



2023 BILL

1 **AN ACT to amend** 111.70 (4) (mc) 6. of the statutes; **relating to:** the design of
2 health care coverage plans for public safety employees.

Analysis by the Legislative Reference Bureau

Under current law, municipal employees who are public safety employees, such as police officers, fire fighters, and emergency medical service providers for emergency medical services departments, may bargain collectively over wages, hours, and conditions of employment. Public safety employees, however, may not bargain over a subject that is identified as a prohibited subject of bargaining. Under current law, all costs and payments associated with health care coverage plans and the design and selection of health care coverage plans by a municipal employer for public safety employees, as well as the impact of the costs and payments and the design and selection of the plans on wages, hours, and conditions of employment of public safety employees, are prohibited subjects of bargaining for public safety employees.

This bill clarifies that for purposes of the prohibition against bargaining over the design of a health care coverage plan selected by a municipal employer, design does not include who is covered by the health care coverage plan. In other words, public safety employees may bargain with a municipal employer about who will be covered by a health care coverage plan selected by the municipal employer. In addition, this bill clarifies that the initial decision of whether or not to provide health care coverage is a permitted subject of bargaining between a municipal employer and public safety employees.

