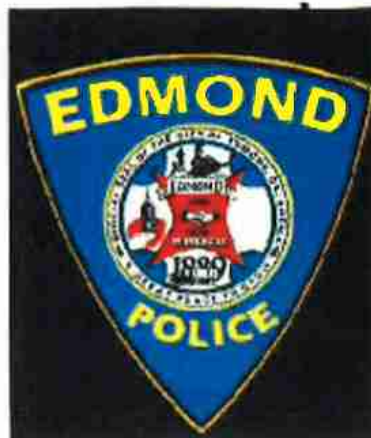




**CITY OF EDMOND**

**AND**

**The Fraternal Order of Police  
LOCAL 136**



**FISCAL YEARS  
2016 - 2019**



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## **ARTICLE 1**

### **PURPOSE OF AGREEMENT**

Section 1.1 This Agreement, entered into by the City of Edmond and The Fraternal Order of Police, Lodge #136, as the Collective Bargaining Agent, pursuant to Title 11, Oklahoma Statute Section 51-101 et seq., as amended, is made to:

- (a) Establish wages, hours, benefits, grievance and other conditions of employment of officers of the Edmond Police Department;
- (b) Provide for quality law enforcement and policing services throughout the City of Edmond's boundaries on an uninterrupted basis for the benefit of the citizens of Edmond;
- (c) Assist in the amicable adjustment of labor disputes.

## **ARTICLE 2**

### **RECOGNITION**

SECTION 2.1 The City of Edmond, hereinafter referred to as Employer, recognizes the Fraternal Order of Police, Lodge #136, hereinafter referred to as F.O.P., as the exclusive bargaining agent for all permanent paid commissioned officers, hereinafter referred to as employee, of the Edmond Police Department except:

- (a) Chief of Police
- (b) One Lieutenant Colonel (Deputy Chief) or Administrative Assistant Designee chosen by the Chief of Police

SECTION 2.2 Police Recruits. Police recruits are probationary employees for a period of twelve (12) months, which period may be extended as set out in Article 9, Section 9.1.

## **ARTICLE 3**

### **AUTHORITY AND TERM**

SECTION 3.1 The Employer and the F.O.P. have, by these presents, reduced to writing the Agreement entered into by the Employer and the F.O.P. through the collective bargaining process as that term is defined in 11 O.S. 1981 Section 51-101, as amended.

SECTION 3.2 This Agreement reduces to writing the full and complete agreement of the parties, and supersedes all prior negotiations and agreements, whether written or oral. This Agreement of the parties may be amended but such amendment must be reduced to writing, executed by both parties, and attached hereto.

SECTION 3.3 This Agreement shall be effective as of the 1st day of July, 2016, and shall remain in full force and effect until the 30th day of June, 2019, pursuant to the terms of 11 O.S. Section 51-101 et seq.

SECTION 3.4 This Agreement shall automatically extend for one year terms after June 30, 2016, unless written notice for bargaining is given to either party at least thirty (30) calendar days before the anniversary date of such negotiated agreement.

SECTION 3.5 The parties agree that the provisions of 11 O. S. Section 51-112 shall govern with regard to the F.O.P.'s obligation to serve written notice of request for collective bargaining.

SECTION 3.6 The terms of this Agreement shall be governed by the terms of the Fire and Police Arbitration Act, 11 O.S. Section 51-101 et seq.

SECTION 3.7 This Agreement shall be disseminated to all affected personnel. The Chief of Police shall inform all supervisory and management personnel of the terms of this agreement.

## **ARTICLE 4**

### **SAVINGS CLAUSE AND SUBORDINATION**

SECTION 4.1 In the event any Article, Section or portion of this Agreement should be held invalid and unenforceable by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending final determination as to its validity, the remainder of this Agreement shall remain in full force and effect and shall not be affected thereby. Such decision shall apply only to the specific Article, Section or portion thereof specifically held invalid in the tribunal's decision; and upon issuance of such a decision, the Employer and the F.O.P. agree to immediately negotiate a substitute for the invalidated Article, Section or portion thereof.

SECTION 4.2 In the event that any provision of this Agreement shall conflict with the Policies and Procedures Manual of the City of Edmond, the Edmond Police Operations Manual, or any other personnel, policy, or procedural directive of the City of Edmond, then, and in that event, this Agreement shall be controlling and the conflicting publication shall be subordinate thereto.

## **ARTICLE 5**

### **PROHIBITION OF STRIKES**

SECTION 5.1 During the term of this Agreement, the F.O.P. and its members agree to a prohibition of any kind of job action; i.e., strikes, work slowdowns, work stoppage, mass absenteeism, or being party to such activities.



## **ARTICLE 6**

### **MUTUAL RESPONSIBILITY TO ASSURE EQUALITY OF TREATMENT**

SECTION 6.1 No employee shall be favored or subjected to discrimination by the Employer, or its agents, nor by the F.O.P., its agents or members, because of race, creed, color, sex, national origin, relationship to any person or persons, political affiliation, injuries incurred in the performance of their duties, F.O.P. activities, or F.O.P. membership status.

SECTION 6.2 The Employer and the F.O.P. agree not to interfere with the right of any employee to become or not become a member of the F.O.P. and further agree that there will be no discrimination or coercion against any employee because of F.O.P. membership or non-membership.

SECTION 6.3 The Employer and the F.O.P. agree not to interfere with the right of any employee to avail themselves to the grievance procedure outlined in Article 10 of this Agreement and further agree that there will be no discrimination or coercion against any employee who elects to initiate this procedure.

SECTION 6.4 Pursuant to Title VII of the Civil Rights Act of 1964, as amended; the Civil Rights Act of 1991; the Americans with Disabilities Act; the Family and Medical Leave Act of 1993; the Guidelines, Rules and Regulations of the Equal Employment Opportunity Commission; State of Oklahoma Human Resources Department Directives; and, the City of Edmond Policy on Equal Employment Opportunities; each party recognizes itself to be legally bound to initiate and further the quality of employment for all persons receiving beneficial rights under this Agreement.

## ARTICLE 7

### MANAGEMENT RIGHTS

SECTION 7.1 The Employer, except as otherwise specifically provided for in this Agreement, retains and reserves unto itself, without limitation, all the powers, rights, authority, duties, and responsibilities conferred upon it and vested in it by the laws of the constitutions of the United States and the State of Oklahoma, the Statutes of the State of Oklahoma, and the Charter of the City of Edmond. Further, all rights, which ordinarily vest in and are exercised by employers are reserved to and remain vested in the Employer, including but not limited to the generality of the foregoing and the following managerial rights:

- (a) To manage its affairs efficiently and economically, including the determination of quantity, quality and types of service to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of operation.
- (b) To introduce new equipment, machinery, and/or processes, to change or eliminate existing equipment, institute technological changes, decide on materials, supplies, equipment and tools to be purchased. In making such decisions, due regard will be given to the safety of the officers of the Edmond Police Department.
- (c) To determine the size of the work force and increase or decrease its size.
- (d) To hire and assign employees.
- (e) To direct the work force, assign work within the Police Department, and determine the number of employees assigned to any particular job, assignment or operation.
- (f) To discipline, transfer, demote, and discharge employees for cause, subject to the grievance procedure right set out herein in Article 10, if such action falls within the definition of a grievance.
- (g) To select employees for promotion to supervisory positions, to determine the qualifications and competency of employees, and to evaluate their performance.
- (h) To require employees to be in good physical condition so that they are able to perform the normal duties of a police officer.
- (i) To establish a general policy to provide for training programs, to improve police performance, and to increase police proficiency.
- (j) To determine Police Department Policy, including the right to manage the affairs of the Police Department.

- (k) To establish, change, combine, or discontinue duty positions and assign employees thereto, so long as said action does not adversely affect the base salary of the affected employee.
- (l) To establish or change work schedules subject to Article 9, 11 and 12 of this agreement.

## **ARTICLE 8**

### **FRATERNAL ORDER OF POLICE SECURITY**

SECTION 8.1 The Employer agrees to deduct bi-monthly dues in an amount certified to be correct by the treasurer of the F.O.P. from the pay of those employees who individually request by means of Payroll Deduction Authorization Form that such deduction be made. The amount deducted shall be remitted monthly by the Employer to the treasurer of the F.O.P. This authorization shall remain in full force and effect until the employee revokes or amends the authorization in writing. The Employer shall not be responsible for any errors or losses in the administration of this Section unless it is shown that the Employer was negligent in the care and handling of the monies involved.

