
On Thursday, August 27, 2026, at or before 4:59 p.m., agenda was posted at the front doors of City Hall, on the bulletin board in the lobby of City Hall, and on the City of Bethany website: cityofbethany.org. The City of Bethany encourages participation from all its citizens. If participation at any public meeting is not possible due to a disability, notification to the City Clerk at least 48 hours prior to the scheduled meeting is encouraged to make the necessary accommodations. The City may waive the 48-hour rule if signing is not the necessary accommodation.

AGENDA

BETHANY CITY COUNCIL

**TUESDAY, SEPTEMBER 1, 2026
6:30 P.M.**

**BETHANY CITY HALL
6714 NW 36TH ST
BETHANY, OKLAHOMA**



With the exception of new business, official action can only occur on items which appear on the agenda. The Council may adopt, approve, ratify, deny, defer, recommend, amend, strike, or continue any agenda item. When more information is needed to act on an item, the Council may refer the matter to the City Manager or the Municipal Counselor. The Council may also refer items to standing committees of the Council or to a board or commission for additional study. Under certain circumstances, items may be deferred to a specific later date or stricken from the agenda entirely.

1. Call to Order
2. Invocation and Flag Salute
3. Consent Docket:
 - A. Approval of Minutes from the August 18, 2026, Regular Meeting.
 - B. Approval of Claims: These claims have been found to be in order by staff and proper as to form and procedure and are recommended for payment. A copy of the Claims List is included in the agenda packet.
 - C. Approval of Engagement Letter with Crawford & Associates for FY 2026 ending June 30, 2026, and authorize the mayor to sign the document on behalf of the City of Bethany.
4. **EXECUTIVE SESSION:** Discussion and possible action to enter into Executive Session to discuss the status of negotiations between the City of Bethany and IAFF Local No. 2085 as authorized by 25 O.S. Section 307 (B) (2). (*Elizabeth Gray, City Manager*)
 - A. Motion to enter Executive Session.
 - B. Motion to exit Executive Session.

5. Consideration and possible action to approve a new collective bargaining agreement for FY 2027 between the City of Bethany and IAFF Local No. 2085. *(Elizabeth Gray, City Manager)*
6. Public Comment - Any person wishing to address the Council during Public Comment shall give their name, address, and city of residence to the City Clerk for the records PRIOR to the start of the meeting. *(Per Chapter 30 of the Bethany Code of Ordinances, there is a five-minute limit, and no action or discussion shall take place. All remarks shall be addressed to the Council as a body, and not to any member thereof.)*
7. Consideration and possible approval of Resolution No. 1746, a resolution approving a grant application to the Association of Central Oklahoma Governments or the CERI 2026 Grant Program. *(Elizabeth Gray, City Manager)*
8. Consideration and possible approval of Engineering Contract for the NW 36th Street Trail Project for a total cost of \$120,000.00 and authorize the mayor to sign the document on behalf of the City of Bethany. *(Elizabeth Gray, City Manager)*
9. New Business *(As defined by the Oklahoma Open Meeting Act § 311 (A) (9) as “matters not known about or which could not have reasonably been foreseen prior to the time of posting the agenda”).*
10. City Attorney’s Report
11. City Manager’s Report
12. Mayor and Council Members Comments and Suggestions
13. Adjourn until September 15, 2026.

BETHANY PUBLIC WORKS AUTHORITY

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2. New Business *(As defined by the Oklahoma Open Meeting Act § 311 (A) (9) as “matters not known about or which could not have reasonably been foreseen prior to the time of posting the agenda”).*
3. Adjourn until September 15, 2026.

BETHANY HOSPITAL TRUST

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2. New Business *(As defined by the Oklahoma Open Meeting Act § 311 (A) (9) as "matters not known about or which could not have reasonably been foreseen prior to the time of posting the agenda")*.
3. Adjourn until September 15, 2026.

BETHANY DEVELOPMENT AUTHORITY

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2. New Business *(As defined by the Oklahoma Open Meeting Act § 311 (A) (9) as "matters not known about or which could not have reasonably been foreseen prior to the time of posting the agenda")*.
3. Adjourn until September 15, 2026.

Public Participation Note: The City Council and Staff of the City of Bethany strongly encourages the input and involvement of the citizens to help ensure that the city government provides the highest level of services to meet the public needs and desires. If you have any concerns or comments about an agenda item, or any other issue, please contact the Mayor, your Ward Council Members or City Hall Staff. You may also contact the City Manager's office if you would like to have an item placed on a future agenda to address the Council as a whole. (Guidelines are available in the Council Chambers and in City Hall Lobby.)

NOTICE: On Thursday, August 13, 2026, at or before 4:59 p.m., agenda was posted at City Hall, on the bulletin board in the lobby of City Hall, and on the City of Bethany website: cityofbethany.org. The City of Bethany encourages participation from all its citizens. If participation at any public meeting is not possible due to a disability, notification to the City Clerk at least 48 hours prior to the scheduled meeting is encouraged to make the necessary accommodations. The City may waive the 48-hour rule if signing is not necessary accommodation.

BETHANY CITY COUNCIL MEETING

BETHANY CITY HALL

TUESDAY, AUGUST 18, 2026

6:30 P.M.

MEMBERS PRESENT:	Amanda Sandoval	Mayor
	Ken Smart	Vice-Mayor
	Burt Falkner	Council Member
	Chris Powell	Council Member
	Aja Triana	Council Member
	Kathy Larsen	Council Member
	Chandra Ford	Council Member
	Brian Magirowsky	Council Member
MEMBERS ABSENT:	Peter Plank	Council Member
OTHERS PRESENT:	Elizabeth Gray	City Manager
	Ray Jones	Attorney
	Michael Vaughn	Finance Director
	Lesa LaMar	Deputy City Clerk
	Chad Meek	Chief of Police
	(See Roster)	

ITEM NO. 1 on the agenda CALL TO ORDER.

Mayor Sandoval called the Bethany City Council meeting to order at 6:30 P.M.

ITEM NO. 2 on the agenda was INVOCATION AND FLAG SALUTE.

The Invocation was given by Council Member Larsen.

The Flag Salute was conducted by Council Member Larsen.

ITEM NO. 3 EXECUTIVE SESSION: DISCUSSION AND POSSIBLE ACTION TO ENTER INTO EXECUTIVE SESSION TO DISCUSS THE STATUS OF NEGOTIATIONS BETWEEN THE CITY OF BETHANY AND FOP LODGE NO. 161 AND IAFF LOCAL NO. 2085 AS AUTHORIZED BY 25 O.S. SECTION 307 (B) (2). (RAY JONES, CITY ATTORNEY)

- A. MOTION TO ENTER EXECUTIVE SESSION.**
- B. MOTION TO EXIT EXECUTIVE SESSION.**

This item was moved to follow Item #14 on the agenda.

ITEM NO. 4 on the agenda was **CONSENT DOCKET:**

- A. APPROVAL OF MINUTES FROM THE AUGUST 4, 2026, REGULAR MEETING.**
- B. APPROVAL OF CLAIMS: THESE CLAIMS HAVE BEEN FOUND TO BE IN ORDER BY STAFF AND PROPER AS TO FORM AND PROCEDURE AND ARE RECOMMENDED FOR PAYMENT. A COPY OF THE CLAIMS LIST IS INCLUDED IN THE AGENDA PACKET.**
- C. APPROVAL OF BUDGET AMENDMENT NO. 27-4.**
- D. APPROVAL OF BUDGET AMENDMENT NO. 27-5.**

A motion was made by Council Member Magirowsky, seconded by Council Member Ford to approve the consent docket. Yes votes: Falkner, Ford, Magirowsky, Sandoval, Triana, Larsen, Smart, Powell. No votes: None. Motion approved.

ITEM NO. 5 on the agenda **PUBLIC HEARING ITEM: CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE NO. 2096, AN ORDINANCE REPEALING ORDINANCE NO. 2022 TO THE BETHANY CODE OF ORDINANCES. (RAY JONES, CITY ATTORNEY)**

- A. PRESENTATION BY STAFF AND/OR INTERESTED PARTY.**

Attorney Jones informed the council that the PUD on a 12.06-acre tract of land located at the South Half of NW 28th and Wilburn Ave that there has been no progress on this in over 40 years. It is recommended that the property be rezoned to the R-1 district, which was the zoning immediately preceding the PUD designation.

- B. PUBLIC COMMENTS.**

None.

- C. CONSIDERATION AND POSSIBLE ACTION TO APPROVE ORDINANCE NO. 2096, ON READING BY TITLE ONLY.**

A motion was made by Council Member Magirowsky to approve C and D of this item, seconded by Council Member Larsen. Yes votes: Powell, Ford, Larsen, Magirowsky, Triana, Falkner, Smart, Sandoval. No votes: None. Motion approved.

D. MOTION TO APPROVE SECTIONS 1-2 OF ORDINANCE NO. 2096.

This item was approved with C.

ITEM NO. 6 on the agenda was **PUBLIC COMMENT - ANY PERSON WISHING TO ADDRESS THE COUNCIL DURING PUBLICCOMMENT SHALL GIVE THEIR NAME, ADDRESS, AND CITY OF RESIDENCE TO THE CITY CLERK FOR THE RECORDS PRIOR TO THE START OF THE MEETING. (PER CHAPTER 30 OF THE BETHANY CODE OF ORDINANCES, THERE IS A FIVE-MINUTE LIMIT, AND NO ACTION OR DISCUSSION SHALL TAKE PLACE. ALL REMARKS SHALL BE ADDRESSED TO THE COUNCIL AS A BODY, AND NOT TO ANY MEMBER THEREOF.)**

None

ITEM NO. 7. CONSIDERATION AND POSSIBLE ADOPTION OF RESOLUTION NO. 1744, A RESOLUTION OF THE CITY OF BETHANY, OKLAHOMA CASTING A VOTE FOR TRUSTEE OF THE OKLAHOMA MUNICIPAL RETIREMENT FUND (OKMRF) TO FILL THE EXPIRING TERM OF TRUSTEE REPRESENTING DISTRICT 6. (ELIZABETH GRAY, CITY MANAGER)

A motion was made by Council Member Triana, seconded by Council Member Smart to approve Resolution No. 1744 voting for Mr. Rooney for trustee of the OKMRF. Yes votes: Triana, Larsen, Ford, Magirowsky, Smart, Falkner, Sandoval, Powell. No votes: None. Motion approved.

