

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 6871H.02C
 Bill No.: HCS for HB Nos. 3083 & 2940
 Subject: Military Affairs; Employees - Employers; Fire Protection
 Type: Original
 Date: March 16, 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 \$2,409,272)	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)
Total Estimated Net Effect on General Revenue	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)

*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-nine days in any federal fiscal year.

Thus, allowing an additional 192 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 \$2,409,271.68

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 additional proposed hours of 192 (calculated based on 39 working days times 8 hours per day, then subtracting the current maximum time in §105.270 of 120 hours).

$$(39*8) - 120 = 192$$

$$(467*\$26.87)*192 = \$2,409,271.68$$

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. Further, we are unable to say for certain whether agencies will have figured this amount of leave in their leave finances, i.e. whether the agencies will be able to absorb this cost. As we are unable to say for certain the number and duration that a military state team member would use leave with pay-military time, we have calculated a range of \$0 to unknown, but a potential estimate of \$2,409,271.68.

Oversight does not have any information to the contrary. Therefore, Oversight will show the fiscal impact of up to \$2,409,272 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.

Officials from the **University of Central Missouri** stated that there would be an indeterminate fiscal impact on the university.

Officials from the **Kearney Fire & Rescue Protection District** state that this would create a substantial liability increase. The 39 days would equal 936 hours vs the current 120.

Based on starting pay:

- $120 \times \$18.10 = \$2,172$ plus backfill OT \$3,258
- $936 \times \$18.10 = \$16,942$ plus backfill OT \$25,412

Upon further inquiry, officials from the Kearney Fire & Rescue Protection District stated that the calculations are based on a 24-hour shift and that the department works a one day on two days off shift schedule. The district further stated that it currently has two employees that are Missouri National Guard members and is unsure how many Missouri National Guard members that the district may employ in the future.

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, Missouri National Guard, and Northwest Missouri State University** 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 \$2,409,272)	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)
ESTIMATED NET EFFECT ON THE GENERAL REVENUE	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)	(\$0 to \$2,409,272)
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)
ESTIMATED NET EFFECT ON COLLEGES AND UNIVERSITIES	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

<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 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
ESTIMATED NET EFFECT ON LOCAL POLITICAL SUBDIVISIONS	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

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 39 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
Kearney Fire & Rescue Protection District



Julie Morff
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March 16, 2026



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March 16, 2026