SECTION 8.2 F.O.P. representatives shall have a total of two hundred fifty (250) hours with pay to attend to F.O.P. business. The F.O.P. shall determine how the time shall be allocated as long as the manpower needs of the department are met. F.O.P. leave shall be considered as time worked for the purpose of computing overtime. All F.O.P. leave shall be approved by the F.O.P. President prior to submission to a supervisor.

SECTION 8.3 The Employer will allow up to three (3) employees to be actively involved in collective bargaining with the Employer's representatives during duty hours. Said employees shall not have a pay deduction for said collective bargaining time. "Collective bargaining time" shall include 45 minutes immediately following each session during which time said employees may meet privately and return to duty.

## ARTICLE 9

### SENIORITY

SECTION 9.1 Seniority shall commence from the date which the employee is employed in the Edmond Police Department; however, until the initial employment probation is completed, the employee shall not attain seniority status. At the conclusion of this employment probation, the employee's initial probationary service shall count as part of their seniority to be accumulated in the future.

SECTION 9.2 Seniority shall be determined as between two or more employees in the following order:

- (a) The employee with the highest classification shall have the most seniority.
- (b) If two or more employees are in the same classification, the one with the greatest length of service in that classification shall have the most seniority.
- (c) If two or more employees in the same classification have the same length of service in that classification, then the one with the earliest date of initial employment with the Edmond Police Department shall have the most seniority.
- (d) If two or more employees in the same classification both have the same length of service in that classification and the same date of initial employment with the EPD, then the employee with the earlier employment application date shall have the most seniority.
- (e) If two or more employees in the same classification, same length of service in that classification and the same date of initial employment with the EPD, and have the same date of employment application, then the employee with the higher test score on the entrance examination shall have the most seniority.
- (f) For Officers hired after July 1, 2015, their seniority within their recruit class shall be determined by their final cumulative Edmond Police Department Recruit Academy score.
- (g) If two or more employees in the same classification are tied in all the foregoing factors, the seniority tie-breaker shall be determined by a coin flip.

SECTION 9.3 If all other things are equal, seniority will be the determining factor as to:

- (a) Time when annual vacation is granted.
- (b) Time when compensatory time off is granted.
- (c) Regularly scheduled days off and shift assignment.
- (d) Transfers (See section 9.7 below.)

With regard to layoff and recall, departmental seniority shall be the sole factor to be considered.

SECTION 9.4 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 leave of absence.
- (d) Retirement.

SECTION 9.5 In the event an employee is reduced in classification, the seniority previously accrued in the former classification will not be lost. When an employee is promoted, seniority within the new classification shall commence on the date of promotion.

SECTION 9.6 Any employee covered by this Agreement who resigns from the Edmond Police Department during the term of this Agreement shall forfeit all seniority and if rehired by the department, their seniority date will be the date of rehire.

SECTION 9.7 TRANSFERS: If the Chief determines there needs to be a change in the number of officers per shift or officers need to be transferred to other existing shifts in order to meet staffing needs, the transfers shall be done on the following basis:

1. The Department shall first ask for volunteers to transfer;
2. If there is not a sufficient number of volunteers, the Department may involuntarily transfer officers on the basis of seniority with the least senior officers being transferred first.
3. The Chief shall furnish the FOP President with a notice of said transfers before he asks for volunteers. The notice shall explain why the transfers are needed and how the staffing will be adjusted.
4. The Police Chief may, based on his/her discretion, determine transfers for individuals in the rank of Major.



## ARTICLE 10

### GRIEVANCE PROCEDURE

SECTION 10.1 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 time limit is not observed by the aggrieved employee, the grievance shall be considered settled in favor of management. If a time limit is not observed by management, the employee or FOP may proceed to the next step. This Article is not intended to limit the parties' right to grieve or arbitrate any matter which would otherwise be subject to arbitration by statute.

SECTION 10.2 A grievance is any dispute, controversy, or difference between the Employer and the F.O.P. or the Employer and any individual employee on any issue falling in either of the two categories:

- (a) Meaning, interpretation, application, or alleged violation of the terms and provisions of this Agreement.
- (b) Meaning, interpretation, application, or alleged violation of policies and procedure of the Edmond Police Department, including disciplinary and discharge actions.

SECTION 10.3 The F.O.P. or any employee may file a grievance. Grievances shall be presented within fifteen (15) calendar days of said occurrence or after the F.O.P. becomes aware of said occurrence. In observing the time limits the day of occurrence or action shall not be included. If a deadline falls on a weekend or designated holiday the deadline shall be extended to the next day all City offices are open. A grievance may also be filed by the F.O.P. or any employee covered by this Agreement regarding unsafe conditions or unsafe equipment. All grievances shall be filed directly with the Chief of Police. The F.O.P. and the Employer may jointly waive fact finding review.

SECTION 10.4 The F.O.P. should report an impending grievance to the Chief of Police or the City Manager in an effort to forestall its occurrence.

SECTION 10.5 Grievances will be processed in the following manner and within the following stated time limits:

- STEP 1. The aggrieved employee(s) or the FOP shall present the grievance to the Chief of Police in writing and include the following.
- a. Information that clearly cites the provision or provisions of this Agreement alleged to have been violated;
  - b. Information of the resultant harm from the alleged violation;

- c. Description of the remedy, adjustment, or other corrective action sought by the grievant.
- d. Signature of the grievant or FOP.

The Chief of Police shall make his or her decision in writing to the employee or FOP within fifteen (15) calendar days of receiving the grievance.

STEP 2. If the grievance is not settled in STEP 1, the Chief of Police shall refer the grievance to a fact finding committee which shall be composed of four (4) members, two of which shall be selected by the Chief of Police or his designate through impartial, random choice from a list of available officers with supervisory rank, and two of which shall be selected by impartial, random choice by the aggrieved employee(s). The Chief of Police and the aggrieved employee(s) or FOP shall have seven (7) calendar days to select the fact-finding committee. The findings and recommendation of this committee must be reached and presented to the Chief of Police within fifteen (15) calendar days from the time of the selection of all parties, in accordance with the following guidelines.

- (a) The fact finding committee shall interview the aggrieved employee(s), any witnesses to the action giving rise to the grievance, the supervisor who made the initial determination which gave rise to the grievance, and any other person the committee determines could provide assistance. The proceedings shall be informal. Testimony shall not be recorded nor shall witnesses be sworn. Neither the aggrieved employee nor any other party shall be entitled to counsel or to be present (or to have a representative present) during the committee's interviews and deliberations, except at the call of the committee. At the conclusion of its deliberations, the committee shall make a written report setting out its findings and recommendation for the disposition of the grievance, and its basis for such findings and recommendation. The aggrieved employee(s) shall be given a copy of the committee's report.
- (b) The committee's report will be presented to the Chief of Police. The Chief of Police shall consider the findings and recommendations of the committee and shall make a written ruling concerning the grievance within fifteen (15) calendar days after presentation of said findings and recommendation.

STEP 3. If the grievance is not settled in STEP 2, the aggrieved employee(s) or FOP shall present the grievance and fact-finding report to the F.O.P. Grievance Committee within seven (7) calendar days of the date of the Chief of Police's response. The F.O.P. Grievance Committee will make a determination as to the validity of the grievance within fifteen (15) calendar days. If the grievance is deemed valid then the grievance will proceed to the next step. Grievances filed concerning disciplinary actions may be processed by the employee regardless of the F.O.P. Grievance Committee's ruling.

STEP 4. If the grievance is not settled in STEP 3, all of the pertinent correspondence, replies and documents concerning the grievance shall be presented to the City Manager within seven (7) calendar days of the FOP Grievance Committee's determination as to the validity of the grievance. The City Manager shall issue a written ruling on the grievance to the employee(s), the F.O.P. President, and to the F.O.P.



Grievance Committee within fifteen (15) calendar days after presentation of the grievance.

