

COMMITTEE ON LEGISLATIVE RESEARCH
OVERSIGHT DIVISION

FISCAL NOTE

L.R. No.: 0514-02
Bill No.: SCS for SB 108
Subject: Employees - Employers; Employment Security; Military Affairs; Veterans
Type: Original
Date: February 2, 2017

Bill Summary: This proposal grants reemployment rights to certain members of the military.

FISCAL SUMMARY

ESTIMATED NET EFFECT ON GENERAL REVENUE FUND			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Total Estimated Net Effect on General Revenue	\$0	\$0	\$0

ESTIMATED NET EFFECT ON OTHER STATE FUNDS			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Total Estimated Net Effect on <u>Other</u> State Funds	\$0	\$0	\$0

Numbers within parentheses: () indicate costs or losses.

This fiscal note contains 8 pages.

ESTIMATED NET EFFECT ON FEDERAL FUNDS			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Total Estimated Net Effect on <u>All</u> Federal Funds	\$0	\$0	\$0

ESTIMATED NET EFFECT ON FULL TIME EQUIVALENT (FTE)			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Total Estimated Net Effect on FTE	0	0	0

Estimated Net Effect (expenditures or reduced revenues) expected to exceed \$100,000 in any of the three fiscal years after implementation of the act.

ESTIMATED NET EFFECT ON LOCAL FUNDS			
FUND AFFECTED	FY 2018	FY 2019	FY 2020
Local Government	\$0	\$0	\$0

FISCAL ANALYSIS

ASSUMPTION

Officials at the **Department of Revenue** and **Department of Social Services** each defer to Office of Administration - Personnel for a fiscal impact.

In response to a previous version (0514-01), officials at the **Office of Administration - Budget and Planning, Department of Corrections, Department of Elementary and Secondary Education, Department of Insurance, Financial Institutions and Professional Registration, Department of Mental Health, and Department of Public Safety - Director's Office** each deferred to Office of Administration - Personnel for a fiscal impact.

Officials at the **Office of Administration - Personnel** assume this proposal will not have a fiscal impact on their organization.

In response to a previous version (0514-01), officials at the **Attorney General's Office (AGO)** assumed any potential costs arising from the proposal can be absorbed with existing resources. AGO may seek additional appropriations if the proposal results in significant increase in cases.

Officials at the **Office of Administration - Administrative Hearing Commission, Department of Agriculture, Department of Conservation, Department of Economic Development, Missouri Ethics Commission, Department of Public Safety - Gaming Commission, Department of Higher Education, Missouri House of Representatives, Joint Committee on Administrative Rules, Joint Committee on Public Employee Retirement, Lieutenant Governor's Office, Missouri Lottery Commission, Missouri State Employees' Retirement System, State Highway Employees Retirement System, Missouri Consolidated Health Care Plan, Missouri Senate, Office of State Courts Administrator, Missouri Tax Commission, Department of Transportation, Department of Public Safety - Alcohol and Tobacco, Department of Public Safety - Fire Safety Division, and Department of Public Safety - Missouri Veterans Commission** each assume this proposal will not have a fiscal impact on their respective organizations.

In response to a previous version (0514-01), officials at the **State Auditor's Office, Governor's Office, Department of Health and Senior Services, Department of Labor and Industrial Relations, Department of Natural Resources, Office of Prosecution Services, Office of Secretary of State, Department of Public Safety - Capitol Police, Department of Public Safety - Highway Patrol, Department of Public Safety - Missouri National Guard, State Public Defender's Office, and State Treasurer's Office** each assumed the proposal would not have a fiscal impact on their respective organizations.

ASSUMPTION (continued)

Officials at the cities of **Columbia** and **Kansas City** each assume this proposal will not have a fiscal impact on their respective organizations.

Officials at the **Callaway County** assume this proposal would not have a fiscal impact on their organization.

Officials at the **Missouri State University, Missouri State University, Northwest Missouri State University, State Technical College of Missouri, Truman State University, University of Central Missouri, and University of Missouri** each assume this proposal would not have a fiscal impact on their respective organizations.

