



**MINUTES OF THE
REGULAR MEETING OF THE
BARTLESVILLE CITY COUNCIL**

City Hall, Council Chambers
401 S. Johnstone Avenue
Bartlesville, OK 74003

Monday, November 3, 2025
5:30 p.m.

James S. Curd, Jr., Mayor
918-338-4282

MINUTES

**(The Notice of Meeting was posted December 15, 2024 and
the Agenda was posted October 28, 2025 at 5:30 p.m.)**

**City Council in attendance was Mayor James S. Curd, Jr., Vice Mayor Trevor Dorsey, and
Councilmembers Tim Sherrick, Larry East and Aaron Kirkpatrick.**

City staff in attendance was Mike Bailey, City Manager; Laura Sanders, Assistant City Manager, Jess Kane, City Attorney; Jason Muninger, CFO/City Clerk; Terry Lauritsen, Director of Water Utilities; Micah Siemers, Director of Engineering; Kelli Williams, Chief Communications Officer; Police Chief Kevin Ickleberry; Deputy Police Chief Andrew Ward; Police Captain Daniel Elkins; Fire Chief H.C. Call; Deputy Fire Chief Barry Campbell; Robin Betts, Director of Human Resources; Alicia Shelton, Accounting; several firefighters; Police Officer Sutton, Security; and Elaine Banes, Executive Assistant.

- 1. The business meeting of the Bartlesville City Council was called to order by Mayor Curd at 5:30 p.m.**
- 2. Roll Call was conducted a quorum established.**
- 3. Invocation by Pastor Jason Elmore, Friday Nite Church, and President of the Bartlesville Ministerial Association.**
- 4. Public Comments on Agenda Items.**

Angela Utley - Agenda Item 10 - raising concerns about transparency related to recent local news coverage of City officials. She referenced stories aired by Fox 23 and Channel 2 and asked for clarity and evidence supporting statements made in those reports. Ms. Utley emphasized her trust in the Council's wisdom and ability to negotiate but urged continued transparency with the public.

Gerri Warren – Agenda Item 10 - a resident of Glenwood Drive, inquired about fire department staffing and resources. He asked how many firefighters are currently employed, desired staffing levels per truck, and how Bartlesville's pay and structure compare to similar cities. Mr. Warren also asked whether driver positions receive higher pay than firefighters and concluded by expressing appreciation for the department's work.

- 5. City Council Announcements and Proclamations.**
 - a. Homelessness Awareness Month – November 2025. Presented by Mr. Kirkpatrick.**
 - b. Community Foundation Week – November 12-18, 2025. Presented by Mr. East.**
- 6. Authorities, Boards, Commissions and Committees**
 - Three openings on the Bartlesville Area History Museum Trust Authority**
 - One opening on the Bartlesville Convention and Visitors Bureau Board of Directors**

- One opening on the Library Board
- Two openings on the White Rose Cemetery Board

Mayor Curd read the openings and encouraged citizens to volunteer.

7. Consent Docket

a. Approval of Minutes

- i. The Regular Meeting Minutes of October 6, 2025.
- ii. The Special Meeting minutes of October 22, 2025.

b. Approval and/or Ratification of Appointments and Reappointment to Authorities, Board, Commissions, and Committees.

- i. Appointment of Mr. Dennis Halpin to a three-year term on the Street and Traffic Committee at the recommendation of Councilmember East.
- ii. Appointment of Ms. Janice Carroll to a three-year term on the Adult Center Trust Authority at the recommendation of Mayor Curd.

c. Approval of Resolutions

- i. Directing filing and notification of the publication of the 2025 printed supplement to the Bartlesville Municipal Code.
- ii. Amending the budget of the City of Bartlesville for Fiscal Year 2025-26 appropriating unanticipated revenue for the Police Department.
- iii. Concerning Bridge Inspection responsibility by local government for compliance with National Bridge Inspection Standards, with the selection of Guy Engineering, the prequalified engineering consulting firm, to perform bridge inspections between April 1, 2026 and March 31, 2028, fully funded by the Oklahoma Department of Transportation.

d. Approval and Ratification of Agreements, Change Orders, Contracts, Engagement Letters, Grant Applications, Leases, MOU's, and Proposals.

- i. Workplace Solutions Cooperative Acceptance Agreement with CINTAS for biweekly towel and janitorial supplies service for Boots Hollow Golf Course in the amount of \$311.50 monthly plus \$6 delivery charge per delivery.
- ii. On-demand Contract with B-Town Construction for the installation and decommissioning of water distribution lines of various sizes with the City of Bartlesville's water distribution system, with this contract method capped at \$100,000 or 6 months, whichever comes first, to evaluate its effectiveness and efficiency.
- iii. Change Order No. 1 from Keohn Construction Services for the Construct Box Hangar-Bartlesville Municipal Airport Project, adding \$128,787.27 to the original contract, funding provided by the ODAA and BDA.
- iv. Professional Services Agreement with TSW to provide a Housing Plan for the City of Bartlesville, in the amount of \$37,500.00.
- v. Airport Hangar Lease Agreement between the Bartlesville Municipal Airport and Norval Gruver for unit 4-A, rent to be received monthly in the amount of \$150.00.
- vi. Amended Maintenance Agreement between the City of Bartlesville and Bark Park Buddies.

e. Declaration of Surplus Property and Approval of Sale or Trade-in

- i. Declaration of surplus and approval of sale/trade in of surplus items/vehicles from the Fire Department at public auction (GovDeals Auction Site) or to be used as trade in on future apparatus/equipment purchases.

f. Receipt of Annual Report

- i. Fiscal Year 2024-2025 Annual Report for the Chickasaw Wastewater Treatment Plant.

g. Receipt of ALPR (Flock Cameras) Report

i. ALPR Report for October 2025

h. Receipt of Financials

i. Interim financials for three months ending September 30, 2025.

