



AGREEMENT

BETWEEN THE

CITY OF BETHANY, OKLAHOMA

AND

THE INTERNATIONAL ASSOCIATION

OF FIREFIGHTERS LOCAL 2085

FISCAL YEAR FY 2026-2027

No.	Article	Page
1.	Preamble	4
2.	Scope of the Agreement	4
3.	Authority and Term	4
4.	Recognition	5
5.	Mutual Responsibility	5
6.	Grievance Procedure	5
7.	Management Rights and Responsibilities	8
8.	Union Rights and Responsibilities	10
9.	Wages	10
10.	Longevity	11
11.	Uniform Policy	11
12.	Overtime and Call Back	14
13.	Working Out of Classification	16
14.	Insurance	16
15.	Incentive Pay	17
16.	Annual Leave	17
17.	Sick Leave	18
18.	Personal Leave Bank	19
19.	Emergency Leave	19
20.	Military Leave	20
21.	Seniority	20

No.	Article	Page
22.	Personnel Reduction	21
23.	Time Exchange	21
24.	Dues Check Off	22
25.	Bulletin Boards and Negotiations	22
26.	Prohibition of Strikes	23
27.	Performance Evaluation	24
28.	Manning	24
29.	Savings Clause	24
30.	Smoking	25
31.	Driver and Captain Promotion Selection	25
32.	Time Off for Union Business	29
33.	Risk Management	30
34.	Tuition Reimbursement	30
35.	Promotion Increase	32
36.	Training and Incentive Pay	32
37.	Condition of Employment	33
38.	Drug Testing	34
39.	Employee Evaluations	34
	Addendum A	37
	Addendum B	38

1. PREAMBLE

The following Agreement between the City of Bethany, Oklahoma, a municipal corporation, hereinafter referred to as Employer and Local 2085, International Association of Fire Fighters, AFL-CIO/CLC, hereinafter referred to as Union, is recorded in written form to meet the requirements set forth in Title 11, Section 51-101, et, seq. of the Oklahoma Statutes, which requires the execution of a written contract, incorporating any agreement reached. The intent of this agreement is to:

- A. Assure the efficient and uninterrupted performance of the municipal fire service in the public interest.
- B. Provide an orderly procedure for the resolution of disputes concerning the Agreement's interpretation.

2. SCOPE OF THE AGREEMENT

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, for the life of this Agreement, the Employer and the Union each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to negotiate collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

3. AUTHORITY AND TERM

Section 1 The Employer and Union have, by these Presents, reduced to writing the collective bargaining agreement resulting from negotiations entered into by the Employer and the Union.

Section 2 This Agreement shall be effective as of July 1, 2026, and shall remain in full force and effect until the 30th day of June 2027.

Section 3. Whenever matters requiring appropriations of money by the Employer are included as a matter of collective bargaining, it shall be the obligation of the bargaining agent to serve written notice of request for collective bargaining on the Employer at least one hundred twenty (120) days before the last day on which moneys can be appropriated by the Employer to cover the contract period which is the subject of the collective bargaining

procedure.

Section 4 It shall be the obligation of the Employer and the Union to meet at reasonable times and confer in good faith within the (10) days after receipt by the Employer of written notice from the Union requesting a meeting for collective bargaining purposes.

Section 5 In the event the Union and Employer are unable, within thirty (30) days from and including the date of the first meeting, to reach an agreement, any and all unresolved arbitral issues may be submitted to arbitration at the request of either party.

4. RECOGNITION

The Employer recognizes the International Association of Fire Fighters, Local 2085, as the exclusive bargaining agent, for the purposes of negotiating wages, hours and other conditions of employment. The Employer and Union agree that the following personnel shall be excluded from the Bargaining Unit:

- A. Fire Chief
- B. Designated Administrative Assistant
- C. Probationary Fire Fighters
- D. Civilian Employees

5. MUTUAL RESPONSIBILITY

Nothing in this Agreement shall be interpreted as diminishing the obligation of both parties to ensure that employees are treated without regard to status of Union membership or political affiliation.

6. GRIEVANCE PROCEDURE

Section 1 A grievance is a controversy or dispute between the Union and the Employer involving the interpretation, enforcement or application of a specific provision of this Agreement.

Section 2 It is the intent of the parties to this Agreement to prevent grievances and to settle any which may occur as fairly and as promptly as practical. Therefore, it is agreed that there should be time limits between the initiation of a grievance and its occurrence and between steps of the

grievance procedure and the time in which each answer must be given. The times indicated by these provisions may be extended only by written mutual agreement of the parties. If the aggrieved party fails to pursue any grievance within the time limits provided, the grievance shall be considered waived and settled and the grievant shall have no further right to continue the grievance.

Section 3 The Union President may report an impending grievance to the Fire Chief in an effort to forestall its occurrence. The failure of the Fire Chief or his officers to act upon information of an impending grievance shall not be deemed an event constituting said grievance.

Section 4 An employee or Union grievance shall be processed according to the procedures set forth in this article.

Section 5 Within ten (10) business days from the occurrence of events, which constitute a grievance, the employee affected, and/or his Union representative, shall meet with the employee's shift officer to present the nature and basis of the grievance in writing. The shift officer is encouraged to counsel with the employee. The shift officer may require other employees connected with the grievance to be present, and the employee may require a Union representative to be present. The shift officer is also encouraged to consult with others before rendering his decision to the employee or his Union representative in writing within ten (10) business days.

Section 6 If the grievance is not settled in Section 5, the Union may, within ten (10) business days after the shift officer's decision is issued, submit the same in writing to the Fire Chief attaching the original statement submitted to the shift officer and the officer's written decision. The written grievance shall include: a complete statement of the grievance and the facts upon which it is based, the specific article(s) and section(s) of this Agreement claimed to have been violated, and the remedy or correction requested. The Fire Chief is encouraged to consult with others before rendering his decision. The Fire Chief shall render his decision in writing within ten (10) business days from receipt of said grievance.

Section 7 If the grievance is not settled in Section 6, the Union may, within ten (10) business days after receipt of the Fire Chief's response, submit the written grievance and a copy of the Fire Chief's response to the City Manager or his designee. The City Manager shall submit by certified mail his/her answer in writing to the Union President or his designee within ten (10) business days.

Section 8 Once the answer is received by the Union, and if the response is in disagreement with the Union's position, then within ten (10) business

days, the Union shall contact the City Manager who will call a Pre-Arbitration Settlement conference. The conference will be held within ten (10) business days and will be attended by the City Manager or his/her designee, the Fire Chief and two (2) Union Representatives. In the case of an individual grievance, the aggrieved party may attend. The conference will provide an opportunity to settle the disagreement to the mutual agreement of both parties.