STEP 5. If the grievance is not settled in STEP 4, the F.O.P. or employee if applicable may request that the matter be submitted to mediation within fifteen (15) calendar days from the City Manager's ruling. The parties shall have fifteen (15) calendar days to select a mediator or request that the Federal Mediation and Conciliation Service assign a mediator. The Mediator will chair, regulate and make recommendations concerning the dispute. If both parties adopt the Mediator's recommendations, the grievance shall be considered resolved. If either party rejects the Mediator's recommendations or mediation is not requested, the grievance shall proceed with arbitration as follows:

(a) Within seven (7) calendar days from the date of the request for arbitration, the F.O.P or employee if applicable, and the Employer shall each select and name one (1) arbitrator and shall immediately thereafter notify each other, in writing, of the name and address of the person so named. The two arbitrators so selected and named shall, within seven (7) calendar days from and after expiration of the seven (7) day period herein before mentioned, agree upon and select a third arbitrator. If, on the expiration of the period allowed therefore, the arbitrators are unable to agree upon the selection of a third arbitrator, the F.O.P. or employee if applicable and the Employer shall request the Federal Mediation and Conciliation Service to provide a list of seven (7) arbitrators already selected and shall alternately strike the name of one (1) arbitrator from the list until one (1) name remains, with the Employer making the first strike from said list. The third arbitrator, whether selected as a result of an agreement between the two (2) arbitrators previously selected, or selected from the list provided by the Federal Mediation and Conciliation Service, shall act as Chairperson of the Arbitration Board.

(b) The Arbitration Board acting through its Chairperson shall call a hearing to be held and shall, acting through its Chairperson, give at least seven (7) calendar days' notice in writing to each of the other two arbitrators, the F.O.P. and/or employee if applicable and the Employer of the time and place of such hearing. The hearing shall be informal and the rules of evidence prevailing in judicial proceedings shall not be binding. Any and all documentary evidence and other data deemed relevant by the arbitrators may be received in evidence. The arbitrators 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 relative or pertinent to the issues presented to them for determination.

(c) The arbitrators shall issue a written opinion containing findings and recommendations with respect to the issues presented. A copy of said opinion shall be mailed or otherwise delivered to the F.O.P. and/or employee if applicable and the Employer. In the event no majority exists, the decision of the Chairperson shall prevail.

(d) The decision, findings and recommendations of the Arbitration Board shall be final and binding on the parties to this Agreement.

(e) The F.O.P. or employee if applicable shall pay for its arbitrator and the Employer shall pay for its arbitrator. The cost of the third arbitrator shall be shared

equally between the F.O.P. and the Employer. If a transcript of the proceedings is requested, then the party so requesting shall pay for it.

SECTION 10.6 A copy of all records of grievances and arbitration awards will be maintained in the office of the Chief of Police.

## **ARTICLE 11**

### **STANDARD WORK WEEK**

SECTION 11.1 The standard work week shall begin on Saturday at 0700 hours and end the following Saturday at 0700 hours.

SECTION 11.2 The standard work week shall be a 41.25 hour week for uniformed employees. Uniformed employees are those uniformed employees assigned to the Patrol Division who may be required to attend pre-shift briefings (line-up) for the purpose of receiving shift assignments, inspections and briefings and those uniformed employees assigned to the Patrol Division who are not required to attend pre-shift briefings (line-up) on a regular basis, but due to the unique nature of their assignment will work a 41.25 work week. Examples of those employees not required to attend pre-shift briefings (line-up) are certain K-9, Traffic, Motor, Lake Patrol and/or School Resource Officers.

- a. The standard work week shall be a 40 hour week for non-uniformed employees. Non-uniformed employees are those employees who are not assigned to the Patrol Division and who do not regularly wear a uniform during their standard work week.
- b. The standard workday for the uniformed employees, whether required to attend pre-shift briefings (line-up) or not, shall be eight and one-quarter hours (8.25 hours), with a standard work week of 41.25 hours in a seven day period.
- c. For uniformed employees who attend pre-shift briefings (line up), the employee will be paid 15 minutes at the regular hourly rate of pay, if the employee is in attendance for the full 15 minute period of the briefing. If the employee is not at the pre-shift briefing due to acting in official capacity with supervisor's approval, the employee will be paid for this time at the regular hourly rate.
- d. Uniformed and non-uniformed employees will be paid 8 hours straight time for sick days, annual leave or other approved or non-approved absences.
- e. Uniformed employees who are required to work on a holiday will be paid at the holiday bonus rate, paid or banked in 8 hour increments. (8.25 hours straight time plus 8 hours straight time.)
- f. Non-uniformed employees who are required to work on a holiday will be paid at the holiday bonus rate, paid or banked in 8 hour increments. (8.0 hours straight time, plus 8 hours straight time.)
- g. No overtime shall be paid unless the uniformed employee actually works in excess of 41.25 hours in a standard work week or 40 hours in a standard work week for non-uniformed employees.

SECTION 11.3 The standard workday for the uniformed employees who are required to attend the pre-shift briefing (line-up) shall include the 15 minutes prior to the beginning of the shift and does not include any post-shift time. For those other uniformed employees, the standard workday shall include either 15 minutes prior to the beginning of the shift or 15 minutes post-shift, said time to be designated in advance by the employees supervisor and shall only be changed at such times as the annual shift change date or at the end of the school year, change in daylight savings time, or at such other times as mutually agreed to by the supervisor and the employee. The 15 minutes will not apply to non-uniformed employees.

- a. A reasonable lunch period, up to 60 minutes, and two coffee breaks, each of 15 minutes duration, shall be part of the normal work day. There shall, however, be no additional pay for any employee in the event an employee is required to forego said lunch period and/or coffee breaks because of necessity. Every effort shall be made to allow the employee such lunch period and coffee breaks.

SECTION 11.4 The Employer agrees to allow each employee covered under this Agreement shift adjustment days during the term of this Agreement based on the following schedule: Shift One Officers – 2 Days, Shift Two Officers - 3 Days, Shift Three Officers - 4 Days. A shift adjustment day shall equate to eight (8) hours and may be taken in two (2) hour increments. Those employees that work other various shifts shall use the shift where a majority of their hours are worked to determine the number of shift adjustment days. If the hours are split evenly between two shifts, the greater number of shift adjustment days shall be granted to the employee. The shift adjustment days may be taken at the employee's discretion subject to approval by the Chief of Police.

## ARTICLE 12

### COMPENSATORY TIME AND OVERTIME

SECTION 12.1 Overtime compensation shall be paid in compliance and the Fair Labor Standards Act (FLSA) to all members of the bargaining unit with the following exception. Such members who hold the rank of Major or above shall be considered exempt and shall not be eligible for overtime pay either in the form of monetary compensation, or "compensatory time" (Comp Time) as defined in the FLSA.

For eligible employees, compensation for overtime shall be granted in the form of one and one-half (1 1/2) times the regular hourly rate of pay, either in the form of pay or comp time, however, no more than two hundred fifty (250) hours of compensatory time may be accumulated per employee. The employee has the option to take compensatory time or pay at the above described rate providing the employee has less than the maximum number of compensatory time accumulated. Once the employee has the maximum number of compensatory time accumulated, pay only will be granted until the employee's accumulated compensatory time falls below the maximum number of compensatory time hours.

If a member wishes to take time off utilizing compensatory time, the request must be submitted in writing no less than seven (7) days prior to the first day the employee wishes to be gone from duty. A supervisor may waive the seven (7) day prior notice period at their discretion. If the request would put the shift or unit below the minimum manpower, the employer shall offer the requested employee's shift to others for overtime compensation. The employer shall grant the compensatory time request at the time of the request. If no one agrees to work the overtime shift, then at the discretion of the Major of the division the compensatory time request may be denied if the leave unduly disrupts the operations of the Department.

1. Employees shall be allowed to take compensatory time during the middle of their shift, if manpower allows, in not less than one quarter (1/4) hour increments. There shall be no minimum requirements to the number of hours an employee must use to take compensation.

SECTION 12.2 Holiday compensation will be as defined in Article 13, Section 13.3.

SECTION 12.3 Fractions of hours worked shall be rounded off to the nearest one-fourth (1/4) hour. Overtime compensation will not be paid if the employee works less than the work week, with the exception of vacation time, sick time, compensatory time, and holidays; which will be considered as time worked for the purpose of computing overtime.