Mayor Curd provided the consent docket on a PowerPoint slide and referred citizens to the agenda where every item was listed. He asked the Council if there were any items to be pulled for discussion. Mr. Kirkpatrick pulled Agenda Items 7.a.ii. and 7.g.i.; and Vice Mayor Dorsey pulled Agenda Items 7.d.ii. and 7.d.iii.

Vice Mayor Dorsey moved to approve the Consent Docket with the exception of Agenda Items 7.a.ii., 7.g.i., 7.d.ii., and 7.d.iii., seconded by Mr. East.

Voting Aye: Mr. Sherrick, Mr. East, Mr. Kirkpatrick, Vice Mayor Dorsey, Mayor Curd

Voting Nay: None

Motion: Passed

Item 7.a.ii. Approval of Minutes

ii. The Special Meeting minutes of October 22, 2025

Councilman Kirkpatrick noted a minor correction in the City Council minutes dated October 22, 2025, correcting the meeting adjournment time to 1:00 p.m. rather 11:00 a.m. The correction was acknowledged by staff.

Item 7.g.i. Receipt of ALPR (Flock Cameras) Report

i. ALPR Report for October 2025

Councilman Kirkpatrick reported that all Flock Safety cameras have been relocated or removed to comply with newly adopted ordinances. The Bartlesville Police Department continues to work with Flock to ensure compliance and future proper placement.

Item 7.d.ii. On-demand Contract with B-Town Construction for the installation and decommissioning of water distribution lines of various sizes with the City of Bartlesville's water distribution system, with this contract method capped at \$100,000 or 6 months, whichever comes first, to evaluate its effectiveness and efficiency.

At the request of Vice Mayor Dorsey, Mr. Lauritzen reported on the new pilot program to replace aging water lines using an on-demand contract with B-Town Construction. The pilot contract is capped at \$100,000 and will fund approximately three blocks of line replacement. Replacement locations are determined by line age and frequency of leaks. Pricing is based on pipe size and installation depth (up to 5 feet, 5–8 feet, and over 8 feet). This delivery method is expected to reduce costs by avoiding full engineering design fees, which typically add 15–20% to project expenses. Discussion covered efficiency and potential long-term use of this method for infrastructure maintenance. Mr. Lauritzen emphasized that results from the pilot will determine future expansion.

Item 7.d.iii. Change Order No. 1 from Keohn Construction Services for the Construct Box Hangar-Bartlesville Municipal Airport Project, adding \$128,787.27 to the original contract, funding provided by the ODAA and BDA,

At the request of Vice Mayor Dorsey, Mr. Siemers provided an update on the new airport box hangar project, originally awarded to Keohn Construction for approximately \$5 million. A change order totaling \$128,787.27 was approved to

add enhanced fire safety features and increase the door height to 38 feet for larger aircraft. The project is funded through a 40% Oklahoma Department of Aeronautics and Aerospace grant and a 60% local match, which is being covered by the Bartlesville Development Authority (BDA). Construction was scheduled to begin in November 2025, following delays caused by unforeseen utility issues. Council members commended staff and the BDA for managing the project and mitigating impacts to the City's capital budget.

Vice Mayor Dorsey moved to approve Agenda Items 7.a.ii., 7.g.i., 7.d.ii. and 7.d.iii., seconded by Mr. Kirkpatrick.

Voting Aye: Mr. East, Mr. Kirkpatrick, Vice Mayor Dorsey, Mr. Sherrick, Mayor Curd
Voting Nay: None
Motion: Passed

8. Unsheltered Homeless Task Force update. Presented by Rachel Showler, Vice Chairman, Unsheltered Homeless Task Force.

Ms. Showler reported that the Helping Organizations Summit attracted over 130 attendees from local nonprofits, faith-based groups, and social agencies; the number of unsheltered individuals has declined from 58 to under 50; and strong participation and interest in Charity Tracker, a shared client tracking tool now being tested by several local organizations. The Text-to-Give account, hosted by the Bartlesville Community Foundation (BCF), was officially approved and was funded with an initial \$5,000 contribution from the BCF.

Mr. Kirkpatrick announced that Bartlesville will partner with the Oklahoma Housing Finance Agency (OHFA) to administer a Tenant-Based Rental Assistance Program funded by Home-ARP (American Rescue Plan) allocations. Grand Mental Health will serve as the point organization for applications and coordination.

Council members praised the collaboration and proactive efforts to address homelessness and housing stability.

9. Receive a presentation on the July 2025 boil order incident for the Bartlesville public water system. Presented by Terry Lauritsen, Director of Water Utilities.