ITEM NO. 8 on the agenda was **CONSIDERATION AND POSSIBLE ADOPTION OF RESOLUTION NO. 1745, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BETHANY, OKLAHOMA, APPROVING THE MAYOR'S APPOINTMENT OF MONICA LOPEZ TO THE BETHANY ECONOMIC DEVELOPMENT AUTHORITY FOR A TERM EXPIRING JUNE 6, 2029. (AMANDA SANDOVAL, MAYOR)**

A motion was made by Council Member Ford, seconded by Council Member Falkner to approve Resolution No.1745. Yes votes: Larsen, Powell, Ford, Magirowsky, Smart, Falkner, Sandoval, Triana. No votes: None. Motion approved.

ITEM NO. 9 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE NO. 2097, AN ORDINANCE AMENDING SECTION 31.19 (B) (9) CITY OF BETHANY CODE OF ORDINANCES GOVERNING THE AUTHORITY OF THE CITY MANAGER TO MAKE PURCHASES; AUTHORIZING THE SELLING OR TRADING OF POLICE, FIRE, OR PUBLIC WORKS EQUIPMENT TO ANOTHER GOVERNMENT AGENCY; AND DECLARING AN EMERGENCY; AND AUTHORIZING THE SALE OF SURPLUS POLICE MOTORCYCLES TO THE CITY OF WARR ACRES POLICE DEPARTMENT FOR FAIR MARKET VALUE. (RAY JONES, CITY ATTORNEY)**

A. PRESENTATION BY STAFF AND/OR INTERESTED PARTY.

City Manager Gray explained to the council that often these items do not sell at fair market value. Police, fire, and public works equipment, such as vehicles, are outfitted with custom accessories meeting the needs of the department, they are ideally and uniquely suited for sale or trade to other political subdivisions of the state or other states.

B. CONSIDERATION AND POSSIBLE ACTION TO APPROVE ORDINANCE NO. 2097, ON READING BY TITLE ONLY.

A motion was made by Council Member Magirowsky, seconded by Council Member Ford to approve B, C and E of the ordinance. Yes votes: Sandoval, Powell, Ford, Larsen, Magirowsky, Triana, Falkner, Smart. No votes: None. Motion approved.

C. MOTION TO APPROVE SECTIONS 1-3 OF ORDINANCE NO. 2097.

Approved with A of this ordinance.

D. MOTION TO APPROVE SECTION 4 OF ORDINANCE NO. 2097, THE EMERGENCY SECTION.

A motion was made by Council Member Magirowsky, seconded by Council Member Larsen to approve Section 4 of Ordinance 2097, the Emergency Section. Yes votes: Triana, Smart, Sandoval, Ford, Magirowsky, Powell, Larsen, Falkner. No votes: None. Motion approved.

E. MOTION TO APPROVE THE SALE OF SURPLUS POLICE MOTORCYCLES TO THE CITY OF WARR ACRES POLICE DEPARTMENT.

Approved with A of this ordinance.

ITEM NO. 10 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE NO. 2098, AN ORDINANCE AMENDING SECTION 158.071 (A) OF THE CITY OF BETHANY, OKLAHOMA CODE OF ORDINANCES GOVERNING REGULAR MEETINGS OF THE PLANNING AND ZONING COMMISSION AND AMENDING THE TIME SUCH MEETINGS MAY BE STARTED AND AMENDING THE LOCATIONS WHERE THE MEETINGS MAY BE HELD. (RAY JONES, CITY ATTORNEY)**

A. PRESENTATION BY STAFF AND/OR INTERESTED PARTY.

Attorney Jones informed the council that the vote in Planning and Zoning was unanimous to move the meetings to once per month on the second Tuesday to commence at 6:30 p.m.

B. CONSIDERATION AND POSSIBLE ACTION TO APPROVE ORDINANCE NO. 2098, ON READING BY TITLE ONLY.

A motion was made by Council Member Ford, seconded by Council Member Triana to approve Ordinance No. 2098 on reading by Title Only. Yes votes: Powell, Magirowsky, Larsen, Triana, Ford, Sandoval, Smart, Falkner. No votes: None. Motion approved.

C. MOTION TO APPROVE SECTIONS 1-3 OF ORDINANCE NO. 2098

A motion was made by Council Member Smart, seconded by Council Member Ford to approve Ordinance 2098 Section 1-3 Yes votes: Powell, Magirowsky, Larsen, Triana, Ford, Sandoval, Smart, Falkner. No votes: None. Motion approved.

ITEM NO. 11 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL OF AMENDMENT TO THE 2026 SCHEDULE OF MEETINGS CHANGING THE DAY OF THE PLANNING AND ZONING COMMISSION MEETINGS TO THE SECOND TUESDAY EACH MONTH AS REQUESTED BY THE COMMISSION. (ELIZABETH GRAY, CITY MANAGER)**

A motion was made by Council Member Magirowsky, seconded by Council Member Falkner to approve the Amendment to the 2026 Schedule of Meetings, changing the day of the Planning and Zoning Commission meetings to the second Tuesday each month as requested by the commission. Yes votes: Magirowsky, Larsen, Triana, Sandoval, Smart, Falkner, Powell, Ford. No votes: None. Motion approved.

ITEM NO. 12 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL FOR PERMISSION TO ADVERTISE FOR BIDS FOR THE DEMOLITION OF THE FORMER HOSPITAL LOCATED AT 7600 NW 23RD STREET. (ELIZABETH GRAY, CITY MANAGER)**

The City of Bethany has purchased the former hospital site located at 7600 NW 23rd Street. The current tenant has now vacated the building. The bid process would take approximately 30-45 days to award a bid and get on the selected contractors' schedule with the actual demolition work being completed by this fall.

A motion was made by Council Member Magirowsky, seconded by Council Member Larsen to approve permission to advertise for bids for the demolition of the former hospital located at 7600 NW 23rd Street. Yes votes: Falkner, Sandoval, Ford, Magirowsky, Powell, Larsen, Triana, Smart. No votes: None. Motion approved.

ITEM NO. 13 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL OF EASEMENT AND EASEMENT AGREEMENT FOR THE PURPOSES OF IMPROVING THE LIFT STATION LOCATED AT NW 25TH STREET AND SHANNON, BEHIND THE PROPERTY LOCATED AT 8300 NW 25TH STREET AND APPROVAL OF CLAIM TO ACQUIRE THE RIGHTS AND PRIVILEGES IDENTIFIED IN THE EASEMENT AND**

AGREEMENT FOR \$25,000.00 TO JENNIFER SMITH. (RAY JONES, CITY ATTORNEY)

A motion was made by Council Member Magirowsky, seconded by Council Member Ford to approve the Easement and Easement Agreement and Claim to acquire the rights and privileges identified in the Easement and Agreement for \$25,000.00 to Jennifer Smith for the purposes of improving the Lift Station located at NW 25th and Shannon behind the property located at 8300 NW 25th. Yes votes: Magirowsky, Powell, Ford, Larsen, Triana, Falkner, Smart, Sandoval. No votes: None. Motion approved.

ITEM NO. 14 on the agenda was UPDATE ON STATUS OF POLICE FLEET INCLUDING A PRESENTATION FOR CONSIDERATION AND POSSIBLE APPROVAL REGARDING A LEASE PURCHASE PROGRAM FOR THE BETHANY POLICE DEPARTMENT. (ELIZABETH GRAY, CITY MANAGER)

Chief Meek detailed the lease purchase program. His goal is to reduce repair cost and down time, by providing vehicles that are under warranty and an extended lifecycle by transitioning from used to new vehicles. See his detailed report in the agenda.

A motion was made by Council Member Larsen, seconded by Council Member Magirowsky to approve a vehicle lease purchase program for Bethany PD. Yes votes: Magirowsky, Powell, Ford, Larsen, Triana, Falkner, Smart, Sandoval. No votes: None. Motion approved.

ITEM NO. 3 EXECUTIVE SESSION: DISCUSSION AND POSSIBLE ACTION TO ENTER INTO EXECUTIVE SESSION TO DISCUSS THE STATUS OF NEGOTIATIONS BETWEEN THE CITY OF BETHANY AND FOP LODGE NO. 161 AND IAFF LOCAL NO. 2085 AS AUTHORIZED BY 25 O.S. SECTION 307 (B) (2). (RAY JONES, CITY ATTORNEY)

A. MOTION TO ENTER EXECUTIVE SESSION.

A motion was made by Council Member Magirowsky, seconded by Council Member Triana to enter Executive Session at 7:02. Yes votes: Triana, Smart, Sandoval, Ford, Magirowsky, Powell, Larsen, Falkner. No votes: None. Motion approved.

B. MOTION TO EXIT EXECUTIVE SESSION.

A motion was made by Council Member Magirowsky, seconded by Council Member Triana to exit Executive Session at 7:11. Yes votes: Triana, Smart, Sandoval, Ford, Magirowsky, Powell, Larsen, Falkner. No votes: None. Motion approved.

No action was taken.

ITEM NO. 15 on the agenda was the **NEW BUSINESS (AS DEFINED BY THE OKLAHOMA OPEN MEETING ACT § 311 (A) (9) AS “MATTERS NOT KNOWN ABOUT OR WHICH COULD NOT HAVE REASONABLY BEEN FORESEEN PRIOR TO THE TIME OF POSTING THE AGENDA”)**.

None.

ITEM NO. 16 on the agenda was the **CITY ATTORNEY’S REPORT**.

City Attorney Ray Jones briefed the council on his work over the past two weeks.

ITEM NO. 17 on the agenda was the **CITY MANAGER’S REPORT**.

Finance Director Vaughn presented the financial report.

City Manager Gray provided updates regarding recent and upcoming events and projects.

ITEM NO. 18 on the agenda was **COUNCIL MEMBERS’ ANNOUNCEMENTS, COMMENTS, AND PROPOSALS**.

Each council member was given the opportunity to comment.

ITEM NO. 19 on the agenda was **ADJOURN UNTIL SEPTEMBER 1, 2026**.

Mayor Sandoval adjourned the Bethany City Council meeting at 7:23 P.M. until September 1, 2026.

