



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

**Monday, December 1, 2025
5:30 p.m.**

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

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

MINUTES

**(The Notice of Meeting was posted December 15, 2024 and
the Agenda was posted November 25, 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; Kelsey Walker, Communications & Marketing Manager; several firefighters; Police Officer Coleman, 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.

Homer Heffington – Agenda Item 13 – He encouraged the City Council to use wisdom when preparing the projects for the upcoming election, including focusing on impact, taxes, quality of life, water and sewer needs.

5. City Council Announcements and Proclamations.

Recognition and presentation of awards to the graduates of the Citizens Academy 2025 Class II by Laura Sanders, Assistant City Manager. Graduating are Chase Allcott, Blake Buckner, Sharon Crawford, Anthony Gantt, Lutricia Harris, Bryan Hindman, Alexander Johnson, Meral Jones, Tiffany Lammon, Austin Lynch, Tia Peters, Shavon Robles, Sarah Rowe, Jesse Snelson, Jeannie Strachan, Nathan Thompson and Tyler Vaclaw.

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
- 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. Brent Butler to fill an unexpired term on the Bartlesville Convention and Visitors Bureau (Visitor's Inc.) Board of Directors at the recommendation of Vice Mayor Dorsey and Councilmember Kirkpatrick.
- ii. Appointment of Ms. Benita Shea and Ms. Sharon Hamilton to two-year terms each, and reappointment of Ms. Dianne Crow, Ms. Kathryn Franz and Ms. Stacy Lewellen to additional two-year terms each to the Library Board at the recommendation of Mayor Curd.
- iii. Appointment of Dr. Terry Koehn, Mr. Lucas Nettles, and Ms. Stephanie Powell, two to fill unexpired terms and one to fill a full three-year term on the Bartlesville Area History Museum Trust Authority at the recommendation of Councilmember Sherrick.

c. Approval of Resolutions

- i. Amending the Budget for FY 2025-2026 appropriating unanticipated revenue in the Restricted Revenues fund of the Police Department for the use of grant funds from the Oklahoma Department of emergency Management 9-1-1 Management Authority.
- ii. Amending the Budget for the City of Bartlesville, Oklahoma for FY 2025-2026 appropriating unanticipated revenue in the restricted Revenues Fund of the Community Development Department for the use of funds from the Bartlesville Redevelopment Trust authority for the development of a housing plan for the City of Bartlesville.
- iii. Amending the Budget for the City of Bartlesville for FY 2025-2026 appropriating unanticipated revenue in the Special Library Fund of the Library Department for the use of funds from the Oklahoma Department of Libraries Library Services and Technology Act.

d. Approval and Ratification of Agreements, Change Orders, Contracts, Donations, Engagement Letters, Grant Applications, Leases, Memorandum of Understanding (MOU), and Proposals.

- i. Client Revision Form amending Schedule A to the Client Agreement with VectroSolutions/Target Solutions Contract for time entry/management system for payroll for the Bartlesville Fire Department in the amount of \$6,942.25 first year and \$2,746.25 after that as it will replace the current scheduling software.
- ii. Business Services Agreement with BTC Broadband for internet service for the Library funded through Federal and State funds.
- iii. Statement of Assurances and Certifications for 2025 Grant agreement between the City of Bartlesville/Bartlesville Public Library Literacy Services and the Oklahoma Department of Libraries for health and wellness programs funded by the State.
- iv. Citizenship and Civic Engagement Grant contract between the City of Bartlesville/Bartlesville Public Library Literacy Services and the Oklahoma Department of Libraries to provide for citizenship and civic engagement by providing resources, information, and training to area residents, funded by the State.
- v. Accept a grant from the U.S. Department of Justice under the Law Enforcement Mental Health and Wellness Act and approve a Resolution amending the Budget for the City of Bartlesville, Oklahoma for Fiscal Year 2025-2026 appropriating

unanticipated grant revenue (\$200,000) in the Restricted Revenues Fund of the Police Department.