Section 9

If the parties are unable to settle the grievance following the Pre-arbitration Settlement Conference within ten (10) business days after the completion of the Conference, then said grievance shall be submitted to arbitration for adjustment as follows:

- A. Within ten (10) business days after the expiration of the time specified above, the Union or the Employer shall request the Federal Mediation and Conciliation Service to provide a list of ten (10) arbitrators. Within ten (10) business days after receipt of the list of arbitrators from the Federal Mediation and Conciliation Service, the Union and the Employer shall alternately strike the name of one arbitrator from the list of seven (7) until one name remains, with the party seeking arbitration to make the first strike from said list.
- B. Whenever possible, the Arbitrator shall call a hearing to be held within ten (10) days of notice of his appointment and shall notify the Union and the Employer of the time and place of such hearing. All communication between the parties and the Arbitrator shall be made jointly.
- C. Except as provided in this paragraph, the Arbitrator shall have the power to administer oaths and to require by subpoena the attendance and testimony of witnesses, the production of books, records, and other evidence relevant to the issues presented to him for determination. The hearing shall be informal, with relaxed rules of evidence, and any data deemed relevant by the Arbitrator may be received in evidence. The Arbitrator's authority shall be limited to the interpretation and application of the terms of this Agreement and/or any amendments thereto. The Arbitrator shall have no jurisdiction to establish provisions of a new agreement or variation of the present agreement to arbitrate away, in whole or in part any provisions or amendments thereof. This shall not preclude an individual wage grievance.
- D. The Arbitrator shall issue a written opinion within sixty (60) days of receipt of closing briefs or, where closing briefs are not requested, within sixty (60) days of the closing of oral testimony.

- E. The decision, findings and recommendations of the Arbitrator shall be final and binding on the parties to this Agreement with respect to the interpretation, enforcement or application of the provisions of this Agreement. It is understood by the parties to this Agreement that filing a grievance under this Article, which as its last step is final and binding arbitration, constitutes an election or remedies and waiver of any and all rights by both parties, the Union and the Employer, to litigate or otherwise contest the last answer rendered through the grievance procedure in any court or other appeal forum.
- F. The cost of the Arbitrator shall be shared equally between the Union and the Employer. If a transcript of the proceedings is requested, the party so requesting shall pay for it. However, if both parties request a copy of the transcription the cost will be shared equally.

Section 11 Employer grievances, should they occur as a result of Union activities or actions, shall be submitted in writing directly to the Union and the City Clerk within ten (10) business days of the occurrence prompting the grievance. The process from this point should go to Section 8 where the City Manager shall call a Pre-Arbitration Settlement Conference.

7. MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section 1 Union recognizes the prerogative of Employer to operate and manage its affairs in all respects and in accordance with its responsibilities, and the power or authority which the Employer has not officially abridged, delegated, granted, or modified by this Agreement are retained by the Employer, and all rights, powers and authority the Employer has prior to the signing of this Agreement, are retained by the Employer, and remain exclusively within the rights of the Employer.

Section 2 Except as may be limited herein, the Employer retains the rights in accordance with the constitution, the laws of the State of Oklahoma, and the Charter of the municipality and the duties contained in the laws of the State of Oklahoma and the ordinances and regulations promulgated thereunder. These rights include, but are not limited to the following:

- The right to determine Fire Department policy, missions and standards of service to the public;
- The right to manage the affairs and operations of the Fire Department in all respects;

- The right to assign working hours, including overtime, not otherwise contained in this agreement;
- The right to establish, modify or change work schedules;
- The right to determine the manning of the apparatus, the amount of apparatus in the main or reserve fleet;
- The right to direct the members of the Fire Department;
- The right to hire or promote any fire personnel, also to demote, suspend, discipline or discharge members of the Bargaining Unit for just and sufficient cause, and the right to establish and conduct employee performance evaluations;
- The right to organize and reorganize the Fire Department;
- The right to determine the size of the Fire Department and also to determine job classification and ranks based on duties assigned;
- The right to determine the safety, health and property protection measures for the Fire Department, including the right to enforce the City Driver Safety Program;
- The right to allocate and assign work to fire personnel within the Fire Department;
- The right to determine policy affecting selection and training of fire personnel;
- The right to establish, modify and enforce departmental rules, regulations, order and policy;
- The right to transfer work from one position to another within the classified service of the Fire Department;
- The right to introduce new, improved or different methods and techniques of operation of the Fire Department or of changes in existing methods, equipment and facilities;
- The right to determine the number of ranks, the number of fire personnel within each rank and the amount of supervision necessary;
- The right to control the department budget;

- The right to take whatever action is necessary to carry out the mission of the Employer in situations of emergency.

8. UNION RIGHTS AND RESPONSIBILITIES

Section 1 This Agreement shall be binding upon the successors and assignees of the parties hereto during the term of this Contract, and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by the consolidation, merger or annexation, transfer or assignment of either party hereto, or affected, modified, altered or changed in any respect whatsoever by any change of any kind in the ownership or management of either party hereto, or by any change geographically or place of business of either party hereto.

Section 2 All rules, regulations, fiscal procedures, working conditions, departmental practices and manner of conducting the operation and administration of the department currently in effect on the effective date of this Agreement shall be deemed a part of said Agreement unless and except as modified or changed by the specific terms of this Agreement.

9. WAGES

Section 1 For FY 2026-2027 all employees covered by this Agreement shall receive wages as set forth on Addendum A which does not reflect cost of living increase. The pay plan reflects a change of dropping one step and adding one step to the ranks of Battalion Chief, Captain and Sergeant and adding one step only to the rank of Corporal. It is understood that each employee in the ranks of Battalion Chief, Captain and Sergeant will drop back one step on July 1, 2026, that will not result in a reduction in compensation and then will progress to the next step in the applicable rank on his/her anniversary date of hire or anniversary date of last promotion if all other applicable criteria are met.

Section 2 Both parties further recognize that the City has stated that it is the goal of the City to compensate employees at the "area municipal wage market." Both parties further agree that the "area market" is fairly represented by the Oklahoma County municipalities of Bethany, Del City, Edmond, Midwest City, Nichols Hills, Oklahoma City, The Village, and Warr Acres.

Section 3 The parties agree that at the beginning of each annual contract negotiations, the parties will mutually determine the average wages of the seven identified municipalities effective on the immediately preceding

July 1st. The City agrees that wages for the following year will be adjusted to the market average, providing that the City has sufficient financial ability to do so.

10. LONGEVITY

Section 1 Longevity shall be paid to employees with at least three (3) years of continuous service with the Employer. Longevity shall be in addition to regular wages and shall be paid on the basis:

Beginning Year of Service	Monthly Longevity
4th	\$35.00
6th	\$55.00
8th	\$75.00
10th	\$95.00
12th	\$115.00
14th	\$135.00
16th	\$155.00
18th	\$175.00
20 th	\$195.00
21st	\$210.00
22nd	\$225.00
23rd	\$240.00
24 th	\$255.00
25 th	\$270.00

Section 2 No employee shall draw more than two hundred seventy dollars (\$270.00) per month in longevity pay.

11. UNIFORM POLICY

Section 1 Style, material and fit of uniforms will be determined by the Employer. Uniform regulations shall be adopted by the Employer and variance from these regulations may be cause for disciplinary action.

Section 2 To maintain a professional appearance, the Department will issue, replace and clean certain uniform components as follows:

A. Issue – All uniformed personnel will be provided with the following uniform components:

1. At their time of employment:

- a. One (1) long sleeved shirt
- b. One (1) short sleeved shirt
- c. Three (3) trousers
- d. Two (2) badges
- e. Two (2) name tags
- f. Two (2) duty shorts
- g. One (1) light weight jacket
- h. Five (5) Short Sleeve T-Shirts
- I. One (1) Job Shirt
- j. One (1) Cap
- k. Two Long Sleeve T-Shirts
- l. Three (3) short sleeved polo type shirts
- m. Two (2) pair of P.T. shorts
- n. One pair of black duty boots or uniform items or shoes, athletic footwear, or athletic clothing as approved by the Fire Chief not to exceed \$150.00 per employee per fiscal year.

