

2023 SALARY & BENEFITS REPORT



The Unified Voice of Oklahoma Cities and Towns



OKLAHOMA MUNICIPAL LEAGUE

The Unified Voice of Oklahoma Cities and Towns

Oklahoma Municipal League, Inc.
201 N.E. 23rd Street
Oklahoma City, OK 73105
Phone: (405) 528-7515 / (800) 324-6651
FAX: (405) 528-7560
Website: www.oml.org
Champions of Effective Local Government
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PREFACE

May 2023

We are pleased to introduce this thirty-ninth annual report of *Oklahoma Municipal Salaries and Benefits*. This report presents the results of a survey of Oklahoma Municipal League member cities and towns conducted in the winter of 2022. **The survey consists of responses from 244 municipalities from across Oklahoma. This represents 42% of Oklahoma Cities and Towns.**

Information is reported in a tabular format that eases comparisons and assists in a user-friendly presentation. We sincerely appreciate the efforts of the many municipal officials who responded to the survey. We hope you find this report useful to your municipality. The purpose of this study is to provide timely and reliable information that will assist in the evaluation and comparison of wages, salaries, and fringe benefits of municipal employees in Oklahoma. The Oklahoma Municipal League compiled the information contained in this research report. Every effort was made to carefully present the data; however, the publisher does not assume any liability for errors or omissions. Each entity must assume responsibility for the use of the information contained herein.

Please note that Most Frequent Rate of Pay (MFRP) can change dramatically with the changes of personnel within the individual job classification. All survey data is a snapshot in time and may change from the time of submittal.

This report cannot cover all positions in cities and towns. It is designed to cover positions that occur regularly. We would be happy to receive any suggestions for positions to be added to a future survey. Please note in many cities and towns an individual may receive compensation for performing more than one job or may be paid for performing additional duties for one or more public trusts. For example, this report may show a full-time clerk earning \$6,000 per year. This individual may also receive other compensation such as a secretary of a public trust or for other duties performed, which was not reported in this survey. There is a contact page of responding municipalities should you need to contact those individuals directly.

Please contact me with any questions or comments.

Melanie Armstrong

Inquiry Specialist

Oklahoma Municipal League, Inc.

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Alphabetical Order by Municipal Name SA 2

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Most Frequent Rate (Annual) Pay for Selected Titles

Mayor, Council/Board, City Manager, City Attorney, Judge, Court Clerk

Alphabetical Order by Municipal Name..... SA 3

Descending Population Order..... SP 3

Municipal Clerk, Treasurer, Clerk/Treasurer, Deputy Clerk, Secretary

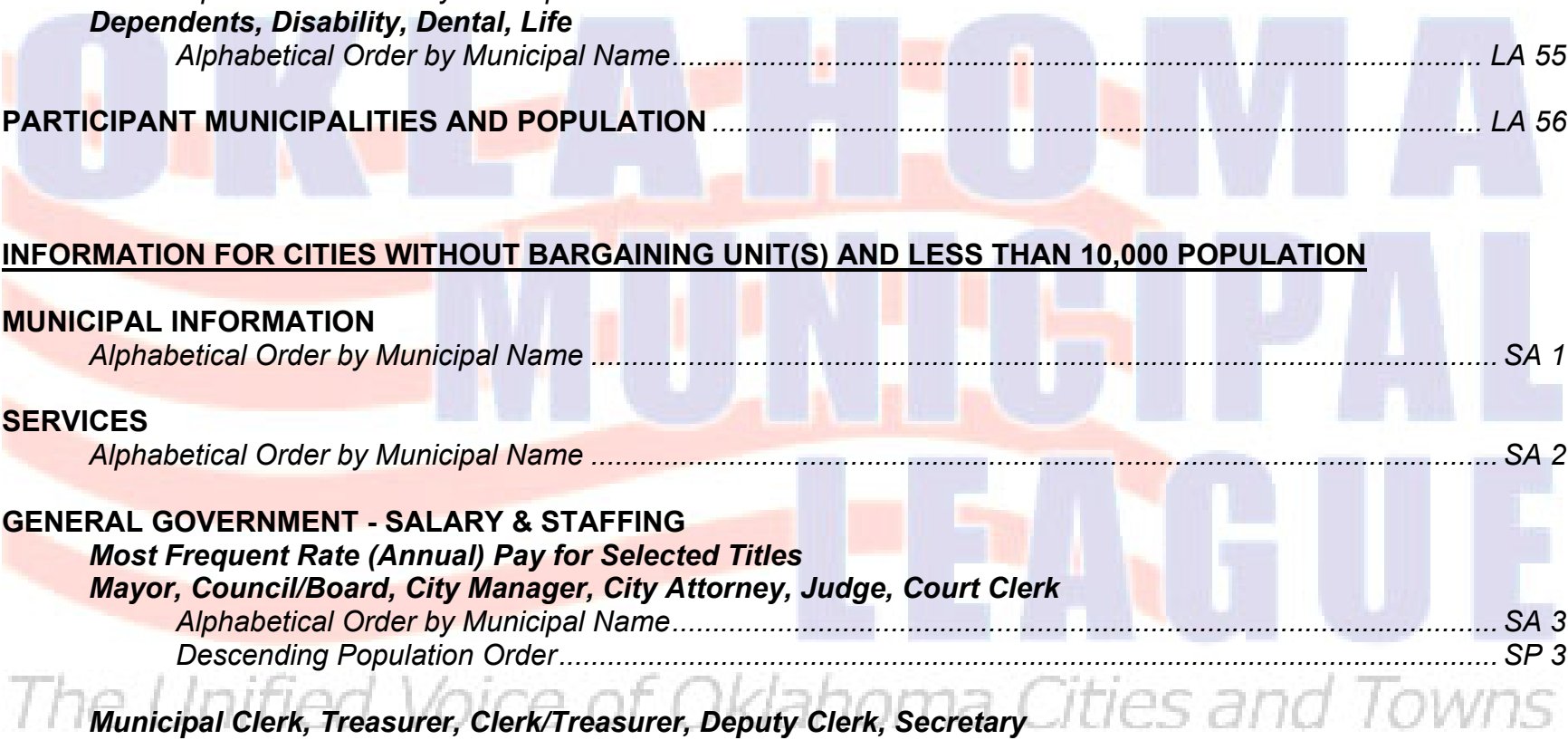
Alphabetical Order by Municipal Name..... SA 4

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Police Chief, Officer, Volunteer Officer, Fire Chief, Firefighter, Volunteer Firefighter

Alphabetical Order by Municipal Name..... SA 5

Descending Population Order..... SP 5



**Finance Director, Personnel Director, Public Works Director,
Water/Wastewater Superintendent, Water/Wastewater Operator**

Alphabetical Order by Municipal Name..... SA 6
Descending Population Order..... SP 6

**Street Supt., Code Enforcement Officer, Heavy Equipment Operator,
Refuse Collector, Sewer Worker, Laborer 1**

Alphabetical Order by Municipal Name..... SA 7
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RESPONDENT LIST IN ALPHABETICAL ORDER BY MUNICIPAL NAME..... A1

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ABOUT THE OKLAHOMA MUNICIPAL LEAGUE, INC. B1

FORMAT KEY

Computer generation of the reports greatly simplifies the individual reports and will add flexibility to future editions. The following is a key to the report titles. This is just for your information since specific information is most easily found through the report titles:

LA – Long Form Alphabetical. The long forms are for the municipalities with one or more bargaining unit(s) or more than 10,000 population and contain more detailed information for that reason. Alphabetical means that the municipalities are listed in alphabetical order by city or town name.

LP – Long Form Population. These reports are for municipalities with one or more bargaining unit(s) or more than 10,000 population. The data is presented in descending population order from largest to smallest city or town.

SA – Short Form Alphabetical. The short forms are for municipalities with no bargaining units or less than 10,000 population. Alphabetical means that the municipalities are listed in alphabetical order by city or town name.

SP – Short Form Population. These reports are for municipalities with no bargaining unit(s) or less than 10,000 population. The data is presented in descending population order from largest to smallest city or town.

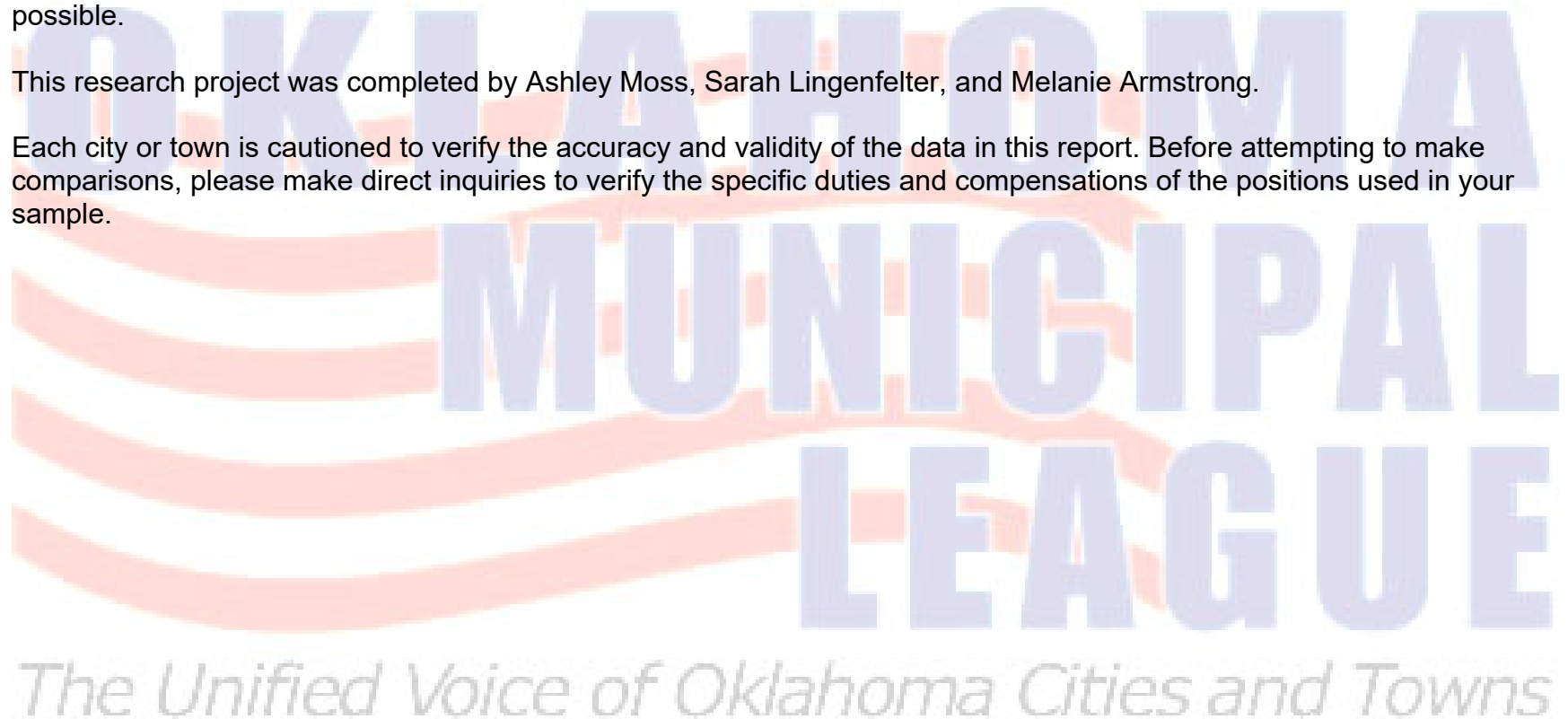
Benefit information is published in the alphabetical format to conserve space since many of these reports are lengthy and involve comment fields. Salary information is presented in both formats. Alphabetical to locate individual municipalities and descending population for ease of comparison of similar size communities. Detailed report titles are presented in the Table of Contents as a guide to finding specific information. All municipal information is available in both formats.

ACKNOWLEDGEMENTS

We extend our appreciation to the municipal executive, finance, and personnel officers who provided timely responses and review of the personnel information. Without this effort on the part of these officials, this report would not have been possible.

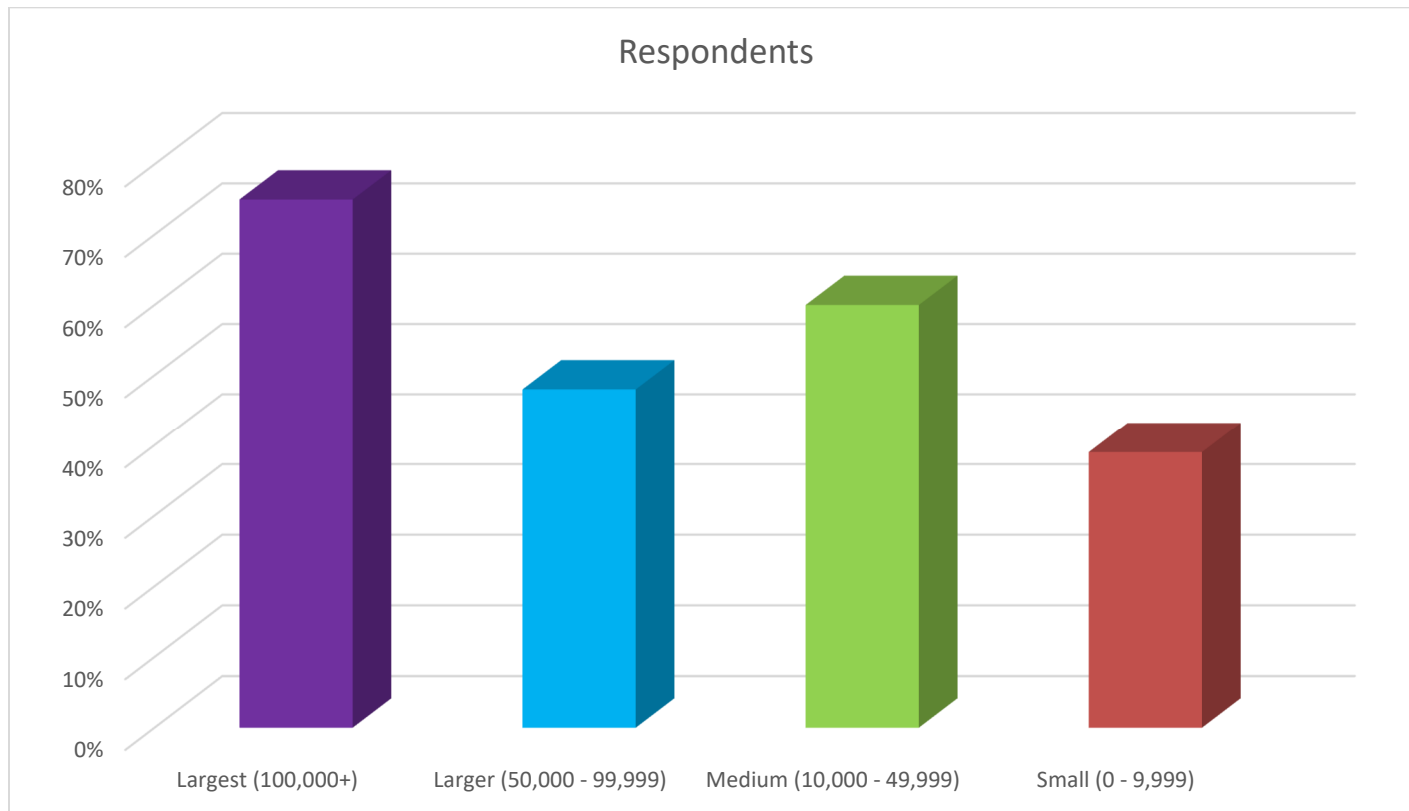
This research project was completed by Ashley Moss, Sarah Lingenfelter, and Melanie Armstrong.

Each city or town is cautioned to verify the accuracy and validity of the data in this report. Before attempting to make comparisons, please make direct inquiries to verify the specific duties and compensations of the positions used in your sample.



METHODOLOGY

A survey of salaries and benefits was sent to Oklahoma cities and towns in the winter of 2022. Reports were received from 243 cities and towns. Municipalities representing Oklahoma's largest and large cities responded at a 75% rate. The medium-sized municipalities responded at an 60% rate. An overall response rate of 39% was recorded for small municipalities under 10,000 in population. Many of the smallest communities have few or no paid employees and little or no funds. Population numbers used in calculation tables and appendices were obtained from the 2020 U.S. Census of Population.



LIST OF RESPONDING MUNICIPALITIES

ADA*	BRAMAN	COWETA*	FAIRMONT	HEAVENER	MADILL
ADAIR	BRECKENRIDGE	COYLE	FAIRVIEW	HENNESSEY	MARIETTA
AMBER	BROKEN ARROW*	CRESCENT*	FARGO	HENRYETTA	MARLAND
AMES	BROKEN BOW	CROMWELL	FORGAN	HICKORY	MARLOW*
AMORITA	BURBANK	CUSHING*	FORT COBB	HILLSDALE	MAY
ANADARKO	BURNS FLAT	CUSTER CITY	FORT GIBSON	HOBART	MAYSVILLE
ANTLERS	BYARS	DAVENPORT	FOSS	HOLDENVILLE	MCCURTAIN
APACHE	CACHE	DAVIDSON	FOYIL	HOOKER	MEAD
ARCADIA	CALUMET	DAVIS*	FRANCIS	IDABEL*	MEDFORD
ARDMORE*	CALVIN	DEL CITY*	FREDERICK	INDIAHOMA	MEDICINE PARK
ARNETT	CANADIAN	DEPEW	GAGE	INDIANOLA	MEEKER
ASHER	CANTON	DEWAR	GATE	INOLA	MIDWEST CITY*
AVANT	CATOOSA*	DILL CITY	GLENCOE	JENNINGS	MILL CREEK
BARNSDALL	CHANDLER	DOUGHERTY	GLENPOOL*	KAW CITY	MILLERTON
BARTLESVILLE*	CHATTANOOGA	DRUMRIGHT	GORE	KELLYVILLE	MINCO
BEARDEN	CHELSEA	DUSTIN	GOULD	KENEFIC	MORRIS
BEAVER	CHEROKEE	EAKLY	GRACEMONT	KINGFISHER*	MOUNTAIN PARK
BEGGS	CHEYENNE	EARLSBORO	GRANITE	KIOWA	MOUNTAIN VIEW
BESSIE	CHOCTAW*	EAST DUKE	GROVE*	LAHOMA	MULHALL
BETHANY*	CLAREMORE*	EDMOND*	GUTHRIE*	LAVERNE	MUSKOGEE*
BILLINGS	CLEARVIEW	ELK CITY*	GUYMON*	LIMA	MUSTANG*
BIXBY*	CLEO SPRINGS	ELMORE CITY	HALLETT	LONE GROVE	MUTUAL
BLACKBURN	CLINTON	ERICK	HARDESTY	LONE WOLF	NASH
BLAIR	COPAN	EUFAULA*	HASTINGS	LOVELAND	NEWCASTLE
BLANCHARD	CORN	FAIR OAKS	HEADRICK	LOYAL	NEWKIRK
BOISE CITY	COUNCIL HILL	FAIRFAX	HEALDTON	LUTHER	NORTH ENID

* Municipalities with one or more bargaining unit(s) or greater than 10,000 population

LIST OF RESPONDING MUNICIPALITIES

OAKS	RATLIFF CITY	STRINGTOWN	WELEETKA
OAKWOOD	RATTAN	STROUD	WELLSTON
OCHELATA	RINGWOOD	SUGDEN	WEWOKA
OILTON	RIPLEY	TAFT	WHITEFIELD
OKEENE	ROCKY	TAHLEQUAH*	WILBURTON
OKEMAH	ROLAND	TALALA	WRIGHT CITY
OKLAHOMA CITY*	ROOSEVELT	TECUMSEH	WYANDOTTE
OKTAHA	ROSSTON	TERRAL	WYNNEWOOD*
OLUSTEE	SALLISAW*	TEXHOMA	YUKON*
OOLOGAH	SAND SPRINGS*	THACKERVILLE	
ORLANDO	SAPULPA*	THE VILLAGE*	
OWASSO*	SAWYER	THOMAS	
PANAMA	SAYRE	TISHOMINGO	
PAULS VALLEY*	SCHULTER	TULSA*	
PENSACOLA	SEILING	TUPELO	
PERKINS*	SENTINEL	TUTTLE*	
PERRY*	SHATTUCK	TYRONE	
PIEDMONT	SHIDLER	UNION CITY	
PITTSBURG	SNYDER	VALLIANT	
PORTER	SOPER	VERDEN	
PORUM	SPENCER*	VINITA	
PRAGUE	SPERRY	WAKITA	
PRUE	SPRINGER	WAURIKA	
PRYOR CREEK*	STERLING	WAYNE	
PURCELL*	STIGLER	WAYNOKA	
RALSTON	STONEWALL	WEATHERFORD*	

* Municipalities with one or more bargaining unit(s) or greater than 10,000 population

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Municipal Information in Alphabetical Order by Municipal Name

Municipality	Population	Form of Government	General Fund Budget	Full Time Employees	Part Time Employees	Square Miles
ADA	16,481	Council-Manager (Charter)	\$20,899,233	240	95	17.74
ARDMORE	24,725	Council-Manager	\$21,346,635	249	48	51.69
BARTLESVILLE	37,290	Council-Manager (Charter)	\$30,534,213	368	9	23.00
BETHANY	20,831	Council-Manager (Charter)	\$8,357,892	115	0	5.50
BIXBY	28,609	Council-Manager (Charter)	\$12,785,702	138	0	26.76
BROKEN ARROW	113,540	Council-Manager	\$98,431,883	840	13	65.00
CATOOSA	7,440	Council-Manager	\$13,323,925	65	3	11.19
CHOCTAW	12,182	Council-Manager	\$8,027,724	75	23	27.20
CLAREMORE	19,580	Council-Manager (Charter)	\$17,728,551	234	78	12.30
COWETA	9,654	Council-Manager	\$14,111,006	104	23	10.60
CRESCENT	1,299	Council-Manager	\$811,188	15	0	1.10
CUSHING	8,327	Council-Manager (Charter)	\$12,299,381	137	5	10.50
DAVIS	2,823	Council-Manager	\$2,902,400	43	23	
DEL CITY	21,822	Council-Manager (Charter)	\$15,000,000	187	10	8.50
EDMOND	94,428	Council-Manager (Charter)	\$13,675,095	839	35	90.00
ELK CITY	11,561	Council-Manager (Charter)	\$7,923,892	160	45	12.00
EUFAULA	2,766	Council-Manager	\$3,741,375	29	5	
GLENPOOL	13,691	Council-Manager	\$14,310,230	109	8	9.50
GROVE	6,956	Council-Manager	\$7,991,300	99	40	8.00
GUTHRIE	10,749	Council-Manager (Charter)	\$15,646,029	134	8	28.00
GUYMON	12,965	Council-Manager	\$8,394,386	97	16	8.00
IDABEL	6,961	Aldermanic	\$4,702,650	103	8	
KINGFISHER	4,903	Council-Manager (Charter)	\$5,498,113	67	37	5.00
MARLOW	4,385	Council-Manager	\$2,644,310	44	4	7.10
MIDWEST CITY	58,409	Council-Manager (Charter)	\$41,659,831	485	34	25.00
MUSKOGEE	36,878	Council-Manager (Charter)	\$33,529,558	434	22	38.00
MUSTANG	19,879	Council-Manager (Charter)	\$29,008,490	97	94	12.00

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Municipal Information in Alphabetical Order by Municipal Name

Municipality	Population	Form of Government	General Fund Budget	Full Time Employees	Part Time Employees	Square Miles
OKLAHOMA CITY	681,054	Council-Manager (Charter)	\$6,226,975	4,817	333	620.40
OWASSO	38,240	Council-Manager (Charter)	\$30,328,978	300	84	14.84
PAULS VALLEY	5,992	Council-Manager (Charter)	\$5,526,663	94	35	8.00
PERKINS	3,205	Council-Manager (Charter)	\$1,392,450	26	5	4.00
PERRY	4,484	Council-Manager (Charter)	\$5,442,048	89	5	
PRYOR CREEK	9,444	Strong Mayor (Charter)	\$10,173,637	106	44	11.00
PURCELL	6,651	Council-Manager	\$12,292,953	101	20	13.00
SALLISAW	8,510	Council-Manager (Charter)	\$31,746,720	146	35	13.25
SAND SPRINGS	19,874	Council-Manager (Charter)	\$15,822,044	210	14	22.00
SAPULPA	21,929	Council-Manager (Charter)	\$13,325,418	225	12	21.74
SPENCER	3,978	Council-Manager	\$1,448,232	26	1	5.00
TAHLEQUAH	16,209	Aldermanic (Charter)	\$13,255,668	134	18	12.70
THE VILLAGE	9,538	Council-Manager (Charter)	\$11,765,134	76	1	3.00
TULSA	413,066	Council-Manager (Charter)	\$8,378,270	3,880	75	201.80
TUTTLE	7,413	Council-Manager (Charter)	\$4,396,000	70	9	30.00
WEATHERFORD	12,076	Strong Mayor (Charter)	\$13,793,284	120	17	
WYNNEWOOD	1,927	Strong Mayor	\$1,240,482	25	1	6.00
YUKON	23,630	Council-Manager (Charter)	\$29,305,582	242	55	25.00

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works									
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection		Golf Course	Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation		Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility
ADA	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ARDMORE		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BARTLESVILLE	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BETHANY		✓	✓	✓	✓	✓	✓	✓	✓								✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BIXBY		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
BROKEN ARROW		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CATOOSA		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CHOCTAW		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CLAREMORE		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
COWETA		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CRESCENT		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CUSHING	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
DAVIS		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
DEL CITY		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
EDMOND	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ELK CITY	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
EUFAULA	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GLENPOOL		✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GROVE	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GUTHRIE	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GUYMON	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
IDABEL	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
KINGFISHER	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works									
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection		Golf Course	Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation		Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility
MARLOW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MIDWEST CITY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MUSKOGEE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MUSTANG	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
OKLAHOMA CITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
OWASSO	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PAULS VALLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PERKINS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PERRY	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PRYOR CREEK	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PURCELL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SALLISAW	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
SAND SPRINGS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SAPULPA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SPENCER	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TAHLEQUAH	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
THE VILLAGE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TULSA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
TUTTLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WEATHERFORD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WYNNEWOOD	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
YUKON	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population Policy, Elected or Appointed Positions - Most Frequent Rate of Annual Pay - in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Employment Status	Governing Board	Number of Officials	Employment Status
ADA	16,481		Part-time		4	Part-time
ARDMORE	24,725		Full-time	\$100	5	Part-time
BARTLESVILLE	37,290	\$120	Part-time	\$120	4	Part-time
BETHANY	20,831	\$200	Part-time	\$200	8	Part-time
BIXBY	28,609		Part-time		4	Part-time
BROKEN ARROW	113,540		Part-time		4	Part-time
CATOOSA	7,440	\$100	Part-time	\$100	6	Part-time
CHOCTAW	12,182	\$1,980	Part-time	\$1,350	6	Part-time
CLAREMORE	19,580	\$1,200	Part-time	\$1,200	8	Part-time
COWETA	9,654	\$4,200	Part-time	\$3,000	4	Part-time
CRESCENT	1,299		Part-time		4	Part-time
CUSHING	8,327		Part-time		4	Part-time
DAVIS	2,823				1	Part-time
DEL CITY	21,822	\$1,200	Part-time	\$1,200	4	Part-time
EDMOND	94,428	\$12,000	Part-time	\$8,400	4	Part-time
ELK CITY	11,561		Part-time		4	Part-time
EUFAULA	2,766	\$500	Part-time	\$500	4	Part-time
GLENPOOL	13,691	\$0	Part-time	\$0	4	Part-time
GROVE	6,956	\$600	Part-time	\$600	4	Part-time
GUTHRIE	10,749	\$1	Part-time	\$1	6	Part-time
GUYMON	12,965		Part-time		4	Part-time
IDABEL	6,961	\$69,822	Full-time	\$5,700	4	Full-time
KINGFISHER	4,903	\$3,168	Part-time	\$1,584	2	Part-time
MARLOW	4,385	\$0	Part-time	\$0	4	Part-time
MIDWEST CITY	58,409	\$4,800	Part-time	\$3,600	6	Part-time
MUSKOGEE	36,878		Part-time		8	Part-time
MUSTANG	19,879		Part-time		6	Part-time
OKLAHOMA CITY	681,054	\$24,000	Part-time	\$12,000	8	Part-time
OWASSO	38,240		Part-time		4	Part-time
PAULS VALLEY	5,992	\$0	Part-time	\$0	4	Part-time
PERKINS	3,205	\$1,200	Part-time	\$600	4	Part-time
PERRY	4,484	\$7,800	Part-time	\$960	8	Part-time
PRYOR CREEK	9,444	\$91,024	Full-time	\$2,400	8	Part-time
PURCELL	6,651		Part-time		4	Part-time

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population Policy, Elected or Appointed Positions - Most Frequent Rate of Annual Pay - in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Employment Status	Governing Board	Number of Officials	Employment Status
SALLISAW	8,510		Part-time		4	Part-time
SAND SPRINGS	19,874		Part-time		6	Part-time
SAPULPA	21,929		Part-time		9	Part-time
SPENCER	3,978	\$900		\$600	4	
TAHLEQUAH	16,209	\$16,800	Part-time	\$6,000	4	Part-time
THE VILLAGE	9,538	\$300	Part-time	\$300	4	Part-time
TULSA	413,066	\$105,000	Full-time	\$24,000	9	Full-time
TUTTLE	7,413	\$2,400	Part-time	\$600	4	Part-time
WEATHERFORD	12,076	\$54,000	Full-time	\$3,000	4	Part-time
WYNNEWOOD	1,927	\$35,233	Full-time	\$2,767	8	Part-time
YUKON	23,630		Part-time		4	Part-time

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Policy, Elected or Appointed Positions - Most Frequent Rate of Annual Pay - in Descending Population Order**

Municipality	Population	Mayor	Employment Status	Governing Board	Number of Officials	Employment Status
OKLAHOMA CITY	681,054	\$24,000	Part-time	\$12,000	8	Part-time
TULSA	413,066	\$105,000	Full-time	\$24,000	9	Full-time
BROKEN ARROW	113,540		Part-time		4	Part-time
EDMOND	94,428	\$12,000	Part-time	\$8,400	4	Part-time
MIDWEST CITY	58,409	\$4,800	Part-time	\$3,600	6	Part-time
OWASSO	38,240		Part-time		4	Part-time
BARTLESVILLE	37,290	\$120	Part-time	\$120	4	Part-time
MUSKOGEE	36,878		Part-time		8	Part-time
BIXBY	28,609		Part-time		4	Part-time
ARDMORE	24,725		Full-time	\$100	5	Part-time
YUKON	23,630		Part-time		4	Part-time
SAPULPA	21,929		Part-time		9	Part-time
DEL CITY	21,822	\$1,200	Part-time	\$1,200	4	Part-time
BETHANY	20,831	\$200	Part-time	\$200	8	Part-time
MUSTANG	19,879		Part-time		6	Part-time
SAND SPRINGS	19,874		Part-time		6	Part-time
CLAREMORE	19,580	\$1,200	Part-time	\$1,200	8	Part-time
ADA	16,481		Part-time		4	Part-time
TAHLEQUAH	16,209	\$16,800	Part-time	\$6,000	4	Part-time
GLENPOOL	13,691	\$0	Part-time	\$0	4	Part-time
GUYMON	12,965		Part-time		4	Part-time
CHOCTAW	12,182	\$1,980	Part-time	\$1,350	6	Part-time
WEATHERFORD	12,076	\$54,000	Full-time	\$3,000	4	Part-time
ELK CITY	11,561		Part-time		4	Part-time
GUTHRIE	10,749	\$1	Part-time	\$1	6	Part-time
COWETA	9,654	\$4,200	Part-time	\$3,000	4	Part-time
THE VILLAGE	9,538	\$300	Part-time	\$300	4	Part-time
PRYOR CREEK	9,444	\$91,024	Full-time	\$2,400	8	Part-time
SALLISAW	8,510		Part-time		4	Part-time
CUSHING	8,327		Part-time		4	Part-time
CATOOSA	7,440	\$100	Part-time	\$100	6	Part-time
TUTTLE	7,413	\$2,400	Part-time	\$600	4	Part-time
IDABEL	6,961	\$69,822	Full-time	\$5,700	4	Full-time
GROVE	6,956	\$600	Part-time	\$600	4	Part-time

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Policy, Elected or Appointed Positions - Most Frequent Rate of Annual Pay - in Descending Population Order**

Municipality	Population	Mayor	Employment Status	Governing Board	Number of Officials	Employment Status
PURCELL	6,651		Part-time		4	Part-time
PAULS VALLEY	5,992	\$0	Part-time	\$0	4	Part-time
KINGFISHER	4,903	\$3,168	Part-time	\$1,584	2	Part-time
PERRY	4,484	\$7,800	Part-time	\$960	8	Part-time
MARLOW	4,385	\$0	Part-time	\$0	4	Part-time
SPENCER	3,978	\$900		\$600	4	
PERKINS	3,205	\$1,200	Part-time	\$600	4	Part-time
DAVIS	2,823				1	Part-time
EUFULA	2,766	\$500	Part-time	\$500	4	Part-time
WYNNEWOOD	1,927	\$35,233	Full-time	\$2,767	8	Part-time
CRESCENT	1,299		Part-time		4	Part-time

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - City Attorney, Municipal Judge - in Alphabetical Order by Municipal Name**

Municipality	City Attorney						Municipal Judge - Attorney (A) or Non-Attorney (NA)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1			\$125,100			1-A	\$20,652	\$20,652	\$20,652		
ARDMORE							1-A			\$23,400		
BARTLESVILLE	1			\$66,252			1-A			\$61,740		
BETHANY	1						1-A					
BIXBY	1			\$96,000			1-A					
BROKEN ARROW	1	\$114,900	\$183,841	\$164,644			1-A	\$14,469	\$41,600	\$15,080		
CATOOSA												
CHOCTAW	1			\$12,665			2-A			\$8,384		
CLAREMORE	1						1-A			\$24,000		
COWETA							1-A			\$12,767		
CRESCENT	1		\$18,000				1-A		\$6,000			
CUSHING	1			\$100,500			1-A			\$14,400		
DAVIS							1-A			\$13,911		
DEL CITY	1	\$82,035	\$117,020	\$94,432	10	9	3-A	\$5,907	\$15,932	\$5,907		
EDMOND	1			\$168,970			1-A			\$63,299		
ELK CITY	1			\$33,270			1-A			\$20,400		
EUFAULA	1			\$16,620			1-A			\$15,600		
GLENPOOL												
GROVE	1			\$172,800			1-A			\$15,000		
GUTHRIE	1			\$50,000			1-A			\$20,111		
GUYMON												
IDABEL	2	\$4,520	\$30,385	\$29,555			2-A	\$4,520	\$28,398	\$26,785		
KINGFISHER	1			\$12,000			1-A			\$9,600		
MARLOW	1			\$25,000			1-A			\$10,200		
MIDWEST CITY	1	\$108,805	\$156,735	\$114,445		14	1-A			\$46,308		
MUSKOGEE	1	\$86,339	\$125,985	\$124,988	14							
MUSTANG	1			\$137,800			1-A			\$19,200		
OKLAHOMA CITY	1			\$231,100			2-A			\$110,789		
OWASSO	1			\$147,000			1-A			\$30,072		
PAULS VALLEY				\$30,000			1-A			\$36,358		
PERKINS												
PERRY							1-A			\$34,500		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - City Attorney, Municipal Judge - in Alphabetical Order by Municipal Name**

Municipality	City Attorney						Municipal Judge - Attorney (A) or Non-Attorney (NA)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PRYOR CREEK	1	\$63,000	\$63,000	\$63,000			2-A	\$5,616	\$5,616	\$5,616		
PURCELL	1			\$36,000			2-A			\$9,000		
SALLISAW	1			\$55,363			1-A			\$40,187		
SAND SPRINGS							1-A			\$16,071		
SAPULPA	1			\$141,768			1-A			\$40,660		
SPENCER	1			\$7,200			1-A			\$15,600		
TAHLEQUAH												
THE VILLAGE	1	\$32,918	\$40,000				1-A	\$26,096				
TULSA	1			\$204,047			9-A			\$125,000		
TUTTLE	1						1-A			\$10,800		
WEATHERFORD	1			\$15,300			1-A			\$49,200		
WYNNEWOOD	1		\$14,000	\$11,000			1-A	\$500		\$6,000		
YUKON	1			\$8,400			1-A			\$28,800		

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - City Attorney, Municipal Judge - in Descending Population Order**

Municipality	City Attorney						Municipal Judge - Attorney (A) or Non-Attorney (NA)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1			\$231,100			2-A			\$110,789		
TULSA	1			\$204,047			9-A			\$125,000		
BROKEN ARROW	1	\$114,900	\$183,841	\$164,644			1-A	\$14,469	\$41,600	\$15,080		
EDMOND	1			\$168,970			1-A			\$63,299		
MIDWEST CITY	1	\$108,805	\$156,735	\$114,445		14	1-A			\$46,308		
OWASSO	1			\$147,000			1-A			\$30,072		
BARTLESVILLE	1			\$66,252			1-A			\$61,740		
MUSKOGEE	1	\$86,339	\$125,985	\$124,988	14							
BIXBY	1			\$96,000			1-A					
ARDMORE							1-A			\$23,400		
YUKON	1			\$8,400			1-A			\$28,800		
SAPULPA	1			\$141,768			1-A			\$40,660		
DEL CITY	1	\$82,035	\$117,020	\$94,432	10	9	3-A	\$5,907	\$15,932	\$5,907		
BETHANY	1						1-A					
MUSTANG	1			\$137,800			1-A			\$19,200		
SAND SPRINGS							1-A			\$16,071		
CLAREMORE	1						1-A			\$24,000		
ADA	1			\$125,100			1-A	\$20,652	\$20,652	\$20,652		
TAHLEQUAH												
GLENPOOL												
GUYMON												
CHOCTAW	1			\$12,665			2-A			\$8,384		
WEATHERFORD	1			\$15,300			1-A			\$49,200		
ELK CITY	1			\$33,270			1-A			\$20,400		
GUTHRIE	1			\$50,000			1-A			\$20,111		
COWETA							1-A			\$12,767		
THE VILLAGE	1	\$32,918	\$40,000				1-A	\$26,096				
PRYOR CREEK	1	\$63,000	\$63,000	\$63,000			2-A	\$5,616	\$5,616	\$5,616		
SALLISAW	1			\$55,363			1-A			\$40,187		
CUSHING	1			\$100,500			1-A			\$14,400		
CATOOSA												

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - City Attorney, Municipal Judge - in Descending Population Order**

Municipality	City Attorney						Municipal Judge - Attorney (A) or Non-Attorney (NA)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TUTTLE	1						1-A			\$10,800		
IDABEL	2	\$4,520	\$30,385	\$29,555			2-A	\$4,520	\$28,398	\$26,785		
GROVE	1			\$172,800			1-A			\$15,000		
PURCELL	1			\$36,000			2-A			\$9,000		
PAULS VALLEY				\$30,000			1-A			\$36,358		
KINGFISHER	1			\$12,000			1-A			\$9,600		
PERRY							1-A			\$34,500		
MARLOW	1			\$25,000			1-A			\$10,200		
SPENCER	1			\$7,200			1-A			\$15,600		
PERKINS												
DAVIS							1-A			\$13,911		
EUFAULA	1			\$16,620			1-A			\$15,600		
WYNNEWOOD	1		\$14,000	\$11,000			1-A	\$500		\$6,000		
CRESCENT	1		\$18,000				1-A		\$6,000			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Manager, Asst. Manager - in Alphabetical Order by Municipal Name**

Municipality	City Manager/Administrator						Assistant Manager/Assistant Administrator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1			\$159,156						\$129,854		
ARDMORE	1			\$175,947			1			\$128,128		
BARTLESVILLE	1			\$179,902								
BETHANY	1			\$148,720								
BIXBY	1			\$153,500			1					
BROKEN ARROW	1			\$238,759			2	\$128,555	\$205,681	\$202,932		
CATOOSA	1			\$100,000			1			\$91,588		
CHOCTAW	1			\$121,000								
CLAREMORE	1			\$125,000								
COWETA	1			\$123,990			1	\$90,168	\$130,520	\$98,326		
CRESCENT	1		\$69,300									
CUSHING	1			\$120,000								
DAVIS	1			\$107,000								
DEL CITY	1			\$113,500								
EDMOND	1	\$157,159	\$235,739	\$225,000	17		2	\$166,535	\$210,172	\$180,115	17	
ELK CITY	1			\$127,000								
EUFAULA	1			\$95,000								
GLENPOOL	1			\$139,541			1	\$86,174	\$137,862	\$119,315		
GROVE	1			\$135,000								
GUTHRIE	1			\$128,274								
GUYMON	1			\$135,000								
KINGFISHER	1			\$133,250								
MARLOW	1			\$82,000								
MIDWEST CITY	1			\$219,565			1	\$128,449	\$186,265	\$186,265		14
MUSKOGEE	1	\$131,329	\$190,095	\$143,873	14		1	\$99,300	\$143,712	\$107,577	14	
MUSTANG	1			\$142,800			1			\$134,513		
OKLAHOMA CITY	1			\$286,996			4	\$163,365	\$249,683	\$233,230	13	12
OWASSO	1			\$179,000			1			\$150,670		
PERKINS	1			\$101,878								
PERRY	1			\$92,500								
PURCELL	1			\$118,502								
SALLISAW	1			\$130,000								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
 Selected Management Positions - Manager, Asst. Manager - in Alphabetical Order by Municipal Name**

Municipality	City Manager/Administrator						Assistant Manager/Assistant Administrator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SAND SPRINGS	1			\$143,212								
SAPULPA	1			\$151,104								
SPENCER	1			\$74,980								
TAHLEQUAH	1			\$104,092								
THE VILLAGE	1		\$134,040									
TUTTLE	1			\$123,250								
YUKON	1			\$166,860								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Manager, Asst. Manager - in Descending Population Order**

