

**2013 DRAFTING REQUEST**

**Bill**

Received: **1/31/2014** Received By: **rchampag**  
Wanted: **Soon** Same as LRB:  
For: **Glenn Grothman (608) 266-7513** By/Representing: **Rachel**  
May Contact: Drafter: **rchampag**  
Subject: **Employ Pub - collective bargain** Addl. Drafters: **chanaman**  
**Employ Pub - employee benefits**

Extra Copies:

Submit via email: **YES**  
Requester's email: **Sen.Grothman@legis.wisconsin.gov**  
Carbon copy (CC) to:

---

**Pre Topic:**

No specific pre topic given

---

**Topic:**

LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA

---

**Instructions:**

See attached

---

**Drafting History:**

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/31/2014			_____			
/1	rchampag 2/17/2014	jdyer 2/3/2014	rschluet 2/3/2014	_____	mbarman 2/3/2014		State S&L
/2		jdyer 2/18/2014	jfrantze 2/18/2014	_____	lparisi 2/18/2014	srose 2/26/2014	State S&L

FE Sent For:

atintro

12

<END>

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**Topic:**

LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA ✓

**Instructions:**

See attached

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<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	rchampag 1/31/2014	2/2/18 jld	jd	He 2/18 R3			
/1		jdye 2/3/2014	rschlue 2/3/2014		mbarman 2/3/2014		State S&L

FE Sent For:

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**Pre Topic:**

No specific pre topic given

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**Topic:**

LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA ✓

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**Instructions:**

See attached

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**Drafting History:**

Vers. Drafted Reviewed Typed Proofed Submitted Jacketed Required

/? rchampag 1/2/3 jld jd [Signature] 2/3/14

FE Sent For:

<END>

## Champagne, Rick

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**From:** VerVelde, Rachel  
**Sent:** Friday, January 31, 2014 9:33 AM  
**To:** Champagne, Rick  
**Subject:** Draft Needed

Rick,

Senator Grothman would like a bill drafted with the following language incorporated. Let me know if you have any questions.

Thanks,

*Rachel A. VerVelde*

Chief of Staff - Office of Senator Glenn Grothman  
20<sup>th</sup> Senate District  
[Rachel.VerVelde@legis.wi.gov](mailto:Rachel.VerVelde@legis.wi.gov)  
608-266-7513

111.70 (n) (mc)  
1.

- 1) "Prohibited subjects of bargaining by a municipal employer with respect to a collective bargaining unit containing a public safety employee might include the municipal employer's determination of the benefit features of and the eligibility conditions and methodology for obtaining and continuing to receive any type of municipal disability pension for a public safety employee, and the impact of the benefit features and such eligibility conditions and methodology on the wages, hours, and conditions of employment of the public safety employee."
- 2) "(a)The legislative audit bureau shall conduct a program evaluation audit on the duty disability and survivor benefits program under section 40.65 of the statutes and Section 4.3. Accidental disability retirement., Section 5.3. Accidental disability pension., Section 5.31. Accidental disability pension for nonrepresented officers and employes., SECTION VI. - OTHER BENEFITS (relevant only as to payouts to survivors on death), SECTION X. - REEXAMINATION OF MEMBERS RETIRED FOR ORDINARY OR ACCIDENTAL DISABILITY of Milwaukee County Ordinances. Also, include 36-04-3 (Duty Disability Retirement Credit), 36-05-2 (Ordinary Disability Retirement Allowance), 36-05-3 (Duty Disability Retirement Allowance), 36-07 (Re-examination of Disability Beneficiaries)of City of Milwaukee Ordinances. The audit shall address the following:
  - 1) History and purpose of the programs
  - 2) Costs and benefits of the programs to state and local governments
  - 3) Potential inequities, abuses, or other shortcomings of the programs
  - 4) Similarities and differences between the programs and similar programs in other states and local governments(b) The audit shall discuss issues and alternative under paragraph (a).  
(c) The bureau shall file a report of its findings within an appropriate time period following the effective date of this bill.