2. At time of promotion to Captain:

- a. One (1) dress blazer jacket
- b. One (1) black tie

B. Replacement – The City of Bethany will replace worn or duty damaged uniforms on an as needed basis subject to the following guidelines:

- 1. Only the following items are eligible for replacement:
 - a. Shirts

- b. Trousers
 - c. Badges and name tags
 - d. Dress blazer
 - e. Duty shorts
 - f. Light weight jacket
 - g. T-Shirts (Long and Short Sleeve)
 - h. Job Shirt
 - I. Cap
 - j. Boots chosen from a list provided by the Fire Chief.
2. Only eligible items which are worn or damaged in the line of duty will be replaced.
 3. The shift officer shall have the right to condemn any part of the uniform when in his opinion it is unsuitable for service, whether or not it is eligible for replacement under this program.
 4. When a uniformed employee feels that a replacement is necessary, the employee shall contact the officer who will administer the process.
 5. The Chief or his designee will determine the eligibility of the article, whether it is suitable for work, or in need of repair or replacement. The replacement officer shall make arrangements for the employee to have the eligible article replaced or repaired if so determined.
 6. The uniformed employee must turn the worn/damaged item in when the replacement is issued.
 7. Any items lost while in the possession of the employee shall be replaced by the employee at his expense.
 8. The replacement program will never exceed the amount of money specifically budgeted for this purpose.

9. At program implementation, any uniforms currently owned by employees must be submitted to the replacement officer for inspection to be considered for inclusion in this program. Only those items suitable for duty as determined by the replacement officer shall be eligible for future replacement/repair under this program. The replacement officer shall be appointed by the Fire Chief.
- C. Cleaning – The City of Bethany will allow up to thirty dollars (\$30.00) per uniformed personnel per month toward uniform cleaning, which is the equivalent cost of cleaning ten (10) uniforms per month, subject to the following guidelines:
1. The employee will use the City designated cleaners and will be responsible for taking the items eligible for cleaning to and from the designated cleaners.
 2. The designated cleaners will keep records and bill the City directly.
 3. The employee will be responsible to the designated cleaners for amounts in excess of the thirty dollars (\$30.00) allotted per month. The employee will be required to sign the receipts when picking up the cleaning.
 4. The only items that are eligible to be cleaned are the following Bethany Fire Department uniform components:
 - a. Shirts (including T-shirts and Job Shirts)
 - b. Trousers
 - c. Officers' dress blazer
 - d. Duty shorts
 - e. Light weight jacket

12. OVERTIME AND CALL BACK

Section 1

Employees regularly scheduled hours shall be nine (9) twenty-four (24) hour shifts in a twenty-seven (27) day work period as established by the Employer. The scheduled shifts equal two hundred and sixteen (216) hours in the twenty-seven (27) day work period. Hours actually worked in excess of two hundred and four (204) hours will be paid at time and one-

half or accrued as compensatory time.

Section 2 For the purpose of determining work cycle overtime, hours worked shall not include annual leave, sick leave, holidays, injury leave, meritorious leave, jury duty, maternity leave, special leave, or any and all other leaves or absences with or without pay, and all time defined as non-compensable under the Fair Labor Standards Act.

Section 3 Call back shall be all hours an employee is required by the Employer to return to the Employer's premises in response to a general alarm or emergency situation.

Section 4 The decision of whether or not overtime or call back is required shall be at the discretion of the Fire Chief or his designee.

Section 5 Overtime shall not commence at shift exchange until thirty (30) minutes have elapsed if the holdover is caused by the tardiness of relief personnel. If the employee is required to hold over in excess of thirty (30) minutes, overtime shall be compensated retroactively.

Section 6 Overtime and callback shall be compensated according to the following guidelines:

A. Overtime, which is a result of a general alarm, emergency non-emergency situation such as attending meetings and training, shall be compensated at time and one-half (1 ½) pay or compensatory time off, according to the employee's choice. If the employee chooses compensatory time, the employee will earn one and one-half (1 ½) hours of compensatory time for each hour worked. An employee shall receive a minimum of two (2) hours call back unless the time extends into his regularly scheduled shift.

B. For the purposes of FLSA, employees are scheduled for two hundred and sixteen (216) hours in a twenty-seven (27) day work period and shall be paid at time and one-half for all hours in the regular schedule actually worked in excess of two hundred and four (204) hours.

Section 7 Employees may accumulate compensable hours up to a maximum of two hundred and forty (240) hours. The employee may request that the hours be used or paid by following departmental procedures. The scheduling of compensatory time off shall be at the discretion of the employee with the approval of the Fire Chief or his designee. Time accumulated in excess of two hundred and forty (240) hours must be paid in the time period in which it is accrued. Any employee who, as of July 1, 2026, has accrued in excess of two hundred forty (240) hours of compensable time will be paid

for the excess hours. The employee may elect as follows: a) to receive the full amount by August 1, 2026; b) to split the amount evenly, one half paid by December 1, 2026, and one half paid by February 15, 2027; or c) to have the amount applied to the employee's 457 account.

Section 8 An employee shall not receive shift overtime, work cycle overtime and call back compensation for the same hour worked.

13. WORKING OUT OF CLASSIFICATION

Section 1 Any employee covered by this Agreement who is eligible and required to act in a position above that which he/she normally holds for a minimum of four (4) consecutive shifts or more, shall be compensated six percent (6%) above his/her regular salary beginning on the third shift worked.

Section 2 The Employer agrees that absent an emergency only one person will be required to act in any one higher position until such position is permanently filled or until the employee who normally holds the higher position returns to his regular working position.

14. INSURANCE

Section 1 The Employer agrees to pay a portion of the monthly premium for City sponsored group life and group health insurance coverage for employees covered by this Agreement in the same amount as it pays for non-union employees for the policy in effect for all other employees of the Employer. Should the Employer make available more than one health plan to its employees, the Employer shall pay the employee's premium of the lowest cost plan. Employees choosing a higher priced plan shall pay the difference.

Section 2 The Employer further agrees to pay a portion of the monthly dependent premium for employees whose dependents are covered by the Employer's group health insurance policy in the same amount as provided to nonunion employees. Such payment shall be made directly to the insurance carrier.

Section 3 The Employer shall appoint at least one member of the IAFF to the Employee Insurance Committee. Should an IAFF member not be willing to volunteer, then the Employer may appoint a member of the bargaining unit.

15. INCENTIVE PAY

Section 1 Employees of the bargaining unit shall receive incentive pay for achieving the following education levels in college accredited fire related courses approved by the Fire Chief:

<u>Level</u>	<u>Approved Collect Accredited Hours</u>	<u>\$\$ Increment/Month</u>
I.	30 Credit Hours	\$20
II.	Associate Degree	\$50
III.	Bachelor's Degree	\$100

Section 2 Any emergency Medical Technology degree or certificate program or any First Responder degree or certificate program shall be excluded from the provisions of this Article.