- vi. Accept donation of Robert Indiana 66 Sculpture currently located in Unity Square from the Price Tower Arts Foundation, at no cost to the City.
 - vii. Contract with B-Town Construction to replace a sewer line by pipe bursting in the 2100 block between Dewey Avenue and Osage Avenue in the amount of \$86,640.00.
 - viii. Updated OKWIN LMR Service Agreement with the State of Oklahoma, updated to assign delegation to a new authority within the Department of Public Safety to the 800MHz radio upgrade project approved by voters in the 2022 G.O. Bond election. No costs incurred for the upgrade.
 - ix. Task Order No. 8 to the Master Services Agreement with Parkhill, Smith and Cooper for Airport Consulting Services in the amount of \$160,800 which is funded 95% by FAA and 5% by the City.
- e. Approval of Retirement, Surplus and Donation**
- i. Retire, surplus and donate K-9 Thaddeus to his police officer handler allowed pursuant to Oklahoma State Title 70 3311: B.
- f. Receipt of ALPR (Flock Cameras) Report**
- i. ALPR Report for November 2025
- g. Receipt of Financials**
- i. Interim financials for four months ending October 31, 2025.
- h. Receipt of Bids**
- i. Bid No. 2025-2026-010 Water Treatment Plant Roof Rehabilitation

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. East pulled Agenda Items 7.d.vi., 7.d.vii. and 7.f.i.; and Mayor Curd pulled Agenda Items 7.d.v. and 7.e.i.

Vice Mayor Dorsey moved to approve the Consent Docket with the exception of Agenda Items 7.d.v., 7.d.vi., 7.d.vii., 7.e.i. and 7.f.i., seconded by Mr. Kirkpatrick.

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

Agenda Item 7.d.vi. Accept donation of Robert Indiana 66 Sculpture currently located in Unity Square from the Price Tower Arts Foundation, at no cost to the City.

Mr. Kane, at Mr. East's request, reported that the Price Tower Arts Center, as confirmed through bankruptcy proceedings, owns the Robert Indiana 66 sculpture currently located in Unity Square and wishes to donate the piece to the City of Bartlesville. The original proposal included a perpetual restriction requiring that the sculpture remain at its current location. He advised the donor that an indefinite commitment was not advisable and negotiated alternative language providing that the sculpture remain in Unity Square so long as Unity Square continues to be maintained by the City as a public park. Mr. Kane clarified that if, at some future point, Unity Square ceased to be a public park or if the City determined that the sculpture no longer served its intended purpose, the City would be required to return the artwork to the Price Tower Arts Center or its successors. Councilmember East inquired about the effect of the location restriction and whether the City would retain discretion to replace the sculpture in the future. Mr. Kane confirmed that the revised language permits removal under limited circumstances and protects both the donor's intent and the City's long-term flexibility.

Mr. East indicated he had received materials concerning an open-records lawsuit in Washington State involving access to Flock data, and requested clarification about potential implications in Oklahoma. Mr. Kane reported that the Washington case was a State district court ruling based solely on the Washington Public Records Act and is neither binding on Oklahoma nor final, as it has not been appealed. After reviewing the decision and researching Oklahoma law, Mr. Kane concluded that Flock records constitute law enforcement records under the Oklahoma Open Records Act. While that term is not expressly defined, most municipal attorneys and professional organizations consulted concurred with that interpretation. He continued that, under the Oklahoma statute, certain law enforcement records must be released; however, records not specifically required may be withheld. He further noted that Flock data contains extensive vehicle information, and the City has been consistent in denying public requests due to both privacy and resource concerns. Councilmembers and staff discussed the City's internal policies. Mr. Kane emphasized key points such as: the City queries Flock data only for legitimate law-enforcement purposes; when data is queried and downloaded, it becomes part of an investigative file with separate disclosure rules; absent an investigative purpose, the data remains a law enforcement record not subject to disclosure; and because the City has been consistent in withholding such data, it retains its ability to protect the records. Discussion covered ongoing privacy concerns, data retention issues, and the importance of monitoring use and access. Staff confirmed that monthly auditing is performed, and that the City follows statewide professional guidance on handling Flock data. Mr. East reported that certain camera locations have been adjusted to comply with local code, and map updates will be posted on the City's transparency portal.

Agenda Item 7.d.vii. Contract with B-Town Construction to replace a sewer line by pipe bursting in the 2100 block between Dewey Avenue and Osage Avenue in the amount of \$86,640.00.

Mr. Lauritsen explained methods used by contractors to maintain sewage flow during pipe-bursting or replacement, including pumping around the work area or performing work in sections with temporary backups. He stated that, in this instance, a sectional approach is likely due to site conditions. He described the pipe-bursting process, whereby a fracturing head breaks the existing pipe and draws in a new polyethylene pipe, which then replaces the original line. The fractured pipe remains in place underground. The new pipe is allowed to stabilize for approximately 24 hours before service reconnections are made and manholes are tied in. When questioned how residential service lines are reconnected and whether temporary service disruption occurs, Mr. Lauritsen confirmed that residential connections require excavation and reconnection after the new pipe settles. Sewage continues to flow through the cavity created during bursting until final tie-ins are completed.

