



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3083		DATE: 2/24/2026	
COMMITTEE: Veterans and Armed Forces			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCAT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/24/2026 11:28 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

I am in Support of this Bill and allowing more days to Public Employees who are Federally Deployed from 120-Hours and 38-Days. The Cost to State Department is \$2.3-Million Dollars Annually.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: BRUCE A BECKER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/22/2026 4:13 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

As a retired member of the National Guard and Reserve, security in your job is important. The increased demand placed on service members requires them to train for their mission the United States requires of them. They need to know they will have a job when they return home and that they will not be discriminated against for their service.



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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: JEWELL PATEK		PHONE NUMBER: 573-690-3573
REPRESENTING: MISSOURI NATIONAL GUARD ASSOCIATION		TITLE:
ADDRESS: PO BOX 1933		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65102
EMAIL: jewell@patekandassociates.com	ATTENDANCE: Written	SUBMIT DATE: 2/24/2026 11:31 AM
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WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: STEPHEN DAVIS		PHONE NUMBER: 816-309-9103
BUSINESS/ORGANIZATION NAME: MISSOURI STATE COUNCIL OF FIRE FIGHTERS		TITLE: SECRETARY-TREASURER
ADDRESS: 6320 MANCHESTER AVE., STE. 42A		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64133
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/24/2026 12:00 AM
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH BERRY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/24/2026 9:25 AM	

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I support Missouri service members and the employment protections required under federal law. However, I oppose HB 3083 as drafted due to structural and fiscal concerns.

First, the bill expands paid military leave for federal service from 120 hours to 38 working days per federal fiscal year for all public employers, including counties, municipalities, school districts, and political subdivisions. This represents a significant expansion of paid leave obligations without any reimbursement mechanism or state funding offset.

Second, the bill applies to all political subdivisions regardless of size or staffing capacity. Smaller jurisdictions may face operational disruption, mandatory overtime costs, or the need for temporary staffing without state support.

Third, the phrase “extended and indefinite period of time” remains undefined. Ambiguity in duration standards invites inconsistent interpretation and litigation.

Federal law under USERRA already guarantees reemployment rights, seniority protections, and benefit preservation. If Missouri chooses to exceed federal requirements by expanding paid leave beyond the current 120-hour structure, the fiscal implications should be fully addressed.

For these reasons, I respectfully oppose the bill unless amended to clarify definitions and address funding impact.

Legislative Notice:

The General Assembly is on notice that HB 3083 materially increases paid military leave obligations for political subdivisions without providing state reimbursement or fiscal safeguards. This structure foreseeably raises unfunded mandate concerns under Article X of the Missouri Constitution and increases litigation risk arising from undefined duration standards.