

**Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement**

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ORIGINAL

Bill Number: HB325 **Patron:** Sullivan
Bill Title: Department of Fire Programs; mental health awareness training.

Bill Summary: Provides that the Department of Fire Programs shall develop a training program for mental health awareness that satisfies the criteria in current law requiring each fire department to develop curricula for mental health awareness training for its personnel. The bill provides the option for each fire department to use such standardized training program for the development and implementation of a mental health awareness training program for its personnel.

Budget Amendment Necessary: Yes **Items Impacted:** Item 405
Explanation: Additional funding is required to fund the costs of developing and administering the mental health awareness training proposed in this bill.

Fiscal Summary: According to the Department of Fire Programs (DFP), the provisions of the bill are too broad to provide an accurate fiscal impact and as such the fiscal impact is indeterminate.

Fiscal Analysis: According to DFP, the provisions of the bill requiring the development and implementation of a new mental health awareness training program is likely to require additional resources. However, the provisions of the bill in its current form do not specify the length of the training, nor the method of delivery, and therefore the fiscal impact is indeterminate. However, DFP provides cost estimates for three different types of training options. All cost estimates include the estimated costs of developing the curriculum and delivering the trainings:

Type of Training	Estimated Cost
8-hour in-person instructor-led classroom course	\$886,150
4-hour virtual synchronous instructor-led course	\$463,150
2-hour virtual asynchronous course	\$188,100

According to DFP, in addition to the estimated development costs above, the agency currently does not have the subject matter expertise in-house to develop a mental health awareness training program. As such, the agency anticipates the need for additional funds to hire a third-party vendor to provide the necessary expertise to ensure the training program meets the requirements of the bill. The cost of hiring such a third-party vendor is unknown at this time. According to DFP, an alternative to a third-party vendor is an additional full-time Instructional Design Specialist position, responsible for developing all additional training requirements assigned to the agency—including the proposed training in this bill—and updating existing training modules. DFP estimates that the base salary of the position would be \$70,000 with a total annual impact of \$115,157 including salary and fringe benefits.

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Other: This bill is identical to SB140.