

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 1076S.05P
 Bill No.: Perfected SS for SCS for SB Nos. 119 & 120
 Subject: Law Enforcement Officers and Agencies; Kansas City; Salaries; Crimes and Punishment; Workers' Compensation; Fire Protection; Highway Patrol; Saint Louis City
 Type: Original
 Date: February 15, 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	Fully Implemented (FY 2027)
General Revenue*	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)
Total Estimated Net Effect on General Revenue	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)	(Unknown, could exceed \$1,650,000)

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. The \$1.65M estimate is for §590.192 (adding firefighters to the Critical Incident Stress Management Program)

Numbers within parentheses: () indicate costs or losses.

ESTIMATED NET EFFECT ON OTHER STATE FUNDS				
FUND AFFECTED	FY 2024	FY 2025	FY 2026	Fully Implemented (FY 2027)
988 Public Safety Fund*	\$0	\$0	\$0	\$0
Colleges & Universities	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
Total Estimated Net Effect on Other State Funds	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)

*Income less (distribution) net to zero.

ESTIMATED NET EFFECT ON FEDERAL FUNDS				
FUND AFFECTED	FY 2024	FY 2025	FY 2026	Fully Implemented (FY 2027)
Workers' Compensation Fund	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)
Total Estimated Net Effect on All Federal Funds	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)	\$0 or (Unknown)

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)				
FUND AFFECTED	FY 2024	FY 2025	FY 2026	Fully Implemented (FY 2027)
Total Estimated Net Effect on FTE	0	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	Fully Implemented (FY 2027)
Local Government	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)	\$0 to (Unknown - potentially significant amount)

FISCAL ANALYSIS

ASSUMPTION

Due to time constraints, **Oversight** was unable to receive some agency responses in a timely manner and performed limited analysis. Oversight has presented this fiscal note on the best current information that we have or on information regarding a similar bill(s). Upon the receipt of agency 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.

§§67.145, 70.631, 170.310, 190.091, 650.320, 650.330, and 650.340 – Telecommunicator first responders

In response to similar legislation from this year, SB 46, officials from the **Department of Elementary and Secondary Education**, the **Department of Health and Senior Services**, the **Department of Labor and Industrial Relations**, the **Department of Public Safety – (Fire Safety, Office of the Director and Missouri Highway Patrol)**, the **Office of Administration**, the **Kansas City Police Department**, the **St. Joseph Police Department** and the **St. Louis County Police Department** 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 for these sections.

Oversight only reflects the responses that we have received from state agencies and political subdivisions; however, other police and sheriff’s departments, fire protection districts, ambulance and EMS, schools and LAGERS were requested to respond to this proposed legislation but did not. A general listing of political subdivisions included in the MOLIS database is available upon request.

§84.344 – Residency Requirements for St. Louis City

In response to similar legislation from this year, SCS for SB 78, officials from the **Department of Labor and Industrial Relations**, the **Department of Natural Resources**, the **Department of Public Safety’s Office of the Director**, the **Office of the Governor**, the **Missouri House of**

Representatives, the Joint Committee on Administrative Rules and the Missouri Senate 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 for this section.

In response to similar legislation from this year, SCS for SB 78, officials from the **Office of the Secretary of State (SOS)** noted 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.

§§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 for these sections.

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)

In response to a previous version, officials from the **Attorney General's Office, the Department of Mental Health, the Department of Natural Resources, the Department of**

Public Safety (Capitol Police, Fire Safety), the Office of the State Public Defender, the Department of Social Services, the Kansas City Police Department, the St. Louis County Police Department, the Branson Police Department, the Fruitland Area Fire Protection District, Missouri State University, the St. Charles Community College the Missouri Office of Prosecution Services 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 for these sections.

§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).

Oversight has requested additional information from the DOLIR regarding their no impact response and the potential of this legislation expanding workers compensation claims. Upon the receipt of this information, Oversight will review to determine if an updated fiscal note should be prepared and seek the necessary approval to publish a new fiscal note if needed. In the meantime, Oversight will assume a \$0 to negative unknown impact to the Worker’s Compensation Fund for this proposal.

Oversight assumes DOLIR is provided with core funding to handle a certain amount of activity each year. Oversight assumes DOLIR could absorb the costs related to this proposal. If multiple bills pass which require additional staffing and duties at substantial costs, DOLIR could request funding through the appropriation process. Therefore, Oversight will note a \$0 fiscal impact for purposes of this fiscal note.

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.

In response to a previous version, officials from the **Missouri Highway Patrol** deferred 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 for this section.

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 for this section.

Officials from the **City of Kansas City** assume 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” is 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/)). <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) to local governments 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.

In response to a previous version, 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)**, the **Office of the State Public Defender**, the **Department of Social Services**, the **Kansas City Police Department**, the **St. Louis County Police Department**, the **Branson Police Department**, the **Fruitland Area Fire Protection District**, **Missouri State University**, the **St. Charles Community College** the **Missouri Office of Prosecution Services** 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 for this section.

§590.192 Critical Incident Stress Management Program

In response to similar legislation from this year, SB 121, officials from the **Department of Public Safety (Fire Safety and Office of the Director)** assume the proposal will have no fiscal impact on their organization.

