

NOTICE & AGENDA
CITY COUNCIL MEETING
FOLLOWED BY PRYOR PUBLIC WORKS AUTHORITY MEETING
CITY OF PRYOR CREEK, OKLAHOMA
TUESDAY, JULY 7, 2026 AT 6:00 PM

AS REQUIRED BY THE OKLAHOMA OPEN MEETING ACT, NOTICE IS HEREBY GIVEN THAT THE CITY COUNCIL OF THE CITY OF PRYOR CREEK, OKLAHOMA WILL MEET IN REGULAR SESSION AT 6:00 P.M. ON THE ABOVE DATE IN THE COUNCIL CHAMBER UPSTAIRS AT CITY HALL, 12 NORTH ROWE STREET IN PRYOR CREEK, OKLAHOMA. A MEETING OF THE PRYOR PUBLIC WORKS AUTHORITY WILL FOLLOW IMMEDIATELY. ANYONE NEEDING SPECIAL ACCOMMODATIONS TO ATTEND SHOULD CALL (918) 825-0888.

CITY COUNCIL

1. Call to Order, Prayer, Pledge of Allegiance, Roll.
2. Petitions from the Audience. (Limited to 5 minutes, must request in advance.)
3. Department Head Reports if needed:
 - a. Building Inspector
 - b. Emergency Management
 - c. Fire
 - d. Golf
 - e. Library
 - f. Parks / Cemetery
 - g. Police / Animal Shelter
 - h. Recreation Center
 - i. Street
 - j. City Clerk
 - k. Pryor Main Street
4. Consent Agenda. (Consent items are to be voted on for approval or denial by one single motion without discussion. Any Council member wishing to discuss an item may request it be removed and placed on the regular agenda. Only those items removed will be read aloud.)
 - a. Approve minutes of the June 16, 2026 Council Meeting.
 - b. Approve claims for purchase orders through July 7, 2026.
 - c. Approve payroll purchase orders through July 17, 2026.
 - d. Approve Penalty Assessments for Pryor Creek Municipal Court for June 2026 in the amount of \$1,595.12.
 - e. Approve an expenditure in the amount of \$42,526.50 to OMAG for Property Insurance Policy #PRO140003311 from General Insurance – Property Account #02-201-5045. This policy will be billed quarterly.
 - f. Approve an expenditure in the amount of \$35,974.75 to OMAG for General Liability/Auto Policy #GLA1400017011 from General Insurance – Fleet Account #02-201-5043. This policy will be billed quarterly.
 - g. Approve an expenditure in the amount of \$4,324.00 to LeadsOnline for invoice #426090 to be paid from Police Capital Outlay Account #44-445-5424. This is the annual subscription for the investigative database used by the detective division.
 - h. Approve an expenditure in the amount of \$4,218.28 to Agriland FS, Inc for invoice #40605920 for unleaded gasoline to be paid from Police Gas and Oil Account #02-215-5102.
 - i. Approve an expenditure in the amount of \$21,634.70 to Pryor Asphalt for the Police Department Shooting Range parking lot from Street Rehab Projects Account #14-145-5410. This expenditure is to be reimbursed to the Street Department from a Cherokee Nation donation when received.
 - j. Approve rounding Recreation Center membership rates to the nearest multiple of .05 to ensure compliance with the Oklahoma Common Cents Act (HB 2075). This act will be effective November 1, 2026.
 - k. Approve an expenditure in the amount of \$3,585.00 to Paylocity for a time clock for the Recreation Center to be paid from Recreation Center Capital Outlay - Equipment Account #84-845-5410.
5. Mayor's Report: (Items possibly requiring discussion and action.)

- a. Discussion and possible action regarding nominations for Council President. This change will take effect following the announcement.
 - b. Discussion and possible action regarding the announcement of the creation of a Citizen of the Year program and the creation of a citizen committee to be led by Councilwoman Lori Bradshaw.
 - c. Discussion and possible action regarding the Park Board's recommendation to rebrand the Pryor Creek Golf Course using the new city branding, effective immediately.
6. City Attorney's Report: (Items possibly needing action on requests or recommendations.)
- a. Enter Public Hearing
Zoning change for Jared Gates: A tract of land situated in the North Half of the Northwest Quarter of the Southwest Quarter of the Northwest Quarter (N/2 NW/4 SW/4 NW/4) of Section 8, Township 21 North, Range 19 East of the Indian Base and Meridian, Mayes County, State of Oklahoma and more particularly described as follows to-wit: Beginning at the Southwest Corner of said N/2 of the NW/4 of the SW/4 of the NW/4 a found cut "X"; THENCE North 87 degrees 59 minutes 53 seconds East for a distance of 658.77 feet and along the South line of said N/2 of the NW/4 of the SW/4 of the NW/4 to the Southeast Corner thereof; THENCE North 01 degrees 36 minutes 32 seconds West for a distance of 205.61 feet and along the East line of said N/2 of the NW/4 of the SW/4 to a point 124.5 South of the Northeast Corner thereof; THENCE South 87 degrees 59 minutes 30 seconds West for a distance of 498.77 feet and parallel to the North line of said N/2 of the NW/4 of the SW/4 of the NW/4; THENCE South 01 degrees 36 minutes 34 seconds East for a distance of 155.56 feet to a point 50.0 feet North of the South line of said N/2 of the NW/4 of the SW/4 of the SW/4 of the NW/4; THENCE South 87 degrees 59 minutes 53 seconds West for a distance of 160.00 feet and parallel to said South line to a point on the West line of said N/2 of the NW/4 of the SW/4 of the NW/4; THENCE South 01 degrees 36 minutes 33 seconds East for a distance of 50.00 feet and along said West line to the POINT OF BEGINNING. Address: 705 N Elliott.
 - b. Exit Public Hearing
 - c. Discussion and possible action regarding the Zoning Change for: Jared Gates (legal as read above) from Residential Single (RS) to Commercial Automotive Recreation (CAR) for an RV Park. The Planning & Zoning Commission recommended against this zoning change on June 25, 2026, to which Jared Gates filed a written appeal to be heard by City Council.
 - d. Discussion and possible action regarding an expenditure in the amount of \$10,000.00 to Crowe & Dunlevy, A Professional Corporation, for one half the arbitration costs for FOP Lodge 116 and Bennett v. City of Pryor Creek from Attorney Misc. Legal Expenses Account #02-211-5341.
 - e. Possible Executive Session pursuant to the Oklahoma Open Meetings Act for the purpose of confidential communications with attorney regarding FOP No. 116 FLSA Settlement Demand Letter. (25 O.S. 307(B) (4))
 - f. Consider resuming regular session. No action taken during Executive Session.
 - g. Discussion and possible action based on Executive Session pursuant the Oklahoma Open Meetings Act for the purpose of confidential communications with attorney regarding FOP No. 116 FLSA Settlement Demand Letter.
7. Committee Reports: (Items, such as next meeting date, needing to be reported. No open discussions allowed. Any items requiring discussion are to be added to the Mayor's report prior to posting of agenda.)
- a. Budget and Personnel.
 - b. Streets and Maintenance.
 - c. Ordinance and Insurance.
8. Unforeseeable Business. (Any matter not reasonably foreseen prior to posting of agenda.)
9. Adjourn.

PRYOR PUBLIC WORKS AUTHORITY

1. Call to Order.
2. Approve minutes of the June 16, 2026 meeting.
3. Approve claims for purchase orders for the Pryor Public Works Authority through July 7, 2026.
4. Unforeseeable Business. (Any matter not reasonably foreseen prior to posting of agenda.)
5. Adjourn.

FILED JULY 2, 2026 AT 5:00 P.M. BY MAYOR ZAC DOYLE. _____

POSTED ON THE BULLETIN BOARD AT CITY HALL, 12 NORTH ROWE STREET, PRYOR CREEK, OKLAHOMA
JULY 2, 2026 AT 5:00 P.M. BY CITY CLERK HANNAH MORRIS. _____

**MINUTES
CITY COUNCIL MEETING
FOLLOWED BY PRYOR PUBLIC WORKS AUTHORITY MEETING
CITY OF PRYOR CREEK, OKLAHOMA
TUESDAY, JUNE 16, 2026 AT 6:00 PM**

The City Council of the City of Pryor Creek, Oklahoma met in regular session on the above date and time in the Council Chamber upstairs at City Hall, 12 North Rowe Street in Pryor Creek, Oklahoma. This meeting was followed immediately by a meeting of the Pryor Public Works Authority. Notice of these meetings was posted on the East bulletin board located outside to the South of the entrance doors and the City website at www.pryorcreek.org. Notice was also emailed to The Paper newspaper and emailed to the Council members.

CITY COUNCIL

1. **CALL TO ORDER, PRAYER, PLEDGE OF ALLEGIANCE, ROLL.**
Mayor Zac Doyle called the meeting to order at 6:00 p.m. The Prayer and Pledge of Allegiance were led by Bruce Smith. Roll Call was conducted by City Clerk Hannah Morris. Council members present included Terry Lamar, Choya Shropshire, Lori Bradshaw, Kenneth Brashears, Autumn Graybill, Charles Tramel, Steve Brown and Bruce Smith. Members absent: none.

Department Heads and other City Officials present: Chase McBride, Jeremy Cantrell, Dennis Bowman, Cari Rerat and Lori Ballew.

