

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 1076S.03C
 Bill No.: SCS for SB Nos. 119 & 120
 Subject: Law Enforcement Officers and Agencies; Kansas City; Salaries; Animals; Crimes and Punishment; Workers' Compensation
 Type: Original
 Date: February 13, 2023

Bill Summary: This proposal modifies provisions relating to first responders.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
General Revenue*	(Unknown, could exceed \$39,579)	(Unknown, could exceed \$96,890)	(Unknown, could exceed \$138,359)
Total Estimated Net Effect on General Revenue	(Unknown, could exceed \$39,579)	(Unknown, could exceed \$96,890)	(Unknown, could exceed \$138,359)

Budget Requests for FY2023 reflects there are 1,398 FTE State Troopers in Missouri. If only 6.5% of those request PTSD treatment, and each deemed a valid case, the State of Missouri would have minimal expenses of \$105,560 (91\$1,160 – lower estimate for treatment) to \$429,884 (91*\$4,724). Oversight assumes the negative impact could reach or exceed the \$250,000 threshold.

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
Colleges & Universities	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
Total Estimated Net Effect on <u>Other</u> State Funds	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)

Numbers within parentheses: () indicate costs or losses.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2024	FY 2025	FY 2026
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 2024	FY 2025	FY 2026
Local Government	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)

FISCAL ANALYSIS

ASSUMPTION

§§84.480 & 84.510 – Police Department Compensation

In response to a previous version, officials from the city of **Kansas City** assumed the proposal will have no fiscal impact on their organization. **Oversight** does not have any information to the contrary. Therefore, Oversight will reflect a zero impact in the fiscal note for this agency.

Oversight assumes removing the salary ceiling for the police chief and several officers (see annual compensation maximum by rank below) will allow KCPD more flexibility in hiring/retaining of officers.

Police Chief (\$189,726)
Lieutenant Colonels (\$146,124)
Majors (\$133,320)
Captains (\$121,608)
Sergeants (\$106,560)
Master Patrol Officers (\$94,332)
Master Detectives (\$94,332)
Detectives, Investigators and Police Officers (\$87,636)

§287.067 – Establishes post-traumatic stress disorder as an occupational disease

In response to similar legislation from this year, SB 120, officials from the **Department of Labor and Industrial Relations (DOLIR)** assumed the proposal would not have a direct fiscal impact on their organization.

Oversight notes that in response to the similar proposal, HB 1249 (2021), DOLIR elaborated on and determined that a change in coverage will not cost DOLIR/DWC more money to administer. Additionally, since the vast majority of “first responders” are public employees (not small business employees), this legislation should not have a significant impact on private businesses (regardless of whether the premiums for public employers may or may not rise).

Officials from the **Office of Administration (OA)** assume this legislation states that posttraumatic stress disorder (PTSD) is recognized when diagnosed in a first responder, as defined in 67.145. This change will be subject to judicial construction; therefore, the cost impact to the state is unknown.

Oversight notes, for illustrative purpose of this note, but excluding any proposals with data including 2020 thru 2022 due to the COVID-19, South Carolina (SC) passed a similar bill, S429 (2016). The SC General Assembly noted the “this bill would have an expenditure impact on the general fund, but an estimate could not be determined as the costs will depend upon the number of workers' compensation claims filed in a given year.” This bill is not expected to impact federal funds or other funds.” (Source: <https://www.masc.sc/Pages/programs/solutions/insurance/RiskLetter/Fall%202021/First-Responder-PTSD-Assistance.aspx>)

Additionally, “this bill would have a local expenditure impact on municipal and county governments of \$1,950,000 to \$5,475,000 in FY 2015-16 based on estimates from the Municipal Association and counties on increased premium costs and incurred claims expenses.” (Source: https://www.scstatehouse.gov/sess121_2015-2016/prever/429_20150430.ht).

Oversight notes that the South Carolina General Assembly appropriated \$500,000 annually to the Workers Compensation Fund, since the passage of similar PTSD legislation S326 in 2016, to pay for PTSD claims for first responders. (Source: https://www.scstatehouse.gov/sess123_2019-2020/appropriations2019/tap1b.htm)

Oversight notes that the Ohio General Assembly, while passing HB 308 concerning First Responder PTSD legislation, estimated that it is possible the bill might in future years affect the state and political subdivisions' costs and liabilities related to PTSD compensation and benefits. The General Assembly also noted that it will need to transfer \$500,000 into a special fund maintained by OMB Office to take care of such a claims. (Source: <https://www.legislature.ohio.gov/download?key=15338&format=pdf>;

Oversight also notes that Florida Department on Financial Services stated, in regards to fiscal analysis of a similar proposal (2018 House Bill 227 First Responders PTSD), that the proposal would likely have a significant negative impact to the state and local political subdivisions. However, the amount is indeterminate depending on variation of number of claims meeting the requirements of the proposal. (Source: http://gencourt.state.nh.us/SofS_Archives/2018/house/SB553H.pdf).