Agenda Item 7.d.v. Accept a grant from the U.S. Department of Justice under the Law Enforcement Mental Health and Wellness Act and approve a Resolution amending the Budget for the City of Bartlesville, Oklahoma for Fiscal Year 2025-2026 appropriating unanticipated grant revenue (\$200,000) in the Restricted Revenues Fund of the Police Department.

Police Chief Ickleberry stated the City has received a \$200,000 federal grant to expand existing officer wellness initiatives. The grant will fund an in-house therapist to provide counseling services to police personnel, including dispatchers and records staff. Services will include crisis intervention, trauma care, stress-management training, on-scene response to critical incidents, and support to employee families when traumatic events occur. He continued reporting that existing wellness visits every six months have already resulted in improved utilization and voluntary requests for assistance. The new position will be located at the Police Department to build trust and integrate into departmental culture. When asked about grant compliance requirements and reporting, he reported that preparation for compliance is underway, the grant is funded for two years, and additional funding opportunities will be pursued thereafter. Councilmembers encouraged outcome tracking related to retention, mental-health outcomes, and long-term effects of trauma exposure.

Agenda Item 7.e.i. Retire, surplus and donate K-9 Thaddeus to his police officer handler allowed pursuant to Oklahoma State Title 70 3311: B.

Mr. East noted that K-9 Thaddeus is being retired and thanked him for his service. Staff and the Council briefly discussed a policy/program under development that may provide support for retired police dogs.

Mr. Kirkpatrick moved to approve the Agenda Items 7.d.v., 7.d.vi., 7.d.vii., 7.e.i., 7.f.i., seconded by Mr. Dorsey.

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

Voting Nay: None

Motion: Passed

8. Discuss and take possible action to award Bid No. 2025-2026-010 Water Treatment Plant Roof Rehabilitation. Presented by Councilmember Sherrick.

Mr. Sherrick provided information regarding the bids. He reported that Heritage Hills Commercial Services (low bidder) did not provide the required information with their bid therefore their submission was incomplete and removed from consideration. The second lowest bid came from Atwell Roofing who met all of the required criteria for the bid.

Mr. Sherrick moved to award the Bid to Atwell Roofing Company, Inc. in the amount of \$590,004.00, seconded by Vice Mayor Dorsey.

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

Voting Nay: None

Motion: Passed

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

Mr. Kirkpatrick reported that there will not be an update at this time.

10. Discuss and status update on the 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 Larry R. Curtis, Director of Community Development.

Mr. Curtis stated that at its November meeting, the BRTA Trustees reviewed the proposed MOU but chose not to take action. Instead, they requested revisions to the accounting and finance provisions. The original draft specified that BRTA accounting and finance functions "shall be integrated" into the City's financial management system. The Trustees asked that the language be revised to "may be integrated" and that the document note the City will work with the BRTA's current accounting firm during a transition period. Mr. Curtis continued stating that the MOU has been revised accordingly noting that all other elements of the agreement were acceptable to the BRTA Trustees. Discussion confirmed that the requested revision was intended to ensure a smooth transition and avoid administrative disruption rather than to change responsibility for financial functions. Mr. Curtis agreed that the revision was precautionary and intended to avoid potential operational issues.

Mr. Kirkpatrick moved to adopt the Memorandum of Understanding as presented, seconded by Mr. East.

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

Voting Nay: None

Motion: Passed

11. Discuss and take possible action to adopt an ordinance granting a non-exclusive permit to Coxcom, LLC for the construction and operation of a cable system (franchise agreement) including an emergency clause. Presented by Jason Muninger, CFO/City Clerk.

Mr. Muninger stated that the proposed ordinance would establish a cable franchise agreement with CoxCom, which includes a standard 5 percent franchise fee on gross revenues from cable services and a 5 percent fee on revenues related to cable advertising within City limits. He explained that Cox does not intend significant construction inside Bartlesville due to existing right-of-way capacity, but the company must minimally enter City limits while constructing broadband infrastructure in outlying rural areas. He noted that the agreement is materially similar to previously adopted franchise agreements with BluePeak and Dobson Fiber and aligns with the existing Sparklight agreement. Mr. Muninger introduced Mr. Connor Carroll of Cox Communications to provide an overview of the broadband expansion project.