Mr. Lauritsen reported that a single sample station at 21st and Johnstone tested positive for E. coli on July 10, 2025. Upon notification, he contacted ODEQ to confirm protocol and was told to hold tight and re-sample the site as well as two sites adjacent to the failed site, upstream and downstream which was done on Friday July 11. The lab reported that the site tested positive for coliform but negative for E. coli. The two adjacent sites tested negative for any bacteriological activity, so no total coliform, no E. coli. Due to coliform detected, ODEQ issued a boil order on Saturday, July 12, then contacted the City to inform them they had issued the boil order. Due to it being the weekend, he and his staff were having a difficult time making contact with ODEQ to have it rescinded since the test that was taken to the lab late Saturday came back negative. With assistance from Senator Daniels and plant supervisor Neal Ennis and assistant plant superintendent Brandon Cleveland, the City was finally able to get the boil order rescinded by Sunday, July 13.

Mr. Lauritsen continued reporting that the contamination was isolated and did not affect the city's water distribution system. The source was traced to a missing rubber cap on the sampling spigot, likely allowing a small animal or debris to enter the line. Corrective measures implemented were installation of rubber caps on all 80 sample stations citywide, revised sampling procedures to include flushing both spigot and evacuation lines, and his department will develop formalized written policies for bacteriological sampling. Mr. Lauritsen publicly recognized staff members Brandon Cleveland, Neil Ennis, Kelli Williams, and Kelsey Walker for exceptional efforts during the emergency, as well as the Mayor and Councilmembers who were providing information to the

public as they received it. Mr. Lauritsen announced that Washington County Emergency Management will soon provide a mass notification system for faster public alerts.

Council members commended the department for transparency, professionalism, and rapid response, emphasizing confidence in Bartlesville's water quality and infrastructure management. Mr. Bailey recognized Mr. Lauritsen for staying on top of the situation from beginning to end, working with ODEQ, answering questions, and staying calm in a stressful situation.

10. Status update on FY 2025-2026 Agreement negotiations between the City of Bartlesville and Bartlesville Professional Fire Fighters, Local 200. Presented by Jess Kane, City Attorney.

Mr. Kane presented the status of the 2025–2026 collective bargaining negotiations with the Bartlesville Professional Firefighters Local 200. In summary, the City's third offer, submitted September 26, 2025, included a 5% total pay increase (2.5% merit + 2.5% COLA) for all firefighters, and proposed reforms to promotions (merit-based advancement) and overtime policies. The Union has not responded to the offer nor have they requested additional discussions. The City initiated interest arbitration on September 29, but the process has been delayed by the Federal government shutdown. To move forward, the City offered to select a neutral arbitrator outside the Federal system, but the Union declined to engage. Instead, it appears that the Union has conducted a social media campaign in place of meeting with the City and negotiating. Their social media comments were mainly posted on the City's newsletter articles by City Manager Bailey where he provided information about the situation and answered questions submitted by citizens.

Mr. Kane stated that the City's proposed changes align with best employment practices and mirror procedures already accepted for the promotion of Battalion Chiefs. He went into further explanation regarding promotions and the abuse of overtime issues. Using a PowerPoint, attached to these minutes, he provided detailed information regarding both issues. The City wants promotions based on merit and the Union wants promotions based on seniority. When promotions are based on merit, it benefits the public through increased performance and benefits firefighters who will be motivated to earn their position. He also provided salary comparisons on each firefighter position emphasizing that he never stated that firefighters were "overpaid" as social media wrongly reported. He confirmed that he and City administration continue to believe that firefighters should be fairly and competitively compensated.

Continuing, Mr. Kane provided statistics covering overtime reform and the abuse of sick leave which has cost the City \$400,000 in overtime over the past two years. He provided the method in which overtime is configured; explained long and short pay periods and how firefighters are sick most during the pay periods they benefit most from; and provided an example of abuse of firefighters working second jobs or enjoying recreation hobbies while claiming to be sick.

He concluded that the City desires to come to an amicable agreement and continues to hope that the Union will negotiate in the best manner to all parties. The City's goals are to increase firefighter pay, increase competency within the department, reduce/eliminate unnecessary overtime and reward excellence.

Discussion included Mr. Kirkpatrick's inquiry into how far back the research tracked regarding the 188-hour average of sick times used, and asked to see more data with that parameter, further than six years. Additionally, he requested more data on the 81% statistic going back further than three months of data. Discussion also covered how negotiations could continue even with the government shut-down, and the City has made this option known to the Union. Council agreed it would be good if negotiations could resume as they have received many questions from constituents regarding this issue, and division is not good for either the City or the Firefighters. Mr. Kane emphasized that the City remains open to negotiations, not only because it is legally required, but because it is the right thing to do. He ended stating that it is not the City that's holding up the process.

Council members expressed appreciation for the update and reiterated their commitment to fairness, fiscal responsibility, and compliance with statutory processes.

11. Discussion and status update relating to the Bartlesville Redevelopment Trust Authority (BRTA) and TIFs 1 and 2, to include possible adoption of a Memo of Understanding (MOU) between the City of Bartlesville and the BRTA. Presented by Mike Bailey, City Manager.

City Manager Mike Bailey presented a proposed Memorandum of Understanding (MOU) between the City of Bartlesville and the Bartlesville Redevelopment Trust Authority (BRTA). He reported that the proposal would allow the City to provide staffing and administrative support for the BRTA in lieu of hiring a new executive director. The BRTA's primary TIF districts (TIF 1 and TIF 2) have expired, and the City and BRTA are coordinating to ensure remaining funds—approximately \$4 million—are properly managed and expended. Mr. Bailey welcomed BRTA members Chris Wilson, Sara Freeman, and George Halkiades, noting their attendance for questions or clarification. Mr. Bailey continued that the City's proposal follows the pending retirement of Chris Wilson, BRTA Executive Director, after 15 years of service. The two main TIF districts managed by the BRTA—the Downtown TIF (TIF 1) and Capitol Hill TIF (TIF 2)—have expired, meaning no new revenues are being collected. Approximately \$4 million remains in combined TIF funds, \$2.3 million in Capitol Hill and the remainder in Downtown, which may still be used for their legally designated redevelopment purposes.