JLD

2013 BILL

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Gen

AN ACT ...; relating to: prohibited subjects of collective bargaining under the Municipal Employment Relations Act and requiring the legislative audit bureau to conduct a program evaluation audit of certain disability and survivor benefit programs of public employee retirement systems in this state.

**Analysis by the Legislative Reference Bureau**

This bill requires the Legislative Audit Bureau (LAB) to conduct a program evaluation audit of the duty disability and survivor benefits program under the Wisconsin Retirement System and any comparable program under a retirement system of a county having a population of 500,000 or more and a retirement system of a 1st class city. Under the bill, LAB must examine the history and purpose of the programs; the costs and benefits of the programs to state and local governments; any inequities, abuse, or other problems of the programs; and the similarities and differences between the programs and those of similar programs in other states. The bill also requires LAB to consider and propose changes to the design and implementation of the duty disability and survivor benefits programs.

This bill also creates, as a prohibited subject of collective bargaining for municipal employees who are police officers, fire fighters, or emergency service providers (public safety employees), benefit features of, and eligibility conditions and methodology for obtaining and continuing to receive, any type of duty disability and survivor benefits as well as the impact of the features and such conditions and methodology on the wages, hours, and conditions of employment of the public safety employee.



**BILL**

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

---

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

1           **SECTION 1.** 111.70 (4) (mc) 1. of the statutes is created to read:

2           111.70 (4) (mc) 1. The benefit features of, and the eligibility conditions and  
3 methodology for obtaining and continuing to receive, any type of duty disability and  
4 survivor benefits for the public safety employee and the impact of the benefit features  
5 and such conditions and methodology on the wages, hours, and conditions of  
6 employment of the public safety employee.

7           **SECTION 2. Nonstatutory provisions.**

8           (1) **AUDIT OF CERTAIN DISABILITY AND SURVIVOR BENEFIT PROGRAMS UNDER PUBLIC**  
9 **EMPLOYEE RETIREMENT SYSTEMS IN WISCONSIN.**

10           (a) The legislative audit bureau shall conduct a program evaluation audit of the  
11 duty disability and survivor benefits program under section 40.65 of the statutes and  
12 any comparable program under a retirement system of a county having a population  
13 of 500,000 or more and a retirement system of a 1st class city. The legislative audit  
14 bureau shall examine all of the following:

- 15           1. The history and purpose of the programs.
- 16           2. The costs and benefits of the programs to state and local governments.
- 17           3. Any inequities, abuse, or other problems of the programs.
- 18           4. Similarities and differences between the programs and those of similar  
19 programs in other states.

**BILL**

1           (b) In performing the program evaluation audit, the legislative audit bureau  
2 shall consider and propose changes to the design and implementation of the duty  
3 disability and survivor benefits programs.

4           (c) The legislative audit bureau shall file its report in the manner described  
5 under section 13.94 (1) (b) of the statutes before January 1, 2015.

6           **SECTION 3. Initial applicability.**

7           (1) The treatment of section 111.70 (4) (mc) 1. of the statutes first applies to a  
8 public safety employee who is covered by a collective bargaining agreement on the  
9 day on which the collective bargaining agreement expires or is extended, modified,  
10 or renewed, whichever occurs first.

11

(END)

d-note  
↓

**DRAFTER'S NOTE**  
**FROM THE**  
**LEGISLATIVE REFERENCE BUREAU**

LRB-4164/1dn  
RAC&CMH:...

date

JLD

Senator Grothman:

\* In order to avoid making the bill a "private or local measure" under Article IV, section  
\* 18, of the Wisconsin constitution, which would require that we treat the City of  
Milwaukee and Milwaukee County in separate bills, I did not specifically mention the  
City of Milwaukee or Milwaukee County ordinances, but instead referred to  
retirement systems by classification.