SECTION 12.4 The Chief of Police shall determine workload and manpower needs and will control overtime work as required to carry on the department functions.

SECTION 12.5 Any employee required to return to duty from their off-duty time shall receive a minimum of two (2) hours compensation at one and one-half (1 1/2) times the regular hourly rate of pay, or compensation time off at one and one-half (1 1/2) times the regular hourly rate

of pay, subject to the limitations of Section 12.1 of this Article. This does NOT include "hold over" or a change in assignment that is continuous following the normal shift. Call back time is compensable at the overtime rate regardless of the actual number of hours worked during the work week.

## **ARTICLE 13**

### **HOLIDAY**

SECTION 13.1 All employees covered in this Agreement shall be entitled to eleven (11) holidays for which they shall receive their regular rate of pay. The authorized holidays shall be as follows:

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
Presidents Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Friday after Thanksgiving Day	4th Friday in November
Christmas Eve	December 24
Christmas Day	December 25

SECTION 13.2 An employee on vacation shall have their accrued leave increased one day for each authorized holiday falling within the period of leave. When an authorized holiday falls on Sunday, the following Monday shall be observed as the official holiday. When an authorized holiday falls on a Saturday, the previous Friday shall be observed. Division commanders shall use discretion in authorizing holiday leave and shall ensure that sufficient personnel shall be working to maintain adequate City services.

SECTION 13.3 Should an employee be required to work an authorized holiday, or such holiday falls on the employee's regularly scheduled shift off, they shall be entitled to one additional shift off, or an additional shift's pay at their regular rate of pay.

SECTION 13.4 Where shifts are so arranged that portions of two of an employee's regularly scheduled shifts fall on a holiday, the Chief of Police shall designate which shift shall be observed as the holiday.



## ARTICLE 14

### VACATIONS

SECTION 14.1 Employees will receive vacation time in accordance with the following schedule:

<u>Years Completed Since Last Hiring Date</u>	<u>Hours Earned For Each Month of Service</u>	<u>Hours Earned Per Year</u>
One but less than two	6.66	80
Two but less than five	8	96
Five but less than ten	10	120
Ten but less than fifteen	12	144
Fifteen but less than twenty	14	168
Over twenty	16	192

SECTION 14.2 Vacation time may accrue to a maximum of three hundred twenty (320) Hours.

SECTION 14.3 Vacation leaves shall be scheduled by the Chief of Police. The following factors shall control the scheduling of vacations:

- (a) Minimum interruption of normal work schedules;
- (b) Seniority of employees;
- (c) Employee's desires.

SECTION 14.4 Division commanders shall limit the number of employees on vacation at one time so that the departmental work assignments can be completed. Where two or more employees desire the same vacation scheduling, the senior employee shall be given preference. Employees having more than two weeks accumulated vacation may be required to split vacation time above the two weeks so that other employees may be granted vacation in accordance with their requests.

SECTION 14.5 After an employee has accrued nine (9) months of service, upon termination of employment for any reason, the terminating employee shall receive pay at their regular hourly rate for all accrued vacation leave hours.



## **ARTICLE 15**

### **SICK AND INJURY LEAVE**

SECTION 15.1 When an employee is unable to perform their duties because of personal illness, non-job-related injury, or when an employee might expose and jeopardize the health of others, sick leave may be used. Sick leave may be used for medical, dental, or optical treatment which is necessary during working hours. Employees may use sick leave in the event of an illness of a member of their immediate family. Immediate family shall include the employee's spouse, child, and parent. The Chief of Police or his representative shall be notified prior to an employee taking sick leave, when possible. In the event of an absence of more than three (3) consecutive working days for personal illness or immediate family illness a physician's statement may be required testifying to the fact the employee has been under medical care or the employee's presence was required during their absence from work and that they are now able to return to work. The usage of sick leave pay under this Article shall be rounded off to the nearest quarter hour.

SECTION 15.2 Employees shall earn sick leave at the rate of 8 hours per month of employment in a classified, full-time position. There shall be no limit on the amount of sick leave an employee may accrue.

SECTION 15.3 The employee may request an advance of sick leave, provided said employee has been a satisfactory employee for at least one year, and only after all accrued leave and vacation time has been utilized.

SECTION 15.4 Any employee who is indebted to the Employer for sick leave in excess of their accrued sick leave shall have their final pay deducted to offset the indebtedness, unless separation is due to death.

SECTION 15.5 An employee shall receive their regular hourly rate of pay for one-half (1/2) of any unused sick leave when the employee, regularly or because of job-related injury, retires from the Edmond Police Department. Maximum consideration shall not exceed four hundred (400) hours.

SECTION 15.6 Any employee using eight (8) or less hours of sick leave during the preceding fiscal year will receive a \$50.00 (net) attendance bonus. Employees who have received disciplinary action during the preceding fiscal year, exempt employees, or employees on probation are ineligible for the bonus.

SECTION 15.7 An employee that is not able to perform their regular duties because of sickness or injury caused or sustained while in the discharge of such duties, shall continue to receive their regular salary or rate of pay and benefits during their absence from work, not to exceed six (6) calendar months from the date of sickness or injury; provided, however, after the first thirty (30) days, a physician's statement verifying the employee's inability to perform assigned duties shall be required at thirty (30) day intervals to carry said employee on "injured on duty -

recuperative leave" (I.O.D.). The Employer has the option of extending the period for up to an additional six (6) months, not to exceed a total of twelve (12) months.

SECTION 15.8 Each employee will receive a fifty dollar (\$50.00) Savings Bond if the Police Department is the department in the City of Edmond with the greatest percentage of decrease in worker's compensation claims for the fiscal year. Each employee will receive a seventy-five dollar (\$75.00) Savings Bond if the Police department initiates no worker's compensation claims for the fiscal year.

Employee eligibility to participate in the Savings Bond Incentive Awards shall be contingent on the following:

- (a) Documentation of meaningful monthly safety meetings;
- (b) Documentation of Hazardous Communication/Employee Right to Know Training;
- (c) Documentation of weekly equipment inspections;
- (d) Compliance with City Safety Manual, new employee' orientation, use of personal protective equipment, and satisfactory safety inspections.

SECTION 15.9 Each employee shall be awarded one (1) day off with pay at the end of each fiscal year after meeting the criteria outlined below:

- (a) No at fault vehicle accidents;
- (b) No recordable injury or illnesses as defined by OSHA/PEOSH. Injuries caused by others and no fault of the employee may be subject to further review by the Chief to determine if the employee qualifies for the incentive day.

The incentive leave day shall be approved by the Division Commander and be taken within the following fiscal year in which it was earned. The incentive day must be taken in an eight (8) hour increment.

SECTION 15.10 The provisions of the Family and Medical Leave Policy set out in Article 5 Section 5.4 of the City of Edmond Personnel Policies and Procedures Manual are incorporated herein as part of this Agreement with the exception that each employee shall not be required to use any other form of paid leave prior to using unpaid leave under the F.M.L.A. Each employee is entitled to use up to twelve (12) weeks unpaid leave under this Section. This unpaid leave shall be in addition to any other leave available to the employee under this Agreement.

SECTION 15.11 Article 5 (Sick Leave/Medical Leave), Section 5.2) (Definition) and Section 5.3 (Leave Sharing Program) of the City of Edmond Personnel Policies and procedures Manual are incorporated herein as part of this Agreement.

## **ARTICLE 16**

### **UNIFORMS, CLOTHING ALLOWANCE AND EQUIPMENT**

SECTION 16.1 Uniformed Personnel Uniforms. The Employer shall furnish to all uniformed employees, upon successful completion of the in-service Field Training Program, covered by this Agreement, all uniforms and equipment specified in the Edmond Police Department Policy and Procedures Manual in effect at the time of the execution of this Agreement. Any change in the policy during the term of this Agreement must be approved in writing by the F.O.P.

All officers, when in uniform, shall be required to wear issued body armor except during ceremonial assignments or as otherwise approved by the officer's supervisor.

SECTION 16.2 The Employer will pay to each employee covered by this Agreement the sum of one-hundred twenty-five dollars (\$125.00) per month for cleaning and maintenance of said uniforms and footwear maintenance and repair. This amount shall be paid monthly in the employee's payroll check.