Mr. Bailey continued reporting that the BRTA's broader mission extends beyond the TIFs, and the organization can continue if the Council and BRTA Board choose to do so. The proposed MOU states that the City would assume administrative, executive, and accounting responsibilities for the BRTA. Larry Curtis, Community Development Director, would serve as Administrative Director of the BRTA, assisted by the City's Special Projects Manager, and an additional City employee may be hired primarily to support BRTA activities while remaining a City employee. The BRTA may also contract additional staff for specialized needs, particularly in the Capitol Hill TIF district. The City would provide these services for an annual reimbursement of \$150,000, representing a modest reduction in BRTA's administrative budget. The MOU has not yet been approved by the BRTA Board but is scheduled for consideration at its November 19 meeting. He concluded that Chris Wilson's retirement at the end of the year necessitates prompt action to ensure a smooth transition. The City's staff will work with Mr. Wilson and BRTA Representatives to identify ongoing projects and contacts before his departure. A detailed transition plan has been prepared by Mr. Curtis to ensure continuity of operations.

Mr. Kirkpatrick introduced a concept plan titled "Rebuild Capitol Hill". The plan aims to accelerate neighborhood revitalization using remaining TIF 2 funds through targeted incentives that promote homeownership, property rehabilitation, and infill development. Goals include increasing owner occupancy (currently only 30% owner-occupied); assisting residents with repairs and deferred maintenance; reducing vacancy (currently ~300 empty units); and encouraging private investment and long-term neighborhood stability. The initiative would prioritize existing residents before expanding opportunities to outside investors. This proposal remains under discussion and will be reviewed after the MOU transition.

Mr. Bailey explained TIF structure and purpose at Mayor Curd's request. A TIF district captures the incremental increase in property tax revenue over a baseline value to fund redevelopment within that district. Once a TIF expires, future property tax revenues revert to the original taxing entities (city, county, and school district). The BRTA's Downtown TIF contributed significantly to downtown redevelopment projects, including façade improvements and the Hilton Garden Inn development. Other local TIF-funded projects include Silver Lake Village, Park Place, and Bison Trails Apartments.

Discussion covered inquiries about the two-year expenditure timeline, to which Mr. Bailey clarified that it was a target window to ensure funds are directed toward projects rather than administrative costs; whether the BRTA should continue beyond its current purpose once existing funds are

spent; legal and financial options for BRTA's future role; and its ability to issue bonds (not general obligation bonds). It was confirmed that the BRTA currently has no outstanding debt obligations.

Mr. East moved to adopt the Memorandum of Understanding as presented, seconded by Vice Mayor Dorsey.

Voting Aye: Mr. Kirkpatrick, Vice Mayor Dorsey, Mr. Sherrick, Mr. East, Mayor Curd

Voting Nay: None

Motion: Passed

12. Discuss and take possible action to amend the Redevelopment Plan for the Bartlesville Downtown Redevelopment District. Presented by Councilmember Kirkpatrick

Mr. Kirkpatrick pulled this item from the agenda.

13. Discuss and take possible action to appoint members to fill the two vacancies on the Bartlesville Redevelopment Trust Authority. Presented by Councilman East.

Councilmember East presented the item to fill two expired terms on the Bartlesville Redevelopment Trust Authority (BRTA). The item also prompted brief discussion regarding appointment tracking procedures and board term limits. Two BRTA member terms had recently expired: Sarah Freeman and Philip Wright. Councilmember East noted that the expirations had fallen behind and suggested improving how appointments and expirations are tracked. Mr. Bailey explained that term tracking is ultimately the responsibility of each board's staff liaison. For trust authorities such as the BRTA, this responsibility lies with its professional staff. City administrative staff and the executive assistant assist in maintaining term records, but occasional oversights can occur.

Mr. East moved to reappoint Sara Freeman and Philip Wright to additional three-year terms, seconded by Mr. Kirkpatrick.

Mayor Curd noted that such appointments are typically handled through the consent agenda but were placed as a discussion item due to the broader BRTA-related considerations discussed earlier in the meeting. Councilmember Kirkpatrick inquired about the term limits for BRTA members which is members may serve two full three-year terms; filling an unexpired term does not count toward the term limit.

Voting Aye: Vice Mayor Dorsey, Mr. Sherrick, Mr. East, Mr. Kirkpatrick, Mayor Curd

Voting Nay: None

Motion: Passed

14. New Business.

There is no new business to report.

15. City Manager and Staff Reports.

City Manager Mike Bailey provided a comprehensive update on current administrative priorities, ongoing projects, and upcoming initiatives across various City departments. Key areas of focus included staff retention and recruitment, major infrastructure and facility projects, and community updates.

Mr. Bailey reported that he and Assistant City Manager Laura Sanders are conducting one-on-one meetings with department directors to discuss job satisfaction, career goals, and succession planning. The initiative aims to identify potential retirements, internal replacements, and professional development needs to maintain strong leadership continuity. He emphasized that the process helps prevent unexpected gaps in senior positions and ensures readiness for both

planned and unplanned departures. The City currently has a talented and stable group of directors, though retention remains a key focus due to the marketability of City staff.