Section 3 This Article replaces all existing and previous tuition incentive programs.

Section 4 The above education levels shall not be paid cumulatively.

Section 5 The Employer shall provide a monthly incentive pay for special instructor levels in the Fire Department. Numbers and types of instructors needed shall be determined by the Fire Chief and shall be at the sole discretion of the Fire Chief. There will be two (2) levels of instructors as follows:

Level One will consist of "CPR Instructors" to be compensated at the rate of \$35 per month.

Level Two will consist of "State Certified E. M. S. Instructors" to be compensated at the rate of \$75 per month. Level Two included "CPR Instructor" within its requirements, therefore, these are not cumulative.

Section 6 Employees who have achieved or achieve the certification of Advanced EMT shall be compensated at a rate of \$100.00 per month. Employees who have achieved or achieve the certification of Paramedic shall be compensated at a rate of \$100 per month. Advanced EMT and Paramedic shall not be cumulative.

16. ANNUAL LEAVE

Section 1 All employees covered by this Agreement are eligible to accrue annual leave time as follows:

- 0 – 5 years, 12 hours per month (6 shifts per year);
- 6 – 10 years, 15 hours per month (7.5 shifts per year);

- 11 – 15 years, 18 hours per month (9 shifts per year);
- 16 years and over, 21 hours per month (10.5 shifts per year).

Section 2 The accumulation of annual leave shall not exceed 360 hours (15 shifts) after the last full pay period of the calendar year.

Section 3 Any employee who is laid off, resigns, retires or is otherwise separated from the service of the City shall receive annual (personal) leave pay for their accrued annual leave. The amount of payment for all unused leave shall be calculated based upon the employee's regular job, or the last workday of the employee's employment.

17. SICK LEAVE

Section 1 Employees shall accumulate twelve (12) hours of sick leave with pay per month. The accumulation of sick leave shall not exceed 1,440 hours after the last full pay period of the calendar year. Upon retirement, employees may convert sick leave which has accumulated over 960 hours to pay at the ratio of three (3) hours sick leave to one (1) hour of pay. Maximum number of hours paid shall not exceed one hundred and sixty (160) hours.

Section 2 Sick leave may be used by an employee only when incapacitated to perform his duties due to illness or injury not caused in the line of duty, or in the event of an illness or death in the employee's immediate family. The term "immediate family" for the purpose of this section will be as defined in the Family and Medical Leave Act.

Section 3 An employee who does not report for duty for reasons which entitle them to sick leave shall personally notify the Employer by their usual reporting time. In the event of an absence of more than one shift, the Employer may require a statement from a medical doctor certifying the fact that the employee has been under medical care during his absence from work.

Section 4 Any employee who makes a false claim for paid sick leave shall be subject to disciplinary action.

Section 5 As an incentive to minimize sick leave usage, any employee who works twelve consecutive months, beginning July 1, without using any sick leave, shall be granted one additional shift of holiday leave which must be used within the following twelve months.

Section 6 Upon hiring, the employee shall begin a three-year health incentive cycle. At the completion of the three years, the employee will be paid based on

the following:

- If after three years the employee has used no (0) sick days, the employee will be paid an amount equal to one-half of the annual sick leave (72 hours).
- If after three years the employee has used one (1) sick day, the employee will be paid an amount equal to forty-eight (48) hours of the annual sick leave.
- If after three years the employee has used two (2) sick days, the employee will be paid twenty-four (24) hours of the annual sick leave (24 hours).

Payments will be made in the first pay period in December immediately following the three-year period.

18. PERSONAL LEAVE BANK

Section 1 Employees shall be granted thirteen (13) shifts per contract year (312 hours) to provide for holidays and shift adjustment.

Section 2 Leave time provided for this article may be taken in eight (8), twelve (12), sixteen (16), or twenty-four (24) hour increments.

Section 3 Bargaining Unit members shall utilize a minimum of one twelve (12) hour increment during each of at least six twenty-seven (27) day work cycles during the year.

Section 4 Any employee who is laid off, resigns, retires or is otherwise separated from the service of the city shall receive annual (personal) leave pay for their accrued personal leave. The amount of payment for all unused leave shall be calculated based upon the employee's regular job, or the last workday of the employee's employment.

19. EMERGENCY LEAVE

Section 1 Understanding that some personal matters are more important than being at work, upon completion of six months of employment and with a proper request, an employee may be granted paid time off from regular duty under certain circumstances. These circumstances include:

- A. Funeral services or other arrangements after a death in the employee's immediate family. (Spouse, father, mother, son,

daughter, brother, sister, or grandparent of the employee or the employee's spouse.)

B. Illness or injury in the employee's immediate family.

C. Birth of employee's child.

Section 2 The emergency leave herein provided applies only when the family death or unusual circumstance does in fact require time off from regularly scheduled duty and does not contemplate nor grant an accrual of time when said events occur during regularly scheduled days off, vacations, or other permissible leave with pay periods.

Section 3 Emergency leave is limited to three (3) shifts per year (72 hours). Should an employee qualify for additional emergency leave in excess of three (3) shifts per year (72 hours) such leave shall be charged to sick leave or leave pursuant to the City's Family and Medical Leave Act policy.

20. MILITARY LEAVE

An employee who presents official orders requiring his attendance for active duty or other service as a member of the United States Armed Forces, the Oklahoma State Guard or the State of Oklahoma Reserves shall be entitled to leave of absence for the period of time of such active duty without loss of status or efficiency rating and without loss of pay for such period of time as dictated by applicable state and/or federal law, as amended from time to time.

21. SENIORITY

Section 1 Seniority shall mean the status attained by the length of continuous service in the Fire Department.

Section 2 Where two or more employees in the same classification were appointed on the same day, their relative seniority standing shall be determined in the order of the employment application.

Section 3 Seniority shall be lost upon the occurrence of any of the following:

- A. Discharge, if not reversed;
- B. Resignation;
- C. Unexcused failure to return to work upon the expiration of a formal leave of absence;

D. Retirement.

Section 4 Seniority shall be given consideration by the Fire Chief in ordering permanent work assignments and transfers to fill vacancies, but it will not be the determining factor. The Employer shall maintain a seniority list which shall contain date of employment, name and job position.

22. PERSONNEL REDUCTION

Section 1 In the case of personnel reduction, seniority shall be a factor in considering the order of lay-off. It is understood that if a more senior employee is laid off, this decision would be subject to the grievance procedure.

Section 2 In determining seniority for the purpose of personnel reduction, only time as full-time paid employee in the Bethany Fire Department will be counted.

Section 3 An employee who is laid off will remain on the priority call back list for a period of eighteen (18) months. No employee shall be hired until the laid-off employee who is on the priority call back list has been given the opportunity to return to work, subject to normal job employment requirements. Notice shall be mailed (Certified) to both employee and Union. The affected employee shall have ten (10) days from receipt of notice to notify the Department of his wishes.

Section 4 An employee shall be given thirty (30) days' notice of lay-off.

23. TIME EXCHANGE

Section 1 Employees may have the privilege to exchange duty time, subsequent to approval by the Shift Officer of his shift, or his designee.

Section 2 The request for partial shift exchange shall be made at least by 10:00 P.M. preceding the affected shift.