Municipality	City Manager/Administrator						Assistant Manager/Assistant Administrator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1			\$286,996			4	\$163,365	\$249,683	\$233,230	13	12
BROKEN ARROW	1			\$238,759			2	\$128,555	\$205,681	\$202,932		
EDMOND	1	\$157,159	\$235,739	\$225,000	17		2	\$166,535	\$210,172	\$180,115	17	
MIDWEST CITY	1			\$219,565			1	\$128,449	\$186,265	\$186,265		14
OWASSO	1			\$179,000			1			\$150,670		
BARTLESVILLE	1			\$179,902								
MUSKOGEE	1	\$131,329	\$190,095	\$143,873	14		1	\$99,300	\$143,712	\$107,577	14	
BIXBY	1			\$153,500			1					
ARDMORE	1			\$175,947			1			\$128,128		
YUKON	1			\$166,860								
SAPULPA	1			\$151,104								
DEL CITY	1			\$113,500								
BETHANY	1			\$148,720								
MUSTANG	1			\$142,800			1			\$134,513		
SAND SPRINGS	1			\$143,212								
CLAREMORE	1			\$125,000								
ADA	1			\$159,156						\$129,854		
TAHLEQUAH	1			\$104,092								
GLENPOOL	1			\$139,541			1	\$86,174	\$137,862	\$119,315		
GUYMON	1			\$135,000								
CHOCTAW	1			\$121,000								
ELK CITY	1			\$127,000								
GUTHRIE	1			\$128,274								
COWETA	1			\$123,990			1	\$90,168	\$130,520	\$98,326		
THE VILLAGE	1		\$134,040									
SALLISAW	1			\$130,000								
CUSHING	1			\$120,000								
CATOOSA	1			\$100,000			1			\$91,588		
TUTTLE	1			\$123,250								
GROVE	1			\$135,000								
PURCELL	1			\$118,502								
KINGFISHER	1			\$133,250								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
 Selected Management Positions - Manager, Asst. Manager - in Descending Population Order**

Municipality	City Manager/Administrator						Assistant Manager/Assistant Administrator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PERRY	1			\$92,500								
MARLOW	1			\$82,000								
SPENCER	1			\$74,980								
PERKINS	1			\$101,878								
DAVIS	1			\$107,000								
EUFAULA	1			\$95,000								
CRESCENT	1		\$69,300									

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Finance Director/Personnel Director - in Alphabetical Order by Municipal Name**

Municipality	Finance Director						Personnel Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$72,920	\$109,380	\$109,752			1	\$64,240	\$96,390	\$92,136		
ARDMORE	1			\$107,619			1			\$87,942		
BARTLESVILLE	1			\$122,803			1			\$114,546		
BETHANY	1			\$121,000	15		1			\$110,000	15	11
BIXBY	1											
BROKEN ARROW	1	\$14,900	\$183,841	\$152,886			1	\$107,888	\$172,621	\$154,500		
CATOOSA	1			\$67,486			1			\$67,486		
CHOCTAW	1			\$79,000			1			\$62,000		
CLAREMORE	1			\$81,000			1			\$70,000		
CUSHING	1	\$70,616	\$95,000	\$90,000	8		1	\$54,560	\$70,000	\$65,000	8	
DEL CITY	1	\$41,475	\$54,017	\$48,796	10	9	1	\$82,035	\$117,020	\$94,432	10	9
EDMOND	1	\$116,115	\$174,218	\$156,070	17		1	\$116,115	\$174,218	\$148,811	17	
GLENPOOL	1	\$71,219	\$113,942	\$98,500			1	\$53,498	\$85,613	\$83,016		
GUTHRIE							1	\$65,603	\$83,970	\$72,426		
GUYMON	1	\$62,443	\$81,474				1	\$79,694	\$103,983			
MIDWEST CITY	1	\$108,085	\$156,735	\$111,220		14	1	\$108,085	\$156,735	\$117,764		14
MUSKOGEE	1	\$75,070	\$108,705	\$90,646	14		1	\$65,300	\$94,501	\$78,790	14	
MUSTANG	1			\$124,842			1			\$94,848		
OKLAHOMA CITY	1	\$156,015	\$238,491	\$207,004	13	12	1	\$133,987	\$204,812	\$204,812	13	12
OWASSO	1			\$102,200			1			\$113,052		
PAULS VALLEY							1			\$58,201		
PERKINS	1			\$59,696								
PURCELL							1			\$61,526		
SALLISAW	1	\$59,848	\$78,084	\$78,084	10	8						
SAND SPRINGS	1			\$109,712			1			\$82,755		
SAPULPA	1			\$100,000			1			\$86,632		
TAHLEQUAH							1			\$67,542		
TULSA	1			\$135,881			1			\$133,518		
TUTTLE							1			\$64,863		
WEATHERFORD	1			\$81,578						\$46,301		
YUKON	1	\$107,723	\$157,269	\$114,880	12	11	1	\$98,218	\$138,882	\$138,882	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Finance Director/Personnel Director - in Descending Population Order**

Municipality	Finance Director						Personnel Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1	\$156,015	\$238,491	\$207,004	13	12	1	\$133,987	\$204,812	\$204,812	13	12
TULSA	1			\$135,881			1			\$133,518		
BROKEN ARROW	1	\$14,900	\$183,841	\$152,886			1	\$107,888	\$172,621	\$154,500		
EDMOND	1	\$116,115	\$174,218	\$156,070	17		1	\$116,115	\$174,218	\$148,811	17	
MIDWEST CITY	1	\$108,085	\$156,735	\$111,220		14	1	\$108,085	\$156,735	\$117,764		14
OWASSO	1			\$102,200			1			\$113,052		
BARTLESVILLE	1			\$122,803			1			\$114,546		
MUSKOGEE	1	\$75,070	\$108,705	\$90,646	14		1	\$65,300	\$94,501	\$78,790	14	
BIXBY	1											
ARDMORE	1			\$107,619			1			\$87,942		
YUKON	1	\$107,723	\$157,269	\$114,880	12	11	1	\$98,218	\$138,882	\$138,882	12	11
SAPULPA	1			\$100,000			1			\$86,632		
DEL CITY	1	\$41,475	\$54,017	\$48,796	10	9	1	\$82,035	\$117,020	\$94,432	10	9
BETHANY	1			\$121,000	15		1			\$110,000	15	11
MUSTANG	1			\$124,842			1			\$94,848		
SAND SPRINGS	1			\$109,712			1			\$82,755		
CLAREMORE	1			\$81,000			1			\$70,000		
ADA	1	\$72,920	\$109,380	\$109,752			1	\$64,240	\$96,390	\$92,136		
TAHLEQUAH							1			\$67,542		
GLENPOOL	1	\$71,219	\$113,942	\$98,500			1	\$53,498	\$85,613	\$83,016		
GUYMON	1	\$62,443	\$81,474				1	\$79,694	\$103,983			
CHOCTAW	1			\$79,000			1			\$62,000		
WEATHERFORD	1			\$81,578						\$46,301		
GUTHRIE							1	\$65,603	\$83,970	\$72,426		
SALLISAW	1	\$59,848	\$78,084	\$78,084	10	8						
CUSHING	1	\$70,616	\$95,000	\$90,000	8		1	\$54,560	\$70,000	\$65,000	8	
CATOOSA	1			\$67,486			1			\$67,486		
TUTTLE							1			\$64,863		
PURCELL							1			\$61,526		
PAULS VALLEY							1			\$58,201		
PERKINS	1			\$59,696								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Populator
Selected Management Positions - Parks Director/Public Works Director - in Alphabetical Order by Municipal Name**

Municipality	Parks Director						Public Works Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$76,980	\$115,460	\$97,157			1	\$72,920	\$109,380	\$88,071		
ARDMORE	1			\$87,942			1			\$109,512		
BARTLESVILLE							1			\$129,230		
BETHANY							1			\$110,832	15	
BIXBY				\$77,615			1			\$127,109		
BROKEN ARROW	1	\$107,888	\$172,621	\$138,320			1	\$107,888	\$172,621	\$143,747		
CATOOSA							1			\$55,702		
CHOCTAW	1			\$58,000			1			\$74,900		
CLAREMORE	1						1			\$77,000		
COWETA							1	\$62,400	\$91,000	\$81,580		
CRESCENT							1	\$38,840	\$45,864			
CUSHING	1	\$54,560	\$65,000	\$59,367	8							
DAVIS							1			\$55,068		
DEL CITY	1	\$42,827	\$63,086	\$47,133	10	9	1	\$82,035	\$117,020	\$94,432	10	9
EDMOND		\$105,359	\$158,039		17		1	\$116,115	\$174,218	\$148,811	17	
EUFAULA							1			\$56,600		
GLENPOOL							1	\$53,498	\$85,613	\$80,000		
GROVE							1			\$79,939		
GUTHRIE							1			\$97,053		
GUYMON	1	\$68,843	\$89,825				1	\$83,679	\$109,182			
IDABEL	1			\$38,485			1			\$60,247		
KINGFISHER	1			\$60,325								
MIDWEST CITY							1	\$118,267	\$171,500	\$140,397		14
MUSKOGEE	1	\$75,070	\$108,705	\$90,646	14		1	\$99,300	\$143,712	\$132,745	14	
OKLAHOMA CITY	1	\$133,987	\$204,812	\$184,182	13	12	1	\$156,015	\$238,491	\$238,491	13	12
OWASSO	1			\$122,330			1			\$126,462		
PAULS VALLEY	1			\$64,186			1			\$69,930		
PERKINS	1			\$54,080			1			\$46,862		
PERRY	1			\$55,994								
PRYOR CREEK	1	\$47,134	\$58,530	\$58,530	4	7						
PURCELL	1			\$52,083								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Populatio
Selected Management Positions - Parks Director/Public Works Director - in Alphabetical Order by Municipal Name**

Municipality	Parks Director						Public Works Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SALLISAW	1	\$46,750	\$60,985	\$60,985	10	8						
SAPULPA				\$73,512			1			\$104,640		
SPENCER							1			\$56,160		
THE VILLAGE							1	\$83,529	\$109,937		10	10
TULSA	1			\$150,003								
TUTTLE							1			\$91,257		
WEATHERFORD	1			\$87,090						\$87,090		
YUKON	1	\$89,565	\$126,651	\$89,565	12	11	1	\$98,218	\$138,882	\$130,416	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Parks Director/Public Works Director - in Descending Population Order

Municipality	Parks Director						Public Works Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1	\$133,987	\$204,812	\$184,182	13	12	1	\$156,015	\$238,491	\$238,491	13	12
TULSA	1			\$150,003								
BROKEN ARROW	1	\$107,888	\$172,621	\$138,320			1	\$107,888	\$172,621	\$143,747		
EDMOND		\$105,359	\$158,039		17		1	\$116,115	\$174,218	\$148,811	17	
MIDWEST CITY							1	\$118,267	\$171,500	\$140,397		14
OWASSO	1			\$122,330			1			\$126,462		
BARTLESVILLE							1			\$129,230		
MUSKOGEE	1	\$75,070	\$108,705	\$90,646	14		1	\$99,300	\$143,712	\$132,745	14	
BIXBY				\$77,615			1			\$127,109		
ARDMORE	1			\$87,942			1			\$109,512		
YUKON	1	\$89,565	\$126,651	\$89,565	12	11	1	\$98,218	\$138,882	\$130,416	12	11
SAPULPA				\$73,512			1			\$104,640		
DEL CITY	1	\$42,827	\$63,086	\$47,133	10	9	1	\$82,035	\$117,020	\$94,432	10	9
BETHANY							1			\$110,832	15	
CLAREMORE	1						1			\$77,000		
ADA	1	\$76,980	\$115,460	\$97,157			1	\$72,920	\$109,380	\$88,071		
GLENPOOL							1	\$53,498	\$85,613	\$80,000		
GUYMON	1	\$68,843	\$89,825				1	\$83,679	\$109,182			
CHOCTAW	1			\$58,000			1			\$74,900		
WEATHERFORD	1			\$87,090						\$87,090		
GUTHRIE							1			\$97,053		
COWETA							1	\$62,400	\$91,000	\$81,580		
THE VILLAGE							1	\$83,529	\$109,937		10	10
PRYOR CREEK	1	\$47,134	\$58,530	\$58,530	4	7						
SALLISAW	1	\$46,750	\$60,985	\$60,985	10	8						
CUSHING	1	\$54,560	\$65,000	\$59,367	8							
CATOOSA							1			\$55,702		
TUTTLE							1			\$91,257		
IDABEL	1			\$38,485			1			\$60,247		
GROVE							1			\$79,939		
PURCELL	1			\$52,083								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Parks Director/Public Works Director - in Descending Population Order

Municipality	Parks Director						Public Works Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PAULS VALLEY	1			\$64,186			1			\$69,930		
KINGFISHER	1			\$60,325								
PERRY	1			\$55,994								
SPENCER							1			\$56,160		
PERKINS	1			\$54,080			1			\$46,862		
DAVIS							1			\$55,068		
EUFAULA							1			\$56,600		
CRESCENT							1	\$38,840	\$45,864			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Selected Management Positions - Police Chief/Fire Chief - in Alphabetical Order by Municipal Name

Municipality	Police Chief						Fire Chief						
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	
ADA	A	1	\$64,240	\$98,016	\$96,930		1	\$64,240	\$96,390	\$94,272			
ARDMORE	A	1			\$115,003		1			\$110,635			
BARTLESVILLE	A	1			\$121,368		1			\$113,027			
BETHANY	A	1			\$117,493	15	1			\$100,433	15		
BIXBY	A	1			\$110,248		1			\$100,000			
BROKEN ARROW	A	1	\$114,900	\$183,841	\$183,841		1	\$114,900	\$183,841	\$183,841			
CATOOSA	A	1			\$78,045		1			\$78,666			
CHOCTAW	A	1			\$81,325		1			\$94,803			
CLAREMORE	A	1			\$95,499		1			\$90,482			
COWETA	A	1	\$74,880	\$108,160	\$86,080		1	\$74,880	\$108,160	\$80,860			
CRESCENT	A	1		\$52,252			1						
CUSHING	A	1	\$70,616	\$81,114	\$77,957	8	1	\$70,616	\$81,144	\$78,729	8		
DAVIS	A	1			\$56,888		1			\$59,953			
DEL CITY	A	1	\$82,035	\$117,020	\$108,210	10	9	1	\$82,035	\$117,020	\$108,210	10	9
EDMOND	A	1	\$126,554	\$189,831	\$181,922	17		1	\$126,554	\$189,831	\$181,922	17	
ELK CITY	A	1			\$79,300		1			\$77,600			
EUFAULA	A	1			\$55,000		1			\$1,000			
GLENPOOL	A	1	\$71,219	\$113,942	\$98,000		1	\$71,219	\$113,942	\$102,744			
GROVE	A	1			\$96,263		1			\$81,951			
GUTHRIE	A	1	\$75,816		\$97,053		1	\$75,816		\$97,053			
GUYMON	A	1	\$83,679	\$109,182			1	\$83,679	\$109,182				
IDABEL	E	1			\$53,333		1			\$48,867			
KINGFISHER	A	1			\$87,642		1			\$95,609			
MARLOW	A	1			\$60,000		1			\$60,300			
MIDWEST CITY	A	1	\$108,085	\$156,735	\$156,735		14	1	\$108,085	\$156,735	\$152,318		14
MUSKOGEE	A	1	\$86,339	\$124,988	\$117,748	14		1	\$86,340	\$124,988	\$101,566	14	
MUSTANG	A	1			\$106,288		1			\$108,618			
OKLAHOMA CITY	A	1	\$156,015	\$238,491	\$214,485	13	12	1	\$156,015	\$238,491	\$214,458	13	12
OWASSO	A	1			\$132,568		1			\$130,637			
PAULS VALLEY	A	1			\$75,699		1			\$76,344			
PERKINS	A	1			\$101,878		1			\$46,862			

E = elected position A = appointed position

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Selected Management Positions - Police Chief/Fire Chief - in Alphabetical Order by Municipal Name

Municipality	Police Chief						Fire Chief						
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	
PERRY	A	1			\$63,586		1				\$64,584		
PRYOR CREEK	E	1	\$85,823	\$85,823	\$85,823		1	\$82,415	\$82,415	\$82,415			
PURCELL	A	1			\$99,424		1				\$94,682		
SALLISAW	E	1			\$60,923		1	\$50,343	\$65,669	\$65,669			
SAND SPRINGS	A	1			\$119,037		1				\$107,816		
SAPULPA	A	1			\$110,651		1				\$106,835		
SPENCER	A	1			\$70,200						\$64,085		
TAHLEQUAH	E	1			\$75,000		1				\$73,697		
THE VILLAGE	A	1	\$104,359	\$120,311		5	5	1	\$99,998	\$120,050		7	6
TULSA	A	1			\$191,741		1				\$167,586		
TUTTLE	A	1			\$93,993		1				\$78,841		
WEATHERFORD	A	1			\$83,782		1				\$83,782		
WYNNEWOOD	E	1	\$29,160	\$35,283	\$32,076								
YUKON	A	1	\$98,218	\$138,882	\$138,882	12	11	1	\$98,218	\$138,882	\$138,882	12	11

E = elected position A = appointed position

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Police Chief/Fire Chief - in Descending Population Order**

Municipality	Police Chief							Fire Chief					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	
OKLAHOMA CITY	A	1	\$156,015	\$238,491	\$214,485	13	12	1	\$156,015	\$238,491	\$214,458	13	12
TULSA	A	1			\$191,741			1			\$167,586		
BROKEN ARROW	A	1	\$114,900	\$183,841	\$183,841			1	\$114,900	\$183,841	\$183,841		
EDMOND	A	1	\$126,554	\$189,831	\$181,922	17		1	\$126,554	\$189,831	\$181,922	17	
MIDWEST CITY	A	1	\$108,085	\$156,735	\$156,735		14	1	\$108,085	\$156,735	\$152,318		14
OWASSO	A	1			\$132,568			1			\$130,637		
BARTLESVILLE	A	1			\$121,368			1			\$113,027		
MUSKOGEE	A	1	\$86,339	\$124,988	\$117,748	14		1	\$86,340	\$124,988	\$101,566	14	
BIXBY	A	1			\$110,248			1			\$100,000		
ARDMORE	A	1			\$115,003			1			\$110,635		
YUKON	A	1	\$98,218	\$138,882	\$138,882	12	11	1	\$98,218	\$138,882	\$138,882	12	11
SAPULPA	A	1			\$110,651			1			\$106,835		
DEL CITY	A	1	\$82,035	\$117,020	\$108,210	10	9	1	\$82,035	\$117,020	\$108,210	10	9
BETHANY	A	1			\$117,493	15		1			\$100,433	15	
MUSTANG	A	1			\$106,288			1			\$108,618		
SAND SPRINGS	A	1			\$119,037			1			\$107,816		
CLAREMORE	A	1			\$95,499			1			\$90,482		
ADA	A	1	\$64,240	\$98,016	\$96,930			1	\$64,240	\$96,390	\$94,272		
TAHLEQUAH	E	1			\$75,000			1			\$73,697		
GLENPOOL	A	1	\$71,219	\$113,942	\$98,000			1	\$71,219	\$113,942	\$102,744		
GUYMON	A	1	\$83,679	\$109,182				1	\$83,679	\$109,182			
CHOCTAW	A	1			\$81,325			1			\$94,803		
WEATHERFORD	A	1			\$83,782			1			\$83,782		
ELK CITY	A	1			\$79,300			1			\$77,600		
GUTHRIE	A	1	\$75,816		\$97,053			1	\$75,816		\$97,053		
COWETA	A	1	\$74,880	\$108,160	\$86,080			1	\$74,880	\$108,160	\$80,860		
THE VILLAGE	A	1	\$104,359	\$120,311		5	5	1	\$99,998	\$120,050		7	6
PRYOR CREEK	E	1	\$85,823	\$85,823	\$85,823			1	\$82,415	\$82,415	\$82,415		
SALLISAW	E	1			\$60,923			1	\$50,343	\$65,669	\$65,669		
CUSHING	A	1	\$70,616	\$81,114	\$77,957	8		1	\$70,616	\$81,144	\$78,729	8	
CATOOSA	A	1			\$78,045			1			\$78,666		

E = elected position A = appointed position

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Police Chief/Fire Chief - in Descending Population Order**

Municipality	Police Chief						Fire Chief					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TUTTLE	A	1		\$93,993			1			\$78,841		
IDABEL	E	1		\$53,333			1			\$48,867		
GROVE	A	1		\$96,263			1			\$81,951		
PURCELL	A	1		\$99,424			1			\$94,682		
PAULS VALLEY	A	1		\$75,699			1			\$76,344		
KINGFISHER	A	1		\$87,642			1			\$95,609		
PERRY	A	1		\$63,586			1			\$64,584		
MARLOW	A	1		\$60,000			1			\$60,300		
SPENCER	A	1		\$70,200						\$64,085		
PERKINS	A	1		\$101,878			1			\$46,862		
DAVIS	A	1		\$56,888			1			\$59,953		
EUFAULA	A	1		\$55,000			1			\$1,000		
WYNNEWOOD	E	1	\$29,160	\$35,283	\$32,076							
CRESCENT	A	1		\$52,252			1					

E = elected position A = appointed position

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Selected Management Positions - Engineering/Planning - Community Development Director - in Alphabetical Order by Municipal Name

Municipality	Engineer						Planning/Community Development Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1			\$78,501			1	\$72,920	\$109,380	\$102,816		
ARDMORE	1			\$117,582			1			\$94,037		
BARTLESVILLE	1			\$132,746			1			\$130,000		
BETHANY							1			\$87,594	15	
BIXBY	1			\$84,000			1			\$84,000		
BROKEN ARROW	1	\$107,888	\$172,621	\$165,954			1	\$107,888	\$172,621			
CATOOSA							1			\$63,500		
CHOCTAW							1			\$80,000		
CLAREMORE	1			\$95,000						\$90,000		
COWETA							1	\$62,400	\$91,000	\$76,000		
DAVIS							1			\$42,702		
DEL CITY							1	\$82,035	\$117,020	\$82,035	10	9
EDMOND		\$116,115	\$174,218	\$159,569			1	\$105,359	\$158,039	\$138,284	17	
GLENPOOL	1	\$71,219	\$113,942	\$97,000			1	\$71,219	\$113,942	\$98,000		
GUTHRIE							1			\$76,190		
GUYMON							1	\$68,843	\$89,825			
MARLOW							1			\$50,000		
MIDWEST CITY	1	\$97,902	\$141,968	\$141,968		14	1	\$108,085	\$156,735	\$156,735		14
MUSKOGEE							1	\$75,070	\$108,705	\$94,494	14	
MUSTANG							1			\$96,200		
OKLAHOMA CITY							1	\$133,987	\$204,812	\$190,801	13	12
OWASSO	1			\$120,093			1			\$102,414		
PAULS VALLEY							1			\$45,514		
PURCELL							1			\$52,083		
SAND SPRINGS	1			\$107,052			1			\$101,117		
SAPULPA							1			\$74,544		
SPENCER	1			\$9,000			5					
TAHLEQUAH							1			\$65,714		
TULSA	1			\$188,702								
TUTTLE							1			\$58,832		
WEATHERFORD							1			\$74,963		
YUKON							1	\$138,590	\$176,342	\$153,670	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Engineering/Planning - Community Development Director - in Descending Population Order**

Municipality	Engineer						Planning/Community Development Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY							1	\$133,987	\$204,812	\$190,801	13	12
TULSA	1			\$188,702								
BROKEN ARROW	1	\$107,888	\$172,621	\$165,954			1	\$107,888	\$172,621			
EDMOND		\$116,115	\$174,218	\$159,569			1	\$105,359	\$158,039	\$138,284	17	
MIDWEST CITY	1	\$97,902	\$141,968	\$141,968		14	1	\$108,085	\$156,735	\$156,735		14
OWASSO	1			\$120,093			1			\$102,414		
BARTLESVILLE	1			\$132,746			1			\$130,000		
MUSKOGEE							1	\$75,070	\$108,705	\$94,494	14	
BIXBY	1			\$84,000			1			\$84,000		
ARDMORE	1			\$117,582			1			\$94,037		
YUKON							1	\$138,590	\$176,342	\$153,670	12	11
SAPULPA							1			\$74,544		
DEL CITY							1	\$82,035	\$117,020	\$82,035	10	9
BETHANY							1			\$87,594	15	
MUSTANG							1			\$96,200		
SAND SPRINGS	1			\$107,052			1			\$101,117		
CLAREMORE	1			\$95,000						\$90,000		
ADA	1			\$78,501			1	\$72,920	\$109,380	\$102,816		
TAHLEQUAH							1			\$65,714		
GLENPOOL	1	\$71,219	\$113,942	\$97,000			1	\$71,219	\$113,942	\$98,000		
GUYMON							1	\$68,843	\$89,825			
CHOCTAW							1			\$80,000		
WEATHERFORD							1			\$74,963		
GUTHRIE							1			\$76,190		
COWETA							1	\$62,400	\$91,000	\$76,000		
CATOOSA							1			\$63,500		
TUTTLE							1			\$58,832		
PURCELL							1			\$52,083		
PAULS VALLEY							1			\$45,514		
MARLOW							1			\$50,000		
SPENCER	1			\$9,000			5					
DAVIS							1			\$42,702		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Utility Director/Purchasing Agent - in Alphabetical Order by Municipal Name

Municipality	Utility Director						Purchasing Agent					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$43,920	\$65,880	\$53,374			1	\$64,240	\$96,390	\$90,429		
ARDMORE	0						1			\$79,996		
BARTLESVILLE	1			\$144,141								
BIXBY	1			\$73,844								
BROKEN ARROW	1	\$107,888	\$172,621	\$146,775			1	\$56,409	\$90,255	\$61,800		
CLAREMORE	1			\$90,812								
CRESCENT	1		\$42,000									
CUSHING	1	\$48,410	\$55,609	\$55,000	8							
DEL CITY	1	\$45,760	\$61,235	\$48,796	10	9	1	\$41,475	\$63,086	\$47,133	10	9
EDMOND	1	\$116,145	\$174,218	\$166,959	17		1	\$66,327	\$99,490	\$95,345	17	
GROVE	1			\$65,205								
GUYMON	4	\$53,940	\$70,380				1					
IDABEL	1			\$44,801								
OKLAHOMA CITY	1	\$156,015	\$238,491	\$238,491	13	12	1	\$90,369	\$138,079	\$104,045	13	12
PAULS VALLEY							1			\$44,600		
PERKINS							1			\$33,280		
PERRY	1											
PURCELL							1			\$47,341		
SALLISAW							1	\$34,790	\$45,386	\$45,386		
SAND SPRINGS							1			\$45,128		
SAPULPA	1			\$57,768						\$57,768		
TAHLEQUAH							1			\$35,000		
TULSA							1			\$55,411		
TUTTLE							1			\$43,909		
WEATHERFORD	1											
WYNNEWOOD	1			\$28,642			1	\$23,570	\$36,400	\$23,912	9	
YUKON	1	\$73,362	\$101,566	\$87,610	12	11	1	\$51,106	\$69,243	\$57,075	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Utility Director/Purchasing Agent - in Descending Population Order

Municipality	Utility Director						Purchasing Agent					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1	\$156,015	\$238,491	\$238,491	13	12	1	\$90,369	\$138,079	\$104,045	13	12
TULSA							1			\$55,411		
BROKEN ARROW	1	\$107,888	\$172,621	\$146,775			1	\$56,409	\$90,255	\$61,800		
EDMOND	1	\$116,145	\$174,218	\$166,959	17		1	\$66,327	\$99,490	\$95,345	17	
BARTLESVILLE	1			\$144,141								
BIXBY	1			\$73,844								
ARDMORE	0						1			\$79,996		
YUKON	1	\$73,362	\$101,566	\$87,610	12	11	1	\$51,106	\$69,243	\$57,075	12	11
SAPULPA	1			\$57,768						\$57,768		
DEL CITY	1	\$45,760	\$61,235	\$48,796	10	9	1	\$41,475	\$63,086	\$47,133	10	9
SAND SPRINGS							1			\$45,128		
CLAREMORE	1			\$90,812								
ADA	1	\$43,920	\$65,880	\$53,374			1	\$64,240	\$96,390	\$90,429		
TAHLEQUAH							1			\$35,000		
GUYMON	4	\$53,940	\$70,380				1					
WEATHERFORD	1											
SALLISAW							1	\$34,790	\$45,386	\$45,386		
CUSHING	1	\$48,410	\$55,609	\$55,000	8							
TUTTLE							1			\$43,909		
IDABEL	1			\$44,801								
GROVE	1			\$65,205								
PURCELL							1			\$47,341		
PAULS VALLEY							1			\$44,600		
PERRY	1											
PERKINS							1			\$33,280		
WYNNEWOOD	1			\$28,642			1	\$23,570	\$36,400	\$23,912	9	
CRESCENT	1		\$42,000									

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Selected Management Positions - Municipal Clerk/Municipal Treasurer - in Alphabetical Order by Municipal Name

Municipality	Municipal Clerk						Municipal Treasurer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$49,860	\$74,780	\$72,912								
ARDMORE	1			\$46,378			1			\$78,541		
BARTLESVILLE	1			\$122,803								
BIXBY	1			\$75,000			1			\$97,344		
BROKEN ARROW	1	\$62,191	\$99,506	\$90,525								
CATOOSA	1			\$68,819								
CHOCTAW	1			\$62,800								
CLAREMORE	1			\$70,000			1					
COWETA	1											
CRESCENT	1		\$50,820				1		\$500			
CUSHING	1	\$70,616	\$95,000	\$90,000	8		1	\$54,560	\$70,000	\$65,000		
DEL CITY	1	\$82,035	\$117,020	\$82,035	10	9	1	\$38,875	\$63,086	\$42,133	10	9
EDMOND	1	\$61,239	\$91,858	\$74,635	17		1			\$15,000		
ELK CITY	1			\$70,000			1			\$58,000		
EUFAULA	1			\$58,100								
GLENPOOL	1	\$58,864	\$94,162	\$77,092								
GROVE	1			\$68,371			1			\$68,363		
GUTHRIE	1			\$83,970								
GUYMON	1	\$79,694	\$103,983				1			\$8,200		
IDABEL	1			\$53,333			1			\$53,333		
KINGFISHER	1			\$70,897			1			\$74,365		
MARLOW	1			\$50,000								
MIDWEST CITY	1	\$97,902	\$141,968	\$119,591		14	1			\$111,220		14
MUSKOGEE	1	\$65,300	\$105,000	\$94,501	14							
MUSTANG	1			\$64,022								
OKLAHOMA CITY	1	\$111,583	\$170,527	\$158,918	13	12	1	\$94,837	\$145,074	\$145,074	13	12
OWASSO	1			\$81,655								
PAULS VALLEY	1			\$91,631								
PERKINS	1			\$2,400								
PERRY	1			\$60,000								
PRYOR CREEK	1	\$64,368	\$64,368	\$64,368			1	\$21,457	\$21,457	\$21,457		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Municipal Clerk/Municipal Treasurer - in Alphabetical Order by Municipal Name

Municipality	Municipal Clerk						Municipal Treasurer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PURCELL	1			\$61,776			1			\$81,750		
SALLISAW	1	\$59,848	\$78,084	\$65,396								
SAND SPRINGS	1	\$58,926	\$94,780	\$89,820			1					
SAPULPA	1			\$61,344								
SPENCER	1			\$55,994								
TAHLEQUAH	1			\$49,000			1			\$13,000		
THE VILLAGE	1						1	\$73,538	\$100,744		8	8
TULSA	1			\$57,505								
TUTTLE	1			\$78,841			1			\$43,902		
WEATHERFORD	1			\$54,018			1			\$81,578		
WYNNEWOOD	1	\$45,000										
YUKON	1	\$98,218	\$138,882	\$134,576	12	11	1	\$73,362	\$101,566	\$98,613	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Municipal Clerk/Municipal Treasurer - in Descending Population Order

Municipality	Municipal Clerk						Municipal Treasurer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1	\$111,583	\$170,527	\$158,918	13	12	1	\$94,837	\$145,074	\$145,074	13	12
TULSA	1			\$57,505								
BROKEN ARROW	1	\$62,191	\$99,506	\$90,525								
EDMOND	1	\$61,239	\$91,858	\$74,635	17		1			\$15,000		
MIDWEST CITY	1	\$97,902	\$141,968	\$119,591		14	1			\$111,220		14
OWASSO	1			\$81,655								
BARTLESVILLE	1			\$122,803								
MUSKOGEE	1	\$65,300	\$105,000	\$94,501	14							
BIXBY	1			\$75,000			1			\$97,344		
ARDMORE	1			\$46,378			1			\$78,541		
YUKON	1	\$98,218	\$138,882	\$134,576	12	11	1	\$73,362	\$101,566	\$98,613	12	11
SAPULPA	1			\$61,344								
DEL CITY	1	\$82,035	\$117,020	\$82,035	10	9	1	\$38,875	\$63,086	\$42,133	10	9
MUSTANG	1			\$64,022								
SAND SPRINGS	1	\$58,926	\$94,780	\$89,820			1					
CLAREMORE	1			\$70,000			1					
ADA	1	\$49,860	\$74,780	\$72,912								
TAHLEQUAH	1			\$49,000			1			\$13,000		
GLENPOOL	1	\$58,864	\$94,162	\$77,092								
GUYMON	1	\$79,694	\$103,983				1			\$8,200		
CHOCTAW	1			\$62,800								
WEATHERFORD	1			\$54,018			1			\$81,578		
ELK CITY	1			\$70,000			1			\$58,000		
GUTHRIE	1			\$83,970								
COWETA	1											
THE VILLAGE	1						1	\$73,538	\$100,744		8	8
PRYOR CREEK	1	\$64,368	\$64,368	\$64,368			1	\$21,457	\$21,457	\$21,457		
SALLISAW	1	\$59,848	\$78,084	\$65,396								
CUSHING	1	\$70,616	\$95,000	\$90,000	8		1	\$54,560	\$70,000	\$65,000		
CATOOSA	1			\$68,819								
TUTTLE	1			\$78,841			1			\$43,902		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Municipal Clerk/Municipal Treasurer - in Descending Population Order

Municipality	Municipal Clerk						Municipal Treasurer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
IDABEL	1			\$53,333			1			\$53,333		
GROVE	1			\$68,371			1			\$68,363		
PURCELL	1			\$61,776			1			\$81,750		
PAULS VALLEY	1			\$91,631								
KINGFISHER	1			\$70,897			1			\$74,365		
PERRY	1			\$60,000								
MARLOW	1			\$50,000								
SPENCER	1			\$55,994								
PERKINS	1			\$2,400								
EUFAULA	1			\$58,100								
WYNNEWOOD	1	\$45,000										
CRESCENT	1		\$50,820				1		\$500			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Court Clerk/Library Director - in Alphabetical Order by Municipal Name

Municipality	Court Clerk						Library Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$26,450	\$39,680	\$38,184			1	\$38,700	\$58,040	\$55,811		
ARDMORE	1			\$47,694			1			\$85,592		
BARTLESVILLE	1			\$45,822			1			\$121,472		
BIXBY	1			\$35,360								
BROKEN ARROW	1	\$38,180	\$61,088	\$51,459								
CATOOSA	1			\$45,885			1			\$55,774		
CHOCTAW	1			\$53,700								
CLAREMORE	1			\$70,000			1			\$58,160		
COWETA	1	\$43,680	\$62,400	\$46,550			1	\$52,000	\$74,880	\$61,808		
CRESCENT	1		\$37,674				1					
CUSHING	1	\$40,540	\$46,567	\$42,558	8		1	\$43,899	\$50,426	\$46,922	8	
DEL CITY	1	\$37,684	\$50,440	\$41,475	10	9						
EDMOND	1	\$79,045	\$118,568	\$93,866	17							
ELK CITY	1			\$34,750			1			\$49,350		
GLENPOOL	1	\$34,549	\$58,469	\$36,546			0					
GUTHRIE	1			\$33,426			1			\$61,235		
GUYMON	1	\$44,377	\$57,902				1	\$56,637	\$73,899			
IDABEL	1			\$35,361								
KINGFISHER	1			\$41,500			1			\$62,250		
MARLOW	1			\$29,120								
MIDWEST CITY	1	\$64,809	\$93,979	\$68,622		14						
MUSKOGEE	1	\$51,932	\$75,263	\$57,907	14							
MUSTANG	1	\$37,565	\$55,682	\$55,682			1			\$77,522		
OKLAHOMA CITY	10	\$35,663	\$55,269	\$43,180	13	12						
OWASSO	1			\$56,673								
PAULS VALLEY	1			\$33,738			1			\$37,700		
PERKINS	1			\$55,432			1			\$32,168		
PERRY	1			\$30,180			1			\$44,824		
PRYOR CREEK	1	\$36,400	\$46,200	\$40,885	4	7	1	\$47,134	\$58,530	\$58,530	4	7
PURCELL	1			\$51,126								
SALLISAW	1			\$46,523								
SAND SPRINGS	1	\$35,523	\$57,136									
SAPULPA	1			\$36,400			1			\$58,766		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Court Clerk/Library Director - in Alphabetical Order by Municipal Name

Municipality	Court Clerk						Library Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SPENCER	1			\$38,500								
TAHLEQUAH	1			\$39,220								
THE VILLAGE	1	\$48,833	\$64,933		9	9						
TUTTLE							1			\$21,954		
WEATHERFORD	1			\$54,018								
WYNNEWOOD	1						1	\$23,912	\$21,445	\$35,360	9	
YUKON	1	\$70,012	\$96,988	\$78,832	12	11	1	\$73,362	\$101,566	\$89,565	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Court Clerk/Library Director - in Descending Population Order

Municipality	Court Clerk						Library Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	10	\$35,663	\$55,269	\$43,180	13	12						
BROKEN ARROW	1	\$38,180	\$61,088	\$51,459								
EDMOND	1	\$79,045	\$118,568	\$93,866	17							
MIDWEST CITY	1	\$64,809	\$93,979	\$68,622		14						
OWASSO	1			\$56,673								
BARTLESVILLE	1			\$45,822			1			\$121,472		
MUSKOGEE	1	\$51,932	\$75,263	\$57,907	14							
BIXBY	1			\$35,360								
ARDMORE	1			\$47,694			1			\$85,592		
YUKON	1	\$70,012	\$96,988	\$78,832	12	11	1	\$73,362	\$101,566	\$89,565	12	11
SAPULPA	1			\$36,400			1			\$58,766		
DEL CITY	1	\$37,684	\$50,440	\$41,475	10	9						
MUSTANG	1	\$37,565	\$55,682	\$55,682			1			\$77,522		
SAND SPRINGS	1	\$35,523	\$57,136									
CLAREMORE	1			\$70,000			1			\$58,160		
ADA	1	\$26,450	\$39,680	\$38,184			1	\$38,700	\$58,040	\$55,811		
TAHLEQUAH	1			\$39,220								
GLENPOOL	1	\$34,549	\$58,469	\$36,546			0					
GUYMON	1	\$44,377	\$57,902				1	\$56,637	\$73,899			
CHOCTAW	1			\$53,700								
WEATHERFORD	1			\$54,018								
ELK CITY	1			\$34,750			1			\$49,350		
GUTHRIE	1			\$33,426			1			\$61,235		
COWETA	1	\$43,680	\$62,400	\$46,550			1	\$52,000	\$74,880	\$61,808		
THE VILLAGE	1	\$48,833	\$64,933		9	9						
PRYOR CREEK	1	\$36,400	\$46,200	\$40,885	4	7	1	\$47,134	\$58,530	\$58,530	4	7
SALLISAW	1			\$46,523								
CUSHING	1	\$40,540	\$46,567	\$42,558	8		1	\$43,899	\$50,426	\$46,922	8	
CATOOSA	1			\$45,885			1			\$55,774		
TUTTLE							1			\$21,954		
IDABEL	1			\$35,361								
PURCELL	1			\$51,126								
PAULS VALLEY	1			\$33,738			1			\$37,700		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected Management Positions - Court Clerk/Library Director - in Descending Population Order

Municipality	Court Clerk						Library Director					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
KINGFISHER	1			\$41,500			1			\$62,250		
PERRY	1			\$30,180			1			\$44,824		
MARLOW	1			\$29,120								
SPENCER	1			\$38,500								
PERKINS	1			\$55,432			1			\$32,168		
WYNNEWOOD	1						1	\$23,912	\$21,445	\$35,360	9	
CRESCENT	1		\$37,674				1					

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Meter Reader, Crew Foreman - in Alphabetical Order by Municipal Name

Municipality	Meter Reader						Crew Foreman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	2	\$30,430	\$45,650	\$36,780			22	\$34,180	\$64,640	\$43,456		
ARDMORE	3	\$33,293	\$50,659	\$41,976	18		6	\$37,457	\$57,300	\$47,478		
BARTLESVILLE	3	\$34,798	\$52,208	\$47,653			5	\$34,798	\$55,890	\$50,906		
BETHANY	2	\$30,968	\$49,580	\$44,075	15		13	\$39,903	\$71,864	\$59,067	15	
BIXBY	1			\$47,357			1			\$53,997		
BROKEN ARROW	6	\$32,981	\$52,770	\$36,337			29	\$44,198	\$74,253	\$56,225		
CATOOSA							1			\$47,138		
CHOCTAW	1			\$29,536			4			\$35,900		
CLAREMORE	1	\$41,662	\$45,573	\$43,763	10		5	\$38,750	\$45,573	\$42,931	10	
COWETA	1	\$29,120	\$41,600	\$29,120			3	\$37,440	\$54,080	\$37,440		
CRESCENT	3	\$10,368	\$32,760									
CUSHING	3	\$37,084	\$42,598	\$39,178	8		2	\$38,959	\$50,426	\$45,272	8	
DAVIS	1	\$24,295	\$51,522	\$28,163	20		3	\$35,360	\$62,400	\$40,395	20	
DEL CITY	4	\$27,914	\$38,792	\$28,766	10	9	3	\$38,792	\$51,958	\$38,875	10	9
EDMOND	8	\$31,985	\$47,979	\$35,739	17		5	\$56,152	\$84,227	\$66,095	17	
ELK CITY	6	\$19,467	\$36,300				2	\$26,770	\$46,155			
EUFAULA	1	\$29,280	\$32,000				1	\$24,960	\$32,500			
GROVE	3	\$29,120	\$46,592	\$29,120			3	\$35,360	\$56,576	\$35,360		
GUTHRIE							3	\$36,774	\$47,070	\$36,774		
GUYMON	3	\$34,757	\$45,344				7	\$46,592	\$60,798			
IDABEL	5	\$31,485	\$38,540				1			\$44,096		
KINGFISHER							3	\$51,510	\$57,654			
MARLOW							2			\$40,000		
MIDWEST CITY	2	\$34,960	\$59,513	\$59,181	17		8	\$42,453	\$67,073	\$44,950	17	
MUSKOGEE							6	\$31,277	\$44,803	\$42,182	14	
OKLAHOMA CITY	24	\$34,222	\$53,056	\$37,250	13	12	33	\$31,341	\$48,421	\$39,213	13	12
OWASSO							1	\$37,006	\$55,509	\$46,987		
PAULS VALLEY	1			\$24,960			7	\$25,625	\$35,755	\$28,434		
PERKINS							1		\$38,938			
PERRY							1			\$50,690		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Meter Reader, Crew Foreman - in Alphabetical Order by Municipal Name