CITYCLERK

MAYOR

AGENDA: 09/01/2026
ITEM: Consent 3 (B)

BETHANY CITY COUNCIL

From: Michael Vaughn, Finance Director
Date: August 27, 2026
Subject: Claims list for the 09/01/2026 City Council Meeting

GENERAL OPERATIONS FUND

FUND	AMOUNT
General Operations Fund	\$ 93,105.29
Capital Improvement Fund	\$ 18,928.00
2016 Library GO Bond	\$ 774.18
TOTAL	\$ 112,807.47

ENTERPRISE-WIDE SUMMARY OF ALL CLAIMS:

FUND	AMOUNT
General Operations Fund	\$ 112,807.47
Bethany Public Works Authority	\$ 89,806.43
Bethany Hospital Trust	\$ -
Bethany Development Authority	\$ -
TOTAL	\$ 202,613.90

RECOMMENDATION

1. Approve claims as presented.



FUND: 010- GENERAL FUND

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 01.0 MANAGEMENT						
27-57629	10-005321	AMAZON CAPITAL SERVICES,	INCHAIRS FOR CONF TABLE	8/2026	3357802	238.98
27-57730	10-005321	AMAZON CAPITAL SERVICES,	INEXT HARD DR, TONER	8/2026	2539453	287.38
27-57276	10-005519	CRAWFORD & ASSOCIATES, P.C.	FINANCIAL /AUDIT PREP	8/2026	35625	555.00
27-57740	10-1	MANUEL GONZALEZ	OSBI REIMBURSEMENT	8/2026	20260817	19.00
27-57643	10-1068	ONG	MONTHLY SERVICE	8/2026	20260818--	94.58
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	27.30
27-57429	10-3196	IMAGENET CONSULTING, LLC	COPIER UPSTAIRS/DOWNSTAIR	8/2026	INV1713715	111.07
DEPARTMENT TOTAL:						1,333.31
DEPARTMENT: 02.0 FINANCE						
27-57704	10-005373	CARD SERVICES/P1	CS PRINTER COLOR TONER	8/2026	1787075605	47.73
DEPARTMENT TOTAL:						47.73
DEPARTMENT: 03.0 COURT						
27-57341	10-005373	CARD SERVICES/P1	OMCCA CONF HOTELS	8/2026	156084	990.00
27-57410	10-006123	CHRISTOPHER T. STEIN	CITY PROSECUTOR SERVICE	8/2026	082637	4,820.40
27-57158	10-0465	OK DEPT OF PUBLIC SAFETY	JULY DPS	8/2026	LET-023818	100.00
27-57464	10-1068	ONG	MONTHLY SVC	8/2026	20260818-	61.53
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	162.17
27-57146	10-1749	RK BLACK INC.	AUG COPIER	8/2026	IN1369248	72.24
27-57127	10-2274	OZARKA WATER COMPANY	JULY WATER	8/2026	43256104	25.94
27-57116	10-3342	JANI-KING OF OKLAHOMA, INC.	AUG JANITORIAL	8/2026	OKC08260208	640.66
DEPARTMENT TOTAL:						6,872.94
DEPARTMENT: 05.0 POLICE						
27-57741	10-004398	CITY OF OKLAHOMA CITY	RADIOS	8/2026	OKCRS-BTHNY-FY27	15,600.00
27-57385	10-005321	AMAZON CAPITAL SERVICES,	INCABINET CHAIRS NAMEPLATES	8/2026	7891409	796.47
27-57518	10-005321	AMAZON CAPITAL SERVICES,	INTONER FOR FINGERPRINTS	8/2026	6886622	48.73
27-57594	10-005321	AMAZON CAPITAL SERVICES,	INWHITEBOARDS AND NAMEPLATE	8/2026	2544209	504.15
27-57621	10-005321	AMAZON CAPITAL SERVICES,	INBATTERIES OFFICE SUPPLIES	8/2026	5537030	105.89
27-57645	10-005373	CARD SERVICES/P1	PIKEPASS	8/2026	45819988	2.70
27-57256	10-006044	HOUSE OF MODS LLC	FLEET MAINTENANCE	8/2026	6258	1,022.99
27-57587	10-006069	NORTH AMERICAN RESCUE HOLDI	IFAK RESCUE KIT	8/2026	in003063	1,399.60
27-57717	10-006337	GOLDEN ERA GLASSWORKS, LLC	REPAIR WINDSHIELD	8/2026	2026-08-21	75.00
27-57652	10-0225	GENUINE PARTS	PARTS FOR PATROL CARS	8/2026	123278	572.08
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	23.41
27-57464	10-1068	ONG	MONTHLY SVC	8/2026	20260818-	143.57
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	10,070.81
27-57566	10-4388	ISG TECHNOLOGY, LLC	MENDENHALL CAMERA REPAIR	8/2026	ISG372531	14.00
27-57695	10-4388	ISG TECHNOLOGY, LLC	REDHAT LICENSE	8/2026	ISG372624	2,637.00
27-57768	10-4388	ISG TECHNOLOGY, LLC	SSL CERT	8/2026	ISG372236	262.12
27-57769	10-4388	ISG TECHNOLOGY, LLC	COPILOT	8/2026	RR371267	94.50
DEPARTMENT TOTAL:						33,373.02

FUND: 010- GENERAL FUND

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 06.0 FIRE						
27-57599	10-005321	AMAZON CAPITAL SERVICES,	INSOAP DISPENSER REFILLS	8/2026	8997838	124.03
27-57735	10-005321	AMAZON CAPITAL SERVICES,	INPOLLOCK 4WAY PLUG	8/2026	7970612	21.14
27-57694	10-005356	ACROSS THE STREET PRODUCTIO	ANNUAL DUES I C	8/2026	32281	1,513.00
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	145.60
27-57693	10-0225	GENUINE PARTS	CABIN AIR FILTER AND SUPP	8/2026	123576	163.42
27-57715	10-0324	CENTRAL POWER EQUIP. INC	OIL CHANGE/PM KITS	8/2026	27-57715	73.98
27-57755	10-0336	CASCO INDUSTRIES	STRUCTURAL FF GEAR	8/2026	P01411	6,632.00
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	211.24
27-57464	10-1068	ONG	MONTHLY SVC	8/2026	20260818-	226.18
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	1,963.10
27-57674	10-1501	T & W TIRE LLC	WHEEL AND TIRE FOR L-1	8/2026	1090195664	1,201.40
27-57429	10-3216	BINSWANGER GLASS #609	REPLACEMENT WINDOW	8/2026	0178226	251.36
27-57672	10-3415	SPECIAL-OPS UNIFORMS, INC.	UNIFORM NAMEPLATES	8/2026	367957	178.29
27-57757	10-3415	SPECIAL-OPS UNIFORMS, INC.	UNIFORM BADGES AND NAME	8/2026	367956	818.03
27-57710	10-3920	OSU OFFICE OF THE BURSAR	EMS INSTRUCTOR COURSE	8/2026	0107217	80.00
DEPARTMENT TOTAL:						13,602.77
DEPARTMENT: 07.0 COMMUNITY DEV						
27-57491	10-005321	AMAZON CAPITAL SERVICES,	INSTORMWATER MATERIAL	8/2026	1KFF-CY94-3HWC	79.00
27-57548	10-005321	AMAZON CAPITAL SERVICES,	INCE PRINTER INK	8/2026	1ctr-cyvt-xkfg	82.00
27-57612	10-005373	CARD SERVICES/PI	ADOBE LICENSES	8/2026	4239CUS	815.52
27-57704	10-005373	CARD SERVICES/PI	CS PRINTER COLOR TONER	8/2026	1787075605	190.90
27-57779	10-005373	CARD SERVICES/PI	GRANTWATCH SUBSCRIPTION	8/2026	1840749--	249.00
27-57264	10-005689	CHALLENGER LANDSCAPING AND	ABATEMENTS	8/2026	4214 N DONALD #3	150.00
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	375.73
27-57381	10-2660	ODEQ WATER QUALITY DIV	MS4 STORMWATER ANNUAL	8/2026	2607010370073	749.00
27-57429	10-3196	IMAGENET CONSULTING, LLC	COPIER UPSTAIRS/DOWNSTAIR	8/2026	INV1713715	130.18
27-57780	10-3348	COUNTY CLERK OKLA COUNTY	LEIN/RELEASE	8/2026	27-57780	18.00
27-57786	10-3348	COUNTY CLERK OKLA COUNTY	LEIN/RELEASE	8/2026	27-57786	18.00
27-57787	10-3348	COUNTY CLERK OKLA COUNTY	LEIN/RELEASE	8/2026	27-57787	18.00
27-57760	10-3574	RETAIL LEASE TRAC INC	ANNUAL SUBSCRIPTION	8/2026	11621	1,625.00
DEPARTMENT TOTAL:						4,500.33

FUND: 010- GENERAL FUND

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 08.1 PUBLIC WORKS - ADMIN						
27-57416	10-005350	FORCE PERSONNEL	TEMP FOR ADMIN DUTIES	8/2026	89483	359.23
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	65.83
27-57211	10-2442	SUMNERONE, INC.	MONTHLY COPIER MAINTENANC	8/2026	4689440	114.26
27-57413	10-3196	IMAGENET CONSULTING, LLC	ADMIN COMPUTER	8/2026	INV1717035	1,347.41
DEPARTMENT TOTAL:						1,886.73
DEPARTMENT: 08.2 PUBLIC WORKS - STREETS						
27-57679	10-004808	ADVANTAGE BATTERY OF OKLAHOSCHOOL ZON BATTERIES		8/2026	131396	159.98
27-57756	10-005321	AMAZON CAPITAL SERVICES, INPOISON IVY GEL GAS TANK		8/2026	2405006	26.85
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	562.82
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	108.57
27-57747	10-006180	CENTERLINE SUPPLY INC.	STREET PAINTING	8/2026	ORD0184256	1,099.97
27-57718	10-0225	GENUINE PARTS	AIR FILTER	8/2026	123786	15.40
27-57618	10-0694	HASKELL LEMON CONST CO	ASPHALT	8/2026	22330	79.20
27-57669	10-0694	HASKELL LEMON CONST CO	ASPHALT	8/2026	22478	244.00
27-57699	10-0694	HASKELL LEMON CONST CO	4 TONS OF ASPHALT	8/2026	22558	120.80
27-57706	10-0694	HASKELL LEMON CONST CO	8 TONS OF ASPHALT	8/2026	22569	635.20
27-57742	10-1	MANUEL GONZALEZ PENA	REFERRAL REWARD	8/2026	20260817-	100.00
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	15,020.67
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	2,123.53
27-57678	10-1622	WESTLAKE ACE HARDWARE	PAINT BRUSHES	8/2026	3505784	9.99
27-57681	10-1622	WESTLAKE ACE HARDWARE	BULK FASTENERS	8/2026	3505774	17.73
27-57719	10-1622	WESTLAKE ACE HARDWARE	HAMMERS	8/2026	3505802	62.97
27-57725	10-1622	WESTLAKE ACE HARDWARE	GLUE/POINT PLAYGROUND EQU	8/2026	3505803	36.96
27-57727	10-1622	WESTLAKE ACE HARDWARE	WIRE ROPE	8/2026	3505804	31.95
27-57607	10-2702	AMERICAN LOGO & SIGNS	CHEVRON'S	8/2026	34517	330.00
27-57697	10-3003	VANCE BROTHERS, LLC	STREET TACT	8/2026	12150	220.00
DEPARTMENT TOTAL:						21,006.59
DEPARTMENT: 08.4 PUBLIC WORKS - MAINT						
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	69.16
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	108.57
DEPARTMENT TOTAL:						177.73