Section 3 The request for full shift exchange shall be made during the hours of 8:00 A.M. to 5:00 P.M. on the day preceding the affected shift or earlier.

Section 4 An employee may request duty exchange during a shift for emergency situations or events unplanned and not in the control of the employee, subject to approval by the Shift Officer of his shift, or his designee.

Section 5 The replacement employee must possess like skills, knowledge and ability.

24. DUES CHECK OFF

- Section 1** The Employer agrees to deduct each month Union dues in an amount certified to be correct by the Secretary-Treasurer of the Union, from the pay of those employees who individually request in writing that deductions be made, and such deductions shall continue until the employee requests in writing that deductions cease. All deductions will be for the month in which they are taken.
- Section 2** The Employer shall remit, each month, the total amount of deductions to the Secretary-Treasurer of the Union. The Union shall pay the Employer a reasonable bookkeeping fee each month not to exceed five percent (5%) of the total amount of deductions.
- Section 3** If the Union sponsors an insurance plan for its members, premiums in an amount certified by employees who participate in the plan.
- Section 4** As to the deductions for both dues and premiums the union agrees: to be responsible for refunding any deductions which are refundable when an employee terminates or resigns; to be responsible for making a proper adjustment with the employee affected if the Employer makes an error or improper deduction; to indemnify, defend, and hold the Employer harmless as to claims made, or suite instituted, against the Employer on account of payroll deductions for Union dues or premiums.
- Section 5** City agrees to pay to the Oklahoma State Firefighter Association annual dues for each eligible firefighter.

25. BULLETIN BOARDS AND NEGOTIATIONS

- Section 1** The Employer shall allow the Union to maintain a bulletin board at the Bethany Fire Station. This board shall be used only for the following materials:
- A. Recreation and social affairs;
 - B. Union meetings;
 - C. Union elections;
 - D. Reports of Union committees;
 - E. International Association of Fire Fighters, and State Association notices;
 - F. Legislative enactments and judicial decisions affecting employees,

said enactments and decisions posted in full without comment or interpretation;

G. Minutes of Union meetings which do not violate the provisions of the following paragraph.

Section 2 Materials shall not contain anything reflecting upon the Employer, any of its employees, or any labor organization among its employees.

Section 3 The Union President shall be responsible for the contents of the above materials. Any material on the bulletin board must bear the signature of the Union President on its face. Material without such signature will be subject to removal without notice by the Employer.

Section 4 Any violation of the provisions of this Article shall entitle the Employer to revoke this concession and such revocation is subject to the grievance procedure.

Section 5 The City is encouraged to conduct negotiations at the fire station and bargaining unit members who are on duty could thus participate without being away from the fire station. Such negotiating time will not interfere with the availability of the firefighter negotiator to fight fires or otherwise perform his normal duties.

Section 6 The Union recognizes that political activity is prohibited while bargaining unit members are on duty, in uniform or on City property.

26. PROHIBITION OF STRIKES

Section 1 During the term of this Agreement, the Union agrees to a prohibition of any job action, i.e., strikes, work slowdowns, mass absenteeism, or being party to such activities. In addition, the Union agrees not to petition its affiliate, AFL-CIO, for legal sanction to strike during the term of this Agreement. The Union shall not be in breach of agreement where the acts and actions heretofore enumerated are not caused or authorized by the Union. Union shall not aid or assist any person or parties engaging in the above prohibited conduct by giving direction or guidance to such activities or conduct.

Section 2 Upon notification confirmed in writing by Employer to Union that certain of its members are engaging in a wildcat strike, Union shall immediately, in writing, order such members to return to work at once and provide Employer with a copy of such an order, and a responsible official of Union shall publicly order them to return to work. Such characterization of the strike by Employer shall not establish the nature of the strike. Such notification by Union shall not constitute an admission by it that a wildcat

strike is in progress or has taken place or that any particular member is or has engaged in a wildcat strike. The notification shall be made solely on the representations of Employer. In the event that a wildcat strike occurs, Union agrees to take all reasonable, effective and affirmative action to secure the members' return to work as promptly as possible.

27. PERFORMANCE EVALUATION

Section 1 The Union recognizes that the Employer has the right to evaluate performance, to establish minimum levels of competence, to take disciplinary action for unsatisfactory performance, and to compensate based on performance as determined by the Fire Chief.

Section 2 The funds to be made available for the performance-based systems as well as related standards and criteria are to be negotiated.

28. MANNING

The Union recognizes that the Employer has the right to determine the level of manning on each shift and to establish, modify or change work schedules.

29. SAVINGS CLAUSE

Section 1 If any provision of this Agreement or the application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provision or application of this Agreement which can be given effect without the invalid provision or application; and to this end, the provisions of this Agreement are severable.

Section 2 It is understood that the foregoing is a complete understanding of all the terms and conditions of employment to be governed by this Agreement during the contract period; and it cannot be altered in any manner save by the complete written concurrence of the Parties subscribing hereto.

Section 3 Any appendices to this Agreement shall be numbered, dated and signed by the Employer and the Union, and shall be subject to the provisions of this Agreement unless the terms of said appendices specifically delete or change a provision of this Agreement; and all appendices shall become a part of this Agreement as if specifically set forth herein.

Section 4 It is understood that all time limits found within this Agreement may be extended by mutual concurrence.

30. SMOKING

Smoking will be allowed outside the station, in accordance with state and federal mandates.

31. SERGEANT AND CAPTAIN PROMOTION SELECTION

Section 1 The parties agree that to be eligible for promotion to Sergeant, an applicant will have served a minimum of three years on the Bethany Fire Department. Also, said applicant must have successfully completed a Bethany Fire Department Corporal's Exam and Practical Driving Test prior to the posting of the Driver's Promotional Exam. It is understood however, if there are not at least five applicants who meet the three years of service requirement, the years of service requirement shall be waived and the test shall be opened up to the next senior firefighter(s), who are eligible Corporals, until the five applicants have been reached. If five applicants do not have the required qualifications, then the testing will continue with the number of applicants that are eligible. If no eligible applicants sign up for the testing procedure and there are ineligible persons who want to test, the City and the Union will meet for a solution.

Section 2 It is agreed that to be eligible for promotion to Captain, applicants will have held the rank of Sergeant with the City of Bethany for a minimum of one year. It is understood, however, that there must be at least four applicants who meet the one year at rank of Driver requirement or said requirement shall be waived and the test shall be opened up to the next driver(s) until four applicants have been reached.

Section 3 The City of Bethany and the Union President or his designee may observe the assessment center exercise of the Sergeant promotional test and that of the Captain's test and the grading of those processes. It is agreed that the Union observer shall observe only and not interrupt this process in any manner. It is further understood that the observer shall not discuss any questions or answers from applicants with members of the bargaining unit but will report any conduct or questions by the panel that he/she feels inappropriate to the Union President or the City Manager. In all cases, the Union President will report the same to the City Manager.

Section 4 It is agreed that the facilitator of the assessment exercises for Sergeant and Captain shall conduct a meeting with all applicants at least ten (10) days prior to the exercise to explain the process. Proper notice will be given so that all applicants wanting to attend can do so. It is further agreed that applicants so wishing will have an opportunity to discuss with the facilitator his/her performance in the assessment exercise so as to understand their strengths and weaknesses.