SECTION 16.3 In addition to the above, the Employer will pay to each employee required to wear civilian clothes, the sum of five hundred dollars (\$500.00) per year clothing allowance for the purchase of civilian dress clothes to be worn while on duty.

Payment of this allowance will be made monthly at the rate of \$41.66. Clothing may be purchased at any location, but purchases shall be limited to only items which might reasonably be considered as normal daytime street wear.

SECTION 16.4 If an employee's personal property is damaged or destroyed in the line of duty, it may be repaired or replaced with an identical item or one of comparable quality. Items within this provision include, but are not limited to, eyeglasses, watches (not to exceed \$500.00 per item), clothing and jewelry (not to exceed \$400.00 per item). A claim under this provision must be approved by the City Council.

## ARTICLE 17

### LEAVES OF ABSENCE

#### SECTION 17.1 Emergency Leave.

- (a) **Death in Family.** In the event of a death in the immediate family of an employee covered by this Agreement, the employee may be granted time off without loss of pay, not to exceed forty (40) hours of paid funeral leave, if needed in the event of the death of a spouse, parent, step-parent, or children of both employee and spouse.

The employee may be granted time off without loss of pay, not to exceed twenty-four (24) hours of paid funeral leave, if needed in the event of the death of a brother and/or sister, grandparent and/or grandchildren.

Should an employee require additional time off, they may request additional time from the Chief of Police. Any additional time off shall be charged to accumulated vacation leave, comp time or sick leave at the employee's discretion.

- (b) **Critical Illness in Family.** In the event of a critical illness of the employee's spouse, child or parent which is serious enough to require the presence of the employee, the employee may be granted time off without loss of pay, not to exceed three (3) working days during each fiscal year, if needed, to care for the family member (s). When the family member (s) is not hospitalized, the Employer may require a physician's statement to substantiate the need for the employee's presence. Should the employee require additional time in excess of three working days, they may request additional time from the Chief of Police. Any additional time off shall be charged to accumulated sick leave or vacation leave, at the employee's discretion.
- (c) **Catastrophic.** In the event of a catastrophic incident that involves the employee, the employee may be granted time off without loss of pay, not to exceed three (3) working days each fiscal year, if needed. This leave may be approved for, but not limited to an event that destroys (or partially destroys) the employee's primary residence due to a fire or force of nature. The purpose of this leave is to allow time for the employee to make necessary adjustments, or arrangements, caused by a catastrophic incident. Leave will be granted subject to the approval of the Chief of Police or his/her designee.

SECTION 17.2 **New Parent Leave.** Employees may take a paid leave of absence of no more than three (3) days when a child is born or adopted into the family. The purpose of this leave is to allow time for the employee to make necessary adjustments caused by the addition of a child to their household. Accordingly, it is available only when a child is brought into the home and not when a child already living with the employee is adopted by the employee. New

parent leave shall be in addition to all other leaves of absence and shall be taken within ten (10) days of the birth or adoption of the child.

SECTION 17.3 Personal Leave. A personal leave of absence without pay for a period not to exceed thirty (30) days may be available to employees in unusual circumstances, if specifically approved by the Chief of Police, Director of Human Resources and City Manager. Employees returning to duty immediately following this leave of absence shall be reinstated to the same pay grade and job classification if physically qualified to perform the duties as required.

SECTION 17.4 Other Leaves of Absence. All other leaves of absence not specifically set out in this Agreement shall be in accordance with Article 5 of the City of Edmond Personnel Policies and Procedures Manual.

## **ARTICLE 18**

### **GROUP INSURANCE**

SECTION 18.1 The Employer will continue to provide group insurance benefits to employees covered under this Agreement. The employer will pay one-hundred percent (100%) of the total monthly premium for employee only medical coverage for those employees selecting the Standard Medical Plan. The employee selecting the Enhanced Medical Plan for employee only medical coverage will be required to contribute fifty dollars (\$50.00) monthly. For those employees selecting Employee Plus Family medical coverage, the employer will contribute approximately seventy five percent (75%) of the total monthly premium, for the medical insurance plan designated by the employee, regardless of which plan is selected. The Employer's contribution percentage pertaining to family coverage applies to any policy coverage offered and selected, if applicable, by the Employer. Additional options, if available, may be offered at an increased cost to the Employee.

SECTION 18.2 Retired employees and their dependents will be allowed to continue to participate in the group health and dental insurance programs only, until they reach the age of sixty-five (65). The retired employee will be required to pay 100% of the total premium. The retired employee and their dependents must be covered under the insurance program prior to retirement, comply with all provisions of the program, and if the retired employee is covered by Medicare coverage they may not participate in the Employer's insurance program. The retired employee may remain covered until they reach the age of 65 or attain Medicare coverage.



## **ARTICLE 19**

### **WAGES**

SECTION 19.1 The Employer agrees that the pay plan for Fiscal Year 2016-2019, shall be in accordance with the schedule in the "Wage Agreement between the Employer and FOP Union Local #136 dated December 02, 2015 Memorandum of Understanding attached hereto and made a part of this agreement contingent upon approval and funding as specified in said Memorandum of Understanding.

SECTION 19.2 The Employer agrees that each employee covered under this Agreement will receive an annual step increase in the nineteen (10) step pay plan to be effective on that employee's anniversary date of their date of employment as a Police Officer. This step increase will be given to all employees who receive a rating of standard or above on their job performance evaluation from their evaluating supervisors. The F.O.P. recognizes the Chief of Police's right pursuant to Article 7, Section 7.1 (g) to establish uniform evaluation guidelines and procedures.

The Employer agrees to keep Detectives/Sergeant's top step pay half-way between that of Officers/Sergeants and Lieutenant's top step pay. The Employer further agrees to keep Major's top step pay half-way between Captains and Deputy Chief's top step pay.

SECTION 19.3 As an incentive toward superior performance, the Chief of Police may recommend to the City Manager merit pay to an employee he determines is worthy of such reward.

SECTION 19.4 The Employer agrees to provide a longevity bonus plan for all employees who have completed at least four (4) years of service by November 1 of the Fiscal Year. The bonus shall be calculated at \$100.00 per year times the years of service, not to exceed \$2,000.00. Longevity payment shall be made the second pay day in November. An employee rehired by the Edmond Police Department shall combine all years of service for purposes of longevity calculation. Employees who terminate service prior to November 1 of the Fiscal Year will receive a pro-rated portion of their next longevity bonus payment.

SECTION 19.5 Entry Level Adjustment. All employees meeting the requirements of successful completion of the basic police academy and the in-service Field Training Program will be advanced to the next step.

SECTION 19.6 Promotions. When an employee is promoted the Employer agrees that the employee shall receive at least the equivalent of a two (2) step increase in salary.

SECTION 19.7 College Incentive Pay. The Employer will pay to each employee monthly, in addition to their base pay, the following percentage for college credit (as recognized by the regional accrediting body associated with the Oklahoma State Regents for Higher Education), but not to exceed the maximum monthly amount listed below:

AMOUNT OF CREDIT	% OF BASE PAY	MAXIMUM AMOUNT
60 Hours	5	\$75 Monthly
Bachelor's Degree	10	\$115 Monthly
Post-Graduate Degree		
Master's Degree or Other	15	\$215 Monthly

(As of July 1, 1992, any employee who has received 60 hours or more will continue to receive College Incentive Pay. Beginning July 2, 1992, no other employee will be entitled to receive College Incentive Pay for less than a Bachelor's Degree).

SECTION 19.8 Tuition Reimbursement. The Employer recognizes the benefits of improved employee performance and organizational effectiveness through continuing education. To assist the employee in achieving this improved performance the Employer offers the following Tuition Reimbursement:

- (a) Tuition reimbursement assistance shall be provided to regular full-time employees who have completed their probationary period of employment with a satisfactory or above evaluation. An employee who is under probation or suspension is not eligible for tuition reimbursement, even if prior approval for the reimbursement has been given.
- (b) Each employee must successfully meet tuition reimbursement requirements for courses administered by a qualified, accredited college, university, correspondence school, vocational or other training institution approved by the Director of Human Resources.
- (c) Courses will not be scheduled or attended during an employee's regular scheduled working hours with the Employer.
- (d) The course is required to be job related and must be for the purpose of:
  - 1. Directly improving skills, knowledge, or job performance.
  - 2. Preparing the employee for technological changes occurring in their career field.
  - 3. Preparing the employee for changes in duties or for assumption of new and different duties, with the approval of the Chief of Police, Director of Human Resources, and City Manager.
  - 4. Pursuing a degree plan which has been approved by the Human Resources Director and the City Manager.
- (e) Reimbursement Requirements:
  - 1. The maximum amount of tuition and fees reimbursement to be paid per credit hour is the specified total resident fee for undergraduate courses as indicated on UCO's registrar's website on the first day of course work. The maximum amount to be paid for books, supplies, and miscellaneous costs is \$200.00 per semester. (This does not apply to those employees engaged in a degree plan which has already been approved. Those employees will continue to receive reimbursement as previously approved.)