FUND: 010- GENERAL FUND

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 08.5 PUBLIC WORKS - PARKS						
27-57648	10-005005	BRONCO EQUIPMENT RENTAL &	SPTO SWITCH	8/2026	922708-0001	24.00
27-57664	10-005005	BRONCO EQUIPMENT RENTAL &	SMOWER BLADES	8/2026	922779-0001	99.00
27-57734	10-005010	YUKON TROPHY & AWARDS	OUTDOOR BENCHES	8/2026	826098	105.00
27-57756	10-005321	AMAZON CAPITAL SERVICES, IN	POISON IVY GEL GAS TANK	8/2026	2405006	38.84
27-57514	10-005628	OKLAHOMA CORRECTIONAL IND	USADOTBENCH/FALKNERFAMILY	8/2026	135048	315.00
27-57701	10-005663	MOON CHEMICAL PRODUCTS, INC	CACID FOR POOL	8/2026	43621	234.90
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	370.06
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	108.58
27-57661	10-006213	AIR TECHNOLOGIES	LIBRARY A/C	8/2026	AT0019595	6,154.83
27-57666	10-006287	TAKE TEN TIRE & SERVICE	TRAILER TIRE	8/2026	4-358368	103.00
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	776.32
27-57464	10-1068	ONG	MONTHLY SVC	8/2026	20260818-	49.47
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	1,689.18
27-57689	10-1622	WESTLAKE ACE HARDWARE	POOL	8/2026	3505793	13.99
27-57705	10-1622	WESTLAKE ACE HARDWARE	RAKES	8/2026	3505801	89.97
27-57676	10-2702	AMERICAN LOGO & SIGNS	SIGNS	8/2026	34527	132.00
DEPARTMENT TOTAL:						10,304.14
FUND TOTAL:						93,105.29

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 40.0		PROJECTS >\$25,000				
27-57480	10-1765	ROLL OFFS OF AMERICA INC	30 2YARD DUMPSTER	8/2026	0065819-IN	18,928.00
DEPARTMENT TOTAL:						18,928.00
FUND TOTAL:						18,928.00

FUND: 032- 2016 LIBRARY GO BOND

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 99.0	NON-DEPARTMENTAL					
27-57729	10-3296	STANDARD TESTING &	34/ 35TH MUELLER	8/2026	26-8-000158	774.18
DEPARTMENT TOTAL:						774.18
FUND TOTAL:						774.18

BETHANY CITY COUNCIL

From: Michael Vaughn, Finance Director
Date: August 27, 2026
Subject: Consideration and Possible Action Approving Engagement Letter with Crawford & Associates for the Fiscal Year ending June 30, 2026

BACKGROUND

Good governance and Oklahoma state law require an annual audit of our financial statements. Crawford & Associates have assisted the City of Bethany in preparation of the financial statements and other work for several years.

Crawford's work has been and will continue to be extremely beneficial to the City of Bethany. City Staff wants to continue this relationship for the next fiscal year.

RECOMMENDATION

1. Approve the appointment and authorize the mayor to sign the document on behalf of the City of Bethany.

ADDITIONAL COMMENTS





May 6, 2026

Mr. Michael Vaughn, Finance Director
City of Bethany, OK
6700 N.W. 36th Street
Bethany, OK 73008

Dear Mr. Vaughn:

Crawford & Associates, P.C. is pleased that the City of Bethany (the City) continues to express its confidence in our firm and our state and local government expertise. We look forward to a continued long and successful relationship as an integral financial management resource to the City of Bethany management and governing body.

We are prepared to provide a full range of accounting and consulting services to the City of Bethany contingent upon approval of your management and/or governing body. The purpose of this engagement letter is to identify the scope of available services from Crawford & Associates, the specific initial services requested at this time, and to confirm the terms, objectives, and limitations of our engagement services.

Scope of Services

The scope of professional services that are available and can be provided to the City of Bethany are outlined below under the heading *Scope of Available Services*. While this listing includes a range of services available from Crawford & Associates, the specific initial services requested to be provided at the current time are separately identified under the heading *Initial Services Requested*. Any additional services that are available from Crawford & Associates beyond these initially requested services can be provided upon subsequent specific request and agreement.

Scope of Available Services

- Preparation of Annual Financial Statements
- General Accounting and Advisory Assistance
- Budget Preparation and Amendment Assistance
- Capital Asset Records and Accounting Assistance
- Information Technology System Assistance
- Internal Control Policies and Procedures Assistance
- Labor Relations Consulting
- Laws and Regulations Compliance Assistance
- Investigation of Allegations or Concerns
- Tax and Other Regulatory Report Assistance

Initial Services Requested

- Preparation of Annual Financial Statements
- General Accounting and Advisory Assistance

Services Related to the Preparation of Annual Financial Statements

You have requested that we prepare the annual financial statements of the financial reporting entity of the City of Bethany, Oklahoma as of and for the year ended June 30, 2026. Such financial statements will include:

- a. Basic Financial Statements, including notes to the financial statements
- b. Required Supplementary Information
- c. Supplementary Information (to the extent management elects to include)
- d. Other Information (to the extent management elects to include)

Crawford & Associates' Responsibilities

The objective of our engagement is to prepare the annual financial statements in accordance with accounting principles generally accepted in the United States of America based on information provided by you. We will conduct our engagement in accordance with Statements on Standards for Accounting and Review Services (SSARs) promulgated by the Accounting and Review Services Committee of the AICPA and comply with the AICPA's Code of Professional Conduct, including the ethical principles of integrity, objectivity, professional competence, and due care.

We are not required to, and will not, verify the accuracy or completeness of the information you will provide to us for the engagement or otherwise gather evidence for the purpose of expressing an opinion or a conclusion. Accordingly, we will not express an opinion or a conclusion or provide any assurance on the financial statements.

Our engagement cannot be relied upon to identify or disclose any financial statement misstatements, including those caused by fraud or error, or to identify or disclose any wrongdoing within the entity or noncompliance with laws and regulations.

Management Responsibilities

The engagement to be performed is conducted on the basis that management acknowledges and understands that our role is to prepare financial statements in accordance with accounting principles generally accepted in the United States of America. Management has the following overall responsibilities that are fundamental to our undertaking the engagement to prepare your financial statements in accordance with SSARs:

- a. The selection of accounting principles generally accepted in the United States of America as the financial reporting framework to be applied in the preparation of the financial statements
- b. The prevention and detection of fraud
- c. To ensure that the entity complies with the laws and regulations applicable to its activities
- d. The accuracy and completeness of the records, documents, explanations, and other information, including significant judgments, you provide to us for the engagement to prepare financial statements

e. To provide us with:

- i. Documentation, and other related information that is relevant to the preparation and presentation of the financial statements,
- ii. Additional information that may be requested for the purpose of the preparation of the financial statements, and
- iii. Unrestricted access to persons within the City of Bethany Oklahoma, of whom we determine necessary to communicate.

The financial statements will not be accompanied by a report. However, you agree that the financial statements will clearly indicate that no assurance is provided on them.

Other Requested and Available Services

In conjunction with the other requested and available services (other than the preparation of the annual financial statements) as identified in the Scope of Services section of this letter, Crawford & Associates will be responsible for providing such services upon request in accordance with the applicable professional standards of the AICPA. It is anticipated that most if not all of these other services will be performed in accordance with the standards applicable to consulting services as prescribed by the AICPA.

Crawford & Associates, is not obligated to, but may report or otherwise communicate to management any recommendations, it determines necessary, resulting from the professional services provided.

Management and the governing body will be responsible for establishing the scope of our other professional services to be provided and for providing the necessary resources allocated to the work; such responsibility includes determining the nature, scope, and extent of the services to be performed, providing sufficient appropriation for the estimated cost of these services, providing overall direction and oversight for each service, and reviewing and accepting the results of the work.

Access to Working Papers and Reports

Any working papers prepared by Crawford & Associates in connection with performing the financial statement preparation and other professional services are the property of Crawford & Associates. Upon request, copies of any or all working papers and reports that we consider to be nonproprietary will be provided to management. Management may make such copies available to its external auditors and to certain regulators in the exercise of their statutory oversight responsibilities. Such copies may not be made available to any other third party without the prior written consent from Crawford & Associates.

Fees and Costs

Fees and out-of-pocket expenses for this engagement will be billed as the work progresses and payable upon receipt of our invoices. Out-of-pocket expenses include such costs incurred by Crawford & Associates in providing the services including travel, lodging, telecommunications, printing, document reproduction, and the like.

Our fees for these services will be billed at our standard hourly rates, as follows, for the individual performing such services based on the actual number of hours of work, including travel time, performed by that individual.

Standard Hourly Rates:

- Firm President \$275
- Shareholders \$190
- Senior Managers \$170
- Managers \$150
- Senior Professional Staff \$130
- Professional Staff \$90
- Clerical Staff \$60

Because Crawford & Associates has no direct control over the type and amount of services requested by the management or the governing body during the term of this engagement, nor does Crawford & Associates have direct control over the quality of your accounting system or records, potential turnover of your staff, or your staffing levels, resources, or capabilities, it is impractical for us to provide an accurate amount of hours that will be required for the services requested or a not-to-exceed limit on fees and expenses charged. We will rely on you to provide us with a copy of approved purchase orders, containing estimated fees and expenses, monitor the cumulative fees and expenses charged, and notify us if and when the cumulative amount approaches the total appropriated level estimated. You also agree to provide sufficient appropriation for all services requested prior to the services being performed. For purposes of purchase order preparation, we will be glad to provide you with an estimated range of fees and expenses upon request. In the event we complete FY 2026 prior to the end of FY 2027, we may begin interim preparations in the spring of 2027 to facilitate a more timely issuance of FY 2027's financial statements.