Municipality	Meter Reader						Crew Foreman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PURCELL	1			\$35,360			1			\$56,701		
SALLISAW	3	\$27,172	\$39,156	\$29,696	10	8	1	\$33,130	\$43,226	\$43,226	10	8
SAND SPRINGS	3	\$32,911	\$52,936	\$32,911	25	25	9	\$40,042	\$64,404	\$41,659	25	25
SAPULPA	2			\$32,011			2			\$39,166		
SPENCER	1			\$27,040			1			\$37,440		
TAHLEQUAH							4	\$31,520	\$48,427	\$43,507		
TULSA	43	\$30,751	\$51,046	\$37,997	13			\$42,303	\$58,226		12	
TUTTLE							4			\$61,043		
WEATHERFORD	7			\$32,760			8			\$37,440		
WYNNEWOOD	3			\$12,586								
YUKON	5	\$33,238	\$43,625	\$38,542	12	11	2	\$39,312	\$52,957	\$45,011	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Meter Reader, Crew Foreman - in Descending Population Order

Municipality	Meter Reader						Crew Foreman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	24	\$34,222	\$53,056	\$37,250	13	12	33	\$31,341	\$48,421	\$39,213	13	12
TULSA	43	\$30,751	\$51,046	\$37,997	13			\$42,303	\$58,226		12	
BROKEN ARROW	6	\$32,981	\$52,770	\$36,337			29	\$44,198	\$74,253	\$56,225		
EDMOND	8	\$31,985	\$47,979	\$35,739	17		5	\$56,152	\$84,227	\$66,095	17	
MIDWEST CITY	2	\$34,960	\$59,513	\$59,181	17		8	\$42,453	\$67,073	\$44,950	17	
OWASSO							1	\$37,006	\$55,509	\$46,987		
BARTLESVILLE	3	\$34,798	\$52,208	\$47,653			5	\$34,798	\$55,890	\$50,906		
MUSKOGEE							6	\$31,277	\$44,803	\$42,182	14	
BIXBY	1			\$47,357			1			\$53,997		
ARDMORE	3	\$33,293	\$50,659	\$41,976	18		6	\$37,457	\$57,300	\$47,478		
YUKON	5	\$33,238	\$43,625	\$38,542	12	11	2	\$39,312	\$52,957	\$45,011	12	11
SAPULPA	2			\$32,011			2			\$39,166		
DEL CITY	4	\$27,914	\$38,792	\$28,766	10	9	3	\$38,792	\$51,958	\$38,875	10	9
BETHANY	2	\$30,968	\$49,580	\$44,075	15		13	\$39,903	\$71,864	\$59,067	15	
SAND SPRINGS	3	\$32,911	\$52,936	\$32,911	25	25	9	\$40,042	\$64,404	\$41,659	25	25
CLAREMORE	1	\$41,662	\$45,573	\$43,763	10		5	\$38,750	\$45,573	\$42,931	10	
ADA	2	\$30,430	\$45,650	\$36,780			22	\$34,180	\$64,640	\$43,456		
TAHLEQUAH							4	\$31,520	\$48,427	\$43,507		
GUYMON	3	\$34,757	\$45,344				7	\$46,592	\$60,798			
CHOCTAW	1			\$29,536			4			\$35,900		
WEATHERFORD	7			\$32,760			8			\$37,440		
ELK CITY	6	\$19,467	\$36,300				2	\$26,770	\$46,155			
GUTHRIE							3	\$36,774	\$47,070	\$36,774		
COWETA	1	\$29,120	\$41,600	\$29,120			3	\$37,440	\$54,080	\$37,440		
SALLISAW	3	\$27,172	\$39,156	\$29,696	10	8	1	\$33,130	\$43,226	\$43,226	10	8
CUSHING	3	\$37,084	\$42,598	\$39,178	8		2	\$38,959	\$50,426	\$45,272	8	
CATOOSA							1			\$47,138		
TUTTLE							4			\$61,043		
IDABEL	5	\$31,485	\$38,540				1			\$44,096		
GROVE	3	\$29,120	\$46,592	\$29,120			3	\$35,360	\$56,576	\$35,360		
PURCELL	1			\$35,360			1			\$56,701		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Meter Reader, Crew Foreman - in Descending Population Order

Municipality	Meter Reader						Crew Foreman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PAULS VALLEY	1			\$24,960			7	\$25,625	\$35,755	\$28,434		
KINGFISHER							3	\$51,510	\$57,654			
PERRY							1			\$50,690		
MARLOW							2			\$40,000		
SPENCER	1			\$27,040			1			\$37,440		
PERKINS							1		\$38,938			
DAVIS	1	\$24,295	\$51,522	\$28,163	20		3	\$35,360	\$62,400	\$40,395	20	
EUFAULA	1	\$29,280	\$32,000				1	\$24,960	\$32,500			
WYNNEWOOD	3			\$12,586								
CRESCENT	3	\$10,368	\$32,760									

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Sewer Worker, Laborer - in Alphabetical Order by Municipal Name

Municipality	Sewer Worker						Laborer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	2	\$34,180	\$51,260	\$46,116			48	\$21,490	\$51,260	\$32,183		
ARDMORE	3	\$32,483	\$49,427	\$40,955			11	\$30,863	\$46,962	\$36,913		
BARTLESVILLE	6	\$32,344	\$48,526	\$33,238			34	\$31,408	\$45,947	\$35,619		
BETHANY	2	\$30,968	\$49,580	\$37,678	15		4	\$29,494	\$47,219	\$38,810	15	
BIXBY	3			\$34,184			4			\$34,207		
BROKEN ARROW	8	\$32,981	\$61,088	\$35,544			43	\$32,981	\$61,088	\$36,123		
CATOOSA	7			\$34,716			9			\$34,716		
CHOCTAW	3			\$29,994			9			\$27,040		
CLAREMORE	13	\$31,200	\$34,133	\$33,200	10		35	\$31,200	\$34,133	\$31,200	10	
COWETA							3	\$29,120	\$41,600	\$29,120		
CRESCENT	3	\$10,368	\$32,760				3	\$10,368	\$32,760			
CUSHING	7	\$37,084	\$42,598	\$37,085	8		9	\$37,084	\$42,598	\$37,085	8	
DAVIS	1	\$24,295	\$51,522	\$39,499	20		8	\$24,295	\$51,522	\$29,120	20	
DEL CITY	4	\$28,995	\$44,117	\$32,989	10	9	3	\$28,766	\$38,792	\$28,995	10	9
EDMOND	9	\$39,617	\$59,425	\$58,545	10		6	\$31,985	\$47,979	\$37,233	10	
ELK CITY	2	\$24,315	\$32,896				16	\$23,130	\$28,558			
EUFAULA							8	\$29,000	\$32,000			
GLENPOOL	5	\$24,960	\$39,936				11	\$31,200	\$39,936			
GROVE	3	\$31,200	\$49,920	\$31,200			11	\$29,120	\$49,920	\$29,120		
GUTHRIE							11	\$31,824	\$40,706	\$31,824		
GUYMON	3	\$34,757	\$45,344				9	\$34,757	\$45,344			
IDABEL	1			\$34,521			13	\$15,154	\$31,696	\$28,752		
KINGFISHER	1			\$45,528			4	\$32,240	\$42,422			
MARLOW	3	\$30,160	\$32,240				3	\$31,200	\$31,720			
MIDWEST CITY	6	\$33,594	\$63,127	\$33,594	17							
MUSKOGEE	2	\$24,127	\$34,473	\$24,877	14		26	\$24,127	\$34,473	\$24,876	14	
OWASSO	6	\$34,214	\$51,321	\$40,685			8	\$34,214	\$51,321	\$34,216		
PAULS VALLEY	4	\$18,200	\$24,939	\$24,960			19	\$17,056	\$28,188	\$24,960		
PERKINS	1						2					
PERRY	3	\$29,994	\$33,446						\$20,800			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Sewer Worker, Laborer - in Alphabetical Order by Municipal Name

Municipality	Sewer Worker						Laborer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PURCELL	6			\$40,231			58			\$31,993		
SALLISAW	4	\$27,855	\$36,359	\$30,447	10	8						
SAND SPRINGS	6	\$31,646	\$50,900	\$31,646	25	25	7	\$31,646	\$50,900	\$34,254	25	25
SAPULPA	8			\$30,181			13					
TAHLEQUAH							9	\$28,766	\$41,506	\$31,184		
THE VILLAGE	2	\$36,368	\$55,291		9	9		\$25,499	\$36,202		10	10
TULSA	43	\$37,997	\$51,046		12							
TUTTLE							10			\$31,000		
WEATHERFORD	5			\$29,120			25			\$30,160		
WYNNEWOOD	2			\$50,688								
YUKON	3	\$33,238	\$43,625	\$37,606	12	11	12	\$33,238	\$43,625	\$37,606	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Sewer Worker, Laborer - in Descending Population Order

Municipality	Sewer Worker						Laborer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TULSA	43	\$37,997	\$51,046		12							
BROKEN ARROW	8	\$32,981	\$61,088	\$35,544			43	\$32,981	\$61,088	\$36,123		
EDMOND	9	\$39,617	\$59,425	\$58,545	10		6	\$31,985	\$47,979	\$37,233	10	
MIDWEST CITY	6	\$33,594	\$63,127	\$33,594	17							
OWASSO	6	\$34,214	\$51,321	\$40,685			8	\$34,214	\$51,321	\$34,216		
BARTLESVILLE	6	\$32,344	\$48,526	\$33,238			34	\$31,408	\$45,947	\$35,619		
MUSKOGEE	2	\$24,127	\$34,473	\$24,877	14		26	\$24,127	\$34,473	\$24,876	14	
BIXBY	3			\$34,184			4			\$34,207		
ARDMORE	3	\$32,483	\$49,427	\$40,955			11	\$30,863	\$46,962	\$36,913		
YUKON	3	\$33,238	\$43,625	\$37,606	12	11	12	\$33,238	\$43,625	\$37,606	12	11
SAPULPA	8			\$30,181			13					
DEL CITY	4	\$28,995	\$44,117	\$32,989	10	9	3	\$28,766	\$38,792	\$28,995	10	9
BETHANY	2	\$30,968	\$49,580	\$37,678	15		4	\$29,494	\$47,219	\$38,810	15	
SAND SPRINGS	6	\$31,646	\$50,900	\$31,646	25	25	7	\$31,646	\$50,900	\$34,254	25	25
CLAREMORE	13	\$31,200	\$34,133	\$33,200	10		35	\$31,200	\$34,133	\$31,200	10	
ADA	2	\$34,180	\$51,260	\$46,116			48	\$21,490	\$51,260	\$32,183		
TAHLEQUAH							9	\$28,766	\$41,506	\$31,184		
GLENPOOL	5	\$24,960	\$39,936				11	\$31,200	\$39,936			
GUYMON	3	\$34,757	\$45,344				9	\$34,757	\$45,344			
CHOCTAW	3			\$29,994			9			\$27,040		
WEATHERFORD	5			\$29,120			25			\$30,160		
ELK CITY	2	\$24,315	\$32,896				16	\$23,130	\$28,558			
GUTHRIE							11	\$31,824	\$40,706	\$31,824		
COWETA							3	\$29,120	\$41,600	\$29,120		
THE VILLAGE	2	\$36,368	\$55,291		9	9		\$25,499	\$36,202		10	10
SALLISAW	4	\$27,855	\$36,359	\$30,447	10	8						
CUSHING	7	\$37,084	\$42,598	\$37,085	8		9	\$37,084	\$42,598	\$37,085	8	
CATOOSA	7			\$34,716			9			\$34,716		
TUTTLE							10			\$31,000		
IDABEL	1			\$34,521			13	\$15,154	\$31,696	\$28,752		
GROVE	3	\$31,200	\$49,920	\$31,200			11	\$29,120	\$49,920	\$29,120		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Sewer Worker, Laborer - in Descending Population Order

Municipality	Sewer Worker						Laborer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PURCELL	6			\$40,231			58			\$31,993		
PAULS VALLEY	4	\$18,200	\$24,939	\$24,960			19	\$17,056	\$28,188	\$24,960		
KINGFISHER	1			\$45,528			4	\$32,240	\$42,422			
PERRY	3	\$29,994	\$33,446						\$20,800			
MARLOW	3	\$30,160	\$32,240				3	\$31,200	\$31,720			
PERKINS	1						2					
DAVIS	1	\$24,295	\$51,522	\$39,499	20		8	\$24,295	\$51,522	\$29,120	20	
EUFAULA							8	\$29,000	\$32,000			
WYNNEWOOD	2			\$50,688								
CRESCENT	3	\$10,368	\$32,760				3	\$10,368	\$32,760			

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Refuse Collector, Heavy Equipment Operator - in Alphabetical Order by Municipal Name

Municipality	Refuse Collector						Heavy Equipment Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	6	\$24,130	\$36,190	\$24,758			5	\$34,180	\$57,560	\$41,775		
ARDMORE	10	\$35,835	\$54,527	\$45,181			23	\$35,835	\$54,527	\$45,181		
BARTLESVILLE	13	\$28,122	\$44,845	\$31,438			5	\$32,344	\$52,208	\$46,430		
BETHANY	7	\$29,494	\$47,219	\$38,810	15		2	\$35,850	\$57,396	\$41,938	15	
BROKEN ARROW	21	\$32,981	\$52,770	\$37,207				\$34,630	\$55,409	\$39,432		
CHOCTAW							1			\$33,646		
CLAREMORE	15	\$31,200	\$34,133	\$33,000	10		1	\$59,821	\$65,416	\$59,821	10	
COWETA	5	\$29,120	\$41,600	\$29,120			2	\$31,200	\$44,720	\$33,280		
CUSHING							3	\$38,959	\$44,751	\$40,611	8	
DAVIS							2	\$24,295	\$51,522	\$34,216	20	
DEL CITY	6	\$35,194	\$47,133	\$40,165	10	9	2	\$35,194	\$47,133	\$38,875	10	9
EDMOND	15	\$37,073	\$55,609	\$46,110	17							
ELK CITY							1	\$26,770	\$33,051			
GLENPOOL							1	\$33,218	\$53,165	\$36,858		
GROVE							4	\$33,280	\$53,248	\$33,280		
GUTHRIE	1			\$43,659			11	\$34,216	\$43,784	\$34,216		
GUYMON	3	\$40,248	\$52,520									
IDABEL	11	\$20,259	\$35,989				4	\$31,385	\$35,599	\$31,652		
KINGFISHER	1			\$38,028								
MARLOW							2			\$41,600		
MIDWEST CITY	6	\$34,372	\$51,288	\$51,288	17		15	\$39,955	\$63,127	\$63,127	17	
MUSKOGEE	10	\$24,127	\$34,473	\$31,699	14		19	\$25,973	\$37,176	\$35,277	14	
OKLAHOMA CITY	4	\$31,341	\$48,421	\$31,341	13	12	37	\$39,046	\$60,385	\$54,789	13	12
OWASSO	7	\$34,214	\$51,321	\$40,019								
PAULS VALLEY	3	\$19,760	\$26,270	\$37,752			4	\$19,989	\$24,419	\$32,760		
PRYOR CREEK							12	\$36,400	\$46,200	\$46,200	4	7
SALLISAW	1	\$27,173	\$35,450	\$27,991	10	8	15	\$29,992	\$39,156	\$39,156	10	8
SAND SPRINGS	8	\$36,336	\$52,935	\$36,336	25	25						
SAPULPA							2			\$43,680		
TAHLEQUAH	10			\$35,303			10	\$30,148	\$43,483	\$32,251		
THE VILLAGE							7	\$32,644	\$46,029		9	9

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Refuse Collector, Heavy Equipment Operator - in Alphabetical Order by Municipal Name

Municipality	Refuse Collector						Heavy Equipment Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TULSA							36	\$39,581	\$54,516		12	
TUTTLE							1			\$34,320		
WEATHERFORD	8			\$32,240			4			\$33,800		
YUKON							4	\$36,088	\$48,630	\$41,350	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Refuse Collector, Heavy Equipment Operator - in Descending Population Order

Municipality	Refuse Collector						Heavy Equipment Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	4	\$31,341	\$48,421	\$31,341	13	12	37	\$39,046	\$60,385	\$54,789	13	12
TULSA							36	\$39,581	\$54,516		12	
BROKEN ARROW	21	\$32,981	\$52,770	\$37,207				\$34,630	\$55,409	\$39,432		
EDMOND	15	\$37,073	\$55,609	\$46,110	17							
MIDWEST CITY	6	\$34,372	\$51,288	\$51,288	17		15	\$39,955	\$63,127	\$63,127	17	
OWASSO	7	\$34,214	\$51,321	\$40,019								
BARTLESVILLE	13	\$28,122	\$44,845	\$31,438			5	\$32,344	\$52,208	\$46,430		
MUSKOGEE	10	\$24,127	\$34,473	\$31,699	14		19	\$25,973	\$37,176	\$35,277	14	
ARDMORE	10	\$35,835	\$54,527	\$45,181			23	\$35,835	\$54,527	\$45,181		
YUKON							4	\$36,088	\$48,630	\$41,350	12	11
SAPULPA							2			\$43,680		
DEL CITY	6	\$35,194	\$47,133	\$40,165	10	9	2	\$35,194	\$47,133	\$38,875	10	9
BETHANY	7	\$29,494	\$47,219	\$38,810	15		2	\$35,850	\$57,396	\$41,938	15	
SAND SPRINGS	8	\$36,336	\$52,935	\$36,336	25	25						
CLAREMORE	15	\$31,200	\$34,133	\$33,000	10		1	\$59,821	\$65,416	\$59,821	10	
ADA	6	\$24,130	\$36,190	\$24,758			5	\$34,180	\$57,560	\$41,775		
TAHLEQUAH	10			\$35,303			10	\$30,148	\$43,483	\$32,251		
GLENPOOL							1	\$33,218	\$53,165	\$36,858		
GUYMON	3	\$40,248	\$52,520									
CHOCTAW							1			\$33,646		
WEATHERFORD	8			\$32,240			4			\$33,800		
ELK CITY							1	\$26,770	\$33,051			
GUTHRIE	1			\$43,659			11	\$34,216	\$43,784	\$34,216		
COWETA	5	\$29,120	\$41,600	\$29,120			2	\$31,200	\$44,720	\$33,280		
THE VILLAGE							7	\$32,644	\$46,029		9	9
PRYOR CREEK							12	\$36,400	\$46,200	\$46,200	4	7
SALLISAW	1	\$27,173	\$35,450	\$27,991	10	8	15	\$29,992	\$39,156	\$39,156	10	8
CUSHING							3	\$38,959	\$44,751	\$40,611	8	
TUTTLE							1			\$34,320		
IDABEL	11	\$20,259	\$35,989				4	\$31,385	\$35,599	\$31,652		
GROVE							4	\$33,280	\$53,248	\$33,280		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Refuse Collector, Heavy Equipment Operator - in Descending Population Order

Municipality	Refuse Collector						Heavy Equipment Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PAULS VALLEY	3	\$19,760	\$26,270	\$37,752			4	\$19,989	\$24,419	\$32,760		
KINGFISHER	1			\$38,028								
MARLOW							2			\$41,600		
DAVIS							2	\$24,295	\$51,522	\$34,216	20	

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Driver, Mechanic - in Alphabetical Order by Municipal Name

Municipality	Driver						Mechanic					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	4	\$30,430	\$45,650	\$40,590			3	\$34,180	\$64,640	\$40,341		
ARDMORE							3	\$33,293	\$50,659	\$41,976		
BARTLESVILLE	12	\$35,672	\$53,477	\$43,623			4	\$37,232	\$55,889	\$52,416		
BETHANY	9	\$34,142	\$54,663	\$43,201	15		2	\$35,136	\$63,279	\$44,459	15	
BROKEN ARROW	15	\$36,362	\$58,180	\$41,035			11	\$42,094	\$67,349	\$49,863		
CHOCTAW							2			\$33,646		
CLAREMORE	6	\$33,550	\$42,390	\$37,523	10		3	\$48,152	\$52,666	\$48,152	10	
COWETA	2	\$37,440	\$54,080	\$37,440			1	\$37,440	\$54,080	\$48,672		
CUSHING	1	\$31,636	\$36,339	\$32,915	8		2	\$40,540	\$55,609	\$46,598	8	
DEL CITY							4	\$35,194	\$47,133	\$38,875	10	9
EDMOND							1	\$39,617	\$59,425	\$44,569	17	
ELK CITY							3	\$28,705	\$42,182			
GROVE							3	\$31,200	\$49,920	\$31,200		
GUTHRIE							2	\$34,216	\$43,784			
GUYMON	5	\$33,114	\$43,202									
IDABEL							1			\$41,784		
KINGFISHER	2	\$40,528	\$41,363									
MIDWEST CITY							9	\$37,457	\$63,127	\$43,213	17	
MUSKOGEE							8	\$28,010	\$40,085	\$37,752	14	
OKLAHOMA CITY	14	\$37,375	\$57,817	\$49,235	13	12	11	\$42,637	\$65,981	\$58,944	13	12
OWASSO							2	\$45,567	\$71,256	\$57,481		
PAULS VALLEY							1			\$46,966		
PERRY	3			\$35,000								
SALLISAW	5	\$29,992	\$39,156	\$31,834	10	8	3	\$29,265	\$43,226	\$37,291	10	8
SAND SPRINGS	3	\$37,790	\$74,880	\$55,053	25	25	3	\$37,020	\$59,545	\$46,933	25	25
SAPULPA							1			\$35,027		
TAHLEQUAH	8	\$30,148	\$43,483	\$36,822			2	\$30,308	\$45,462	\$33,270		
THE VILLAGE							1	\$40,310	\$61,284		9	9
TULSA							34	\$39,581	\$34,516		12	
WEATHERFORD							2			\$53,040		
YUKON	4	\$41,787	\$56,306	\$47,840	12	11	3	\$46,779	\$63,378	\$53,706	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Driver, Mechanic - in Descending Population Order

Municipality	Driver						Mechanic					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	14	\$37,375	\$57,817	\$49,235	13	12	11	\$42,637	\$65,981	\$58,944	13	12
TULSA							34	\$39,581	\$34,516		12	
BROKEN ARROW	15	\$36,362	\$58,180	\$41,035			11	\$42,094	\$67,349	\$49,863		
EDMOND							1	\$39,617	\$59,425	\$44,569	17	
MIDWEST CITY							9	\$37,457	\$63,127	\$43,213	17	
OWASSO							2	\$45,567	\$71,256	\$57,481		
BARTLESVILLE	12	\$35,672	\$53,477	\$43,623			4	\$37,232	\$55,889	\$52,416		
MUSKOGEE							8	\$28,010	\$40,085	\$37,752	14	
ARDMORE							3	\$33,293	\$50,659	\$41,976		
YUKON	4	\$41,787	\$56,306	\$47,840	12	11	3	\$46,779	\$63,378	\$53,706	12	11
SAPULPA							1			\$35,027		
DEL CITY							4	\$35,194	\$47,133	\$38,875	10	9
BETHANY	9	\$34,142	\$54,663	\$43,201	15		2	\$35,136	\$63,279	\$44,459	15	
SAND SPRINGS	3	\$37,790	\$74,880	\$55,053	25	25	3	\$37,020	\$59,545	\$46,933	25	25
CLAREMORE	6	\$33,550	\$42,390	\$37,523	10		3	\$48,152	\$52,666	\$48,152	10	
ADA	4	\$30,430	\$45,650	\$40,590			3	\$34,180	\$64,640	\$40,341		
TAHLEQUAH	8	\$30,148	\$43,483	\$36,822			2	\$30,308	\$45,462	\$33,270		
GUYMON	5	\$33,114	\$43,202									
CHOCTAW							2			\$33,646		
WEATHERFORD							2			\$53,040		
ELK CITY							3	\$28,705	\$42,182			
GUTHRIE							2	\$34,216	\$43,784			
COWETA	2	\$37,440	\$54,080	\$37,440			1	\$37,440	\$54,080	\$48,672		
THE VILLAGE							1	\$40,310	\$61,284		9	9
SALLISAW	5	\$29,992	\$39,156	\$31,834	10	8	3	\$29,265	\$43,226	\$37,291	10	8
CUSHING	1	\$31,636	\$36,339	\$32,915	8		2	\$40,540	\$55,609	\$46,598	8	
IDABEL							1			\$41,784		
GROVE							3	\$31,200	\$49,920	\$31,200		
PAULS VALLEY							1			\$46,966		
KINGFISHER	2	\$40,528	\$41,363									
PERRY	3			\$35,000								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Custodian, Librarian - in Alphabetical Order by Municipal Name

Municipality	Custodian						Librarian					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1			\$17,680			1	\$43,100	\$64,640	\$53,090		
ARDMORE	1	\$24,745	\$37,652	\$31,198			3	\$40,514	\$61,647	\$51,080		
BARTLESVILLE							2	\$37,232	\$55,890	\$52,135		
BROKEN ARROW	1	\$29,915	\$47,864	\$32,929								
CATOOSA							3			\$31,700		
CLAREMORE							5	\$31,200	\$34,133	\$32,136	10	
COWETA	1	\$24,960	\$39,520				2	\$29,120	\$41,600	\$30,056		
CRESCENT							1		\$31,200			
CUSHING	2						3	\$34,246	\$39,340	\$35,614	8	
DEL CITY	1	\$27,914	\$37,648	\$28,995	10	9						
EDMOND	1	\$26,898	\$40,347	\$40,347	17							
ELK CITY	2	\$23,130	\$28,558				1	\$24,315				
GROVE	1	\$29,120	\$46,592	\$36,320								
GUTHRIE	1			\$40,705			4	\$31,824	\$40,706			
GUYMON	1	\$33,114	\$43,202				4	\$34,757	\$45,344			
IDABEL	2	\$9,095	\$36,774	\$11,194								
KINGFISHER	2						3	\$38,311	\$42,581			
MARLOW							3			\$12,000		
MIDWEST CITY	3	\$33,595	\$47,343	\$34,568	17							
MUSKOGEE	2	\$22,387	\$31,999	\$23,088	14							
MUSTANG	1	\$29,058	\$44,824	\$44,824	11							
OWASSO	2	\$30,416	\$45,624	\$33,245								
PAULS VALLEY	2	\$16,640	\$20,800	\$24,960			2	\$17,659	\$21,965	\$26,478		
PERKINS							4	\$4,575	\$16,910			
PERRY							2	\$31,200	\$44,824			
PRYOR CREEK	2	\$31,200	\$40,395	\$36,392	4	7	5	\$35,360	\$44,528	\$38,189	4	7
SAPULPA							1			\$38,875		
TUTTLE							1			\$15,600		
WYNNEWOOD							1			\$17,160		
YUKON							1	\$48,818	\$66,146	\$53,019	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Custodian, Librarian - in Descending Population Order

Municipality	Custodian						Librarian					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
BROKEN ARROW	1	\$29,915	\$47,864	\$32,929								
EDMOND	1	\$26,898	\$40,347	\$40,347	17							
MIDWEST CITY	3	\$33,595	\$47,343	\$34,568	17							
OWASSO	2	\$30,416	\$45,624	\$33,245								
BARTLESVILLE							2	\$37,232	\$55,890	\$52,135		
MUSKOGEE	2	\$22,387	\$31,999	\$23,088	14							
ARDMORE	1	\$24,745	\$37,652	\$31,198			3	\$40,514	\$61,647	\$51,080		
YUKON							1	\$48,818	\$66,146	\$53,019	12	11
SAPULPA							1			\$38,875		
DEL CITY	1	\$27,914	\$37,648	\$28,995	10	9						
MUSTANG	1	\$29,058	\$44,824	\$44,824	11							
CLAREMORE							5	\$31,200	\$34,133	\$32,136	10	
ADA	1			\$17,680			1	\$43,100	\$64,640	\$53,090		
GUYMON	1	\$33,114	\$43,202				4	\$34,757	\$45,344			
ELK CITY	2	\$23,130	\$28,558				1	\$24,315				
GUTHRIE	1			\$40,705			4	\$31,824	\$40,706			
COWETA	1	\$24,960	\$39,520				2	\$29,120	\$41,600	\$30,056		
PRYOR CREEK	2	\$31,200	\$40,395	\$36,392	4	7	5	\$35,360	\$44,528	\$38,189	4	7
CUSHING	2						3	\$34,246	\$39,340	\$35,614	8	
CATOOSA							3			\$31,700		
TUTTLE							1			\$15,600		
IDABEL	2	\$9,095	\$36,774	\$11,194								
GROVE	1	\$29,120	\$46,592	\$36,320								
PAULS VALLEY	2	\$16,640	\$20,800	\$24,960			2	\$17,659	\$21,965	\$26,478		
KINGFISHER	2						3	\$38,311	\$42,581			
PERRY							2	\$31,200	\$44,824			
MARLOW							3			\$12,000		
PERKINS							4	\$4,575	\$16,910			
WYNNEWOOD							1			\$17,160		
CRESCENT							1		\$31,200			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Water/Wastewater Plant Supt, Operator - in Alphabetical Order by Municipal Name

Municipality	Water/Wastewater Plant Superintendent						Water/Wastewater Plant Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$54,350	\$81,530	\$63,951			9	\$30,430	\$51,260	\$37,368		
ARDMORE	2	\$53,156	\$80,883	\$77,924			20	\$32,483	\$49,427	\$40,955		
BARTLESVILLE	2	\$43,930	\$92,622	\$69,441			8	\$34,798	\$52,208	\$43,404		
BETHANY	1	\$67,616	\$121,771	\$85,555	15		6	\$34,142	\$54,663	\$36,928	15	
BIXBY	1			\$77,569								
BROKEN ARROW	2	\$62,191	\$99,506	\$98,401			14	\$38,180	\$70,717	\$49,515		
CHOCTAW	1			\$50,485			1			\$35,069		
COWETA	1	\$43,680	\$62,400	\$47,424			2	\$31,200	\$44,720	\$31,200		
CRESCENT	1		\$65,000				1					
CUSHING	2	\$48,410	\$55,609	\$50,222	8		6	\$38,959	\$44,751	\$41,000	8	
DAVIS							1	\$24,295	\$51,522	\$39,499	20	
DEL CITY	1	\$40,165	\$63,086	\$47,133	10	9	8	\$32,989	\$44,117	\$33,051	10	9
EDMOND	2	\$61,239	\$91,858	\$73,678	17		10	\$39,617	\$59,425	\$48,036	17	
EUFAULA							4	\$22,880	\$35,200			
GLENPOOL	1	\$48,630	\$77,834	\$60,736			1	\$33,218	\$53,165	\$34,320		
GROVE	1	\$47,840	\$76,544	\$71,736			7	\$31,200	\$49,920	\$31,200		
GUTHRIE	2	\$45,698	\$58,510				6					
GUYMON	1	\$68,848	\$89,648				2	\$44,387	\$57,907			
IDABEL	1			\$39,513			1			\$35,080		
KINGFISHER	1			\$59,229			2	\$45,528	\$49,150			
MIDWEST CITY	2	\$69,899	\$101,361	\$101,361	14		17	\$34,960	\$63,127	\$59,181	17	
MUSKOGEE	2	\$55,230	\$79,931		14		4	\$24,127	\$34,473	\$24,870	14	
OKLAHOMA CITY	1	\$90,369	\$138,079	\$130,918	13	12	16	\$48,567	\$75,293	\$61,638	13	12
PAULS VALLEY	2	\$30,263	\$38,626	\$81,851			5	\$21,861	\$28,080	\$37,981		
PERKINS							1			\$33,280		
PERRY	8	\$22,880	\$34,237									
PURCELL	1			\$87,298			1			\$42,702		
SALLISAW	2	\$44,499	\$58,029	\$50,070	10	8	5	\$29,265	\$42,157	\$38,178	10	8
SAND SPRINGS	22	\$45,041	\$72,446	\$65,928	25	25		\$35,596	\$57,255	\$35,596		
SAPULPA	19			\$59,558								
TUTTLE							3			\$36,206		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Water/Wastewater Plant Supt, Operator - in Alphabetical Order by Municipal Name

Municipality	Water/Wastewater Plant Superintendent						Water/Wastewater Plant Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
WEATHERFORD	1	\$29,120	\$36,000	\$40,560			1			\$31,200		
WYNNEWOOD							1			\$25,958		

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Water/Wastewater Plant Supt, Operator - in Descending Population Order

Municipality	Water/Wastewater Plant Superintendent						Water/Wastewater Plant Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	1	\$90,369	\$138,079	\$130,918	13	12	16	\$48,567	\$75,293	\$61,638	13	12
BROKEN ARROW	2	\$62,191	\$99,506	\$98,401			14	\$38,180	\$70,717	\$49,515		
EDMOND	2	\$61,239	\$91,858	\$73,678	17		10	\$39,617	\$59,425	\$48,036	17	
MIDWEST CITY	2	\$69,899	\$101,361	\$101,361	14		17	\$34,960	\$63,127	\$59,181	17	
BARTLESVILLE	2	\$43,930	\$92,622	\$69,441			8	\$34,798	\$52,208	\$43,404		
MUSKOGEE	2	\$55,230	\$79,931		14		4	\$24,127	\$34,473	\$24,870	14	
BIXBY	1			\$77,569								
ARDMORE	2	\$53,156	\$80,883	\$77,924			20	\$32,483	\$49,427	\$40,955		
SAPULPA	19			\$59,558								
DEL CITY	1	\$40,165	\$63,086	\$47,133	10	9	8	\$32,989	\$44,117	\$33,051	10	9
BETHANY	1	\$67,616	\$121,771	\$85,555	15		6	\$34,142	\$54,663	\$36,928	15	
SAND SPRINGS	22	\$45,041	\$72,446	\$65,928	25	25		\$35,596	\$57,255	\$35,596		
ADA	1	\$54,350	\$81,530	\$63,951			9	\$30,430	\$51,260	\$37,368		
GLENPOOL	1	\$48,630	\$77,834	\$60,736			1	\$33,218	\$53,165	\$34,320		
GUYMON	1	\$68,848	\$89,648				2	\$44,387	\$57,907			
CHOCTAW	1			\$50,485			1			\$35,069		
WEATHERFORD	1	\$29,120	\$36,000	\$40,560			1			\$31,200		
GUTHRIE	2	\$45,698	\$58,510				6					
COWETA	1	\$43,680	\$62,400	\$47,424			2	\$31,200	\$44,720	\$31,200		
SALLISAW	2	\$44,499	\$58,029	\$50,070	10	8	5	\$29,265	\$42,157	\$38,178	10	8
CUSHING	2	\$48,410	\$55,609	\$50,222	8		6	\$38,959	\$44,751	\$41,000	8	
TUTTLE							3			\$36,206		
IDABEL	1			\$39,513			1			\$35,080		
GROVE	1	\$47,840	\$76,544	\$71,736			7	\$31,200	\$49,920	\$31,200		
PURCELL	1			\$87,298			1			\$42,702		
PAULS VALLEY	2	\$30,263	\$38,626	\$81,851			5	\$21,861	\$28,080	\$37,981		
KINGFISHER	1			\$59,229			2	\$45,528	\$49,150			
PERRY	8	\$22,880	\$34,237									
PERKINS							1			\$33,280		
DAVIS							1	\$24,295	\$51,522	\$39,499	20	
EUFAULA							4	\$22,880	\$35,200			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Water/Wastewater Plant Supt, Operator - in Descending Population Order

Municipality	Water/Wastewater Plant Superintendent						Water/Wastewater Plant Operator					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
WYNNEWOOD							1			\$25,958		
CRESCENT	1		\$65,000				1					

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Building Inspector, Code Enforcement Officer - in Alphabetical Order by Name

Municipality	Building Inspector						Code Enforcement Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$54,350	\$81,530	\$72,865			2	\$43,100	\$64,640	\$55,900		
ARDMORE	1	\$44,720	\$68,047	\$56,384			3	\$34,086	\$51,857	\$42,968		
BARTLESVILLE	2	\$40,706	\$61,069	\$53,986			3	\$35,672	\$53,477	\$38,979		
BETHANY							1	\$39,903	\$71,864	\$54,600	15	
BIXBY	1			\$58,500			1			\$42,977		
BROKEN ARROW	7	\$48,729	\$81,864	\$54,064			3	\$40,089	\$64,143	\$50,680		
CATOOSA	1			\$50,758			1			\$39,750		
CHOCTAW	1			\$64,270			1					
CLAREMORE	1	\$48,152	\$52,666	\$50,107	10		1	\$38,750	\$42,390	\$38,750	10	
COWETA	1	\$49,920	\$71,760	\$49,920			1	\$39,520	\$56,160	\$45,760		
CRESCENT	1						1		\$15,000			
CUSHING		\$46,862	\$53,830	\$53,830	8		2	\$40,540	\$57,898	\$49,132	8	
DAVIS							1	\$31,200	\$56,160	\$34,590	20	
DEL CITY	2	\$45,760	\$63,086	\$47,133	10	9	2	\$32,256	\$47,133	\$35,194	10	9
EDMOND	1	\$49,792	\$74,688	\$60,796	17		5	\$40,484	\$67,056	\$44,704	17	
ELK CITY	1			\$44,346								
EUFAULA	1	\$31,200	\$35,200				1			\$31,200		
GLENPOOL	1	\$48,630	\$84,668	\$77,834			1	\$40,206	\$64,314	\$43,472		
GROVE	1	\$35,360	\$56,576	\$52,296			1	\$37,440	\$59,904	\$39,312		
GUTHRIE	2		\$62,920	\$62,920								
GUYMON	1	\$65,562	\$85,550				2	\$46,592	\$60,798			
IDABEL							1			\$39,522		
KINGFISHER	1			\$49,264								
MIDWEST CITY	2	\$44,950	\$71,019	\$53,360	17		6	\$39,955	\$74,965	\$63,345	17	
MUSKOGEE	2	\$39,042	\$55,958	\$48,318	14		4	\$28,010	\$40,085	\$39,083	14	
MUSTANG	2	\$43,118	\$63,835	\$52,853	11		1	\$36,837	\$54,517	\$50,440	11	
OKLAHOMA CITY	7	\$46,500	\$72,161	\$52,096	13	12	18	\$44,537	\$68,904	\$56,731	13	12
OWASSO	2	\$49,523	\$74,284	\$57,689			1	\$41,927	\$62,891	\$55,078		
PAULS VALLEY	2	\$20,301	\$22,630	\$41,933			1			\$32,802		
PERKINS	1											
PERRY	1			\$36,400			1			\$44,907		
PRYOR CREEK	1	\$65,138	\$74,108	\$66,528	4	7						

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Building Inspector, Code Enforcement Officer - in Alphabetical Order by Name

Municipality	Building Inspector						Code Enforcement Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PURCELL	1			\$45,573			1			\$45,573		
SALLISAW	2	\$35,654	\$58,029	\$58,029	10	8	1	\$33,949	\$44,295	\$44,295	10	8
SAND SPRINGS	2	\$40,041	\$64,404	\$47,853	25	25	1	\$48,870	\$78,604	\$77,063	25	25
SAPULPA	1			\$69,264			1			\$40,560		
SPENCER							1			\$26,232		
TAHLEQUAH	1	\$39,060	\$56,337	\$50,223								
THE VILLAGE	1	\$68,562	\$88,091		8	8	2	\$45,174	\$62,942		9	9
TULSA							14	\$40,577	\$60,826		16	
TUTTLE	1			\$53,363								
WEATHERFORD	1			\$56,222		10						
WYNNEWOOD							1			\$21,549		
YUKON	2	\$53,414	\$72,405	\$61,360	12	11	1	\$41,413	\$55,827	\$55,827	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Building Inspector, Code Enforcement Officer - in Descending Population Order

