



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3332		DATE: 3/10/2026
COMMITTEE: Crime and Public Safety		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: ARNIE C. A.C. "HONEST-ABE" DIENOFF		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE: STATE PUBLIC ADVOCATE
ADDRESS:		
CITY:	STATE: MO	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: CHANCE HEPOLA		PHONE NUMBER:
REPRESENTING: MISSOURI CHAMBER OF COMMERCE		TITLE:
ADDRESS:		
CITY:		STATE: MO
EMAIL:		ZIP:
ATTENDANCE:		SUBMIT DATE: 3/10/2026 12:00 AM
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: DAVID WILLIS		PHONE NUMBER: 816-719-9260	
REPRESENTING: AIR METHODS		TITLE:	
ADDRESS: 102 E HIGH ST, STE 301			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: JEFFREY DUGGER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/10/2026 12:00 AM
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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: KYNA IMAN		PHONE NUMBER: 314-651-1185
REPRESENTING: MISSOURI NURSES ASSOCIATION		TITLE: CONSULTANT
ADDRESS: PO BOX 1483		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65102
EMAIL: kynaiman@earthlink.net	ATTENDANCE: Written	SUBMIT DATE: 3/10/2026 5:25 PM
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SAVANNAH DUGGER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/10/2026 12:00 AM
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TOMMIE DUGGER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/10/2026 12:00 AM
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WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: TORI MERCADO	PHONE NUMBER: 417-862-5567	
BUSINESS/ORGANIZATION NAME: SPRINGFIELD AREA CHAMBER OF COMMERCE	TITLE: PUBLIC AFFAIRS MANAGER	
ADDRESS: 202 S JOHN Q HAMMONS PARKWAY		
CITY: SPRINGFIELD	STATE: MO	ZIP: 65807
EMAIL: tmercado@springfieldchamber.com	ATTENDANCE: Written	SUBMIT DATE: 3/9/2026 10:49 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Dear Chairman Myers and the House Committee on Crime and Public Safety:

On behalf of the Springfield Area Chamber of Commerce and our 1,500 member businesses, please accept this letter of support for House Bill 3332, sponsored by Representative Mark Matthiesen.

Missouri communities continue to face workforce challenges across many sectors, including public safety. Programs like the Public Safety Recruitment and Retention Act play an important role in helping attract and retain individuals who serve in these critical roles.

House Bill 3332 builds on the existing program by expanding the list of eligible degree programs available through the tuition benefit. Providing additional flexibility in the fields of study available to public safety personnel and their dependents helps ensure the program remains relevant to today's workforce and educational pathways.

Efforts to strengthen and improve programs that support public safety recruitment and retention are important for communities across Missouri. The Chamber appreciates the sponsor's work to enhance this program and help ensure it continues to serve as a valuable tool for recruiting and retaining public safety personnel. We encourage your support of House Bill 3332.

Sincerely,

Matt Morrow
 President and CEO
 Springfield Area Chamber of Commerce
 202 S John Q Hammons Parkway
 Springfield, MO 65806



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TREVOR WOLFE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 3/10/2026 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: 3/10/2026 8:15 AM	
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This notice is submitted to preserve the legislative record regarding structural and constitutional concerns arising from House Bill 3332.

HB 3332 proposes to expand tuition subsidies for certain categories of public safety personnel and their dependents through the Public Safety Recruitment and Retention Act. While recruitment and retention challenges among law enforcement and emergency response personnel are legitimate policy concerns, the structure of the bill raises significant issues related to arbitrary classification, unequal access to public educational benefits, and improper delegation of eligibility authority.

First, the bill conditions eligibility for publicly funded tuition benefits on enrollment in a legislatively curated list of academic disciplines.

This restriction effectively allows the General Assembly to determine which fields of study are worthy of public educational support and which are not. By limiting eligible degree programs to a narrow statutory list, the bill imposes an arbitrary educational classification unrelated to the core purpose of the benefit program. Such a limitation raises concerns regarding equal protection and rational legislative design, particularly where individuals similarly situated in all other respects are denied benefits solely because they pursue academic fields not selected by statute.

Second, subsection 13 introduces a geographic prioritization scheme based on crime-rate statistics reported through federal uniform crime reporting data. Under this structure, otherwise qualified applicants may be deprioritized solely because their employing department is located in a jurisdiction with lower reported crime rates. This classification bears no direct relationship to the individual qualifications, service record, or educational merit of the applicant. Recruitment and retention challenges occur across jurisdictions, and a funding system that distributes educational benefits based on geographic crime statistics risks creating arbitrary disparities among equally situated public safety personnel.

Third, the bill requires a certificate of verification signed by a supervisor or employer confirming the applicant's eligibility. By conditioning access to a state-administered educational benefit upon discretionary certification by a supervisory authority, the statute creates a gatekeeping mechanism that may allow arbitrary denial of eligibility. The bill contains no procedural safeguards governing refusal of such verification, no defined review mechanism, and no statutory standards limiting supervisory discretion. Public benefits administered through discretionary certification without procedural protections create foreseeable due process concerns.

Fourth, the extension of publicly funded tuition benefits to legal dependents of public safety personnel after a specified period of service introduces a classification based entirely upon parental employment status. While legislatures possess broad authority to create benefit programs, the creation of publicly funded higher education benefits for a select category of dependents—without a clear public policy justification tied to the educational mission of the state—raises questions regarding equitable allocation of public resources within the state’s higher education system.

Finally, the program is expressly conditioned on legislative appropriations and the availability of funds within the Public Safety Recruitment and Retention Fund. As a result, the bill establishes a statutory recruitment incentive that may not reliably exist in practice. Programs structured in this manner risk generating expectations among applicants that cannot be fulfilled in years when appropriations are insufficient.

In combination, these provisions create a statutory scheme that distributes state-funded educational benefits through a series of classifications that appear arbitrary, geographically discriminatory, and subject to discretionary administrative gatekeeping.

If the General Assembly intends to create a durable and equitable recruitment program for public safety personnel, the statutory structure should be reconsidered to ensure that eligibility criteria are objective, uniformly applied, and free from discretionary barriers that invite unequal treatment.

This notice is submitted to preserve the legislative record regarding those concerns.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: LEAH STRID		PHONE NUMBER: 573-751-6561	
BUSINESS/ORGANIZATION NAME: MISSOURI DEPARTMENT OF HIGHER EDUCATION & WORKFORCE DEVELOPMENT		TITLE:	
ADDRESS: 301 WEST HIGH ST.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65201
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/10/2026 12:00 AM	
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