In addition, although the instructions were that prohibited subjects *might* include  
benefits, eligibility conditions, and methodology, I did not know under what conditions  
prohibited subjects would include those subjects to effect the statute. So I made those  
subjects prohibited. If you prefer that they become prohibited subjects contingent upon  
certain factors, findings, or an event, or this is not what you intended, please let me  
know so that I can redraft.✓

Rick A. Champagne  
Senior Legislative Attorney  
Phone: (608) 266-9930  
E-mail: rick.champagne@legis.wisconsin.gov

Cathlene Hanaman  
Deputy Chief  
Phone: (608) 267-9810  
E-mail: cathlene.hanaman@legis.wisconsin.gov

**DRAFTER'S NOTE**  
**FROM THE**  
**LEGISLATIVE REFERENCE BUREAU**

LRB-4164/1dn  
RAC&CMH:jld:rs

February 3, 2014

Senator Grothman:

In order to avoid making the bill a “private or local measure” under Article IV, section 18, of the Wisconsin Constitution, which would require that we treat the city of Milwaukee and Milwaukee County in separate bills, I did not specifically mention the city of Milwaukee or Milwaukee County ordinances, but instead referred to retirement systems by classification.

In addition, although the instructions were that prohibited subjects *might* include benefits, eligibility conditions, and methodology, I did not know under what conditions prohibited subjects would include those subjects to effect the statute. So I made those subjects prohibited. If you prefer that they become prohibited subjects contingent upon certain factors, findings, or an event, or this is not what you intended, please let me know so that I can redraft.

Rick A. Champagne  
Senior Legislative Attorney  
Phone: (608) 266-9930  
E-mail: rick.champagne@legis.wisconsin.gov

Cathlene Hanaman  
Deputy Chief  
Phone: (608) 267-9810  
E-mail: cathlene.hanaman@legis.wisconsin.gov

## Champagne, Rick

---

**From:** VerVelde, Rachel  
**Sent:** Friday, February 14, 2014 1:34 PM  
**To:** Champagne, Rick  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Rick,

I ran these questions past Senator Grothman and below are his answers. Thanks!

- 1) No
- 2) He decided that we should just not do this provision.
- 3) He would like them to be required to take either of the listed scenarios.

*Rachel A. VerVelde*

Chief of Staff - Office of Senator Glenn Grothman  
20<sup>th</sup> Senate District  
[Rachel.VerVelde@legis.wi.gov](mailto:Rachel.VerVelde@legis.wi.gov)  
608-266-7513

---

**From:** Champagne, Rick  
**Sent:** Friday, February 14, 2014 1:09 PM  
**To:** VerVelde, Rachel  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Three questions for you, Rachel, on this draft:

1. Currently, there are a number of presumptions under current law relating to cancer, heart disease, and infectious diseases. If a fire fighter—and a law enforcement officer in the case of infectious diseases—gets any of these, it is presumed that they were caused by his or her employment and make the person eligible for duty disability benefits. Should I eliminate these presumptions?
2. Current law requires that 2 physicians examine the employee, only one of which must be approved or appointed by DETF. Should I change this to have the examination only be done by one physician and have that physician approved or appointed by DETF? Or do you want there to still be two examinations, but have both physicians appointed by DETF?
3. Do you want the employer to offer the employee a new assignment in a position that is at a comparable salary? Or any position at any salary and then we permit the person to collect disability benefits, but reduced by the salary of the new assignment?

Rick

---

**From:** VerVelde, Rachel  
**Sent:** Thursday, February 13, 2014 5:18 PM  
**To:** Champagne, Rick  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Fold it into the LAB audit draft.

Thanks again,

**Rachel A. VerVelde**  
Chief of Staff  
Office of Senator Glenn Grothman  
20th Senate District

Sent from my U.S. Cellular® Smartphone

----- Original message -----

**From:** "Champagne, Rick"  
**Date:** 02/13/2014 5:16 PM (GMT-06:00)  
**To:** "VerVelde, Rachel"  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Got it! Should I do that as a separate draft or fold it into this LAB audit draft?

---

**From:** VerVelde, Rachel  
**Sent:** Thursday, February 13, 2014 4:44 PM  
**To:** Champagne, Rick  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Sorry I didn't make that very clear. He would actually like to make these changes to the program under WRS.