Oversight notes TAFP SS for SCS for SB 57 (FY21) created the "Critical Incident Stress Management Program". This program currently provides services to peace officers to assist in coping with stress and potential psychological trauma resulting from a response to a critical incident or emotionally difficult event. All peace officers will be required to meet with a program service provider once every three to five years for a mental health check-in. The program service provider will send a notification to the peace officer's commanding officer's commanding officer when the check-in is complete. It also created the 988 Public Safety Fund to be used solely by DPS for the purpose of providing services for peace officers affected by a critical incident. This bill modifies the language to include firefighters.

Oversight contacted Fire Safety to determine the number of firefighters in Missouri. Fire Safety states the total number of firefighters in the state as of November 2022 is 21,941. This is a close estimate and is based on fire department registration information provided to Fire Safety. Fire Safety has seen this number get as high as 24,000 but not lower than 20,000. Therefore, for fiscal note purposes, Oversight will use 22,000 to determine a fiscal impact.

At a cost of \$300 per visit (as estimated by MHP in FY21), Oversight will reflect a cost of \$6,600,000 over a four-year rotation period $[(22,000 * \$300)/4 = \$1,650,000]$. Oversight notes

TAFP HB 8 for 2023 included a \$500,000 appropriation for the 988 Public Safety Fund (0864) from General Revenue. Oversight will continue to utilize the above estimated fiscal impact.

Additionally, Oversight will reflect the possibility that the General Assembly could appropriate moneys to this fund from the General Revenue Fund. Oversight assumes all appropriated moneys, if any, will be expended in the same year on services such as consultation, risk assessment, education, intervention, and other crisis intervention services. For fiscal note purposes, Oversight assumes expenses and services provided under this proposal will equal income and net to zero.

Oversight assumes Fire Safety will utilize the services provided through the Critical Incident Stress Management Program to assist firefighters in coping with stress and potential psychological trauma relating to a critical incident or emotionally difficult event and, therefore, will reflect no impact to the Department of Public Safety for this section for fiscal note purposes.

Bill as a Whole

Officials from the **Attorney General’s Office**, the **Office of Administration - Administrative Hearing Commission**, the **Department of Public Safety’s Missouri National Guard**, the **State Emergency Management Agency**, the **Phelps County Sheriff’s Office** and the **Cole Camp Ambulance District** 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	Fully Implemented (FY 2027)
GENERAL REVENUE FUND				
<u>Cost - payments to treat PTSD cases §287.067</u>	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)	\$0 to (Unknown)
<u>Transfer Out – to the 988 Public Safety Fund §590.192</u>	(\$1,650,000)	(\$1,650,000)	(\$1,650,000)	(\$1,650,000)
ESTIMATED NET EFFECT ON GENERAL REVENUE FUND	<u>(Unknown, could exceed \$1,650,000)</u>	<u>(Unknown, could exceed \$1,650,000)</u>	<u>(Unknown, could exceed \$1,650,000)</u>	<u>(Unknown, could exceed \$1,650,000)</u>

988 PUBLIC SAFETY FUND				
<u>Transfer In</u> – from General Revenue	\$1,650,000	\$1,650,000	\$1,650,000	\$1,650,000
<u>Cost</u> – Firefighter evaluation/check-in (§590.192)	(\$1,650,000)	(\$1,650,000)	(\$1,650,000)	(\$1,650,000)
ESTIMATED NET EFFECT ON THE 988 PUBLIC SAFETY FUND (0864)	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
WORKERS' COMPENSATION FUND				
<u>Cost</u> – Claims being expanded to include PTSD	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>
ESTIMATED NET EFFECT ON THE WORKERS' COMPENSATION FUND	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>	<u>\$0 or (Unknown)</u>
OTHER STATE FUNDS				
Colleges & Universities §287.067	\$0 to (Unknown)	\$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>\$0 to (Unknown)</u>

<u>FISCAL IMPACT – Local Government</u>	FY 2024 (10 Mo.)	FY 2025	FY 2026	Fully Implemented (FY 2027)
LOCAL POLITICAL SUBDIVISION				
<u>Cost – payments to treat PTSD cases §287.067</u>	<u>\$0 to (Unknown - potentially significant amount)</u>	<u>\$0 to (Unknown - potentially significant amount)</u>	<u>\$0 to (Unknown - potentially significant amount)</u>	<u>\$0 to (Unknown - potentially significant amount)</u>
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>	<u>\$0 to (Unknown - potentially significant amount)</u>

FISCAL IMPACT – Small Business

No significant 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.

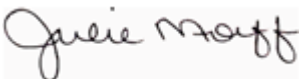
§590.192 Critical Incident Stress Management Program

This act adds firefighters as eligible first responder personnel to receive services from the Critical Incident Stress Management Program of the Department of Public Safety.

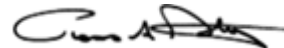
This legislation is not federally mandated, would not duplicate any other program and would not require additional capital improvements or rental space.

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
Attorney General's Office
Department of Natural Resources
Department of Social Services
Missouri Office of Prosecution Services
Office of the State Public Defender
Branson Police Department
Fruitland Area Fire Protection District
Missouri State University
St. Charles Community College
Joint Committee on Administrative Rules
Office of the Secretary of State
Department of Elementary and Secondary Education
Department of Health and Senior Services
Office of Administration
St. Joseph Police Department
St. Louis County Police Department
Office of the Governor
Missouri House of Representatives
Missouri Senate



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