Mr. Bailey noted recent efforts to promote rental assistance programs that support the City's broader homelessness reduction strategy.

He highlighted the upcoming City Council workshop to discuss the 2025 capital election and priorities in the City's long-term capital plan.

He reported that the Civitan Park canopy will be replaced for the third time due to weather-related wear. An engineering evaluation is underway to explore replacing the current fabric canopy with a permanent hard-surface structure. The project will proceed concurrently with the study to avoid unnecessary delays. Additionally, the Madison Boulevard Reconstruction project which comprises two phases. Public Works completed the north half of Madison ahead of schedule, while the contractor worked on the south half. Once reopened, Madison Boulevard will be fully resurfaced from Tuxedo Boulevard to Minnesota Avenue. The road was originally a county road with only chip seal surfacing, making this a major infrastructure improvement. Other ongoing street projects and maintenance activities were also noted. City Hall remodel is proceeding as planned, with a focus on employee safety, building security, and energy efficiency. Planned upgrades include new windows, lighting, HVAC systems, and security improvements. The downtown landscape project remains in the design phase. Modifications have been made to include Osage Avenue as part of the design scope. Mr. Bailey continued to report that the new Boots Hollow website is now live, allowing golfers to book tee times up to 10 days in advance online (7 days for in-person reservations). The course remains open to walk-ins but encourages online reservations for better planning. Mr. Bailey praised staff for extensive deferred maintenance and drainage repairs completed by Parks, Streets, and Golf staff. The course is in its best condition in years, with significant improvements to greens and cart paths. There will be a free yard debris pickup offered for the week of December 8–12. Residents may place leaves, grass clippings, brush, and small limbs curbside for pickup on their normal collection day. No bags, tags, or special fees required.

Mayor Curd commended the improvements at Boots Hollow, noting positive feedback from golfers and local teams. Mr. Bailey confirmed that community engagement and maintenance have helped "turn the corner" for the facility's long-term success.

16. City Council Comments and Inquiries.

Mr. Kirkpatrick announced that Be the Light, a new emergency shelter, officially opened and is housing its first guests. He celebrated the project as a major step forward for Bartlesville's homeless services network, particularly during Homeless Awareness Month. He also recognized the Bartlesville Community Foundation (BCF) for seeding the Text-To-Give initiative with a \$5,000 donation, ensuring all public contributions build upon that initial investment. Community Support

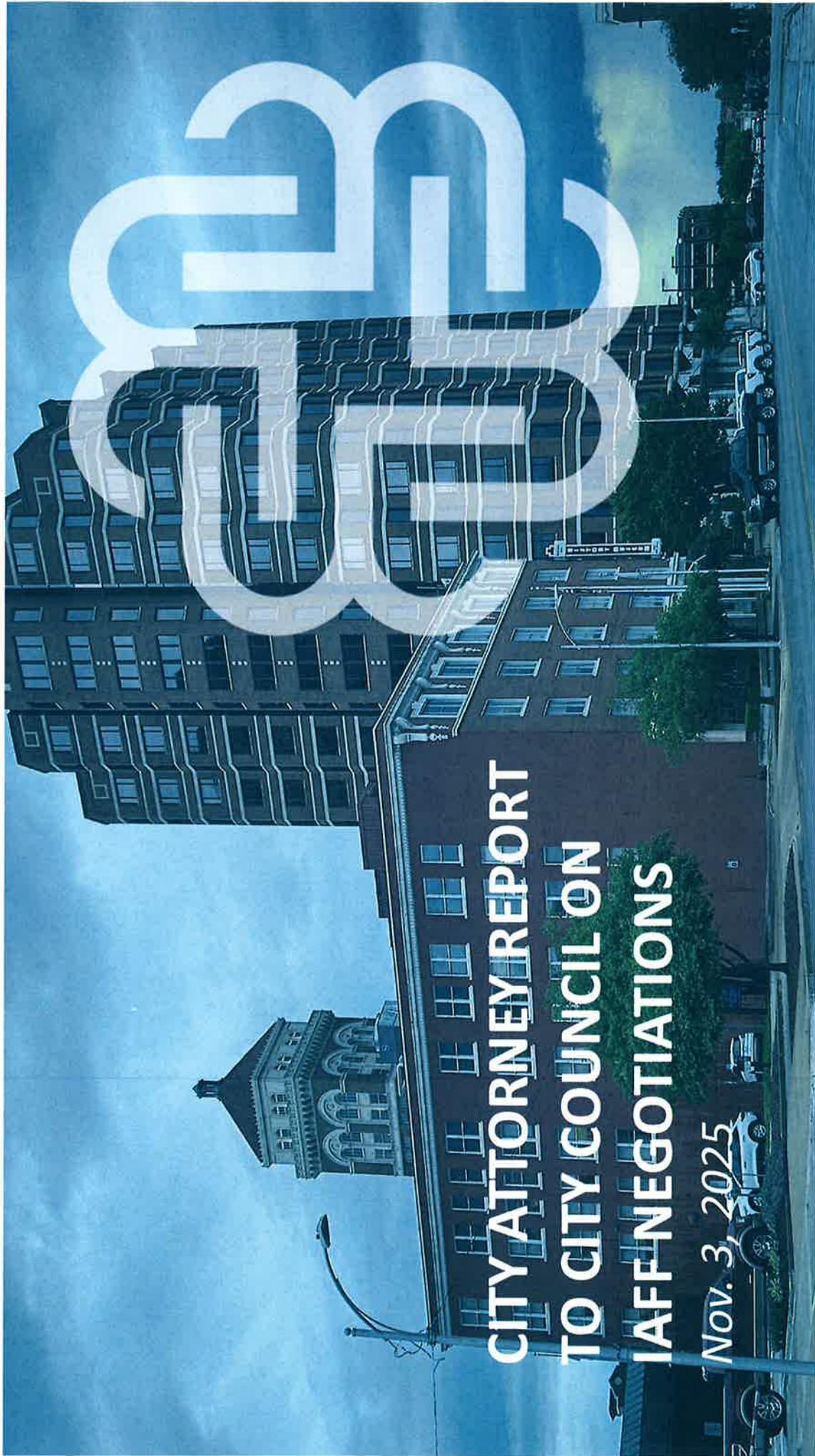
Councilmembers expressed concern about the temporary suspension of SNAP benefits due to the federal government shutdown noting that local churches, nonprofits, and private citizens are organizing food drives and community pantries to ensure "no hungry neighbors." Residents were encouraged to contact local organizations or churches for assistance or to make donations to help meet increased food demand. The Cherokee Nation has made additional assistance information available on its website as well.

