



CITY ATTORNEY REPORT TO CITY COUNCIL ON IAFF NEGOTIATIONS

Nov. 3, 2025

Negotiation Status

City's last offer submitted September 26, 2025

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

Last update to the Council on October 6, 2025

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

Union has:

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

CityBeat

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

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October 17, 2025

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

News & Updates

City Manager puts record straight on fire talks City stands firm on need to promote most qualified candidates

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

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

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



City Priority #1: Promotional Reform

City wants promotions based on ***merit***

Union wants promotions based on ***seniority***

Promotions based on merit will benefit:

- The **public**, through increased performance
- **Firefighters**

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

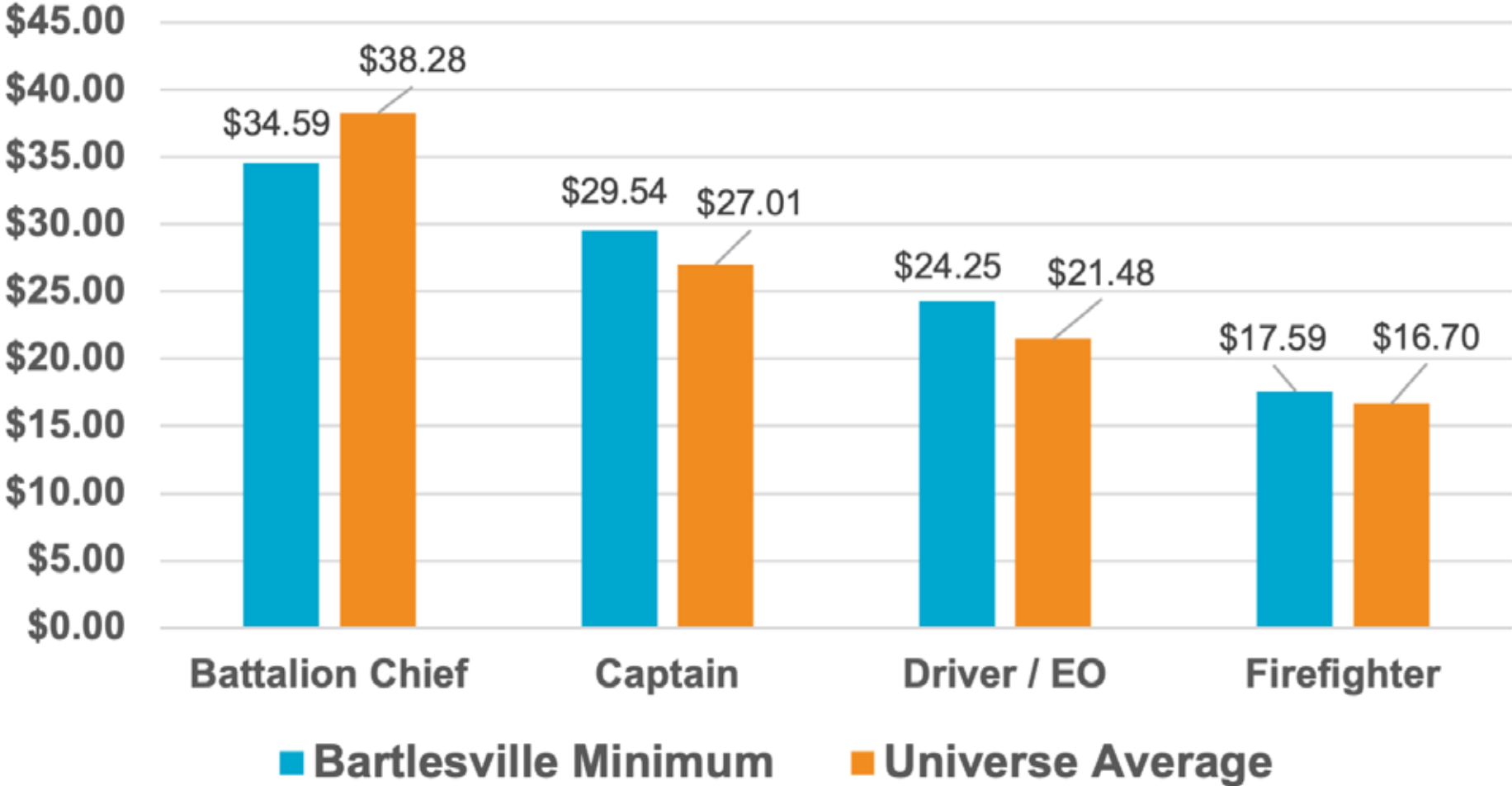
City Priority #2: Overtime Reform

“Firefighters should be fairly and competitively compensated.”