Municipality	Building Inspector						Code Enforcement Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	7	\$46,500	\$72,161	\$52,096	13	12	18	\$44,537	\$68,904	\$56,731	13	12
TULSA							14	\$40,577	\$60,826		16	
BROKEN ARROW	7	\$48,729	\$81,864	\$54,064			3	\$40,089	\$64,143	\$50,680		
EDMOND	1	\$49,792	\$74,688	\$60,796	17		5	\$40,484	\$67,056	\$44,704	17	
MIDWEST CITY	2	\$44,950	\$71,019	\$53,360	17		6	\$39,955	\$74,965	\$63,345	17	
OWASSO	2	\$49,523	\$74,284	\$57,689			1	\$41,927	\$62,891	\$55,078		
BARTLESVILLE	2	\$40,706	\$61,069	\$53,986			3	\$35,672	\$53,477	\$38,979		
MUSKOGEE	2	\$39,042	\$55,958	\$48,318	14		4	\$28,010	\$40,085	\$39,083	14	
BIXBY	1			\$58,500			1			\$42,977		
ARDMORE	1	\$44,720	\$68,047	\$56,384			3	\$34,086	\$51,857	\$42,968		
YUKON	2	\$53,414	\$72,405	\$61,360	12	11	1	\$41,413	\$55,827	\$55,827	12	11
SAPULPA	1			\$69,264			1			\$40,560		
DEL CITY	2	\$45,760	\$63,086	\$47,133	10	9	2	\$32,256	\$47,133	\$35,194	10	9
BETHANY							1	\$39,903	\$71,864	\$54,600	15	
MUSTANG	2	\$43,118	\$63,835	\$52,853	11		1	\$36,837	\$54,517	\$50,440	11	
SAND SPRINGS	2	\$40,041	\$64,404	\$47,853	25	25	1	\$48,870	\$78,604	\$77,063	25	25
CLAREMORE	1	\$48,152	\$52,666	\$50,107	10		1	\$38,750	\$42,390	\$38,750	10	
ADA	1	\$54,350	\$81,530	\$72,865			2	\$43,100	\$64,640	\$55,900		
TAHLEQUAH	1	\$39,060	\$56,337	\$50,223								
GLENPOOL	1	\$48,630	\$84,668	\$77,834			1	\$40,206	\$64,314	\$43,472		
GUYMON	1	\$65,562	\$85,550				2	\$46,592	\$60,798			
CHOCTAW	1			\$64,270			1					
WEATHERFORD	1			\$56,222		10						
ELK CITY	1			\$44,346								
GUTHRIE	2		\$62,920	\$62,920								
COWETA	1	\$49,920	\$71,760	\$49,920			1	\$39,520	\$56,160	\$45,760		
THE VILLAGE	1	\$68,562	\$88,091		8	8	2	\$45,174	\$62,942		9	9
PRYOR CREEK	1	\$65,138	\$74,108	\$66,528	4	7						
SALLISAW	2	\$35,654	\$58,029	\$58,029	10	8	1	\$33,949	\$44,295	\$44,295	10	8
CUSHING		\$46,862	\$53,830	\$53,830	8		2	\$40,540	\$57,898	\$49,132	8	
CATOOSA	1			\$50,758			1			\$39,750		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Building Inspector, Code Enforcement Officer - in Descending Population Order

Municipality	Building Inspector						Code Enforcement Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TUTTLE	1			\$53,363								
IDABEL							1				\$39,522	
GROVE	1	\$35,360	\$56,576	\$52,296			1	\$37,440	\$59,904	\$39,312		
PURCELL	1			\$45,573			1			\$45,573		
PAULS VALLEY	2	\$20,301	\$22,630	\$41,933			1			\$32,802		
KINGFISHER	1			\$49,264								
PERRY	1			\$36,400			1			\$44,907		
SPENCER							1			\$26,232		
PERKINS	1											
DAVIS							1	\$31,200	\$56,160	\$34,590	20	
EUFAULA	1	\$31,200	\$35,200				1			\$31,200		
WYNNEWOOD							1			\$21,549		
CRESCENT	1						1		\$15,000			

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Electric Superintendent, Crew Chief - in Alphabetical Order by Municipal Name

Municipality	Electric Superintendent						Electric Crew Chief					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
CLAREMORE							2	\$71,427	\$83,907	\$71,427		
CUSHING	1	\$81,093	\$86,544	\$86,544	3							
EDMOND							5	\$116,384	\$116,384	\$116,384		
IDABEL	1			\$30,210								
KINGFISHER	1			\$87,000			1			\$70,200		
MARLOW	1			\$60,000								
PURCELL	1			\$95,386								
SALLISAW	1	\$67,716	\$88,385	\$88,385	10	8	1	\$58,393	\$76,197	\$76,197	10	8
YUKON	1	\$73,362	\$101,566	\$92,955	12	11						

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Electric Superintendent, Crew Chief - in Descending Population Order

Municipality	Electric Superintendent						Electric Crew Chief					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
EDMOND							5	\$116,384	\$116,384	\$116,384		
YUKON	1	\$73,362	\$101,566	\$92,955	12	11						
CLAREMORE							2	\$71,427	\$83,907	\$71,427		
SALLISAW	1	\$67,716	\$88,385	\$88,385	10	8	1	\$58,393	\$76,197	\$76,197	10	8
CUSHING	1	\$81,093	\$86,544	\$86,544	3							
IDABEL	1			\$30,210								
PURCELL	1			\$95,386								
KINGFISHER	1			\$87,000			1			\$70,200		
MARLOW	1			\$60,000								

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Electric Journeyman, Apprentice Lineman - in Alphabetical Order by Municipal Name

Municipality	Electric Journeyman Lineman						Electric Apprentice Lineman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
CLAREMORE	12	\$69,389	\$81,307	\$69,389			4	\$45,490	\$46,592	\$45,490		
CUSHING	1	\$73,679	\$80,696	\$76,135	8		6	\$36,862	\$63,153	\$55,385	10	
EDMOND	14	\$106,080	\$106,080	\$106,080			11	\$44,734	\$72,239	\$64,278	4	
KINGFISHER	1			\$68,640			3	\$35,880	\$56,680			
MARLOW							3	\$35,360	\$37,440			
PERRY	1			\$62,400			1			\$35,360		
PURCELL	3			\$65,381			1			\$43,680		
SALLISAW	5	\$47,911	\$67,307	\$61,559	10	8		\$35,654	\$53,914		10	8
SAND SPRINGS	1	\$38,501	\$61,927	\$51,818	25							
WYNNEWOOD	1			\$36,837								
YUKON	1	\$39,312	\$52,957	\$52,957	12	11	1	\$34,070	\$44,699	\$41,517	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Electric Journeyman, Apprentice Lineman - in Descending Population Order

Municipality	Electric Journeyman Lineman						Electric Apprentice Lineman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
EDMOND	14	\$106,080	\$106,080	\$106,080			11	\$44,734	\$72,239	\$64,278	4	
YUKON	1	\$39,312	\$52,957	\$52,957	12	11	1	\$34,070	\$44,699	\$41,517	12	11
SAND SPRINGS	1	\$38,501	\$61,927	\$51,818	25							
CLAREMORE	12	\$69,389	\$81,307	\$69,389			4	\$45,490	\$46,592	\$45,490		
SALLISAW	5	\$47,911	\$67,307	\$61,559	10	8		\$35,654	\$53,914		10	8
CUSHING	1	\$73,679	\$80,696	\$76,135	8		6	\$36,862	\$63,153	\$55,385	10	
PURCELL	3			\$65,381			1			\$43,680		
KINGFISHER	1			\$68,640			3	\$35,880	\$56,680			
PERRY	1			\$62,400			1			\$35,360		
MARLOW							3	\$35,360	\$37,440			
WYNNEWOOD	1			\$36,837								

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Entry Level Secretary, General Clerk - in Alphabetical Order by Municipal Name

Municipality	Secretary (entry level)						Clerk (general)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	2	\$27,100	\$51,260	\$37,955			6	\$27,100		\$30,762		
ARDMORE	5	\$29,401	\$44,156	\$36,778								
BARTLESVILLE	11	\$37,232	\$55,890	\$55,678			1	\$37,232	\$55,890	\$38,480		
BETHANY	1	\$38,739	\$69,764	\$59,634	15		6	\$36,193	\$60,267	\$47,629	15	
BIXBY	2			\$32,704			5			\$45,126		
BROKEN ARROW	7	\$34,630	\$55,409	\$43,513			13	\$32,981	\$61,088	\$46,831		
CATOOSA							6			\$31,700		
CHOCTAW	3			\$33,646			5			\$39,998		
CLAREMORE	5	\$31,200	\$34,133	\$32,136	10							
COWETA	2	\$31,200	\$44,720	\$37,440			6	\$28,080	\$66,560	\$39,936		
CUSHING	4	\$36,358	\$46,567	\$42,828	16		3	\$34,246	\$43,872	\$36,870	8	
DAVIS							4	\$24,960	\$62,400	\$42,141	20	
DEL CITY	2	\$28,766	\$38,792	\$30,056	10	9	3	\$28,766	\$38,792	\$30,056	10	9
EDMOND	19	\$34,529	\$51,793	\$41,174	17		3	\$34,529	\$51,793	\$38,305	17	
ELK CITY							2	\$25,501	\$32,240			
EUFAULA	1	\$29,120	\$32,300				2	\$22,880	\$27,040			
GROVE							6	\$29,120	\$46,592	\$29,120		
GUTHRIE	2	\$31,824		\$31,824			5			\$31,824		
GUYMON	3	\$36,483	\$47,611				11	\$33,114	\$43,202			
IDABEL	3	\$31,273	\$36,958				4	\$31,002	\$40,520			
KINGFISHER	1			\$42,727			2	\$40,000	\$55,993			
MARLOW							2			\$29,120		
MIDWEST CITY	3	\$34,960	\$55,235	\$43,943	17		4	\$34,960	\$55,235	\$40,331	17	
MUSKOGEE	6	\$28,010	\$40,085	\$35,484	14		4	\$25,973	\$37,176	\$30,471	14	
OKLAHOMA CITY	8	\$42,366	\$77,047	\$63,935	13	12	5	\$32,740	\$50,854	\$43,138	13	12
OWASSO	2	\$37,006	\$55,509	\$53,342			3	\$34,214	\$51,321	\$47,091		
PAULS VALLEY							5	\$20,800	\$24,147	\$30,514		
PERKINS							3	\$21,240	\$23,939	\$21,398		
PERRY	1			\$39,250			5	\$31,500	\$43,950			
PRYOR CREEK							5	\$36,400	\$46,200	\$46,200	4	7
SALLISAW							4	\$29,265	\$44,295	\$31,061	10	8

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Entry Level Secretary, General Clerk - in Alphabetical Order by Municipal Name

Municipality	Secretary (entry level)						Clerk (general)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SAND SPRINGS	4	\$31,645	\$50,899	\$31,645	25			\$30,428	\$48,942	\$38,501		
SAPULPA							4			\$34,840		
TAHLEQUAH	4	\$27,407	\$39,529	\$43,197			3	\$27,407	\$41,506			
TUTTLE	3			\$31,200			2			\$39,000		
WEATHERFORD							4			\$47,840		
WYNNEWOOD							1			\$29,120		
YUKON	1	\$34,070	\$44,699	\$38,542	12	11	3	\$36,088	\$48,630	\$41,350	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Entry Level Secretary, General Clerk - in Descending Population Order

Municipality	Secretary (entry level)						Clerk (general)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	8	\$42,366	\$77,047	\$63,935	13	12	5	\$32,740	\$50,854	\$43,138	13	12
BROKEN ARROW	7	\$34,630	\$55,409	\$43,513			13	\$32,981	\$61,088	\$46,831		
EDMOND	19	\$34,529	\$51,793	\$41,174	17		3	\$34,529	\$51,793	\$38,305	17	
MIDWEST CITY	3	\$34,960	\$55,235	\$43,943	17		4	\$34,960	\$55,235	\$40,331	17	
OWASSO	2	\$37,006	\$55,509	\$53,342			3	\$34,214	\$51,321	\$47,091		
BARTLESVILLE	11	\$37,232	\$55,890	\$55,678			1	\$37,232	\$55,890	\$38,480		
MUSKOGEE	6	\$28,010	\$40,085	\$35,484	14		4	\$25,973	\$37,176	\$30,471	14	
BIXBY	2			\$32,704			5			\$45,126		
ARDMORE	5	\$29,401	\$44,156	\$36,778								
YUKON	1	\$34,070	\$44,699	\$38,542	12	11	3	\$36,088	\$48,630	\$41,350	12	11
SAPULPA							4			\$34,840		
DEL CITY	2	\$28,766	\$38,792	\$30,056	10	9	3	\$28,766	\$38,792	\$30,056	10	9
BETHANY	1	\$38,739	\$69,764	\$59,634	15		6	\$36,193	\$60,267	\$47,629	15	
SAND SPRINGS	4	\$31,645	\$50,899	\$31,645	25			\$30,428	\$48,942	\$38,501		
CLAREMORE	5	\$31,200	\$34,133	\$32,136	10							
ADA	2	\$27,100	\$51,260	\$37,955			6	\$27,100		\$30,762		
TAHLEQUAH	4	\$27,407	\$39,529	\$43,197			3	\$27,407	\$41,506			
GUYMON	3	\$36,483	\$47,611				11	\$33,114	\$43,202			
CHOCTAW	3			\$33,646			5			\$39,998		
WEATHERFORD							4			\$47,840		
ELK CITY							2	\$25,501	\$32,240			
GUTHRIE	2	\$31,824		\$31,824			5			\$31,824		
COWETA	2	\$31,200	\$44,720	\$37,440			6	\$28,080	\$66,560	\$39,936		
PRYOR CREEK							5	\$36,400	\$46,200	\$46,200	4	7
SALLISAW							4	\$29,265	\$44,295	\$31,061	10	8
CUSHING	4	\$36,358	\$46,567	\$42,828	16		3	\$34,246	\$43,872	\$36,870	8	
CATOOSA							6			\$31,700		
TUTTLE	3			\$31,200			2			\$39,000		
IDABEL	3	\$31,273	\$36,958				4	\$31,002	\$40,520			
GROVE							6	\$29,120	\$46,592	\$29,120		
PAULS VALLEY							5	\$20,800	\$24,147	\$30,514		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Entry Level Secretary, General Clerk - in Descending Population Order

Municipality	Secretary (entry level)						Clerk (general)					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
KINGFISHER	1			\$42,727			2	\$40,000	\$55,993			
PERRY	1			\$39,250			5	\$31,500	\$43,950			
MARLOW							2			\$29,120		
PERKINS							3	\$21,240	\$23,939	\$21,398		
DAVIS							4	\$24,960	\$62,400	\$42,141	20	
EUFAULA	1	\$29,120	\$32,300				2	\$22,880	\$27,040			
WYNNEWOOD							1			\$29,120		

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Selected General Employees - Radio Dispatcher, Animal Control Officer - in Alphabetical Order by Municipal Name

Municipality	Radio Dispatcher						Animal Control Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	8	\$27,100	\$57,560	\$38,038			2	\$27,100	\$40,640	\$32,664		
ARDMORE	10	\$33,293	\$50,659	\$41,976			2	\$30,166	\$45,901	\$38,034		
BARTLESVILLE	12	\$34,798	\$52,208	\$40,636			2	\$33,155	\$49,754	\$38,792		
BETHANY	6	\$35,137	\$63,279	\$46,238	15		2	\$35,850	\$57,395	\$35,850	15	
BIXBY	9			\$42,307			1			\$48,354		
BROKEN ARROW	19	\$42,094	\$67,349	\$46,831			6	\$36,362	\$58,180	\$43,843		
CATOOSA							2			\$38,106		
CHOCTAW							1			\$48,053		
CLAREMORE							3	\$31,200	\$39,437	\$35,256	10	
COWETA	5	\$31,200	\$45,240	\$33,280			1	\$31,200	\$45,240	\$34,964		
CRESCENT							1					
CUSHING	7	\$23,237	\$38,179	\$36,345	8		1	\$33,237	\$38,179	\$37,425	8	
DAVIS							1	\$24,960	\$45,760	\$36,400	20	
DEL CITY	8	\$35,194	\$47,133	\$34,154	10	9	1	\$32,256	\$47,133	\$35,194	10	9
EDMOND	8	\$44,704	\$70,872	\$54,658	17		3	\$37,073	\$55,609	\$37,846	17	
ELK CITY	7	\$29,515	\$38,542				1			\$35,235		
GLENPOOL	7	\$30,202	\$48,318				2	\$30,202	\$48,318			
GROVE	5	\$33,280	\$53,248	\$33,280			1	\$29,120	\$46,592	\$30,890		
GUTHRIE	7	\$39,541	\$50,627	\$41,558			2	\$31,824	\$40,706			
GUYMON	1	\$33,114	\$43,202				3	\$33,114	\$43,202			
IDABEL	4	\$32,328	\$35,084				1			\$33,563		
KINGFISHER							1			\$50,628		
MARLOW	4	\$30,576	\$34,944				1			\$32,240		
MIDWEST CITY	11	\$44,950	\$71,019	\$71,019	17		4	\$39,955	\$63,127	\$50,222	17	
MUSKOGEE							2	\$25,973	\$37,176	\$32,926	14	
MUSTANG	7	\$36,837	\$54,517	\$42,120	11		2	\$31,200	\$46,696	\$32,864	11	
OKLAHOMA CITY	2	\$34,222	\$53,056	\$53,056	13	12	19	\$37,375	\$57,817	\$41,322	13	12
OWASSO							2	\$35,582	\$53,374	\$49,858		
PAULS VALLEY	6	\$20,800	\$23,462	\$37,357			2	\$19,760	\$24,170	\$24,960		
PERKINS							1			\$16,640		
PERRY	6	\$29,120	\$38,605				2	\$24,160	\$24,960			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Radio Dispatcher, Animal Control Officer - in Alphabetical Order by Municipal Name

Municipality	Radio Dispatcher						Animal Control Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PRYOR CREEK	6	\$37,363	\$49,218	\$40,316	4	7	3	\$35,360	\$46,200	\$44,528	4	7
PURCELL							3			\$48,921		
SALLISAW	6	\$29,992	\$39,156	\$31,834	10	8	2	\$27,173	\$39,156	\$39,156	10	8
SAND SPRINGS	8	\$32,911	\$61,927	\$35,596	25	25	2	\$37,020	\$59,545	\$37,020	25	25
SAPULPA	9			\$39,354			4			\$31,200		
SPENCER							1			\$27,040		
TAHLEQUAH	5	\$28,770	\$41,506	\$30,316			2	\$30,148	\$43,483	\$38,500		
THE VILLAGE	5	\$38,324	\$57,910		13	13	1	\$45,174	\$62,942		9	9
TULSA	15	\$37,968	\$53,460		14		2	\$37,071	\$51,046		12	
TUTTLE	5			\$41,644			1			\$35,360		
WEATHERFORD	9	\$34,840	\$41,080	\$36,920			1	\$24,960	\$41,340	\$35,360		
WYNNEWOOD	1			\$24,419			1			\$21,548	9	
YUKON	10	\$39,915	\$53,810	\$45,739	12	11	3	\$41,413	\$55,827	\$47,445	12	11

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Radio Dispatcher, Animal Control Officer - in Descending Population Order

Municipality	Radio Dispatcher						Animal Control Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	2	\$34,222	\$53,056	\$53,056	13	12	19	\$37,375	\$57,817	\$41,322	13	12
TULSA	15	\$37,968	\$53,460		14		2	\$37,071	\$51,046		12	
BROKEN ARROW	19	\$42,094	\$67,349	\$46,831			6	\$36,362	\$58,180	\$43,843		
EDMOND	8	\$44,704	\$70,872	\$54,658	17		3	\$37,073	\$55,609	\$37,846	17	
MIDWEST CITY	11	\$44,950	\$71,019	\$71,019	17		4	\$39,955	\$63,127	\$50,222	17	
OWASSO							2	\$35,582	\$53,374	\$49,858		
BARTLESVILLE	12	\$34,798	\$52,208	\$40,636			2	\$33,155	\$49,754	\$38,792		
MUSKOGEE							2	\$25,973	\$37,176	\$32,926	14	
BIXBY	9			\$42,307			1			\$48,354		
ARDMORE	10	\$33,293	\$50,659	\$41,976			2	\$30,166	\$45,901	\$38,034		
YUKON	10	\$39,915	\$53,810	\$45,739	12	11	3	\$41,413	\$55,827	\$47,445	12	11
SAPULPA	9			\$39,354			4			\$31,200		
DEL CITY	8	\$35,194	\$47,133	\$34,154	10	9	1	\$32,256	\$47,133	\$35,194	10	9
BETHANY	6	\$35,137	\$63,279	\$46,238	15		2	\$35,850	\$57,395	\$35,850	15	
MUSTANG	7	\$36,837	\$54,517	\$42,120	11		2	\$31,200	\$46,696	\$32,864	11	
SAND SPRINGS	8	\$32,911	\$61,927	\$35,596	25	25	2	\$37,020	\$59,545	\$37,020	25	25
CLAREMORE							3	\$31,200	\$39,437	\$35,256	10	
ADA	8	\$27,100	\$57,560	\$38,038			2	\$27,100	\$40,640	\$32,664		
TAHLEQUAH	5	\$28,770	\$41,506	\$30,316			2	\$30,148	\$43,483	\$38,500		
GLENPOOL	7	\$30,202	\$48,318				2	\$30,202	\$48,318			
GUYMON	1	\$33,114	\$43,202				3	\$33,114	\$43,202			
CHOCTAW							1			\$48,053		
WEATHERFORD	9	\$34,840	\$41,080	\$36,920			1	\$24,960	\$41,340	\$35,360		
ELK CITY	7	\$29,515	\$38,542				1			\$35,235		
GUTHRIE	7	\$39,541	\$50,627	\$41,558			2	\$31,824	\$40,706			
COWETA	5	\$31,200	\$45,240	\$33,280			1	\$31,200	\$45,240	\$34,964		
THE VILLAGE	5	\$38,324	\$57,910		13	13	1	\$45,174	\$62,942		9	9
PRYOR CREEK	6	\$37,363	\$49,218	\$40,316	4	7	3	\$35,360	\$46,200	\$44,528	4	7
SALLISAW	6	\$29,992	\$39,156	\$31,834	10	8	2	\$27,173	\$39,156	\$39,156	10	8
CUSHING	7	\$23,237	\$38,179	\$36,345	8		1	\$33,237	\$38,179	\$37,425	8	
CATOOSA							2			\$38,106		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Selected General Employees - Radio Dispatcher, Animal Control Officer - in Descending Population Order

Municipality	Radio Dispatcher						Animal Control Officer					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
TUTTLE	5			\$41,644			1			\$35,360		
IDABEL	4	\$32,328	\$35,084				1			\$33,563		
GROVE	5	\$33,280	\$53,248	\$33,280			1	\$29,120	\$46,592	\$30,890		
PURCELL							3			\$48,921		
PAULS VALLEY	6	\$20,800	\$23,462	\$37,357			2	\$19,760	\$24,170	\$24,960		
KINGFISHER							1			\$50,628		
PERRY	6	\$29,120	\$38,605				2	\$24,160	\$24,960			
MARLOW	4	\$30,576	\$34,944				1			\$32,240		
SPENCER							1			\$27,040		
PERKINS							1			\$16,640		
DAVIS							1	\$24,960	\$45,760	\$36,400	20	
WYNNEWOOD	1			\$24,419			1			\$21,548	9	
CRESCENT							1					

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees - Bargaining Unit and Pay Changes - in Alphabetical Order by Municipal Name

Municipality	Bargaining Unit?	Name of the general employee bargaining unit	Certification Date	Has the contract for this FY been settled?	Contract Date	Change in pay*	
						Previous Year	Current Year
ADA	No						
ARDMORE	No						
BARTLESVILLE	No						
BETHANY	No						
BIXBY	No						
BROKEN ARROW	No						
CATOOSA	No						
CHOCTAW	No						
CLAREMORE	No						
COWETA	No						
CRESCENT	No						
CUSHING	No						
DAVIS	No						
DEL CITY	No						
EDMOND	No					Increase 3%	
ELK CITY	No						
EUFAULA	No						
GLENPOOL	No						
GROVE	No						
GUTHRIE	No						
GUYMON	No						
IDABEL	No						
KINGFISHER	No						
MARLOW	No						
MIDWEST CITY	No					Increase 4.5%	Increase 6%
MUSKOGEE	Yes	AFSCME		No	7/1/2019	Increase 5%	Increase
MUSTANG	No						Increase 6%
OKLAHOMA CITY	Yes	AFSCME		Yes	7/1/2022	Increase 4%	Increase 7%
OWASSO	No						
PAULS VALLEY	No						
PERKINS	No						

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
General Employees - Bargaining Unit and Pay Changes - in Alphabetical Order by Municipal Name

Municipality	Bargaining Unit?	Name of the general employee bargaining unit	Certification Date	Has the contract for this FY been settled?	Contract Date	Change in pay*	
						Previous Year	Current Year
PERRY	No						
PRYOR CREEK	No						
PURCELL	No					4.2%	9.1%
SALLISAW	No						
SAND SPRINGS	No						
SAPULPA	No						Increase 5%
SPENCER	No						
TAHLEQUAH	No						
THE VILLAGE	No						
TULSA	Yes	AFSCME 1180		No			
TUTTLE	No						
WEATHERFORD	No						
WYNNEWOOD	No						
YUKON	No					No Change	No Change

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
General Employees Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	Maximum time	Paid by city?	Dues deducted?	Annual service fee?
ADA	No	No	No		No	No	No
ARDMORE	No	No	No		No	No	No
BARTLESVILLE	Yes	Yes	Yes		Yes	Yes	Yes
BETHANY	No	No	No		No	No	No
BIXBY	No	No	No		No	No	No
BROKEN ARROW	No	No	No		No	No	No
CATOOSA	No	No	No		No	No	No
CHOCTAW	No	No	No		No	No	No
CLAREMORE	No	No	No		No	No	No
COWETA	No	No	No		No	Yes	No
CRESCENT	No	No	No		No	No	No
CUSHING	No	No	No		No	No	No
DAVIS	No	No	No		No	No	No
DEL CITY	No	No	No		No	No	No
EDMOND	No	No	No		No	No	No
ELK CITY	No	No	No		No	No	No
EUFAULA	No	No	No		No	No	No
GLENPOOL	No	No	No		No	No	No
GROVE	No	No	No		No	No	No
GUTHRIE	No	No	No		No	No	No
GUYMON	No	No	No		No	No	No
IDABEL	No	No	No		No	No	No
KINGFISHER	No	No	No		No	No	No
MARLOW	No	No	No		No	No	No
MIDWEST CITY	No	No	No		No	No	No
MUSKOGEE	Yes	Yes	Yes		Yes	Yes	No
MUSTANG	No	No	No		No	No	No
OKLAHOMA CITY	Yes	Yes	Yes		Yes	Yes	Yes
OWASSO	No	No	No		No	No	No
PAULS VALLEY	No	No	No		No	No	No
PERKINS	No	No	No		No	No	No
PERRY	No	No	No		No	No	No
PRYOR CREEK	No	No	No		No	No	No
PURCELL	No	No	No		No	No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
General Employees Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	Maximum time	Paid by city?	Dues deducted?	Annual service fee?
SALLISAW	No	No	No		No	No	No
SAND SPRINGS	No	No	No		No	No	No
SAPULPA	No	No	No		No	No	No
SPENCER	No	No	No		No	No	No
TAHLEQUAH	No	No	No		No	No	No
THE VILLAGE	No	No	No		No	No	No
TULSA	Yes	Yes	Yes		Yes	Yes	No
TUTTLE	No	No	No		No	No	No
WEATHERFORD	No	No	No		No	No	No
WYNNEWOOD	No	No	No		No	No	No
YUKON	No	No	No		No	No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Time Off - in Alphabetical Order by Municipal Name

Municipality	Annual Hours Worked	Vacation days after:					Holidays		Emergency days off:		
		1 year	5 years	10 years	15 years	20 years	Days	Hours	For Family	Annually?	Or by incident?
ADA	2,080	12	15	18	21	24	15	100		No	No
ARDMORE	2,080	12	14	16	18	22	12		Yes	Yes	
BARTLESVILLE	2,080	10	15	15	20	25	11		Yes	No	
BETHANY	2,080	12	15	18	21	21	13		5	Yes	No
BIXBY	2,080	10	10	15	25		12	120	3	No	Yes
BROKEN ARROW	2,080	10	15	20	22	25	13			No	No
CATOOSA	2,080	15	20	25	25	30	14	112	12	Yes	No
CHOCTAW	2,080	12	15	15	18.75	18.75	13	104	3	No	Yes
CLAREMORE	2,080	17.875	21.125	23.5625	26	26	12	96		No	Yes
COWETA	2,080	10	20	20	25	30	11			No	No
CRESCENT		5	10	15		20	13		3	No	Yes
CUSHING		10	15	15	20	20	11	88		No	Yes
DAVIS	2,080	10	15	15	20	20	12			No	No
DEL CITY	2,080	12	15	18	19	23	11	88	6	Yes	No
EDMOND	2,080	10	15	18	21	24	12	96	5	No	Yes
ELK CITY	2,080	10	15	15	15	15	11		3	No	Yes
EUFAULA	2,080	10	10	15	20	20	11	88		Yes	Yes
GLENPOOL	2,080	10	13.33	16.67		20	12		3	No	Yes
GROVE	2,080	12	15	18	21	24	13			No	No
GUTHRIE	2,080	10	12	15	20	20	13	104	4	Yes	No
GUYMON	2,080	5	22	44	44	240	11			No	No
IDABEL	2,080	10	15	18	18	18			3	Yes	No
KINGFISHER	2,080	12	25	30	30	30	12			No	Yes
MARLOW	2,080	10	15	20	20	20	11			No	No
MIDWEST CITY	2,080	13.65	16.57	19.5	22.75	25.51	10	80	3	No	Yes
MUSKOGEE	2,080	12	14	17	20	21	13		3	No	Yes
MUSTANG	2,080	11	13	13	13	13	12		3	No	Yes
OKLAHOMA CITY	2,088	12.03	13.98	17.23	20.15	20.15	11	80	3	No	Yes
OWASSO	2,080	10.01	13.78	16.25	18.75	21.26	11	88		No	Yes
PAULS VALLEY	2,080	10	15	20	20	20	11			No	No
PERKINS	2,080	10	15	20	20	25	11		0	Yes	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Time Off - in Alphabetical Order by Municipal Name

Municipality	Annual Hours Worked	Vacation days after:					Holidays		Emergency days off:		
		1 year	5 years	10 years	15 years	20 years	Days	Hours	For Family	Annually?	Or by incident?
PERRY	2,080	10	15	15	20	20	11		4	No	Yes
PRYOR CREEK	2,080	10	15	15	15	20	13	104		No	No
PURCELL	2,080	10	15	20	20	20	15			No	No
SALLISAW	2,080	10	10	15	15	20	11	88	3	Yes	No
SAND SPRINGS	2,080	10	15	20	20	20	11	88		No	Yes
SAPULPA	2,080	11	11	17	22	22	12		1	Yes	No
SPENCER	2,080	12	20	20	26	26	10			Yes	No
TAHLEQUAH	2,080	10	12	15	18	21	13	104		No	No
THE VILLAGE	2,080	12	15	18	21	21	9	72	3	No	Yes
TULSA	2,080	14	16	21	23	25	13	104	0	No	Yes
TUTTLE	2,080	10	15	15	15	15	10	80	3	No	Yes
WEATHERFORD	2,080	10	10	15	15	20	11		5	Yes	No
WYNNEWOOD	2,080	5	10	15	18	18				No	No
YUKON	2,080	8	8	12	16	16	15	120	1	No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
General Employees Sick Leave - in Alphabetical Order by Municipal Name

Municipality	Hrs/year	Maximum	Sick leave incentive or buy back program?	Description
ADA	120	720	Yes	Two hours per month of sick leave bank. Can earn up to 24 hours in a year if no time-off taken. Can choose to be paid for this. Sick leave incentive is paid out at .33 of any balance over 720 hours
ARDMORE	90	96	Yes	Buy back from non exempt hours in excess of 720 at 6:1 ratio
BARTLESVILLE	96		Yes	Employees who have not used more than thirty (30) hours of personal sick leave during an anniversary year will be entitled to a \$250 bonus. Employees who have not used more than sixty (60) hours of personal sick leave during an anniversary year will be entitled to a \$125 bonus.
BETHANY	96	960	Yes	
BIXBY	96	960	Yes	Sick leave is paid upon termination (up to max 960 hours). We also offer a vacation buy back in December of each year.
BROKEN ARROW	96	1,040	No	
CATOOSA	48	1,040	Yes	Employees PTO leave buyback request cannot exceed eighty hours per occurrence. Request cannot drop the employee's available PTO leave below eighty hours. Employees cannot sell PTO leave back to the City more than twice per year. ESL is not eligible for buyback.
CHOCTAW	96	480	No	
CLAREMORE	117	9,999	Yes	Minimum of 160 hours in sick bank - can sell back up to 40 hours first pay period in December. Sick bank cannot fall below 160 hours for the sell back provision.
COWETA	4	0	Yes	Days accrued over 30 can be sold back for vacation leave. 2 sick days = 1 vacation day. A maximum of six sick days may be exchanged per year.
CRESCENT	120		No	Bonus at end of year if used 32 hours or less
CUSHING	96	576	Yes	Hours over 576 are bought back at 1/4 value each December
DAVIS	96	240	No	
DEL CITY	96	800	Yes	Buy back at 1/2 rate for hours over maximum
EDMOND	96		Yes	\$50 is paid to employees who use 10 hours or less of their sick leave for the preceding fiscal year. No buy back for active employees. Retirees can be paid for up to 1/2 of their sick leave balance up to 300 hours.
ELK CITY	80	480	Yes	Buy Back Program for PTO. Employees can sell all but 40 hours of PTO per year. Vacation and Sick leave are now combined as PTO.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
General Employees Sick Leave - in Alphabetical Order by Municipal Name

Municipality	Hrs/year	Maximum	Sick leave incentive or buy back program?	Description
EUFAULA	94.64	720	No	
GLENPOOL	48	1,040	No	
GROVE	96	1,000	Yes	3 FOR 1, PLUS IF NO SICK LEAVE USED 1 ADDITIONAL VACATION DAY, IF 8 USED 1/2 VACATION DAY
GUTHRIE	96	640	Yes	If an employee does not use over eight (8) hours of sick leave annually, he will be awarded one (1) additional vacation day. Exempt employees do not qualify for this benefit.
GUYMON	96		No	Buy back at 33% or at regular rate or on termination in good standing.
IDABEL	120	360	No	
KINGFISHER			No	
MARLOW	96	400	No	
MIDWEST CITY	96.2	960	Yes	Buyback in Dec of all hours above 960 at half the rate of pay. SL Incentive paid in July for previous fiscal year: 0 hours - \$900 8 hours or less - \$500 16 hours or less - \$300
MUSKOGEE	96	912	No	100% at normal retirement, disability, retirement or death, if hired prior to January 1, 2013. After January 1, 2013 1 day for 3 days
MUSTANG	104	280	Yes	An EE can sell back 80 hours of their sick leave once they reach 280 hours and be paid for 50 of those hours if they did not use leave in the last year. The amount paid goes down to 40 hours if they used any sick leave.
OKLAHOMA CITY	130	2,000	Yes	Convert maximum of 40 hours sick leave to vacation leave during fiscal year.
OWASSO	96.2	1,000	Yes	Employee must have at least one year sick leave accrual remaining on the books and must have utilized no more than 67% of the current years annual maximum accrual for receive the max of \$175.00.
PAULS VALLEY	96		Yes	% of time when you terminate based on years of service.
PERKINS	96	480	Yes	Employee w/15 years service may buy back 40%.
PERRY	120	720	Yes	Full-time employees that accumulate more than 720 hours of sick leave shall be paid \$10.00 per hour for each hour of sick leave annually accrued and not used over and above 720 hours of sick leave, as a benefit paid on an annual basis on or before each January 15.
PRYOR CREEK	80	480	No	
PURCELL	96	600	No	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Sick Leave - in Alphabetical Order by Municipal Name

Municipality	Hrs/year	Maximum	Sick leave incentive or buy back program?	Description
SALLISAW	120		Yes	MUST HAVE A MINIMUM OF 1,000 HOURS AT RETIRMENT TO QUALIFY.
SAND SPRINGS	80	800	Yes	any hours accrued above 800 hours are paid at 4 to 1 on or about december 31 annually
SAPULPA	96	960	Yes	If an employee has more than 808 hours in their sick leave account, they can receive sell down to 808 at 65% of pay rate.
SPENCER	96	96	No	
TAHLEQUAH	96	1,040	No	
THE VILLAGE	96	240	Yes	One-half of each hour in excess of 480 hours (maximum of 240) at separation
TULSA	96	1,200	Yes	Upon retirement (at age 55 or older or upon reaching Rule of 80) or death, employees with at least nine hundred and sixty (960) hours of accrued Sick Leave will receive payment for accrued Sick Leave at a rate of one (1) hour of pay for every three (3) hours of Sick Leave up to a maximum of three hundred twenty (320) hours of pay. An employee who is separated, or resigns in lieu of discipline (regardless of eligibility for retirement benefits) for embezzlement of City funds, fraud, falsification, theft of City property or resources (including theft of time), or deliberate destruction of City property or inappropriate use of City property or P-card is ineligible for payment of accrued Sick Leave. .731 Employees who lack the necessary sick leave accrual bank to qualify for the sick leave retirement buyout (960 hours), shall provide evidence of and receive credit for major illness or non-job injury leave periods of at least forty (40) consecutive work hours to reach qualification levels. In such cases, approved sick leave periods extending at least forty (40) hours shall be added back to the accrual bank for calculation purposes only. Any buyout would then occur only on the current actual, available sick leave balance.
TUTTLE	80	360	No	
WEATHERFORD	80	1,040	No	
WYNNEWOOD			No	
YUKON	96	720	Yes	General Employees are allowed to carry over 720 hours annually. Each January all hours in excess of 720 hours are paid back to the employee at 75% their current hourly rate of pay. Each of those employees will begin January with 720 hours of sick leave.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees - EAP, Longevity, Education, Tuition - in Alphabetical Order by Municipal Name

Municipality	Do you have a municipally paid Employee Assistance Program?	Longevity Pay					Educational Incentive Pay			Tuition reimbursement	
		Amounts listed are in \$ or %	5 years	10 years	15 years	20 years	Maximum	Associates Degree	BS/BA Degree		Advanced Degree
ADA	Yes	\$	300.00	600.00	900.00	1,200.00	16.00				No
ARDMORE	Yes										No
BARTLESVILLE	Yes		750.00	1,500.00	2,500.00	3,500.00	4,500.00				Yes
BETHANY	Yes	\$	300.00	1,020.00	1,500.00	2,220.00	2,220.00				Yes
BIXBY	Yes	\$	375.00	975.00	1,375.00	1,975.00	1,975.00				Yes
BROKEN ARROW	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,500.00	600	1,200.00	1,500.00	Yes
CATOOSA	Yes	\$	390.00	765.00	1,140.00	1,515.00	1,890.00				Yes
CHOCTAW	Yes										No
CLAREMORE	Yes	\$	175.00	390.00	648.00	960.00	9,999.99				Yes
COWETA	Yes	\$	420.00	1,080.00	1,620.00	2,160.00	4,320.00	1200	1,800.00	2,400.00	Yes
CRESCENT	Yes										No
CUSHING	Yes	\$	300.00	600.00	900.00	1,200.00	1,200.00	300	600.00	600.00	No
DAVIS	Yes										No
DEL CITY	Yes	\$	150.00	300.00	450.00	600.00		1200	1,800.00	2,400.00	Yes
EDMOND	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,000.00				Yes
ELK CITY	No										No
EUFAULA	Yes										No
GLENPOOL	Yes		720.00	1,920.00	2,400.00	2,400.00	2,400.00				No
GROVE	Yes	\$	375.00	750.00	1,125.00	1,500.00	1,500.00				Yes
GUTHRIE	Yes										No
GUYMON	No										Yes
IDABEL	No	\$	150.00	300.00	445.00	600.00					No
KINGFISHER	No										No
MARLOW	Yes										No
MIDWEST CITY	No	\$	750.00	1,500.00	2,250.00	3,000.00	4,500.00				Yes
MUSKOGEE	Yes	\$	819.52	1,639.30	2,458.82	3,278.34					Yes
MUSTANG	Yes	\$	870.00	1,602.00	2,330.00	3,058.00	3,058.00	470	650.00	770.00	Yes
OKLAHOMA CITY	Yes										Yes
OWASSO	Yes	\$	1,040.00	2,080.00	3,120.00	4,160.00	4,160.00				Yes
PAULS VALLEY	No	%	12.50	25.00	37.50	50.00					Yes
PERKINS	Yes										No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees - EAP, Longevity, Education, Tuition - in Alphabetical Order by Municipal Name

Municipality	Do you have a municipally paid Employee Assistance Program?	Amounts listed are in \$ or %	Longevity Pay					Educational Incentive Pay			Tuition reimbursement
			5 years	10 years	15 years	20 years	Maximum	Associates Degree	BS/BA Degree	Advanced Degree	
PERRY	Yes	\$	189.00	378.00	567.00	756.00	983.00	50	100.00		No
PRYOR CREEK	Yes	\$	300.00	1,200.00	1,800.00	2,400.00	3,600.00	2	4.00	6.00	Yes
PURCELL	Yes		600.00	1,200.00	1,800.00	2,400.00	2,400.00				No
SALLISAW	Yes	%		4.00	5.00	4.00	8.00				Yes
SAND SPRINGS	Yes	\$	600.00	1,200.00	1,800.00	2,400.00	3,000.00				Yes
SAPULPA	Yes		250.00	688.00	1,125.00	1,563.00	2,000.00				No
SPENCER	Yes										No
TAHLEQUAH	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,500.00	360	600.00	1,200.00	No
THE VILLAGE	Yes	\$	420.00	840.00	1,260.00	1,680.00		50	100.00	150.00	Yes
TULSA	Yes	\$	288.00	576.00	864.00	1,152.00	1,152.00				No
TUTTLE	Yes										Yes
WEATHERFORD	Yes	%	1.50	2.50	3.00	4.00	5.00				No
WYNNEWOOD	No										No
YUKON	Yes	\$	960.00	1,920.00	2,880.00	3,840.00	999,999.00	800	1,400.00	2,000.00	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employee Insurance - Part I - in Alphabetical Order by Municipal Name

