AGREEMENT

BETWEEN THE

CITY OF BETHANY, OKLAHOMA

AND

FRATERNAL ORDER OF POLICE
LODGE 161

FISCAL YEAR 2026-2027

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1. PREAMBLE

Section 1 The following Agreement between the City of Bethany, Oklahoma, a municipal corporation hereinafter referred to as Employer, and Lodge 161, Fraternal Order of Police, hereinafter referred to as Lodge, is recorded in written form to meet the requirements set forth in Title 11, Section 51-105 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 police in the public interest;

B. Provide an orderly procedure for the resolution of disputes concerning the Agreement's interpretation and application.

C. Establish wages, hours, benefits, grievance procedures, and other conditions of employment of represented officers of the Bethany Police Department.

2. RECOGNITION

Section 1 The City of Bethany, hereinafter referred to as employer, recognizes the Fraternal Order of Police, Lodge 161, hereinafter referred to as FOP, as the exclusive bargaining agent during the term of this Agreement. For purposes of this Agreement, the bargaining unit shall consist of all permanent paid commissioned members of the Police Department, with the exception of the Chief of Police and one Administrative Assistant.

Section 2 Probationary employees will not be covered by this Agreement except for monetary provisions. The initial probationary period will be twelve (12) months for an employee who is CLEET certified at the time of hiring. The initial probationary period for an employee who is not CLEET certified at the time of hiring will be for a period of eighteen (18) months. In order to complete the initial probationary period, the employee must have actually worked eleven (11) months in the case of a CLEET certified officer or seventeen (17) months in the case of a non-CLEET certified individual. For the purpose of this section, the time spent by a probationary officer in mandatory CLEET training will be counted as days worked for the purpose of the requirement that the employee actually work seventeen (17) months.

Section In the event that an employee is unable to satisfactorily complete his/her probationary period, the employee's service with the City will be separated. However, the probationary period for any new hire may be extended for a period not to exceed ninety (90) days at the discretion of the Chief of Police due to performance issues after consultations between the Chief and the

applicable field training officers. If the employee's performance is still not satisfactory, the employee's services will be separated. In the event the Chief of Police elects not to extend the probationary period, that decision will not be subject to the grievance/arbitration process contained in Article 8 of this Agreement.

Section 3 In addition, the officer will be required to return all city issued equipment in good condition on the last day of employment. If the equipment is not returned or is returned in a damaged, unusable condition, the officer acknowledges the right of the City to deduct the cost of repair or replacement of the items from the officer's accrued vacation, holiday or wages to the extent authorized by law. For uniforms purchased by the officer, the officer must remove any badges, patches, and other items that would indicate an officer with the City of Bethany and return the badges, patches and like items to the Bethany Police Department.

3. AUTHORITY AND TERM

Section 1 The Employer and the FOP have, by these presents, reduced to writing the Agreement entered into by the employer and the FOP through the collective bargaining process as that term is defined in 11 O.S. 1991, Section 51-101, as amended.

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

Section 3 The term of this Agreement, as well as bargaining and arbitration for the terms of a successor Agreement, shall be governed by the term of the Fire and Police Arbitration Act, O.S. 51-101 *et.seq.*

4. WAGES

Section 1 All employees covered by this Agreement shall receive wages as stated in Addendum A for FY 2026-2027. The pay plan does not include a cost of living increase for the fiscal year. The pay plan was modified to reflect dropping of one step and adding of one step to the ranks of Patrol Officer, Corporal and Lieutenant. Individuals in these ranks will drop back one step on July 1, 2026, and will advance one step on his/her anniversary date so long as all applicable criteria are met.

Section 2 The City and the Union agree that the wages listed in Addendum A be approved.

5. SENIORITY

Section 1 Seniority shall mean the status attained by the length of continuous service in the Bethany Police Department. It shall commence from the date on which the employee becomes a regular employee upon satisfactory completion of the probationary period.

Section 2 Seniority shall be determined as between two or more employees by highest rank. When two or more employees are of the same rank, seniority shall be determined by length of service within the rank. As between two or more employees of the same rank, who have the same length of service in said rank, seniority shall be determined by length of continuous service as a police officer with the Bethany Police Department. If after the application of the criteria set forth in this Section there still remains a question as to seniority between two or more officers, then, in that event, seniority shall be determined between them by the highest Bethany Police Department hiring procedure ranking.

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 determine the priority of each employee to:

A. Time off when annual vacation is granted;

B. Regularly scheduled days off shall be determined and selected by the senior shift supervisor on a shift first, and then in order of rank and seniority taking into consideration minimum staffing needs.

C. Order of layoff. (Recall shall be set forth in Section 6.)

Section 5 When all other factors are equal, seniority shall be the determining factor in ordering work assignments and transfers to fill vacancies. There are factors which should pertain to work performance or other reasons which the Police Chief feels take precedence. The factors cited by the Chief will be in writing and given to the Executive Board of the FOP. This will be done on an individual basis and prior to the filling of the position. The Employer shall maintain a seniority list which shall contain date of employment, name and job position.

Section 6 No employee shall be hired until the laid-off employee has been given the opportunity to return to work, subject to normal job employment requirements. Notice shall be mailed (certified) to both employee and Lodge. The affected employee shall have ten (10) days from receipt of notice to notify the Department of his wishes. An employee shall be given two (2) weeks- notice of layoff.

6. PROHIBITION OF STRIKE

The FOP and the Employer are well aware of the public policy and the necessity that there shall be no strikes or other action which would tend to disrupt the provision of those services traditional to Employer's business. In that the public policy of the State of Oklahoma has been expressly stated by the Oklahoma Legislature and codified as Title 11 O.S. Section 51-101, as amended, that statutory provision is deemed to provide the spirit and intent of the terms of this Agreement.