Others present: Nena Roberts, Joshua Lee, David Shaulis, Gilbert Graybill, Gayle Webb, Susan Wilcox, Chad Morris, Bridgette Nichols, Bill Kannegeiser and Donna Bowman.
2. **PETITIONS FROM THE AUDIENCE. (LIMITED TO 5 MINUTES, MUST REQUEST IN ADVANCE.)**
There were no petitions from the audience.
3. **CONSENT AGENDA. (CONSENT ITEMS ARE TO BE VOTED ON FOR APPROVAL OR DENIAL BY ONE SINGLE MOTION WITHOUT DISCUSSION. ANY COUNCIL MEMBER WISHING TO DISCUSS AN ITEM MAY REQUEST IT BE REMOVED AND PLACED ON THE REGULAR AGENDA. ONLY THOSE ITEMS REMOVED WILL BE READ ALOUD.)**

3a. **APPROVE MINUTES OF THE JUNE 2, 2026 COUNCIL MEETING.**

3b. **APPROVE CLAIMS FOR PURCHASE ORDERS THROUGH JUNE 16, 2026.**

FUNDS	PURCHASE ORDER NUMBER	TOTALS
GENERAL	2520252990 - 2520253000	\$202,583.08
STREET & DRAINAGE	2520253000 - 911592B	\$24,849.82
CEMETERY CARE	2520252936 - 2520252939	\$1,105.30
GOLF COURSE	2520252934 - 2520252930	\$18,723.72
CAPITAL OUTLAY	2520252986 - 2520252994	\$34,033.41
REAL PROPERTY ACQUISITION RESERVE	2520252971 - 2520252988	\$211.00
RECREATION CENTER	2520252916 - 2520253000	\$14,256.95
P.P.W.A. SINKING FUND	911613B - 911614B	\$9,603.39
LIBRARY SPECIAL CASH	2520252944 - 2520252951	\$2,082.33
EDTA	2520253017 - 2520253021	\$344,087.50
TOTAL		\$651,536.50
NO NEW BLANKETS		

3c. **APPROVE PAYROLL PURCHASE ORDERS THROUGH JULY 3, 2026.**

3d. **APPROVE PENALTY ASSESSMENTS FOR PRYOR CREEK MUNICIPAL COURT FOR MAY 2026 IN THE AMOUNT OF \$2,756.71.**
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- 3e. APPROVE THE MUNICIPAL UTILITY BOARD’S RECOMMENDATION FOR REAPPOINTMENT OF DR. KEN RAINS TO THE MUNICIPAL UTILITY BOARD, SEAT #2, TERM ENDING JUNE 30, 2031.**
- 3f. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$7,477.98 TO GRANICUS (FORMERLY GOVQA) FOR ANNUAL COMMUNITY DEVELOPMENT SERVICES FROM GENERAL SOFTWARE ACCOUNT #02-201-5260 TO BE PAID IN FISCAL YEAR 2026-2027 AND AUTHORIZE MAYOR TO SIGN THE AGREEMENT. THIS REFLECTS THE 3-YEAR PRICING DISCOUNT.**
- | | | |
|--------------|--------------------|-------------------|
| 26-27 | 02-201-5260 | \$7,477.98 |
| 27-28 | 02-201-5260 | \$8,076.22 |
| 28-29 | 02-201-5260 | \$8,722.32 |
- 3g. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$5,394.00 TO ABSOLUTE TECHNOLOGIES FOR THREE (3) DELL PRO LAPTOPS AND THREE (3) DELL DOCKING STATIONS FOR THE CITY CLERK'S OFFICE FROM CLERK CAPITAL OUTLAY ACCOUNT #44-445-5417.**
- 3h. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$5,408.00 TO HOOD & ASSOCIATES CPAS FOR PROGRESS BILLING OF THE 2025 AUDIT FROM OUTSIDE SERVICES - AUDITOR ACCOUNT #02-201-5072.**
- 3i. APPROVE A HOTEL/MOTEL GRANT APPLICATION FROM PRYOR AREA ARTS AND HUMANITIES COUNCIL FOR MISSOULA CHILDREN’S THEATRE, HELD JUNE 8 - JUNE 12, 2026, IN THE AMOUNT OF \$2,500.00.**
- 3j. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$11,300.00 TO JUSTFOIA FOR IMPLEMENTATION AND THE FIRST YEAR OF ANNUAL SERVICES TO BE PAID FROM GENERAL SOFTWARE BUDGET ACCOUNT #02-201-5260 IN FISCAL YEAR 2026-2027. THIS SOFTWARE WILL BE UTILIZED TO ORGANIZE, REDACT, COLLABORATE ON AND DELIVER OPEN RECORDS REQUESTS. THE ONGOING ANNUAL SERVICE FEE WILL BE \$6,930.00 AFTER THE FIRST YEAR.**
- 3k. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$10,723.16 TO BANK OF COMMERCE FOR THE FIRST TWO (2) PAYMENTS ON THE LEASE PURCHASE OF THE 60 GOLF CARTS AND THREE UTILITY VEHICLES FROM GOLF CAPITAL OUTLAY ACCOUNT #41-415-5413, APPROVED AT FEBRUARY 17, 2026 COUNCIL MEETING.**
- 3n. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$9,055.86 TO PRYOR ASPHALT, LLC FOR ANIMAL SHELTER WORK FROM STREET REHAB PROJECTS ACCOUNT #14-145-5410.**
- 3o. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$6,750.00 TO THE OKLAHOMA STATE BUREAU OF INVESTIGATION FOR THE ODIS SOFTWARE ANNUAL SUPPORT FEE TO BE PAID FROM THE POLICE GAS & OIL ACCOUNT #02-215-5102**
- 3p. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$4,500.00 TO GEOSAFE, INC. FOR THE ANNUAL SUBSCRIPTION FOR THE E-CITATION SOFTWARE TO BE PAID FROM POLICE VEHICLE MAINTENANCE ACCOUNT #02-215-5092.**
- 3q. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$10,330.71 TO ENTERPRISE FM TRUST / ENTERPRISE FLEET MANAGEMENT FOR THE MONTHLY VEHICLE LEASE FOR FIVE FORD INTERCEPTORS AND FIVE CHEVY TRUCKS TO BE PAID FROM POLICE CAPITAL OUTLAY ACCOUNT #44-445-5424.**

- 3r. ACCEPT A QUOTE IN THE AMOUNT OF \$4,590.00 FROM VETBOX CONTAINERS, LLC FOR ONE (1) 40' HIGH CUBE (HC) ONE-TRIP SHIPPING CONTAINER FOR USE AT THE PRYOR CREEK POLICE DEPARTMENT SHOOTING RANGE TO BE PAID FROM POLICE EQUIPMENT CAPITAL OUTLAY ACCOUNT #44-445-5424. ADDITIONAL QUOTES WERE RECEIVED: COVERMORE SHELTERS, INC. IN THE AMOUNT OF \$4,800.00 AND CISCO CONTAINERS IN THE AMOUNT OF \$5,500.00.**
- 3s. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$28,770.00 TO JACK KISSEE FORD OF CLAREMORE FOR A 2026 FORD MAVERICK XL AWD EQUIPPED WITH A 2.0L ECOBOOST ENGINE, ALL-WHEEL DRIVE, AND TOWING PACKAGE FOR USE BY THE ANIMAL CONTROL DIVISION. THE ATTACHED FORD MAVERICK QUOTE IS THROUGH FORD GOVERNMENT FLEET PRICING UTILIZING CITY OF PRYOR FLEET IDENTIFICATION NUMBER (FIN) QK214 AND THE FORD GOVERNMENT BID MANAGEMENT SYSTEM (GBMS), WHICH PROVIDES GOVERNMENT FLEET PRICING AVAILABLE TO MUNICIPAL AGENCIES. FUNDING FOR THIS PURCHASE WILL BE PROVIDED FROM THE ANIMAL SHELTER CAPITAL OUTLAY ACCOUNT (44-445-5425) IN THE AMOUNT OF \$22,600.00 AND THE ANIMAL SHELTER DONATION ACCOUNT (96-965-5525) IN THE AMOUNT OF \$6,170.00. STATE CONTRACT PRICE (SW0035) IS \$30,466.00, PUTTING THE AMOUNT \$1,696.00 BELOW STATE CONTRACT PRICING. THE VEHICLE WILL REPLACE THE CURRENT 2018 FORD EXPLORER ASSIGNED TO ANIMAL CONTROL, WHICH HAS BEEN UTILIZED FOR DAILY ANIMAL CONTROL OPERATIONS AND WILL BE DECLARED SURPLUS AND DISPOSED OF IN ACCORDANCE WITH CITY POLICY UPON DELIVERY OF THE NEW VEHICLE.**
- 3t. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$5,000.00 TO CHUPP INDUSTRIAL FOR ONE (1) PORTABLE DUAL RESTROOM UNIT FOR THE PRYOR CREEK POLICE DEPARTMENT FIREARMS TRAINING RANGE TO BE PAID FROM POLICE EQUIPMENT CAPITAL OUTLAY ACCOUNT #44-445-5424, AND AUTHORIZATION FOR THE MAYOR TO EXECUTE ALL RELATED PURCHASING DOCUMENTS.**
- 3u. APPROVE THE PROMOTION OF OFFICER HOUSTON TO THE RANK OF CORPORAL WITH THE PRYOR CREEK POLICE DEPARTMENT TO FILL A VACANT CORPORAL POSITION, WITH COMPENSATION SET AT RANGE K, STEP 3-4 IN THE ANNUAL AMOUNT OF \$60,109.00, EFFECTIVE JUNE 16, 2026.**
- 3v. DISCUSSION AND POSSIBLE ACTION TO HIRE MAKENNA ROBISON AS A DISPATCHER FOR THE PRYOR CREEK POLICE DEPARTMENT AT RANGE R, STEP 2, WITH A STARTING SALARY IN ACCORDANCE WITH THE CITY OF PRYOR CREEK PAY SCALE, EFFECTIVE JULY 6, 2026.**
- Motion was made by Brown, second by Brashears to approve the consent agenda less items l and m. Voting yes: Lamar, Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown and Smith. Voting no: none. *Motion passed.*
- 3l. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$10,560.66 TO PRYOR ASPHALT, LLC FOR STREET DEPARTMENT PARKING LOT WORK FROM STREET REHAB PROJECTS ACCOUNT #14-145-5410.**

3m. APPROVE AN EXPENDITURE IN THE AMOUNT OF \$14,041.50 TO PRYOR ASPHALT, LLC FOR MUB PARKING LOT WORK FROM STREET REHAB PROJECTS ACCOUNT #14-145-5410.