Municipality	EMPLOYEE HEALTH CARE			SELF-INSURED			Total Premium	City Pays	Comment
	Indemnity	PPO	HMO	Health	Workers Comp	Liability			
ADA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$805.00	\$665.00	
ARDMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$723.61	\$615.07	Employee and Spouse Employee & Child and family coverage plans are offered
BARTLESVILLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$414.06	\$414.06	Dental included in figure.
BETHANY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
BIXBY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$451.83	\$451.83	
BROKEN ARROW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$886.17	\$832.99	
CATOOSA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$649.80	\$584.82	
CHOCTAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$416.88	\$416.88	
CLAREMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$504.50	\$504.50	
COWETA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
CRESCENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$479.15		
CUSHING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Self Insured. Employee pays \$100 per month for dependent care.
DAVIS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		\$722.00	
DEL CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$517.00	\$497.47	Family coverage city pays \$1796.00 Employee \$65.00 per month.
EDMOND	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$550.52		
ELK CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$623.10	\$623.10	
EUFULA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$675.00	\$675.00	
GLENPOOL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$532.89	\$532.89	The monthly total health premium cost per employee for primary plan is age based
GROVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$649.59	\$623.59	Employee Vision
GUTHRIE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$626.73	\$626.73	
GUYMON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$651.55	\$651.55	
IDABEL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$566.09	\$566.09	
KINGFISHER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$674.16	\$674.16	
MARLOW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$648.88		
MIDWEST CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$655.20	\$479.54	\$25 copay to doctor and \$100 deduct, \$1000 per year, dental \$200 every 2 years vision
MUSKOGEE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$810.40	\$810.40	Medical, Dental, Vision
MUSTANG	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$591.00	\$591.00	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employee Insurance - Part I - in Alphabetical Order by Municipal Name

Municipality	EMPLOYEE HEALTH CARE			SELF-INSURED			Total Premium	City Pays	Comment
	Indemnity-	PPO	HMO	Health	Workers Comp	Liability			
OKLAHOMA CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
OWASSO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$871.00	\$871.00	
PAULS VALLEY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$640.28	\$640.28	
PERKINS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
PERRY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$553.00	\$553.00	
PRYOR CREEK	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$496.67	\$496.67	
PURCELL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$768.79		
SALLISAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$575.28	\$575.28	Health, Dental, Vision, and Life
SAND SPRINGS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$726.34		
SAPULPA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$642.90		All are fully insured.
SPENCER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$564.00	\$564.00	
TAHLEQUAH	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$691.00	\$50.00	
THE VILLAGE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$770.14	\$770.14	Employee \$622.10/family. City pays \$1866.34/family. Premium includes dental and \$25,000 life for employee. Dependent also includes \$5,000 life for spouse. \$2,000 for children
TULSA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
TUTTLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$398.00	\$398.00	
WEATHERFORD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		\$434.66	
WYNNEWOOD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$689.08	\$689.08	
YUKON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$575.36		

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Insurance - Part II - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
ADA	Part	Family Plan \$1599 EE Share:\$399 City Share:\$1200	Part	Emp+Sp:\$1422 EE Share:\$313 City Share:\$1109	No	Yes	Yes	1.5 x salary + 25,000	100%
ARDMORE	Part		Part		Yes	Yes	Yes	\$30,000	100%
BARTLESVILLE	Part	Employees can add dependents to their medical and dental coverage and the City will pay approximately 80% of the cost of premiums on the base plan. The employee is responsible for the rest. Employees can add dependents to vision coverage but are responsible for 100% of the premiums.			Yes	Yes	Yes	\$500,000	40%
BETHANY	Part		Part		No	Yes	Yes	\$10,000	100%
BIXBY	Part	Same coverage as employee	Part		No	Yes	Yes	\$20,000	100%
BROKEN ARROW	Part	Same coverage as employee.			Yes	Yes	Yes	1x Annual Salary	94%
CATOOSA	Part		Part		Yes	Yes	Yes	\$10,000	100%
CHOCTAW	Part	Full medical with deductibles, prescription, and vision		Full medical with deductibles, prescription and vision	No	Yes	Yes	\$25,000	100%
CLAREMORE	Part		Part		No	Yes	Yes	\$25,000	3%
COWETA	Part				Yes	No	Yes	\$15,000	100%
CRESCENT					No	Yes	Yes	\$100,000	100%
CUSHING		Employee pays \$100/month for dependent care.			No	Yes	Yes	\$50,000 Life + \$50,000 AD&D	100%
DAVIS					Yes	Yes	Yes	\$50,000	100%
DEL CITY	Part	Health, Dental, Life, Optional Vision	Part		No	Yes	Yes	\$60,000	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Insurance - Part II - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
EDMOND	Part	Tiers: employee only, employee +child, employee +spouse or employee +family.			Yes	Yes	Yes	\$25,000	100%
ELK CITY	Part				Yes	Yes	Yes	3 times employee salary	100%
EUFAULA					No	Yes	Yes	\$15,000	100%
GLENPOOL					No	Yes	Yes	\$200,000	100%
GROVE	Part	Dental 100%	Part	Dental & Vision 100%	Yes	Yes	Yes	\$20,000	100%
GUTHRIE		PPO: \$500 deductible - 80/20			No	Yes	Yes	\$75,000	100%
GUYMON	Part	500.00 deductible-\$2500.00 out of pocket-co-pay\$20.00	Part		No	Yes	Yes	\$50,000	100%
IDABEL					No	Yes	Yes	\$20,000	100%
KINGFISHER	Part	BCBS Medical (OPEHW)	Part		Yes	Yes	Yes	\$25,000	100%
MARLOW		Health, vision, dental, \$30,000 life provided in above cost			No	Yes	Yes	\$30,000	100%
MIDWEST CITY	Part	\$25 office visit copay, \$1000 deductible, pays for eye exam each year and \$200 eyewear every 2 years. Dental pays \$1000 max per year and \$1000 lifetime max orthodontics up to age 19,\$100 deductible	Part		No	Yes	Yes	\$50,000	\$16
MUSKOGEE	Part	% varies depending on plan chosen	Part	% varies depending on plan chosen	No	Yes	Yes	1x annual salary	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Insurance - Part II - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
MUSTANG	Part	The EE pays \$100 per month for EE/Child coverage or Family coverage if the spouse does not work, is retired or does not have insurance at their workplace.	Part		Yes	Yes	Yes	\$30,000	100%
OKLAHOMA CITY	Part	EE's pay \$200 (FOP) or \$300 (Fire/General) per month if the spouse has an offer of coverage from their employer.	Part		Yes	Yes	Yes	Life insurance \$10,000 coverage	
OWASSO	Part	Coverage for a dependent is the same as for the employee.	Part	coverage for a spouse is the same as for the employee.	No	Yes	Yes	\$30,000	100%
PAULS VALLEY					No	Yes	Yes		
PERKINS					No	Yes	Yes	\$15,000	100%
PERRY	Part	Family coverage is \$1969.40 per month. The employee pays \$290 per month of the premium. The remaining \$1679.40 is paid by the employer	Part		No	No	Yes	\$10,000	100%
PRYOR CREEK	Part	PPO out of pocket max \$3000 for individual; \$9000 for family	Part		Yes	Yes	Yes	\$25,000	100%
PURCELL					Yes	Yes	Yes	1 x salary	100%
SALLISAW	Part	Health, Dental, Vision and Life and APL	Part		No	Yes	Yes	\$20,000	0%
SAND SPRINGS	Part		Part		Yes	Yes	Yes	1 x annual salary	100%
SAPULPA	Part		Part		No	Yes	Yes	1 x salary	100%
SPENCER					Yes	Yes	No		100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Insurance - Part II - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
TAHLEQUAH	Part	EE = \$25.00 EE Spouse = \$540.00 EE Child(ren) = \$335.00 EE Fam = \$605.00	Part	BCBS OK	Yes	Yes	Yes	\$10,000	100%
THE VILLAGE	Part				No	Yes	Yes	\$25,000	100%
TULSA	Part		Part		Yes	Yes	Yes	City provides 2 x salary for all eligible EE's	
TUTTLE	Part		Part		No	Yes	Yes	\$50,000	100%
WEATHERFORD					Yes	Yes	Yes	\$40,000	100%
WYNNEWOOD		\$2,000 deductible \$10 - General Prescription Copay \$30 - Visit Copay			No	Yes	Yes	\$10,000	30%
YUKON	Part	Spouse Child Children Family	Part		Yes	Yes	Yes	1 Times Salary	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Pension Information - in Alphabetical Order by Municipal Name

Municipality	Retirement System	Defined benefit plan?	Defined contribution?	City pays what percent?	Employee pays what percent?	Vesting period	Other
ADA	OK Municipal Retirement Fund (OkMRF) and Voya	No	Yes	13.00	5.00	10	
ARDMORE	OK Municipal Retirement Fund (OkMRF)	Yes	No	8.00	6.00	7	
BARTLESVILLE	OK Municipal Retirement Fund (OkMRF)	Yes	Yes	6.00	6.00	7	
BETHANY	OK Municipal Retirement Fund (OkMRF)	Yes	No	9.00	13.00	10	
BIXBY	OK Public Employees Retirement (OPERS)	Yes	No	16.50	3.50	8	
BROKEN ARROW	OK Municipal Retirement Fund (OkMRF)	No	Yes	10.00	0.00	7	
CATOOSA	First Financial Administrators	No	Yes	12.00	8.00	6	
CHOCTAW	OK Municipal Retirement Fund (OkMRF)	No	Yes	8.00	3.00	10	
CLAREMORE	OK Municipal Retirement Fund (OkMRF)	Yes	No	9.95	0.06	7	
COWETA	OK Municipal Retirement Fund (OkMRF)	No	Yes	8.00	5.00	5	
CRESCENT	OK Municipal Retirement Fund (OkMRF)	No	Yes	3.00	3.00		10% defined contribution for City Mgr by city with match from CM of 10%
CUSHING	OK Municipal Retirement Fund (OkMRF)	Yes	No	13.00	0.00	10	
DAVIS	OK Municipal Retirement Fund (OkMRF)	Yes	Yes	7.60	4.50	7	
DEL CITY	OK Municipal Retirement Fund (OkMRF)	Yes	No	18.00	8.00	7	Employees hired after 2/01/10 pay 6%.
EDMOND	Edmond Employee Retirement Fund	No	Yes	11.00	6.00	7	
ELK CITY	Empower	Yes	Yes	13.00		5	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Pension Information - in Alphabetical Order by Municipal Name

Municipality	Retirement System	Defined benefit plan?	Defined contribution?	City pays what percent?	Employee pays what percent?	Vesting period	Other
EUFAULA	OK Municipal Retirement Fund (OkMRF)	Yes	No	5.00	3.75	7	
GLENPOOL	OK Municipal Retirement Fund (OkMRF)	No	Yes	7.00	2.00		Vesting period is immediate.
GROVE	OK Public Employees Retirement (OPERS)	Yes	No	16.50	3.50	7.5	
GUTHRIE	OK Municipal Retirement Fund (OkMRF)	Yes	No	7.47	3.69	10	
GUYMON	OK Municipal Retirement Fund (OkMRF)	No	Yes	4.09	3.00	5	Dept Head 6%
IDABEL	Ameritas	No	Yes	13.00		5	employee pay 2 or 4 %
KINGFISHER	OK Public Employees Retirement (OPERS)	No	Yes	12.50	7.50	7	
MARLOW	OK Municipal Retirement Fund (OkMRF)	No	No	10.00	5.00	8	
MIDWEST CITY	OK Municipal Retirement Fund (OkMRF)	No	Yes	14.00	0.00	10	5 yr- 50% vested, 6 yr 60%, 7 yr-70%, etc.
MUSKOGEE	OK Municipal Retirement Fund (OkMRF)	No	Yes	7.43	3.00	10	
MUSTANG	OK Municipal Retirement Fund (OkMRF)	Yes	Yes	12.49	5.25	10	DC is a 2% match by the City
OKLAHOMA CITY	Oklahoma City Employee Retirement System	Yes	No	6.46	6.00	5	Age 65 and 5 years or 25 years of service regardless of age.
OWASSO	OK Municipal Retirement Fund (OkMRF)	Yes	Yes	8.86	4.26	5	
PAULS VALLEY	OMRF	No	Yes	5.00		5	City pays up to 6%; employee must match.
PERKINS	OK Municipal Retirement Fund (OkMRF)	Yes	No		4.50	7	
PERRY	OK Municipal Retirement Fund (OkMRF)	Yes	No	7.70	4.00	10	
PRYOR CREEK	Principal Retirement Plan	Yes	No	9.00	0.00	6	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

General Employees Pension Information - in Alphabetical Order by Municipal Name

Municipality	Retirement System	Defined benefit plan?	Defined contribution?	City pays what percent?	Employee pays what percent?	Vesting period	Other
PURCELL	Ameritas	No	Yes	7.00	7.00	5	
SALLISAW	OK Municipal Retirement Fund (OkMRF)	Yes	No	13.50	7.00	10	
SAND SPRINGS	OK Municipal Retirement Fund (OkMRF)	No	Yes	8.00	4.00	5	
SAPULPA	OK Municipal Retirement Fund (OkMRF)	No	Yes	8.00	8.00	5	Match 100% up to 8%
SPENCER	OK Municipal Retirement Fund (OkMRF)	Yes	No	14.00	14.00		
TAHLEQUAH	OK Public Employees Retirement (OPERS)	No	Yes	16.50	3.50	8	
THE VILLAGE	Nationwide	No	Yes	7.00	4.00		Vesting Period: 5 yrs =80%, 10 yrs =100%. Bonus time off. Longevity program-one annual distribution into pension plan based on number of years service 2yr=20%, 3yrs=40%, 4yrs=60%, 5yrs=80%, 6 or more yrs=100%
TULSA	Municipal Employees Retirement Plan (MERP)	Yes	No	14.00	8.00	5	
TUTTLE	Nationwide	No	Yes	6.00	6.00	5	457 match up to 6%
WEATHERFORD	OK Municipal Retirement Fund (OkMRF)	Yes	Yes	14.00	6.25	7	
WYNNEWOOD	Nationwide	No	Yes	6.00	2.00	30	
YUKON	OK Municipal Retirement Fund (OkMRF)	Yes	No	14.66	5.00	7	7 year vesting is our DC plan our DB Plan is 17.92 and EE pay 3.0 with a 5 and 19 year vest

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Deputy Chief, Captain - in Alphabetical Order by Municipal Name

Municipality	Deputy Chief						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	1	\$68,540	\$102,820	\$80,704			5	\$54,483	\$76,216	\$71,095	16	
ARDMORE							3	\$72,781	\$94,174	\$83,477	8	
BARTLESVILLE	2	\$84,032	\$126,069	\$108,649			4	\$89,544	\$106,454	\$94,895	8	
BETHANY	1	\$65,647	\$101,059		12	11		\$82,320	\$96,276		5	4
BIXBY	1			\$101,812								
BROKEN ARROW	1	\$96,499	\$154,367	\$154,367			7	\$88,042	\$126,281	\$126,281		
CATOOSA	1			\$64,917			1			\$58,760		
CHOCTAW	1			\$72,891			2			\$55,247		
CLAREMORE	1	\$82,077	\$89,752			10	2	\$71,705	\$80,217			5
COWETA	1	\$58,240	\$85,280	\$72,080								
CUSHING	1	\$59,562	\$70,000	\$68,500	8							
DAVIS	1	\$52,000	\$91,000	\$56,720	20							
DEL CITY	1	\$78,897	\$103,480	\$101,899	10	9	4	\$81,453	\$88,525	\$82,867	6	6
EDMOND	2	\$142,644	\$165,128	\$165,128	3		5	\$130,095	\$150,601	\$150,601	3	
ELK CITY	1	\$40,950	\$56,160				1	\$44,179	\$57,845			
GLENPOOL	1	\$58,864	\$94,162	\$92,000								
GROVE	1	\$47,840	\$78,015	\$76,544								
GUYMON							1	\$72,285	\$94,316			
IDABEL	1			\$47,432			1			\$43,311		
KINGFISHER	1			\$73,538								
MARLOW							1	\$38,979	\$54,808		15	15
MIDWEST CITY	1	\$97,902	\$141,968	\$126,627	14		4	\$103,681	\$112,301	\$109,349	4	
MUSKOGEE	2	\$90,928	\$119,892	\$106,000	13	12	4	\$67,912	\$93,497	\$71,326	13	12
MUSTANG	1			\$98,197			3	\$87,022	\$97,880	\$97,880	4	
OKLAHOMA CITY	5	\$143,216	\$163,678	\$151,088	7	6	34	\$104,859	\$117,179	\$112,272	6	5
OWASSO	1	\$80,367	\$124,448	\$120,550			2	\$78,805	\$99,746	\$99,746	7	
PAULS VALLEY	1			\$65,564								
PERKINS	1			\$42,598								
PRYOR CREEK	1	\$78,868	\$78,868	\$78,868			1	\$60,142	\$60,142	\$60,142		
PURCELL	1			\$75,754			1			\$63,482		
SALLISAW							2	\$70,532	\$77,973	\$75,409	4	4

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Deputy Chief, Captain - in Alphabetical Order by Municipal Name

Municipality	Deputy Chief						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SAND SPRINGS	1	\$79,729	\$128,240	\$109,452	25	25	2	\$54,429	\$96,260	\$94,762	15	
SAPULPA	2	\$94,462	\$100,215		3		6	\$64,343	\$81,908	\$64,343	9	
TAHLEQUAH	1	\$56,883	\$82,044	\$69,520			2	\$67,964	\$74,334	\$69,520		
THE VILLAGE	1	\$97,195	\$112,051		5	5	1	\$90,531	\$108,544		6	6
TULSA	3	\$147,642	\$166,077	\$153,548		4	23	\$106,590	\$119,899	\$110,854	4	
TUTTLE	1			\$73,706								
WEATHERFORD	1						1					
WYNNEWOOD	1			\$35,283								
YUKON	1	\$89,565	\$126,551	\$126,551	12	11	7	\$94,948	\$108,955	\$101,711	5	4

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Deputy Chief, Captain - in Descending Population Order

Municipality	Deputy Chief						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	5	\$143,216	\$163,678	\$151,088	7	6	34	\$104,859	\$117,179	\$112,272	6	5
TULSA	3	\$147,642	\$166,077	\$153,548		4	23	\$106,590	\$119,899	\$110,854	4	
BROKEN ARROW	1	\$96,499	\$154,367	\$154,367			7	\$88,042	\$126,281	\$126,281		
EDMOND	2	\$142,644	\$165,128	\$165,128	3		5	\$130,095	\$150,601	\$150,601	3	
MIDWEST CITY	1	\$97,902	\$141,968	\$126,627	14		4	\$103,681	\$112,301	\$109,349	4	
OWASSO	1	\$80,367	\$124,448	\$120,550			2	\$78,805	\$99,746	\$99,746	7	
BARTLESVILLE	2	\$84,032	\$126,069	\$108,649			4	\$89,544	\$106,454	\$94,895	8	
MUSKOGEE	2	\$90,928	\$119,892	\$106,000	13	12	4	\$67,912	\$93,497	\$71,326	13	12
BIXBY	1			\$101,812								
ARDMORE							3	\$72,781	\$94,174	\$83,477	8	
YUKON	1	\$89,565	\$126,551	\$126,551	12	11	7	\$94,948	\$108,955	\$101,711	5	4
SAPULPA	2	\$94,462	\$100,215		3		6	\$64,343	\$81,908	\$64,343	9	
DEL CITY	1	\$78,897	\$103,480	\$101,899	10	9	4	\$81,453	\$88,525	\$82,867	6	6
BETHANY	1	\$65,647	\$101,059		12	11		\$82,320	\$96,276		5	4
MUSTANG	1			\$98,197			3	\$87,022	\$97,880	\$97,880	4	
SAND SPRINGS	1	\$79,729	\$128,240	\$109,452	25	25	2	\$54,429	\$96,260	\$94,762	15	
CLAREMORE	1	\$82,077	\$89,752			10	2	\$71,705	\$80,217			5
ADA	1	\$68,540	\$102,820	\$80,704			5	\$54,483	\$76,216	\$71,095	16	
TAHLEQUAH	1	\$56,883	\$82,044	\$69,520			2	\$67,964	\$74,334	\$69,520		
GLENPOOL	1	\$58,864	\$94,162	\$92,000								
GUYMON							1	\$72,285	\$94,316			
CHOCTAW	1			\$72,891			2			\$55,247		
WEATHERFORD	1						1					
ELK CITY	1	\$40,950	\$56,160				1	\$44,179	\$57,845			
COWETA	1	\$58,240	\$85,280	\$72,080								
THE VILLAGE	1	\$97,195	\$112,051		5	5	1	\$90,531	\$108,544		6	6
PRYOR CREEK	1	\$78,868	\$78,868	\$78,868			1	\$60,142	\$60,142	\$60,142		
SALLISAW							2	\$70,532	\$77,973	\$75,409	4	4
CUSHING	1	\$59,562	\$70,000	\$68,500	8							
CATOOSA	1			\$64,917			1			\$58,760		
TUTTLE	1			\$73,706								

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Deputy Chief, Captain - in Descending Population Order

Municipality	Deputy Chief						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
IDABEL	1			\$47,432			1			\$43,311		
GROVE	1	\$47,840	\$78,015	\$76,544								
PURCELL	1			\$75,754			1			\$63,482		
PAULS VALLEY	1			\$65,564								
KINGFISHER	1			\$73,538								
MARLOW							1	\$38,979	\$54,808		15	15
PERKINS	1			\$42,598								
DAVIS	1	\$52,000	\$91,000	\$56,720	20							
WYNNEWOOD	1			\$35,283								

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Lieutenant, Sergeant - in Alphabetical Order by Municipal Name

Municipality	Lieutenant						Sergeant					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA							5	\$47,904	\$67,011	\$57,398	16	
ARDMORE	3	\$62,589	\$90,442	\$76,516	11		8	\$55,621	\$80,374	\$67,997	11	
BARTLESVILLE	4	\$77,210	\$87,360	\$82,696	6		9	\$66,581	\$75,317	\$70,376	6	
BETHANY	7	\$71,712	\$83,892		5	4						
BIXBY	1			\$91,144			4			\$75,000		
BROKEN ARROW							19	\$76,086	\$111,114	\$109,111		
CATOOSA							3			\$56,680		
CHOCTAW	2			\$49,097								
CLAREMORE	4	\$60,172	\$75,492			6	4	\$54,995	\$70,336			7
COWETA							2	\$51,936	\$71,351	\$54,032	15	
CRESCENT							2	\$39,104	\$40,414			
CUSHING							3	\$55,290	\$56,798	\$56,798	3	
DAVIS	1	\$35,360	\$62,400	\$52,166	20		1	\$29,120	\$49,920	\$44,762	20	
DEL CITY	4	\$69,888	\$79,290	\$74,405	6	6						
EDMOND	3	\$117,545	\$136,074	\$136,074	3		14	\$103,308	\$119,593	\$117,985	3	
ELK CITY	4	\$37,565	\$42,890				5	\$34,662	\$39,478			
EUFAULA							2	\$33,341	\$39,815		5	18
GLENPOOL	1	\$76,107	\$89,045				4	\$66,290	\$73,153		5	
GROVE	1	\$59,034	\$86,703	\$68,336			2	\$53,975	\$84,029	\$61,426		
GUTHRIE	5	\$59,885	\$84,455	\$84,455	11		4	\$48,135	\$77,925		15	
GUYMON	1	\$65,603	\$71,011				4	\$57,866	\$63,274			
IDABEL	1	\$34,269	\$35,145	\$41,200			3	\$39,413	\$40,098	\$41,200		
KINGFISHER	1			\$67,649			2	\$61,808	\$64,025			
MARLOW							4	\$35,922	\$50,731		15	15
MIDWEST CITY	14	\$92,130	\$99,771	\$99,771	4		48	\$66,782	\$87,839	\$87,839	11	
MUSKOGEE	10	\$62,691	\$86,857	\$66,383	13	12	9	\$61,609	\$88,428	\$56,243	13	12
MUSTANG	6	\$75,910	\$85,379	\$82,162	4		7	\$52,319	\$82,162	\$74,474	11	
OKLAHOMA CITY	164	\$95,902	\$102,583	\$100,997	4	3	711	\$73,414	\$93,772	\$87,049	12	11
OWASSO	5	\$69,491	\$91,476	\$91,476	8		9	\$61,333	\$84,007	\$84,007	9	
PAULS VALLEY	1			\$37,341			1			\$42,350	10	10
PERKINS							1			\$45,240		
PERRY	2	\$46,155	\$48,235				3	\$41,683	\$43,534			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Lieutenant, Sergeant - in Alphabetical Order by Municipal Name

Municipality	Lieutenant						Sergeant					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PRYOR CREEK							9	\$41,580	\$57,278	\$57,278	4	7
PURCELL	1			\$61,069			3	\$55,973	\$58,219	\$56,722		
SALLISAW	4	\$49,084	\$64,120	\$64,120	9	9						
SAND SPRINGS	5	\$51,837	\$90,249	\$90,249	15		5	\$49,368	\$85,952	\$77,800	15	
SAPULPA	6	\$55,612	\$72,725	\$57,410	10		3	\$73,709	\$88,012		7	
TAHLEQUAH	4	\$60,767	\$68,355	\$60,767			3	\$56,919	\$62,253	\$56,919		
THE VILLAGE	4	\$75,748	\$97,527		8	8	4	\$63,440	\$87,689		10	10
TULSA	84	\$88,470	\$105,672	\$97,700	6		83	\$83,129	\$98,872	\$91,413	6	
TUTTLE	2	\$61,555	\$94,762		12		0	\$55,031	\$84,719		12	
WEATHERFORD	2			\$57,200			5			\$49,920		
YUKON	4	\$77,667	\$98,274	\$87,365	7	6	16	\$60,797	\$89,994	\$73,969	11	10

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Lieutenant, Sergeant - in Descending Population Order

Municipality	Lieutenant						Sergeant					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	164	\$95,902	\$102,583	\$100,997	4	3	711	\$73,414	\$93,772	\$87,049	12	11
TULSA	84	\$88,470	\$105,672	\$97,700	6		83	\$83,129	\$98,872	\$91,413	6	
BROKEN ARROW							19	\$76,086	\$111,114	\$109,111		
EDMOND	3	\$117,545	\$136,074	\$136,074	3		14	\$103,308	\$119,593	\$117,985	3	
MIDWEST CITY	14	\$92,130	\$99,771	\$99,771	4		48	\$66,782	\$87,839	\$87,839	11	
OWASSO	5	\$69,491	\$91,476	\$91,476	8		9	\$61,333	\$84,007	\$84,007	9	
BARTLESVILLE	4	\$77,210	\$87,360	\$82,696	6		9	\$66,581	\$75,317	\$70,376	6	
MUSKOGEE	10	\$62,691	\$86,857	\$66,383	13	12	9	\$61,609	\$88,428	\$56,243	13	12
BIXBY	1			\$91,144			4			\$75,000		
ARDMORE	3	\$62,589	\$90,442	\$76,516	11		8	\$55,621	\$80,374	\$67,997	11	
YUKON	4	\$77,667	\$98,274	\$87,365	7	6	16	\$60,797	\$89,994	\$73,969	11	10
SAPULPA	6	\$55,612	\$72,725	\$57,410	10		3	\$73,709	\$88,012		7	
DEL CITY	4	\$69,888	\$79,290	\$74,405	6	6						
BETHANY	7	\$71,712	\$83,892		5	4						
MUSTANG	6	\$75,910	\$85,379	\$82,162	4		7	\$52,319	\$82,162	\$74,474	11	
SAND SPRINGS	5	\$51,837	\$90,249	\$90,249	15		5	\$49,368	\$85,952	\$77,800	15	
CLAREMORE	4	\$60,172	\$75,492			6	4	\$54,995	\$70,336			7
ADA							5	\$47,904	\$67,011	\$57,398	16	
TAHLEQUAH	4	\$60,767	\$68,355	\$60,767			3	\$56,919	\$62,253	\$56,919		
GLENPOOL	1	\$76,107	\$89,045				4	\$66,290	\$73,153		5	
GUYMON	1	\$65,603	\$71,011				4	\$57,866	\$63,274			
CHOCTAW	2			\$49,097								
WEATHERFORD	2			\$57,200			5			\$49,920		
ELK CITY	4	\$37,565	\$42,890				5	\$34,662	\$39,478			
GUTHRIE	5	\$59,885	\$84,455	\$84,455	11		4	\$48,135	\$77,925		15	
COWETA							2	\$51,936	\$71,351	\$54,032	15	
THE VILLAGE	4	\$75,748	\$97,527		8	8	4	\$63,440	\$87,689		10	10
PRYOR CREEK							9	\$41,580	\$57,278	\$57,278	4	7
SALLISAW	4	\$49,084	\$64,120	\$64,120	9	9						
CUSHING							3	\$55,290	\$56,798	\$56,798	3	
CATOOSA							3			\$56,680		
TUTTLE	2	\$61,555	\$94,762		12		0	\$55,031	\$84,719		12	

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Lieutenant, Sergeant - in Descending Population Order

Municipality	Lieutenant						Sergeant					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
IDABEL	1	\$34,269	\$35,145	\$41,200			3	\$39,413	\$40,098	\$41,200		
GROVE	1	\$59,034	\$86,703	\$68,336			2	\$53,975	\$84,029	\$61,426		
PURCELL	1			\$61,069			3	\$55,973	\$58,219	\$56,722		
PAULS VALLEY	1			\$37,341			1			\$42,350	10	10
KINGFISHER	1			\$67,649			2	\$61,808	\$64,025			
PERRY	2	\$46,155	\$48,235				3	\$41,683	\$43,534			
MARLOW							4	\$35,922	\$50,731		15	15
PERKINS							1			\$45,240		
DAVIS	1	\$35,360	\$62,400	\$52,166	20		1	\$29,120	\$49,920	\$44,762	20	
EUFAULA							2	\$33,341	\$39,815		5	18
CRESCENT							2	\$39,104	\$40,414			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Detective, Officer/Patrolman - in Alphabetical Order by Municipal Name**

Municipality	Detective						Officer/Patrolman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	4	\$42,875	\$59,978	\$52,149	16		12	\$40,473	\$54,970	\$44,578	16	
ARDMORE							36	\$43,098	\$62,278	\$52,688	11	
BARTLESVILLE	10	\$54,642	\$64,979	\$57,943	8		35	\$47,112	\$64,979	\$51,538	14	
BETHANY							17	\$47,928	\$68,220		10	9
BIXBY							25			\$53,317		
BROKEN ARROW							120	\$58,423	\$93,737	\$78,553		
CATOOSA	1			\$56,680			4			\$43,950		
CHOCTAW							13			\$41,097		
CLAREMORE	5						23	\$44,596	\$64,585			17
COWETA	1	\$51,936	\$71,352	\$60,868	15		10	\$43,047	\$66,481	\$43,047	18	
CRESCENT							2	\$27,040	\$28,392			
CUSHING	1	\$48,969	\$50,449	\$50,449	3		12	\$46,255	\$53,528	\$48,929	8	
DAVIS	1	\$31,200	\$56,160	\$47,424	20		6	\$24,960	\$45,760	\$40,643	20	
DEL CITY							17	\$51,147	\$68,203	\$57,408	10	10
EDMOND	16	\$86,399	\$110,270	\$110,270	5		70	\$68,220	\$100,949	\$93,942	8	
ELK CITY	3	\$37,655	\$42,890				11	\$33,712	\$38,293			
EUFAULA							7	\$32,370	\$33,988		4	8
GLENPOOL							16	\$40,560	\$58,510		9	
GROVE	1	\$53,975	\$84,029	\$62,026			16	\$40,203	\$71,091	\$40,203		
GUTHRIE							17	\$38,022	\$74,649	\$40,207	19	
GUYMON	2	\$54,662	\$60,070				9	\$47,299	\$54,662			
IDABEL	1	\$32,457	\$43,311	\$34,485			12	\$39,411	\$40,847			
KINGFISHER							5	\$46,104	\$58,750			
MARLOW							2	\$32,053	\$45,282		15	15
MIDWEST CITY							25	\$57,238	\$66,034	\$57,238	6	
MUSKOGEE							50	\$54,035	\$70,266	\$57,595	14	14
MUSTANG							4	\$48,338	\$50,305	\$48,338	3	
OKLAHOMA CITY							291	\$65,271	\$74,625	\$67,776	7	6
OWASSO	5	\$50,507	\$77,872	\$77,872	11		42	\$50,507	\$77,872	\$77,872	11	
PAULS VALLEY							8	\$31,170	\$35,038	\$31,170	10	10
PERKINS							4	\$26,294	\$38,488	\$31,755		
PERRY							12	\$33,550	\$39,249			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Detective, Officer/Patrolman - in Alphabetical Order by Municipal Name**

Municipality	Detective						Officer/Patrolman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PRYOR CREEK	4	\$40,450	\$54,630	\$49,209	4	7	17	\$39,357	\$53,175	\$45,303	4	7
PURCELL	2	\$53,768	\$58,219	\$55,994			11	\$38,688	\$52,707	\$46,601		
SALLISAW							16	\$36,852	\$58,275	\$40,912	9	9
SAND SPRINGS							20	\$47,017	\$81,859	\$52,949	15	
SAPULPA							29	\$46,804	\$68,733	\$48,164	13	
SPENCER							4	\$1,705	\$1,905			
TAHLEQUAH	4		\$58,679	\$58,679			18	\$41,476	\$54,488			
THE VILLAGE	1	\$75,784	\$97,527		8	8	12	\$50,615	\$56,313		3	3
TULSA							587	\$59,101	\$91,777	\$84,853		
TUTTLE	1	\$53,403	\$81,650		12			\$46,550	\$80,610		24	
WEATHERFORD	4			\$49,920			13	\$38,480	\$44,720	\$40,560		5
WYNNEWOOD							8			\$40,560		
YUKON							14	\$47,866	\$72,917	\$59,932	11	10

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Detective, Officer/Patrolman - in Descending Population Order**

Municipality	Detective						Officer/Patrolman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY							291	\$65,271	\$74,625	\$67,776	7	6
TULSA							587	\$59,101	\$91,777	\$84,853		
BROKEN ARROW							120	\$58,423	\$93,737	\$78,553		
EDMOND	16	\$86,399	\$110,270	\$110,270	5		70	\$68,220	\$100,949	\$93,942	8	
MIDWEST CITY							25	\$57,238	\$66,034	\$57,238	6	
OWASSO	5	\$50,507	\$77,872	\$77,872	11		42	\$50,507	\$77,872	\$77,872	11	
BARTLESVILLE	10	\$54,642	\$64,979	\$57,943	8		35	\$47,112	\$64,979	\$51,538	14	
MUSKOGEE							50	\$54,035	\$70,266	\$57,595	14	14
BIXBY							25			\$53,317		
ARDMORE							36	\$43,098	\$62,278	\$52,688	11	
YUKON							14	\$47,866	\$72,917	\$59,932	11	10
SAPULPA							29	\$46,804	\$68,733	\$48,164	13	
DEL CITY							17	\$51,147	\$68,203	\$57,408	10	10
BETHANY							17	\$47,928	\$68,220		10	9
MUSTANG							4	\$48,338	\$50,305	\$48,338	3	
SAND SPRINGS							20	\$47,017	\$81,859	\$52,949	15	
CLAREMORE	5						23	\$44,596	\$64,585			17
ADA	4	\$42,875	\$59,978	\$52,149	16		12	\$40,473	\$54,970	\$44,578	16	
TAHLEQUAH	4		\$58,679	\$58,679			18	\$41,476	\$54,488			
GLENPOOL							16	\$40,560	\$58,510		9	
GUYMON	2	\$54,662	\$60,070				9	\$47,299	\$54,662			
CHOCTAW							13			\$41,097		
WEATHERFORD	4			\$49,920			13	\$38,480	\$44,720	\$40,560		5
ELK CITY	3	\$37,655	\$42,890				11	\$33,712	\$38,293			
GUTHRIE							17	\$38,022	\$74,649	\$40,207	19	
COWETA	1	\$51,936	\$71,352	\$60,868	15		10	\$43,047	\$66,481	\$43,047	18	
THE VILLAGE	1	\$75,784	\$97,527		8	8	12	\$50,615	\$56,313		3	3
PRYOR CREEK	4	\$40,450	\$54,630	\$49,209	4	7	17	\$39,357	\$53,175	\$45,303	4	7
SALLISAW							16	\$36,852	\$58,275	\$40,912	9	9
CUSHING	1	\$48,969	\$50,449	\$50,449	3		12	\$46,255	\$53,528	\$48,929	8	
CATOOSA	1			\$56,680			4			\$43,950		
TUTTLE	1	\$53,403	\$81,650		12			\$46,550	\$80,610		24	
IDABEL	1	\$32,457	\$43,311	\$34,485			12	\$39,411	\$40,847			

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Detective, Officer/Patrolman - in Descending Population Order**

Municipality	Detective						Officer/Patrolman					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
GROVE	1	\$53,975	\$84,029	\$62,026			16	\$40,203	\$71,091	\$40,203		
PURCELL	2	\$53,768	\$58,219	\$55,994			11	\$38,688	\$52,707	\$46,601		
PAULS VALLEY							8	\$31,170	\$35,038	\$31,170	10	10
KINGFISHER							5	\$46,104	\$58,750			
PERRY							12	\$33,550	\$39,249			
MARLOW							2	\$32,053	\$45,282		15	15
SPENCER							4	\$1,705	\$1,905			
PERKINS							4	\$26,294	\$38,488	\$31,755		
DAVIS	1	\$31,200	\$56,160	\$47,424	20		6	\$24,960	\$45,760	\$40,643	20	
EUFAULA							7	\$32,370	\$33,988		4	8
WYNNEWOOD							8			\$40,560		
CRESCENT							2	\$27,040	\$28,392			

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Probation/Recruit, Employee and Station Counts - in Alphabetical Order by Municipal Name

Municipality	Probation/Recruit						Total number of employees in the police department	Number of police stations	Data listed is for	
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***			Last year	This year
ADA	7	\$30,430	\$45,650	\$37,728	1		40	1	<input type="checkbox"/>	<input type="checkbox"/>
ARDMORE							67	1	<input type="checkbox"/>	<input type="checkbox"/>
BARTLESVILLE	7	\$45,947	\$45,947	\$45,947			82	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BETHANY							35	1	<input type="checkbox"/>	<input type="checkbox"/>
BIXBY	3			\$42,250			47	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BROKEN ARROW		\$58,423	\$93,737				226	1	<input type="checkbox"/>	<input type="checkbox"/>
CATOOSA	2			\$39,790			17	1	<input type="checkbox"/>	<input type="checkbox"/>
CHOCTAW							20	1	<input type="checkbox"/>	<input type="checkbox"/>
CLAREMORE							45	1	<input type="checkbox"/>	<input type="checkbox"/>
COWETA	2	\$38,635	\$38,635	\$38,635			25	1	<input type="checkbox"/>	<input type="checkbox"/>
CRESCENT							5	1	<input type="checkbox"/>	<input type="checkbox"/>
CUSHING		\$41,438	\$42,999	\$41,812	3		25	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
DAVIS							23	2	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEL CITY	7	\$36,959	\$49,920	\$39,520	3	2	47	1	<input type="checkbox"/>	<input type="checkbox"/>
EDMOND	8	\$62,114	\$65,280	\$62,115	1		149	1	<input type="checkbox"/>	<input type="checkbox"/>
ELK CITY	1	\$31,824	\$36,566				26	1	<input type="checkbox"/>	<input type="checkbox"/>
EUFAULA							10	1	<input type="checkbox"/>	<input type="checkbox"/>
GLENPOOL							26	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GROVE							29	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GUTHRIE							27	1	<input type="checkbox"/>	<input type="checkbox"/>
GUYMON							17	1	<input type="checkbox"/>	<input type="checkbox"/>
IDABEL							26	1	<input type="checkbox"/>	<input type="checkbox"/>
KINGFISHER	2			\$45,000			14	1	<input type="checkbox"/>	<input type="checkbox"/>
MARLOW	2	\$29,661					10	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MIDWEST CITY	5	\$53,606	\$53,606	\$53,606	1		124	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MUSKOGEE	8	\$42,702	\$51,313	\$51,313			83	1	<input type="checkbox"/>	<input type="checkbox"/>
MUSTANG	3	\$44,703	\$46,497	\$45,908	1		27	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
OKLAHOMA CITY	118	\$61,742	\$66,733	\$65,271	2	1	1,235	5	<input type="checkbox"/>	<input type="checkbox"/>
OWASSO							86	1	<input type="checkbox"/>	<input type="checkbox"/>
PAULS VALLEY							20	1	<input type="checkbox"/>	<input type="checkbox"/>
PERKINS							6	1	<input type="checkbox"/>	<input type="checkbox"/>

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Probation/Recruit, Employee and Station Counts - in Alphabetical Order by Municipal Name

Municipality	Probation/Recruit						Total number of employees in the police department	Number of police stations	Data listed is for	
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***			Last year	This year
PERRY							20	1	<input type="checkbox"/>	<input type="checkbox"/>
PRYOR CREEK							46	1	<input type="checkbox"/>	<input type="checkbox"/>
PURCELL							20	1	<input type="checkbox"/>	<input type="checkbox"/>
SALLISAW							32	1	<input type="checkbox"/>	<input type="checkbox"/>
SAND SPRINGS							34	1	<input type="checkbox"/>	<input type="checkbox"/>
SAPULPA	10			\$32,136	1		53	1	<input type="checkbox"/>	<input type="checkbox"/>
SPENCER							6	1	<input type="checkbox"/>	<input type="checkbox"/>
TAHLEQUAH	6		\$54,488				49	1	<input type="checkbox"/>	<input type="checkbox"/>
THE VILLAGE							30	1	<input type="checkbox"/>	<input type="checkbox"/>
TULSA	38			\$53,726			818	3	<input type="checkbox"/>	<input type="checkbox"/>
TUTTLE		\$41,600	\$43,680		2		15	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
WEATHERFORD							34	1	<input type="checkbox"/>	<input type="checkbox"/>
WYNNEWOOD							8	1	<input type="checkbox"/>	<input type="checkbox"/>
YUKON	2	\$110,088	\$117,843	\$113,858	3	2	73	1	<input type="checkbox"/>	<input type="checkbox"/>

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Probation/Recruit, Employee and Station Counts - in Descending Population Order