7. MUTUAL RESPONSIBILITY

The Employer and the FOP agree that for the duration of this Agreement, neither the Employer nor its agents, nor the FOP, its agents or members, shall discriminate against any employee because of his membership or non-membership in the FOP.

8. GRIEVANCE PROCEDURE

Section 1 A grievance is any dispute which may arise involving the interpretation or application of any of the provisions of this Agreement or the actions of the parties hereunder. An employee covered by this Agreement may file a grievance when it concerns unsafe conditions or unsafe equipment.

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 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.

Section 3 The Bargaining Agent may report an impending grievance to the Chief of Police or to the Human Resources Manager in an effort to forestall the occurrence.

Section 4 A grievance shall be processed according to the procedures set forth in this Article.

Section 5 An employee shall, and his FOP representative may, first discuss a grievance with his immediate supervisor in an attempt to reach a satisfactory solution within ten (10) calendar days after the occurrence, leading to the grievance. The supervisor is encouraged to counsel the employee concerning the situation. The supervisor's decision shall be made to the employee, and his FOP representative if he has one, within ten (10) calendar days. In this step, the content of the grievance, the oral response and the date of the meeting will be memorialized in writing by the senior management person present at the meeting. In the event the issue is resolved at this step, the resolution will be documented and forwarded to the Office of the Chief of Police.

Section 6 If the grievance is not settled by the provision of Section 5, it shall be submitted in writing within ten (10) calendar days from the receipt of the supervisor's response in Section 5 to the FOP Grievance Committee, which shall be defined as the Executive Board of the FOP. Within ten (10) calendar days, the FOP Grievance Committee shall determine, in its discretion and judgment, whether or not a grievance exists as defined in Section 1 of this Article.

Section 7 If the FOP Grievance Committee finds a grievance does exist, the Committee shall submit the grievance in writing within ten (10) calendar days from receipt of said grievance to the Police Chief and the Human Resources Manager. 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 Police Chief shall give his response to the employee involved and the FOP Grievance Committee within ten (10) calendar days. If the FOP Grievance Committee finds that grievance does not exist, the employee may continue the grievance procedure on his own.

Section 8 If the grievance is not settled in Section 7, the FOP may, within ten (10) calendar days after receipt of the Police Chief's response, submit the written grievance and a copy of the Police Chief's response to the City Manager or his designee. The City Manager shall submit his or her answer in writing to the FOP President or his designee within ten (10) calendar days.

Section 9 If the City Manager's response does not resolve the grievance, the FOP President or his designee shall contact the City Manager who will call a Pre-Arbitration Settlement Conference. The conference will be held within ten (10) calendar days and will be attended by the City Manager or his or her designee, the Police Chief and two (2) Union Representatives. In the event

of a grievance initiated by an employee, the employee may attend the conference as an observer. The conference will provide an opportunity to settle the disagreement or the mutual agreement of both parties.

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

A. Within ten (10) calendar days of notice by a party of its intention to submit the matter to grievance arbitration, the party seeking arbitration shall request the Federal Mediation and Conciliation Service to provide a list of nine (9) arbitrators. Within ten (10) calendar 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 nine (9) until one name remains. The party seeking arbitration will strike first.

B. The Arbitrator shall schedule a hearing and shall notify the Union and the Employer of the time and place of each hearing. All communication between the parties and the Arbitrator shall be made jointly.

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 evidence 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 amendment 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 thereto. This shall not preclude individual wage grievances.

D. The Arbitrator shall issue a written opinion.

E. The decision, findings, and recommendations of the Arbitrator shall be final and binding upon 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 has as its last step final and binding arbitration, constitutes an election of remedies and

waivers 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 form.

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. If the other party seeks a copy of the transcript, then the cost of the transcript will be shared equally between the parties. The arbitrator will be provided with a copy of the transcript free of charge.

Section 11 Employer grievances should they occur as a result of Union activities or actions shall be submitted in writing directly to the President of the FOP or his designee and the City Clerk within ten (10) calendar days of the occurrence prompting the grievance. The process from this point will proceed commencing at Section 9 where the City Manager shall call a Pre-Arbitration Settlement Conference.

9. MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section 1 The Lodge 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 responsibilities and 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:

A. The right to determine Police Department policy, including the right to manage the affairs of the Police Department in all respects, which do not affect terms and conditions of employment;

B. The right to assign working hours, including overtime;

C. The right to direct the members of the Police Department, including the right to hire, promote, or transfer any Police Officer;

D. The right to determine the table of organization of the Police Department, including the right to organize and reorganize the Police Department and the determination of the job classifications and ranks based upon duties assigned;

E. The right to determine the safety, health and property protection measures for the Police Department;

F. The right to allocate and assign work to Police Officers within the Police Department;

G. The right to determine and implement the policy affecting the training of employees;

H. The right to schedule operations;

I. The right to establish, modify and enforce Police Department rules, regulations and orders;

J. The right to introduce new, improved or different methods and techniques of operation of the Police Department or change existing methods and techniques;

K. The right to determine the amount of supervision necessary;

L. The right to control the departmental budget;

M. The right to take whatever actions may be necessary to carry out the mission of the Employer in situations of emergency;

N. The right to terminate, suspend, demote and take other disciplinary action against employees for just cause;

O. The right to determine the number of ranks and number of employees in each rank;

P. The right to transfer work from one position to another within the classified service of the Police Department;

Q. The placing of maintenance or other work with outside contractors and other agencies of the City;

R. The right to be the sole judge of the qualifications and selection of applicants;

S. The Lodge recognizes that the Employer has the right to determine the level of manning on each shift.

10. 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 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 of the place of business of either party hereto.