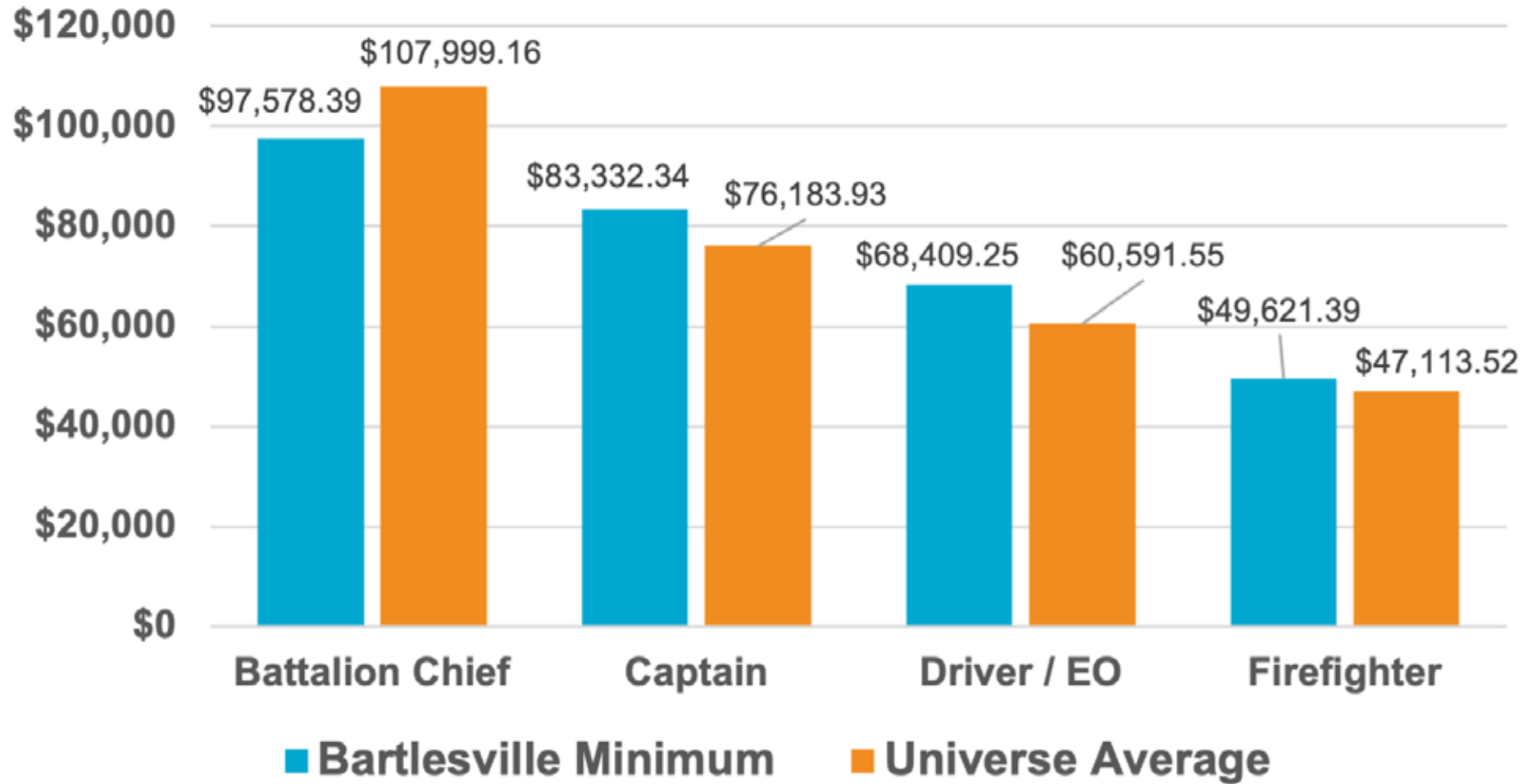
Word “overpaid” never used

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

2024 Hourly Comparison



2024 Annual Comparison



City Priority #2: Overtime Reform

What *has* been said:

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

Average sick leave per firefighter:
188 hours

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

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 <i>avg.</i>	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 <i>adj.</i>	45
Bixby	51	2,221	43
Moore	81	n/a	n/a
AVERAGE	63	6,159	103

City Priority #2: Overtime Reform

Abuse of sick leave:

Long Pay Period (5 days)