Municipality	Probation/Recruit						Total number of employees in the police department	Number of police stations
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***		
OKLAHOMA CITY	118	\$61,742	\$66,733	\$65,271	2	1	1,235	5
TULSA	38			\$53,726			818	3
BROKEN ARROW		\$58,423	\$93,737				226	1
EDMOND	8	\$62,114	\$65,280	\$62,115	1		149	1
MIDWEST CITY	5	\$53,606	\$53,606	\$53,606	1		124	1
OWASSO							86	1
BARTLESVILLE	7	\$45,947	\$45,947	\$45,947			82	2
MUSKOGEE	8	\$42,702	\$51,313	\$51,313			83	1
BIXBY	3			\$42,250			47	1
ARDMORE							67	1
YUKON	2	\$110,088	\$117,843	\$113,858	3	2	73	1
SAPULPA	10			\$32,136	1		53	1
DEL CITY	7	\$36,959	\$49,920	\$39,520	3	2	47	1
BETHANY							35	1
MUSTANG	3	\$44,703	\$46,497	\$45,908	1		27	1
SAND SPRINGS							34	1
CLAREMORE							45	1
ADA	7	\$30,430	\$45,650	\$37,728	1		40	1
TAHLEQUAH	6		\$54,488				49	1
GLENPOOL							26	1
GUYMON							17	1
CHOCTAW							20	1
WEATHERFORD							34	1
ELK CITY	1	\$31,824	\$36,566				26	1
GUTHRIE							27	1
COWETA	2	\$38,635	\$38,635	\$38,635			25	1
THE VILLAGE							30	1
PRYOR CREEK							46	1
SALLISAW							32	1
CUSHING		\$41,438	\$42,999	\$41,812	3		25	1
CATOOSA	2			\$39,790			17	1

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - Probation/Recruit, Employee and Station Counts - in Descending Population Order

Municipality	Probation/Recruit						Total number of employees in the police department	Number of police stations
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***		
TUTTLE		\$41,600	\$43,680		2		15	1
IDABEL							26	1
GROVE							29	1
PURCELL							20	1
PAULS VALLEY							20	1
KINGFISHER	2			\$45,000			14	1
PERRY							20	1
MARLOW	2	\$29,661					10	1
SPENCER							6	1
PERKINS							6	1
DAVIS							23	2
EUFAULA							10	1
WYNNEWOOD							8	1
CRESCENT							5	1

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Bargaining Unit in Alphabetical Order by Municipal Name

Municipality	Bargaining unit?	Name of the police bargaining unit	Certification Date	Has the contract for this fiscal year been settled?	Date of the contract	Change in pay*	
						Previous year	Current year
ADA	Yes	FOP Lodge #111	11/16/1999	Yes	7/1/2022	Increase 2%	Increase 2%
ARDMORE	Yes	FOP Lodge #108		Yes	7/1/2022		Increase 5%
BARTLESVILLE	Yes	FOP Lodge #117	11/22/1995	Yes	7/1/2021		
BETHANY	Yes	FOP		Yes	7/1/2020		
BIXBY	Yes	FOP Lodge #189	2/3/1986	Yes	12/14/2020		
BROKEN ARROW	Yes	FOP	7/1/2018	No	7/1/2021	Increase 3%	
CATOOSA	Yes	FOP Lodge #150	12/1/1994	Yes	7/1/2021	Increase 2%	Increase 2%
CHOCTAW	Yes	FOP Lodge #165	1/1/1991	Yes	7/1/2022	No Change	Increase 4%
CLAREMORE	Yes	FOP Lodge #112		Yes	7/1/2022	No Change	No Change
COWETA	Yes	FOP Lodge #192		Yes	7/1/2022	Increase 5.5%	Increase 4%
CRESCENT	No						
CUSHING	Yes	FOP Lodge #106	7/1/2022	Yes	7/1/2022	Increase	Increase 10%
DAVIS	No						
DEL CITY	Yes	FOP		Yes	7/1/2021		
EDMOND	Yes	FOP		Yes	7/1/2019	Increase 1%	
ELK CITY	Yes	FOP Lodge #221	11/7/2011	Yes	7/6/2021		
EUFULA	Yes	FOP Lodge #207	1/1/2007	Yes	7/1/2020		
GLENPOOL	Yes	FOP Lodge 133	1/1/1993	Yes	7/1/2021		
GROVE	Yes	FOP		Yes	7/1/2021		
GUTHRIE	Yes	FOP	3/1/2001	Yes	10/1/2020		
GUYMON	Yes	FOP Lodge #125	8/1/1994	Yes	1/1/2023	Increase 2%	
IDABEL	No						
KINGFISHER	No						
MARLOW	Yes	FOP Lodge #200	7/1/2020	Yes	6/30/2023		
MIDWEST CITY	Yes	FOP Lodge #127		Yes	7/1/2022	Increase 4.4%	Increase 6%
MUSKOGEE	Yes	FOP		Yes	7/1/2020		
MUSTANG	Yes	FOP Lodge #163		Yes	7/1/2022		Increase 6%
OKLAHOMA CITY	Yes	FOP		Yes	7/1/2022	Increase 4.3%	Increase 7%
OWASSO	Yes	FOP Lodge #149		Yes	7/1/2022	Increase 9.25%	
PAULS VALLEY	Yes	FOP Lodge #167	7/1/2014	Yes	7/1/2022		
PERKINS	Yes	FOP	9/1/2006	Yes	7/1/2022		

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Bargaining Unit in Alphabetical Order by Municipal Name

Municipality	Bargaining unit?	Name of the police bargaining unit	Certification Date	Has the contract for this fiscal year been settled?	Date of the contract	Change in pay*	
						Previous year	Current year
PERRY	Yes	FOP Lodge #137		Yes	7/1/2021		
PRYOR CREEK	Yes	FOP Lodge #116		Yes	7/1/2022		Increase 4%
PURCELL	Yes	FOP Lodge #194	1/1/1987	Yes	7/1/2022	Increase 4.2%	Increase 9.1%
SALLISAW	Yes	FOP Lodge #148	4/9/1997	Yes	7/1/2022		Increase 3%
SAND SPRINGS	Yes	FOP Lodge #109		Yes	7/1/2021		
SAPULPA	Yes	FOP Lodge #94		Yes	7/1/2022		Increase 5%
SPENCER	Yes	FOP Lodge 153	1/1/2000	No	1/1/2008		
TAHLEQUAH	Yes	FOP Lodge #201	7/1/2022	No	7/1/2022		
THE VILLAGE	Yes			No			
TULSA	Yes	FOP Lodge #93		Yes	1/1/2023	Increase	Increase
TUTTLE	Yes	FOP Lodge #197		Yes	1/1/2023	Increase	Increase 18%
WEATHERFORD	Yes	FOP Lodge #231		No			
WYNNEWOOD	No					Increase	Increase
YUKON	Yes	FOP		No	7/1/2022	No Change	

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	MaximumTime	Paid by city?	Dues deducted?	Annual service fee?
ADA	Yes	No	Yes		Yes	Yes	No
ARDMORE	No	No	No		No	Yes	No
BARTLESVILLE	Yes	Yes	Yes	60 hours off per calendar	No	Yes	No
BETHANY	Yes	Yes	Yes	8 Days paid for union business	Yes	Yes	No
BIXBY	Yes	Yes	Yes	4 Days	Yes	No	No
BROKEN ARROW	Yes	Yes	No		Yes	Yes	No
CATOOSA	No	No	Yes		No	Yes	No
CHOCTAW	Yes	Yes	Yes		No	Yes	No
CLAREMORE	No	No	No		Yes	Yes	No
COWETA	Yes	No	No		No	Yes	No
CRESCENT	No	No	No		No	No	No
CUSHING	Yes	No	No		No	No	No
DAVIS	No	No	No		No	No	No
DEL CITY	No	No	Yes	2 Persons at 40 hours each per contract year	Yes	Yes	No
EDMOND	Yes	Yes	Yes	350 hours	Yes	Yes	No
ELK CITY	No	No	No		No	No	No
EUFAULA	No	No	No		Yes	Yes	No
GLENPOOL	Yes	Yes	Yes	15 days	Yes	Yes	No
GROVE	Yes	Yes	Yes	384 hours	Yes	Yes	No
GUTHRIE	Yes	No	No		No	Yes	Yes
GUYMON	Yes	Yes	Yes	4 days - Winter Conference - 5 days - Summer FOP Conference	Yes	Yes	No
IDABEL	No	No	No		No	No	No
KINGFISHER	No	No	No		No	No	No
MARLOW	No	Yes	Yes		No	Yes	No
MIDWEST CITY	Yes	Yes	Yes	270 Hours scheduled leave	Yes	Yes	Yes
MUSKOGEE	Yes	Yes	Yes		Yes	Yes	No
MUSTANG	No	No	No		No	Yes	No
OKLAHOMA CITY	Yes	Yes	Yes		Yes	Yes	No
OWASSO	No	No	No		No	Yes	No
PAULS VALLEY	Yes	Yes	No		Yes	Yes	Yes
PERKINS	No	No	No		No	Yes	No
PERRY	No	Yes	Yes		Yes	Yes	No
PRYOR CREEK	Yes	No	Yes	8 days	Yes	Yes	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	MaximumTime	Paid by city?	Dues deducted?	Annual service fee?
PURCELL	Yes	Yes	Yes		No	Yes	No
SALLISAW	No	No	Yes	12 days (split between 3 people)	Yes	Yes	No
SAND SPRINGS	Yes	No	Yes		No	Yes	No
SAPULPA	Yes	Yes	Yes	120 Hours	Yes	Yes	No
SPENCER	No	Yes	No		No	Yes	No
TAHLEQUAH	Yes	No	No	32 Hours	Yes	Yes	No
THE VILLAGE	No	No	No		No	Yes	No
TULSA	Yes	Yes	Yes	2 paid full time ee's and max of 1200 hrs for state and national offices	Yes	Yes	No
TUTTLE	No	No	Yes		No	Yes	Yes
WEATHERFORD	Yes	No	No		No	Yes	Yes
WYNNEWOOD	No	No	No		No	No	No
YUKON	No	Yes	No	160 hours	Yes	Yes	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Time Off in Alphabetical Order by Municipal Name

Municipality	Annual hours worked	Vacation days after:					Annual Holidays		Annual Floating Holidays		Annual Time Off	
		1 year	5 years	10 years	15 years	20 years	Days	Hours	Days	Hours	Days	Hours
ADA	2,080	12	15	18	21	24	14	112	1	8		
ARDMORE	2,210	12	14	16	18	22	12					0
BARTLESVILLE	2,080	10	15	20	20	25	10	80	1	8	10	80
BETHANY	2,150	12	15	18	21	21	12		1			0
BIXBY	2,080	10	15	20	25	25	12		1	8		0
BROKEN ARROW	2,080	10	15	20	22	25		114				
CATOOSA	2,080	10	15	17	25	30	12					0
CHOCTAW	2,080	12	15	15	18.8	18.8	10	120	1	12		0
CLAREMORE	2,080	16.25	19.5	24.375	28.4375	34.125		96				
COWETA	2,184	10	20	25	30	34	11		0			
CRESCENT		5	15	20			13		2		0	0
CUSHING		12	12	18	24	24	11					
DAVIS	2,080	10	15	15	20	20	12		1			0
DEL CITY	2,080	12	15	18	19	23	11	88				
EDMOND	2,080	10	15	18	21	24	12	96				0
ELK CITY		10	15	15	15	15		88				0
EUFAULA	2,158	14.65	19.5	19.5	22.75	22.75	11					0
GLENPOOL	2,080	10	10	15	20	20	12	96				0
GROVE	2,080	12	15	18	21	24	13		1			
GUTHRIE	2,184	10	12	15	20		13					0
GUYMON	2,229	7.5	15	22.5	30	37.5	11					
IDABEL	2,229	10	15	18	18	18	14					0
KINGFISHER		20	25	30	30	30			12			
MARLOW	2,242	10	15	20	20	20	11		1			0
MIDWEST CITY	2,080	10.92	13.26	15.6	18.2	20.41	10	100				
MUSKOGEE	2,080	23	23	29	34	34	0	0	0	0		0
MUSTANG	2,184	15	18	19	23	23	11			48		
OKLAHOMA CITY	2,088	12.03	13.98	17.23	20.15	20.15	11					0
OWASSO	2,223	8	10	12	14	16		96				0
PAULS VALLEY	2,080	10	15	20	20	20	11					0
PERKINS	2,080	10	15	20	20	25	11	110				

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Time Off in Alphabetical Order by Municipal Name

Municipality	Annual hours worked	Vacation days after:					Annual Holidays		Annual Floating Holidays		Annual Time Off	
		1 year	5 years	10 years	15 years	20 years	Days	Hours	Days	Hours	Days	Hours
PERRY		10	15	15	20	20				88		
PRYOR CREEK	2,080	10	10	15	20	25			13	104		
PURCELL	2,080	10	15	20	20	25	15					0
SALLISAW		10	10	15	15	20	11		12			
SAND SPRINGS	2,080	21	26	31	31	31	11		1			0
SAPULPA	2,145	14.67	14.67	16	20	20	10					0
SPENCER	2,295	12	20	24	30	30	11					0
TAHLEQUAH	2,080	10	12	15	18	21	13	104	13			
THE VILLAGE	2,080	12	15	18	21	21	9	72	9	72		0
TULSA	2,080	14	16	21	23	25	11		13			0
TUTTLE	2,080	10	15	15	15	15	10	80				0
WEATHERFORD	2,080	10	10	15	15	20			11	20		0
WYNNEWOOD	2,080	5	10	15	18	18	10					0
YUKON	2,080	21	24	26	31	31	10	100	2	20		

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Sick Leave and Emergency Leave in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Days	Hours	Maximum			Days	Hours	Annually?	By Incident?
ADA	15	120	720	Yes	Two hours per month of sick leave bank. Can earn up to 24 hours in a year if no time-off taken. Can choose to be paid for this. Sick leave incentive is paid out at .33 of any balance over 720 hours			No	No
ARDMORE		96	90	Yes	Sick leave in excess of 90 day buy back 6:1 ratio			Yes	Yes
BARTLESVILLE	12	96		Yes	Employees who have not used more than thirty (30) hours of personal sick leave during an anniversary year will be entitled to a \$250 bonus. Employees who have not used more than sixty (60) hours of personal sick leave during an anniversary year will be entitled to a \$125 bonus.			No	No
BETHANY	12		1,100	Yes	Maximum of 140 hours; restrictions apply.	5	40	Yes	No
BIXBY	12		120	Yes	Sick leave paid upon termination (up to max 960 hours)	3		Yes	No
BROKEN ARROW		144	1,040	Yes	We also have a vacation buy back in December of each year. After employee accrues 720 hours of sick, and has not used more than 3 days of sick time, may be eligible for the following percentage bonus: 0 days = 30% of monthly base pay 1 day = 22% of monthly base pay 2 days = 15% of monthly base pay 3 days = 9% of monthly base pay	0		Yes	No
CATOOSA	12	96	520	Yes	The employee must retain a minimum of 400 hours of sick leave at all times. If the employee elects to sell the excess hours back to the City, they will be reimbursed at the rate of four (4) hours per eight (8) hours of sick leave.			No	No
CHOCTAW	12	96		Yes	Same as regular non-uniformed employees	3		No	Yes
CLAREMORE		208	600	Yes	When retiring or if employment ceases due to job related injury the officer may be compensated at the rate of one-half hour pay for each unused hour of sick leave in an amount not to exceed 300 hours			No	Yes
COWETA		96		Yes	Must accrue at least 432 hours sick, for every 36 hours over 432, may exchange 36 hours for 12 hours vacation.			No	No
CRESCENT		40	120	No	Bonus at end of year if used 32 hrs or less			No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Sick Leave and Emergency Leave in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Days	Hours	Maximum			Days	Hours	Annually?	By Incident?
CUSHING	12	98		Yes	Max allowed is 576-- in December will will buy back any hours over the max at 1/4 of the value			No	Yes
DAVIS	12		30	No				No	No
DEL CITY	12	96	800	Yes	Bought back annually, all hours over 800 at 1/2 rate.	6	48	Yes	No
EDMOND	12	96		No	\$50 is paid to employees who use 8 hours or less of their sick leave for the preceding fiscal year. No buy back for active employees. Retirees can be paid for up to 1/2 of their sick leave balance up to 400 hours.	6		No	Yes
ELK CITY		86	576	Yes	Buy Back Program for PTO. Employees can sell all but 40 hours of PTO per year. Vacation and Sick leave are now combined as PTO.	3		No	Yes
EUFAULA	12	120	960	No				No	No
GLENPOOL	12	96	576	No	Employer will pay each member of the bargaining unit longevity pay in the amount of \$.05 per hour for each year of service from the employee's date of hire. Such longevity pay shall commence in the ninth year of service and shall be paid on each regular bi-weekly pay check.	3		No	Yes
GROVE	12			Yes	WHEN AN EMPLOYEE REACHES THE MAXIMUM ACCRUED SICK LEAVE THEY CAN EXCHANGE 3 DAYS SICK LEAVE FOR 1 DAY VACATION LEAVE, PLUS IF AN EMPLOYEE USES LESS THAN 8 HOURS SICK LEAVE WITHIN THE CALENDAR YEAR THEY RECEIVE 1/2 DAY OF VACATION LEAVE. IF AN EMPLOYEE USES 0 HOURS SICK LEAVE WITHIN THE CALENDAR YEAR THEY RECEIVE 1 DAY VACATION LEAVE.			No	No
GUTHRIE	12	99	800	Yes	If a member uses less than twelve (12) hours of sick leave per calendar year, the member shall be entitled to an additional twelve (12) hours of vacation leave.		36	Yes	Yes
GUYMON	18	144	90	No	Buy back 33% of regular rate or at termination of good standing			No	No
IDABEL			120	No		3		Yes	No
KINGFISHER				No				No	Yes
MARLOW		64	400	No				No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Sick Leave and Emergency Leave in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Days	Hours	Maximum			Days	Hours	Annually?	By Incident?
MIDWEST CITY	12	120	1,100	Yes	Buyback in Jan of all hours above 1100 at half the rate of pay - SL Incentive: 8 hour employee: 0 hours sick leave used = \$900; 1-8 hours used = \$500; 9-16 hours used = \$300 10 hour employee: 0 hours used = \$900; 1-10 hours used = \$500; 11-20 hours used = \$300	7		Yes	No
MUSKOGEE		96		No	Hired before 7/1/15 100% at retirement; hired after 7/1/15 50% at retirement	3		No	Yes
MUSTANG			375	Yes	EE can sell back 100 hours and get paid for 90 hours if they have used 36 hours or less of sick after reaching the 375 hour maximum. Those who use more than 36 hours get paid 30 hours. Can only sell back once per fiscal year	3		No	Yes
OKLAHOMA CITY	16	130	2,000	Yes	2 days vacation granted for usage of less than 24 hours per year	3		No	Yes
OWASSO		111	1,105	Yes	Employee must have at least one year sick leave accrual remaining on the books and must have utilized no more than 67% of the current years annual maximum accrual for receive the max of \$175.00.	3		No	No
PAULS VALLEY		96		Yes	% of time when you terminate based on years of service	3		Yes	No
PERKINS		96	480	No	Employees with 15 or more years of service receive 40% bonus credit upon termination			Yes	No
PERRY		120		Yes	Full-time employees that accumulate more than 720 hours of sick leave shall be paid \$10.00 per hour for each hour of sick leave annually accrued and not used over and above 720 hours of sick leave, as a benefit paid on an annual basis on or before each January 15.			No	Yes
PRYOR CREEK	10	80	480	No		30		No	Yes
PURCELL	12	700		Yes	can buy back up to 120 hours of vacation/sick/comp time per year paid our quarterly	3	24	No	Yes
SALLISAW	15	120		Yes	CAN SELL BACK AT TIME OF RETIREMENT. MUST HAVE A MINIMUM OF 1,000 TO QUALIFY	3		Yes	No
SAND SPRINGS	10	80	800	Yes	accrued leave in excess of 800 paid at 4 to 1.			No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Sick Leave and Emergency Leave in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Days	Hours	Maximum			Days	Hours	Annually?	By Incident?
SAPULPA				Yes	They can accrue a maximum of 1200 hours. In December, the employee can request to sell back leave at 75% but cannot fall below 960 hours.	3		No	Yes
SPENCER		12	1,200	No				No	No
TAHLEQUAH	12	96	1,040	Yes	Members of the CBA with 10 or more years of service who resign or retire may sell back their unused sick leave according to the following schedule and rate. after 10 years - 20% after 15 years - 30% after 20 years - 40% after 25 years - 50%			No	No
THE VILLAGE	12	96	960	Yes	1/2 if each hour in excess of 480 hour (maximum of 240 hours) at separation	3		No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department Sick Leave and Emergency Leave in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Days	Hours	Maximum			Days	Hours	Annually?	By Incident?
TULSA		96	1,200	No	Section 15.10 Upon retirement after completion of twenty (20) years of service, Retirees with at least nine hundred sixty (960) hours of accrued sick leave shall receive payment for accrued sick leave at a rate of one (1) hour of pay for every two (2) hours of sick leave up to a maximum of four hundred eighty (480) hours of pay at the Retiree's pay step at the time of separation. Any sick leave accruals in excess of nine hundred sixty (960) hours and up to the twelve hundred (1200) hour accrual maximum that are not converted to vacation, shall be paid out at the rate of one (1) hour of pay for every one (1) hour of sick leave up to a maximum of two hundred and forty (240) hours of pay at the Retiree's pay step at the time of separation. An Employee who has died in the line of duty, regardless of the Employee's length of service, shall have the same benefit under this section as a Retiree that has completed twenty (20) years of service. Section 15.11 Employees who lack the necessary nine hundred sixty (960) hour accrual bank to qualify for the sick leave retirement buyout, shall provide evidence of and receive credit for major illness or non-job-related injury leave periods to reach qualification levels. In such cases, approved sick leave periods extending at least forty (40) hours shall be considered a major illness and shall be added to the accrual bank, for calculation purposes only. Any buyout would then occur only on the current available balance per 15.10 above.			No	Yes
TUTTLE	10	80		No		3	24	No	Yes
WEATHERFORD	10	80		No		5	40	Yes	No
WYNNEWOOD	6		10	No		3		No	Yes
YUKON				Yes	Pay each January all hours over 720 at 75% of current hourly rate.	1		No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - EAP, Longevity, Educational Incentives, Tuition, Uniform Allowance - in Alphabetical Order by Municipal Name

Municipality	Do you have a municipally paid Employee Assistance Program?	Amounts listed are in \$ or %	Annual Longevity Pay					Annual Educational Incentive Pay			Tuition Reimbursement?	Uniform Allowance ?
			5 years	10 years	15 years	20 years	Maximum	Associates degree	BS/BA degree	Advanced degree		
ADA	Yes	\$	300.00	600.00	900.00	1,200.00		\$480	\$960		No	Yes
ARDMORE	Yes	\$	480.00	660.00	840.00	1,020.00	1,020				No	Yes
BARTLESVILLE	Yes	\$	750.00	1,500.00	2,500.00	3,500.00	4,500	\$480	\$1,320	\$1,500	No	Yes
BETHANY	Yes	\$	300.00	1,020.00	1,500.00	2,220.00	2,220	\$50	\$100	\$150	Yes	Yes
BIXBY	Yes							\$50	\$100		Yes	Yes
BROKEN ARROW	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,500	\$75	\$125	\$200	Yes	Yes
CATOOSA	Yes	\$	450.00	875.00	1,200.00	1,575.00	7,375				No	Yes
CHOCTAW	Yes										No	Yes
CLAREMORE	Yes							\$50	\$100	\$150	Yes	Yes
COWETA	Yes	\$						\$1,200	\$1,800	\$2,400	Yes	No
CRESCENT	Yes										No	No
CUSHING	Yes	\$	300.00	600.00	900.00	1,200.00	1,200	\$900	\$1,500	\$2,100	No	Yes
DAVIS	Yes										No	No
DEL CITY	Yes	\$	150.00	300.00	450.00	600.00		\$1,200	\$1,800	\$2,400	Yes	Yes
EDMOND	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,000		\$115	\$215	Yes	Yes
ELK CITY	No										No	No
EUFAULA	Yes	\$	300.00	550.00	800.00	1,000.00	1,000				No	Yes
GLENPOOL	Yes	\$							\$37	\$62	No	Yes
GROVE	Yes	\$	375.00	750.00	1,125.00	1,500.00	1,500				Yes	Yes
GUTHRIE	Yes	\$	450.00	700.00	950.00	1,200.00	1,200	\$1,200	\$1,800	\$2,400	Yes	Yes
GUYMON	No	\$	550.00	1,000.00	1,500.00	2,000.00	2,000				No	No
IDABEL	No	\$	150.00	300.00	450.00	600.00					No	No
KINGFISHER	No										No	No
MARLOW	Yes	\$	400.00	525.00	750.00	750.00	750	\$300	\$540		No	Yes
MIDWEST CITY	No	\$	750.00	1,500.00	2,250.00	3,000.00	4,500	\$1,820	\$2,080	\$2,340	Yes	No
MUSKOGEE	Yes	\$	916.66	1,086.57	1,428.01	2,005.84	2,006	\$100	\$175	\$275	Yes	Yes
MUSTANG	Yes	\$	1,223.00	1,966.00	2,708.00	3,451.00	3,451	\$470	\$650	\$770	Yes	Yes
OKLAHOMA CITY	Yes	\$	2,672.64	5,345.28	8,017.92	10,711.44	10,711	\$900	\$1,800	\$2,100	Yes	Yes
OWASSO	Yes	%	0.25	1.00	1.50	2.00		\$1,200	\$1,500	\$1,800	Yes	Yes
PAULS VALLEY	No	\$	12.50	25.00	37.50	50.00		\$10	\$20	\$20	Yes	Yes
PERKINS	Yes										No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department - EAP, Longevity, Educational Incentives, Tuition, Uniform Allowance - in Alphabetical Order by Municipal Name

Municipality	Do you have a municipally paid Employee Assistance Program?	Amounts listed are in \$ or %	Annual Longevity Pay					Annual Educational Incentive Pay			Tuition Reimbursement?	Uniform Allowance ?
			5 years	10 years	15 years	20 years	Maximum	Associates degree	BS/BA degree	Advanced degree		
PERRY	Yes	\$	189.00	378.00	567.00	756.00	983	\$50	\$100		No	Yes
PRYOR CREEK	Yes	\$	300.00	1,200.00	1,800.00	2,400.00	3,600	\$0	\$0	\$0	Yes	Yes
PURCELL	Yes	\$	600.00	1,200.00	1,800.00	2,400.00	2,400	\$720	\$1,200	\$1,800	Yes	Yes
SALLISAW	Yes	%		4.00	5.00	5.00	8				Yes	No
SAND SPRINGS	Yes	\$	600.00	1,200.00	1,800.00	2,400.00	3,600		\$150	\$300	No	Yes
SAPULPA	Yes	\$	250.00	688.00	1,125.00	1,563.00	2,000	\$660	\$1,440	\$660	Yes	Yes
SPENCER	Yes										No	No
TAHLEQUAH	Yes	\$	500.00	1,000.00	1,500.00	2,000.00	2,500	\$360	\$600	\$1,200	No	Yes
THE VILLAGE	Yes	\$	2,530.70	5,061.50	7,592.25	10,136.00		\$50	\$100	\$150	Yes	Yes
TULSA	Yes	\$	345.60	2,304.00	5,184.00	9,216.00	9,216	\$50	\$100	\$150	No	Yes
TUTTLE	Yes	\$	35.00	80.00	110.00	155.00	155	\$50	\$100	\$150	Yes	Yes
WEATHERFORD	Yes	%	1.50	2.50	3.00	4.00	5				No	Yes
WYNNEWOOD	No										Yes	Yes
YUKON	Yes	\$	960.00	1,920.00	2,880.00	3,840.00	3,600	\$800	\$1,400	\$2,000	Yes	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Health Care and Self-Insurance in Alphabetical Order by Municipal Name

Municipality	EMPLOYEE HEALTH CARE			SELF-INSURED			Total monthly health premium cost per employee	City pays	Comment
	Indemnity	Indemnity PPO	HMO	Health	Workers Comp	Liability			
ADA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$805.00	\$665.00	Same as General Employees
ARDMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$723.61	\$615.07	Employee & spouses, Employee & child, and family coverage plans are offered
BARTLESVILLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$607.63	\$607.63	Dental is \$33.21/mo for city & \$0 for employees
BETHANY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$561.94	\$440.54	\$1500 deductibles \$20 co-pay-80/20 use PPO provider. 100% after out of pocket.
BIXBY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$451.83	\$451.83	
BROKEN ARROW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$884.46	\$862.04	
CATOOSA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$649.80	\$649.80	
CHOCTAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$416.88	\$416.88	
CLAREMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$504.50	\$504.50	
COWETA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
CRESCENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$479.15		
CUSHING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
DAVIS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
DEL CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$517.00	\$454.97	Family coverage offered at city pays \$1858.10 Employee \$222.98 per month
EDMOND	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$550.52	\$125.00	
ELK CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$623.10	\$623.10	
EUFAULA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$675.00	\$675.00	
GLENPOOL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$532.89	\$532.89	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Health Care and Self-Insurance in Alphabetical Order by Municipal Name

Municipality	EMPLOYEE HEALTH CARE			SELF-INSURED			Total monthly health premium cost per employee	City pays	Comment
	Indemnity	Indemnity PPO	HMO	Health	Workers Comp	Liability			
GROVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$649.59	\$623.59	The Police Department Employees receive the same Insurance benefits as all other full-time City of Grove employees.
GUTHRIE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$558.00	\$558.00	
GUYMON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$651.55	\$651.55	
IDABEL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$566.09	\$566.09	
KINGFISHER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$674.16	\$674.16	
MARLOW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$648.88		
MIDWEST CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$655.20	\$479.54	
MUSKOGEE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$810.40	\$810.40	Medical, Dental, Vision
MUSTANG	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$591.00	\$591.00	
OKLAHOMA CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		\$1,307.51	
OWASSO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$871.00	\$871.00	
PAULS VALLEY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$640.28	\$640.28	
PERKINS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
PERRY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$553.00	\$553.00	
PRYOR CREEK	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$496.67	\$496.67	
PURCELL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$768.79		
SALLISAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$575.28	\$575.28	MEDICAL, DENTAL, VISION, AND LIFE
SAND SPRINGS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$726.34		
SAPULPA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$642.90		

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Health Care and Self-Insurance in Alphabetical Order by Municipal Name

Municipality	EMPLOYEE HEALTH CARE			SELF-INSURED			Total monthly health premium cost per employee	City pays	Comment
	Indemnity	Indemnity PPO	HMO	Health	Workers Comp	Liability			
SPENCER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$564.00		
TAHLEQUAH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$691.00	\$641.00	
THE VILLAGE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$770.14	\$770.14	Employee \$622.10/family. City pays \$1866.34 family. Premium includes dental and \$25,000 life for employee. Dependent also includes \$5,000 life for spouse, \$2,000 for children
TULSA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
TUTTLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$398.00	\$398.00	
WEATHERFORD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		\$434.66	
WYNNEWOOD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$698.08	\$698.08	
YUKON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$605.51		negotiated

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Dependent Health Care, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of dependent health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
ADA	Part	Family Plan \$1599 EE Share:\$399 City Share:\$1200	Part		No	Yes	Yes	1 1/2 annual earnings + \$25,000	100%
ARDMORE	Part				No	Yes	Yes	\$30,000	100%
BARTLESVILLE	Part	80/20 plan, medical & prescription coverage. PPO healthplan			No	Yes	Yes	2x annual Salary	\$20,000
BETHANY	Part				No	Yes	Yes	\$10,000	100%
BIXBY	Part	Same coverage as employee			No	Yes	Yes	\$20,000	100%
BROKEN ARROW	Part	\$600 deductible out of network 60/40 if PPO network used; 80/20. \$400.00			No	Yes	Yes	1x Annual Salary	94%
CATOOSA	Part				Yes	Yes	Yes	\$10,000	100%
CHOCTAW	Part	Full medical with deductibles, prescriptions & vision			No	Yes	Yes	\$25,000	100%
CLAREMORE	Part				No	Yes	Yes	\$25,000	100%
COWETA	Part				Yes	No	Yes	\$15,000	100%
CRESCENT					No	Yes	Yes	\$100,000	100%
CUSHING		Employee pays \$100/month for dependent healthcare.			No	Yes	Yes	\$50,000 life insurance, \$50,000 AD&D. City pays a portion of Dental.	
DAVIS					No	No	No		
DEL CITY	Part	Medical, Dental, Life, Optional Vision			No	Yes	Yes	\$60,000	
EDMOND	Part	Tiers include: Employee Only, Employee +child, Employee +spouse, Employee + Family			Yes	Yes	Yes	\$2500	100%
ELK CITY	Part	Medical/Dental/Vision/Prescription			Yes	Yes	Yes	3 times employee salary	100%
EUFAULA					No	Yes	Yes	\$15,000	100%
GLENPOOL					No	Yes	Yes	\$200,000	100%
GROVE	Part				Yes	Yes	Yes	\$100,000 + voluntary	100%
GUTHRIE					No	Yes	Yes	\$50,000 - \$100,000	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Dependent Health Care, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of dependent health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
GUYMON	Part	500.00 deductible-2500.00-co-pay 20.00			No	Yes	Yes	\$50,000	100%
IDABEL					No	Yes	Yes		100%
KINGFISHER	Part			BCBS Medical (OPEHW)	Yes	Yes	No	\$25,000	100%
MARLOW		Above includes Health, Vision, Dental, \$30,000 Life			No	No	Yes	\$30,000	100%
MIDWEST CITY	Part	\$25 office visit copay, \$1000 deductible, pays for eye exam each year and \$200 eyewear every 2 years. Dental pays \$1000 max per year and \$1000 lifetime max orthodontics up to age 19.\$100 deductible	Part		No	Yes	Yes	\$50,000 with double indemnity	\$16
MUSKOGEE		City pays no part of dependent health care.			No	Yes	Yes	1X annual salary	100%
MUSTANG	Part	The EE pays \$100 per month for EE/Child coverage or Family coverage if the spouse does not work, is retired or does not have insurance at their workplace.	Part		Yes	Yes	Yes	\$30,000	100%
		EE's pay \$200 (FOP) or \$300 (Fire/General) per month if the spouse has an offer of coverage from their employer.							
OKLAHOMA CITY	Part				No	Yes	Yes	\$10,000 life Insurance coverage	
OWASSO	Part	Coverage for dependent is the same as the employee.			No	Yes	Yes	\$30,000	100%
PAULS VALLEY					No	Yes	Yes		
PERKINS					No	Yes	Yes	\$15,000, paid	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Police Department - Dependent Health Care, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of dependent health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Max coverage	City pays what amount?
PERRY	Part	Family coverage is \$1969.40 per month. The employee pays \$290 per month of the premium. The remaining \$1679.40 is paid by the employer			No	No	Yes	\$10,000	100%
PRYOR CREEK	Part	City pays 100% of dependent coverage up to \$1,500.00 per month.			Yes	Yes	Yes	2500	100%
PURCELL					Yes	Yes	Yes	1 x annual salary - life	
SALLISAW	Part	MEDICAL, DENTAL, VISION, AND LIFE,APL			No	Yes	Yes	\$20,000	100%
SAND SPRINGS	Part				Yes	Yes	Yes	1 x annual salary	100%
SAPULPA	Part				No	Yes	Yes	1 x salary	100%
SPENCER					No	No	No		
TAHLEQUAH	Part	EE=\$25.00 EE Spouse = \$540.00 EE Child(ren) = \$335.00 EE Fam = \$605.00	Part		No	Yes	Yes	\$10,000	100%
THE VILLAGE	Part				No	Yes	Yes	\$25,000	100%
TULSA		see above			No	No	No		
TUTTLE	Part		Part		No	Yes	Yes	\$50,000	100%
WEATHERFORD					Yes	Yes	Yes	\$40,000	100%
WYNNEWOOD					No	Yes	Yes	\$50,000	100%
YUKON	Part				Yes	Yes	Yes	Family \$1,358.00 total	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Pension Information in Alphabetical Order by Municipal Name

Municipality	Retirement System	Defined benefit plan?	Defined contribution?	City pays what percent?	Employee pays what percent?	Vesting period
ADA	OK Police Pension and Retirement System	Yes	No	13	8	10
ARDMORE	OK Police Pension and Retirement System	Yes	No	13	8	10
BARTLESVILLE	OK Police Pension and Retirement System	No	Yes	13	8	20
BETHANY	OK Police Pension and Retirement System	Yes	No	13	8	10
BIXBY	OK Police Pension and Retirement System	Yes	No	13	8	10
BROKEN ARROW	OK Police Pension and Retirement System	Yes	No	13	8	10
CATOOSA	OK Police Pension and Retirement System	Yes	No	13	8	10
CHOCTAW	OK Police Pension and Retirement System	Yes	No	13	8	
CLAREMORE	OK Police Pension and Retirement System	Yes	No	17	4	10
COWETA	OK Police Pension and Retirement System	Yes	No	13	8	
CRESCENT	OK Police Pension and Retirement System	No	Yes	13	8	
CUSHING	OK Police Pension and Retirement System	No	Yes	13	8	20
DAVIS	OK Police Pension and Retirement System	No	No	13	8	
DEL CITY	OK Police Pension and Retirement System	Yes	No	13	8	7
EDMOND	OK Police Pension and Retirement System	No	Yes	13	8	10
ELK CITY	OK Police Pension and Retirement System	No	Yes	13	8	10
EUFAULA	OK Police Pension and Retirement System	Yes	No	13	8	10
GLENPOOL	OK Police Pension and Retirement System	Yes	No	13	8	10
GROVE	OK Police Pension and Retirement System	Yes	No	13	8	
GUTHRIE	OK Police Pension and Retirement System	Yes	No	13	8	10
GUYMON	OK Police Pension and Retirement System	Yes	No	13	8	10
IDABEL	OK Police Pension and Retirement System	No	Yes	13	8	
KINGFISHER	OK Police Pension and Retirement System	No	Yes	13	8	
MARLOW	OK Police Pension and Retirement System	No	Yes	13	8	
MIDWEST CITY	OK Police Pension and Retirement System	Yes	No	13	8	20
MUSKOGEE	OK Police Pension and Retirement System	Yes	No	13	8	10
MUSTANG	OK Police Pension and Retirement System	Yes	No	13	8	10
OKLAHOMA CITY	OK Police Pension and Retirement System	Yes	No	13	8	10
OWASSO	OK Police Pension and Retirement System	Yes	No	13	8	10
PAULS VALLEY	OK Police Pension and Retirement System	No	Yes	13	8	5
PERKINS	OK Police Pension and Retirement System	Yes	No	13	8	10

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Police Department Pension Information in Alphabetical Order by Municipal Name

Municipality	Retirement System	Defined benefit plan?	Defined contribution?	City pays what percent?	Employee pays what percent?	Vesting period
PERRY	OK Police Pension and Retirement System	Yes	No	13	8	10
PRYOR CREEK	OK Police Pension and Retirement System	Yes	No	13	8	5
PURCELL	OK Police Pension and Retirement System	Yes	No	13	8	10
SALLISAW	OK Police Pension and Retirement System	Yes	No	13	8	10
SAND SPRINGS	OK Police Pension and Retirement System	Yes	No	13	8	10
SAPULPA	OK Police Pension and Retirement System	Yes	No	13	8	10
SPENCER	OK Police Pension and Retirement System	Yes	No			
TAHLEQUAH	OK Police Pension and Retirement System	No	Yes	13	8	
THE VILLAGE	OK Police Pension and Retirement System	Yes	No	13	8	10
TULSA	OK Police Pension and Retirement System	No	No			20
TUTTLE	OK Police Pension and Retirement System	Yes	No	13	8	10
WEATHERFORD	OK Police Pension and Retirement System	Yes	No	13	8	10
WYNNEWOOD	Nationwide (JP Morgan Chase)	No	Yes	6	2	
YUKON	OK Police Pension and Retirement System	No	Yes	13	8	10

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Deputy Chief, Captain - in Alphabetical Order by Municipal Name

Municipality	Deputy Chief (Asst)						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	3	\$56,074	\$78,442	\$77,480			6	\$52,088	\$72,867	\$66,996		
ARDMORE							3	\$57,372	\$83,762	\$70,567	12	
BARTLESVILLE	3	\$84,701	\$97,960	\$88,758	5		15	\$75,917	\$86,603	\$76,527	6	
BETHANY	1	\$65,647	\$101,059		12	11	3	\$60,774	\$79,991		8	7
BIXBY	1			\$95,000			6			\$75,069		
BROKEN ARROW	3	\$132,366	\$141,380	\$136,599	3		25	\$83,047	\$106,311	\$106,161	8	
CATOOSA	1			\$73,578			3			\$47,155		
CHOCTAW	1			\$71,940			3			\$52,970		
CLAREMORE	1	\$82,070	\$89,759	\$86,460	10		11	\$66,865	\$73,824		8	
COWETA	1			\$55,852			3	\$50,327	\$74,049	\$66,765	18	
CRESCENT	1	\$0	\$0									
CUSHING	1	\$59,562	\$70,000	\$68,500	8		3	\$56,113	\$61,113	\$61,113	4	
DEL CITY	1	\$76,897	\$103,480	\$101,899	10	9	6	\$76,847	\$107,244	\$77,255	4	4
EDMOND	2	\$110,668	\$167,314	\$163,792	9		15	\$87,785	\$138,989	\$123,887	9	
ELK CITY	1	\$41,433	\$52,021				3	\$40,333	\$48,378			
GLENPOOL	1	\$58,864	\$94,162	\$90,813			6	\$58,703	\$73,365			
GROVE	1	\$47,840	\$76,544	\$62,918			3	\$39,520	\$63,232	\$39,520		
GUTHRIE	3				11		6	\$64,821	\$91,379		11	
GUYMON	2	\$60,736	\$66,144				3	\$41,850	\$46,883			
IDABEL	1			\$42,605			3			\$40,988		
KINGFISHER							3	\$69,704	\$78,391			
MIDWEST CITY	3	\$119,657	\$127,160	\$127,160	4		18	\$101,669	\$117,241	\$117,241	8	
MUSKOGEE	3	\$67,975	\$76,997	\$75,203	2		30	\$53,640	\$72,087	\$62,676	3	
MUSTANG							3	\$90,317	\$97,663	\$97,663	3	
OKLAHOMA CITY	3	\$138,706	\$156,162	\$156,162	3	2	40	\$88,114	\$95,442	\$94,440	3	2
OWASSO	1	\$80,367	\$120,550	\$111,072			12	\$72,197	\$91,162	\$91,162	8	8
PAULS VALLEY	1			\$65,306			2	\$36,307	\$46,877	\$37,786	18	18
PERKINS	1			\$42,598								
PERRY	2	\$58,650	\$60,450									
PRYOR CREEK	1	\$78,868	\$78,868	\$78,868			4	\$40,010	\$56,059	\$56,059	4	7
PURCELL	1			\$75,754			3			\$49,415		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Deputy Chief, Captain - in Alphabetical Order by Municipal Name

