

**Local Government Mandate Statement  
Kentucky Legislative Research Commission  
2026 Regular Session**

**Part I: Measure Information**

<b>Bill Request #:</b>	BR 2426	<b>Bill #:</b>	HB 888
<b>Document ID #:</b>	7603	<b>Sponsor:</b>	Representative Josh Bray
<b>Bill Title:</b>	AN ACT relating to collective bargaining agreements and declaring an emergency.		

Unit of Government:     City                       County                       Urban-County  
                                   Charter County         Consolidated Local     Unified Local

Office(s) Impacted:    All those whose employees are represented by a collective bargaining agreement

Requirement:         Mandatory         Optional

Effect on Powers & Duties:     Modifies Existing     Adds New     Eliminates Existing

Other Fiscal Statement(s) that may exist:     Actuarial Analysis         Corrections Impact  
     Health Benefit Mandate     State Employee Health Plan

**Part II: Bill Provisions and the Estimated Fiscal Impact Relating to Local Government**

HB 888 **Section 1** would create a new section of KRS Chapter 65 to remove authority of the legislative body of a local government to enter into a collective bargaining agreement on or after the date of the Act. Existing collective bargaining agreements would be unaffected and a local government subject to a collective bargaining agreement would be allowed to negotiate future agreements when an existing agreement ends. **Sections 3 through 22** of the Act would make conforming amendments to related statutes regarding “collective bargaining”.

**Section 23** of the Act would repeal the following statutes:

KRS 67A.6901 - .6911 Collective Bargaining for Police Officers and Firefighters in Urban-County Government; 67C.400 - .418 Collective Bargaining for Police Officers in Consolidated Local government; KRS 70.262 Collective Bargaining for deputy sheriffs in merit system in county containing a consolidated local government or a city of first class;

KRS 78.470 Collective bargaining authorized (County Police); KRS 336.1341 Exemptions for joint wage agreement or collective bargaining contract entered into prior to Mach 29, 2023; KRS 345.010-.130 Collective bargaining for firefighters.

**Section 25** would declare an emergency and provide that the Act takes effect upon its passage and approval by the Governor or upon its otherwise becoming law.

**HB 888 would have an unquantifiable or neutral fiscal impact on local governments.**

Under current law consolidated local governments and urban county governments are required to collectively bargain with their public safety officers, including firefighters. All other cities may opt to recognize unions for any class of employees, though few Kentucky cities have opted to do so. While current and future collective bargaining agreements in those local jurisdictions that have such agreements should be unaffected, the fiscal impact of repealing or deleting statutes and statutory sections that address collective bargaining in public employment is presently unquantifiable.

If local governments must amend local ordinances to address the statutory changes they would need to prepare, draft, publish and enact new ordinances. According to Kentucky League of Cities, most cities, especially the smaller ones, retain their city attorney on contract and pay on an hourly basis. Time spent drafting an ordinance is influenced by its complexity and the amount of research that is necessary. In FY 2022, the average hourly rate was \$125. Rates for publishing legal notices vary greatly depending on the length of the publication, the number of times it needs to be published and the newspaper in which the publication is placed. Therefore, these costs are unknown. The cost of publishing ordinances is borne by the local government enacting the ordinance. Most county ordinances are required to be published once after passage (KRS 67.077). A survey conducted in 2023 on total county publication costs found that counties spent on average \$13,433 in FY2022 on publications.

Information regarding the fiscal impact of HB 888 was requested from the Kentucky Association of Counties and the Kentucky League of Cities. If either of those entities provides further information this analysis may be amended.

**Data Source(s):** Kentucky League of Cities; LRC staff

**Preparer:** MS **Reviewer:** TJ (MDA) **Date:** 3/26/26