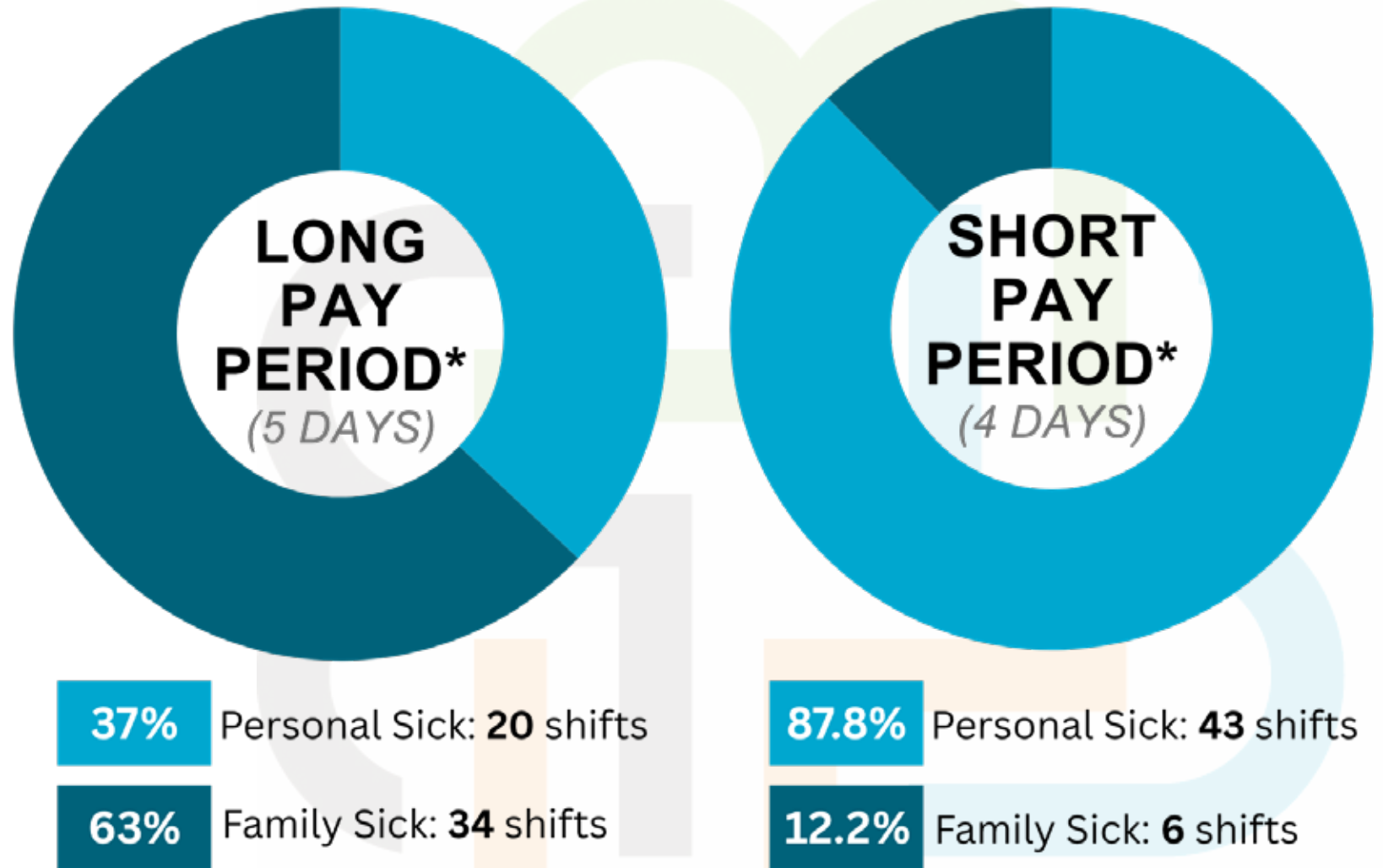
Personal Sick: 20 shifts

Family Sick: 34 shifts

Short Pay Period (4 days)