Municipality	Deputy Chief (Asst)						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SAND SPRINGS	1	\$67,965	\$109,371	\$96,960	25		9	\$69,771	\$85,051	\$72,858	15	
SAPULPA	1			\$88,656			3	\$77,534	\$87,265	\$78,339	5	5
TAHLEQUAH	1	\$56,883	\$82,043	\$66,600			3	\$55,590	\$68,373			
THE VILLAGE	1	\$94,518	\$113,471		7	7	2	\$75,847	\$93,922		7	7
TULSA	4	\$103,482	\$121,382	\$121,382	4		142	\$78,118	\$91,665	\$91,665	4	
TUTTLE							1	\$64,800	\$89,698		12	
WEATHERFORD							3	\$56,062		\$59,800		
YUKON	1	\$89,565	\$126,651	\$122,720	12	11	5	\$67,199	\$112,682	\$84,084	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Deputy Chief, Captain - in Descending Population Order

Municipality	Deputy Chief (Asst)						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	3	\$138,706	\$156,162	\$156,162	3	2	40	\$88,114	\$95,442	\$94,440	3	2
TULSA	4	\$103,482	\$121,382	\$121,382	4		142	\$78,118	\$91,665	\$91,665	4	
BROKEN ARROW	3	\$132,366	\$141,380	\$136,599	3		25	\$83,047	\$106,311	\$106,161	8	
EDMOND	2	\$110,668	\$167,314	\$163,792	9		15	\$87,785	\$138,989	\$123,887	9	
MIDWEST CITY	3	\$119,657	\$127,160	\$127,160	4		18	\$101,669	\$117,241	\$117,241	8	
OWASSO	1	\$80,367	\$120,550	\$111,072			12	\$72,197	\$91,162	\$91,162	8	8
BARTLESVILLE	3	\$84,701	\$97,960	\$88,758	5		15	\$75,917	\$86,603	\$76,527	6	
MUSKOGEE	3	\$67,975	\$76,997	\$75,203	2		30	\$53,640	\$72,087	\$62,676	3	
BIXBY	1			\$95,000			6			\$75,069		
ARDMORE							3	\$57,372	\$83,762	\$70,567	12	
YUKON	1	\$89,565	\$126,651	\$122,720	12	11	5	\$67,199	\$112,682	\$84,084	12	11
SAPULPA	1			\$88,656			3	\$77,534	\$87,265	\$78,339	5	5
DEL CITY	1	\$76,897	\$103,480	\$101,899	10	9	6	\$76,847	\$107,244	\$77,255	4	4
BETHANY	1	\$65,647	\$101,059		12	11	3	\$60,774	\$79,991		8	7
MUSTANG							3	\$90,317	\$97,663	\$97,663	3	
SAND SPRINGS	1	\$67,965	\$109,371	\$96,960	25		9	\$69,771	\$85,051	\$72,858	15	
CLAREMORE	1	\$82,070	\$89,759	\$86,460	10		11	\$66,865	\$73,824		8	
ADA	3	\$56,074	\$78,442	\$77,480			6	\$52,088	\$72,867	\$66,996		
TAHLEQUAH	1	\$56,883	\$82,043	\$66,600			3	\$55,590	\$68,373			
GLENPOOL	1	\$58,864	\$94,162	\$90,813			6	\$58,703	\$73,365			
GUYMON	2	\$60,736	\$66,144				3	\$41,850	\$46,883			
CHOCTAW	1			\$71,940			3			\$52,970		
WEATHERFORD							3	\$56,062		\$59,800		
ELK CITY	1	\$41,433	\$52,021				3	\$40,333	\$48,378			
GUTHRIE	3				11		6	\$64,821	\$91,379		11	
COWETA	1			\$55,852			3	\$50,327	\$74,049	\$66,765	18	
THE VILLAGE	1	\$94,518	\$113,471		7	7	2	\$75,847	\$93,922		7	7
PRYOR CREEK	1	\$78,868	\$78,868	\$78,868			4	\$40,010	\$56,059	\$56,059	4	7
CUSHING	1	\$59,562	\$70,000	\$68,500	8		3	\$56,113	\$61,113	\$61,113	4	
CATOOSA	1			\$73,578			3			\$47,155		
TUTTLE							1	\$64,800	\$89,698		12	

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Deputy Chief, Captain - in Descending Population Order

Municipality	Deputy Chief (Asst)						Captain					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
IDABEL	1			\$42,605			3			\$40,988		
GROVE	1	\$47,840	\$76,544	\$62,918			3	\$39,520	\$63,232	\$39,520		
PURCELL	1			\$75,754			3			\$49,415		
PAULS VALLEY	1			\$65,306			2	\$36,307	\$46,877	\$37,786	18	18
KINGFISHER							3	\$69,704	\$78,391			
PERRY	2	\$58,650	\$60,450									
PERKINS	1			\$42,598								
CRESCENT	1	\$0	\$0									

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Lieutenant, Apparatus Driver - in Alphabetical Order by Municipal Name

Municipality	Lieutenant						Apparatus driver					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ARDMORE	3	\$64,541	\$94,278	\$79,410			10	\$50,650	\$71,306	\$60,928	11	
BARTLESVILLE							15	\$62,163	\$74,664	\$62,783	8	
BETHANY	2	\$68,214	\$89,773		8	7	6	\$50,894	\$72,454		10	9
BIXBY							6			\$62,822		
BROKEN ARROW	25	\$67,209	\$97,584	\$97,010	12							
CLAREMORE	11	\$56,798	\$62,717		8							
COWETA	3	\$45,079	\$67,982	\$62,855	17							
CUSHING	3	\$53,613	\$58,613	\$58,613	4							
DEL CITY							6	\$68,985	\$82,409	\$69,335	4	4
EDMOND	9	\$76,574	\$116,920	\$114,118	9		27	\$69,149	\$105,949	\$103,255	9	
ELK CITY	3	\$36,941	\$46,794				3	\$34,585	\$39,946			
GLENPOOL	4	\$53,356	\$66,695				3	\$48,506	\$60,632			
GUTHRIE	3	\$56,085	\$79,148		11			\$46,213	\$65,228			
GUYMON	3	\$38,501	\$43,909									
IDABEL							2	\$35,715	\$39,381	\$39,372		
KINGFISHER	3	\$57,932	\$63,564									
MIDWEST CITY	16	\$94,695	\$100,645	\$100,645	4		2	\$84,172	\$92,793	\$88,783	4	
MUSKOGEE							30	\$46,610	\$58,732	\$50,811	3	
MUSTANG	3	\$80,285	\$86,329	\$85,729	3		12	\$51,209	\$78,742	\$65,578	11	
OKLAHOMA CITY	244	\$87,111	\$89,283	\$88,886	2	1	23	\$82,017	\$85,859	\$82,017	3	2
OWASSO	12	\$57,751	\$82,641	\$82,641	12	12						
PAULS VALLEY	4	\$31,798	\$38,679	\$32,801	18	18						
PERRY	2	\$42,515	\$48,430									
PRYOR CREEK	3	\$38,923	\$52,569	\$52,569	4	7						
PURCELL	1			\$43,765								
SAND SPRINGS							9	\$58,676	\$71,526	\$62,899	15	
SAPULPA	12	\$62,192	\$69,998	\$65,980	7	7	12	\$52,902	\$65,062	\$56,123	12	12
TAHLEQUAH	3	\$52,008	\$63,918									
THE VILLAGE	2	\$70,527	\$87,335		7	7	6	\$61,893	\$77,364		7	7
TULSA							147	\$65,463	\$79,497	\$79,497	5	
WEATHERFORD	2			\$52,323			3		\$52,325	\$54,567		

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Lieutenant, Apparatus Driver - in Alphabetical Order by Municipal Name

Municipality	Lieutenant						Apparatus driver					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
YUKON	8	\$58,539	\$100,120	\$74,711	12	11	14	\$49,206	\$84,158	\$62,800	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Lieutenant, Apparatus Driver - in Descending Population Order

Municipality	Lieutenant						Apparatus driver					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	244	\$87,111	\$89,283	\$88,886	2	1	23	\$82,017	\$85,859	\$82,017	3	2
TULSA							147	\$65,463	\$79,497	\$79,497	5	
BROKEN ARROW	25	\$67,209	\$97,584	\$97,010	12							
EDMOND	9	\$76,574	\$116,920	\$114,118	9		27	\$69,149	\$105,949	\$103,255	9	
MIDWEST CITY	16	\$94,695	\$100,645	\$100,645	4		2	\$84,172	\$92,793	\$88,783	4	
OWASSO	12	\$57,751	\$82,641	\$82,641	12	12						
BARTLESVILLE							15	\$62,163	\$74,664	\$62,783	8	
MUSKOGEE							30	\$46,610	\$58,732	\$50,811	3	
BIXBY							6			\$62,822		
ARDMORE	3	\$64,541	\$94,278	\$79,410			10	\$50,650	\$71,306	\$60,928	11	
YUKON	8	\$58,539	\$100,120	\$74,711	12	11	14	\$49,206	\$84,158	\$62,800	12	11
SAPULPA	12	\$62,192	\$69,998	\$65,980	7	7	12	\$52,902	\$65,062	\$56,123	12	12
DEL CITY							6	\$68,985	\$82,409	\$69,335	4	4
BETHANY	2	\$68,214	\$89,773		8	7	6	\$50,894	\$72,454		10	9
MUSTANG	3	\$80,285	\$86,329	\$85,729	3		12	\$51,209	\$78,742	\$65,578	11	
SAND SPRINGS							9	\$58,676	\$71,526	\$62,899	15	
CLAREMORE	11	\$56,798	\$62,717		8							
TAHLEQUAH	3	\$52,008	\$63,918									
GLENPOOL	4	\$53,356	\$66,695				3	\$48,506	\$60,632			
GUYMON	3	\$38,501	\$43,909									
WEATHERFORD	2			\$52,323			3		\$52,325	\$54,567		
ELK CITY	3	\$36,941	\$46,794				3	\$34,585	\$39,946			
GUTHRIE	3	\$56,085	\$79,148		11			\$46,213	\$65,228			
COWETA	3	\$45,079	\$67,982	\$62,855	17							
THE VILLAGE	2	\$70,527	\$87,335		7	7	6	\$61,893	\$77,364		7	7
PRYOR CREEK	3	\$38,923	\$52,569	\$52,569	4	7						
CUSHING	3	\$53,613	\$58,613	\$58,613	4							
IDABEL							2	\$35,715	\$39,381	\$39,372		
PURCELL	1			\$43,765								
PAULS VALLEY	4	\$31,798	\$38,679	\$32,801	18	18						
KINGFISHER	3	\$57,932	\$63,564									

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Lieutenant, Apparatus Driver - in Descending Population Order

Municipality	Lieutenant						Apparatus driver					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
PERRY	2	\$42,515	\$48,430									

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Firefighter, Recruit/Probation - in Alphabetical Order by Municipal Name

Municipality	Firefighter						Recruit/Probation					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
ADA	19	\$46,085	\$64,470	\$57,174			2	\$30,430	\$45,650	\$37,032		
ARDMORE	13	\$41,761	\$58,908	\$50,334	11		1	\$37,389	\$83,786	\$70,587		
BARTLESVILLE	33	\$45,573	\$61,210	\$48,020	13							
BETHANY	7	\$43,724	\$62,235		10	9						
BIXBY	15			\$47,663			10			\$39,088		
BROKEN ARROW	106	\$53,693	\$79,120	\$53,912	12			\$49,455	\$49,455		1	
CATOOSA	6			\$47,994			0					
CHOCTAW	6			\$36,875								
CLAREMORE	13	\$39,470	\$53,461		13		1	\$37,369	\$37,369			
COWETA	12	\$41,862	\$65,251	\$42,487	20		3	\$40,335	\$40,335	\$40,335		
CRESCENT	16	\$0	\$0									
CUSHING	12	\$48,482	\$52,113	\$52,113	4		6	\$41,247	\$43,253	\$43,253	2	
DEL CITY	16	\$52,678	\$64,734	\$54,250	8	9	4	\$51,106	\$51,106	\$51,106	1	1
EDMOND	51	\$63,562	\$97,696	\$78,969	9		12	\$42,160	\$42,160			
ELK CITY	6	\$28,271	\$35,790									
GLENPOOL	7	\$38,088	\$43,525									
GROVE	1	\$35,360	\$56,576	\$35,360								
GUTHRIE	18	\$38,176	\$57,716		15							
GUYMON	15	\$30,950	\$37,419									
IDABEL	4	\$34,893	\$38,248									
KINGFISHER	6	\$47,184	\$56,398				6			\$45,000		
MARLOW	3	\$40,768	\$43,680									
MIDWEST CITY	39	\$52,007	\$86,231	\$86,231	11		0	\$49,499	\$49,499		1	
MUSKOGEE	22	\$40,214	\$48,725	\$45,552	2		5	\$40,942	\$40,942	\$40,942	1	
MUSTANG	2	\$45,683	\$64,914	\$45,683			0	\$39,788	\$41,362			
OKLAHOMA CITY	117	\$51,344	\$74,897	\$53,766	10	9	118	\$42,512	\$49,799	\$46,082	2	1
OWASSO	30	\$46,146	\$78,702	\$58,728	12	12	5	\$44,649	\$55,003	\$44,649	1	1
PRYOR CREEK	12	\$37,872	\$51,169	\$46,062	4	7						
PURCELL	8	\$36,159	\$48,947									
SALLISAW	1	\$33,949	\$44,295	\$44,295	10	8						
SAND SPRINGS	13	\$48,601	\$64,128	\$52,619	16		1	\$42,588	\$45,864	\$44,044	1	

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Firefighter, Recruit/Probation - in Alphabetical Order by Municipal Name

Municipality	Firefighter						Recruit/Probation					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
SAPULPA	17	\$41,527	\$54,184		12	12	3			\$40,000		
TAHLEQUAH	11	\$40,913	\$51,338				2		\$37,564			
THE VILLAGE	6	\$45,250	\$54,306		4	4						
TULSA	315	\$50,186	\$71,683	\$58,730	8			\$45,614				
WEATHERFORD	6		\$43,355	\$50,830			1		\$40,365	\$38,870		
YUKON	9	\$43,887	\$75,060	\$56,011	12	11	3	\$69,175	\$118,314	\$88,288	12	11

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Firefighter, Recruit/Probation - in Descending Population Order

Municipality	Firefighter						Recruit/Probation					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
OKLAHOMA CITY	117	\$51,344	\$74,897	\$53,766	10	9	118	\$42,512	\$49,799	\$46,082	2	1
TULSA	315	\$50,186	\$71,683	\$58,730	8			\$45,614				
BROKEN ARROW	106	\$53,693	\$79,120	\$53,912	12			\$49,455	\$49,455		1	
EDMOND	51	\$63,562	\$97,696	\$78,969	9		12	\$42,160	\$42,160			
MIDWEST CITY	39	\$52,007	\$86,231	\$86,231	11		0	\$49,499	\$49,499		1	
OWASSO	30	\$46,146	\$78,702	\$58,728	12	12	5	\$44,649	\$55,003	\$44,649	1	1
BARTLESVILLE	33	\$45,573	\$61,210	\$48,020	13							
MUSKOGEE	22	\$40,214	\$48,725	\$45,552	2		5	\$40,942	\$40,942	\$40,942	1	
BIXBY	15			\$47,663			10			\$39,088		
ARDMORE	13	\$41,761	\$58,908	\$50,334	11		1	\$37,389	\$83,786	\$70,587		
YUKON	9	\$43,887	\$75,060	\$56,011	12	11	3	\$69,175	\$118,314	\$88,288	12	11
SAPULPA	17	\$41,527	\$54,184		12	12	3			\$40,000		
DEL CITY	16	\$52,678	\$64,734	\$54,250	8	9	4	\$51,106	\$51,106	\$51,106	1	1
BETHANY	7	\$43,724	\$62,235		10	9						
MUSTANG	2	\$45,683	\$64,914	\$45,683			0	\$39,788	\$41,362			
SAND SPRINGS	13	\$48,601	\$64,128	\$52,619	16		1	\$42,588	\$45,864	\$44,044	1	
CLAREMORE	13	\$39,470	\$53,461		13		1	\$37,369	\$37,369			
ADA	19	\$46,085	\$64,470	\$57,174			2	\$30,430	\$45,650	\$37,032		
TAHLEQUAH	11	\$40,913	\$51,338				2		\$37,564			
GLENPOOL	7	\$38,088	\$43,525									
GUYMON	15	\$30,950	\$37,419									
CHOCTAW	6			\$36,875								
WEATHERFORD	6		\$43,355	\$50,830			1		\$40,365	\$38,870		
ELK CITY	6	\$28,271	\$35,790									
GUTHRIE	18	\$38,176	\$57,716		15							
COWETA	12	\$41,862	\$65,251	\$42,487	20		3	\$40,335	\$40,335	\$40,335		
THE VILLAGE	6	\$45,250	\$54,306		4	4						
PRYOR CREEK	12	\$37,872	\$51,169	\$46,062	4	7						
SALLISAW	1	\$33,949	\$44,295	\$44,295	10	8						
CUSHING	12	\$48,482	\$52,113	\$52,113	4		6	\$41,247	\$43,253	\$43,253	2	
CATOOSA	6			\$47,994			0					

* Most Frequent Rate of Pay (per year) ** Number of steps to reach maximum pay *** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Firefighter, Recruit/Probation - in Descending Population Order

Municipality	Firefighter						Recruit/Probation					
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***
IDABEL	4	\$34,893	\$38,248									
GROVE	1	\$35,360	\$56,576	\$35,360								
PURCELL	8	\$36,159	\$48,947									
KINGFISHER	6	\$47,184	\$56,398				6			\$45,000		
MARLOW	3	\$40,768	\$43,680									
CRESCENT	16	\$0	\$0									

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Fire Marshal, Employee Count, Stations - in Alphabetical Order by Muni Name

Municipality	Fire Marshal						Total number of employees in the fire department	Number of fire stations
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***		
ADA	1	\$68,540	\$102,820	\$83,484			32	2
ARDMORE	1	\$57,389	\$83,786	\$70,587	11		33	3
BARTLESVILLE	1	\$82,659	\$100,693	\$82,659	9		71	4
BETHANY							20	1
BIXBY	1			\$82,882			42	2
BROKEN ARROW	1	\$87,458	\$125,517	\$125,517			177	7
CATOOSA							11	2
CHOCTAW				\$34,698			9	3
CLAREMORE	1	\$74,155	\$80,267		9		45	3
COWETA	1	\$49,920	\$71,760	\$55,640			24	1
CRESCENT							17	1
CUSHING							27	1
DAVIS							25	
DEL CITY	2	\$76,897	\$103,480	\$94,189	4	4	34	2
EDMOND	1	\$98,811	\$145,929	\$145,989	9		146	5
ELK CITY							21	1
EUFULA							21	3
GLENPOOL	1	\$68,994	\$87,776	\$71,406			28	1
GROVE	1	\$37,440	\$59,904	\$39,312			28	2
GUTHRIE					11		30	1
GUYMON							23	2
IDABEL							10	1
KINGFISHER							19	1
MARLOW							4	1
MIDWEST CITY	1	\$119,657	\$127,160	\$127,160	4		85	6
MUSKOGEE	1	\$57,520	\$76,997	\$66,392	2		94	6
MUSTANG	1	\$90,317	\$97,663				24	1
OKLAHOMA CITY					3	2	1016	36
OWASSO	1	\$89,696	\$105,974	\$105,974	6	6	70	4
PAULS VALLEY							8	1
PERKINS							0	2

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Fire Marshal, Employee Count, Stations - in Alphabetical Order by Muni Name

Municipality	Fire Marshal						Total number of employees in the fire department	Number of fire stations
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***		
PERRY	1			\$64,350			13	1
PRYOR CREEK							33	2
PURCELL	1			\$65,978			15	2
SALLISAW							2	2
SAND SPRINGS	1	\$69,097	\$91,172	\$75,836	15		36	2
SAPULPA	2	\$85,514	\$93,443		4	4	53	4
SPENCER							7	1
TAHLEQUAH	1	\$55,529	\$67,321				22	2
THE VILLAGE	1	\$81,964	\$99,816		7	7	21	1
TULSA	1	\$118,002	\$138,390	\$138,390	4		742	30
TUTTLE	1	\$55,190	\$76,935		12		16	2
WEATHERFORD	1			\$66,040			17	1
WYNNEWOOD								1
YUKON	1	\$69,175	\$118,314	\$118,314	12	11	45	2

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Fire Marshall, Employee Count, Stations - in Descending Population Order

Municipality	Fire Marshall						Total number of employees in the fire department	Number of fire stations	Data listed is for	
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***			last year	this year
OKLAHOMA CITY					3	2	1016	36	<input type="checkbox"/>	<input type="checkbox"/>
TULSA	1	\$118,002	\$138,390	\$138,390	4		742	30	<input type="checkbox"/>	<input type="checkbox"/>
BROKEN ARROW	1	\$87,458	\$125,517	\$125,517			177	7	<input type="checkbox"/>	<input checked="" type="checkbox"/>
EDMOND	1	\$98,811	\$145,929	\$145,989	9		146	5	<input type="checkbox"/>	<input type="checkbox"/>
MIDWEST CITY	1	\$119,657	\$127,160	\$127,160	4		85	6	<input type="checkbox"/>	<input checked="" type="checkbox"/>
OWASSO	1	\$89,696	\$105,974	\$105,974	6	6	70	4	<input type="checkbox"/>	<input type="checkbox"/>
BARTLESVILLE	1	\$82,659	\$100,693	\$82,659	9		71	4	<input type="checkbox"/>	<input type="checkbox"/>
MUSKOGEE	1	\$57,520	\$76,997	\$66,392	2		94	6	<input type="checkbox"/>	<input type="checkbox"/>
BIXBY	1			\$82,882			42	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ARDMORE	1	\$57,389	\$83,786	\$70,587	11		33	3	<input type="checkbox"/>	<input type="checkbox"/>
YUKON	1	\$69,175	\$118,314	\$118,314	12	11	45	2	<input type="checkbox"/>	<input type="checkbox"/>
SAPULPA	2	\$85,514	\$93,443		4	4	53	4	<input type="checkbox"/>	<input type="checkbox"/>
DEL CITY	2	\$76,897	\$103,480	\$94,189	4	4	34	2	<input type="checkbox"/>	<input type="checkbox"/>
BETHANY							20	1	<input type="checkbox"/>	<input type="checkbox"/>
MUSTANG	1	\$90,317	\$97,663				24	1	<input type="checkbox"/>	<input type="checkbox"/>
SAND SPRINGS	1	\$69,097	\$91,172	\$75,836	15		36	2	<input type="checkbox"/>	<input type="checkbox"/>
CLAREMORE	1	\$74,155	\$80,267		9		45	3	<input type="checkbox"/>	<input type="checkbox"/>
ADA	1	\$68,540	\$102,820	\$83,484			32	2	<input type="checkbox"/>	<input type="checkbox"/>
TAHLEQUAH	1	\$55,529	\$67,321				22	2	<input type="checkbox"/>	<input type="checkbox"/>
GLENPOOL	1	\$68,994	\$87,776	\$71,406			28	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
GUYMON							23	2	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CHOCTAW				\$34,698			9	3	<input type="checkbox"/>	<input type="checkbox"/>
WEATHERFORD	1			\$66,040			17	1	<input type="checkbox"/>	<input type="checkbox"/>
ELK CITY							21	1	<input type="checkbox"/>	<input type="checkbox"/>
GUTHRIE					11		30	1	<input type="checkbox"/>	<input type="checkbox"/>
COWETA	1	\$49,920	\$71,760	\$55,640			24	1	<input type="checkbox"/>	<input type="checkbox"/>
THE VILLAGE	1	\$81,964	\$99,816		7	7	21	1	<input type="checkbox"/>	<input type="checkbox"/>
PRYOR CREEK							33	2	<input type="checkbox"/>	<input type="checkbox"/>
SALLISAW							2	2	<input type="checkbox"/>	<input type="checkbox"/>
CUSHING							27	1	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CATOOSA							11	2	<input type="checkbox"/>	<input type="checkbox"/>

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Fire Marshall, Employee Count, Stations - in Descending Population Order

Municipality	Fire Marshall						Total number of employees in the fire department	Number of fire stations	Data listed is for	
	Nbr	Minimum	Maximum	MFRP*	Steps**	Years***			last year	this year
TUTTLE	1	\$55,190	\$76,935		12		16	2	<input type="checkbox"/>	<input type="checkbox"/>
IDABEL							10	1	<input type="checkbox"/>	<input type="checkbox"/>
GROVE	1	\$37,440	\$59,904	\$39,312			28	2	<input type="checkbox"/>	<input type="checkbox"/>
PURCELL	1			\$65,978			15	2	<input type="checkbox"/>	<input type="checkbox"/>
PAULS VALLEY							8	1	<input type="checkbox"/>	<input type="checkbox"/>
KINGFISHER							19	1	<input type="checkbox"/>	<input type="checkbox"/>
PERRY	1			\$64,350			13	1	<input type="checkbox"/>	<input type="checkbox"/>
MARLOW							4	1	<input type="checkbox"/>	<input type="checkbox"/>
SPENCER							7	1	<input type="checkbox"/>	<input type="checkbox"/>
PERKINS							0	2	<input type="checkbox"/>	<input type="checkbox"/>
DAVIS							25		<input type="checkbox"/>	<input type="checkbox"/>
EUFAULA							21	3	<input type="checkbox"/>	<input type="checkbox"/>
WYNNEWOOD								1	<input type="checkbox"/>	<input type="checkbox"/>
CRESCENT							17	1	<input type="checkbox"/>	<input type="checkbox"/>

* Most Frequent Rate of Pay (per year)

** Number of steps to reach maximum pay

*** Number of years to reach maximum pay

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department Volunteer Firefighter Information - in Alphabetical Order by Muni Name

Municipality	Volunteer compensation	Volunteer insurance	Volunteer expenses
ARDMORE	No	No	No
BROKEN ARROW	No	Workers' Compensation	
CATOOSA	5 Volunteers - Compensation Varies	No	Uniforms
COWETA	\$15	NONE	NONE
CRESCENT	\$0	Compsource & OK Firefighters Pension & Retirement System	
GLENPOOL	\$12.00 per run & training session		\$2,700 to outfit a new volunteer. \$800 to \$1,000 in initial education.
GROVE	\$15/run, min wage paid for shift work, unless FFII receive \$9/hr for shift work		
GUYMON	\$9.27 1st hr. per run.		
IDABEL	\$13 per fire call out		
KINGFISHER	\$7.25 per hour		
MARLOW	\$10 person		
MUSTANG	\$600 per month divided between the volunteers who run calls		
PAULS VALLEY	\$15 per run		
PERKINS	\$24/ capt \$20/ volunteer	Workmen's Comp; Liability	Firefighters Pension Fund \$60/yr
PERRY	\$56-91 per month		
PRYOR CREEK	\$16.00 per fire run		
PURCELL	\$50.00/\$100.00 runs 1 shift		
SALLISAW	\$7130.65/year +\$180/ years of service	no	
SPENCER	\$8/hr for limited reason/Entry to Fire Pension Retirement	Workman's Comp.	
TAHLEQUAH	\$95.25		\$40/month clothing & travel allowance

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department Volunteer Firefighter Information - in Alphabetical Order by Muni Name

Municipality	Volunteer compensation	Volunteer insurance	Volunteer expenses
TUTTLE	\$25/call	No	No
WEATHERFORD	\$10.00 for meetings \$13.00 per call		
WYNNEWOOD	\$10.00 per fire		

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Firefighter Bargaining Unit - in Alphabetical Order by Municipal Name

Municipality	Bargaining unit?	Name of the firefighter bargaining unit	Certification date	Has the contract for this year been settled?	Date of the contract	Change in pay*	
						Last Year	This Year
ADA	Yes	IAFF Local #2298	4/1/1974	Yes	7/1/2023	Increase 4%	Increase 1%
ARDMORE	No	IAFF Local #1991	7/1/2022		7/1/2022		Increase 5%
BARTLESVILLE	Yes	IAFF Local #200		No	7/1/2023		
BETHANY	Yes	IAFF	11/19/1979	No	7/1/2020		
BIXBY	No	IAFF Local #2651	7/1/1978		7/13/2020		
BROKEN ARROW	Yes	IAFF	7/1/2011	No	7/1/2021	Increase 3%	
CATOOSA	Yes	Local #4798	5/21/2010	Yes	7/1/2021	Increase 3%	No Change
CHOCTAW	No	IAFF #5114			7/1/2022		Increase 4%
CLAREMORE	No	Local #1077			7/1/2022	No Change	No Change
COWETA	No	IAF Local #3483			7/1/2022	5.8%	4%
CRESCENT	No						
CUSHING	No	IAFF	7/1/2015		7/1/2021		
DAVIS	No						
DEL CITY	Yes	IAFF	9/9/1992	Yes	7/1/2022		
EDMOND	Yes	IAFF		Yes	7/1/2019	Increase 1%	
ELK CITY	No						
EUFULA	No						
GLENPOOL	Yes	IAFF Local #2990	7/2/1985	Yes	7/1/2021		
GROVE	No						
GUTHRIE	Yes	IAFF Local #2145	7/1/1992	Yes	10/1/2020		
GUYMON	Yes	PFFD #4256	3/29/2003	No	1/1/2023	Increase 3%	
IDABEL	No	Local #3844					Increase 6%
KINGFISHER	No	Kingfisher Local 3434			7/1/2022	Increase 4%	Increase
MARLOW	No				7/2/2023		
MIDWEST CITY	Yes	IAFF Local #2066		Yes	7/1/2022	Increase 4.4%	Increase 6%
MUSKOGEE	Yes	IAFF		Yes	7/1/2020		
MUSTANG	Yes	IAFF Local #4383	9/8/2004	Yes	7/1/2022		Increase 6%
OKLAHOMA CITY	Yes	IAFF		Yes	7/1/2022	Increase 3.47%	Increase 4.86%
OWASSO	No	IAFF #2789			5/28/2021	Increase 3%	Increase 2.5%
PAULS VALLEY	Yes	IAFF Local 4455	7/1/2015	Yes	7/1/2022		
PERKINS	No						
PERRY	Yes	Perry Professional Firefighters, Local #4242		Yes	7/1/2015		

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Firefighter Bargaining Unit - in Alphabetical Order by Municipal Name

Municipality	Bargaining unit?	Name of the firefighter bargaining unit	Certification date	Has the contract for this year been settled?	Date of the contract	Change in pay*	
						Last Year	This Year
PRYOR CREEK	Yes	IAFF Local #3567		Yes	7/1/2022		Increase 4%
PURCELL	No	IAFF Local #3596	9/20/1994		7/1/2021	Increase 4.2%	Increase 9.1%
SALLISAW	No						Increase 3%
SAND SPRINGS	Yes	IAFF Local #2173	7/1/2019	Yes	7/1/2021		
SAPULPA	Yes	IAFF # 194		Yes	7/1/2023		Increase 11%
SPENCER	No	IAFF Local 4050	1/1/2000		1/1/2007		
TAHLEQUAH	Yes	IAFF Local #4099	7/1/2022	Yes	7/1/2022		
THE VILLAGE	No	IAFF Local #3958	7/16/1999		7/1/2020		
TULSA	Yes	IAFF Local #176		Yes	7/31/2019		
TUTTLE	No	IAFF Local #5017	11/1/2014		1/1/2023	Increase	16%
WEATHERFORD	Yes	Weatherford Firefighters Local #4236	1/10/2003	No	1/1/2009		
WYNNEWOOD	No						
YUKON	No	IAFF	7/1/2022		7/1/2022	No Change	No Change

* Increase or decrease 0% may indicate that change cannot be expressed as a simple percentage.

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Firefighter Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	Maximum time	Paid by city?	Dues deducted?	Annual service fee?
ADA	Yes	No	Yes	34 Hours	Yes	Yes	No
ARDMORE	No	No	No		No	Yes	No
BARTLESVILLE	Yes	Yes	Yes	36 Hours	Yes	Yes	No
BETHANY	Yes	Yes	Yes	5 shifts/year for 3 executive board members	Yes	Yes	Yes
BIXBY	Yes	Yes	Yes		No	No	No
BROKEN ARROW	Yes	Yes	No		Yes	Yes	No
CATOOSA	Yes	Yes	Yes		No	Yes	No
CHOCTAW	Yes	Yes	No		No	Yes	No
CLAREMORE	No	No	Yes		Yes	Yes	No
COWETA	Yes	No	No		No	Yes	No
CRESCENT	No	No	No		No	No	No
CUSHING	Yes	Yes	No		Yes	Yes	No
DAVIS	No	No	No		No	No	No
DEL CITY	No	No	No		No	Yes	Yes
EDMOND	Yes	Yes	Yes	250 hours per year	Yes	Yes	No
ELK CITY	No	No	No		No	No	No
EUFAULA	No	No	No		No	No	No
GLENPOOL	Yes	Yes	Yes	5 days	Yes	Yes	No
GROVE	No	No	No		No	No	No
GUTHRIE	Yes	No	No		No	Yes	Yes
GUYMON	Yes	Yes	Yes	96 hours per fiscal year	Yes	Yes	No
IDABEL	No	No	No		No	No	No
KINGFISHER	No	No	No		No	Yes	No
MARLOW	No	No	No		No	No	No
MIDWEST CITY	Yes	Yes	Yes	240 hours	Yes	Yes	Yes
MUSKOGEE	Yes	Yes	Yes		Yes	Yes	No
MUSTANG	No	No	No		No	Yes	No
OKLAHOMA CITY	Yes	Yes	Yes		Yes	Yes	Yes
OWASSO	No	No	No		No	Yes	No
PAULS VALLEY	Yes	Yes	Yes	2 shifts per year	Yes	Yes	No
PERKINS	No	No	No		No	No	No
PERRY	No	No	No		No	Yes	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Firefighter Union Leave - in Alphabetical Order by Municipal Name

Municipality	Union leave negotiating?	Grievance?	Meeting?	Maximum time	Paid by city?	Dues deducted?	Annual service fee?
PRYOR CREEK	Yes	No	Yes	96 hours	Yes	Yes	No
PURCELL	No	No	No		No	Yes	No
SALLISAW	No	No	No		No	No	No
SAND SPRINGS	Yes	No	Yes		No	Yes	No
SAPULPA	Yes	Yes	Yes	15 Shifts	Yes	Yes	No
SPENCER	No	Yes	No		No	Yes	No
TAHLEQUAH	Yes	No	No		No	Yes	No
THE VILLAGE	Yes	No	Yes	96 hours per year	Yes	Yes	No
TULSA	Yes	Yes	Yes		Yes	Yes	No
TUTTLE	No	No	Yes		No	Yes	Yes
WEATHERFORD	No	No	Yes	144 hours	Yes	Yes	No
WYNNEWOOD	No	No	No		No	No	No
YUKON	Yes	Yes	Yes	160 hours	Yes	Yes	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Time Off - in Alphabetical Order by Municipal Name

Municipality	Annual hours worked	Vacation days after:					Annual Holidays		Annual Floating Holidays		Annual Time Off	
		1 year	5 years	10 years	15 years	20 years	Shifts	Hours	Shifts	Hours	Shifts	Hours
ADA	2,922	13	16	18	19	19						
ARDMORE	2,912	15	18	21	24	30	6	144				
BARTLESVILLE	2,912	12	15	15	18	21						
BETHANY	2,920	12	15	18	21	21			13	312		
BIXBY	2,756	13	13	15	17	17	12		1			
BROKEN ARROW	2,912	15	16	17	18	19						
CATOOSA	2,756	5	5	7	9	9	12	96				
CHOCTAW	2,912	12	15	15	18.75	18.75		120	1	24		
CLAREMORE	2,756	15	21	30	36	42	12					
COWETA	2,912	10	14	17	20	22		264				
CRESCENT												
CUSHING	2,755	10	15	15	20	20	11	132				
DAVIS												
DEL CITY	2,912	15	20	20	20	20	12	264				
EDMOND	2,912	6	7	8	9	10	12	288				
ELK CITY		6	6	6	6	6	6					
EUFAULA												
GLENPOOL	2,756	10	10	15	20	20	12	288			3	72
GROVE	2,080	12	15	18	21	24	13					
GUTHRIE	2,912	9	10	11	12		13	192				
GUYMON	2,766	16	21	27	36	36	11					
IDABEL	2,763	8	9	10	11	12		144				
KINGFISHER	2,912	6	9	14	14	14			8			
MARLOW	2,750	10	15	20	20	20	11		1			
MIDWEST CITY	2,912	19.6	24.1475	28.665	33.125	37.66		240				
MUSKOGEE	2,912	23	24	27	28	29						
MUSTANG	2,912	8	9	13.5	13.5	13.5	6		6			
OKLAHOMA CITY	2,088	12.03	13.98	17.23	20.15	20.15		120				
OWASSO	3,054	15	18	24	27	30		112				
PAULS VALLEY	2,920	10	15	20	20	20	11					
PERKINS		10	15	20	20	25	11	2				

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Time Off - in Alphabetical Order by Municipal Name

Municipality	Annual hours worked	Vacation days after:					Annual Holidays		Annual Floating Holidays		Annual Time Off	
		1 year	5 years	10 years	15 years	20 years	Shifts	Hours	Shifts	Hours	Shifts	Hours
PERRY		10	15	15	20	20						264
PRYOR CREEK	2,756	5	7	7	7	9		312	13			
PURCELL	2,756	15	21	30	30	30	15					
SALLISAW		10	10	15	15	20		88				
SAND SPRINGS	2,912	6	10	15	15	15			2			
SAPULPA	2,920	11	11	12	15	17	10					
SPENCER	2,592							240				
TAHLEQUAH	2,912	8	10		12	13		144			8	
THE VILLAGE	2,758	11.2	14	16.8	19.6	19.6		216				
TULSA	2,704	34.5	34.5	40.5	49.5	49.5	13		2			
TUTTLE	2,920	5	7.5	7.5	7.5	7.5		80				
WEATHERFORD	2,912	6	6	9	9	12	9	216				
WYNNEWOOD												
YUKON	2,544	8	8	11	14	17	11	264				