Oversight notes that the officials from OA stated there could be a potential direct impact on State agencies but the amount of cost increase, if any, cannot be estimated.

Oversight does not have any information to the contrary. Therefore, **Oversight** will range the impact from zero impact (no future claims of PTSD) to a negative Unknown (an unknown number of employees will be filing PTSD claims and meet the requirement of the proposal) in the fiscal note.

\$250,000 threshold of negative impact to the General Revenue

Oversight notes the Budget Request 2023 shows there are 1,393 State Troopers in Missouri. If only 6.5% (please see the explanation for the percentage below) of those request PTSD treatment, and each deemed as a valid case, the State of Missouri would have minimal expense of \$105,560 (91 * \$1,160 – lower estimate for treatment) to \$429,884 (91 * \$4,724).

Oversight notes that the above estimates are based on lowest possible percentage of such cases filed within the first responders sub-group, therefore, the expense could reach greater amount of expense in the future years.

Officials from the **Missouri Highway Patrol** defer to the **Missouri Department of Transportation** for the potential fiscal impact of this proposal.

In response to similar legislation from this year, SB 120, officials from the **Department of Public Safety – (Director’s Office and Veterans Commission)** and the **Missouri Department of Transportation**, each assumed the proposal will not have a direct 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.

In response to similar legislation from this year, SB 120, officials from the **University of Missouri System** assumed the proposal will have no fiscal impact on their organization. **Oversight** does not have any information to the contrary. Therefore, **Oversight** will reflect a zero impact for UM in the fiscal note.

In response to similar legislation from this year, SB 120, officials from the **City of Kansas City** assumed this legislation this legislation could have a large negative fiscal impact on Kansas City in an indeterminate amount.

Officials from the **City of Springfield** assume the proposal would have a direct fiscal impact on their organization and the City of Springfield estimates a negative fiscal impact of \$500,000 per year from this bill based on estimated increased claims.

In response to similar legislation from this year, SB 120, officials from the **St. Joseph Police Department** assumed the proposal will have a potential negative fiscal impact to the City due to work comp claims regarding occupational-related PTSD, as well as loss of staffing which may require overtime.

Oversight notes that for purpose of this note “first responders” defined in RSMo 67.145.2 as “emergency first responders, police officers, sheriffs, deputy sheriffs, firefighters, ambulance attendants and attendant drivers, emergency medical technicians, mobile emergency medical technicians, emergency medical technician-paramedics, registered nurses, or physicians.”

Oversight notes that according to the U.S National Library of Medicine – National Institute of Health, the rates of PTSD among firefighters appear elevated, with point prevalence estimates ranging from 6.5% to 30%. (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5825264/>)

Oversight estimates there to be around 25,000 fire fighters, police officers, EMTs and Paramedics in the State of Missouri according the Bureau of Labor Statistics 2020.

Oversight notes that if only 6.5 % of the above group are diagnosed with PTSD it would represent 1,625 first responders with PTSD.

A study by Rand Company found that the annual cost ranges from about \$1,160 to \$4,724 per person (though this data is from 2008, Tanielian says there is little reason to think that these numbers would have changed significantly). <https://www.marketwatch.com/story/what-ptsd-costs-families-2014-04-04>

Additionally, the total annual cost for health care for a veteran who had PTSD was estimated to be \$11,342, which was more than double the annual VA health care cost of a veteran without PTSD; 73.1% of health care costs for veterans who had PTSD was for non-mental health services ([Watkins et al., 2011](#)). <https://www.ncbi.nlm.nih.gov/books/NBK224872/>

Oversight notes that above estimated amount indicates the total price is a partially mental health and partially non-mental health services. The actual cost for only mental health service is as follows:

	Total PTSD expense per person	\$	11,342
-	Non-mental health services (73.1%)	\$	8,291
=	Mental health services cost only	\$	3,051

Oversight notes, that for purpose of this fiscal note, the Oversight will estimate the cost using the RAND study.