Motion was made by Kenneth Brashears, second by Terry Lamar to take no action regarding items 3l and 3m. Voting yes: Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown, Smith and Lamar. Voting no: none. *Motion passed, no action taken.*

4. MAYOR'S REPORT: (ITEMS POSSIBLY REQUIRING DISCUSSION AND ACTION.)

4a. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID IN THE AMOUNT OF \$198,935.00 FROM STRONGHAND, LLC FOR CEMETERY RETAINING WALL IMPROVEMENTS TO BE PAID FROM STREET REHABILITATION PROJECTS ACCOUNT #14-145-5410. OTHER QUOTES RECEIVED: LONEHICKORY CATTLE, LLC IN THE AMOUNT OF \$199,000.00, WYATT CONTRACTING, INC. IN THE AMOUNT OF \$235,000.00 AND VERSAPRO CONSTRUCTION IN THE AMOUNT OF \$239,999.00.

Motion was made by Shropshire, second by Brown to accept a bid in the amount of \$198,935.00 from Stronghand, LLC for Cemetery Retaining Wall Improvements to be paid from Street Rehabilitation Projects Account #14-145-5410. Voting yes: Bradshaw, Brashears, Graybill, Tramel, Brown, Smith, Lamar and Shropshire. Voting no: none. *Motion passed.*

4b. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID IN THE AMOUNT OF \$267,805.00 FROM COWBOY ASPHALT, LLC FOR 2026 STREET PROJECTS TO BE PAID FROM STREET REHABILITATION PROJECTS ACCOUNT #14-145-5410. NO OTHER QUOTES RECEIVED.

Motion was made by Brown, second by Lamar to accept a bid in the amount of \$267,805.00 from Cowboy Asphalt, LLC for 2026 Street Projects to be paid from Street Rehabilitation Projects Account #14-145-5410. Voting yes: Brashears, Graybill, Tramel, Brown, Smith, Lamar, Shropshire and Bradshaw. Voting no: none. *Motion passed.*

4c. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID IN THE AMOUNT OF \$203,000.00 FROM TRISTAR CONSTRUCTION, LLC FOR PARK STREET IMPROVEMENTS TO BE PAID FROM STREET REHABILITATION PROJECTS ACCOUNT #14-145-5410. OTHER QUOTES RECEIVED: WYATT CONTRACTING, INC. IN THE AMOUNT OF \$215,979.00, STRONGHAND, LLC IN THE AMOUNT OF \$220,213.10, VERSAPRO CONSTRUCTION IN THE AMOUNT OF \$323,642.47 AND J & S CONSTRUCTION IN THE AMOUNT OF \$563,215.00.

Motion was made by Shropshire, second by Brown to accept a bid in the amount of \$203,000.00 from TriStar Construction, LLC for Park Street Improvements to be paid from Street Rehabilitation Projects Account #14-145-5410. Voting yes: Graybill, Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw and Brashears. Voting no: none. *Motion passed.*

4d. DISCUSSION AND POSSIBLE ACTION REGARDING THE CREATION, REVISION OR RECLASSIFICATION OF CERTAIN JOB DESCRIPTIONS FOR CITY PERSONNEL.

Motion was made by Shropshire, second by Brashears to approve the creation, revision or reclassification of certain job descriptions for city personnel. Voting yes: Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw, Brashears and Graybill. Voting no: none. *Motion passed.*

4e. DISCUSSION AND UPDATE REGARDING THE DISCUSSIONS BETWEEN THE CITY OF PRYOR CREEK AND DONNA BOWMAN/COURSE MANAGEMENT SYSTEMS (D.B.A. A&B PRO SHOP).

Mayor stated that he and the City Attorney are continuing negotiations between the City of Pryor Creek and Donna Bowman/Course Management Systems (D.B.A. A&B Pro Shop). He stated that they are requesting a 90-day extension to allow time to complete negotiations for a new contract.

4f. DISCUSSION AND POSSIBLE ACTION TO REQUEST A 90-DAY EXTENSION OF THE CONTRACT BETWEEN COURSE MANAGEMENT SYSTEMS AND THE CITY OF PRYOR CREEK TO NEGOTIATE THE CONTINUED OPERATION OF THE PRYOR CREEK GOLF PRO SHOP.

Motion was made by Bradshaw, second by Brown to approve a 90-day extension of the contract between Course Management Systems and the City of Pryor Creek to negotiate the continued operation of the Pryor Creek Golf Pro Shop. Voting yes: Smith, Lamar, Shropshire, Bradshaw, Brashears, Graybill, Tramel and Brown. Voting no: none. *Motion passed.*

Mayor moved to the Addendum.

ADDENDUM

1. DISCUSSION AND POSSIBLE ACTION TO APPROVE ENTERING INTO A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN PRYOR MAIN STREET AND THE CITY OF PRYOR CREEK. CURRENTLY, NO OFFICIAL MOU IS IN PLACE TO ACCOUNT FOR THE NECESSARY FUNDING AGREEMENTS. THIS MOU WOULD PROVIDE FUNDING IN THE AMOUNT OF \$30,000.00 FOR THE 2026-2027 FISCAL YEAR TO BE PAID FROM PRYOR MAIN STREET ACCOUNT #02-201-5334.

Motion was made by Shropshire, second by Brashears to approve entering into a Memorandum of Understanding (MOU) between Pryor Main Street and the City of Pryor Creek. Currently, no official MOU is in place to account for the necessary funding agreements. This MOU would provide funding in the amount of \$30,000.00 for the 2026-2027 fiscal year to be paid from Pryor Main Street Account #02-201-5334. (*Scrivener's Error: Agenda read "Memorandum of Agreement".*) Voting yes: Lamar, Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown and Smith. Voting no: none. *Motion passed.*

2. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE COUNCIL'S NOMINATIONS FOR THE BUDGET AND PERSONNEL COMMITTEE AS FOLLOWS: CHARLES TRAMEL, LORI BRADSHAW AND AUTUMN GRAYBILL, AND KENNETH BRASHEARS AS ALTERNATE.

Motion was made by Brown, second by Brashears to accept the Council's nominations for the Budget and Personnel Committee as follows: Charles Tramel, Lori Bradshaw and Autumn Graybill, and Kenneth Brashears as alternate. Voting yes: Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown, Smith and Lamar. Voting no: none. *Motion passed.*

3. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE COUNCIL'S NOMINATIONS FOR THE ORDINANCE AND INSURANCE COMMITTEE AS FOLLOWS: STEVE BROWN, CHOYA SHROPSHIRE AND CHARLES TRAMEL, AND BRUCE SMITH AS ALTERNATE.

Motion was made by Brown, second by Shropshire to accept the Council's nominations for the Ordinance and Insurance Committee as follows: Steve Brown, Choya Shropshire and Charles Tramel, and Bruce Smith as alternate.

Motion was amended by Brown, second by Shopshire to accept the Council's nominations for the Ordinance and Insurance Committee as follows: Steve Brown, Choya Shropshire and Kenneth Brashears, and Bruce Smith as alternate. Voting yes: Bradshaw, Brashears, Graybill, Tramel, Brown, Smith, Lamar and Shropshire. Voting no: none. *Motion passed.*

4. DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE COUNCIL'S NOMINATIONS FOR THE STREET AND MAINTENANCE COMMITTEE AS FOLLOWS: TERRY LAMAR, BRUCE SMITH AND AUTUMN GRAYBILL, AND CHOYA SHROPSHIRE AS ALTERNATE.

Motion was made by Brown, second by Graybill to accept the Council's nominations for the Street and Maintenance Committee as follows: Terry Lamar, Bruce Smith and Autumn Graybill, and Choya Shropshire as alternate. Voting yes: Brashears, Graybill, Tramel, Brown, Smith, Lamar, Shropshire and Bradshaw. Voting no: none. *Motion passed.*

5. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID FOR MOWING OF RIGHTS-OF-WAY WITHIN THE CITY LIMITS. SEALED BIDS WILL BE OPENED JUNE 16, 2026 AT 2:00 P.M. IN THE COUNCIL CHAMBER.

Motion was made by Bradshaw, second by Brown to accept a bid in the amount of \$18,600.00 from Lot Maintenance, Inc. for mowing of rights-of-way within the city limits. One other bid was received in the amount of \$29,998.00 from Chance Downs. Voting yes: Graybill, Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw and Brashears. Voting no: none. *Motion passed.*

6. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID FOR STANDING HAY HARVEST & FIELD MAINTENANCE AT THE CEMETERY. SEALED BIDS WILL BE OPENED JUNE 16, 2026 AT 2:00 P.M. IN THE COUNCIL CHAMBER.