The term of this engagement is a period from July 1, 2026 through June 30, 2027. Crawford & Associates may perform additional services upon receipt of a formal request from management or the governing body with terms and conditions that are acceptable to both parties.

The agreements and undertakings contained in this engagement letter, shall survive the completion or termination of this engagement.

Acceptance

Please indicate your acceptance of this agreement by signing in the space provided below and returning this engagement letter to us. A duplicate copy of this engagement letter is provided for your records. We look forward to continuing our professional relationship with the City of Bethany.

Respectfully submitted and agreed to by,



Frank Crawford
Crawford and Associates, P.C.

Accepted and agreed to for the City of Bethany:

By: _____

Title: _____

Date: _____

BETHANY CITY COUNCIL

From: Elizabeth A. Gray, City Manager
Date: August 27, 2026
Subject: Consideration and Possible Action Approving Agreement between the City of Bethany and IAFF Local 2085

BACKGROUND

The IAFF Local 2085 and the City of Bethany negotiating team have reached an agreement to present to the City Council.

Staff is recommending approval of this 1-year agreement.

RECOMMENDATION

1. Approve the agreement as presented and authorize the mayor to sign the document on behalf of the City of Bethany.

ADDITIONAL COMMENTS





AGREEMENT

BETWEEN THE

CITY OF BETHANY, OKLAHOMA

AND

THE INTERNATIONAL ASSOCIATION

OF FIREFIGHTERS LOCAL 2085

FISCAL YEAR FY 2026-2027

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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 _____ 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 _____ day of September 2026.

By: _____
Robert Ray Jones, CITY ATTORNEY

Fire Pay Plan

FY 2027

Effective July 1, 2026 *(pending)*

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		
	Bi-weekly	\$2,132.04	\$2,217.32	\$2,306.02	\$2,398.26	\$2,494.19	\$2,593.95	\$2,697.71		
	Month	\$4,619.42	\$4,804.20	\$4,996.37	\$5,196.22	\$5,404.07	\$5,620.23	\$5,845.04		
	Annual	\$55,433.08	\$57,650.40	\$59,956.42	\$62,354.68	\$64,848.87	\$67,442.82	\$70,140.53		
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"

Agenda: 09/01/2026

Item: 7

BETHANY CITY COUNCIL

From: Brett Crecelius, Community Development Director
Date: August 26, 2026
Subject: CERI 2026 Grant Program through ACOG

BACKGROUND

The Community Development Department is seeking to amend Resolution 1746, a resolution approving the applications to the CERI Grant Program. The local match requirement was increased to \$3,500 per awarded project instead of \$3,000 per awarded project. After discussion with review committee, staff amended language to include the possibility of multiple applications being awarded.

00RECOMMENDATION

1. Approve amendments to Resolution No. 1746 as presented.



ADDITIONAL COMMENTS

RESOLUTION NO. 1746

A RESOLUTION APPROVING A GRANT APPLICATION TO THE ASSOCIATION OF CENTRAL OKLAHOMA GOVERNMENTS FOR THE CERI 2026 GRANT PROGRAM.

WHEREAS, the City of Bethany has heavily traveled commercial corridors along NW 39th Street and NW 23rd Street that require planning to address current and future transportation needs; and

WHEREAS the City of Bethany desires to improve streets, parking, and transportation infrastructure serving its business community; and

WHEREAS, the City of Bethany seeks to plan for the transportation needs of motorists, pedestrians, and other users within its commercial corridors; and

WHEREAS, the Association of Central Oklahoma Governments (ACOG) has made funding available through its CERI 2026 Grant Program to assist communities in planning efforts; and

WHEREAS, the CERI 2026 Grant Program requires a ~~10%, not to exceed \$3,000;~~\$3,500 local funding match for cities whose municipalities exceed 10,000, with eligible planning projects funded at ninety percent (90%) of project costs. The local funding match is a requirement for each CERI Planning Demonstration Site awarded to the city, if awarded multiple sites.

WHEREAS, the city of Bethany agrees to provide extensive community engagement to make the planning demonstration site process a success and provide ongoing local support to ensure future project implementation and maintenance funding.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Bethany, Oklahoma, that the City hereby authorizes the submission of an application to the Association of Central Oklahoma Governments for funding through the CERI 2026 Grant Program.

BE IT FURTHER RESOLVED that the City Council affirms its commitment to pursuing planning improvements that benefit the citizens, businesses, and visitors of the City of Bethany and authorizes the appropriate City officials to execute all documents necessary for the submission of the grant application.

END

The foregoing Resolution was duly adopted and approved by the Mayor and City Council of the City of Bethany on the _____ day of _____, 2026, after compliance with notice requirements of the Open Meeting Law (25 OSA, Sections 301, et seq.).

Mayor

ATTEST:

City Clerk

Approved as to form and legality on _____, 2026.

CITY ATTORNEY

BETHANY CITY COUNCIL

From: Elizabeth Gray, City Manager
Date: September 1, 2026
Subject: Discussion and possible approval of Engineering Design Contract for Engineering Services for NW 36th Street Trail Design.

BACKGROUND

The City of Bethany was awarded a Small Cities Air Quality Grant from the Association of Central Oklahoma Governments (ACOG) for the construction of a trail along NW 36th from Rockwell to Council. The estimated construction cost is \$1,200,000.00 and the Grant will provide 80% (\$960,000.00) and the City's share of the construction cost is 20% (\$240,000.00).

The City is responsible for contracting for the design of the project. Staff recommends approval of the attached contract for an amount of \$120,000 to complete the plans and specifications for a complete project to be advertised and awarded by the Oklahoma Department of Transportation.

RECOMMENDATION

1. Approve Engineering Design Contract between the City of Bethany and TEIM Design for design of the NW 36th Street Trail.

ADDITIONAL COMMENTS

80% - \$960,000 will be funded from the ACOG (ODOT) grant
20% - \$240,000 will be funded from the City of Bethany Street, sidewalk and drainage account (\$60,000 will be funded from Putnam City Schools)



CITY OF BETHANY, OKLAHOMA ENGINEERING CONTRACT

This contract entered into between the City of Bethany, Oklahoma, hereinafter called the “City”; and TEIM Design, PLLC., 3020 NW 149th Street, Oklahoma City, Oklahoma, hereinafter called the “Engineer”. This ____ day of _____ 2026 for the purpose of providing engineering services, and contract documents, for the NW 36th Street Trail Design Project from Council Road to Rockwell Avenue, hereinafter referred to as the PROJECT;

The City and Engineer in consideration of their mutual covenants herein agree in respect of the performance of professional engineering services by Engineer and the payment for those services by City, as set forth below.

Engineer shall serve as City’s professional engineering representative in those phases of the PROJECT to which this agreement applies and will give consideration and advice to City during the performance of their services.

SECTION 1

A. BASIC SERVICES OF ENGINEER

1. The Engineer shall perform professional services as hereinafter stated which include normal civil, surveying, and geotechnical activities as required.
2. To comply with all federal, state, and local laws, regulations, and ordinances applicable to the work.
3. That prior to beginning the work, the Engineer shall obtain and furnish current copies (certificates) to the City of:
 - a) Workers’ Compensation Insurance in accordance with the laws of the State of Oklahoma.
 - b) Policy Limits: The insurance coverage and limits required of the Engineer under this Contract are designed to meet the minimum requirements of the City and its participating trusts.
 - c) Commercial General Liability Insurance. The Engineer shall provide and maintain commercial general liability insurance coverage sufficient to meet the maximum cumulative liability of all parties to this Contract, including the City and any public trust participating in the Project, under the Governmental Tort Claims Act, 51 O.S. § 151 et seq., (GTCA) and any amendment or addition thereto, as provided herein.

Property damage liability in an amount not less than Two Hundred Thousand Dollars (\$200,000.00) per claimant for loss, damage to or destruction of property,

including but not limited to consequential damages arising out of a single accident or occurrence.

All other liability in an amount not less than One Hundred Seventy-Five Thousand Dollars (\$175,000.00) per claimant for claims including death, personal injury, and all other claims arising out of a single accident or occurrence.

Single occurrence or accident liability in an amount not less than One Million Dollars (\$1,000,000.00) for any number of claims arising out of a single accident or occurrence.

- d) Automobile Liability Insurance. The Engineer shall provide and maintain comprehensive automobile liability insurance coverage as to the ownership, maintenance, and use of all owned, non-owned, leased or hired vehicles sufficient to meet the maximum cumulative liability of all parties to this Contract, including the City and any public trust participating in the Project, under the Governmental Tort Claims Act, 51 O.S. § 151 *et seq.*, (GTCA) and any amendment or addition thereto, unless otherwise specifically and expressly provided herein.

Property damage liability in an amount not less than Two Hundred Thousand Dollars (\$200,000.00) per claimant for loss, damage to or destruction of property, including but not limited to consequential damages arising out of a single accident or occurrence.

All other liability in an amount not less than One Hundred Seventy-Five Thousand Dollars (\$175,000.00) per claimant for claims including death, personal injury, and all other claims arising out of a single accident or occurrence.

Single occurrence or accident liability in an amount not less than One Million Dollars (\$1,000,000.00) for any number of claims arising out of a single accident or occurrence.

- e) Professional Liability Insurance in the amount of \$1,000,000. This insurance (A, B, C, & D) shall be maintained a full force and effect during the life of this engineering contract.

7. Indemnity

Subject to the laws of Oklahoma and applicable federal law, Engineer agrees to defend and hold harmless the City of Bethany for the negligent and intentional acts of the Engineer's own employees, agents, representatives, divisions, and affiliates that arise out of or are related to the performance of any of the Engineer's obligations under this Agreement.

8. That the Engineer and his subcontractors are to maintain all books, documents, papers, accounting records, and other evidence pertaining to cost incurred and to make such materials available at their respective offices at all reasonable times, during the contract period for three years from the date of final payment under the contract, for inspection by the City and copies thereof shall be furnished if requested.

9. Preliminary Design Phase

After written authorization to proceed with the Preliminary Phase, Engineer shall:

- 9.1 In consultation with the City and on the basis of the Scope of Services (Exhibit "A"), prepare preliminary design documents consisting of final design criteria, preliminary plans, and outline specifications.
- 9.2 Based on preliminary design plans, submit an opinion of probable cost for the project including construction cost, contingencies, and compensation for all professionals and consultant services.
- 9.3 Furnish three (3) copies of the above preliminary design plans and present and review them in person with the City.