Section 2 Except as specifically provided in this Agreement and subject to the rights of management as previously set out in Article IX of this Agreement, 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. The Employer hereby reserves the right to adopt, modify and enforce all reasonable administrative departmental and personnel rules, regulations and policies as long as they do not change terms and conditions of employment.

Section 3 The Lodge, its officers and members shall not intimidate or coerce employees into joining the Lodge.

Section 4 No Lodge business of any kind shall be carried on by any on-duty employee.

Section 5 The Lodge recognizes its responsibility as bargaining agent to represent all employees in the bargaining unit fairly.

Section 6 The City will allow the FOP to utilize the Police Department training room for union activities under the following conditions:

A. Scheduling the use of the room is cleared through the Chief of Police or Police Major prior to being used by the FOP.

B. That once the meeting is over, the FOP will clean up and return all tables and chairs to their proper place.

C. If the meetings are disruptive to Police Department activities by feedback from the Chief of Police, the City will contact the FOP concerning the complaint and attempt to resolve the problem.

D. Training room is located at 6714 NW 36th Street, Bethany Oklahoma.

Section 7 The FOP recognizes that political activity is prohibited while bargaining unit members are on duty, in uniform or on City property.

11. LONGEVITY

Longevity shall be paid to employees with at least three (3) years of continuous service with the City of Bethany Police Department. Longevity shall be in addition to regular base wages and shall be paid on the basis:

Beginning Year of Service	Longevity Pay Per Month
4th Year	$35.00
6th Year	$55.00
8th Year	$75.00
10th Year	$95.00
12th Year	$115.00
14th Year	$135.00
16th Year	$155.00
18th Year	$175.00
20th Year	$195.00
21st year	$205.00

Section 2 No employee shall draw more than Two Hundred Five dollars ($205.00) per month longevity pay.

12. ANNUAL LEAVE

Section 1 All permanent employees covered by this Agreement are eligible for annual leave time as follows: 1-5 years, 8 hours per month; 6-10 years, 10 hours per month; 11-15 years, 12 hours per month; 16- 20 years, 14 hours per month; and 21years to retirement, 16 hours per month. Such leave time shall not be accumulated over three hundred and fifty (350) hours after the last full pay period of each calendar year, however, at the time of retirement or voluntary separation of employment with the City, pay for accrued leave shall not exceed three hundred (300) hours in accordance with Section 12-7.

Section 2 Employees shall not accrue vacation leave for any period during which they are on lay off or other leaves of absence without pay (unless otherwise

agreed by the Employer) or engaged in conduct in violation of Article 6 "Prohibition of Strike".

Section 3 Annual leave in blocks of five (5) days or more shall be submitted to the Chief of Police or his designee at least thirty (30) days prior to leave time requested. The Chief shall have the authority, in his sole discretion, to reschedule annual leave for an employee unable to take his or her leave scheduled pursuant to this Section.

Section 4 Annual leave requests for less than blocks of five (5) days shall be submitted to the Chief of Police or his designee seventy-two (72) hours prior to the leave time requested and shall be considered in order of submittal. The Chief of Police, or his designee, can waive the seventy-two- (72) hour requirement if sufficient manpower is available.

Section 5 Annual leave may be taken in one (1) hour increments.

Section 6 The Employer maintains the right to cancel and reschedule any or all approved leave upon emergency condition.

Section 7 Any employee who is laid off, resigns, retires, or is otherwise separated from the service of the City through no fault of the employee shall receive vacation pay for all of their accrued vacation not exceeding three hundred (300) hours upon their separation from employment with the City. The amount of payment for all unused vacation shall be calculated based upon the employee's hourly base rate of pay in effect for the employee's regular job, or the last workday of the employee's employment.

13. CLOTHING ALLOWANCE

Section 1 Replacement – The City of Bethany will repair or replace uniforms damaged on duty on an as-needed basis where the damage was not due to the negligence or misconduct of the officer, subject to the following guidelines (only the following items are eligible for repair or replacement):

A. Shirts
B. Trousers
C. Authorized equipment to be utilized and required by the Department
D. Ties
E. Footwear

Section 2 The City shall furnish all non-probationary officers with fifteen hundred dollars ($1,500.00) uniform maintenance allowance per fiscal year payable in two equal installments of seven hundred fifty dollars ($750.00) during August and February. The uniform allowance will be paid in the last pay

period of the month and will be paid on a check separate from the officer's regular paycheck.

Section 4 If requested by the Chief, the officer will submit receipts to the Chief verifying what items have been purchased by the officer. If the officer is not able to supply the Chief with receipts concerning the purchases made for uniform maintenance, the officer could be ineligible for the next payment.

Section 5 If an employee's personal property is damaged, lost or destroyed in the line of duty and not as a result of the negligence or misconduct of the employee, the City will either repair or replace the item with one of comparable quality. Items within this provision include but are not limited to: watches not to exceed $150.00; and eyeglasses not to exceed $500.00 less any amount paid by insurance. The City will not be required to reimburse any single officer in an amount exceeding $750.00 per fiscal year unless the lost or damaged item(s) are medically necessary.

Section 6 Uniform articles damaged or destroyed while not in the line of duty will not be repaired or replaced by the City.