Mayor Curd and other Councilmembers thanked members of the Bartlesville Fire Department for attending the meeting and for their daily service to the community. The Council expressed optimism for a timely and amicable resolution in ongoing labor negotiations with the department.

17. There being no further business to address, Mayor Curd adjourned the meeting at 7:27 p.m.

JSC
James S. Curd, Jr., Mayor

JM
Jason Muninger, CFO/City Clerk



**CITY ATTORNEY REPORT
TO CITY COUNCIL ON
AFFILIATIONS**

Nov. 3, 2025

Negotiation Status

City's last offer submitted September 26, 2025

- 5% increases (2.5% merit, 2.5% COLA) -- *same as all other City employees*
- Promotional reforms
- Rules governing overtime

Last update to the Council on October 6, 2025

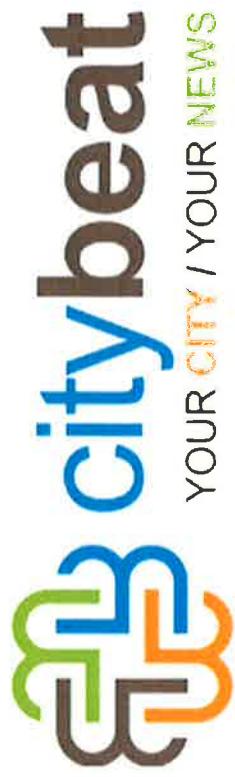
- No change
- Interest arbitration process initiated by City September 29, 2025; cannot proceed due to government shutdown
- City proposed to IAFF that a neutral arbitrator be appointed by agreement; union has failed to respond

Union has:

- Failed to respond to arbitrator request
- Failed to respond to City's last offer
- Failed to continue with negotiations
- Has engaged in social media campaign against City



CityBeat



Interview with Mike Bailey appeared in the Oct. 17 issue of CityBeat

Visit cityofbartlesville.org to view past issues of CityBeat. Sign up to receive the City's free weekly e-newsletter by scanning the QR code below.



October 17, 2025

Welcome to CityBeat, a free weekly e-newsletter containing the latest news and information about the City of Bartlesville and related topics. Get yours delivered each week! <http://bitly/2eaFFTx>

News & Updates

City Manager puts record straight on fire talks

City stands firm on need to promote most qualified candidates



City Manager Mike Bailey is speaking out after a press release was issued by the City's fire union and a social media campaign surfaced this week accusing City administrators of lying about the City's relationship with its firefighters.

Negotiations between the City of Bartlesville and the International Association of Fire Fighters (IAFF) remain open but have so far failed to produce an agreement for a 2025-26 Fiscal Year contract. City Attorney Jess Kane updated the City Council last week on the issues, and reports have appeared in the last two editions of City Beat.

This week, the IAFF issued a press release refuting some of the information presented, but the release indicates the two sides are really not that far apart, Bailey said.



City Priority #1: Promotional Reform

City wants promotions based on *merit*

Union wants promotions based on *seniority*

Promotions based on merit will benefit:

- The **public**, through increased performance

- **Firefighters**

*“You may not
be the best guy,
but you’re the
next guy”*

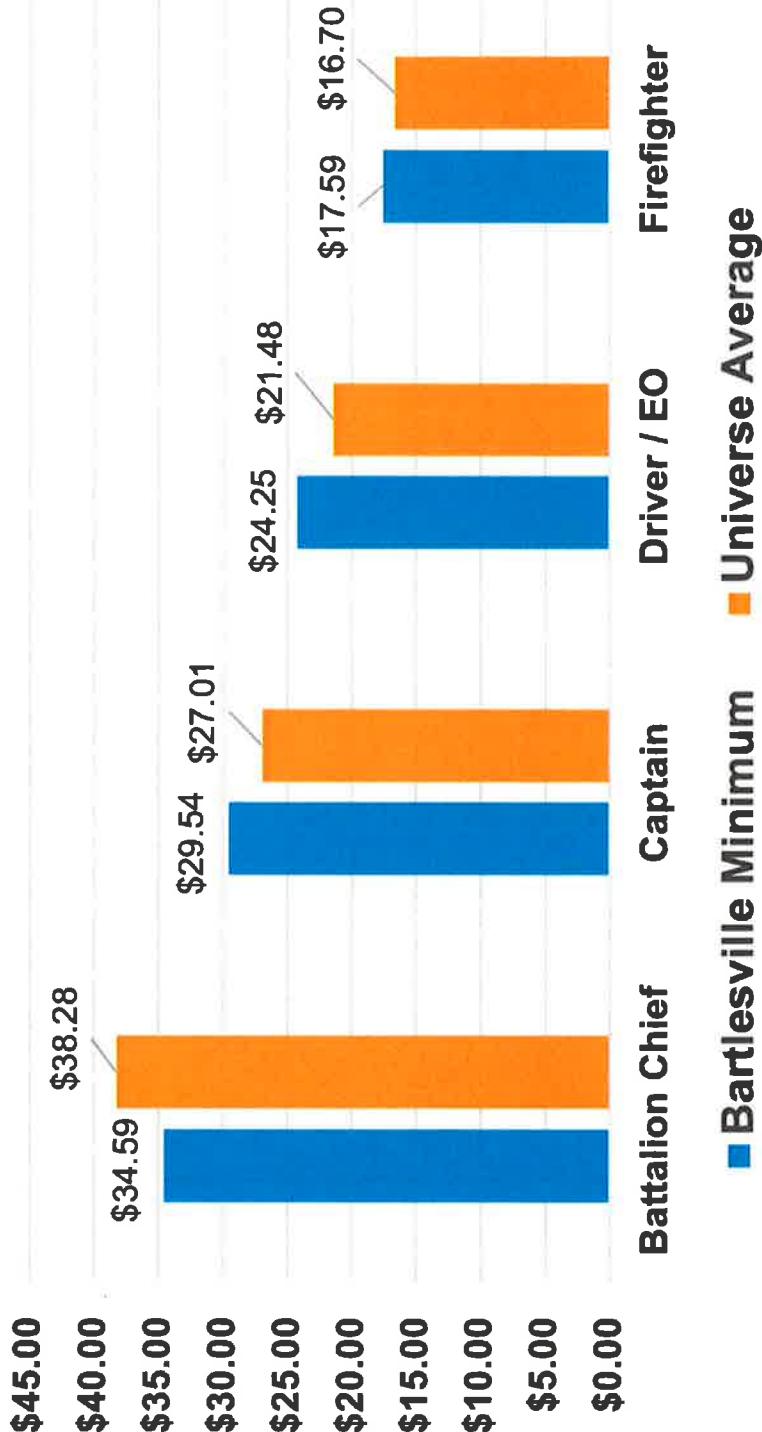
City Priority #2: Overtime Reform

SALARY COMPARISON	
POSITION TITLE	MINIMUM ANNUAL SALARY
Fire Battalion Chief	\$100,004.45
Police Lieutenant	\$91,811.20
Fire Captain	\$85,419.88
Police Sergeant	\$79,164.80
Water Plant Superintendent	\$71,115.20
Fire Equipment Operator/Driver	\$70,101.85
Police Corporal	\$66,622.40
Water Distribution Supervisor	\$60,860.80
Police Officer	\$56,056.00
Firefighter	\$50,862.63
Lead Customer Service Technician	\$42,868.80
Equipment Operator (Parks/Street)	\$37,252.80
Maintenance Worker II (Parks/Street)	\$36,171.20

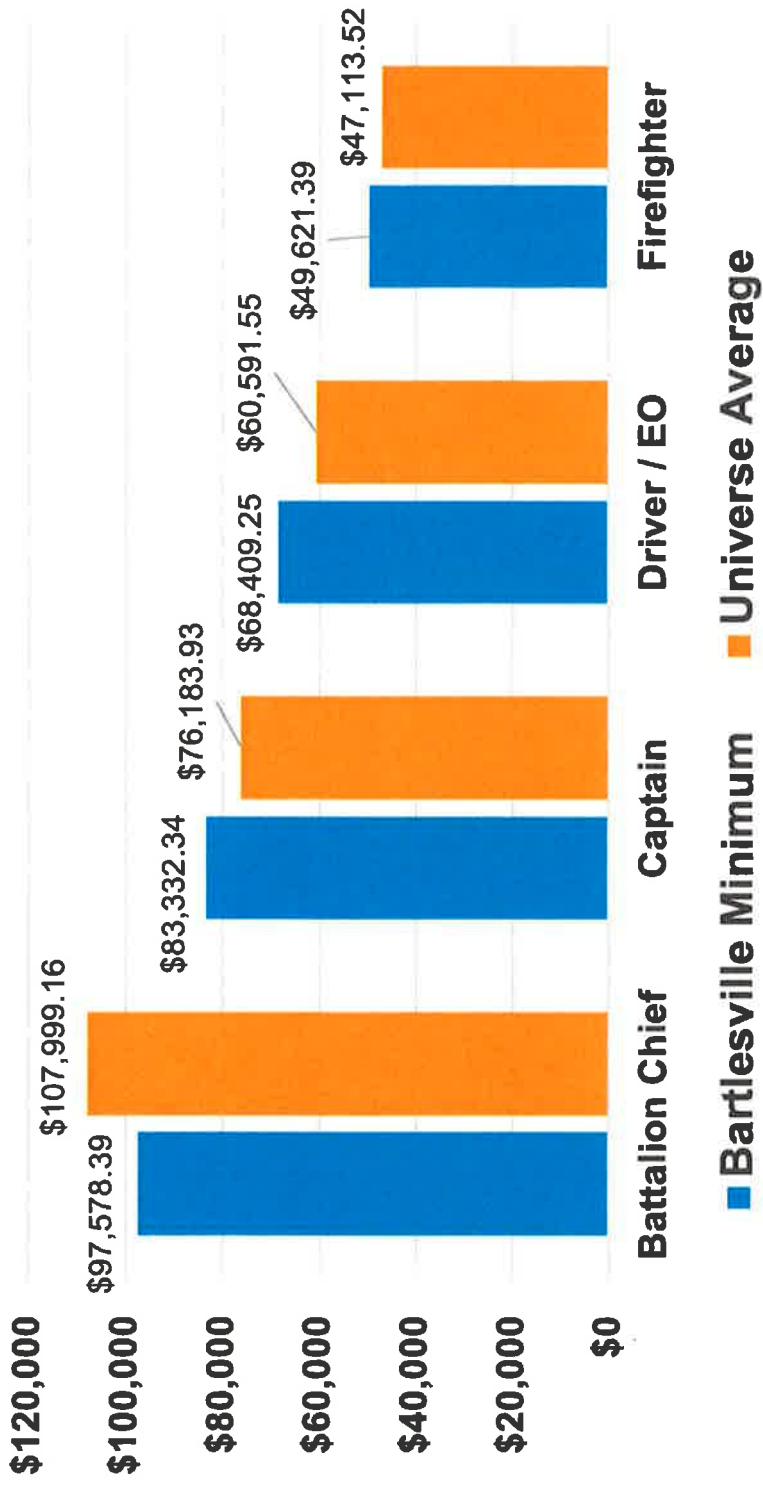
“Firefighters should be fairly and competitively compensated.”