Mr. Carroll, Government Affairs Manager for Cox Communications, reported that Cox is expanding broadband service to unserved and underserved locations in Washington County through State and Federal broadband grants. Cox has received approximately \$29 million to expand service to about 4,000 locations. Most funded locations are rural and outside of Bartlesville, but some federally identified unserved or underserved locations exist within the City limits and must be served under the grant terms. The funding requires completion of construction by the end of 2026. Mr. Carroll explained that, as a Title VI cable entity under federal law, Cox must have a franchise agreement in place before offering cable service or accessing municipal right-of-way.

Discussion ensued as to how the franchise agreement operates and how franchise fees are calculated. Mr. Carroll stated that the franchise covers cable offerings only and does not apply to broadband internet services, which are regulated separately. Mr. East raised concerns regarding installation quality and the placement of equipment and lines, referencing issues experienced with other recent providers. Mr. Carroll noted that Section 2(E) of the agreement grants access to rights-of-way, but Section 2(C) preserves the City's authority to enforce permitting requirements and construction standards. He stated that Cox prioritizes restoration and coordination with municipalities and intends to address installation issues promptly if they occur. Additional discussion covered recent resident complaints related to other providers, including aesthetic concerns, yard restoration, and utility impacts, noting that even though Cox does not anticipate significant construction inside the City, similar concerns may apply in rural areas. It was agreed that consistent construction quality and coordination with the City engineering staff is expected.

Vice Mayor Dorsey moved to adopt the ordinance granting a non-exclusive permit to Coxcom, LLC as presented, seconded by Mr. East.

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

Voting Nay: None

Motion: Passed

12. 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, using a PowerPoint (attached to these minutes) provided an update on ongoing negotiations with the Bartlesville Professional Firefighters Local 200, noting this is the third consecutive monthly report and that a final agreement has not yet been reached. Previous updates were presented on October 6 and November 3, and additional background was published in the City Beat newsletter. He summarized three priorities guiding the City's position: Premium pay; Transition from seniority-based to merit-based promotion; and Overtime and sick-leave reform.

The City's proposal, submitted on September 26, includes a 5 percent wage increase for all fire personnel, transition to a merit-based promotion system, and modifications to sick-leave

provisions. The union proposal seeks a 6.5 percent wage increase and retains the existing seniority-based promotional system and existing sick-leave provisions. He stated that premium pay has been an organizational priority and that the City's proposal is consistent with that priority. He presented comparative compensation data indicating that firefighter wages are at or above comparable City positions, and noted that approximately 22 of the City's 50 highest-paid employees are in the Fire Department.

Regarding the promotional system, he presented information from 47 Oklahoma municipalities with populations over 10,000, reporting that most use merit-based promotional systems, while Bartlesville and Muskogee continue to rely on seniority.

Concerning leave usage, the City Attorney reiterated previously presented data indicating that sick-leave utilization by Bartlesville firefighters is higher than utilization in peer departments of comparable population and higher than utilization in several cited departments including Owasso, Midwest City, Enid, and Bixby. He stated that higher leave utilization results in increased overtime. He presented additional data indicating that leave use disproportionately occurs during shifts where overtime is not affected, and asserted that these patterns suggest misuse of leave. He also presented information comparing leave usage of firefighters to police and other municipal departments, reporting that firefighter usage is significantly higher. Mr. Kane stated that in his view the information demonstrates a pattern of leave usage inconsistent with medical necessity and asserted that misuse negatively affects City overtime costs. He further stated that merit-based promotion could incentivize attendance and performance and reduce misuse.

Discussion covered current policy definitions for sick leave and family sick leave, and whether the collective bargaining agreement governs those definitions. Mr. Bailey responded that the collective bargaining agreement distinguishes between types of leave and generally mirrors the broader City policy, although exact language was not immediately available. When enforcement challenges were questions, Mr. Kane stated that proving leave misuse is difficult and that disciplinary actions may be subject to grievances under the collective bargaining process. He explained that a grievance is a formal challenge to disciplinary action and is resolved through arbitration.

When Mr. East inquired as to the status of the current arbitration, Mr. Kane reported that an arbitrator has been assigned through the Federal Mediation and Conciliation Service and that the parties are working to schedule an arbitration date. He stated the City remains willing to continue negotiations, but has not received a response from the union since late November.

Additional discussion covered compensation history, noting past Council efforts to improve pay for public safety personnel to support recruitment and retention and identifying premium pay and family leave as longstanding benefits. When asked whether other Oklahoma fire departments provide family sick leave, Mr. Bailey stated that Bartlesville may be the only department offering that benefit in comparable cities. When asked whether seniority-based promotion limits advancement opportunities and whether merit-based promotion could enhance recruitment and retention, Mr. Kane provided an anecdotal example of employees seeking advancement elsewhere.