Section 7 Each new recruit will be issued upon employment the following uniform and equipment items:

A. Four (4) short sleeve shirts
B. Four (4) long sleeve shirts
C. Four (4) pairs of standard uniform pants
D. Leather duty belt with holster/cuff case, OC case and taser holster
E. Duty gun and ammo
F. Soft body armor
G. Two (2) name tags
H. Two (2) badges-one metal badge and one ghost badge
I. One (1) cold weather jacket/coat
J. One (1) Ike jacket
K. One (1) tie
M. One (1) pair of black duty boots approved by the Chief not to exceed $150.00.
N. One (1) hat of a color and design approved by the Chief of Police.

14. INSURANCE

Section 1 The Employer agrees to pay a portion of the monthly group life and group health insurance premium on the employee in the same amount as provided to non-union employees of the Employer. (See attached B.)

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 non-Union employees. Such payment shall be made directly to the insurance carrier.

Section 3 The Employer retains the right to select and change the benefits for said insurance coverages.

Section 4 The Employer retains the right to select the insurance carriers including the right to self-insure.

Section 5 The Employer shall appoint at least one member of the FOP to the Employee Insurance Committee. Should a FOP member not be willing to volunteer, then the employer may appoint a member of the bargaining unit.

15. TUITION INCENTIVE

Section 1 The Employer will reimburse employees for course tuition, subject to the conditions of this Article. Reimbursement shall be limited to the actual hourly rate per course hour or the highest (non-graduate rate for non-graduate courses and graduate rate for graduate courses) level hourly rate for a state institution of higher education. Nothing contained in this Article shall be construed to require the Employer to compensate the employee for time spent in fulfilling course requirements, or to pay for travel, books or any expense other than tuition. To assist with budget planning, an officer who intends to take eligible college courses as defined in Section 2 below for the upcoming fiscal year is to provide an estimate of the cost for the entire fiscal year by January 15th to the Office of the Chief of Police. The fact that an employee provides the information does not require the employee to take the course(s).

Section 2 To be eligible for tuition reimbursement, the course and employee shall meet the following standards:

A. The course shall be Police related and approved by the Police Chief in advance of the employee enrolling therein;

B. The course shall be administered by an accredited institution, except that tuition for correspondence courses shall not be eligible for reimbursement;

C. The employee shall pay the tuition for the course, any tuition which is directly or indirectly paid or reimbursed by any third party shall not be eligible for reimbursement by the Employer; and,

D. The employee shall receive a letter grade of "B" or higher for his performance in the course and not be evaluated on the basis of pass/fail or satisfactory/unsatisfactory, except that in any course in which a letter grade cannot be awarded, the employee shall receive either "pass" or "satisfactory."

Section 3 Upon completion of the course, the employee may initiate a claim for reimbursement in the following manner:

A. The employee must present a receipt from the institution reflecting the amount paid by the employee for tuition;

B. The employee must present an official transcript from the registrar of the institution showing that the employee has met the grading requirements of Section 2D.

16. INCENTIVE PAY

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

Level:

I. Associate degree $50.00 per month upon proof of an associate degree from an accredited institution.

II. Bachelor's Degree $100.00 per month upon proof of a bachelor's degree from an accredited institution. A Bachelor's Degree in any field would qualify for this level.

III. Master's Degree $150.00 per month upon proof of a master's degree from an accredited educational institution in a subject related to law enforcement. The approved fields will be Law Enforcement, Criminal Justice, Psychology, Sociology, Police Science, Management and Business Administration.

Section 2 An officer who demonstrates proficiency in Spanish or American Sign Language will be eligible for an incentive pay of Thirty Dollars ($30.00) per pay period. To be eligible for the foreign language incentive, the officer must provide proof of fluency to the Chief of Police and the Human Resources Director. The officer must pass a written test and an oral skills test that demonstrate the officer's ability to communicate effectively with citizens regarding normal day to day interactions with law enforcement, matters related to victims and perpetrators of crimes and basic medical

information. Fluency will be determined by using the American Council of Teaching Foreign Language, the current College Level Examination Program (CLEP) or some other nationally recognized test as determined by the Human Resources Director.

Officers receiving this incentive will be required to serve as needed for any and all departments of the City. The officer will not receive additional pay, other than the incentive pay outlined above, for services rendered on duty. If services are required while off duty, the officer will receive pay according to the appropriate hourly rate and overtime pay requirements where appropriate.

17. SICK LEAVE

Section 1 Employees shall accumulate eight (8) hours of sick leave pay per month up to a maximum of 960 hours. FOP Members with more than 960 hours of accrued sick leave will not lose their accrued hours but will not accrue additional hours until they have reduced their accrual below 960. Upon retirement, employees may convert sick leave which has accumulated over 740 hours to pay at the ratio of two (2) hours sick leave to one (1) hour pay. Maximum amount of hours paid shall not exceed one hundred and forty (140) hours.

Section 2 Sick leave may be used by an employee only when incapacitated to perform his/her duties due to illness or injury not caused in the line of duty, or in the event of an illness in the employee's immediate family. Immediate family shall 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 clarifying 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 Each employee who uses no sick leave during the contract year (July 1 through June 30) shall receive one shift of bonus leave to be used for any personal purpose within the six months immediately following June 30.

Section 6 Sick leave can be used in increments of two (2) hours. All time sheets must include all time taken off work for illness or other medical reasons.

18. EMERGENCY LEAVE

Section 1 Emergency leave with pay will be granted in the event of a death in the employee's immediate family, serious illness, or birth of a child or placement of a child by adoption.

Section 2 The employee's immediate family shall be defined as the spouse, father, mother, son, daughter, brother, sister, and grandparents of the employee and the employee's spouse.