2. Prior to the first day of course work an employee shall submit a signed tuition claim form, an official list of course(s) being pursued and estimated costs and/or actual receipts to the Director of Human Resources for approval.
  3. Upon successful completion of an approved course or courses, the employee will submit to the Human Resources Department for reimbursement of tuition, grades, receipts for books supplies, and fees, present receipts from the educational institution attended reflecting amounts paid, less amounts received from scholarships, grants, and books sold back, etc.
  4. The employee must present a grade report reflecting a grade of "A", "B" or "Satisfactory" for one- hundred percent (100%) reimbursement, or "C" for seventy-five percent (75%) reimbursement.
  5. Employees will be required to submit certificates of completion, grade transcripts, and paid receipts to the Human Resources Department so that a record may be made on the personnel record and for reimbursement purposes.
  6. All claims for reimbursement must be submitted within sixty (60) days of course completion.
  7. The employee is obligated to continue employment with the Employer for a minimum of six (6) months following completion of the course or forfeit costs paid by the Employer which may be withheld from the employee's final paycheck.
- (f) Approving/Disapproving Authority. The City Manager has final discretionary authority in the approval or disapproval of any and all requests for tuition reimbursement.
- (g) Tuition Not Covered. This Section does not include charges for attending seminars, workshops, or required short courses covered under the departments travel and training budgets. Charges for this type of training are paid in full by the Employer if approved by the Chief of Police. The Employer will not reimburse for law school, medical school, or other Ph.D. programs or other degrees beyond the Master's Degree program.
- (h) Federal Income Tax Regulations. Job related education reimbursement may be subject to Federal withholding and, if so, will be reported as income on the employees W-2 reporting form.
- The Employer complies with all Federal guidelines for educational assistance tuition reimbursement taxation requirements
- (i) Courses Without Payment. An employee may take courses without payment if the school allows it, however, the school must understand that payment will be to the employee and only after courses have been completed successfully. The employee is responsible for payment to the school.

SECTION 19.9 The Employer agrees to provide an incentive to Field Training Officers of ~~\$2.50~~ \$5.00 per hour during the time the Field Training Officer is assigned a trainee. Candidates must

have three years of experience as an officer with the Edmond Police Department to qualify to be a Field Training Officer (FTO).

## **ARTICLE 20**

### **RETIREMENT BENEFITS**

SECTION 20.1 The Employer shall comply with the terms of the Police Pension and Retirement System, 11 O.S. 50-101, et seq.

SECTION 20.2 Employees choosing to remain with the Department past their 20<sup>th</sup> year of employment will not lose seniority rights by virtue of participation in the "deferred option plan" of the State Pension System.

SECTION 20.3 An employee who is retiring in good standing shall retain their service pistol the following circumstances:

- (a) To be eligible, an employee must serve a minimum of ten (10) continuous years as an Edmond Officer.
- (b) An employee will not be given any gun if he/she is terminated for just cause or under investigation for a violation that might be considered just cause at the time of their separation.

SECTION 20.4 An employee may purchase their duty rifle or shotgun (not both) from the Edmond Police Department at a purchase price of seventy-five percent (75%) of the cost of the new rifle or shotgun which is being replaced. An employee may only purchase their duty rifle or shotgun if they retire in good standing and follow the eligibility set out in Section 20.3.

- (a) Fully automatic weapons will not be eligible under this Article.
- (b) If an employee has been issued a short barrel rifle and is purchasing that rifle from the Edmond Police Department, the employee must show the approved paperwork from the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) for that specific short barrel rifle.

## **ARTICLE 21**

### **RIGHT TO LEGAL REPRESENTATION**

SECTION 21.1 The Employer agrees that in the event that any employee covered by this Agreement is sued as a result of their employment they shall have the right to legal representation by private counsel. The employee may choose private counsel who has been approved by the F.O.P. and the Employer. The Employer and the F.O.P. agree that they will prepare a list of approved "private counsel" for the employee to select from. If the employee does not agree to the list of the private counsel, additional names will be provided until the employee is agreeable. The Employer agrees to pay the reasonable fees and costs for said services as set forth in the contract between the Employer and the private counsel and pursuant to 11 O.S. Section 23-101.

## ARTICLE 22

### OFFICER BILL OF RIGHTS

#### Section 22.1

- A. The Chief of Police shall establish and put into operation a system for the receipt, investigation, and determination of complaints against employees received by such Chief of Police from any person. Employees will be afforded their constitutional rights as they relate to either a criminal investigation or an administrative investigation.
- B. Whenever an employee is under investigation and is subject to interrogation by members of his agency, for any reason which could reasonably lead to disciplinary action, demotion, or dismissal, such interrogation shall be conducted under the following conditions:
  - 1. Interrogation: When an employee is under investigation by the employer for a complaint received, and is to be interrogated in respect to such complaint by other members of the department when there is a logical possibility that disciplinary action, suspension, demotion, or dismissal may result, such interrogation shall be conducted as follows:
    - a) The employee shall be informed of the name of all complainants, if known. The employee may request to be confronted by the complainants. This shall be allowed where deemed necessary by the employee and the investigating Officer. The employee shall receive a copy of any written complaint before any interview or interrogation.
    - b) Preliminary discussions with supervisory personnel within the Police Department, in relation to a complaint received, shall not be considered as interrogation as used herein.
    - c) The employee under investigation shall be informed of the rank, name and command of the officer in charge of the investigation, the interrogating officer, and all persons present during the interrogation. All questions directed to the employee under interrogation shall be asked by and through one interrogator and shall pertain to the employee's conduct or acts which form the basis for the investigation or any other information provided by the employee during questioning.
    - d) The employee under investigation shall be informed of the nature of the investigation prior to any interrogation, and shall have the opportunity to respond prior to the completion of the investigation.

## ARTICLE 23

### NEPOTISM

SECTION 23.1 No two individuals related, as defined below, shall be placed in a position that would create a supervisor/subordinate relationship within a work unit in the Edmond Police Department. In the event such a relationship should develop, the employee with the highest seniority will have the option of remaining in the same work unit or transferring to another work unit, based on their seniority with respect to the work unit the employee is requesting to go to and the approval of the Division Commander and the Police Chief. Should the senior employee decide to remain in the current work unit, the employee with less seniority will be transferred to another work unit based on the employee's second choice with the approval of the applicable Division Commander and the Police Chief. A vacancy shall not be created in another work unit to allow a transfer. The less senior employee shall remain in the work unit until a vacancy in another work unit occurs.

SECTION 23.2 "Work Unit" shall be defined as a division and the Office of the Chief with the exception of the Patrol Division at the rank of Captain and below and in the Criminal Investigations Unit at the rank of Lieutenant and below. Otherwise, a work unit for the Patrol Division is a shift or special assignment, such as but not limited to SRO, Traffic, or Lake. In the Patrol Division, all persons above the rank of Captain shall not have individuals considered related working within their Division. In the Criminal Investigations Division, all persons above the rank of Lieutenant shall not have persons considered related working within their Division.

SECTION 23.3 For the purpose of this agreement individuals considered to be related shall include: spouse, parents, children, brothers and sisters, in-laws, grandchildren, grandparents, aunts, uncles, and first cousins. All categories listed also include any step or foster equivalents.

SECTION 23.4 Nothing in this article would prevent an employee from entering in a promotional process in which that employee is eligible.



IN WITNESS WHEREOF, the parties hereto, by their proper representatives, have signed this instrument in triplicate, each copy of which shall be considered as an original, this 22 day of Febru, 2016.

