Missouri** stated that there would be an indeterminate fiscal impact on the university.

Oversight notes that §105.270.1 includes who is considered a qualified employee for leave with pay – military time. Therefore, for fiscal note purposes, Oversight will show a fiscal impact to colleges and universities along with local political subdivisions of \$0 (no qualified employees take leave with pay – military time) to an Unknown cost for qualified employees that take leave with pay that could exceed the \$250,000 threshold.

Officials from the **Department of Public Safety-Fire Safety, Department of Public Safety-Office of the Director, and Missouri National Guard** each assume the proposal will have no fiscal impact on their respective organizations. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for these agencies.

Oversight only reflects the responses that we have received from state agencies and political subdivisions; however, other local subdivisions were requested to respond to this proposed legislation but did not. Upon the receiving 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>Cost</u> – OA (§105.270) For increased leave of absence hours paid to state team members for qualified military service p.3	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)
ESTIMATED NET EFFECT ON THE GENERAL REVENUE	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)	(\$0 to \$2,308,885)
COLLEGES AND UNIVERSITIES			
<u>Cost</u> – (§105.270) For increased leave of absence hours paid to employees for qualified military service p.4	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

<u>FISCAL IMPACT – State Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
ESTIMATED NET EFFECT ON COLLEGES AND UNIVERSITIES	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>

<u>FISCAL IMPACT – Local Government</u>	FY 2027 (10 Mo.)	FY 2028	FY 2029
LOCAL POLITICAL SUBDIVISIONS			
<u>Cost</u> – Various (§105.270) For increased leave of absence hours paid to employees for qualified military service p.4	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>
ESTIMATED NET EFFECT ON LOCAL POLITICAL SUBDIVISIONS	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>	\$0 <u>or (Unknown)</u>

FISCAL IMPACT – Small Business

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

FISCAL DESCRIPTION

Currently, all officers and employees of this state, or of any department or agency thereof, or of any county, municipality, school district, or other political subdivision, and all other public employees of this state who are or may become members of the National Guard or of any reserve component of the Armed Forces of the United States, are entitled to leave of absence from their respective duties, without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits, to which otherwise entitled, for all periods of military services during which they are engaged in the performance of duty or training in the service of this state at the call of the Governor and as ordered by the Adjutant General without regard to length of time, and for all periods of military services during which they are engaged in the performance of duty in the service of the United States under competent orders for a period not to exceed a total of 120 hours in any federal fiscal year.

This bill increases the amount of time from 120 hours to 38 working days. This bill also prevents the loss of position, seniority, accumulated leave, impairment of performance appraisal, pay status, work schedule including shift, working days and days off assigned to volunteer firefighters who are also on leave for military duties.

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 Public Safety
Fire Safety
Office of the Director
Missouri National Guard
Office of Administration
University of Central Missouri
University of Missouri System



Julie Morff
Director
February 23, 2026



Jessica Harris
Assistant Director
February 23, 2026