Oversight notes that using the lower spectrum of those affected with PTSD (6.5%), within the first responder sub group (firefighters) could potentially require additional cost ranging from \$1,885,000 (1,625*\$1,160) to \$7,676,500 (1,625*\$4,724) to the local political subdivisions.

Oversight notes the **City of Kansas City**, the **City of Springfield**, and the **Saint Joseph Police Department** each assume the proposal will have a direct fiscal impact on their organization.

Oversight does not have any information to the contrary. Therefore, **Oversight** will reflect a range the impact from \$0 (no cases of PTSD are diagnosed) to a potentially significant negative unknown (the employees are diagnosed with PTSD) in the fiscal note.

Rule Promulgation

In response to the similar proposal, HB 1640 – 2022, officials from the **Joint Committee on Administrative Rules** assume this proposal is not anticipated to cause a fiscal impact beyond its current appropriation.

In response to the similar proposal, HB 1640 – 2022, officials from the **Office of the Secretary of State (SOS)** notes many bills considered by the General Assembly include provisions allowing or requiring agencies to submit rules and regulations to implement the act. The SOS is provided with core funding to handle a certain amount of normal activity resulting from each year's legislative session. The fiscal impact for this fiscal note to the SOS for Administrative Rules is less than \$5,000. The SOS recognizes that this is a small amount and does not expect that additional funding would be required to meet these costs. However, the SOS also recognizes that many such bills may be passed by the General Assembly in a given year and that collectively the costs may be in excess of what the office can sustain with its core budget. Therefore, the SOS reserves the right to request funding for the cost of supporting administrative rules requirements should the need arise based on a review of the finally approved bills signed by the governor.

Oversight assumes the SOS could absorb the costs of printing and distributing regulations related to this proposal. If multiple bills pass which require the printing and distribution of regulations at substantial costs, the SOS could request funding through the appropriation process.

§575.353 – Offenses against police dogs

Officials from the **Department of Corrections (DOC)** state this proposal modifies provisions relating to law enforcement animals. The bill intends to create a class A misdemeanor for any injury to a law enforcement animal that does not result in veterinary care; a class E felony for any injury to a law enforcement animal that results in veterinary care; and a class D felony for any injury resulting in death of a law enforcement animal.

The offense of assault on a law enforcement animal that does not result in veterinary care is a class A misdemeanor, since misdemeanors fall outside the purview of DOC, there is no impact to DOC on this part of the bill.

For each new violent class D felony, the DOC estimates four people will be sentenced to prison and four to probation. The average sentence for a violent class D felony offense is 5.7 years, of which 4 years will be served in prison with 3 years to first release. The remaining 1.7 years will be on parole. Probation sentences will be 4 years.

The cumulative impact on the department is estimated to be 16 additional offenders in prison and 16 additional offenders on field supervision by FY 2027.

Change in prison admissions and probation openings with legislation

	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033
New Admissions										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	4	4	4	4	4	4	4	4	4	4
Probation										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	4	4	4	4	4	4	4	4	4	4
Change (After Legislation - Current Law)										
Admissions	4	4	4	4	4	4	4	4	4	4
Probations	4	4	4	4	4	4	4	4	4	4
Cumulative Populations										
Prison	4	8	12	16	16	16	16	16	16	16
Parole					4	7	7	7	7	7
Probation	4	8	12	16	16	16	16	16	16	16
Impact										
Prison Population	4	8	12	16	16	16	16	16	16	16
Field Population	4	8	12	16	20	23	23	23	23	23
Population Change	8	16	24	32	36	39	39	39	39	39

For each new violent class E felony, the department estimates two people will be sentenced to prison and one to probation. The average sentence for a violent class E felony offense is 4 years, of which 3 years will be served in prison with 2.2 years to first release. The remaining 1.0 year will be on parole. Probation sentences will be 4 years.

The cumulative impact on the department is estimated to be 6 additional offenders in prison and 3 additional offenders on field supervision by FY 2026.

Change in prison admissions and probation openings with legislation

	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033
New Admissions										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	2	2	2	2	2	2	2	2	2	2
Probation										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	1	1	1	1	1	1	1	1	1	1
Change (After Legislation - Current Law)										
Admissions	2	2	2	2	2	2	2	2	2	2
Probations	1	1	1	1	1	1	1	1	1	1
Cumulative Populations										
Prison	2	4	6	6	6	6	6	6	6	6
Parole				2	2	2	2	2	2	2
Probation	1	2	3	4	4	4	4	4	4	4
Impact										
Prison Population	2	4	6	6	6	6	6	6	6	6
Field Population	1	2	3	6	6	6	6	6	6	6
Population Change	3	6	9	12	12	12	12	12	12	12

Combined Estimated Impact

The combined estimated cumulative impact of a new class D felony and a new class E felony on the department is estimated to be 14 additional offenders in prison and 19 additional offenders on field supervision by FY 2026.