- 13. Recess in order to move to the 1st Floor Conference room to attend the Workshop portion of the business meeting to review and discuss staff recommendations and potential City Council modifications for General Obligation Bond projects and ½ Cent Sales Tax projects in preparation for the February 10, 2026 capital election. Presented by Micah Siemers, PE, CFM, Director of Engineering. Workshop began at 6:55 p.m.**

Mr. Siemers reported that the information was presented at the last meeting and following discussion and direction from that meeting, Mr. Bailey provided project spreadsheets to each city council members asking for input and edits to discuss at this meeting. Input and edits were received from Mayor Curd, Mr. Sherrick and Mr. Kirkpatrick. Each submitted the projects they wished to add and the projects to deduct to keep the total amount the same. Beginning with the proposed "added" projects, discussion covered each project and amount submitted. After a great

deal of discussion, it was decided to allocate \$800,000 to the Community Center Lighting project, \$25,000 for Cooper Dog Park Irrigation, \$700,000 to the tornado siren project and \$150,000 to Artunoff concession/Restroom project, totaling \$1,525,000. After additional discussion, deductions to the project lists to accommodate the add-ons, included removing the Lee Lake and Robinwood parking lot lighting, the Master Drainage Study, Hudson Lake restroom, Kiddie Park parking lot, park amenities, drip irrigation, security lighting at parks, reduce PM streets by \$100,000, reduce Park Wayfinding signage by \$50,000, and the Bicycle Pump Track, totaling \$1,525,000. Mr. Bailey will send the final project list to the City's bond attorneys in Edmond to prepare the ordinances, proclamations and resolutions to call the elections on February 10, 2025. These documents will be brought before the City Council on December 8, 2025 to adopt, then will be delivered to the Washington County Election Board to record and process.

- 14. Return to Council Chambers in order to discuss and take possible action to approve the General Obligation Bond projects and ½ Cent Sales Tax projects in order to call the February 10, 2026 capital election. Presented by Micah Siemers, PE, CFM, Director of Engineering. Return to Council Chambers at 8:21 p.m.**

Mr. Kirkpatrick moved to approve the changes as discussed in the workshop for the GO Bond and ½ Cent Sales Tax projects, seconded by Vice Mayor Dorsey.

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

Mr. East asked Mr. Bailey to respond to questions received by him regarding perceived repetition of projects and if any projects in the past have not been completed. Mr. Bailey responded that the City is required by law to complete the 70% projects and that has always been accomplished. Additionally, the 30% projects have always been completed as well. Where it appears projects are duplicated, those are areas that are evergreen, such as vehicles for police, fire, and city are ongoing and are included in each cycle to keep the fleet in good condition. Another example is that some large projects such as the expansion of Sooner Park, develops in stages. So, improvements to parks, streets, and other large item projects may show up more than once in order to accomplish each stage of development until it is completed.

- 15. New Business.**

There was no new business to discuss.

- 16. City Manager and Staff Reports.**

There were no reports.

- 17. City Council Comments and Inquiries.**

Mr. Kirkpatrick reminded citizens of the Christmas Parade scheduled for Saturday.

- 18. There being no further business to address, Mayor Curd adjourned the meeting at 8:29 p.m.**



Jason Muninger, CFO/City Clerk





James S. Curd, Jr., Mayor

CITY ATTORNEY UPDATE ON
CONTRACT NEGOTIATIONS
BETWEEN CITY AND IAFF

12/1/2025



CITY VS UNION PROPOSALS

CITY PROPOSAL (9/26/25)

5% raise

Promote by merit

Sick leave reform

UNION PROPOSAL

6.5% raise

Promote by seniority

No changes to sick leave



City Priority #1: Premium Pay

Inline or ahead of comparable City of Bartlesville positions
22 of highest 50 paid employees are firefighters