Section 5 It is agreed that specific material to be utilized for promotional testing to Sergeant or Captain will be posted in the Fire Department at least thirty days prior to the date of the test.

Section 6 The Sergeant promotional process will be as follows:

- A. The examination will consist of a written test and one assessment center exercise which may include but is not limited to one of the following: Oral assessment, job simulation exercise, role play, or group discussion. Applicants will appear for all phases of testing in regulation blue uniform, neat and clean.

Section 7 Written Test:

- A. The test will contain short answer, true/false and multiple-choice questions.
- B. Subjects covered will include departmental policies, standard operating procedures, firefighting techniques, administration, emergency medical assistance and technical knowledge of firefighting equipment.
- C. The test will be conducted in a manner designed to maintain anonymity of the applicants.
- D. The City of Bethany and the Union President or his designee may observe grading of the written examination.
- E. Only those candidates achieving at least 75% on the written test will be eligible to complete the remainder of the examination.

Section 8 Assessment Center Exercises

An assessment panel of three to five persons with fire service experience who are of equal rank or above will conduct the assessment. No member of the panel shall be employed by the City of Bethany.

Scoring will be as prescribed for assessment center exercises. The panel shall meet, discuss and justify their rating for each factor evaluated on each candidate and as a group shall come up with a composite score which is supported by the ratings and documentation.

Section 9 The scores from the written test and assessment center exercises will then be combined with the written score receiving 60% weight and the assessment center score receiving 40% weight. One-half (.5) point per year of service with the City of Bethany Fire Department will be added to

the total score.

Section 10 The candidate with the highest combined score will be promoted.

- A. In the case of a tie, there will be a drive off (using the standard practical driving assessment exercises) between those candidates.

The list shall remain in force for twelve months from the posting of results.

Section 11 All applicants may review the results of their written test and assessment center exercise, subject to the conditions established by the Fire chief.

Section 12 After the grading process is finished, the anonymity of the candidates will be dropped; the test results will be rank ordered; and the list will be posted by name and raw score on the Fire Department bulletin board.

Section 13 Captain test Procedure:

- A. The examination will consist of a written test and no more than two assessment center exercises which may include the following: oral assessment, job simulation exercise, role-play or group discussion. Applicants will appear for all phases of testing in regulation blue uniform, neat and clean.
- B. Written test:
1. The test will contain short answer, true/false and multiple-choice questions.
 2. Subjects covered will include departmental policies, standard operating procedures, firefighting techniques, administration emergency medical assistance and technical knowledge of firefighting equipment.
 3. The test will be conducted in a manner designed to maintain anonymity of the applicants. The City of Bethany and Union President or his designee may observe grading of the written examination.
 4. All candidates achieving at least 75% on the written test will be eligible to complete the remainder of the examination.

Section 14 Assessment Center Exercise:

- A. An assessment panel of three (3) to five (5) persons with fire

service experience who are of equal rank or above will conduct the assessment exercise. No member of the panel shall be employed by the City of Bethany.

1. Scoring will be as prescribed for assessment center exercises. The panel shall meet, discuss and justify their ratings for each factor evaluated on each candidate as a group, shall come up with a composite score which is supported by the ratings and documentation.

Section 15 The scores from the written test and assessment center exercise will then be combined with the written exam receiving 50% weight and the assessment center exercises 50% weight. One half (.5) point per year of service with the City of Bethany Fire Department will be added to the total score.

Section 16 Referral of Candidate

- A. The names of the applicants with the top three (3) scores will be submitted in alphabetical order to the Fire Chief.
- B. In the case of a tie, all candidates receiving the highest three scores will be referred to the Fire Chief.

Section 17 A. The Fire Chief will choose one candidate from among the candidates submitted.

B. The list shall remain in force for twelve months from posting of the test results.

Section 18 All applicants may review the results of their written test subject to conditions established by the Fire Chief.

Section 19 After the grading process is finished, the anonymity of the candidates will be dropped; the test results will be rank ordered; and the list will be posted by name and raw score on the Fire Department bulletin board.

Section 20 All persons promoted to the rank of Sergeant or Captain will be on promotional probation for a period of six (6) months. At the conclusion of this period, the Fire Chief will evaluate the person's performance. If the person's performance is not satisfactory, the person will be returned to his/her prior rank with an appropriate reduction in compensation.

Section 21 While the title of Corporal carries no rank, it does come with additional responsibilities and opportunities for additional compensation. Therefore, to simplify the process of testing, the following shall apply to all non-probationary employees seeking Corporal status. The Corporal

promotional process will be as follows for an employee in good standing who has at least one full year of employment with the Bethany Fire Department:

- A. Attendance at the Corporal Academy consisting of forty (40) hours of classroom training.
- B. Following completion of the Academy, the employee must pass a written test achieving a score of 75% or above.
- C. The employee must have a minimum of forty (40) hours of drive time.
- D. The employee must pass a pumper evolution test. Employees must score a minimum grade of 75% on this test.
- E. The City of Bethany and the Union President or his designee may observe grading of the written and practical portion of the examination.
- F. All Corporal testing is conducted within the shift officers' schedule and using in-house, and off-duty volunteers as needed.

32. TIME OFF FOR UNION BUSINESS

Section 1 Upon the giving of two shifts written notice acknowledged by the Fire Chief, a maximum of two members of the Executive Board or their designee may be granted time off with pay to attend to union business.

Section 2 Requests for Union business time off will not be denied except for legitimate reason given in writing.

Section 3 The total amount of time off with pay contemplated by this Article shall not exceed the total of two hundred and forty (240) hours per fiscal year combined. These hours may be shared among the members of the Executive Board and the Bargaining Team. A log of all time off requested and granted will be maintained in the Office of the Fire Chief and signed by the President of Local 2085 and the Fire Chief or his designee.

Section 4 If a general alarm or emergency situation arises while an Executive Board Member is in approved Union business time status, that member will immediately revert back to general duty status. Such a reversion will not be treated as a call back.

33. RISK MANAGEMENT

It is the City's intent to contain its workers' compensation costs through a comprehensive program of training, purchase of proper equipment and review of accidents. Said program is contained in the "Safety Manual" developed by the Employee Safety and Accident Review Committee (ESARC). The Employer agrees to appoint one member of the IAFF to the ESARC. Should an IAFF member not be willing to volunteer, then the Employer may appoint a member of the bargaining unit. The ESARC shall have no authority whatsoever in respect to the disciplining of any member of the bargaining unit, and it shall not make any preliminary recommendation concerning the possible disciplining of a bargaining unit member, but it may conduct fact finding investigations.

34. TUITION REIMBURSEMENT

Section 1 Purpose

The City of Bethany recognizes that educational development encourages upward mobility and allows employees to grow and develop in their present jobs.

Section 2 The Fire Chief will take requests for the reimbursement benefit on a first come, first serve basis. It is the desire of the department that all members take advantage of this benefit, and to that end, the City will approve a minimum of four (4) employees if requests are made. No more than \$6,000 total per year for the Department will be provided.

When an employee requests to attend a course, which would otherwise interfere with the employee's work schedule, the employee must use either vacation or compensatory time. When an employee is required by their department to attend a course, the employee will be granted conference leave.