7. DISCUSSION AND POSSIBLE ACTION TO ACCEPT A BID FOR STANDING HAY HARVEST & FIELD MAINTENANCE AT GILES PARK. SEALED BIDS WILL BE OPENED JUNE 16, 2026 AT 2:00 P.M. IN THE COUNCIL CHAMBER.

Motion was made by Brashears, second by Brown to accept a bid in the amount of \$7.00 per 5'x5' bale from Craig Downs for standing hay harvest & field maintenance at the Cemetery and Giles Park. No other bids were received. Voting yes: Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw, Brashears and Graybill. Voting no: none. *Motion passed.*

8. DISCUSSION AND POSSIBLE ACTION TO ALLOW THE CITY ATTORNEY TO BEGIN WORKING ON THE ANNEXATION OF THE FUTURE BUILD SITE FOR PRYOR PUBLIC SCHOOL'S NEW 7TH AND 8TH GRADE FACILITY.

Motion was made by Shropshire, second by Brown to allow the City Attorney to begin working on the annexation of the future build site for Pryor Public School's new 7th and 8th grade facility. Voting yes: Brown, Smith, Lamar, Shropshire, Bradshaw, Brashears, Graybill and Tramel. Voting no: none. *Motion passed.*

Mayor moved to the City Attorney's Report.

5. CITY ATTORNEY'S REPORT: (ITEMS POSSIBLY NEEDING ACTION ON REQUESTS OR RECOMMENDATIONS.)

5a. POSSIBLE EXECUTIVE SESSION CONCERNING THE EMPLOYMENT, HIRING, APPOINTMENT, PROMOTION, DEMOTION, DISCIPLINING, OR RESIGNATION OF:

DENNIS BOWMAN (25 O.S. 307(B)(1)).

Motion was made by Brown, second by Brashears to enter Executive Session at 6:57 p.m. Voting yes: Smith, Lamar, Shropshire, Bradshaw, Brashears, Graybill, Tramel and Brown. Voting no: none. *Motion passed.*

5b. CONSIDER RESUMING REGULAR SESSION. NO ACTION TAKEN DURING EXECUTIVE SESSION.

Motion was made by Brashears, second by Brown to exit Executive Session at 7:41 p.m. Voting yes: Lamar, Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown and Smith. Voting no: none. *Motion passed.*

**5c. POSSIBLE ACTION BASED ON EXECUTIVE SESSION CONCERNING THE EMPLOYMENT, HIRING, APPOINTMENT, PROMOTION, DEMOTION, DISCIPLINING, OR RESIGNATION OF:
DENNIS BOWMAN (25 O.S. 307(B)(1)).**

Motion was made by Brashears, second by Brown to take no action based on Executive Session concerning the employment, hiring, appointment, promotion, demotion, disciplining, or resignation of: Dennis Bowman (25 O.S. 307(B)(1)). Voting yes: Shropshire, Bradshaw, Brashears, Graybill, Tramel, Brown, Smith and Lamar. Voting no: none. *Motion passed.*

6. COMMITTEE REPORTS: (ITEMS, SUCH AS NEXT MEETING DATE, NEEDING TO BE REPORTED. NO OPEN DISCUSSIONS ALLOWED. ANY ITEMS REQUIRING DISCUSSION ARE TO BE ADDED TO THE MAYOR’S REPORT PRIOR TO POSTING OF AGENDA.)

6a. BUDGET AND PERSONNEL.

Shropshire reported that the next meeting is scheduled July 14, 2026.

6b. STREETS AND MAINTENANCE.

Lamar reported that the next meeting is scheduled June 23, 2026.

6c. ORDINANCE AND INSURANCE.

Tramel reported that the next meeting is to be decided.

7. UNFORESEEABLE BUSINESS. (ANY MATTER NOT REASONABLY FORESEEN PRIOR TO POSTING OF AGENDA.)

There was no unforeseeable business.

8. ADJOURN.

Motion was made by Brashears, second by Tramel to adjourn at 7:43 p.m. Voting yes: Bradshaw, Brashears, Graybill, Tramel, Brown, Smith, Lamar and Shropshire. Voting no: none. *Motion passed.*

PRYOR PUBLIC WORKS AUTHORITY

1. CALL TO ORDER.

Mayor called the meeting to order at 7:43 p.m.

2. APPROVE MINUTES OF THE JUNE 2, 2026 MEETING.

Motion was made by Brashears, second by Shropshire to approve the minutes of the June 2, 2026 meeting. Voting yes: Brashears, Graybill, Tramel, Brown, Smith, Lamar, Shropshire and Bradshaw. Voting no: none. *Motion passed.*

3. APPROVE CLAIMS FOR PURCHASE ORDERS FOR THE PRYOR PUBLIC WORKS AUTHORITY THROUGH JUNE 16, 2026.

Motion was made by Brashears, second by Brown to approve claims for purchase orders for the Pryor Public Works Authority through June 16, 2026. Voting yes: Graybill, Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw and Brashears. Voting no: none. *Motion passed.*

4. UNFORESEEABLE BUSINESS. (ANY MATTER NOT REASONABLY FORESEEN PRIOR TO POSTING OF AGENDA.)

There was no unforeseeable business.

5. ADJOURN.

Motion was made by Brashears, second by Tramel to adjourn at 7:44 p.m. Voting yes: Tramel, Brown, Smith, Lamar, Shropshire, Bradshaw, Brashears and Graybill. Voting no: none. *Motion passed.*

MINUTES APPROVED BY MAYOR / P.P.W.A. CHAIRMAN ZAC DOYLE

MINUTES WRITTEN BY CITY CLERK HANNAH MORRIS



3650 S. Boulevard • Edmond, OK 73013 • omag.org
405.657.1400 • 800.234.9461 • FAX 405.657.1401

Date of Invoice: 5/12/2026

INVOICE

Mail To: RCI Insurance City of Pryor Creek	Insured: City of Pryor Creek Policy No.: PRO140003311 Policy Type: Property Effective Date: 7/1/2026 Expiration Date: 7/1/2027
--	--

Inst. No.	Date	Transaction Type	Amount	Running Total
1	7/1/2026	Renewal	\$42,526.50	\$42,526.50
			Current Amount Due	\$42,526.50
Total Policy Balance Before Payment: \$170,106.00			Payment Due By	7/1/2026

**Thank you for your business. If you have questions about your account,
please call 1-800-234-9461 or 405-657-1400.**

If not paid within 45 days of due date, policy will be cancelled.

If you are interested in being able to make this payment via ACH, please contact Matt Jacobson at (405) 657-1429.

Detach along the perforation above. Keep top portion for your records. Return bottom portion with your remittance.

Policy No.: PRO140003311 Insured: City of Pryor Creek	Amount Due: \$42,526.50 Payment Due By: 7/1/2026
--	---

PLEASE REMIT PAYMENT TO:

OMAG
P.O. Box 3091
Edmond, OK 73083



3650 S. Boulevard • Edmond, OK 73013 • omag.org
405.657.1400 • 800.234.9461 • FAX 405.657.1401

May 12, 2026

Becky Noland
City of Pryor Creek

RE: City of Pryor Creek, Policy Number PRO140003311

Your OMAG Municipal Property Protection Plan (MPPP) renewal has been processed, enclosed you will find your invoice. All other policy documents can be accessed on the OMAG Policy Portal.

The total premium for your MPPP renewal is \$170,106.00. You may pay your premium in full, semi-annual or quarterly installments. The initial payment is due by the effective date of your MPPP policy. If you choose to make a 50% or a 25% initial payment, we will send you notices on a semi-annual or quarterly basis, respectively.

Due to varying factors, you may notice a 5% rate increase. However, please note that your specific premium adjustment may vary based on changes made to your policy throughout the year. If you would like additional information regarding this, please contact me at 405-657-1442.

Sincerely,

A handwritten signature in cursive script that reads 'Chris Webb'.

Chris Webb
Underwriting Director



3650 S. Boulevard • Edmond, OK 73013 • omag.org
405.657.1400 • 800.234.9461 • FAX 405.657.1401

Date of Invoice: 5/13/2026

INVOICE

Mail To: RCI Insurance City of Pryor Creek	Insured: City of Pryor Creek Policy No.: GLA140001711 Policy Type: General Liability/Auto Effective Date: 7/1/2026 Expiration Date: 7/1/2027
--	--

Inst. No.	Date	Transaction Type	Amount	Running Total
1	7/1/2026	Renewal	\$35,974.75	\$35,974.75
			Current Amount Due	\$35,974.75
Total Policy Balance Before Payment: \$143,899.00			Payment Due By	7/1/2026

**Thank you for your business. If you have questions about your account,
please call 1-800-234-9461 or 405-657-1400.**

If not paid within 45 days of due date, policy will be cancelled.

If you are interested in being able to make this payment via ACH, please contact Matt Jacobson at (405) 657-1429.

Detach along the perforation above. Keep top portion for your records. Return bottom portion with your remittance.

Policy No.: GLA140001711 Insured: City of Pryor Creek	Amount Due: \$35,974.75 Payment Due By: 7/1/2026
--	---

PLEASE REMIT PAYMENT TO:

OMAG
P.O. Box 3091
Edmond, OK 73083



3650 S. Boulevard • Edmond, OK 73013 • omag.org
405.657.1400 • 800.234.9461 • FAX 405.657.1401

May 13, 2026

Becky Noland
City of Pryor Creek

RE: City of Pryor Creek - Policy GLA140001711

Your OMAG Municipal Liability Protection Plan (MLPP) renewal has been processed, enclosed you will find your invoice. All other policy documents can be accessed on the OMAG Policy Portal.