10. Final Design Phase

After written authorization to proceed with the Final Design Phase, Engineer shall:

- 10.1 On the basis of the accepted preliminary design plans, incorporate in the contract documents final plans, quantities, construction estimates, and specifications to show the character and scope of the work to be performed by the Contractors on the PROJECT.
- 10.2 Furnish to City such documents and design data as may be required and assist in the preparation of the required documents so that the City may obtain approvals of such governmental authorities as have jurisdiction over design criteria applicable to the PROJECT and assist in obtaining such approvals by participating in submissions to and negotiations with appropriate authorities.
- 10.3 Advise the City of any adjustments to their latest opinion of probable project cost caused by changes in design requirements or construction costs and furnish a revised opinion of probable project cost based on the drawings and specifications.
- 10.4 Prepare bid forms, notice to bidders, instruction to bidders, general conditions, and supplementary conditions, and assist in the preparation of other related documents.
- 10.5 Furnish three (3) copies of the above documents and present and review them in person with the City.
- 10.6 Furnish five (5) copies of the approved final design documents to the City.

- 10.7 Assist the City in the acquisition of the required local, State and Federal government permits (ODEQ, OWRB, etc.) and private permits (railroad, utility, etc.). The Engineer shall at no additional cost to City provide sets of construction plans and specifications as may be necessary for application of such permits.

11. Advertising and Bidding Phase

After written authorization to proceed with the Advertising and Bidding Phase, the Engineer shall:

- 11.1 Assist City in obtaining bids or negotiating proposals for the construction contract. The Engineer shall supply prospective bidders with the project plans and contract documents for a fee to be retained by the Engineer to cover the costs for reproduction, etc.; the amount of the fee to be agreed upon by the Engineer and the City. The Engineer shall record the name, address, telephone number, and email address of each prospective bidder obtaining the contract documents.
- 11.2 Attend the Pre-Bid Conference to assist the City in answering any questions pertaining to the PROJECT which the prospective bidders may have.
- 11.3 Consult with and advise the City as to the acceptability of sub-contractors and other persons or organizations proposed by the Contractor(s) for those portions of the work as to which such acceptability is required by the contract documents.
- 11.4 Consult with and advise the City as to the acceptability of substitute materials and equipment proposed by Contractor(s) when substitution is permitted by the contract documents.
- 11.5 Assist the City in evaluation bids or proposals and in assembling and awarding contracts.

12. Construction Phase

During the Construction Phase, the Engineer shall:

- 12.1 Consult with and advise the City and act as their representative. All of the City's instructions to contractor(s) will be issued through the City Manager or their designated representative.
- 12.2 Make monthly visits to the site to observe as an experienced and qualified design professionals, the progress and quality of the executed work and to determine in general if the work is proceeding in accordance with the contract document; they shall not be required to make exhaustive or continuous on-site inspections to check the quality or quantity of work; shall not be responsible for the means, methods, techniques, sequences or

procedures of construction selected by Contractor(s) or the safety precautions and programs incident to the work of Contractor(s). Their efforts will be directed toward providing assurance for City that the completed PROJECT will conform to the contract documents; but they shall not be responsible for the failure of Contractor(s) to perform construction work in accordance with the contract documents. During such visits and on the basis of their on-site observances, they shall provide the City written reports on the progress, performance, and quality of the work. The Engineer shall endeavor to guard the City against defects and deficiencies in the work of Contractor(s) and may recommend to City the disapproval or rejection of work as failing to conform to the contract documents.

- 12.3 Review and approve shop drawings and samples, the results of tests and inspections and other data which any Contractor is required to submit, but only for conformance with the design concept of the PROJECT and compliance with the information given in the contract documents; determine the acceptability of substitute materials and equipment proposed by Contractor(s); and receive and review (for general content as required by the specifications) maintenance and operating instructions, schedules, guarantees, bonds and certificates of inspection which are to be assembled by Contractor(s) in accordance with the contract documents.
- 12.4 Conduct, when notified by City, a final inspection of the project and provide the City a written report indicating the Engineer's opinion as to the conformance of the completed work to the contract documents, quality of the work performed, performance of the Contractor(s) and a list of any deficient items.
- 12.5 Perform such additional services as may be set forth under this phase of the work as shown in Exhibit "A".

SECTION 2

CITY RESPONSIBILITIES

The City Shall:

- 1. To pay a total fee based on hourly rates or lump sum amount. The total fee for provided services are presented on EXHIBIT "A".

Said payments to be made based on monthly invoices for hours worked or percent complete on lump sum projects.
- 2. Provide full information as to their requirements for the project.
- 3. Assist the Engineer by placing at their disposal all available information pertinent to the project including previous reports and any other data relative to design and construction of the PROJECT.

4. Examine all studies, reports, sketches, estimates, specifications, drawings, proposals, and other documents presented by the Engineer and render in writing decisions pertaining within a reasonable time so as not to delay the services of the Engineer.
5. Pay all permitting costs associated with the PROJECT.
6. Pay all advertising costs incident to obtaining bids or proposals from Contractor(s).
7. Return to the Engineer submitted project documents for City's review on which the Engineer has not substantially addressed previously noted provisions and comments. The Engineer's contract time will not be suspended for submission of project documents which do not contain substantial revisions.
8. Provide a testing firm and pay all costs for testing, as required for design of the PROJECT, unless specified otherwise.
9. Designate in writing a person to act as the City's representative with respect to the work to be performed under this agreement. Such person shall have complete authority to transmit instructions, receive information, and interpret and define the City's policies and decisions with respect to materials, equipment, elements, and systems pertinent to the Engineer's services.
10. Issue all instructions to the Engineer; act as interpreter of the requirements of the contract documents and judge of the performance thereunder by the parties thereto and shall make decisions on all claims of the Engineer relating to the execution and progress of the work and all other matters and questions related thereto.
11. In consultation with the Engineer, issue all instructions to Contractor(s); prepare routine change orders as required; require, if deemed appropriate, special inspection or testing of the work; act as interpreter of the requirements of the contract documents and judge of the performance thereunder by the parties thereto and shall make decisions on all claims of the City and Contractor(s) relating to the execution and progress of the work and all other matters and questions related thereto.
12. Have the City Manager or their designated representative, based on their on-site observations and project inspection reports, determine the amounts owing to Contractor(s).
13. Conduct an inspection to determine if the PROJECT is substantially complete and a final inspection to determine if the project has been completed in accordance with the contract documents and if each Contractor has fulfilled all obligations thereunder so that City may approve, in writing, final payment to each Contractor.

SECTION 3

It is further mutually agreed by the City and the Engineer that:

1. For any major revision in the character or scope of the work in design ordered in writing by the City, a supplemental agreement will be negotiated, prior to performing the additional work.
2. The City reserves the right to terminate the contract at any time, and if the PROJECT should be abandoned, or the processing of the PROJECT be indefinitely postponed, or if the contract is terminated for any other reasons, the Engineer shall be paid the reasonable value by the City for the data delivered or is ready for delivery upon receipt thereof based upon availability of funds for this work, and such determination by the City shall be conclusive and binding.
3. The Engineer is, and shall be, in the performance of all work, services and activities an independent contractor, and not an employee, agent, or servant of the City of Bethany. The tort liability of the City of Bethany is exclusively governed by the "Oklahoma Governmental Tort Claims Act". The City reserves the right to terminate this contract at any time, and if this project should be abandoned, or the processing of same indefinitely postponed, or this contract terminated for any other reason, the Engineer shall be paid by the City the reasonable value for the data delivered or ready for delivery upon receipt thereof, and such determination by the City shall be conclusive and binding.
4. Any dispute concerning a question of fact in connection with the work not disposed of by agreement between the parties shall be referred for determination by the City or their duly authorized representative whose decision after approval by the City in the matter shall be final and conclusive on the parties to the contract.
5. The Engineer shall furnish all engineering services, labor, equipment, and incidentals as may be required to perform this contract, except as otherwise provided herein.
6. All work performed and submitted under this contract shall be done in a manner acceptable to the City.
7. A detailed scope of services is attached as EXHIBIT "A", which is hereby incorporated into this contract.
8. This agreement shall be binding upon and inure to the benefit of successors or assigns of the parties hereto.

IN WITNESS WHEREOF, this Contract was executed and approved by the Engineer this _____ day of _____ 2026.

TEIM DESIGN, PLLC.

ATTEST:

STATE OF OKLAHOMA)
) SS President
COUNTY OF OKLAHOMA)

This instrument was acknowledged before me on this _____ day of _____ 2026, by Joe B. Davis, P.E., as President of TEIM Design, PLLC.

My Commission Expires/Commission Number: _____
Notary Public

10-04-2027 / 19010036 (Seal)

IN WITNESS WHEREOF, this Contract was approved and executed by the City of Bethany this _____ day of _____ 2026.

THE CITY OF BETHANY

ATTEST:

City Clerk

Mayor

**EXHIBIT “A”
Scope of Services**

**CITY OF BETHANY
NW 36th Street Trail Design Project from Council Road to Rockwell Avenue**

The Scope of Work shall include all necessary services to furnish complete detailed construction plans, bidding documents, and construction administration, for the work identified below:

Design and installation of trails along NW 36th Street between Council Road and Rockwell Avenue to enhance connectivity between surrounding neighborhoods, local schools, and Eldon Lyon Park, while also addressing existing drainage concerns along the corridor.

Survey (CEC)	\$21,100.00
Environmental	\$9,400.00
Traffic (TEC)	\$11,000.00
Design	\$78,500.00

The total cost of Engineering Services for this work is \$ 120,000.00 lump sum.

EXHIBIT “B”

Compensation for Hourly Engineering Services & Payments

Compensation.

- A. The Engineer shall be compensated at the following hourly rates for Project Engineering services performed.

<u>Personnel</u>	<u>Rate</u>
Principal	\$217
Senior Architect	\$185
Senior Engineer	\$185
Project Engineer	\$142
Structural Engineer	\$153
Engineer Intern	\$96
Traffic Engineer	\$178
Environmental Specialist	\$142
CADD Technician	\$108
Design Technician	\$145
Clerical/Admin	\$90
Construction Engineer	\$153
Construction Technician	\$102
Inspector	\$118
Senior Planner	\$163
Planner	\$120

Payments.

- A. Payment of claims for hourly work completed on each task may be submitted. Invoices for the amount and value of the work and services performed by the Engineer shall be submitted monthly to the City and shall meet the standards of quality as established under this Contract. The City agrees to pay the Engineer, as compensation for such engineering services as listed herein. The invoices shall be prepared and submitted by the Engineer and be accompanied by all supporting data required by the City. Payment of any invoice for any work or services is not deemed to be recognition of satisfactory performance of said work or services or a waiver of any right of the City or any obligation of the Engineer should it be determined later that said work or services were negligently performed or provided or were not performed or provided in accordance with the standards required by this Contract.
- B. Final payments for assigned projects shall not be deemed to waive any rights or obligations of the parties to this Contract.