In response to a previous version of this proposal (0514-01), officials at the school district of **Concordia R-II** assumed the proposal could have a fiscal impact but varies with the amount of leave days an employee has and the amount the district has to pay for a substitute.

Generally when a teacher gets called for active duty they are paid for 15 days of military leave and use leave for additional days before they are docked and the number of days and daily pay rate will vary. The last National Guard staff member was called for active duty which cost the district 23.5 days of substitute teacher pay (in addition to the teacher's regular salary) which cost the district \$3,269.79 benefits included.

Oversight will not show a fiscal impact for school districts because there is not a uniform method to estimate cost because number of days affected by military leave and pay rates per individuals affected are not consistent throughout all school districts. Oversight also notes that members of the Missouri National Guard already have re-employment rights.

Officials at the school districts of **Forsyth R-III, Kansas City, Kirksville R-III, Pettis County R-XII, West Plains R-VII**, and each assume this proposal would not have a fiscal impact on their respective organizations.

In response to a previous version of this proposal (0514-01), officials at the school districts of **Malta Bend, Mehlville, and Wright City R-II** each assume this proposal will not have a fiscal impact on their respective organizations.

Officials at the following cities: Ashland, Belton, Bernie, Bonne Terre, Boonville, California, Cape Girardeau, Clayton, Columbia, Dardenne Prairie, Des Peres, Excelsior Springs, Florissant, Frontenac, Fulton, Gladstone, Grandview, Harrisonville, Independence, Jefferson City, Joplin, Kansas City, Kearney, Knob Noster, Ladue, Lake Ozark, Lee Summit, Liberty, Louisiana, Maryland Heights, Maryville, Mexico, Monett, Neosho, O'Fallon, Pacific, Peculiar, Pineville, Popular Bluff, Raytown, Republic, Richmond, Rolla, Sedalia, Springfield, St. Charles,

ASSUMPTION (continued)

St. Joseph, St. Louis, St. Robert, Sugar Creek, Sullivan, Warrensburg, Warrenton, Webb City, Weldon Spring and West Plains did not respond to **Oversight's** request for fiscal impact.

Officials at the following counties: Andrew, Atchison, Audrain, Barry, Bollinger, Boone, Buchanan, Camden, Cape Girardeau, Carroll, Cass, Christian, Clay, Cole, Cooper, DeKalb, Dent, Franklin, Greene, Holt, Jackson, Jefferson, Johnson, Knox, Laclede, Lawrence, Lincoln, Maries, Marion, McDonald, Miller, Mississippi, Moniteau, Monroe, Montgomery, New Madrid, Nodaway, Ozark, Perry, Pettis, Phelps, Platte, Pulaski, Scott, Shelby, St. Charles, St. Louis, St. Francois, Taney, Warren, Wayne and Worth did not respond to **Oversight's** request for fiscal impact.

Officials at the following colleges: Crowder, East Central Community College, Harris-Stowe, Jefferson College, Lincoln University, Metropolitan Community College, Moberly Area Community College, Missouri Southern State University, Southeast Missouri State University, State Fair Community College, St. Charles Community College, St. Louis Community College, and Three Rivers Community College did not respond to **Oversight's** request for fiscal impact.