CITY OF EDMOND, OKLAHOMA

By: [Signature]

Larry Stevens  
City Manager

ATTEST: [Signature]

City Clerk



FRATERNAL ORDER OF POLICE,  
EDMOND LODGE NO. 136

By: [Signature]

Chris Cook  
President

ATTEST: [Signature]

Jason Lewellyn  
Secretary

APPROVED as to form this 22 day of Febr, 2016

By: [Signature]

Stephen T. Murdock  
City Attorney

		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		25.10357	26.35875	27.67668	30.44435	31.96657	33.56490	35.24314	37.00530	38.85557	40.79835
<b>Police Officer</b>	Biweekly	80	2,008.28	2,108.70	2,214.13	2,435.54	2,557.32	2,685.19	2,819.45	2,960.42	3,108.44	3,263.86
<b>Sergeant</b>	Monthly		4,351.28	4,568.85	4,797.29	5,277.02	5,540.87	5,817.91	6,108.81	6,414.25	6,734.96	7,071.71
	Annually	2,080	52,215.43	54,826.20	57,567.51	63,324.26	66,490.47	69,815.00	73,305.75	76,971.04	80,819.59	84,860.57
<b>Grade 52</b>	Hourly						34.91841	36.66434	38.49755	40.42243	42.44355	44.56573
<b>Detective</b>	Biweekly	80					2,793.47	2,933.14	3,079.80	3,233.79	3,395.48	3,565.25
<b>Detective-Sergeant</b>	Monthly						6,052.52	6,355.15	6,672.91	7,006.55	7,356.88	7,724.72
	Annually	2,080					72,630.31	76,261.83	80,074.92	84,078.67	88,282.60	92,696.73
<b>Grade 53</b>	Hourly								41.75196	43.83956	46.03153	48.33312
<b>Lieutenant</b>	Biweekly	80							3,340.15	3,507.16	3,682.52	3,866.64
	Monthly								7,237.00	7,598.85	7,978.80	8,377.74
	Annually	2,080							86,844.08	91,186.29	95,745.60	100,532.89
<b>Grade 54</b>	Hourly								47.50590	49.88120	52.37526	54.99402
<b>Captain</b>	Biweekly	80							3,800.47	3,990.49	4,190.02	4,399.52
	Monthly								8,234.35	8,646.07	9,078.37	9,532.29
	Annually	2,080							98,812.29	103,752.91	108,940.55	114,387.58
<b>Grade 55</b>	Hourly								52.57768	55.20657	57.96689	60.86524
<b>Major</b>	Biweekly	80							4,206.21	4,416.52	4,637.35	4,869.21
	Monthly								9,113.46	9,569.13	10,047.59	10,549.97
	Annually	2,080							109,361.58	114,829.67	120,571.15	126,599.70
<b>Grade 56</b>	Hourly								57.64946	60.53193	63.55853	66.73646
<b>Deputy Chief</b>	Biweekly	80							4,611.95	4,842.55	5,084.68	5,338.91
	Monthly								9,992.57	10,492.20	11,016.81	11,567.65
	Annually	2,080							119,910.88	125,906.43	132,201.75	138,811.84



		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		25.60563	26.88592	28.23022	31.05324	32.60589	34.23620	35.94800	37.74541	39.63268	41.61431
<b>Police Officer</b>	Biweekly	80	2,048.45	2,150.87	2,258.41	2,484.25	2,608.47	2,738.89	2,875.84	3,019.63	3,170.61	3,329.14
<b>Sergeant</b>	Monthly		4,438.31	4,660.22	4,893.23	5,382.56	5,651.68	5,934.27	6,230.98	6,542.53	6,869.66	7,213.14
	Annually	2,080	53,259.73	55,922.72	58,718.86	64,590.74	67,820.27	71,211.30	74,771.86	78,510.46	82,435.98	86,557.78
<b>Grade 52</b>	Hourly						35.61678	37.39762	39.26750	41.23088	43.29242	45.45704
<b>Detective</b>	Biweekly	80					2,849.34	2,991.80	3,141.40	3,298.47	3,463.39	3,636.56
<b>Detective-Sergeant</b>	Monthly						6,173.57	6,482.25	6,806.36	7,146.68	7,504.02	7,879.22
	Annually	2,080					74,082.91	77,787.06	81,676.41	85,760.24	90,048.25	94,550.66
<b>Grade 53</b>	Hourly								42.58700	44.71635	46.95216	49.29977
<b>Lieutenant</b>	Biweekly	80							3,406.96	3,577.30	3,756.17	3,943.98
	Monthly								7,381.74	7,750.83	8,138.37	8,545.29
	Annually	2,080							88,580.96	93,010.01	97,660.51	102,543.54
<b>Grade 54</b>	Hourly								48.45602	50.87882	53.42276	56.09390
<b>Captain</b>	Biweekly	80							3,876.48	4,070.30	4,273.82	4,487.51
	Monthly								8,399.04	8,818.99	9,259.94	9,722.94
	Annually	2,080							100,788.53	105,827.96	111,119.36	116,675.33
<b>Grade 55</b>	Hourly								53.62923	56.31070	59.12623	62.08254
<b>Major</b>	Biweekly	80							4,290.33	4,504.85	4,730.09	4,966.60
	Monthly								9,295.73	9,760.52	10,248.54	10,760.97
	Annually	2,080							111,548.81	117,126.26	122,982.57	129,131.69
<b>Grade 56</b>	Hourly								58.80244	61.74257	64.82970	68.07118
<b>Deputy Chief</b>	Biweekly	80							4,704.19	4,939.40	5,186.37	5,445.69
	Monthly								10,192.42	10,702.04	11,237.14	11,799.00
	Annually	2,080							122,309.09	128,424.55	134,845.78	141,588.07

		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		26.11775	27.42363	28.79482	31.67430	33.25801	34.92092	36.66696	38.50031	40.42533	42.44660
<b>Police Officer</b>	Biweekly	80	2,089.42	2,193.89	2,303.58	2,533.94	2,660.64	2,793.67	2,933.35	3,080.02	3,234.02	3,395.72
<b>Sergeant</b>	Monthly		4,527.07	4,753.43	4,991.10	5,490.21	5,764.72	6,052.96	6,355.60	6,673.38	7,007.05	7,357.41
	Annually	2,080	54,324.92	57,041.17	59,893.23	65,882.55	69,176.67	72,635.52	76,267.29	80,080.66	84,084.69	88,288.93
<b>Grade 52</b>	Hourly						36.32911	38.14557	40.05285	42.05550	44.15827	46.36618
<b>Detective</b>	Biweekly	80					2,906.32	3,051.64	3,204.22	3,364.44	3,532.66	3,709.29
<b>Detective-Sergeant</b>	Monthly						6,297.04	6,611.90	6,942.49	7,289.62	7,654.10	8,036.80
	Annually	2,080					75,564.56	79,342.80	83,309.93	87,475.44	91,849.21	96,441.67
<b>Grade 53</b>	Hourly								43.43873	45.61067	47.89121	50.28577
<b>Lieutenant</b>	Biweekly	80							3,475.09	3,648.85	3,831.29	4,022.86
	Monthly								7,529.38	7,905.85	8,301.14	8,716.20
	Annually	2,080							90,352.57	94,870.21	99,613.72	104,594.41
<b>Grade 54</b>	Hourly								49.42514	51.89639	54.49122	57.21578
<b>Captain</b>	Biweekly	80							3,954.01	4,151.71	4,359.29	4,577.26
	Monthly								8,567.02	8,995.37	9,445.14	9,917.40
	Annually	2,080							102,804.30	107,944.51	113,341.74	119,008.83
<b>Grade 55</b>	Hourly								54.70181	57.43691	60.30875	63.32419
<b>Major</b>	Biweekly	80							4,376.14	4,594.95	4,824.70	5,065.93
	Monthly								9,481.64	9,955.73	10,453.51	10,976.19
	Annually	2,080							113,779.78	119,468.78	125,442.22	131,714.32
<b>Grade 56</b>	Hourly								59.97849	62.97742	66.12629	69.43261
<b>Deputy Chief</b>	Biweekly	80							4,798.27	5,038.19	5,290.10	5,554.60
	Monthly								10,396.27	10,916.08	11,461.89	12,034.98
	Annually	2,080							124,755.27	130,993.04	137,542.69	144,419.83