Section 3 The emergency leave herein provided applies only when the family death, serious illness, or unusual circumstance does, in fact, require them 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 within pay periods.

Section 4 Emergency leave is limited to five (5) days per year. Should an employee require additional emergency leave in excess of five (5) days per year, and provided the Chief of Police grants approval, such leave shall be charged to sick leave. The provisions of this section shall not be construed so as to interfere with an employee's right under the Family and Medical Leave Act to utilize leave for which the employee is qualified.

19. 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 of 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 periods of time as dictated by state and/or federal laws, as amended from time to time. Employee may use accrued vacation leave to supplement any payment made under state or federal law or to pay for any health insurance premiums.

20. DUES CHECK-OFF

Section 1 The Employer agrees to deduct each month Lodge dues in an amount certified to be correct by the Secretary-Treasurer of the Lodge, 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 Lodge. The Lodge shall pay the Employer a reasonable bookkeeping fee of five percent (5%) of the total amount of deductions each month.

Section 3 As to the deductions for dues, the Lodge 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 suit instituted, against the Employer on account of payroll deductions for Lodge dues or premiums, if liability is due to Lodge actions.

21. BULLETIN BOARDS

Section 1 The Employer shall allow the Lodge to maintain a bulletin board no larger than three (3) feet by three (3) feet, at Bethany Police Station. This board shall be used only for the following materials:

A. Recreation and social affairs

B. Lodge meetings

C. Lodge elections

D. Reports of Lodge committees

E. Fraternal Order of Police and State Association notices

F. Legislative enactments, judicial decisions, and proposed successor agreements to this Agreement affecting employees, said enactments, decisions and proposed agreements posted in full without comment or interpretation

G. Newspaper clippings and magazine articles of interest to members of the Lodge

H. Minutes of Lodge meetings which do not violate the provisions of the following paragraph.

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

Section 3 The Lodge President shall be responsible for the contents of the above materials. Any material on the bulletin board must bear the signature of the Lodge 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 remove any offending article.

22. RETIREMENT

The City shall comply with the terms of 11 O.S. Section 50-101 *et.seq.* regarding retirement benefits and related matters.

23. SAVINGS CLAUSE

In the event any Article, Section, or portion of this Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specifically held invalid in the court's decision; and upon issuance of such a decision, the employer and the FOP agree to immediately commence to negotiate a substitute for the invalidated Article, Section, or portion thereof. The balance of the Agreement shall not be affected by such a decision.

24. TIME OFF FOR UNION BUSINESS

Section 1 Upon giving eight (8) days written notice acknowledged by the Chief of Police, the Executive Board of FOP Lodge 161, and the Bargaining Team, may be granted time off with pay, by the Chief of Police, to conduct FOP Lodge 161 business. Business to be conducted must be defined and specified at the time the written request is made.

Section 2 The Employer agrees to allow Members of Lodge 161 up to an additional sixty (60) days off for legitimate Union business, including State Convention and Police Week but In no case shall any one individual member be allowed to utilize more than twelve (12) days in any one contract year.

Section 3 Requests for Union business time off will not be denied except for legitimate reasons given in writing.

Section 4 If an emergency situation arises while a member is in approved Union business time status, the member will immediately revert back to general duty status. Such a revision will not be treated as a call back.

25. RISK MANAGEMENT

Section 1 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 FOP to the ESARC. Should a FOP member not be willing to volunteer, then the Employer may appoint a member of the bargaining unit.

Section 2 Should the FOP desire a labor relations committee to discuss safety issues with the City, the makeup of the committee shall be the following: for the City – Police Chief and the Assistant City Manager; for the FOP – President of the FOP and a designee of his or her choice. This designee shall be on this committee for a minimum of at least one fiscal year. The committee may be called to meet at any time by any one of the members of the committee. The committee will have recommendation power only.

26. PERSONAL LEAVE BANK

Section 1 Employees will be granted thirteen (13) shifts of personal leave per calendar year calculated at the normal number of hours the employee works. The personal leave will be credited to each employee in an equal amount every six (6) months of the calendar year. This will become effective January 1, 2022.

Section 2 Personal leave may be taken in blocks of one shift.

Section 3 All hours in the Personal Leave Bank are to be used on a calendar year basis and must be used before the end of the calendar year. Personal leave cannot be carried over into the following year.

Section 4 Any employee who is laid off, resigns, retires, or is otherwise separated from the service of the City shall receive pay for their accrued Personal Leave Bank hours in an amount not to exceed thirteen (13) shifts upon their separation from employment with the City. The amount of pay for all unused personal hours shall be calculated based upon the employee's hourly base rate of pay in effect for the employee's regular job on the employee's last day of employment.

Section 5 The Personal Leave Bank replaces the "Holidays" article and will become effective on January 1, 2020.

27. 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 were 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 a full-time paid employee in the Bethany Police Department will be counted.

28. OVERTIME AND HOURS OF WORK

Section 1 All hours actually worked over eighty-two (82) hours during any given fourteen (14) day work period shall be considered overtime and compensated in the following methods. Compensation for overtime shall be in the form of compensatory time at the rate of one and one half (1 ½) hours for each hour worked or cash payments at the rate of one and one half (1 ½) times the Employee's regular hourly rate of pay. Each employee may select his or her option. 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 for notification. Time accumulated in excess of two hundred and forty (240) hours must be paid in the time period in which it is accrued. Any officer who, as of July 1, 2025, has accrued in excess of two hundred and forty (240) hours of compensable time will be paid for the excess hours. The officer may elect to be paid the full amount by December 31, 2025, or may elect to split the amount evenly , one half to be paid by December 31, 2025, and one half to be paid by February 15, 2026.