*Rachel A. VerVelde*

Chief of Staff - Office of Senator Glenn Grothman  
20<sup>th</sup> Senate District  
[Rachel.VerVelde@legis.wi.gov](mailto:Rachel.VerVelde@legis.wi.gov)  
608-266-7513

---

**From:** Champagne, Rick  
**Sent:** Thursday, February 13, 2014 4:39 PM  
**To:** VerVelde, Rachel  
**Subject:** RE: LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Hi Rachel:

Are these items ones that LAB should evaluate as part of its audit?

Rick

---

**From:** VerVelde, Rachel

**Sent:** Thursday, February 13, 2014 4:37 PM

**To:** Champagne, Rick

**Subject:** LRB -4164/1 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA?body=

Rick,

Senator Grothman would like to add a couple new provisions to this draft. They are listed below:

1. Duty disability cannot make payments for disabilities that are not specific to a protective occupation.
2. If an employer offers reassignment, the individual must accept and then that job would offset the benefit.
3. ~~Allow an independent medical examination prior to paying benefits.~~
4. Require recertification every five years.

Let me know if you have any questions.

Thanks,

*Rachel A. VerVelde*

Chief of Staff - Office of Senator Glenn Grothman

20<sup>th</sup> Senate District

[Rachel.VerVelde@legis.wi.gov](mailto:Rachel.VerVelde@legis.wi.gov)

608-266-7513



State of Wisconsin  
2013 - 2014 LEGISLATURE



LRB-4164/2  
RAC&CMH:jld:rs

*Soon*

*AMR*

2013 BILL

*✓*  
the duty disability benefit program under the Wisconsin Retirement System,

*-regen cat.*

1 AN ACT *to create* 111.70 (4) (mc) 1. of the statutes; relating to: prohibited  
2 subjects of collective bargaining under the Municipal Employment Relations  
3 Act *and the State Employment Labor Relations Act,* and requiring the Legislative Audit Bureau to conduct a program  
4 evaluation audit of certain disability and survivor benefit programs of public  
5 employee retirement systems in this state.

*Insert Analysis*

*In addition, the*

*Finally, the*

**Analysis by the Legislative Reference Bureau**

WRS

This bill requires the Legislative Audit Bureau (LAB) to conduct a program evaluation audit of the duty disability and survivor benefits program under the ~~Wisconsin Retirement System~~ and any comparable program under a retirement system of a county having a population of 500,000 or more and a retirement system of a 1st class city. Under the bill, LAB must examine the history and purpose of the programs; the costs and benefits of the programs to state and local governments; any inequities, abuse, or other problems of the programs; and the similarities and differences between the programs and those of similar programs in other states. The bill also requires LAB to consider and propose changes to the design and implementation of the duty disability and survivor benefits programs.

This bill ~~also~~ creates, as a prohibited subject of collective bargaining for municipal employees who are police officers, fire fighters, or emergency service providers (public safety employees), benefit features of, and eligibility conditions and methodology for obtaining and continuing to receive, any type of duty disability and survivor benefits as well as the impact of the features and such conditions and

*and state*



**BILL**

methodology on the wages, hours, and conditions of employment of the public safety employee.

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

Insert 2-1

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**SECTION 1.** 111.70 (4) (mc) 1. <sup>✓</sup> of the statutes is created to read:

111.70 (4) (mc) 1. The benefit features of, and the eligibility conditions and methodology for obtaining and continuing to receive, any type of duty disability and survivor benefits for the public safety employee and the impact of the benefit features and such conditions and methodology on the wages, hours, and conditions of employment of the public safety employee.

INS 2-7 ✓

**SECTION 2. Nonstatutory provisions.**

(1) AUDIT OF CERTAIN DISABILITY AND SURVIVOR BENEFIT PROGRAMS UNDER PUBLIC EMPLOYEE RETIREMENT SYSTEMS IN WISCONSIN.

(a) The legislative audit bureau shall conduct a program evaluation audit of the duty disability and survivor benefits program under section 40.65 of the statutes and any comparable program under a retirement system of a county having a population of 500,000 or more and a retirement system of a 1st class city. The legislative audit bureau shall examine all of the following:

1. The history and purpose of the programs.
2. The costs and benefits of the programs to state and local governments.
3. Any inequities, abuse, or other problems of the programs.
4. Similarities and differences between the programs and those of similar programs in other states.