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

City Priority #3: Overtime and Sick Leave Reform

80% more than our
peers

4 times more than
leading departments

Sick leave results in
expensive double time
call back pay

SICK LEAVE USAGE COMPARISON BY CITY

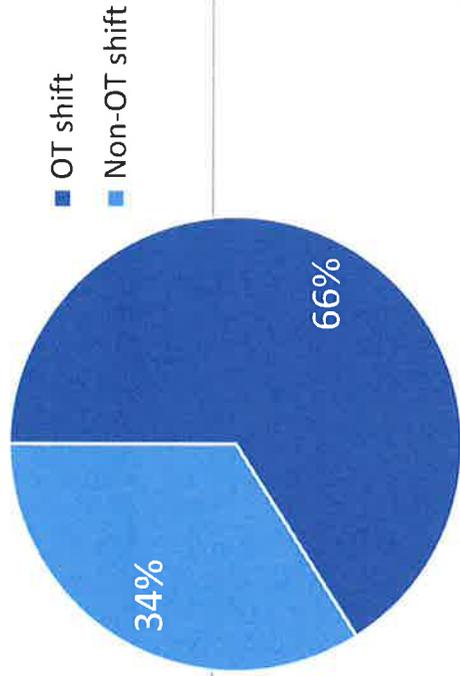
CITY	DEPT SIZE (# OF FFS)	SICK LEAVE TOTAL	AVG. HOURS USED PER FF
Bartlesville	66	12,414	188
Stillwater	69	10,761	145
Jenks	27	3,530	130
Yukon	39	4,700 avg.	121
Shawnee	51	6,114	120
Muskogee	90	9,781	109
Owasso	66	4,554	76
Midwest City	78	4,299	55
Enid	72	3,228 adj.	45
Bixby	51	2,221	43
Moore	81	n/a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

City Priority #3: Overtime and Sick Leave Reform

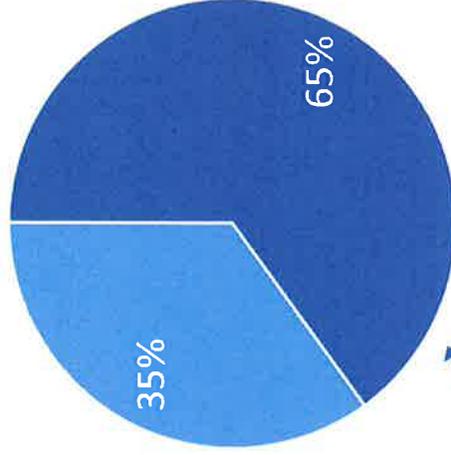
Sick leave patterns
indicate abuse

2/3 of shifts
include OT

2/3 of sick is taken
on shifts with no
OT



5x more likely to be
sick on non-OT shift



Comparison with other City Employees

ANALYSIS OF DATA REQUESTED BY IAFF:

	2020	2021	2022	2023	2024	2025	AVG
ALL OTHER EMPLOYEES	43%	51%	52%	54%	48%	52%	50%
FIRE UNION SHIFT EMPS	95%	77%	88%	88%	82%	87%	86%
POLICE DEPARTMENT EMPS	35%	44%	51%	44%	41%	51%	44%



Status

- City remains willing to continue to negotiate
- Union has refused to negotiate since 9/26/25
- Neutral Arbitrator Selected 11/24/25
- Arbitration date TBD



COMPARISON OF COUNCIL PROPOSALS

	<u>Mayor Curd</u>	<u>Councilor Sherrick</u>	<u>Councilor Kirkpatrick</u>
Adds:			
Comm Center Lighting	\$ 500,000	\$ 1,118,000	\$ 800,000
Cooper Dog Park Irrigation	25,000	-	25,000
Lee Lake and Robinwood Lighting	100,000	-	
Tornado Siren Project	800,000	-	800,000
Artunoff Concession/Restroom	-	-	150,000
Total adds	<u>\$ 1,425,000</u>	<u>\$ 1,118,000</u>	<u>\$ 1,775,000</u>
Deducts:			
Master Drainage Study	\$ 500,000	\$ -	\$ 500,000
Hudson Lake Restroom	200,000	-	200,000
Kiddie Park Parking Lot	250,000	-	250,000
Library Elevator	300,000	-	-
Park Amenities	50,000	-	-
Drip Irrigation	25,000	-	50,000
Security Lighting at Parks	100,000	-	100,000
Price Fields Artificial Turf	-	300,000	300,000
Golf Course Equip	-	100,000	-
Golf Course Equip Shed	-	115,000	-
Park Wayfinding Signage	-	100,000	-
PM Streets	-	500,000	-
Unallocated	-	3,000	-
Bicycle Pump Track	-	-	250,000
Pathfinder Bridge Deck Replacement	-	-	9,400
Dump Trucks	-	-	300,000
Total deducts	<u>\$ 1,425,000</u>	<u>\$ 1,118,000</u>	<u>\$ 1,959,400</u>
Surplus (deficit)	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 184,400</u>