Change in prison admissions and probation openings with legislation

	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033
New Admissions										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	5	5	5	5	5	5	5	5	5	5
Probation										
Current Law	0	0	0	0	0	0	0	0	0	0
After Legislation	6	6	6	6	6	6	6	6	6	6
Change (After Legislation - Current Law)										
Admissions	5	5	5	5	5	5	5	5	5	5
Probations	6	6	6	6	6	6	6	6	6	6
Cumulative Populations										
Prison	5	10	14	14	14	14	14	14	14	14
Parole	0	0	1	6	9	9	9	9	9	9
Probation	6	12	18	19	19	19	19	19	19	19
Impact										
Prison Population	5	10	14	14	14	14	14	14	14	14
Field Population	6	12	19	25	28	28	28	28	28	28
Population Change	11	22	33	39	42	42	42	42	42	42

	# to prison	Cost per year	Total Costs for prison	Change in & parole officers	Total cost for probation and parole	# to probation & parole	Grand Total - Prison and Probation (includes 2% inflation)
Year 1	5	(\$9,499)	(\$39,579)	0	\$0	6	(\$39,579)
Year 2	10	(\$9,499)	(\$96,890)	0	\$0	12	(\$96,890)
Year 3	14	(\$9,499)	(\$138,359)	0	\$0	19	(\$138,359)
Year 4	14	(\$9,499)	(\$141,126)	0	\$0	25	(\$141,126)
Year 5	14	(\$9,499)	(\$143,948)	0	\$0	28	(\$143,948)
Year 6	14	(\$9,499)	(\$146,827)	0	\$0	28	(\$146,827)
Year 7	14	(\$9,499)	(\$149,764)	0	\$0	28	(\$149,764)
Year 8	14	(\$9,499)	(\$152,759)	0	\$0	28	(\$152,759)
Year 9	14	(\$9,499)	(\$155,814)	0	\$0	28	(\$155,814)
Year 10	14	(\$9,499)	(\$158,931)	0	\$0	28	(\$158,931)

If this impact statement has changed from statements submitted in previous years, it could be due to an increase/decrease in the number of offenders, a change in the cost per day for institutional offenders, and/or an increase in staff salaries.

If the projected impact of legislation is less than 1,500 offenders added to or subtracted from the department's institutional caseload, the marginal cost of incarceration will be utilized. This cost of incarceration is \$26.024 per day or an annual cost of \$9,499 per offender and includes such costs as medical, food, and operational E&E. However, if the projected impact of legislation is 1,500 or more offenders added or removed to the department's institutional caseload, the full

cost of incarceration will be used, which includes fixed costs. This cost is \$87.46 per day or an annual cost of \$31,921 per offender and includes personal services, all institutional E&E, medical and mental health, fringe, and miscellaneous expenses. None of these costs include construction to increase institutional capacity.

DOC's cost of probation or parole is determined by the number of P&P Officer II positions that are needed to cover its caseload. The DOC average district caseload across the state is 51 offender cases per officer. An increase/decrease of 51 cases would result in a cost/cost avoidance equal to the salary, fringe, and equipment and expenses of one P&P Officer II. Increases/decreases smaller than 51 offender cases are assumed to be absorbable.

In instances where the proposed legislation would only affect a specific caseload, such as sex offenders, the DOC will use the average caseload figure for that specific type of offender to calculate cost increases/decreases.

Oversight does not have any information contrary to that provided by DOC. Therefore, Oversight will reflect DOC's estimated impact for fiscal note purposes.

In response to similar legislation from this year, SB 189, officials from the **Department of Public Safety – (Missouri Highway Patrol)**, the **Missouri Department of Conservation**, the **Office of the State Courts Administrator** and the **Hannibal Rural Fire Protection District** each assumed 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 received from state agencies and political subdivisions; however, other local law enforcement and fire protection districts were requested to respond to this proposed legislation but did not. A listing of political subdivisions included in the Missouri Legislative Information System (MOLIS) database is available upon request.