**BILL**

1 (b) In performing the program evaluation audit, the legislative audit bureau  
2 shall consider and propose changes to the design and implementation of the duty  
3 disability and survivor benefits programs.

4 (c) The legislative audit bureau shall file its report in the manner described  
5 under section 13.94 (1) (b) of the statutes before January 1, 2015.

**SECTION 3. Initial applicability.**

6  
7 (1) The treatment of section<sup>s</sup> 111.70 (4) (mc) 1. of the statutes first applies to a  
8 public safety employee who is covered by a collective bargaining agreement on the  
9 day on which the collective bargaining agreement expires or is extended, modified,  
10 or renewed, whichever occurs first.

*and 111.91 (2) (hm) ✓*

11

(END)

*Insert 3-11*

1           **Insert Analysis:**

Under the current duty disability program under the Wisconsin Retirement System (WRS), a protective occupation participant may receive a duty disability benefit, equal to 75 percent of his or her monthly salary, if all of the following occur: the employee is injured while performing his or her duty or contracts a disease due to his or her occupation; the disability is likely to be permanent; and the disability causes the employee to retire from his or her job, the employee's pay or position is reduced or he or she is assigned to light duty, or the employee's promotional opportunities are generally adversely affected because of the disability.


\* This bill eliminates the conditions that relate to whether the employee's pay or position is reduced or he or she is assigned to light duty or the employee's promotional opportunities are generally adversely affected because of the disability and, instead, provides that, if an employer offers an employee who qualifies for a duty disability benefit another position and the employee does not accept the offer, the employee may not receive a duty disability benefit. If an employee accepts such an offer of employment, the amount of the employee's monthly benefit is reduced by all earnings payable to the employee from the employer.

The bill also requires that an employee receiving a duty disability must be reexamined by at least one licensed and practicing physician, designated or approved by the Wisconsin Retirement Board, every <sup>two</sup>~~5~~ years to determine whether the employee's disability is likely to be permanent. Under the bill, the duty disability benefit for an employee is terminated if the employee refuses to undergo the examination or if the examination reveals that the disability is no longer permanent.

2           **Insert 2-1:**

3           **SECTION 1.** 40.65 (3) of the statutes is renumbered 40.65 (3) (a) and amended  
4 to read:

5           40.65 (3) (a) The Wisconsin retirement board shall determine the amount of  
6 each monthly benefit payable under this section and its effective date. The board  
7 shall periodically review the dollar amount of each monthly benefit and adjust it to  
8 conform with the provisions of this section. The board may request any income or  
9 benefit information, or any information concerning a person's marital status, which  
10 it considers to be necessary to implement this subsection paragraph and may require  
11 a participant to authorize the board to obtain a copy of his or her most recent state



1 or federal income tax return. The board may terminate the monthly benefit of any  
2 person who refuses to submit information requested by the board, who refuses to  
3 authorize the board to obtain a copy of his or her most recent state or federal income  
4 tax return, or who submits false information to the board.

**History:** 1981 c. 278; 1983 a. 9; 1983 a. 141 s. 20; 1983 a. 191 s. 6; 1983 a. 255; 1985 a. 332 s. 251 (1); 1987 a. 363; 1989 a. 240, 357; 1995 a. 27 s. 9130 (4); 1997 a. 3, 39, 173, 237; 2007 a. 131; 2009 a. 28.

5 **SECTION 2.** 40.65 (3) (b) of the statutes is created to read:

6 40.65 (3) (b) The Wisconsin retirement board shall require that any person who  
7 receives a monthly benefit under this section be examined by at least one licensed  
8 and practicing physician, designated or approved by the board, every 5 years. A  
9 written report of the examination in a form approved by the department, which shall  
10 indicate whether the person is still disabled as specified in sub. (4) (b), shall be filed  
11 with the department.