The total premium for your MLPP renewal is \$143,899.00. You may pay your premium in full, semi-annual or quarterly installments. The initial payment is due by the effective date of the MLPP policy. If you choose to make a 50% or a 25% initial payment, we will send you notices on a semi-annual or quarterly basis, respectively.

Due to varying factors, you may notice a 5% rate increase. However, please note that your specific premium adjustment may vary based on changes to your policy or overall expenditures. If you would like additional information regarding this, please contact me at 405-657-1442.

Sincerely,

A handwritten signature in cursive script that reads "Chris Webb".

Chris Webb
Underwriting Director

CUSTOMER:

Pryor Police Department
214 South Mill Street
Pryor, OK 74361

UNIT:

Pryor OK PD

INVOICE#: 426090

INVOICE DATE: 06/15/2026

AGENCY ID: 6864

TERMS: Net 30

PO Number:

Qty	Scope of Services	Rate	Start Date	End Date	Amount
1	PowerPlus Investigation System	\$4,324.00	09/15/2026	09/14/2027	\$4,324.00

Payment is due within 30 days of renewal. Please notate your
Agency ID 6864 and Invoice# 426090 on your payment.
Questions? Contact us at (800) 311-2656 or support@leadsonline.com
Please email Purchase Orders to accounting@leadsonline.com

Total Due: \$4,324.00

REMIT BY CHECK:

LeadsOnline, LLC
6900 Dallas Pkwy Ste 825
Plano, TX 75024-4200

REMIT BY EFT/ACH:

JPMorgan Chase Bank
Type: Checking
Routing No: 111000614
Account No: 865536111

IMPORTANT LINKS:

Download our W-9: www.leadsonline.com/w9
Unique Entity ID: [DF6SC8ZMKCG3](#)
Credit Cards: www.leadsonline.com/payments

LeadsOnline Terms & Conditions:

Unless LeadsOnline and the Customer above have executed a written Agreement for the Service which governs this order, this order is subject to and governed by the terms and conditions located here ([LeadsOnline](#)) ([CellHawk](#)) ([NightHawk](#)). If, for any reason, you are unable to view the terms at the website given above, please contact your LeadsOnline representative. LeadsOnline may include a purchase order number on Customer's invoice solely for Customer's internal payment and record keeping processes. Any terms within any purchase order provided to LeadsOnline in response to a quote, order form, invoice or otherwise will not modify or enlarge the obligations or liabilities of either party.

FEES ARE EXCLUSIVE OF SALES, USE, WITHHOLDING, VAT, AND OTHER SIMILAR TAXES, AND IF REQUIRED BY LAW CUSTOMER IS RESPONSIBLE FOR PAYMENT OF SUCH TAXES. ANY TAXES REFERENCED AND/OR QUOTED ARE ESTIMATES ONLY, AND NOT ALL SERVICES AND/OR HARDWARE MAY BE SUBJECT TO TAXATION. FINAL TAX AMOUNTS WILL BE DETERMINED BASED ON APPLICABLE LAWS AT THE TIME OF INVOICING. CUSTOMER MAY PROVIDE A TAX EXEMPTION CERTIFICATE, IF APPLICABLE.

44-445-5424
KT

AGRILAND FS, Inc.
421 N 10th St.
Winterset IA 50273
Phone #: 515-462-2644

Bill To: City of Pryor Creek
PO Box 1167
12 North Rowe Street
Pryor, OK 74362

Ship To: Police and Fire City of Pryor
504 E Graham
Pryor, OK 74362

Invoice

40605920

Invoice Date 06/23/2026
Due Date 07/25/2026 Regular
Control Number 0040626033
Customer ID 2137302

Salesperson 0240
Shipping Loc. 406

Ticket(s) B0040626033 , 0002 , "MTR START
07:47:22/END 08:07:27"

Comments: Ship to: Police and Fire City of Pryor

Quantity	Description	Unit Price	Total \$
1220.000	GL * Unleaded Gasoline	3.3938 /GL	4,140.44
1220.000	TAX Federal Assessment Gas No Lead Fed Hazmat 0.001; Superfund .00429	.0053 /TAX	6.47
1220.000	TAX OK Petroleum Underground Tank Release Fee	.01 /TAX	12.20
1220.000	EA * Energy Freight Surcharge	.0485 /EA	59.17

Terms: ALL ACCOUNTS ARE DUE AND PAYABLE IN FULL UPON RECEIPT OF
THE MONTHLY STATEMENT. AS OF THE STATEMENT DATE A FINANCE
CHARGE OF 2% (ANNUAL RATE OF 24%) WILL BE ASSESSED ON ALL
ACCOUNTS OVER 30 DAYS.

Sub Total 4,218.28

Amount Due 4,218.28

215-5102
KT

City of Pryor Creek

Invoice

40605920



Pryor Asphalt, LLC
PO Box 728
Salina, OK 74365 US
+19188241065
Sales@pryorasphalt.com
pryorasphalt.com

Invoice

BILL TO

City of Pryor Street Department
6 N Taylor
Pryor, OK 74361

SHIP TO

City of Pryor Street Department
6 N Taylor
Pryor, OK 74361

INVOICE #	DATE	TOTAL DUE	DUE DATE	TERMS	ENCLOSED
2409	05/27/2026	\$21,634.70	06/26/2026	Net 30	

P.O. NUMBER

Shooting range

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	Asphalt C	Asphalt C @ \$66.00 / Ton	76.87	66.00	5,073.42
	S-4 64-22 RAP PV0442300600	S-4 64-22 PV0442300600 @ \$64.00 / Ton	258.77	64.00	16,561.28

Shooting range

SUBTOTAL 21,634.70
TAX 0.00
TOTAL 21,634.70
BALANCE DUE **\$21,634.70**

Balance is subject to late fee of 1.5% per month if not paid by due date.

*Demurrage charges for trucks held on site longer than 30 minutes.

**Please remit payment to
P.O. Box 728, Salina, OK 74365

**MINUTES
PLANNING & ZONING COMMISSION MEETING
CITY OF PRYOR CREEK, OKLAHOMA
THURSDAY, JUNE 4, 2026 AT 5:30 PM**

The Planning & Zoning Committee of the City of Pryor Creek, Oklahoma met in regular session on the above date and time in the Council Chamber upstairs at City Hall, 12 North Rowe Street in Pryor Creek, Oklahoma.

This meeting was followed immediately by a meeting of the Pryor Public Works Authority. Notice of these meetings was posted on the East bulletin board located outside to the South of the entrance doors and the City website at www.pryorcreek.org. Notice was also emailed to The Paper newspaper and emailed to the Council members.

1. CALL TO ORDER, ROLL CALL AND DECLARE A QUORUM.

Gina Alvis-Watts called the meeting to order at 5:40pm and declared a quorum. Members present were Randy Gibbs, Gina Alvis-Watts, Dennis Nance and Travis Mileur.

Others in attendance were Bernadette Ward and Ex-Officio, Kenneth Young.

2. DISCUSS, POSSIBLY APPROVE THE MINUTES OF THE MAY 7, 2026 REGULAR MEETING.

Motion was made by Mileur, second by Alvis-Watts to approve minutes of May 7, 2026 Regular Meeting.

Voting yes: Alvis-Watts and Mileur. Abstaining, counting as a no vote: Gibbs and Nance. The minutes are approved. (Two of the Board members who attended the May 7, 2026 Meeting were not available.)

3. PUBLIC HEARING

a. Enter Public Hearing

Lot Split for Titan Homes, LLC

Tract 3: A tract of land being Lots Ten through Thirteen (10-13) and a part of Lot Fourteen (14) in Block Four (4) of SOUTH PRYOR ADDITION, Mayes County, State of Oklahoma according to the recorded plat thereof, being more particularly described as follows: Beginning at the Southwest corner of Block 4, Thence N 88°31'21" E along the South line of said Block, a distance of 70.00 feet; Thence N 01°00'36" W a distance of 225.00 feet; Thence S 88°31'22" W a distance of 69.97 feet to a point on the West line of Block 4; Thence S 02°00'07" E along said West line a distance of 225.00 feet to the point of beginning.

Tract 4: A tract of land being Lots Ten through Thirteen (10-13) a part of Lot Fourteen (14) in Block Four (4) of SOUTH PRYOR ADDITION, Mayes County, State of Oklahoma, according to the recorded plat thereof, being more particularly described as follows: Commencing at the Southwest corner of Block 4; Thence N 88°31'21" E along the South line of said block, a distance of 70.00 feet; Thence N 02°00'36" W a distance of 225.00 feet; Thence N 88°31'22" E a distance of 69.97 feet; Thence S 02°01'06" E a distance of 225.00 feet to a point on the South line of Block 4; Thence S 88°31'21" W along said South line a distance of 70.00 feet to the point of beginning.

Current Address: 101 SE 8th

Motion was made by Mileur, second by Nance to enter into public hearing and waive the reading of the legal. Voting yes: Gibbs, Nance, Alvis-Watts and Mileur. Voting no: none.

b. Exit Public Hearing.

Motion was made by Mileur, second by Nance to exit public hearing. Voting yes: Gibbs, Alvis-Watts, Nance and Mileur. Voting no: none.

4. DISCUSS, POSSIBLY APPROVE THE MODIFICATION WITH LOT SPLIT FOR TITAN HOMES. LEGAL AS LISTED ABOVE.

Motion was made by Gibbs, second by Mileur to approve the modification and lot split for Titan Homes. Voting yes: Gibbs, Alvis-Watts, Nance and Mileur. Voting no: none.