Responses regarding the proposed legislation as a whole

Officials from the **Attorney General's Office**, the **Office of Administration - Administrative Hearing Commission**, the **Department of Mental Health**, the **Department of Natural Resources**, the **Department of Public Safety (Capitol Police, Fire Safety, Missouri National Guard, State Emergency Management Agency)**, the **Office of the State Public Defender**, the **Department of Social Services**, the **Phelps County Sheriff's Department**, the **Kansas City Police Department**, the **St. Louis County Police Department**, the **Branson Police Department**, the **Fruitland Area Fire Protection District**, the **Cole Camp Ambulance District**, **Missouri State University**, the **St. Charles Community College** the **Missouri Office of Prosecution Services** 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.

<u>FISCAL IMPACT – State Government</u>	FY 2024 (10 Mo.)	FY 2025	FY 2026
GENERAL REVENUE FUND			
Cost - payments to treat PTSD cases §287.067 p.6	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
Cost – DOC (§575.353) Increased incarceration costs p.9	(\$39,579)	(\$96,890)	(\$138,359)
ESTIMATED NET EFFECT ON GENERAL REVENUE FUND	<u>(Unknown, could exceed \$39,579)</u>	<u>(Unknown, could exceed \$96,890)</u>	<u>(Unknown, could exceed \$138,359)</u>
OTHER STATE FUND			
Colleges & Universities §287.067 p.6	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
ESTIMATED NET EFFECT ON OTHER STATE FUNDS	<u>\$0 to (Unknown)</u>	<u>\$0 to (Unknown)</u>	<u>\$0 to (Unknown)</u>

<u>FISCAL IMPACT – Local Government</u>	FY 2024 (10 Mo.)	FY 2025	FY 2026
LOCAL POLITICAL SUBDIVISION			
Cost – payments to treat PTSD cases §287.067 p.6	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)
ESTIMATED NET EFFECT ON LOCAL POLITICAL SUBDIVISION	<u>\$0 to (Unknown - potentially significant amount)</u>	<u>\$0 to (Unknown - potentially significant amount)</u>	<u>\$0 to (Unknown - potentially significant amount)</u>

FISCAL IMPACT – Small Business

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

FISCAL DESCRIPTION

This act modifies provisions relating to first responders.

WORKERS COMPENSATION FOR FIRST RESPONDERS (Section 287.067)

This act establishes post-traumatic stress disorder (PTSD), as described in the Diagnostic and Statistical Manual of Mental Health Disorders, Fifth Edition, (DSM-5) as a compensable occupational disease under workers' compensation when diagnosed in first responders. A first responder shall not require a physical injury in order to be eligible for benefits, but preexisting PTSD is not compensable. The time for notice of injury or death in cases of compensable PTSD is measured from exposure to one of the qualifying stressors listed in the DSM-5 criteria, or the diagnosis of the disorder, whichever is later. Any claim for compensation for an injury shall be properly noticed to the Division of Workers' Compensation within 52 weeks after the qualifying exposure, or the diagnosis of the disorder, whichever is later.

MAX'S LAW (Sections 575.010, 575.353, 578.007, & 578.002)

This act creates "Max's Law."

Under current law, the offense of assault on a law enforcement animal is a Class C misdemeanor.

This act provides that the offense of assault on a law enforcement animal is a Class A misdemeanor, if the law enforcement animal is not injured to the point of requiring veterinary care or treatment; a Class E felony if the law enforcement animal is seriously injured to the point of requiring veterinary care or treatment; and a Class D felony if the assault results in the death of such animal.

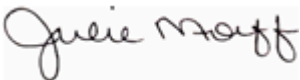
Additionally, exemptions to the offenses of agro terrorism, animal neglect, and animal abuse shall not apply to the killing or injuring of a law enforcement animal while working.

Finally, this act adds that any dog that is owned by or in the service of a law enforcement agency and that bites or injures another animal or human is exempt from the penalties of the offense of animal abuse.

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

Kansas City
Kansas City Police Department
Department of Labor and Industrial Relations
Office of Administration - Administrative Hearing Commission
Department of Public Safety
Missouri Department of Transportation
Department of Mental Health
Missouri University System
City of Springfield
Phelps County Sheriff Department
St. Louis County Police
St. Joseph Police Department
Attorney General's Office
Department of Natural Resources
Department of Corrections
Department of Social Services
Missouri Department of Conservation
Missouri Office of Prosecution Services
Office of the State Courts Administrator
Office of the State Public Defender
Branson Police Department
Hannibal Rural Fire Protection District
Fruitland Area Fire Protection District
Missouri State University
St. Charles Community College
Joint Committee on Administrative Rules
Office of the Secretary of State



Julie Morff
Director
February 13, 2023



Ross Strobe
Assistant Director
February 13, 2023