Section 3 Eligibility

- A. Tuition refunds will be granted only to full time employees who have completed at least six (6) months of continuous service prior to the date on which the course begins. The City will reimburse employees for course tuition only, subject to the conditions of this Article. Reimbursement will be limited to the actual hourly rate per course hour or the highest non-graduate level hourly rate for a state institution of higher education, whichever is lowest. Reimbursement will be based on the following grade point criteria:

3.5 and above grade 100% of tuition
2.5-3.4 grade 80% of tuition
2.4 or below 0%

Nothing contained in this Article shall be construed to require the City to compensate the employee for time spent in fulfilling course requirements, or to pay for travel, books, fees or any other expense other than tuition.

- B. The resignation or discharge of an employee automatically terminates the eligibility for benefits under this article.

Section 4

Course

A. The courses must be offered by recognized institutions such as technical institutes, trade schools, correspondence schools or accredited colleges and universities. Courses given by a tutor will not qualify for tuition reimbursement.

B. The course must be related to the employee's present job or one of a higher classification.

C. The course(s) must contribute to the employee's career development. A copy of the transcript from the college/university showing the student's declared major must accompany the request for education assistance each time a request is made.

D. A record of satisfactory completion (Grade C+ or above on an A-F scale or 2.4 on a 4.0 scale) of the course should be submitted to their department to be placed in the employee's personnel file.

Section 5

Approval

An employee must request educational assistance in writing for each course the employee desires to take prior to enrollment. The request must be made to the employee's supervisor and approved by the Fire Chief and City Manager. A major must be declared and documented by the learning institute each time an approval request is made. Any time spent in addition to regular working hours attending classes or seminars shall not be comparable through either the awarding of compensatory time or the payment of overtime.

Section 6

Reimbursement

Reimbursements are made to employees for a course if within ninety (90) days of the completion, the employee submits the following to the Fire Chief:

- A. A verified statement of tuition costs and receipts.
- B. A record of satisfactory completion (Grade C+ or above on an A-F scale or 2.4 on a 4.0 scale) of the course should be submitted to the department to be placed in the employee's personnel file.

35. PROMOTION INCREASE

The City agrees that when a Bargaining Unit member promotes into a new rank, the employee will move into the step of the higher rank that ensures the increase in wages. The increase in wages will be no less than six percent (6%).

36. TRAINING INCENTIVE PAY

Section 1 Those employees who voluntarily attend classroom, televised or internet-based training as approved by the Fire Chief or his designate and authorized by the shift officer after 1700 (5:00 pm) hours on weekdays and/or on Saturdays, Sundays and Holidays shall be eligible for the following incentive pay. These subject areas include basic job skills, technical or advanced EMS, or rescue, and professional or managerial subjects. In addition, those instructors who volunteer to teach these classes will receive credit for hours spent in preparation as well as actual hours spent instructing the class. The Fire Chief and the instructor will predetermine the preparation time prior to starting. Also, those attending college credit classes in the aforementioned study areas shall receive five (5) hours of study time credits for each college credit hour completed with at least a letter grade of "C" in the course. The incentive pay shall be paid as follows:

75-100 hours per fiscal year:	\$150.00
100-125 hours per fiscal year:	\$300.00
>125 or more hours per fiscal year:	\$500.00

All payments are one-time incentives, and all training must be completed in the fiscal year. Training hours accumulation will start over at the beginning of the year.

Section 2

There are specific courses of study that will meet the needs of the individual firefighters and the Fire Department. This will allow the firefighter to pursue a structured track that will qualify them to provide a needed service to the community such as, Fire Prevention, Fire Education, Fire Investigation, Technical Rescue, etc. The following courses, while not a comprehensive list, present a good cross section of available classes that might be utilized to complete each discipline of study. Any classes not listed below shall be approved by the Fire Chief or his designee. While some individuals have completed some of the listed classes, it is the intent of this program to provide refresher or remedial training and also obtain training that is current and relevant so past training will not be counted in this program. The three (3) Tracks and examples of approved classes are listed below.

Basic Training

- a. FF-II, III
- b. Wildland Fire
- c. Vehicle Fire
- d. Haz Mat Tech
- e. Pump Operator
- f. Vehicle Extrication
- g. Any Train-Trainer

Technical Rescue

- a. Trench Rescue
- b. Confined Space
- c. Ropes I, II, III
- d. Struct. Collapse A. O. .
- e. Agricultural Rescue
- f. Advanced Extrication
- g. Any Train-Trainer

Professional/ Managerial

- a. Fire Officer I, II, III, IV
- b. Fire Prevention I, II
- c. Fire Investigator I, II
- d. Fire Educator I, II
- e. Car Seat Installer
- f. CISD Counselor
- g. Any Train-Trainer

The incentive for completing five (5) classes leading to certification in one or more disciplines shall be \$50.00 per month. Those completing ten (10) classes leading to certification shall receive \$100.00 per month. Compensation shall continue for the duration of employment. Some classes require annual or biennial refresher training to maintain certification. The department shall provide training or provide the individual with the means to complete all refresher training. Failure to complete follow-up or re-qualification training will forfeit future incentive payments.

Section 3

The Fire Department budget will cover the cost of EMT Advanced training as scheduled by the Fire Chief.

37. CONDITION OF EMPLOYMENT

Section 1

It is understood that employees of the Bethany Fire Department will be required to complete the basic academy as set out by OSU/SFT, attend all fire department orientation sessions, and become a state certified EMT/EMT-D as a condition of employment. It is further understood that employees shall attempt to achieve state EMT/EMT-D certification within the first twelve (12) months of employment but cannot be

terminated until he/she has been given at least three (3) opportunities to pass the state certification exam or until the expiration of 18 months from hire date, whichever comes first. It is agreed that an employee purposely failing to attend a testing opportunity will have said opportunity counted as a test failure. Once an employee has attempted the state certification exam three (3) times and has failed, termination will be immediate.

38. DRUG TESTING

All Members of the Bethany Fire Service will participate in and be subject to the City of Bethany Drug Testing Policy effective July 1, 2021, as many be subject to change to comply with the provisions of House Bill 3127 effective as of November 1, 2026.

39. EMPLOYEE EVALUATIONS

- A. Employees will participate in annual evaluation using the city provided evaluation form.
- B. The employees' immediate supervisor should complete the evaluation. If the employee has recently changed supervisors, the Chief should arrange for the prior supervisor to participate in the evaluation process. The supervisor should provide documentation for any score of "needs improvement" or "unacceptable." If an employee receives an "outstanding" score, the supervisor should provide documentation or explanation as to what prompted the outstanding score.
- C. After the evaluation form is completed, it will be forwarded to the next line supervisor for review. The Chief and Deputy Chief will also review the evaluation. If a senior supervisor believes that there is a problem with the evaluation, that reviewer will meet with the evaluator and discuss the evaluation. If the reviewer is satisfied that it is the scored correctly, the evaluation will be forwarded to the Chiefs office.
- D. The Department Chief should thoroughly review the evaluation. If he/she is confident in the validity of the document, the document should be forwarded to the Office of the City Manager. If the Chief has questions about the evaluation, the Chief should do the investigation that is necessary to feel confident that the evaluation is proper.
- E. If an employee is given a confidence rating of "No Confidence," in the Overall Confidence Rating Section, the step increase for that employee will be withheld for six months. The employee's supervisor should set up a plan of action to improve the employee's performance within the next six months. If at the end of six months, the employee has made the necessary improvements, that employee

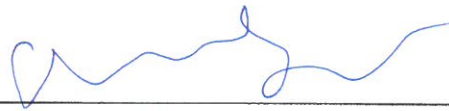
will be granted the step raise at that time. The raise will not be retroactive.