		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		26,640.10	27,972.11	29,370.71	32,307.78	33,923.17	35,619.34	37,400.30	39,270.32	41,233.83	43,295.52
<b>Police Officer</b>	Biweekly	80	2,131.20	2,237.76	2,349.65	2,584.62	2,713.85	2,849.54	2,992.02	3,141.62	3,298.70	3,463.64
<b>Sergeant</b>	Monthly		4,617.61	4,848.49	5,090.92	5,600.01	5,880.01	6,174.01	6,482.71	6,806.85	7,147.19	7,504.55
	Annually	2,080	55,411.41	58,181.99	61,091.09	67,200.20	70,560.20	74,088.23	77,792.63	81,682.27	85,766.38	90,054.70
<b>Grade 52</b>	Hourly						37,055.69	38,908.48	40,853.90	42,896.60	45,041.43	47,293.50
<b>Detective</b>	Biweekly	80					2,964.45	3,112.67	3,268.31	3,431.72	3,603.31	3,783.48
<b>Detective-Sergeant</b>	Monthly						6,422.98	6,744.13	7,081.34	7,435.41	7,807.18	8,197.54
	Annually	2,080					77,075.85	80,929.65	84,976.12	89,224.94	93,686.19	98,370.50
<b>Grade 53</b>	Hourly								44,307.50	46,522.88	48,849.03	51,291.48
<b>Lieutenant</b>	Biweekly	80							3,544.60	3,721.83	3,907.92	4,103.31
	Monthly								7,679.96	8,063.96	8,467.16	8,890.52
	Annually	2,080							92,159.62	96,767.61	101,605.99	106,686.29
<b>Grade 54</b>	Hourly								50,413.64	52,934.32	55,581.04	58,360.09
<b>Captain</b>	Biweekly	80							4,033.09	4,234.74	4,446.48	4,668.80
	Monthly								8,738.36	9,175.28	9,634.04	10,115.75
	Annually	2,080							104,860.38	110,103.40	115,608.57	121,389.00
<b>Grade 55</b>	Hourly								55,795.85	58,585.64	61,514.93	64,590.67
<b>Major</b>	Biweekly	80							4,463.66	4,686.85	4,921.19	5,167.25
	Monthly								9,671.28	10,154.84	10,662.58	11,195.71
	Annually	2,080							116,055.37	121,858.15	127,951.06	134,348.60
<b>Grade 56</b>	Hourly								61,178.06	64,236.97	67,448.81	70,821.25
<b>Deputy Chief</b>	Biweekly	80							4,894.24	5,138.95	5,395.90	5,665.70
	Monthly								10,604.19	11,134.40	11,691.12	12,275.68
	Annually	2,080							127,250.37	133,612.90	140,293.54	147,308.22

		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		27,172.89	28,531.54	29,958.12	32,953.94	34,601.63	36,331.72	38,148.30	40,055.72	42,058.50	44,161.43
<b>Police Officer</b>	Biweekly	80	2,173.83	2,282.52	2,396.64	2,636.31	2,768.13	2,906.53	3,051.86	3,204.45	3,364.68	3,532.91
<b>Sergeant</b>	Monthly		4,709.96	4,945.46	5,192.74	5,712.01	5,997.61	6,297.49	6,612.37	6,942.99	7,290.14	7,654.64
	Annually	2,080	56,519.63	59,345.62	62,312.91	68,544.20	71,971.40	75,569.99	79,348.48	83,315.91	87,481.70	91,855.79
<b>Grade 52</b>	Hourly						37,796.80	39,686.65	41,670.98	43,754.53	45,942.26	48,239.37
<b>Detective</b>	Biweekly	80					3,023.74	3,174.93	3,333.67	3,500.36	3,675.38	3,859.14
<b>Detective-Sergeant</b>	Monthly						6,551.44	6,879.02	7,222.97	7,584.11	7,963.32	8,361.49
	Annually	2,080					78,617.36	82,548.24	86,675.64	91,009.43	95,559.91	100,337.91
<b>Grade 53</b>	Hourly								45,193.65	47,453.34	49,826.00	52,317.31
<b>Lieutenant</b>	Biweekly	80							3,615.49	3,796.26	3,986.08	4,185.38
	Monthly								7,833.56	8,225.24	8,636.50	9,068.33
	Annually	2,080							94,002.81	98,702.96	103,638.10	108,820.01
<b>Grade 54</b>	Hourly								51,421.91	53,993.00	56,692.66	59,527.29
<b>Captain</b>	Biweekly	80							4,113.75	4,319.44	4,535.41	4,762.18
	Monthly								8,913.13	9,358.78	9,826.72	10,318.06
	Annually	2,080							106,957.58	112,305.46	117,920.74	123,816.78
<b>Grade 55</b>	Hourly								56,911.76	59,757.36	62,745.23	65,882.48
<b>Major</b>	Biweekly	80							4,552.94	4,780.58	5,019.61	5,270.59
	Monthly								9,864.70	10,357.94	10,875.84	11,419.63
	Annually	2,080							118,376.47	124,295.31	130,510.08	137,035.57
<b>Grade 56</b>	Hourly								62,401.62	65,521.70	68,797.79	72,237.68
<b>Deputy Chief</b>	Biweekly	80							4,992.12	5,241.73	5,503.82	5,779.01
	Monthly								10,816.28	11,357.09	11,924.95	12,521.19
	Annually	2,080							129,795.37	136,285.15	143,099.41	150,254.38

		Hours	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>Grade 51</b>	Hourly		27,716.35	29,102.17	30,557.28	33,613.01	35,293.66	37,058.35	38,911.26	40,856.83	42,899.67	45,044.66
<b>Police Officer</b>	Biweekly	80	2,217.30	2,328.17	2,444.58	2,689.04	2,823.49	2,964.66	3,112.90	3,268.54	3,431.97	3,603.57
<b>Sergeant</b>	Monthly		4,804.16	5,044.37	5,296.59	5,826.25	6,117.56	6,423.44	6,744.62	7,081.85	7,435.94	7,807.74
	Annually	2,080	57,650.02	60,532.53	63,559.16	69,915.08	73,410.82	77,081.38	80,935.44	84,982.22	89,231.33	93,692.90
<b>Grade 52</b>	Hourly						38,552.74	40,480.38	42,504.39	44,629.62	46,861.10	49,204.16
<b>Detective</b>	Biweekly	80					3,084.21	3,238.43	3,400.35	3,570.36	3,748.88	3,936.33
<b>Detective-Sergeant</b>	Monthly						6,682.47	7,016.60	7,367.42	7,735.80	8,122.59	8,528.72
	Annually	2,080					80,189.70	84,199.20	88,409.15	92,829.61	97,471.10	102,344.66
<b>Grade 53</b>	Hourly								46,097.52	48,402.40	50,822.52	53,363.65
<b>Lieutenant</b>	Biweekly	80							3,687.80	3,872.19	4,065.80	4,269.09
	Monthly								7,990.23	8,389.75	8,809.23	9,249.70
	Annually	2,080							95,882.86	100,677.01	105,710.86	110,996.41
<b>Grade 54</b>	Hourly								52,450.35	55,072.86	57,826.51	60,717.84
<b>Captain</b>	Biweekly	80							4,196.02	4,405.82	4,626.12	4,857.42
	Monthly								9,091.39	9,545.96	10,023.26	10,524.42
	Annually	2,080							109,096.73	114,551.56	120,279.15	126,293.11
<b>Grade 55</b>	Hourly								58,049.99	60,952.50	64,000.13	67,200.13
<b>Major</b>	Biweekly	80							4,643.99	4,876.20	5,120.01	5,376.01
	Monthly								10,061.99	10,565.10	11,093.35	11,648.02
	Annually	2,080							120,743.99	126,781.21	133,120.28	139,776.28
<b>Grade 56</b>	Hourly								63,649.64	66,832.13	70,173.74	73,682.43
<b>Deputy Chief</b>	Biweekly	80							5,091.97	5,346.57	5,613.89	5,894.59
	Monthly								11,032.60	11,584.23	12,163.44	12,771.62
	Annually	2,080							132,391.27	139,010.85	145,961.39	153,259.46