5. ADJOURN.

Motion was made by Mileur, second by Nance to adjourn. Voting yes: Gibbs, Alvis-Watts, Nance and Mileur. Voting no: none.

CITY OF PRYOR CREEK PLANNING AND ZONING COMMISSION

☒ ZONING [] PREL. PLAT [] LOT SPLIT TYPE 2 [] MODIFICATIONS [] DEVELOPMENT PLANS

12 North Rowe Street, P.O. Box 1167, Pryor Creek, Oklahoma 74362 - (918) 825-0888 - FAX (918) 825-6577 www.pryorcreek.org

APPLICATION INFORMATION

RECEIVED BY: SL DATE FILED: 4/1/26 HEARING DATE: _____ CASE NUMBER _____

[] RESIDENTIAL [] NON-RESIDENTIAL [] MIXED USE BUILDING PERMIT APPLICATION NUMBER _____

NEIGHBORHOOD ASSOCIATIONS: _____

SUBJECT PROPERTY INFORMATION

ADDRESS OR DESCRIPTIVE LOCATION: 705 N Elliot

LEGAL DESCRIPTION: _____

PRESENT USE _____ PRESENT ZONING RS FLOOD PLAIN [] Y [☒] N HISTORIC DESIGNATION [] Y [] N

INFORMATION ABOUT YOUR PROPOSAL

PROPOSED NEW ZONING: CA2 PUD DESIGNATION INCLUDED: [] Y [] N PUD PROPOSAL ATTACHED [] Y [] N

PROPOSED USE: RU Park

NATURE OF PUD AMENDMENT: _____

APPLICANT INFORMATION		PROPERTY OWNER INFORMATION	
NAME	<u>Jared Gates</u>	NAME	
ADDRESS	<u>2487 W 460 RD</u>	ADDRESS	
CITY, ST, ZIP	<u>Pryor OK 74361</u>	CITY, ST, ZIP	
DAYTIME PHONE	<u>918 864-0546</u>	DAYTIME PHONE	
EMAIL	<u>Williamjgates30@gmail.com</u>	EMAIL	
FAX		FAX	
I, THE UNDERSIGNED APPLICANT, CERTIFY THAT THE INFORMATION ON THIS APPLICATION IS TRUE AND CORRECT.			
SIGNATURE & DATE		<u>[Signature] 5/1/2026</u>	

DOES OWNER CONSENT TO THIS APPLICATION [] Y [] N. WHAT IS APPLICANT'S RELATIONSHIP TO OWNER? _____

APPLICATION FEES			
BASE APPLICATION FEE	\$10.00		<u>10.00</u>
ADDITIONAL REQUESTS	\$	APPLICATION SUBTOTAL	\$ <u>—</u>
NEWSPAPER PUBLICATION <u>PIP-mcast - on board down for RS</u>	\$		<u>111.10</u>
SIGN POSTING	\$18.50		<u>18.50</u>
Review letter fee from City Reviewer for P & Z Meeting	\$125.00		<u>300.00</u>
300' PROPERTY OWNERS LIST <u>174 + 2.40 = 3.14 x 22</u>			<u>69.08</u>
300' PROPERTY OWNERS CERTIFICATE OF MAILING & POSTAGE (.60 + 1.85 x # of mailing)	\$2.45 x <u>28</u>		<u>69.08</u>
		NOTICE SUBTOTAL	
		TOTAL AMOUNT DUE	\$ <u>508.68</u>

APPLICATION FEES IN WHOLE OR PART WILL NOT BE REFUNDED AFTER NOTIFICATION HAS BEEN GIVEN.

NOTICE OF PUBLIC HEARING

BEFORE THE CITY OF PRYOR CREEK PLANNING AND ZONING COMMISSION

Notice is hereby given that on the 25th day of June 2026 at 5:30 P.M. in the City Hall Council Chamber, located at 12 North Rowe Street, 2nd floor, Pryor Creek, Mayes County, Oklahoma, the City of Pryor Creek Planning and Zoning Commission will consider the zoning change from RS (Residential Single) to CAR (Commercial Automotive Recreation) for the property as described below.

LEGAL DESCRIPTION

A tract of land situated in the North Half of the Northwest Quarter of the Southwest Quarter of the Northwest Quarter (N/2 NW/4 SW/4 NW/4) of Section 8, Township 21 North, Range 19 East of the Indian Base and Meridian, Mayes County, State of Oklahoma and more particularly described as follows to-wit: Beginning at the Southwest Corner of said N/2 of the NW/4 of the SW/4 of the NW/4 a found cut "X"; THENCE North 87 degrees 59 minutes 53 seconds East for a distance of 658.77 feet and along the South line of said N/2 of the NW/4 of the SW/4 of the NW/4 to the Southeast Corner thereof; THENCE North 01 degrees 36 minutes 32 seconds West for a distance of 205.61 feet and along the East line of said N/2 of the NW/4 of the SW/4 to a point 124.5 South of the Northeast Corner thereof; THENCE South 87 degrees 59 minutes 30 seconds West for a distance of 498.77 feet and parallel to the North line of said N/2 of the NW/4 of the SW/4 of the NW/4; THENCE South 01 degrees 36 minutes 34 seconds East for a distance of 155.56 feet to a point 50.0 feet North of the South line of said N/2 of the NW/4 of the SW/4 of the NW/4; THENCE South 87 degrees 59 minutes 53 seconds West for a distance of 160.00 feet and parallel to said South line to a point on the West line of said N/2 of the NW/4 of the SW/4 of the NW/4; THENCE South 01 degrees 36 minutes 33 seconds East for a distance of 50.00 feet and along said West line to the POINT OF BEGINNING.

Address: 705 N Elliott.



Anyone requiring special accommodations pursuant to the Americans with Disabilities Act should notify the City Clerk, Hannah Morris, at 918-825-0888.

Invoice from Bennett Arbitration

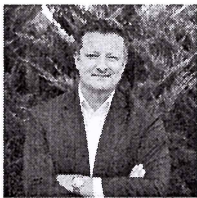
8 messages

Chase McBride <cmcbride@lawyersofoklahoma.com>
To: Accounts Payable <accountspayable@pryorcreek.org>

Tue, Jun 16, 2026 at 11:30 AM

Attached is the invoice from the arbitration. The City is responsible for one-half of the invoice.

The arbitrator contacted me today to follow up because the City's portion has not yet been paid. Please review and process payment for the City's share as soon as possible.

**Chase McBride, JD/MBA**

Attorney at Law, OBA # 32061
McBride & McBride - Lawyers of Oklahoma
106 N Rowe St.
Pryor, OK 74361
Ph: 918-825-3038
www.LawyersofOklahoma.com

 **2026.4.8 FOP_ Letter to McBride and Hunt re_ Invoice (1).pdf**
403K

Darla Coats <coatsd@pryorcreek.org>
To: Chase McBride <cmcbride@lawyersofoklahoma.com>
Cc: Accounts Payable <accountspayable@pryorcreek.org>

Tue, Jun 16, 2026 at 11:57 AM

Chase:

Thank you for sending this over. This is the first time I've seen this.

Thank you!

Darla Coats

**Darla J Craft Coats**

Assistant City Clerk
Accounts Payable Clerk
City of Pryor Creek

T 918-825-0888
E coatsd@pryorcreek.org
W www.pryorcreek.org

"Whatever you do, work heartily, as for the Lord and not for men." - Col. 3:23

Offices closed on Friday, June 19th for Juneteenth
Out-of-office dates: June 22-26

[Quoted text hidden]

Darla Coats <coatsd@pryorcreek.org>

Tue, Jun 16, 2026 at 12:00 PM

To: Hannah Morris <morrish@pryorcreek.org>, Zac Doyle <doylez@pryorcreek.org>

Please see attached. I do not have any information on this invoice, but apparently it is past-due.

1. Has it been to Council for approval?

2. If so, I will have to get vendor info to set them up before I can do the PO.

Please let me know ASAP so I can get it processed, if I'm paying tonight.

Thank you!

Darla Coats



Darla J Craft Coats

Assistant City Clerk

Accounts Payable Clerk

City of Pryor Creek

T 918-825-0888

E coatsd@pryorcreek.org

W www.pryorcreek.org

"Whatever you do, work heartily, as for the Lord and not for men." - Col. 3:23

Offices closed on Friday, June 19th for Juneteenth

Out-of-office dates: June 22-26

[Quoted text hidden]

Darla Coats <coatsd@pryorcreek.org>

Tue, Jun 16, 2026 at 12:01 PM

To: Hannah Morris <morrish@pryorcreek.org>, Zac Doyle <doylez@pryorcreek.org>

Sorry - this has the attachment.

Thank you!

Darla Coats



Darla J Craft Coats

Assistant City Clerk

Accounts Payable Clerk

City of Pryor Creek

T 918-825-0888

E coatsd@pryorcreek.org

W www.pryorcreek.org

"Whatever you do, work heartily, as for the Lord and not for men." - Col. 3:23

Offices closed on Friday, June 19th for Juneteenth

Out-of-office dates: June 22-26

[Quoted text hidden]



2026.4.8 FOP_ Letter to McBride and Hunt re_ Invoice (1).pdf
403K



Craig W. Hoster
Direct Tel: (918) 592-9870

craig.hoster@crowedunlevy.com

April 8, 2026

Chase McBride
106 N. Rowe St.
Pryor, OK 74361

James Patrick Hunt
601 S. Boulder, Suite 602
Tulsa, OK 74119

Re: Arbitration - FOP Lodge 116 and
Bennett v. City of Pryor Creek

Dear Messrs. McBride and Hunt:

Enclosed is my invoice for services rendered as the neutral arbitrator and chair of the arbitration board/panel in the captioned arbitration. Also enclosed is a copy of my engagement letter of July 21, 2025, as an arbitrator.