12 **SECTION 3.** 40.65 (3) (c) of the statutes is created to read:

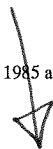
13 40.65 (3) (c) The monthly benefit payable under this section shall be  
14 terminated and no payment shall be payable after the first of the month in which a  
15 determination is made by the department that any of the following occurs:

- 16 1. The written physician's report required in par. (b) indicates that the person  
17 has recovered from the disability so the person is no longer disabled to the extent  
18 required under sub. (4) (b).
- 19 2. The person refuses to submit to an examination under par. (b).

20 **SECTION 4.** 40.65 (4) (intro.) of the statutes is amended to read:

21 40.65 (4) (intro.) ~~A~~ Subject to sub. (4d), a protective occupation participant is  
22 entitled to a duty disability benefit as provided in this section if all of the following  
23 occur:

**History:** 1981 c. 278; 1983 a. 9; 1983 a. 141 s. 20; 1983 a. 191 s. 6; 1983 a. 255; 1985 a. 332 s. 251 (1); 1987 a. 363; 1989 a. 240, 357; 1995 a. 27 s. 9130 (4); 1997 a. 3, 39, 173, 237; 2007 a. 131; 2009 a. 28.



1           **SECTION 5.** 40.65 (4) (a)<sup>X</sup> of the statutes is amended to read:

2           40.65 (4) (a) The employee is injured while performing his or her duty or  
3           contracts a disease due to his or her occupation;

History: 1981 c. 278; 1983 a. 9; 1983 a. 141 s. 20; 1983 a. 191 s. 6; 1983 a. 255; 1985 a. 332 s. 251 (1); 1987 a. 363; 1989 a. 240, 357; 1995 a. 27 s. 9130 (4); 1997 a. 3, 39, 173, 237; 2007 a. 131; 2009 a. 28.

4           **SECTION 6.** 40.65 (4) (b)<sup>X</sup> of the statutes is amended to read:

5           40.65 (4) (b) The disability is likely to be permanent<sup>✓</sup>; and

History: 1981 c. 278; 1983 a. 9; 1983 a. 141 s. 20; 1983 a. 191 s. 6; 1983 a. 255; 1985 a. 332 s. 251 (1); 1987 a. 363; 1989 a. 240, 357; 1995 a. 27 s. 9130 (4); 1997 a. 3, 39, 173, 237; 2007 a. 131; 2009 a. 28.

6           **SECTION 7.** 40.65 (4) (c)<sup>X</sup> of the statutes is repealed and recreated to read:

7           40.65 (4) (c) The disability causes the employee to retire from his or her job.<sup>✓</sup>

8           **SECTION 8.** 40.65 (4d)<sup>X</sup> of the statutes is repealed and recreated to read:

⑧ Fix Component →

9           40.65 (4d) If an employer offers an employee who qualifies for a duty disability  
10           benefit under sub. (4)<sup>✓</sup> another position and the employee does not accept the offer,  
11           the employee may not receive a duty disability benefit. If an employee accepts such  
12           an offer of employment, the amount of the employee's monthly benefit is reduced by  
13           all earnings payable to the employee from the employer as provided under sub. (5)  
14           (b) 5.<sup>✓</sup>

16           Insert 2-7

17           **SECTION 9.** 111.91 (2) (hm)<sup>X</sup> of the statutes is created to read:

18           111.91 (2) (hm) The benefit features of, and the eligibility conditions and  
19           methodology for obtaining and continuing to receive, any type of duty disability and  
20           survivor benefits for the public safety employee and the impact of the benefit features  
21           and such conditions and methodology on the wages, hours, and conditions of  
22           employment of the public safety employee.<sup>✓</sup>

(end ins)

**Barman, Mike**

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**From:** Sen.Grothman  
**Sent:** Wednesday, February 26, 2014 11:09 AM  
**To:** LRB.Legal  
**Subject:** Draft Review: LRB -4164/2 Topic: LAB Audit of Public Employee Disability and Survivor Benefit Programs; Prohibited Subjects under MERA

Please Jacket LRB -4164/2 for the SENATE.