Personal Sick: 43 shifts

Family Sick: 6 shifts



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

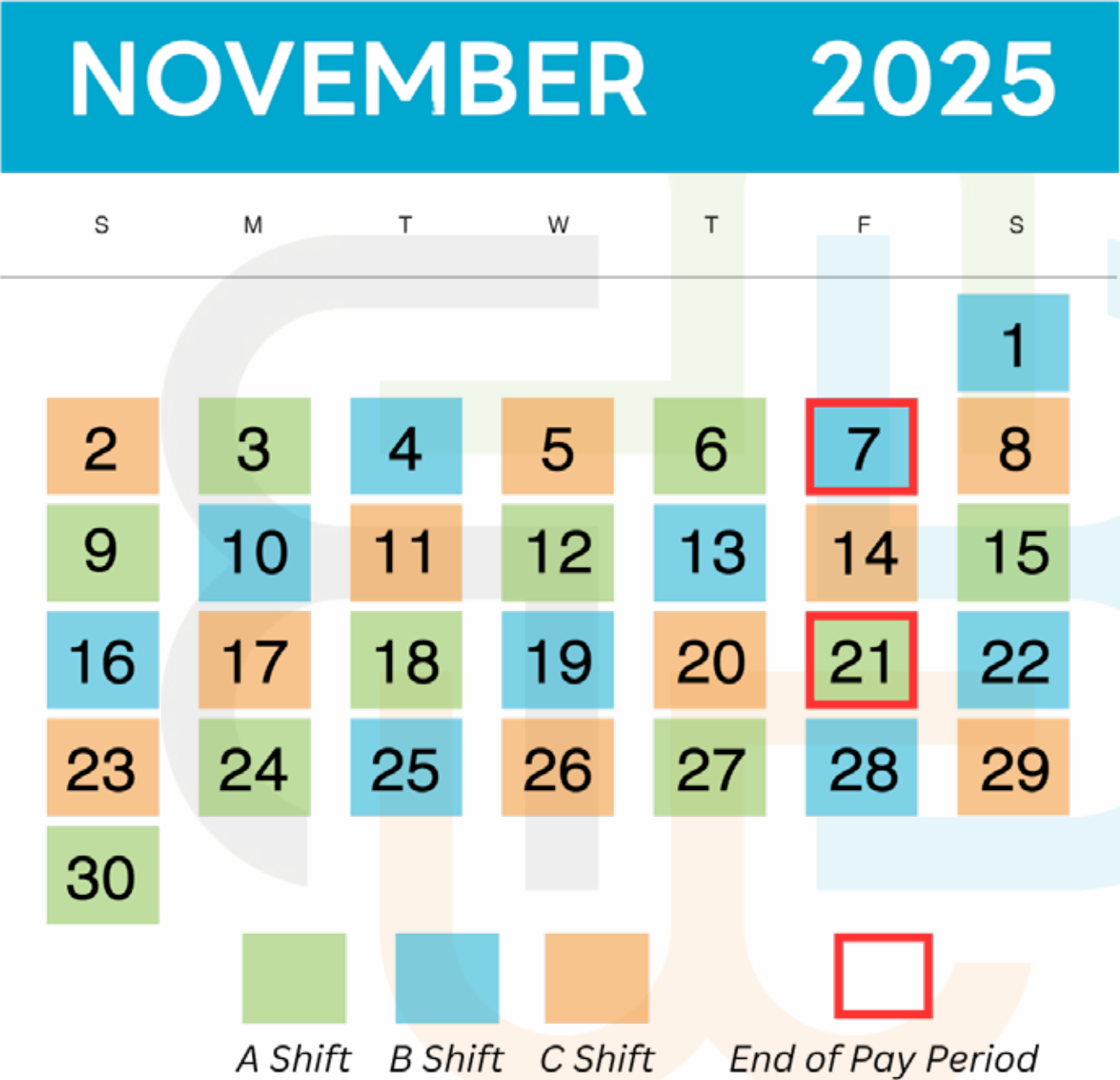
City Priority #2: Overtime Reform

Long/Short Pay Periods

Firefighters work rotating schedule:

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

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

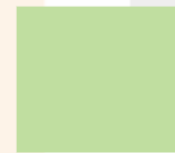


PAY PERIOD EXAMPLE

S	M	T	W	T	F	S



Long Pay Period



Short Pay Period

City Priority #2: Overtime Reform

Facebook comments:
Overtime use is due to injury

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

SICK LEAVE USAGE: BARTLESVILLE FIRE

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

AVERAGE 12,374

Union's first offer

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

Automatic 5% pay increase at promotion

Increase minimum manning to 18 (currently 16)

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

Contract Proposals for 25/26

Safe Staffing Article: 18 per shift minimum

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

Clothing Allowance increase to \$1500.

5% Steps

5% Cola

5% when you promote

Training Officer pay scale match Fire Marshal

Remove Assistant Fire Marshal references in the contract.



Next steps

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

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

More information:

City Beat (www.cityofbartlesville.org)