Officials at the following school districts: Arcadia Valley R-2, Aurora R-8, Avilla R-13, Bakersfield, Belton, Benton County R-2, Bismark R-5, Bloomfield R-14, Blue Springs, Bolivar R-I, Bowling Green R-1, Branson, Brentwood, Bronaugh R-7, Campbell R-2, Carrollton R-7, Caruthersville, Cassville R-4, Central R-III, Chilhowee R-4, Chillicothe R-II, Clarkton C-4, Cole R-I, Columbia, Crawford County R-1, Crocker R-II, Delta C-7, East Carter R-2, East Newton R-6, Eldon R-I, Everton R-III, Fair Grove, Fair Play, Fayette R-3, Fox C-6, Fredericktown R-I, Fulton, Grain Valley, Hancock Place, Hannibal, Harrisonburg R-8, Harrisonville, Hillsboro R-3, Hollister R-5, Humansville R-4, Hurley R-1, Independence, Jefferson City, Kearney R-1, Kennett #39, King City R-1, Kingston 42, Kirbyville R-VI, Laclede County R-1, Laredo R-7, Lee Summit, Leeton R-10, Lewis County C-1, Lindbergh, Lonedell R-14, Macon County R-1, Macon County R-4, Mexico, Middle Grove C-1, Midway R-1, Milan C-2, Moberly, Monroe City R-I, Morgan County R-2, New Haven, Nixa, North St. Francois Co. R-1, Northeast Nodaway R-5, Odessa R-VII, Oregon-Howell R-III, Orrick R-11, Osage County R-II, Osborn R-O, Parkway, Pattonville, Pierce City, Plato R-5, Princeton R-5, Raymore-Peculiar R-III, Raytown, Reeds Springs R-IV, Renick R-5, Richland R-1, Riverview Gardens, Salisbury R-4, Sarcoxie R-2, Scotland County R-I, Sedalia, Seymour R-2, Shelby County R-4, Shell Knob #78, Sikeston, Silex, Slater, Smithville R-2, Special School District of St. Louis County, Spickard R-II, Springfield, St Joseph, St Louis, St. Charles, St. Elizabeth R-4, Sullivan, Tipton R-6, Valley R-6, Verona R-7, Warren County R-3, Warrensburg R-6, Webster Groves, and the Westview C-6 School District did not respond to **Oversight's** request for fiscal impact.

<u>FISCAL IMPACT - State Government</u>	FY 2018 (10 Mo.)	FY 2019	FY 2020
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2018 (10 Mo.)	FY 2019	FY 2020
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

FISCAL IMPACT - Small Business

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

FISCAL DESCRIPTION

The proposed legislation appears to have no direct fiscal impact.

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

Office of Administration - Personnel
Office of Administration - Budget and Planning
Department of Corrections
Department of Elementary and Secondary Education
Joint Committee on Public Employee Retirement
Department of Insurance, Financial Institutions and Professional Registration
Department of Mental Health
Department of Public Safety - Missouri Veteran's Commission
Department of Public Safety - Director's Office
Department of Revenue
Department of Social Services
Attorney General's Office
State Auditor's Office
Department of Agriculture
Office of Administration - Administrative Hearing Commission
Department of Conservation

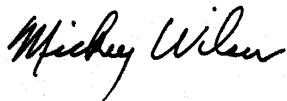
SOURCES OF INFORMATION (continued)

Missouri Ethics Commission
Governor's Office
Department of Higher Education
Department of Health and Senior Services
Joint Committee on Administrative Rules
Department of Labor and Industrial Relations
Missouri Lottery
Lieutenant Governor's Office
State Highway Employees Retirement System
Missouri Consolidated Health Care Plan
Department of Natural Resources
Office of State Courts Administrator
Office of Secretary of State
Missouri State Employees' Retirement System
Office of Prosecution Services
Department of Public Safety - Gaming Commission
Department of Public Safety - Capitol Police
Department of Public Safety - Alcohol and Tobacco Control
Department of Public Safety - Fire Safety Division
Department of Public Safety - Highway Patrol
Department of Public Safety - Missouri National Guard
Department of Public Safety - Missouri Veterans Commission
State Public Defender's Office
Missouri Senate
State Tax Commission
State Treasurer's Office
Department of Transportation
City of Columbia
City of Kansas City
Callaway County
State Technical College of Missouri
Missouri State University
Northwest Missouri State University
Truman State University
University of Central Missouri
University of Missouri

SOURCES OF INFORMATION (continued)

School Districts of:

Concordia R-II
Forsyth R-III
Kansas City
Kirksville R-III
Malta Bend
Mehlville
Pettis County R-XII
West Plains R-VII
Wright City R-II



Mickey Wilson, CPA
Director
February 2, 2017

Ross Strobe
Assistant Director
February 2, 2017