Section 2 Court time is defined as time spent in district court, municipal court or the administrative hearing rooms of the Department of Public Safety while in off-duty status. Compensation for off-duty court time shall begin when the officer arrives at the court or hearing site and shall cease when the officer's presence is no longer required, plus a reasonable length of time to return home. A minimum of two (2) hours will be paid per appearance. Each employee may select option of payment whether it be compensatory time off or cash payment if the court time results in the employee exceeding eighty-two (82) hours in the pay period.

Section 3 For the purpose of determining work cycle overtime, hours worked shall not include annual leave, sick leave, holidays, injury leave, meritorious leave, special leave, 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 4 The decision of whether overtime is required shall be at the discretion of the Chief of Police. No hours worked in excess of an employee's regular shift

shall be counted toward the computation of overtime unless such work is authorized by the Chief of Police or his designee.

Section 5 The Lodge agrees that certain activities shall not be considered working time. These times include, but are not limited to the following:

A. Time changing in or out of uniforms before or after normal working hours.

B. Off-duty time involving the resolution of a grievance.

C. Off-duty time involving promotional testing.

D. All off-duty time attending training facilities excluding time spent on actual Employer approved or required training sessions.

E. Off-duty time engaged in travel for conferences, seminars or training requiring overnight stays, which is outside the employer's normal work pursuant to the Fair Labor Standards Act.

NOTE: The parties have entered into a Memorandum of Understanding for FY 21-22 to address the possible implementation of ten (10) hour shifts on a trial basis when manning levels allow for the same.

29. WORKING OUT OF CLASSIFICATION

Section 1 Any "Police Officer" covered by this Agreement who is eligible and required to act in a position of Shift Supervisor for a minimum of four (4) hours, shall be compensated twenty-five dollars ($25) above his/her base salary for shifts worked as Supervisor. Such additional pay shall be paid only for hours worked out of classification as Shift Supervisor.

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.

30. OFFICER BILL OF RIGHTS

Section 1 It is recognized that due to the nature of an officer's duties, complaints may be made by citizens concerning an officer's action or non-action. The rights of the citizens to complain about abuses of police power must be protected in the same manner as individual Police Officers must be protected against false allegations of abuse, misconduct, etc. The procedures, rights, and

privileges set forth in this article are established to ensure both parties are guaranteed equal rights.

Section 2 The first step of a citizen's complaint will be handled within the Police Department. The following procedure will be:

A. The complaint by the citizen may be verbal, over the phone or in writing to the officer's immediate supervisor. The supervisor will determine whether or not the complaint has merit or if it can be taken care of at that level. The immediate supervisor will contact the citizen and inform him/her of his decision. If either party is not satisfied, the complaint can be taken to the Chief of Police.

B. The Chief of Police will then review the complaint and make a determination whether the complaint has merit, or it does not. The Chief will inform both parties of his decision where the citizen has the opportunity to take the complaint to the City Manager's office in which an IAC can be conducted. If the officer disagrees with the Chief's decision, the officer may appeal through the grievance procedure established in the contract.

Section 3 A member of the FOP will be a part of the IAC. This member will be mutually agreed to by the Police Chief and the FOP. Whenever an officer is under investigation and is subject to questioning by an Internal Affairs Committee (IAC) for any reason, which could lead to disciplinary action, demotion or dismissal such questioning shall be conducted under the following conditions:

A. The investigation shall be conducted as follows:

1. The officer shall have the opportunity to review and respond to the formal complaint at least 48 hours before appearing before the Committee.

2. The officer under investigation shall be informed by the City Manager's office as to the date and time of the Committee's hearing at least five days before the hearing.

3. Sessions conducted by the Internal Affairs Committee (IAC) shall be reasonable in nature and allow for rest periods if necessary.

4. The officer under investigation shall not be subjected to offensive language or threatened with transfer, dismissal, or disciplinary action. No promise or reward shall be made as an inducement to obtain testimony or evidence.

5. The officer under investigation shall be informed of his rights and his responsibility to answer all questions including his Fifth Amendment rights against self-incrimination.

6. The questioning of officers under investigation may be taped or recorded in written form, at the discretion of the IAC, and questioning of officers shall be limited to the subject of the complaint

7. An officer under investigation shall receive written notification from the City Manager as to the determination of the investigation.

8. No officer shall be discharged, disciplined, demoted, or denied promotion, or transfers, or reassignment, or otherwise be discriminated against in regard to his employment, or be threatened with any such treatment by reason of his exercise of the result granted by this contract.

9. A member of the bargaining unit, when ordered to take a polygraph for administrative investigations is not required to fill out any forms or statements saying that the polygraph is voluntary. An officer shall not be required to take a polygraph until after the complainant or other adverse witness has taken a polygraph.

10. No member of the bargaining unit shall be required to disclose his or her own, or member of his family or household's income, assets, debts, expenditures, or other financial information unless such information is pertinent to the investigation of a complaint, or conflict investigation, or otherwise required by law.

11. No member shall be required to donate or contribute to any type of political or charitable campaign.

12. An officer, at no expense to the City, shall have a right to representation during any interview conducted on a complaint, or on any matter which could lead to discipline, whether the officer is the subject of the complaint or a witness.

31. PROMOTIONAL PROCEDURE

A. Responsibilities:

1. The Deputy Chief will be responsible for the administration of the departmental promotional processes.

2. The Chief of Police will have the final decision-making authority in all promotional selections for the positions below the rank of Chief of Police.