In accordance with the engagement, each side is responsible for 50% of my fee and expenses. As you will see, my invoice totals \$20,000, which means that each of you is responsible for a payment to Crowe & Dunlevy in the amount of \$10,000.

Please indicate on your check that it is a payment on invoice #816894. If you forward this invoice to your client for direct payment, please instruct your client to indicate on the check that it is payment on invoice #816894.

Pursuant to the CBA, we had two interest arbitrators and one neutral arbitrator. After a conference of all three and a discussion of each issue raised by the parties, I prepared the Decision of Arbitrators.

The CBA did not establish whether we needed a majority vote for the Decision and Award or whether I could issue the Decision and Award without the support of another arbitrator. I took the

A PROFESSIONAL CORPORATION

OKLAHOMA CITY • Braniff Building • 324 N. Robinson Ave., Ste. 100 • Oklahoma City, OK 73102 • T: 405.235.7700 • F: 405.239.6651

TULSA • 500 Kennedy Building • 321 S. Boston Ave. • Tulsa, OK 74103 • T: 918.592.9800 • F: 918.592.9801

DALLAS • Spaces McKinney Avenue • 1919 McKinney Ave., Ste. 100 • Dallas, TX 75201 • T: 214.420.2163 • F: 214.736.1762

crowedunlevy.com

Mr. Craig Hoster

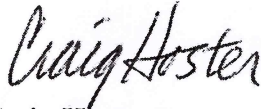
April 8, 2026

Page 2

position that I had the authority to issue the Decision and made the Award without concurrence of another arbitrator. Consequently, the Decision was not modified or changed to secure the concurrence of another panel member. Each interest arbitrator decided whether he would concur or dissent and I did not change or modify the Decision of Arbitrators to secure a concurrence. Please be advised that both interest arbitrators did an excellent job and were easy to work with during the entire process.

I enjoyed working on this matter and appreciate the confidence you had in me to serve as the neutral arbitrator.

Very truly yours,

A handwritten signature in black ink that reads "Craig Hoster". The signature is written in a cursive, flowing style.

Craig Hoster

Encls.

CH/bh



Craig W. Hoster
Direct Tel: (918) 592-9870

craig.hoster@crowedunlevy.com

July 21, 2025

VIA EMAIL

Richard R. Rice: rick@ricelawfirm.net
John Weber: jweber@okfop.org
James Patrick Hunt: jamesphunt@earthlink.net
Chase McBride: cmcbride@lawyersofoklahoma.com

Re: Arbitration: FOP Lodge 116 v. City of Pryor

To: Interest Arbitrators Richard R. Rice and John Weber; James Patrick Hunt, attorney for FOP Lodge 116; and Chase McBride, attorney for City of Pryor

The captioned arbitration has cleared our firm's conflict review and I am not aware of any potential conflict that would prevent me from serving. Thank you for selecting me to serve as the neutral arbitrator.

I will serve as the neutral arbitrator and chair of the arbitration board on an hourly fee basis at the rate of \$400 per hour. My fees and necessary expenses, if any, will be borne equally. I will send my invoices to the attorneys for their review and payment at the conclusion of arbitration.

I am not currently aware of the jurisdiction of the arbitrators, or the merits of the case. I have been advised that the hearing will take two days. In accordance with my correspondence with the attorneys for the parties and the interest arbitrators, the two-day hearing is scheduled for September 10 and 11, 2025.

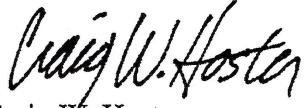
I assume that the parties have a location for the hearing in Mayes County or Tulsa County that they have used for similar previous hearings. Please let me know the location the parties desire to use.

A PROFESSIONAL CORPORATION

TULSA • 222 N. Detroit Ave., Ste. 600 • Tulsa, OK 74120
DALLAS • HOUSTON • OKLAHOMA CITY
crowedunlevy.com

July 21, 2025
Page 2

Sincerely,


Craig W. Hoster

CWH:ldb



CROWE & DUNLEVY
ATTORNEYS AND COUNSELORS AT LAW

222 N. DETROIT AVE., SUITE 600
TULSA, OK 74120-1845
(918) 592-9800
TAX I.D. NUMBER 73-1055796

Arbitration Panel Member

April 7, 2026
Invoice # 816894

Client # 17272

Matter # 00301

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

For Professional Services Rendered

STATEMENT OF INVOICE

	Invoice Totals
Fees For This Invoice	\$21,080.00
Civic Duty Discount	\$-1,080.00
Expenses For This Invoice	\$0.00
Totals For This Invoice	<u>\$20,000.00</u>

Payment Instructions

Check Remittance:

Mail To:
Crowe & Dunlevy
Braniff Building
324 N. Robinson Ave., Ste. 100
Oklahoma City, OK 73102

Credit Card Remittance:

(A 2% surcharge applies to all credit card payments)
<https://www.crowedunlevy.com/makeapayment/>

Wire/ACH Remittance:

Bank Name: BancFirst
Routing #103003632
Oklahoma City, OK 73102
Account Name: Crowe & Dunlevy
Account Number 4025023715
Swift Code BFOKUS44

Please refer to Invoice # 816894 and any other invoice numbers being paid on your remittance.

Client # 17272

Invoice # 816894

Matter # 00301

Responsible Attorney

Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

06/24/2025	C. Hoster	Review conflicts memorandum; email to David Sullivan regarding possible conflict (NO CHARGE)	0.00
06/25/2025	C. Hoster	Letter to attorneys Patrick Hunt and Chase McBride concerning arbitration issues and authority if arbitrators; forward letter to Richard Rice and John Weber	0.60
07/10/2025	C. Hoster	Email to attorneys and arbitrators to schedule arbitration hearing	0.20
07/22/2025	C. Hoster	Receive email from Chase McBride requesting a scheduling conference required by CBA; email to Chase McBride and others to schedule conference and request a draft of a Scheduling Order and copies of the grievance and responses from the parties; review collective bargaining agreement	1.00
08/04/2025	C. Hoster	Review email from Patrick Hunt regarding Scheduling Conference required by CBA	0.20
08/05/2025	C. Hoster	Attention to scheduling a Scheduling Order Conference	0.30
08/06/2025	C. Hoster	Review the collective bargaining agreement; E-mail to parties concerning Scheduling Conference set for August 8, 2025, at 1:30 p.m.	1.40
08/08/2025	C. Hoster	Prepare for scheduling conference; conduct scheduling conference electronically with all parties and arbitrators present; prepare Scheduling Order	2.10
08/11/2025	C. Hoster	Review and revise draft of Scheduling Order; E-mail to attorneys and arbitrators with copy of Scheduling Order	0.80
08/15/2025	C. Hoster	E-mail the Scheduling Order to all parties	0.10

Client # 17272
Matter # 00301Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

08/22/2025	C. Hoster	E-mail my Oath of Arbitrator and request for grievance documents to attorneys for the parties	0.40
09/02/2025	C. Hoster	Email to fellow arbitrators Rick Rice and John Weber re jurisdiction and authority of arbitrators and issues in arbitration; Email to arbitrators Weber and Rice concerning procedure for resolving the City's Motion to Dismiss & Objection to Arbitration; Email to arbitrators setting forth procedure for resolution of City's Motion	1.20
09/02/2025	C. Hoster	Email to Patrick Hunt and John Weber to communicate matter related to the City's pending Motion to Dismiss and Objection to Arbitration	0.20
09/03/2025	C. Hoster	Email to Rick Rice and John Weber re need to cancel scheduled arbitration hearing date and reschedule date; Email to Rick Rice and John Weber concerning Rick Rice's email and briefing schedule for pending motion; Email to Chase McBride, Patrick Hunt, and arbitrators regarding briefing schedule for City's Motion to Dismiss and City's Motion to Continue; Email to Chase McBride re date for exchange of final lists of exhibits and witnesses; Email to Patrick Hunt and Chase McBride confirming exchange date for exchange of exhibit and witness lists	0.80
09/04/2025	C. Hoster	Email to Rick Rice and John Weber re date for rescheduled hearing; Email to arbitrators re available dates	0.20
09/08/2025	C. Hoster	Email to John Weber and Rick Rice re arbitration hearing date; Email to Rick Rice concerning his unavailability for certain hearing dates; Email to John Weber re hearing date	0.30

Client # 17272
Matter # 00301Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

09/09/2025	C. Hoster	Draft Order Rescheduling Hearing: Email to Patrick Hunt, Chase McBride and Arbitrators with Order Rescheduling Hearing setting the date for the arbitration hearing to commence on October 31, 2025	0.30
10/15/2025	C. Hoster	Email to Arbitrators Richard Rice and John Weber regarding order of presenting opening statements at hearing	0.20
10/16/2025	C. Hoster	Email to Mr Hunt and Mr McBride regarding order of presentation of evidence at arbitration hearing	0.20
10/22/2025	C. Hoster	Receive subpoenas from Respondent's attorney, Chase McBride: Email to parties concerning subpoenas; Issue subpoenas and mail same to Chase McBride for service	0.30
10/27/2025	C. Hoster	Email to Mr Hunt and Mr McBride re short written opening statements and order of proceeding; Email to Rick Rice concerning the order of presentation of opening statements; Email to John Weber regarding order of opening statements; Email to Arbitrators Rice and Weber addressing order of presentation of opening statements and evidence	1.30
10/28/2025	C. Hoster	Email to Grievants and Respondent ordering that City will give first opening statement and the first presentation of evidence in the case and affirming that the order of presentations will not change the parties' respective burdens of proof in the case; Receive and read City's Motion in Limine; Email to attorneys advising that the arbitrators will not resolve or rule on the Motion in Limine before the 10/31/2025 arbitration hearing	1.20
10/29/2025	C. Hoster	Receive subpoenas from FOP; Issue subpoenas and notify parties via email; Mail originals of subpoenas to Mr Hunt for service	0.30