Word “overpaid” never used

2024 Hourly Comparison



2024 Annual Comparison



City Priority #2:

Overtime Reform

SICK LEAVE USAGE COMPARISON BY CITY

CITY	DEPT SIZE (# OF FFs)	SICK LEAVE TOTAL	AVG. HOURS USED PER FF
Bartlesville	66	12,414	188
Stillwater	69	10,761	145
Jenks	27	3,530	130
Yukon	39	4,700 avg.	121
Shawnee	51	6,114	120
Muskogee	90	9,781	109
Owasso	66	4,554	76
Midwest City	78	4,299	55
Enid	72	3,228 adj.	45
Bixby	51	2,221	43
Moore	81	n/a	n/a
AVERAGE	63	6,159	103

What **has** been said:

Firefighter sick leave costing taxpayers \$400,000 over the last two years.

Average sick leave per firefighter:
188 hours

- Nearly a full month off over past 6 years
- **85** hours more than comparable cities
- 2.5 to 4 times as much as Owasso, Enid, and Bixby

City Priority #2: Overtime Reform

Abuse of sick leave:

Long Pay Period (5 days)

Personal Sick: 20 shifts

Family Sick: 34 shifts

Short Pay Period (4 days)

Personal Sick: 43 shifts

Family Sick: 6 shifts



37% Personal Sick: 20 shifts

63% Family Sick: 34 shifts

87.8% Personal Sick: 43 shifts

12.2% Family Sick: 6 shifts

**Data is from July, August and September 2025*

City Priority #2: Overtime Reform

NOVEMBER 2025

S	M	T	W	T	F	S
			1	8		
			7	15		
		6	13	21	22	
	4	11	19	20	28	29
2	3	12	18	26		
9	10	17	24	27		
16	17	18	25			
23	24					
30						

Long/Short Pay Periods

Firefighters work rotating schedule:

- Short Pay Periods – 4 days
- Long Pay Periods – 5 days

No automatic overtime paid for personal sick leave used during Long Pay Periods

PAY PERIOD EXAMPLE

S	M	T	W	T	F	S



Long Pay Period



Short Pay Period

**City Priority #2:
Overtime Reform**

SICK LEAVE USAGE: BARTLESVILLE FIRE

FISCAL YEAR	SICK LEAVE	FAMILY SICK	TOTAL
2019-20	9,272.50	4,256.25	13,528.75
2020-21	6,925.25	3,954.00	10,879.25
2021-22	8,291.23	4,319.50	12,610.73
2022-23	8,785.11	4,151.50	12,936.61
2023-24	7,111.69	4,762.25	11,873.94
2024-25	8,137.28	4,277.50	12,414.78

AVERAGE 12,374

Facebook comments:

Overtime use is due to injury

Other fire departments have the same rates of injury but do not have the same rate of absenteeism

Union's first offer

10% pay increases (2 times more than other City employees)

Automatic 5% pay increase at promotion

Increase minimum manning to 18 (currently XX)

- Management Right
- Never part of Collective Bargaining Agreement
- Increase would increase options for double time

Contract Proposals for 25/26

Safe Staffing Article: 18 per shift minimum

457 Plan (see attached sample contract language and list of Oklahoma cities on the plan)

Clothing Allowance increase to \$1500.

5% Steps

5% Cola

5% when you promote

Training Officer pay scale match Fire Marshal

Remove Assistant Fire Marshal references in the contract.

Next steps

Continue to work toward agreement for FY 2025-26 contract for promotional and overtime reform

- Increase firefighter pay
- Increase competency within department
- Reduce/eliminate unnecessary overtime
- Reward excellence

More information:

City Beat (www.cityofbartlesville.org)