B. General Procedures:

1. All candidates eligible for any promotional vacancy will be provided with a written announcement to include the following information:

   a. Position description
   b. Eligibility requirements
   c. A description of the selection process

C. Candidates may participate in a selection process for any of the following positions for which they may be eligible:

1. Captain
2. Lieutenant

D. Eligibility criteria for each position will be as follows:

1. Captain

   a. Seven (7) years of service as a certified police officer with the Bethany Police Department and currently holding the rank of Lieutenant

   b. A minimum of a bachelor's degree from an accredited college or university.

   c. No disciplinary action in the previous twelve (12) months.

   d. Must demonstrate a commitment to the organization and its philosophies, goals, and objectives.

2. Lieutenant

   a. Five (5) years of service as a certified police officer with the Bethany Police Department.

b. A minimum of an associate degree from an accredited college or university.

c. No disciplinary action in the previous twelve (12) months.

d. Must demonstrate a commitment to the organization and its philosophies, goals, and objectives.

E. Selection Procedures:

1. The Captain and Lieutenant positions are appointed by the Chief of Police. The information that the Chief may consider in making an appointment includes, but is not limited to, the following:

a. Review of performance evaluations.

b. Consultations with supervisors and other police officials to determine demonstrated teamwork, public relations ability and cooperative attitude of the candidate.

c. Educational achievements.

d. Written essay.

e. Personal interview with the Chief of Police.

F. Review Board: Each candidate for the rank of Lieutenant or Captain will be interviewed by a Review Board composed of the following: one (1) senior management personnel from the City; one (1) Bethany police officer of equal or greater rank than the position in question and two (2) individuals who have held the rank equal to or greater than the rank at issues for at least two (2) years and are from municipal police departments equal to or greater than the size of the Bethany Police Department. The FOP may designate a silent, non-participant observer.

32. SAFETY COMMITTEE

Section 1 There shall be a "Safety Committee" consisting of five members to review and develop recommendations for safety issues within the Police Department.

A. Membership

1. Four (4) members within the FOP membership appointed by the FOP.

2. One (1) member shall be the City Manager or his/her designee.

B. Functions

1. Review member working conditions and programs and make recommendations to the Chief and City Manager for safety improvements.

2. Review workplace and equipment and make recommendations to the Chief and City Manager.

3. Review accidents involving FOP members and make recommendations regarding the cause of accident and preventative measures.

33. DRUG TESTING

Members of the Bethany Police Department will participate in and be subject to the City of Bethany Drug Testing Policy effective July 1, 2021.

34. HOLIDAY PAY

Officers working on the following holidays will receive overtime pay at a rate of time and a half: New Year's Day, Easter, Thanksgiving, Christmas Eve, Christmas Day, Veteran's Day and Independence Day.

35. SHIFT DIFFERENTIAL

Officers scheduled to work evening and midnight shifts shall receive an additional $100.00 per month.

36. TRAINER COMPENSATION

Section 1 Officer Training: CLEET Certified Trainers will receive an additional twenty-five dollars ($25.00) of pay, per workday (no less than eight hours) of training. Those courses considered for the training will

include Firearms, Police Defensive Driving, and Self Defense Training including non-lethal training (pepper spray and Taser.)

Section 1 A CLEET certified Field Training Officer will be paid an additional Twenty Dollars ($20.00) for each full shift where the person serves as an active on duty field training officer and completes the daily observation reports for the assigned recruit.

The City will be responsible for the scheduling of all FTO's and trainers. No trainer will be paid for training outside the City of Bethany except with written permission from the Chief of Police or his designee.

37. CORPORAL

Section 1. The position of Corporal is established as a non-supervisory position. To be eligible for the position of Corporal, a patrol officer must meet the following minimum qualifications:

- Minimum of four (4) consecutive years with the Bethany Police Department or three (3) years with the Bethany Police Department and two (2) or more years as a full time patrol officer with a police department of equal or greater size than the Bethany Police Department.
- Must have a CLEET Intermediate or Advance Certification.
- Must have a minimum of 250 training hours not including the Basic Academy hours.
- Officer must have at least three (3) of the following certifications:
    - Basic Instructor Certification
    - Firearms Instructor Certification
    - LEDT Instructor Certification
    - DT/C&C Instructor Certification
    - Taser Instructor/Less Lethal Munition certification
    - ARIDE Certification
    - Drug Recognition Expert Certification

- Crisis Intervention Training
- Field Training Officer Certification

Any other certification recognized by CLEET may be forwarded to the Chief of Police or his designee for a determination of whether the proposed additional certification holds an equal value to the items listed above and would allow the officer to be eligible for the position of Corporal. The determination will be made at the sole discretion of the Chief of Police or his designee, which determination will not be subject to the grievance process.

Upon achieving the rank of Corporal, the employee will be placed in the step in the new rank that results in a minimum of a six percent (6%) increase in wages.

Section 2 An officer holding the position of Corporal will be eligible to bid on shift assignments prior to officers holding the rank of patrol officer. A person will be eligible to bid as a Corporal on the next bidding period after achieving the rank with the most senior Corporal bidding first. Corporals will not be required to bid for a specific shift so long as there is an opening that includes officer openings.

Section 3. In the event a person holding the rank of Corporal is the most senior officer on a shift, the person will be in charge of the shift but will not be eligible for working out of class compensation addressed in Article 29 of this Agreement.

Section 4. To maintain the rank of Corporal, a person must maintain a minimum of three (3) certifications which are required to achieve the rank.

