



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 3496		DATE: 3/25/2026	
COMMITTEE: Local Government			
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. AC "HONEST-ABE" DIENOFF-STATE PUBLIC ADVO		PHONE NUMBER: 314-440-9000	
BUSINESS/ORGANIZATION NAME: STATE PUBLIC ADVOCACY		TITLE: STATE PUBLIC ADVOCATE	
ADDRESS: P.O. BOX #1535			
CITY: O' FALLON		STATE: MO	ZIP: 63366
EMAIL: arniedienoff@yahoo.com	ATTENDANCE: In-Person	SUBMIT DATE: 3/25/2026 11:59 PM	
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: JOE GILDEHAUS		PHONE NUMBER: 314-486-2885	
BUSINESS/ORGANIZATION NAME: WARREN COUNTY		TITLE: PRESIDING COMMISSIONER	
ADDRESS:			
CITY:		STATE: MO	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/25/2026 12:00 AM	
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WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: STEVE HOBBS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME: MISSOURI ASSOCIATION OF COUNTIES		TITLE: EXECUTIVE DIRECTOR
ADDRESS: 1648 E. ELM		
CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/25/2026 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: 3/25/2026 8:03 AM	
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HB 3496 is principally a county compensation bill, but several provisions warrant clarification before enactment.

First, Missouri Constitution art. VII, § 13 restricts changes in compensation for county officers during their terms of office. Although the bill generally applies new salary schedules to officials who begin terms after August 28, 2026, the new anniversary-date adjustment mechanism in section 50.327 should be clarified to ensure it cannot be implemented in a manner inconsistent with the constitutional limitation on mid-term compensation changes.

Second, the bill conditions portions of compensation on training approved by private professional associations, including approval of any “alternative option.” If compensation turns on the discretionary approval of a private association without clearly defined statutory standards, the bill raises avoidable delegation concerns.

Third, several provisions impose mandatory staffing or compensation-floor requirements that materially constrain county fiscal discretion. That is a policy choice, but it should be made with clear recognition of the resulting budgetary effect on counties.

For these reasons, the bill would benefit from amendments expressly confirming compliance with Article VII, Section 13, and establishing clearer statutory standards for compensation-related training approvals.

Legislative Notice:

The General Assembly is hereby placed on notice that HB 3496, as currently drafted, presents foreseeable constitutional and structural concerns if its annual adjustment provisions are implemented in a manner inconsistent with Mo. Const. art. VII, § 13, which limits compensation changes during an officer’s term of office. The bill also raises avoidable delegation concerns to the extent compensation depends on discretionary approval decisions by private professional associations without sufficiently defined statutory standards.

Enactment without clarifying amendments may result in legal challenges concerning implementation of compensation adjustments and related compensation conditions. This testimony is submitted to document that these concerns were identified prior to enactment and that the resulting risks were reasonably foreseeable.

Authorities:

Mo. Const. art. VII, § 13.

Mo. Const. art. II, § 1.

Mo. Rev. Stat. § 50.327 (as proposed).

If county officials want higher pay, they might start by representing the people who elected them instead of the interests that keep showing up in the room before the public does.