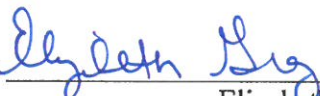
- F. If the employee being evaluated does not agree with the score given, the employee may request a review from the City Manager. The City Manager will consider the documentation and the statements of those individuals involved.
- G. The City Manager may confirm the evaluation or request that the evaluation be returned to the Fire Chief for more consideration.
- H. If the decision of the City Manager confirms the evaluation and the employee continues to disagree with the evaluation results, the employee should contact their union representative and consider the arbitration process.

IN WITNESS WHEREOF, THE PARTIES HEREUNTO HAVE SET THEIR HANDS

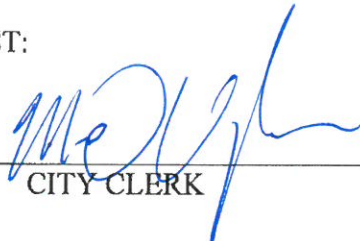
THIS 15th DAY OF SEPTEMBER 2026

THE CITY OF BETHANY

By: 
MAYOR

By: 
Elizabeth Gray, City Manager

ATTEST:

By: 
CITY CLERK

**LOCAL 2085 OF THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS**

By: 

By: _____

By: _____

APPROVED as to form and legality this 18th day of September 2026.

By: Robert Ray Jones
Robert Ray Jones, CITY ATTORNEY

**Fire Pay Plan
FY 2027
Effective July 1, 2026**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Title										
F-1 Firefighter	Hourly	\$17.89	\$18.60	\$19.35						
	Bi-weekly	\$1,896.13	\$1,971.97	\$2,050.85						
	Month	\$4,108.28	\$4,272.61	\$4,443.51						
	Annual	\$49,299.33	\$51,271.30	\$53,322.15						
F-2 Corporal (Backup Driver)	Hourly	\$20.11	\$20.92	\$21.75	\$22.63	\$23.53	\$24.47	\$25.45	\$26.47	
	Bi-weekly	\$2,132.04	\$2,217.32	\$2,306.02	\$2,398.26	\$2,494.19	\$2,593.95	\$2,697.71	\$2,805.62	
	Month	\$4,619.42	\$4,804.20	\$4,996.37	\$5,196.22	\$5,404.07	\$5,620.23	\$5,845.04	\$6,078.85	
	Annual	\$55,433.08	\$57,650.40	\$59,956.42	\$62,354.68	\$64,848.87	\$67,442.82	\$70,140.53	\$72,946.15	
F-3 Sergeant (Apparatus Operator)	Hourly			\$28.49	\$29.63	\$30.81	\$32.04	\$33.32	\$34.66	
	Bi-weekly			\$3,019.47	\$3,140.25	\$3,265.86	\$3,396.50	\$3,532.36	\$3,673.65	
	Month			\$6,542.19	\$6,803.88	\$7,076.04	\$7,359.08	\$7,653.44	\$7,959.58	
	Annual			\$78,506.31	\$81,646.57	\$84,912.43	\$88,308.93	\$91,841.28	\$95,514.93	
F-4 Captain	Hourly			\$30.25	\$31.46	\$32.72	\$34.03	\$35.39	\$36.81	\$38.28
	Bi-weekly			\$3,206.88	\$3,335.16	\$3,468.56	\$3,607.31	\$3,751.60	\$3,901.66	\$4,057.73
	Month			\$6,948.24	\$7,226.17	\$7,515.22	\$7,815.83	\$8,128.46	\$8,453.60	\$8,791.74
	Annual			\$83,378.92	\$86,714.08	\$90,182.64	\$93,789.95	\$97,541.55	\$101,443.21	\$105,500.94
F-5 Battalion Chief	Hourly			\$33.96	\$35.31	\$36.73	\$38.20	\$39.72	\$41.31	\$42.97
	Bi-weekly			\$3,599.34	\$3,743.31	\$3,893.04	\$4,048.76	\$4,210.71	\$4,379.14	\$4,554.31
	Month			\$7,798.56	\$8,110.50	\$8,434.92	\$8,772.32	\$9,123.21	\$9,488.14	\$9,867.67
	Annual			\$93,582.74	\$97,326.05	\$101,219.09	\$105,267.85	\$109,478.56	\$113,857.71	\$118,412.02

Addendum "A"

CITY OF BETHANY MONTHLY INSURANCE PREMIUMS

FY 2027

Bi-weekly

(Effective July 1, 2026 - June 30, 2027)

HEALTH - PPO BCBS		TOTAL PREMIUM		CITY AMOUNT		EMPLOYEE AMOUNT	
Platinum Advantage	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	
Employee	699.04	653.00	571.58	525.54	127.46	127.46	63.73
Employee & Child	1,033.00	964.96	732.48	664.44	300.52	300.52	150.26
Employee & Children	1,242.72	1,160.86	834.96	753.10	407.76	407.76	203.88
Employee & Spouse	1,516.34	1,416.48	1,108.28	1008.42	408.06	408.06	204.03
Employee & Spouse & 1	1,850.30	1,728.44	1,273.24	1151.38	577.06	577.06	288.53
Employee & Spouse & 2+	2,060.02	1,924.34	1,449.18	1313.50	610.84	610.84	305.42

DENTAL - PPO BCBS		TOTAL PREMIUM		CITY AMOUNT		EMPLOYEE AMOUNT	
Standard	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	
Employee	44.78	49.22	37.26	37.26	7.52	11.96	5.98
Employee & Child	68.44	75.22	37.44	37.44	31.00	37.78	18.89
Employee & Children	82.42	90.58	37.56	37.56	44.86	53.02	26.51
Employee & Spouse	100.10	110.02	37.36	37.36	62.74	72.66	36.33
Employee & Spouse & 1	123.76	136.02	36.26	36.26	87.50	99.76	49.88
Employee & Spouse & 2+	137.74	151.38	36.74	36.74	101.00	114.64	57.32

VISION - PPO VSP		TOTAL PREMIUM		CITY AMOUNT		EMPLOYEE AMOUNT	
Enhanced	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	<u>FY 2026</u>	<u>FY 2027</u>	
Employee	7.74	7.74	0.00	0.00	7.74	7.74	3.87
Employee & Child	14.96	14.96	0.00	0.00	14.96	14.96	7.48
Employee & Children	14.96	14.96	0.00	0.00	14.96	14.96	7.48
Employee & Spouse	14.54	14.54	0.00	0.00	14.54	14.54	7.27
Employee & Spouse & 1	26.18	26.18	0.00	0.00	26.18	26.18	13.09
Employee & Spouse & 2+	26.18	26.18	0.00	0.00	26.18	26.18	13.09

Addendum "B"