38. EMPLOYEE EVALUATIONS

A. Employees will participate in an 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.

C. 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 an explanation as to what prompted the outstanding score.

D. 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.

E. 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.

F. 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.

G. 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.

H. The City Manager may confirm the evaluation or request that the evaluation be returned to the Police Chief for more consideration.

I. 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.

39. COST OF LIVING INCREASES

In the event that the City provides a cost-of-living increases for all city employees for FY2026-2027, the City will provide the same increase to the FOP members.

40. INDIVIDUALLY ASSIGNED VEHICLES

Section 1: Non-probationary employees who live within ten (10) miles, as the crow flies, of the Bethany Police Department will be allowed a take-home unit so long as there are units available. In the event an employee moves outside of the ten (10) mile requirement, the officer will lose his/her take-home privileges. Employees who had a take home unit prior to July 1, 2026, and who live within fifteen (15) miles, as the crow flies, of the Bethany Police

Department will be grandfathered in and will retain their take home units so long as they do not move outside the fifteen (15) mile requirement.

Section 2: All employees who are provided a take-home vehicle must abide by all state laws and departmental regulations for the use of a take-home vehicle. The assigned unit may only be used for commuting to and from work and for approved training assignments. An employee may not transport family members or members of the public in an assigned take-home unit except in an official capacity or an authorized ride-a-long.

Section 3: An employee who has been assigned a take-home unit prior to July 1, 2021, and who lives twenty (20) miles, as the crow flies, from the Bethany Police Department, will be allowed to maintain a take-home unit. However, in the event the employee moves to a new location outside of fifteen (15) miles, as the crow flies from the Bethany Police Department, the employee will lose his or her take-home privilege.

Section4: If there are not enough vehicles to assign to eligible employees under this Article, the vehicles will be assigned as follows: Supervisors, Detectives and then be seniority in rank.

END*

IN WITNESS WHEREOF, the parties hereunto have set their hands this 6th day of ~~September~~ October 2026.

CITY OF BETHANY

By:_____
MAYOR

By:_____
Elizabeth Gray, CITY MANAGER

ATTEST:

By:_____
CITY CLERK

FRATERNAL ORDER OF POLICE LODGE 161

By: _____

By: _____

By: _____

APPROVED as to form and legality this 6th day of ~~September~~ October 2026.

By: _____
Robert R. Jones, CITY ATTORNEY

ADDENDUM A

POLICE PAY PLAN
FY 2027

Effective July 1, 2026

GRADE TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
	Hourly	$28.73	$29.88	$31.08	$32.32	$33.61	$34.95	$36.36	$37.81	$39.32	$40.89
P-1	*Bi-weekly*	$2,298.46	$2,390.30	$2,486.24	$2,585.46	$2,688.78	$2,796.20	$2,908.54	$3,024.98	$3,145.52	$3,271.34
OFFICER	*Month*	$4,980.00	$5,178.98	$5,386.85	$5,601.83	$5,825.69	$6,058.43	$6,301.84	$6,554.12	$6,815.29	$7,087.91
	Annual	$59,759.96	$62,147.80	$64,642.24	$67,221.96	$69,908.28	$72,701.20	$75,622.04	$78,649.48	$81,783.52	$85,054.86
	Hourly	$34.26	$35.62	$37.05	$38.54	$40.08	$41.68	$43.35	$45.08	$46.88	$48.76
P-2	*Bi-weekly*	$2,740.44	$2,849.50	$2,964.30	$3,083.20	$3,206.20	$3,334.12	$3,467.78	$3,606.36	$3,750.68	$3,900.71
CORPORAL	*Month*	$5,937.62	$6,173.92	$6,422.65	$6,680.27	$6,946.77	$7,223.93	$7,513.52	$7,813.78	$8,126.47	$8,451.53
	Annual	$71,251.44	$74,087.00	$77,071.80	$80,163.20	$83,361.20	$86,687.12	$90,162.28	$93,765.36	$97,517.68	$101,418.39
	Hourly	$42.49	$44.18	$45.95	$47.79	$49.70	$51.46	$53.75	$55.90		
P-3	*Bi-weekly*	$3,398.90	$3,534.20	$3,676.06	$3,822.84	$3,976.18	$4,116.40	$4,300.08	$4,472.00		
LIEUTENANT	*Month*	$7,364.28	$7,657.43	$7,964.80	$8,282.82	$8,615.06	$8,918.87	$9,316.84	$9,689.33		
	Annual	$88,371.40	$91,889.20	$95,577.56	$99,393.84	$103,380.68	$107,026.40	$111,802.08	$116,272.00		
	Hourly	$48.71	$50.66	$52.69	$54.79	$56.98	$59.26	$61.63	$64.09		
P-4	*Bi-weekly*	$3,896.64	$4,052.44	$4,214.80	$4,382.90	$4,558.38	$4,740.42	$4,930.66	$5,127.46		
CAPTAIN	*Month*	$8,442.72	$8,780.29	$9,132.07	$9,496.28	$9,876.49	$10,270.91	$10,683.10	$11,109.50		
	Annual	$101,312.64	$105,363.44	$109,584.80	$113,955.40	$118,517.88	$123,250.92	$128,197.16	$133,313.96		

CITY OF BETHANY
MONTHLY INSURANCE PREMIUMS

ADDENDUM B

Bi-weekly

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

HEALTH - PPO BCBS		TOTAL PREMIUM		CITY AMOUNT		EMPLOYEE AMOUNT	
Platinum Advantage	FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	
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	FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	
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	FY 2026	FY 2027	FY 2026	FY 2027	FY 2026	FY 2027	
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