Client # 17272
Matter # 00301Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

10/30/2025	C. Hoster	Prepare for arbitration hearing; Review written openings statement and selected Respondent exhibits	0.90
10/31/2025	C. Hoster	Chair arbitration hearing on second floor of City of Pryor Creek City Hall; Review documents	7.20
10/31/2025	C. Hoster	Travel to and from Pryor for arbitration hearing on Halloween (No Charge)	0.00
11/13/2025	C. Hoster	Email to attorneys Chase McBride and Patrick Hunt and arbitrators Richard Rice and John Weber concerning timing for closing briefs and rebuttals	0.40
11/21/2025	C. Hoster	Email to attorneys and arbitrators setting filing dates for closing briefs and rebuttals	0.20
12/29/2025	C. Hoster	Review the closing briefs submitted by the parties	1.00
01/21/2026	C. Hoster	Review closing briefs of the parties in FOP v. City of Pryor Creek arbitration; email to attorneys Hunt and McBride acknowledging receipt of briefs; email to panel of arbitrators suggesting date and place for arbitrators to meet	1.10
01/23/2026	C. Hoster	Review emails from Rick Rice and John Weber; email to Rice and Weber scheduling date and time for a telephonic meeting of the arbitrators	0.20
01/28/2026	C. Hoster	Research concerning discipline of police officers	2.80
02/10/2026	C. Hoster	Prepare for conference call with other arbitrators; lead team meeting with Richard Rice and John Weber	1.60
02/23/2026	C. Hoster	Research for arbitrators' opinion in FOP and Kenneth Bennett v. City of Pryor Creek at TU law library; review record and examine documents	4.40

Client # 17272
Matter # 00301Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

02/24/2026	C. Hoster	Attention to Arbitrators' decision; review file and record of hearing; research and examine documents	2.00
03/03/2026	C. Hoster	Preparation of Statement of Facts for Decision of Arbitrators; Review City's closing brief and record; Preparation of draft of Decision of Arbitrators; Research issues	2.70
03/04/2026	C. Hoster	Preparation of Decision and Award of Arbitrators; Research issue of just cause; Review record and submitted briefs of the parties	1.50
03/05/2026	C. Hoster	Review and revise draft of Decision of Arbitrators; Add additional authority to draft of Decision of Arbitrators	2.20
03/06/2026	C. Hoster	Complete research of issues raised by the parties; Review parties closing argument briefs and rebuttal briefs	3.30
03/07/2026	C. Hoster	Research and review of authorities at TU law library for Decision of Arbitrators and Award	4.00
03/08/2026	C. Hoster	Make changes and revisions to Decision of Arbitrators; review record of arbitration hearing	1.80
03/09/2026	C. Hoster	Proof draft of Decision of Arbitrators; Letter to Richard Price and John Weber with final draft of Decision of Arbitrators; Email from Arbitrator John Weber concurring with draft of Decision of Arbitrators	1.10
03/16/2026	C. Hoster	Letter to Arbitrators Rice and Weber concerning comments for draft of Decision with minor changes; Email to Arbitrators with letter and final version of Decision of Arbitrators	0.30

Client # 17272
Matter # 00301

Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek

03/17/2026	C. Hoster	Receive dissent from Rick Rice and incorporate dissent into the Decision of Arbitrators; Letter to the parties regarding award and Decision of Arbitrators; Email to James Patrick Hunt and Chase McBride with letter and Decision of Arbitrators	0.40
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Total Hours	52.70
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Total Fees for this Invoice	\$21,080.00
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Civic Duty Discount	\$-1,080.00
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Total For This Invoice	\$20,000.00
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SUMMARY OF FEES

Name	Hours Worked	Hourly Rate	Bill Amount
C. Hoster	52.70	400.00	21,080.00
C. Hoster	2.10	0.00	0.00
Total	54.80		\$21,080.00
Civic Duty Discount			\$-1,080.00
Net Fees for this Invoice			\$20,000.00

Arbitration Panel Member

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April 7, 2026

Client # 17272
Matter # 00301

Invoice # 816894
Responsible Attorney
Craig W. Hoster

Arbitration- Fraternal Order of Police and Bennett v City of Pryor Creek



CROWE&DUNLEVY
ATTORNEYS AND COUNSELORS AT LAW

222 N. DETROIT AVE., SUITE 600
TULSA, OK 74120-1845
(918) 592-9800
TAX I.D. NUMBER 73-1055796

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Swift Code BFOKUS44

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MOONEY, GREEN, SAINDON, MURPHY & WELCH, P.C.

INTERNET: www.mooneygreen.com

1620 EYE STREET, N.W.
SUITE 700
WASHINGTON, DC 20006

TELEPHONE (202) 783-0010

FACSIMILE (202) 783-6088



April 16, 2026

SENT VIA E-MAIL

Chase McBride,
McBride & McBride - Lawyers of Oklahoma
106 N Rowe St.
Pryor, OK 74361
Ph: 918-825-3038
Email: cmcbride@lawyersofoklahoma.com
Counsel for City of Prior Creek

**Re: Unpaid Overtime Due to the Members of the Fraternal Order of Police,
Lodge No.116– Settlement Demand Letter**

Attorney McBride:

As you are aware, this Firm represents members of Fraternal Order of Police, Lodge No. 116 (“Lodge”) in the above referenced matter. This letter is an attempt to reach an amicable resolution of the Lodge members’ Fair Labor Standards Act (FLSA) claims for unpaid overtime without the need for further litigation.

Generally, the FLSA requires a government employer to pay its employees overtime compensation if they work more than 40 hours in a 7-day workweek. 29 U.S.C. § 207(a)(1). The FLSA provides a partial exception to the overtime pay requirements for employees of public agencies that are engaged in law enforcement activities. 29 U.S.C. § 207(k); *see also* 29 C.F.R. § 553.230 (providing that employees engaged in law enforcement activities must be paid overtime after working 171 hours in a 28-day work period.). Under both Section 7(a) and 7(k), the “regular rate” includes “all remuneration for employment paid to, or on behalf of, the employee,” provided that such remuneration is not prohibited by one of eight statutory exclusions listed under Section 7(e)(1)-(8) of the Act. 29 U.S.C. § 207(e); 29 C.F.R. § 778.200. As summarized by one commenter, “[t]here is a statutory presumption that remuneration in any form must be included in the regular rate calculation,” E. Kearns, *The Fair Labor Standards Act*, 10-15 (3d ed. 2018).

Here, the City failed to pay Lodge members their correct overtime wage because the City did not include Lodge members’ incentive pay in their “regular rate” for the purposes of calculating overtime. Specifically, the City failed to include: 1) Special Assignment Pay; 2) Special Qualification Pay; 3) Education Incentive Pay; 4) Annual Longevity Pay; 5) Step-Up Pay; 6) CLEET Certification Pay; 7) Hazard Pay; and 8) Physical Fitness Incentive Pay. *See* CBA, Art. 27, 29, 30, 33(2), 33(3), 33(6), 42. These incentive payments must be included in the “regular rate” used to calculate Lodge members’ overtime rates because none of these incentive payments fall into any statutory exception. These premium payments may not be excluded from the “regular

rate” as discretionary bonuses, prizes, or awards. *See* 29 U.S.C. § 207(e)(1), (3). They are not payments for periods when “no work is performed[.]” *See* 29 U.S.C. § 207(e)(2). The premium payments are not excludable under as irrevocable contributions to bona fide employee benefit plans, or excludable as stock-related income or benefits. 29 U.S.C. §207(e)(4), (8). Nor are the premium payments excludable from the “regular rate” as “overtime premiums” – work performed outside of or in excess of eight hours a day or 40 hours a week or work done on special days, such as holidays or weekends. *See* 29 U.S.C. §207(e)(5)-(7); 29 C.F.R. § 778.201(a). As such, the City underpaid Lodge Members for each and every overtime hour worked.

In light of the above, the Lodge members demand the following in exchange for a settlement of their claims under the FLSA:

1. Three years backpay for unpaid overtime—calculated consistent with the methodology established in the Settlement Spreadsheet (Attached hereto as Exhibit A)—plus an equal amount in liquidated damages, for a total amount of **\$42,306.79**
 - a. **\$16,014.29** representing Lodge members’ backpay and liquidated damages for the three year period; and
 - b. **\$26,292.50** representing Lodge members’ reasonable costs and attorneys’ fees.¹
2. Payment for damages that have accrued since April 10, 2025 (the date Lodge members’ contacted the City regarding their FLSA damages); and
3. Adjustments to Plaintiffs’ pensions proportional with the amount recovered as backpay damages.

Plaintiffs hope that the City will continue to work to resolve this issue and ensure the City’s Police Officers are properly paid for all the hours they worked. We look forward to hearing from you.

Sincerely,

Mark Linscott

Mark Linscott

Counsel for Plaintiffs

¹ This amount reflects attorneys’ fees as of the date of this letter.