EXHIBIT "C"
EQUAL OPPORTUNITY CLAUSE

The applicant hereby agrees that it will incorporate or cause to be incorporated into any contract for construction work, or modification thereof, as defined in the regulations of the Secretary of Labor at 41 CFR Chapter 60, which is paid for in whole or in part with funds obtained from the Federal Government or borrowed on the credit of the Federal Government pursuant to a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, the following equal opportunity clause: During the performance of this contract, the Engineer agrees as follows:

(1) The Engineer will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The Engineer will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Engineer agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The Engineer will, in all solicitations or advertisements for employees placed by or on behalf of the Engineer, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The Engineer will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the Engineer's legal duty to furnish information.

(4) The Engineer will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the Engineer's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The Engineer will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The Engineer will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the Engineer's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the Engineer may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The Engineer will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The Engineer will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event an Engineer becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the Engineer may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: Provided, that if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

EXHIBIT “D”

Federal Requirements Under 2 CFR PART 200, Appendix II, As Applicable

A. **Simplified Acquisition Threshold.** Contracts for more than the simplified acquisition threshold currently set at \$150,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. §1908, as may be amended from time to time, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

B. **Contract Minimum for Termination for Cause and Convenience.** All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity including the manner by which it will be affected and the basis for settlement.

C. **Davis Bacon Act, as amended (40 U.S.C. §3141–3148).** When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. §3141–3144, and 3146–3148) as supplemented by Department of Labor regulations (29 CFR Part 5, “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

D. **Copeland Anti-Kick Back Act.** Contracts must also include a provision for compliance with the Copeland “Antikickback” Act (40 U.S.C. §3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

E. **Contract Work Hours and Safety Standards Act (40 U.S.C. §3701–3708).** Where applicable, all contracts awarded by the nonfederal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §3702 and §3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. §3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. §3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply

to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

F. Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of “funding agreement” under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.

G. Energy Policy and Conservation Act. Contractor must comply with mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. §6201).

H. Byrd Anti-Lobbying Amendment (31 U.S.C. §1352). Contractors that apply or bid for an award of \$100,000 or more must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. §1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier-to-tier up to the non-Federal award.

J. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

K. Recipients and subrecipients are prohibited from obligating or expending loan or grant funds to:

- (1) Procure or obtain;
- (2) Extend or renew a contract to procure or obtain; or
- (3) Enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities).

For the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications

equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities).

Telecommunications or video surveillance services provided by such entities or using such equipment.

Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

In implementing the prohibition under Public Law 115-232, section 889, subsection (f), paragraph (1), heads of executive agencies administering loan, grant, or subsidy programs shall prioritize available funding and technical support to assist affected businesses, institutions and organizations as is reasonably necessary for those affected entities to transition from covered communications equipment and services, to procure replacement equipment and services, and to ensure that communications service to users and customers is sustained.

See Public Law 115-232, section 889 for additional information.

See also § 200.471.

L. Procurement of Recovered Materials. See 2 CFR §200.322.

NOTICE: On Thursday, August 13, 2026, or before 4:59 p.m., agenda was posted at City Hall, on the bulletin board in the lobby of City Hall, and on the City of Bethany website: cityofbethany.org. The City of Bethany encourages participation from all its citizens. If participation at any public meeting is not possible due to a disability, notification to the City Clerk at least 48 hours prior to the scheduled meeting is encouraged to make the necessary accommodations. The City may waive the 48-hour rule if signing is not the necessary accommodation.

BETHANY PUBLIC WORKS AUTHORITY MEETING

BETHANY CITY HALL

TUESDAY, AUGUST 18, 2026

6:30 P.M.

MEMBERS PRESENT:	Amanda Sandoval	Chairman
	Ken Smart	Vice-Chairman
	Burt Falkner	Trustee
	Chris Powell	Trustee
	Aja Triana	Trustee
	Kathy Larsen	Trustee
	Chandra Ford	Trustee
	Brian Magirowsky	Trustee
MEMBERS ABSENT:	Peter Plank	Trustee
OTHERS PRESENT:	Elizabeth Gray	City Manager
	Ray Jones	City Attorney
	Lesa LaMar	Deputy City Clerk
	Chad Meek	Chief of Police
	(See Roster)	

Chairman Sandoval called the Bethany Public Works Authority meeting to order at 7:23 P.M.

ITEM NO. 1 on the agenda was **CONSENT DOCKET:**

- A. APPROVAL OF MINUTES FROM AUGUST 4, 2025, REGULAR MEETING.**
- B. APPROVAL OF CLAIMS: THESE CLAIMS HAVE BEEN FOUND TO BE IN ORDER BY STAFF AND PROPER AS TO FORM AND PROCEDURE AND ARE RECOMMENDED FOR PAYMENT. A COPY OF THE CLAIMS LIST IS INCLUDED IN THE AGENDA PACKET.**

A motion was made by Trustee Magirowsky, seconded by Trustee Ford to approve the Consent Docket. Yes votes: Larsen, Sandoval, Magirowsky, Triana, Powell, Falkner, Smart, Ford. No Votes: None. Motion approved.

ITEM NO. 2 on the agenda was **NEW BUSINESS (AS DEFINED BY THE OKLAHOMA OPEN MEETING ACT § 311 (A) (9) AS “MATTERS NOT KNOWN ABOUT OR WHICH COULD NOT HAVE REASONABLY BEEN FORESEEN PRIOR TO THE TIME OF POSTING THE AGENDA”)**.

None

ITEM NO. 3 on the agenda was **ADJOURN UNTIL SEPTEMBER 1, 2026.**

Chairman Sandoval adjourned the Bethany Public Works Authority meeting at 7:24 P.M. until September 1, 2026.

CHAIRMAN

SECRETARY

AGENDA: 09/01/2026
ITEM: Consent 1 (B)

BETHANY PUBLIC WORKS AUTHORITY

From: Michael Vaughn, Finance Director
Date: August 27, 2026
Subject: Claims list for the 09/01/2026 Bethany Public Works Authority Meeting

BETHANY PUBLIC WORKS AUTHORITY

FUND	AMOUNT
Bethany Public Works Authority	\$ 89,806.43
TOTAL	\$ 89,806.43

ENTERPRISE-WIDE SUMMARY OF ALL CLAIMS:

FUND	AMOUNT
General Operations Fund	\$ 112,807.47
Bethany Public Works Authority	\$ 89,806.43
Bethany Hospital Trust	\$ -
Bethany Development Authority	\$ -
TOTAL	\$ 202,613.90

RECOMMENDATION

1. Approve claims as presented.



P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: N/A		NON-DEPARTMENTAL				
27-57686	10-005216	PERDUE BRANDON FIELDER	COLLBAD DEBT COLLECTIONS	8/2026	1966-GUZMAN	57.93
DEPARTMENT TOTAL:						57.93
DEPARTMENT: 01.0		MANAGEMENT				
27-57276	10-005519	CRAWFORD & ASSOCIATES, P.C.	FINANCIAL /AUDIT PREP	8/2026	35625	555.00
27-57643	10-1068	ONG	MONTHLY SERVICE	8/2026	20260818--	94.58
27-57429	10-3196	IMAGENET CONSULTING, LLC	COPIER UPSTAIRS/DOWNSTAIR	8/2026	INV1713715	111.06
DEPARTMENT TOTAL:						760.64
DEPARTMENT: 02.0		FINANCE				
27-57724	10-005321	AMAZON CAPITAL SERVICES, INCS	3 CHAIRS	8/2026	7361818	646.77
27-57704	10-005373	CARD SERVICES/PI	CS PRINTER COLOR TONER	8/2026	1787075605	238.62
27-57283	10-005702	TPS TECHNICAL PROGRAMMING	UTILITY BILL PRINTING	8/2026	124950	2,745.33
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	769.12
DEPARTMENT TOTAL:						4,399.84
DEPARTMENT: 08.1		PUBLIC WORKS - ADMIN				
27-57754	10-005321	AMAZON CAPITAL SERVICES,	ININK, SPOTLIGHT LOCKS	8/2026	7251416	
27-57416	10-005350	FORCE PERSONNEL	TEMP FOR ADMIN DUTIES	8/2026	89483	359.23
27-57263	10-3042	ACCURATE ENVIRONMENTAL	VOC'S	8/2026	IH12082	816.00
DEPARTMENT TOTAL:						1,175.23
DEPARTMENT: 08.3		PUBLIC WORKS - SANIT				
27-57198	10-005350	FORCE PERSONNEL	TEMP HELP FOR SANITATION	8/2026	89484	1,430.89
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	675.80
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	475.48
27-57223	10-006287	TAKE TEN TIRE & SERVICE	RECAPS,CASHING,STEERTIRES	8/2026	4-GS358357	3,120.90
27-57631	10-0225	GENUINE PARTS	BATTERIES	8/2026	122953	312.32
27-57712	10-0225	GENUINE PARTS	AIR FILTERS	8/2026	123734	276.31
27-57635	10-0812	J & R EQUIPMENT LLC	BUMPER RAILS	8/2026	07003284	353.16
27-57636	10-0812	J & R EQUIPMENT LLC	LATCH HANDLE	8/2026	07003243	869.89
27-57670	10-0812	J & R EQUIPMENT LLC	LATCH HANDLE #89	8/2026	07003259	826.69
27-57716	10-1118	FLEETPRIDE	FILTER BRAKE SYSTEM	8/2026	137017227	177.99
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	8,190.43
27-57205	10-4090	AT&T MOBILITY	MONTHLY FEE FOR TRAKING PH	8/2026	X08192026	144.81
DEPARTMENT TOTAL:						16,854.67

