

MINUTES
LAWTON CITY COUNCIL SPECIAL MEETING
JUNE 22, 2021 – 1:00 P.M.
LAWTON CITY HALL
COUNCIL CHAMBERS/AUDITORIUM

Stan Booker, Mayor

Also Present:
Michael Cleghorn, City Manager
Tim Wilson, Acting City Attorney
Traci Hushbeck, City Clerk

Mayor Booker called the meeting to order at 1:00 p.m. Notice of meeting and agenda were posted on the City Hall notice board as required by law.

ROLL CALL

PRESENT: Mary Ann Hankins, Ward One
Keith Jackson, Ward Two
Linda Chapman, Ward Three
Jay Burk, Ward Four
Allan Hampton, Ward Five
Onreka Johnson, Ward Seven
Randy Warren, Ward Eight

ABSENT: Sean Fortenbaugh, Ward Six

The Mayor and Council convened in executive session at 1:03 p.m. and reconvened in regular, open session at 1:17 p.m. Roll call reflected all members present.

EXECUTIVE SESSION ITEM:

1. Pursuant to Section 307B.2, Title 25, Oklahoma Statutes, consider convening in executive session to discuss negotiations for a Collective Bargaining Agreement for FY 2021-2022 between the International Union of Police Associations (IUPA), Local 24, and the City of Lawton, to include the possibility of a multi-year agreement and an early signing bonus, and, if necessary, take appropriate action in open session.

Wilson read the title of item #1.

MOVED by Burk SECOND by Warren, subject to the International Union of Police Associations, AFL-CIO Local 24 IUPA Local 24 executing the following agreement immediately after the passage of this motion, I move to approve a four-year agreement for Fiscal Year 2021-2022, Fiscal Year 2022-2023, Fiscal Year 2023-2024 and Fiscal Year 2024-2025 between the City and IUPA Local 24, providing for among other things:

1. Increasing starting base pay for police officers to approximately \$50,024 per year [i.e. \$24.05 per hour] in year one and increasing said starting base pay to approximately \$51,771 per year [i.e. \$24.89 per hour] in year four;
2. Increasing the top base pay for the officer rank to approximately \$77,667 per year [i.e. \$37.34 per hour] in year one and increasing said top base pay to approximately \$80,392 per year [i.e. 38.65 per hour] in year four;
3. Increasing the top base pay for the lieutenant rank to approximately \$87,880 per year [i.e. \$42.25 per hour] in year one and increasing said top base pay to approximately \$90,958 per year [i.e. \$43.73 per hour] in year four;
4. Increasing the top base pay for the captain rank to approximately \$99,715 [i.e. \$47.94 per year] in year one and increasing said top base pay to approximately \$103,188 per year [i.e. \$49.61 per year] in year four;
5. Increasing the top base pay for assistant police chiefs to approximately \$107,203 [i.e. \$51.54 per hour] in year one and increasing said top base pay to approximately \$110,968 per year [i.e. \$53.35 per hour] in year four;
6. Authorizing the City to be able to use up to ten retired part-time CLEET certified peace officers to handle various assignments thereby freeing up full time officers for street duty;
7. Allowing for lateral hires from other police departments to be credited up to four years of experience to surpass initial entry pay level;
8. Allowing the City at the end of year four the ability to modify the uniform division's officers shifts by having the authority to switch between a ten hour shift / four day workweek to an eight hour shift / five day workweek, or vice versa;
9. Adding language stating that vacation and leave time will not count as hour worked in the determination of whether an officer qualifies for overtime in a pay period;
10. Adding language making the assistant chief positions exempt (i.e. not subject to overtime);
11. Effective in year four implement a new form of longevity for officers hired on or after July 1, 2004 who have completed ten years of service;
12. Effective in year four providing officers 40 hours of use or lose flex holiday leave per year; and

13. Adding language acknowledging that the police portion of the annual \$2,684,000 public safety sales tax funds has been rolled into base wages and otherwise fully allocated;

AND

In conjunction with the Local executing the above mentioned CBA, I further move to approve a memorandum of understanding between the City and Local 24 providing for an early signing bonus for all officers employed with the Lawton Police Department as of July 13, 2020 who were still employed with the police department as a non-probationary officer as of April 4, 2021, said bonus to be in the amount of \$3,000 per eligible officer, less all applicable taxes, deductions, withholdings, and if required employee and city pension contributions, and to be paid on or before June 25, 2021.

VOTE ON MOTION: AYE: Hankins, Jackson, Chapman, Burk, Hampton, Johnson, Warren.
NAY: None. MOTION CARRIED.

There being no further business to consider, the meeting adjourned at 1:23 p.m. upon motion, Second and roll call vote.

STAN BOOKER, MAYOR

ATTEST:

TRACI HUSHBECK, CITY CLERK