FUND: 056- BETHANY PUBLIC WORKS AUTH

SUMMARY REPORT

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 08.4 PUBLIC WORKS - MAINT						
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	69.15
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	108.57
DEPARTMENT TOTAL:						177.72
DEPARTMENT: 12.0 UTILITY - WATER PLANT						
27-57754	10-005321	AMAZON CAPITAL SERVICES,	ININK, SPOTLIGHT LOCKS	8/2026	7767429	14.17
27-57641	10-005962	USABLUEBOOK	BLEACH PUMP PARTS	8/2026	INV01138563	214.40
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	106.81
27-57733	10-006228	NATIONAL TANK & EQUIPMENT	LBYPASS PUMP RUGBY FIELD	8/2026	494676-0001	1,057.25
27-57624	10-0091	BRENNTAG SOUTHWEST	AMMONIUM HYDROXIDE	8/2026	BSW720426	1,901.30
27-57625	10-0091	BRENNTAG SOUTHWEST	4000 GALLONS 12.5% BLEACH	8/2026	BSW719343	8,246.94
27-57310	10-0948	MIDCO LABORATORY	VERSANATE	8/2026	20260808*	96.00
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	24,830.50
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	1,051.18
27-57593	10-1622	WESTLAKE ACE HARDWARE	2CYCLE OIL SOAP HOSE NOZZ	8/2026	3505772	62.94
27-57677	10-1622	WESTLAKE ACE HARDWARE	HOSE NOZZLE, TRIM LINE	8/2026	3505785	79.93
27-57536	10-3042	ACCURATE ENVIRONMENTAL	SOC SAMPLES	8/2026	IG28101	2,505.00
27-57586	10-3042	ACCURATE ENVIRONMENTAL	BACT'S	8/2026	IH05126	350.00
27-57721	10-3042	ACCURATE ENVIRONMENTAL	SECOND SET OF BACT'S	8/2026	IH04096	350.00
27-57691	10-3919	MISSISSIPPI LIME	LIME	8/2026	CD231421	10,963.75
DEPARTMENT TOTAL:						51,830.17
DEPARTMENT: 12.1 UTILITY - WATER LINE						
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	195.03
27-57709	10-005992	AEG PETROLEUM	DEF AND DEGREASER	8/2026	1033480	114.27
27-57732	10-006228	NATIONAL TANK & EQUIPMENT	L19TH COLLEGE	8/2026	457214-0007	3,772.00
27-57547	10-0609	BOBCAT OF OKLAHOMA CITY	THUMB CONTROL	8/2026	P28251	615.15
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	103.16
27-57696	10-1066	OKLAHOMA CONTRACTOR'S SUPPL	2 INCH CLAMPS	8/2026	0391640-IN	370.00
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	3,384.40
27-57543	10-1622	WESTLAKE ACE HARDWARE	SPRIKLER PARTS	8/2026	3505759	7.77
27-57731	10-1622	WESTLAKE ACE HARDWARE	SAND PAPER TUBE CUTTER	8/2026	3505805	148.91
27-57589	10-2530	IMPROVED CONSTRUCTION	METHOMARKING PAINT	8/2026	101992	123.00
27-57432	10-4090	AT&T MOBILITY	METER READER/MODEMS	8/2026	20260811	227.89
DEPARTMENT TOTAL:						9,061.58

P.O.#	VENDOR #	NAME	SUMMARY DESCRIPTION	DATE	INVOICE	AMOUNT
DEPARTMENT: 12.2 UTILITY - SEWER						
27-57668	10-005739	INKLING DESIGNS LLC	PPE SHIRTS	8/2026	37054	195.03
27-57547	10-0609	BOBCAT OF OKLAHOMA CITY	THUMB CONTROL	8/2026	P28251	615.16
27-57495	10-1063	OG&E	MONTHLY SERVICE	8/2026	20260826	3,464.98
27-57464	10-1068	ONG	MONTHLY SVC	8/2026	20260818-	190.63
27-57698	10-1261	RED ROCK PETRO	UNLEAD AND DIESEL	8/2026	1658130	897.53
27-57743	10-3348	COUNTY CLERK OKLA COUNTY	SHANNON LIFT EASEMENT	8/2026	20260821	72.00
27-57432	10-4090	AT&T MOBILITY	METER READER/MODEMS	8/2026	20260811	53.32
DEPARTMENT TOTAL:						5,488.65
FUND TOTAL:						89,806.43
GRAND TOTAL:						202,613.90

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BETHANY HOSPITAL TRUST MEETING

BETHANY CITY HALL

TUESDAY, AUGUST 18, 2026

6:30 P.M.

MEMBERS PRESENT:	Amanda Sandoval	Chairman
	Ken Smart	Vice-Chairman
	Burt Falkner	Trustee
	Chris Powell	Trustee
	Aja Triana	Trustee
	Kathy Larsen	Trustee
	Chandra Ford	Trustee
	Brian Magirowsky	Trustee
MEMBERS ABSENT:	Peter Plank	Trustee
OTHERS PRESENT:	Elizabeth Gray	City Manager
	Ray Jones	City Attorney
	Lesa LaMar	Deputy City Clerk
	Chad Meek	Chief of Police
	(See Roster)	

Chairman Sandoval called the Bethany Hospital Trust meeting to order at 7:24 P.M.

ITEM NO. 1 on the agenda was **CONSENT DOCKET:**

- A. APPROVAL OF MINUTES FROM AUGUST 4, 2026, REGULAR MEETING.**
- B. APPROVAL OF CLAIMS: THESE CLAIMS HAVE BEEN FOUND TO BE IN ORDER BY STAFF AND PROPER AS TO FORM AND PROCEDURE AND ARE RECOMMENDED FOR PAYMENT. A COPY OF THE CLAIMS LIST IS INCLUDED IN THE AGENDA PACKET.**

A motion was made by Trustee Ford, seconded by Trustee Triana to approve the consent docket. Yes votes: Ford, Falkner, Larsen, Triana, Sandoval, Powell, Magirowsky, Smart. No Votes: None. Motion approved.

ITEM NO 2 on the agenda was **CONSIDERATION AND POSSIBLE APPROVAL FOR**

PERMISSION TO ADVERTISE FOR BIDS FOR THE DEMOLITION OF THE FORMER HOSPITAL LOCATED AT 7600 NW 23RD STREET. (ELIZABETH GRAY, CITY MANAGER)

A motion was made by Trustee Ford, seconded by Trustee Triana to approve permission to advertise for bids for the demolition of the former hospital located at 7600 NW 23rd Street. Yes votes: Falkner, Sandoval, Ford, Magirowsky, Powell, Larsen, Triana, Smart. No votes: None. Motion approved.

ITEM NO 3 on the agenda was **NEW BUSINESS (AS DEFINED BY THE OKLAHOMA OPEN MEETING ACT § 311 (A) (9) AS “MATTERS NOT KNOWN ABOUT OR WHICH COULD NOT HAVE REASONABLY BEEN FORESEEN PRIOR TO THE TIME OF POSTING THE AGENDA”)**.

None.

ITEM NO. 4 on the agenda was **ADJOURN UNTIL SEPTEMBER 1, 2026.**

Chairman Sandoval adjourned the Bethany Hospital Trust meeting at 7:25 P.M. until September 1.

CHAIRMAN

SECRETARY

AGENDA: 09/01/2026
ITEM: Consent 1 (B)

BETHANY HOSPITAL TRUST

From: Michael Vaughn, Finance Director
Date: August 27, 2026
Subject: Claims list for the 09/01/2026 Bethany Hospital Trust Meeting

BETHANY HOSPITAL TRUST

FUND	AMOUNT
Bethany Hospital Trust	\$ -
TOTAL	\$ -

ENTERPRISE-WIDE SUMMARY OF ALL CLAIMS:

FUND	AMOUNT
General Operations Fund	\$ 112,807.47
Bethany Public Works Authority	\$ 89,806.43
Bethany Hospital Trust	\$ -
Bethany Development Authority	\$ -
TOTAL	\$ 202,613.90

RECOMMENDATION

1. Approve claims as presented.



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BETHANY DEVELOPMENT AUTHORITY

BETHANY CITY HALL

TUESDAY, AUGUST 18, 2026

6:30 P.M.

MEMBERS PRESENT:	Amanda Sandoval	Chairman
	Ken Smart	Vice-Chairman
	Burt Falkner	Trustee
	Chris Powell	Trustee
	Aja Triana	Trustee
	Kathy Larsen	Trustee
	Chandra Ford	Trustee
	Brian Magirowsky	Trustee
MEMBERS ABSENT:	Peter Plank	Trustee
OTHERS PRESENT:	Elizabeth Gray	City Manager
	Ray Jones	City Attorney
	Lesa LaMar	Deputy City Clerk
	Chad Meek	Chief of Police
	(See Roster)	

Chairman Sandoval called the Bethany Development Authority meeting to order at 7:25 P.M.

ITEM NO. 1 on the agenda was **CONSENT DOCKET:**

- A. APPROVAL OF MINUTES FROM AUGUST 4, 2026, REGULAR MEETING.**
- B. APPROVAL OF CLAIMS: THESE CLAIMS HAVE BEEN FOUND TO BE IN ORDER BY STAFF AND PROPER AS TO FORM AND PROCEDURE AND ARE RECOMMENDED FOR PAYMENT. A COPY OF THE CLAIMS LIST IS INCLUDED IN THE AGENDA PACKET.**

A motion was made by Trustee Smart, seconded by Trustee Ford to approve the consent docket. Yes votes: Sandoval, Ford, Magirowsky, Larsen, Falkner, Powell, Triana, Smart. No votes: None. Motion passed.

ITEM NO. 2 on the agenda **NEW BUSINESS (AS DEFINED BY THE OKLAHOMA OPEN MEETING ACT § 311 (A) (9) AS “MATTERS NOT KNOWN ABOUT OR WHICHM COULD NOT HAVE REASONABLY BEEN FORESEEN PRIOR TO THE TIME OF POSTING THE AGENDA”)**.

None

ITEM NO. 3 on the agenda was **ADJOURN UNTIL SEPTEMBER 1, 2026.**

Chairman Sandoval adjourned the Bethany Development Authority meeting at 7:25 P.M. until September 1, 2026.

CHAIRMAN

SECRETARY

AGENDA: 09/01/2026
ITEM: Consent 1 (B)

BETHANY DEVELOPMENT AUTHORITY

From: Michael Vaughn, Finance Director
Date: August 27, 2026
Subject: Claims list for the 09/01/2026 Bethany Development Authority Meeting

BETHANY DEVELOPMENT AUTHORITY

FUND	AMOUNT
Bethany Development Authority	\$ -
TOTAL	\$ -

ENTERPRISE-WIDE SUMMARY OF ALL CLAIMS:

FUND	AMOUNT
General Operations Fund	\$ 112,807.47
Bethany Public Works Authority	\$ 89,806.43
Bethany Hospital Trust	\$ -
Bethany Development Authority	\$ -
TOTAL	\$ 202,613.90

RECOMMENDATION

1. Approve claims as presented.