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
ADA	6	144	720	Yes	Two hours per month of sick leave bank. Can earn up to 24 hours in a year if no time-off taken. Can choose to be paid for this. Sick leave incentive is paid out at .33 of any balance over 720 hours			No	No
ARDMORE	6	144	960	Yes	Excess of 40 shifts buyback 6:1 ratio			Yes	Yes
BARTLESVILLE	7	168		Yes	Employees who have not used more than thirty (30) hours of personal sick leave during an anniversary year will be entitled to a \$250 bonus. Employees who have not used more than sixty (60) hours of personal sick leave during an anniversary year will be entitled to a \$125 bonus.	3	72	Yes	No
BETHANY		144	1,440	Yes	Limited to 180 hours	2.5	60	Yes	No
BIXBY	12		1,248	Yes	Sick leave paid upon termination (up to max 960 hours) We also have a vacation buy back in December of each year.			No	Yes
BROKEN ARROW	8		65	Yes	After 960 hours for shift, 480 for 40 hour employees, eligible for bonus if less than 3 sick days used : 0 days = 30% of monthly base pay 1 day = 22% of monthly base pay 2 days = 15% of monthly base pay 3 days = 9% of monthly base pay	2		No	No
CATOOSA	12	120	520	Yes	The employee must retain a minimum of 400 hours of sick leave at all times. If the employee elects to sell the excess hours back to the City, they will be reimbursed at the rate of five (5) hours per ten (10) hours of sick leave.			No	No
CHOCTAW		96		Yes	Same as all other uniformed & non-uniformed employees		72	No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
CLAREMORE		208	840	Yes	Employees shall be compensated at the rate of one-half hours pay for each hour of unused sick leave in his account when regularly retiring or retires because of job related injury up to a max of 840 hours			No	Yes
COWETA		96		Yes	Must have accrued at least 18 DAYS sick leave. Two shifts (24 hours shifts) of sick leave may exchange for 1 shift of vacation, maximum of 6 shifts to be exchanged per year.			No	No
CRESCENT				No				No	No
CUSHING	12	144	864	Yes	Hours over 1440 are bought back at 1/4 of value in December	3	24	No	Yes
DAVIS				No				No	No
DEL CITY	10	240	2,016	Yes	Hours over 2016 bought back bi-annually at 1/2 rate	3	72	Yes	No
EDMOND	12	144		Yes	\$50 is paid to employees who use 8 hours or less of their sick leave for the preceding fiscal year. No buy back for active employees. Retirees can be paid for up to 1/2 of their sick leave balance up to 400 hours.			No	No
ELK CITY		72	864	No			72	No	Yes
EUFAULA				No				No	No
GLENPOOL	12	96	1,450	No	City shall pay each employee covered by CBA, longevity pay off \$6 per month for each year of service from the Employee's date of hire. The employee will receive longevity pay on the first pay period of each month. Year 2: \$6month, Year 3: \$12 month, Year 8: \$42 month, Year 9: \$48 month, Year 10: \$54 month.	3		Yes	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
GROVE	12	96	1,000	Yes	3 for 1, plus 1 vac day if no sick leave is used and 1/2 day if 8 is used.			No	No
GUTHRIE	12	288	1,128	Yes	1) Maximum hours available to buy back at retirement shall be fifty percent of accrued sick leave, not exceed 564 hours for suppression personnel. 2) If the non-suppression or administrative employee's sick leave usage is not over sixteen (16) hours per contract year, that employee shall receive, subject to federal and state withholding and taxes, the sum of Seventy five dollars (\$75.00) for that calendar year or one day off. If the suppression employee's sick leave usage does not exceed twenty-four (24) hours per contract year, the employee shall receive, subject to federal and state withholding and taxes, the sum of One Hundred Seventy-five dollars (\$175.00) or one shift off.	3		No	Yes
GUYMON			288	Yes	Buy back at 33% of regular rate.			No	No
IDABEL			120	Yes	No sick time taken \$150 bonus + additional 24 vacation hours		24	No	No
KINGFISHER		120	720	No				No	No
MARLOW		96	960	No				No	No
MIDWEST CITY		144.04	1,314	Yes	SL over 1314 hour max will pay out at 40% each pay period	4		Yes	No
MUSKOGEE		216		No	Hired prior to 7/1/15-unlimited & 100% payout at retirement. After 7/1/15 max acc 2912		24	No	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
MUSTANG		104	912	Yes	EE can sell back 144 hours and receive 115.20 hours of pay if they used 1 shift or less in the last year, 100.80 hours if they used up to 2 shifts or 86.40 hours for over 2 shifts once per fiscal year. EE's with 10 or more years sell back 177 hours and receive either 141.60, 123.90 or 106.20 hours	1	24	Yes	No
OKLAHOMA CITY	16.25	130	2,000	Yes	2 Days vacation granted for usage of less than 24 hours per year	4		No	Yes
OWASSO		216	1,440	Yes	0 Shifts of sick leave-employee shall receive 35% of employee's monthly base pay. 1 shift of sick leave-employee shall receive 27% of employee's monthly base pay. 2 shifts of sick leave-employee shall receive 20% of employee's monthly base pay. 3 shifts of sick leave-employee shall receive 14% of employee's monthly base pay.	3		No	Yes
PAULS VALLEY		96		Yes	% of time when you terminate based on years of service.	3		Yes	No
PERKINS		96		No				Yes	No
PERRY		144		Yes	Full-time employees that accumulate more than 1440 hours of sick leave shall be paid \$10.00 per hour for each hour of sick leave annually accrued and not used over and above 1440 hours of sick leave, as a benefit paid on an annual basis on or before each January 15.			No	Yes
PRYOR CREEK		120	720	Yes	Employee is compensated at the rate for base pay for hours accrued over 720 hours.			No	Yes
PURCELL		144	960	Yes	can buy back up to 120 hours per year, paid out 3 times a year			No	No
SALLISAW		120		Yes	Must have 1,000 hours to qualify		24	Yes	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
SAND SPRINGS	10	240	2,400	Yes	buy back at 4 to 1 for hours over maximum accrual rate.			No	No
SAPULPA		144	168	Yes	75% end of year if between 1560 to 1680	1	24	Yes	No
SPENCER		144		Yes	NO more than three 24 hour shifts in a calendar year.			No	No
TAHLEQUAH		216	1,260	Yes	Sick leave for bargaining unit members shall accumulate at the rate of eighteen (18) hours per month. Accumulation of unused sick leave shall not exceed 1,260 hours. At the end of the fiscal year, the Employer shall buy back unused sick leave in excess of the accumulation limit of 1,260 hours at the rate of four (4) hours unused sick leave for one (1) hour pay at regular rate, not to exceed 216 hours of excess unused sick leave for 54 hours of regular pay. Said buyback of excess unused sick leave may not result in the employee having less than 1,260 hours of accrued sick leave. Said payment for excess unused sick leave shall be made in the employee's last paycheck in the fiscal year, subject to adjustment if the employee takes additional sick leave prior to the end of the fiscal year.			No	No
THE VILLAGE		134.4	134	Yes	1/2 of each hour in excess of 672 hours (maximum of 336) at separation.	2		No	Yes
TULSA	6			No	https://www.cityoftulsa.org/media/10693/iaff19-20final.pdf Section 21.09 and .10			No	Yes
TUTTLE	5			No		24	7	No	Yes
WEATHERFORD	6	144	78	No		3	72	Yes	No
WYNNEWOOD				No				No	No

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department Sick Leave and Emergency Leave - in Alphabetical Order by Municipal Name

Municipality	Annual Sick Leave			Sick leave incentive or buy back program?	Description	Annual Emergency Leave			
	Shifts	Hours	Maximum			Shifts	Hours	Annually?	By incident?
YUKON	10	240	2,160	Yes	Pay in January pay for all unused hours over 2160 at the regular hourly rate of pay of 1 hour for every 3 hours of accumulated leave. OR If an employee has 20+ years of service with the City they will be paid their current hourly rate of pay of 1 hour for every 2 hours of accumulated leave over 2160.			Yes	Yes

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - EAP, Longevity, Education, Tuition, Uniform - in Alphabetical Order by Municipal Name**

Municipality	Do you have a municipally paid Employee Assistance Program?	Amounts listed are in \$ or %	Annual Longevity Pay					Annual Educational Incentive Pay			Tuition reimbursement?	Uniform allowance?
			5 years	10 years	15 years	20 years	Maximum	Associates degree	BS/BA degree	Advanced degree		
ADA	Yes	\$	420	840	1,260	1,680		\$480	\$960		No	Yes
ARDMORE	Yes	\$	550	1,100	1,650	2,200	2,750				No	Yes
BARTLESVILLE	Yes		750	1,500	2,500	3,500	4,500	\$480	\$900	\$1,080	No	Yes
BETHANY	Yes	\$	360	1,020	1,500	2,220	2,220	\$50	\$100		Yes	No
BIXBY	Yes	\$	100	125	150	175	225				Yes	Yes
BROKEN ARROW	Yes	\$	500	1,000	1,500	2,000	2,500	\$1,200	\$1,800	\$2,400	Yes	No
CATOOSA	Yes	\$	390	765	1,140	1,515	1,890				No	Yes
CHOCTAW	Yes										No	No
CLAREMORE	Yes	%	4	5	5	9		\$35	\$58	\$81	Yes	Yes
COWETA	Yes	\$	420	1,080	1,620	2,160		\$1,200	\$1,800	\$2,400	Yes	No
CRESCENT	No										No	No
CUSHING	Yes	\$	300	600	900	1,200	1,200				No	No
DAVIS	No										No	No
DEL CITY	No	\$	200	400	600	800		\$2,400	\$1,800		Yes	Yes
EDMOND	Yes	\$	500	1,000	1,500	2,000	2,000	\$80	\$100	\$120	Yes	Yes
ELK CITY	No										No	No
EUFAULA	No										No	No
GLENPOOL	Yes	\$									Yes	Yes
GROVE	Yes		375	750	1,125	1,500	1,500				Yes	Yes
GUTHRIE	Yes	\$	750	1,500	2,250	3,000	3,750	\$1,200	\$1,800	\$2,400	No	No
GUYMON	No		600	1,200	1,800	2,400	2,400				No	No
IDABEL	No		150	300	450	600					No	No
KINGFISHER	No										No	Yes
MARLOW	Yes										No	No
MIDWEST CITY	No	\$	750	1,500	2,250	3,000	4,500	\$780	\$1,040	\$1,300	Yes	No
MUSKOGEE	Yes	\$	1,135	2,269	3,404	4,539		\$600	\$960		Yes	Yes
MUSTANG	Yes	\$	874	1,602	2,330	3,058	3,058	\$470	\$650	\$770	Yes	No
OKLAHOMA CITY	Yes	\$	2,297	1,460	6,890	9,187	9,187	\$900	\$1,800	\$2,100	Yes	Yes
OWASSO	Yes	%	1	1	2	2		\$1,191	\$1,802	\$2,107	Yes	Yes
PAULS VALLEY	No	%	13	25	38	50					Yes	Yes
PERKINS	Yes										No	No

**2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - EAP, Longevity, Education, Tuition, Uniform - in Alphabetical Order by Municipal Name**

Municipality	Do you have a municipally paid Employee Assistance Program?	Amounts listed are in \$ or %	Annual Longevity Pay					Annual Educational Incentive Pay			Tuition reimbursement?	Uniform allowance?
			5 years	10 years	15 years	20 years	Maximum	Associates degree	BS/BA degree	Advanced degree		
PERRY	Yes	%	16	32	47	63	81	\$50	\$100		No	Yes
PRYOR CREEK	Yes	\$	300	1,200	1,800	2,400	3,600	\$0	\$0	\$0	Yes	Yes
PURCELL	Yes	\$	600	1,200	1,800	2,400	2,400	\$240	\$360	\$480	No	Yes
SALLISAW	Yes	%		4	5	4	8				Yes	No
SAND SPRINGS	Yes	\$	450	900	1,350	1,800	2,400	\$45	\$60		Yes	Yes
SAPULPA	Yes	\$	250	688	1,125	1,563	2,000	\$660	\$1,440	\$1,560	Yes	Yes
SPENCER	No										No	No
TAHLEQUAH	Yes	\$	500	1,000	1,500	2,000	2,500	\$360	\$600	\$1,200	No	Yes
THE VILLAGE	Yes	\$	2,263	4,625	6,788	9,050		\$50	\$100	\$150	Yes	Yes
TULSA	Yes		576	1,152	1,728	2,880	2,880	\$50	\$100		No	Yes
TUTTLE	Yes							\$50	\$100		Yes	No
WEATHERFORD	Yes	%	2	3	3	4	5				No	No
WYNNEWOOD	No										No	No
YUKON	Yes	\$	960	1,920	2,880	3,840	3,600	\$800	\$1,400	\$2,000	Yes	Yes

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Health Care and Self-Insurance - in Alphabetical Order by Municipal Name

Municipality	Indemnity	Indemnity - PPO	HMO	Health	Workers Comp	Liability	Total monthly health premium cost per employee	City pays	Comment
ADA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			IAFF has their own insurance. The City reimburses the same dollar amount as a city employee. Probationary employees are handled the same as general City employees
ARDMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$723.61	\$615.07	Employee & spouse, Employee & child, and Family coverage plans are offered.
BARTLESVILLE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>			Fire union handles health & life insurance for members. City only contributes a monthly amount for each employee. City also contributes additional monthly amount for those employees who carry dependent coverage. Contribution based on amount we pay for other employees
BETHANY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$561.94	\$440.54	\$1500 deductible, \$20 co-pay, 80/20 use PPO provider, 100% after out of pocket.
BIXBY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$451.83	\$451.83	
BROKEN ARROW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$584.64	\$517.14	
CATOOSA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$649.80	\$617.31	
CHOCTAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$409.11	\$409.11	WC self-insured thru OMAG
CLAREMORE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$504.50	\$504.50	
COWETA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		\$387.55	
CRESCENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			Quarterly Pension cost per employee for primary plan: \$70 Quarterly liability \$799
CUSHING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Employee pays \$100 month for dependent coverage
DAVIS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
DEL CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$517.01	\$495.53	Does not reflect premium for entire family which is \$1861.25 paid by city \$71.60 by employee per month
EDMOND	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$550.52		
ELK CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$623.10	\$623.10	
EUFULA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$486.60	\$486.60	
GLENPOOL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$532.89	\$532.89	

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Health Care and Self-Insurance - in Alphabetical Order by Municipal Name

Municipality	Indemnity	Indemnity - PPO	HMO	Health	Workers Comp	Liability	Total monthly health premium cost per employee	City pays	Comment
GROVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$637.00	\$611.00	
GUTHRIE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$626.73	\$626.73	
GUYMON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$622.00	\$622.00	100% & dependent 90%
IDABEL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$566.09	\$566.09	
KINGFISHER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$674.16	\$674.16	
MARLOW	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$634.02		
MIDWEST CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$655.20	\$479.54	
MUSKOGEE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$810.40	\$810.40	Medical, Dental, Vision Medical - Self Insured Dental & Vision - Fully Insured
MUSTANG	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$590.00	\$590.00	
OKLAHOMA CITY	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			City contribution toward health and welfare benefits \$17,189.00 per employee per year for only those employees enrolled and participate in IAFF's health, dental and life insurance programs
OWASSO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$871.00	\$871.00	
PAULS VALLEY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$640.28	\$640.28	
PERKINS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
PERRY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$553.00	\$553.00	
PRYOR CREEK	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$733.00	\$686.40	
PURCELL	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$768.79		
SALLISAW	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$575.28	\$575.28	MEDICAL, DENTAL, VISION, AND LIFE,APL
SAND SPRINGS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$726.34		
SAPULPA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$642.90		Same as employee - 3 plans for employee to choose from
SPENCER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	\$564.00	\$564.00	
TAHLEQUAH	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Health Care and Self-Insurance - in Alphabetical Order by Municipal Name

Municipality	Indemnity	Indemnity - PPO	HMO	Health	Workers Comp	Liability	Total monthly health premium cost per employee	City pays	Comment
THE VILLAGE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			Employee /family. City pays:/family. Premium includes dental and \$25,000 life for employee. Dependent also includes \$5,000 life for spouse, \$2,000 for children
TULSA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
TUTTLE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$398.00	\$398.00	
WEATHERFORD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		\$434.66	
WYNNEWOOD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
YUKON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	\$605.51		

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Fire Department - Dependents, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Maximum coverage	City pays what amount?
ADA		Same as other employees.			No	Yes	Yes	1 1/2 annual earnings + \$25,000	100%
ARDMORE	Part				No	Yes	Yes	\$30,000	100%
BARTLESVILLE		IAFF members covered by PFFO insurance			No	No	No		
BETHANY	Part				No	Yes	Yes	\$10,000	
BIXBY	Part	Same coverage as employee			No	Yes	Yes	\$20,000	100%
BROKEN ARROW	Part	The city agrees to contribute to the union's insurance plan on a monthly basis in the following amounts: Family coverage = \$1266.84, Single coverage =\$517.14			No	No	No		
CATOOSA	Part				Yes	Yes	Yes	\$10,000	100%
CHOCTAW	Part	Full medical with deductible, prescriptions & vision.			No	Yes	Yes	\$25,000	100%
CLAREMORE	Part				No	Yes	Yes		100%
COWETA	Part				Yes	No	Yes	15000	100%
CRESCENT					No	No	No		
CUSHING					No	Yes	Yes	\$50,000 life & AD&D	All of Life
DAVIS					No	No	No		
DEL CITY	Part	Health, Dental, Life, Optimal Vision			No	Yes	Yes	Employee pays \$5 per family up to \$60,000	
EDMOND	Part	Tiers include: Employee Only, Employee +Child(ren), Employee +Spouse, Employee +Family			Yes	Yes	Yes	25000	100%
ELK CITY	Part	Medical/Dental, Vision/Prescription.			Yes	Yes	Yes	3 times employee salary	100%
EUFAULA					No	No	No		
GLENPOOL					No	Yes	Yes	\$200,000	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Dependents, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Maximum coverage	City pays what amount?
GROVE	Part	Dental & Vision 100%			Yes	Yes	Yes	\$100,000 Life guaranteed amount, employee pay 100%	100%
GUTHRIE					No	Yes	Yes	50000	14
GUYMON	All	500 deductible			No	Yes	Yes		100%
IDABEL					No	Yes	Yes	\$20,000 life	100%
KINGFISHER	Part	BCBS Medical (OPEHW)			Yes	Yes	No	\$25,000	100%
MARLOW		Above includes Health, Vision, Dental, and Ilfe			No	No	Yes	30,000	
MIDWEST CITY	Part	\$25 office visit copay, \$1000 deductible, pays for eye exam each year and \$200 eyewear every 2 years. Dental pays \$1000 max per year and \$1000 lifetime max orthodontics up to age 19, with \$100 deductible			No	Yes	Yes	\$50,000- With double indemnity \$100,000	
MUSKOGEE	Part	% varies depending on plan chosen	Part	% varies depending on plan chosen	No	Yes	Yes	1x Annual Salary	100%
MUSTANG	Part	The EE pays \$100 per month for EE/Child coverage or Family coverage if the spouse does not work, is retired or does not have insurance at their workplace. EE's pay \$200 (FOP) or \$300 (Fire/General) per month if the spouse has an offer of coverage from their employer.	Part		Yes	Yes	Yes	\$30,000	100%
OKLAHOMA CITY					No	Yes	Yes		
OWASSO	Part	Coverage for dependent is same as employee coverage.			No	Yes	Yes	\$30,000	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population
Fire Department - Dependents, Disability, Dental, Life - in Alphabetical Order by Municipal Name

Municipality	City pays for all or part of dependent health care?	Describe coverage	City pays for all or part of spouse health care?	Describe coverage	Employee disability	Employee dental	Employee life insurance	Maximum coverage	City pays what amount?
PAULS VALLEY					No	Yes	Yes		
PERKINS					No	Yes	Yes	\$15,000	100%
PERRY	Part	Family coverage is \$1969.40 per month. The employee pays \$290 per month of the premium. The remaining \$1679.40 is paid by the employer			No	No	Yes	\$10,000	100%
PRYOR CREEK	Part	City pays for 100% of dependent coverage up to \$1,500 per month.			No	Yes	Yes	50000	100
PURCELL					Yes	Yes	Yes	1 x annual salary (life)	100%
SALLISAW	Part	Health, Dental, Vision, and Life, APL		75% family, 100% employee	No	Yes	Yes	\$20,000	100%
SAND SPRINGS	Part	Same as general employees			Yes	Yes	Yes	1 x salary.	100%
SAPULPA	Part				No	Yes	Yes	1 x salary	100%
SPENCER					Yes	Yes	Yes	100%	
TAHLEQUAH	Part	EE =\$25.00 EE Spouse =\$540.00 EE Child(ren) =\$335.00 EE Fam =\$605.00			Yes	Yes	Yes	\$10,000	100%
THE VILLAGE	Part				No	Yes	Yes	\$25,000	
TULSA					No	No	Yes	we provide 2x	
TUTTLE	Part		Part		No	Yes	Yes	\$50,000	100%
WEATHERFORD					Yes	Yes	Yes	40,000.00	100%
WYNNEWOOD					No	No	No		
YUKON		negotiate			Yes	Yes	Yes	Equal to salary rounded up to nearest \$1,000	100%

2022-2023 Salary and Benefits Survey for Municipalities with One or More Bargaining Unit(s) or Greater Than 10,000 Population

Municipalities in Alphabetical Order

Municipality	Population	Municipality	Population	Municipality	Population
ADA	16,481	PERRY	4,484		
ARDMORE	24,725	PRYOR CREEK	9,444		
BARTLESVILLE	37,290	PURCELL	6,651		
BETHANY	20,831	SALLISAW	8,510		
BIXBY	28,609	SAND SPRINGS	19,874		
BROKEN ARROW	113,540	SAPULPA	21,929		
CATOOSA	7,440	SPENCER	3,978		
CHOCTAW	12,182	TAHLEQUAH	16,209		
CLAREMORE	19,580	THE VILLAGE	9,538		
COWETA	9,654	TULSA	413,066		
CRESCENT	1,299	TUTTLE	7,413		
CUSHING	8,327	WEATHERFORD	12,076		
DAVIS	2,823	WYNNEWOOD	1,927		
DEL CITY	21,822	YUKON	23,630		
EDMOND	94,428				
ELK CITY	11,561				
EUFAULA	2,766				
GLENPOOL	13,691				
GROVE	6,956				
GUTHRIE	10,749				
GUYMON	12,965				
IDABEL	6,961				
KINGFISHER	4,903				
MARLOW	4,385				
MIDWEST CITY	58,409				
MUSKOGEE	36,878				
MUSTANG	19,879				
OKLAHOMA CITY	681,054				
OWASSO	38,240				
PAULS VALLEY	5,992				
PERKINS	3,205				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
ADAIR	732	Town	\$723,503	8	3
AMBER	413	Town			
AMES	193	Town	\$416,642	3	1
AMORITA	39	Town		0	1
ANADARKO	5,745	Council-Manager	\$12,763,137	83	3
ANTLERS	2,221	Council-Manager	\$3,569,800	30	25
APACHE	1,034	Town	\$525,000	7	14
ARCADIA	169	Town	\$713,307	3	1
ARNETT	495	Town	\$390,752	4	0
ASHER	370	Town	\$184,855	3	11
AVANT	301	Town	\$360,355	3	2
BARNSDALL	1,034	Aldermanic	\$35,606	15	32
BEARDEN	135	Town	\$25,000	0	5
BEAVER	1,280	Town	\$812,818	13	22
BEGGS	1,179	Aldermanic		12	
BESSIE	182	Town	\$0	0	0
BILLINGS	578	Town	\$171,975	3	5
BLACKBURN	70	Town		0	4
BLAIR	727	Town	\$401,954	3	4
BLANCHARD	8,879	Council-Manager	\$6,043,829	51	3
BOISE CITY	1,166	Council-Manager	\$1,493,259	13	2
BRAMAN	160	Town	\$654,415		10
BRECKENRIDGE	199	Town		0	3
BROKEN BOW	4,228	Council-Manager	\$6,998,866	75	25
BURBANK	123	Town		0	14
BURNS FLAT	1,948	Town	\$1,881,273	10	25
BYARS	184	Town	\$240,917	0	2
CACHE	2,930	Aldermanic	\$990,450	17	1
CALUMET	443	Town		7	2
CALVIN	309	Town	\$253,806	6	3
CANADIAN	143	Town	\$150,000	3	1
CANTON	468	Town		3	3

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
CHANDLER	2,858	Council-Manager	\$3,475,977	40	20
CHATTANOOGA	400	Town		3	0
CHELSEA	1,991	Town	\$643,236	15	9
CHEROKEE	1,476	Council-Manager	\$2,000,000	12	8
CHEYENNE	771	Town	\$588,000	8	0
CLEARVIEW	41	Town			
CLEO SPRINGS	287	Town	\$163,000	1	
CLINTON	8,521	Council-Manager (Charter)	\$8,317,521	75	39
COPAN	710	Town	\$123,510	5	
CORN	592	Town		3	15
COUNCIL HILL	108	Town		1	
COYLE	350	Town	\$62,000	1	5
CROMWELL	238	Town	\$48,626	1	
CUSTER CITY	367	Town	\$3,128,852	3	9
DAVENPORT	809	Town	\$280,830	6	1
DAVIDSON	241	Town		3	1
DEPEW	411	Town	\$180,000	6	1
DEWAR	763	Town		5	0
DILL CITY	420	Town	\$98,468	3	10
DOUGHERTY	199	Council-Manager		0	2
DRUMRIGHT	2,560	Council-Manager	\$2,327,858	28	4
DUSTIN	327	Town	\$112,078	2	0
EAKLY	293	Town	\$30,000	2	17
EARLSBORO	594	Town	\$463,000	5	4
EAST DUKE	394	Town	\$127,356	3	1
ELMORE CITY	738	Aldermanic	\$594,890	15	2
ERICK	1,000	Aldermanic	\$489,000	12	13
FAIR OAKS	73	Town	\$1,500	0	0
FAIRFAX	1,136	Town	\$608,500	11	11
FAIRMONT	132	Town	\$19,705	0	2
FAIRVIEW	2,740	Council-Manager		41	17
FARGO	312	Town		1	1

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
FORGAN	450	Town		4	8
FORT COBB	518	Town		4	1
FORT GIBSON	3,814	Town	\$7,634,170	45	3
FOSS	101	Town		0	21
FOYIL	368	Town	\$154,667	2	1
FRANCIS	244	Town	\$60,600	2	2
FREDERICK	3,468	Council-Manager	\$6,000,000	50	12
GAGE	433	Town	\$216,067	3	1
GATE	60	Town	\$86,000		1
GLENCOE	499	Town	\$185,513	3	33
GORE	951	Town	\$743,370	13	24
GOULD	103	Town	\$20,000	0	7
GRACEMONT	279	Town	\$92,658	2	6
GRANITE	1,628	Town	\$846,402	11	32
HALLETT	105	Town		0	2
HARDESTY	205	Town	\$236,260	2	2
HASTINGS	104	Town	\$9,944	0	0
HEADRICK	74	Town	\$4,380	0	6
HEALDTON	2,328	Town	\$1,580,522	18	3
HEAVENER	2,985	Council-Manager (Charter)	\$1,684,362	21	7
HENNESSEY	2,151	Town	\$1,348,249	21	24
HENRYETTA	5,640	Council-Manager		65	7
HICKORY	86	Town		0	19
HILLSDALE	75	Town		0	5
HOBART	3,413	Council-Manager	\$2,194,620	38	7
HOLDENVILLE	5,934	Aldermanic	\$8,085,688	49	17
HOOKER	1,802	Strong Mayor	\$1,550,000	11	34
INDIAHOMA	275	Town	\$308,205		4
INDIANOLA	148	Town	\$8,000	0	1
INOLA	1,890	Town	\$1,269,774	11	4
JENNINGS	280	Town	\$137,270	3	2
KAW CITY	325	Aldermanic	\$270,000	4	19

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
KELLYVILLE	1,019	Town	\$228,985	6	25
KENEFIC	147	Town	\$300,000	1	1
KIOWA	595	Town	\$1,861,000	17	2
LAHOMA	539	Town	\$660	3	6
LAVERNE	1,223	Town	\$501,400	12	34
LIMA	68	Town	\$10,000	0	6
LONE GROVE	4,993	Council-Manager (Charter)		29	13
LONE WOLF	373	Town	\$177,323	2	0
LOVELAND	13	Town		0	0
LOYAL	71	Town	\$12,789	0	0
LUTHER	1,492	Town	\$960,200	11	0
MADILL	3,914	Council-Manager (Charter)	\$5,069,105	47	3
MARIETTA	2,719	Aldermanic	\$2,385,950	18	5
MARLAND	184	Town	\$28,000	0	4
MAY	29	Town		0	4
MAYSVILLE	1,087	Town	\$1,175,703	15	4
MCCURTAIN	355	Town	\$121,639	2	1
MEAD	227	Town	\$268,700	0	4
MEDFORD	932	Council-Manager	\$1,086,933	12	2
MEDICINE PARK	411	Town	\$1,008,795	8	7
MEEKER	1,004	Town	\$734,528	12	4
MILL CREEK	293	Town			
MILLERTON	215	Town	\$247,542	0	18
MINCO	1,500	Aldermanic	\$2,209,088	10	3
MORRIS	1,299	Town	\$1,603,694	8	2
MOUNTAIN PARK	320	Town	\$38,516	2	1
MOUNTAIN VIEW	740	Town	\$348,675	6	1
MULHALL	212	Town		0	27
MUTUAL	63	Town	\$12,930	0	4
NASH	192	Town	\$80,000	0	28
NEWCASTLE	10,984	Council-Manager	\$10,288,461	113	3
NEWKIRK	2,172	Council-Manager	\$4,525,281	30	5

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
NORTH ENID	1,003	Town		4	13
OAKS	267	Town	\$18,701	0	31
OAKWOOD	74	Town		0	24
OHELATA	427	Town		1	1
OILTON	885	Aldermanic			
OKEENE	1,090	Town	\$918,360	9	25
OKEMAH	3,074	Council-Manager		38	5
OKTAHA	343	Town	\$11,000	0	2
OLUSTEE	468	Town	\$836,400	4	1
OOLOGAH	1,305	Town	\$1,173,112	8	0
ORLANDO	130	Town		1	1
PANAMA	1,269	Town	\$296,263	10	21
PENSACOLA	101	Town		0	3
PIEDMONT	7,402	Council Manager	\$4,936,371	40	4
PITTSBURG	183	Town	\$50,140	2	1
PORTER	561	Town	\$244,250	5	2
PORUM	602	Town	\$1,203,308	10	3
PRAGUE	2,356	Council-Manager	\$2,298,105	31	9
PRUE	374	Town	\$11,863	1	23
RALSTON	266	Town	\$185,000	0	1
RATLIFF CITY	64	Town	\$493,300	6	1
RATTAN	276	Town	\$312,432	3	1
RINGWOOD	401	Council-Manager	\$531,968	2	1
RIPLEY	346	Town	\$93,809	2	27
ROCKY	128	Town		1	15
ROLAND	3,316	Town			
ROOSEVELT	254	Town		2	15
ROSSTON	52	Town	\$5,000	0	17
SAWYER	340	Town	\$25,420	2	
SAYRE	4,809	Aldermanic	\$2,672,050	35	36
SCHULTER	422	Town		0	7
SEILING	850	Town	\$1,021,034	8	15

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
SENTINEL	763	Town		5	2
SHATTUCK	1,249	Town	\$1,277,771	11	34
SHIDLER	328	Aldermanic	\$75,000	2	1
SNYDER	1,301	Strong Mayor	\$987,989	10	20
SOPER	225	Town		0	24
SPERRY	1,115	Town	\$670,353	10	9
SPRINGER	685	Town	\$169,543	0	29
STERLING	668	Town	\$162,493	4	4
STIGLER	2,703	Council-Manager (Charter)	\$6,136,481	36	38
STONEWALL	414	Town	\$235,875	5	2
STRINGTOWN	419	Town	\$264,400	9	0
STROUD	2,719	Council-Manager	\$6,361,483	41	8
SUGDEN	22	Town			
TAFT	174	Town	\$98,485	0	4
TALALA	258	Town	\$182,333	1	3
TECUMSEH	6,308	Council-Manager	\$2,027,000	47	0
TERRAL	280	Town		2	
TEXHOMA	856	Town		6	26
THACKERVILLE	400	Town	\$183,962	2	
THOMAS	1,143	Aldermanic		8	2
TISHOMINGO	3,101	Aldermanic	\$1,164,435	38	2
TUPELO	327	Town		4	0
TYRONE	729	Town	\$131,111	2	4
UNION CITY	1,794	Town	\$228,332	29	2
VALLIANT	819	Town	\$1,110,850	11	20
VERDEN	508	Town	\$269,086	5	22
VINITA	5,193	Aldermanic	\$5,717,875	65	20
WAKITA	311	Town	\$162,438	2	17
WAURIKA	1,837	Council-Manager		16	3
WAYNE	625	Town	\$1,220,655	5	
WAYNOKA	708	Aldermanic	\$888,889	10	1
WELEETKA	806	Council-Manager	\$242,368	10	11

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Municipal Information in Alphabetical Order by Municipality Name

Municipality	Population	Form of Government	General Fund Budget	Number of employees	
				Full-time	Part-time
WELLSTON	679	Town	\$849,408	8	1
WEWOKA	3,133	Town	\$3,376,474	36	7
WHITEFIELD	371	Town	\$300,000	1	1
WILBURTON	2,285	Aldermanic	\$2,376,443	27	4
WRIGHT CITY	616	Town		4	4
WYANDOTTE	48	Town	\$150,000	0	27

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works													
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection			Golf Course	Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation			Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility		
DEWAR	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DILL CITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DOUGHERTY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DRUMRIGHT	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
DUSTIN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
EAKLY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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EAST DUKE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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FAIRFAX	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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FARGO	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
FORGAN	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
FORT COBB	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
FORT GIBSON	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
FOSS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
FOSTER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
FOYIL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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GAGE	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works																		
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection			Golf Course	Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation			Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility							
KAW CITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
KELLYVILLE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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KIOWA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LAHOMA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LAVERNE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LIMA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LONE GROVE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LONE WOLF	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LOVELAND	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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LUTHER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MADILL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MARIETTA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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MEAD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MEDFORD	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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MEEKER	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MILL CREEK	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MILLERTON	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works											
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection			Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation			Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility	
PORUM	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PRAGUE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
PRUE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
RALSTON	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
RATLIFF CITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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RINGWOOD	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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SHATTUCK	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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SOPER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works												
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection			Golf Course	Hospital	Jail	Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation			Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility	
STIGLER	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
STONEWALL	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
STRINGTOWN	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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TAFT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
TALALA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
TECUMSEH	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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TEXHOMA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
THACKERVILLE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
THOMAS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
TISHOMINGO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
TUPELO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
TYRONE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
UNION CITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
VALLIANT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
VERDEN	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
VINITA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
WAKITA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
WAURIKA	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
WAYNE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
WAYNOKA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
WELEETKA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Services Listed in Alphabetical Order by Municipal Name

Municipality	Airport										Gas Utility										Public Works											
	Ambulance	Animal Control	Cable TV	Cemetery	Court	Electric Utility	Emergency 911	Fire Dept	Garbage Collection			Landfill	Library	Parks	Police Dept	Public Housing	Public Transportation					Recreation	Recycling	Sewer Collection	Sewer Treatment	Social Services	Streets	Swimming Pools	Water Distribution	Water Treatment	Telephone Utility	
WELLSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WEWOKA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
WHITEFIELD	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WILBURTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WRIGHT CITY	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WYANDOTTE	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk	
ADAIR	732	\$1,200	4	\$600		\$3,600	1 \$21,600	
AMBER	413		5		\$22,370 *	\$400		
AMES	193	\$540 *	2	\$540 *				
AMORITA	39	*						
ANADARKO	5,745		5	\$100,000	\$12,000	\$7,500	1 \$34,944	
ANTLERS	2,221	*	5	\$50,000		\$12,000 *	1 \$29,000	
APACHE	1,034	\$1,200 *	4	\$600 *		\$3,000 *	\$3,600 *	
ARCADIA	169		2				1	
ARNETT	495	\$600 *	4	\$300 *		\$4,300 *	\$2,400 *	
ASHER	370	\$1,200 *	4	\$1,200 *		\$12,000 *	\$3,600 *	1 \$19,600
AVANT	301	\$0 *	2	\$0 *		\$9,875 *	\$1,200 *	
BARNSDALL	1,034	\$1,980 *	4	\$1,560 *		*	\$3,936 *	1 \$3,132
BEARDEN	135	\$0	4	\$0				
BEAVER	1,280	\$300 *	4	\$1,200 *	\$55,000	*	\$6,000 *	
BEGGS	1,179	\$7,200 *	4	\$0		\$6,000 *	\$6,000	1 \$1,500 *
BESSIE	182	\$960 *	2	\$960 *		\$1,380 *		
BILLINGS	578	\$100 *	4	\$100 *		*		
BLACKBURN	70	\$0	4	\$0				
BLAIR	727	\$1,200 *	4	\$1,200 *	\$44,400	*	\$1,500 *	
BLANCHARD	8,879	\$0 *	4	\$0 *	\$127,289 *		\$7,557 *	1 \$38,434
BOISE CITY	1,166	\$0 *	4	\$0 *	\$51,000		\$1,700 *	
BRAMAN	160	\$120 *	5	\$120 *	*	\$750 *		
BRECKENRIDGE	199		2					
BROKEN BOW	4,228	\$0 *	5	\$0 *	\$120,000	\$22,792 *	\$20,442 *	1 \$39,395
BURBANK	123	\$192 *	2	\$192 *				
BURNS FLAT	1,948	\$3,600 *	4	\$600 *	\$60,000		\$2,400 *	1 \$1,800 *
BYARS	184	\$120 *	4	\$120 *				
CACHE	2,930	\$3,000	4	\$2,400	\$35,400	\$600	\$8,400	1 \$2,400
CALUMET	443		5	*		*	\$3,600 *	1 \$1,200 *
CALVIN	309	*	4	*	\$35,568	\$1,200		1 \$2,101
CANADIAN	143	\$0 *	2	\$0 *				
CANTON	468	\$1,200 *	4	\$1,200 *		\$5,731 *	1 \$5,015 *	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
CHANDLER	2,858	*	4	*	\$99,765	\$13,500 *	\$7,200 * 1 \$30,619 *
CHATTANOOGA	400	\$300 *	2	\$300 *	\$32,067	\$3,500 *	\$2,700 * 1 *
CHELSEA	1,991	\$0 *	5		\$31,200 *		\$4,800 * 1 \$3,891
CHEROKEE	1,476	\$0 *	4	\$0 *	\$68,948	\$175 *	\$5,400 *
CHEYENNE	771	\$0 *	2	\$0 *	\$69,038	\$7,508 *	\$2,400 * *
CLEARVIEW	41						
CLEO SPRINGS	287	\$720 *	3	\$720 *			
CLINTON	8,521	\$900 *	4	\$600 *	\$104,260	\$6,000 *	\$18,000 * 2 \$44,000
COPAN	710	\$100 *	4	\$100 *			
CORN	592	\$720 *	4	\$480 *			
COUNCIL HILL	108	\$0	2	\$0			
COYLE	350	\$900 *	2	\$300 *			
CROMWELL	238	\$0 *		\$0 *		\$3,600 *	
CUSTER CITY	367	\$840 *	4	\$600 *		\$10,200 *	\$1,800 * 1 \$600 *
DAVENPORT	809	\$550 *	4	\$500 *		\$3,600 *	\$2,400 * 1 \$700 *
DAVIDSON	241	\$0 *	2			\$600 *	
DEPEW	411	\$600 *	4	\$300 *		\$4,200 *	\$4,200 * 1 \$27,040
DEWAR	763	*	4	*			*
DILL CITY	420	\$1,440 *	4	\$480 *			
DOUGHERTY	199		3	*			
DRUMRIGHT	2,560	\$1 *	4	\$1 *	\$70,521	\$12,000 *	\$10,800 * 1 \$31,200
DUSTIN	327	\$0	2	\$0			
EAKLY	293	\$75 *	2	\$75 *			
EARLSBORO	594	\$0	4	\$0 *		\$11,000 *	\$3,600 * 1 \$25,350 *
EAST DUKE	394	\$0	4	\$0			
ELMORE CITY	738	\$0	4	\$0		\$4,800	1 \$1,600
ERICK	1,000	\$720 *	4	\$300 *	\$52,000	\$9,600 *	\$3,600 * 1 *
FAIR OAKS	73	*	3	*			
FAIRFAX	1,136	\$1,500 *	4	\$1,200 *		\$6,000 *	\$3,000 *
FAIRMONT	132	\$120 *	4	\$96 *			
FAIRVIEW	2,740	\$0 *	4	\$0 *	\$75,000	\$8,400 *	\$10,608 * 1 \$6,500 *
FARGO	312	\$480	2	\$360			

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
FORGAN	450		4				
FORT COBB	518	\$1,200	2	\$600	\$4,200	\$2,400	1 \$1,500
FORT GIBSON	3,814	\$3,600 *	4	\$3,600 *	\$75,000	\$31,200 *	\$8,400 * 1 \$38,376 *
FOSS	101	*	2	*			
FOYIL	368		4			\$6,000 *	1 \$12,000 *
FRANCIS	244	\$48	4	\$48			
FREDERICK	3,468	\$0 *	4	\$0 *	\$90,000 *	\$20,000	\$6,000 * 1 \$32,000
GAGE	433	\$1,200 *	4	\$600 *	\$25,200		
GATE	60	\$300 *	2	\$300 *			
GLENCOE	499	\$900 *	4	\$1,200 *		\$3,766 *	\$600 * 1 *
GORE	951	\$14,400 *	4	\$4,800 *		\$6,000	\$6,000 1 \$33,600
GOULD	103		4				
GRACEMONT	279	\$0 *	5	\$0 *		\$2,400 *	\$2,400 * 1
GRANITE	1,628	\$960 *	4	\$480 *	\$49,462	\$7,000 *	\$1,800 *
HALLETT	105	*	2	*			
HARDESTY	205	\$0 *	2	\$0 *		*	
HASTINGS	104	*	4	*			
HEADRICK	74	\$0 *	2	\$0 *			
HEALDTON	2,328	\$0	4	\$0	\$53,600	\$7,200 *	\$4,800 *
HEAVENER	2,985	\$120 *	4	\$60 *	\$50,500	\$6,000 *	\$8,400 * 1 \$28,300
HENNESSEY	2,151	\$1,500 *	4	\$900 *	\$62,000		\$5,400 *
HENRYETTA	5,640	\$0 *	5	\$0 *			1
HICKORY	86	*	2	*			
HILLSDALE	75	\$300 *	2	\$300 *			
HOBART	3,413	*	4	*	\$67,962	\$11,208 *	\$10,593 * 1 \$26,998
HOLDENVILLE	5,934	\$15,000 *	7	\$2,400 *		\$6,000 *	\$5,604 * \$20,800
HOOKER	1,802	\$1,500	4	\$1,200		\$5,310 *	\$6,268 *
INDIAHOMA	275	*	2	*	\$22,880 *		
INDIANOLA	148	*	2	*			
INOLA	1,890	\$6,600	4	\$1,200		\$7,200	1 \$2,400
JENNINGS	280	*	3	*		\$600 *	1 *
KAW CITY	325	\$0 *	4	\$0 *		\$20,000 *	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
KELLYVILLE	1,019	\$360 *	4	\$300 *	\$25,000	\$6,000 *	\$2,500
KENEFIC	147	\$0 *	2	\$0 *			
KIOWA	595	\$3,600 *	4	\$1,800 *		\$12,000 *	1 \$33,616
LAHOMA	539	*	4	*		\$4,200 *	1 \$16,200 *
LAVERNE	1,223	\$1,200 *	4	\$900 *	\$45,000	\$5,500 *	1 \$600 *
LIMA	68	\$0 *	4	\$0 *			
LONE GROVE	4,993	\$0	4	\$0	\$82,200	\$13,200 *	\$5,270 *
LONE WOLF	373	\$0	5	\$0		\$9,000 *	1 \$2,400 *
LOVELAND	13	\$0 *	2	\$0 *			
LOYAL	71	\$1,200 *	2	\$600 *			
LUTHER	1,492	\$0 *	4	\$0 *	\$58,000	\$27,000 *	1 \$11,400 *
MADILL	3,914	\$300 *	4	\$300 *	\$84,500		1 \$18,000 *
MARIETTA	2,719	\$3,300 *	8	\$300 *	\$74,887 *	\$12,000 *	1 \$36,687 *
MARLAND	184	\$0 *	5	\$600 *		*	
MAY	29	\$300 *	2	\$300 *			
MAYSVILLE	1,087	\$1,200 *	4	\$900 *		\$4,000 *	1 \$28,080 *
MCCURTAIN	355		5	\$0 *			1 \$7,000 *
MEAD	227	\$0 *	2	\$0 *			
MEDFORD	932	\$0 *	4	\$0 *	\$66,000	\$3,600 *	1 \$2,700 *
MEDICINE PARK	411	\$0 *	4	\$0 *		\$6,000 *	1 \$7,200 *
MEEKER	1,004	\$240 *	4	\$960 *	\$48,393	*	1 \$3,600 *
MILL CREEK	293	\$20	2	\$20			
MILLERTON	215	*	3	*			
MINCO	1,500	*	4	*		\$20,750 *	1 \$7,800 *
MORRIS	1,299	\$6,000 *	4	\$2,400 *		\$6,000 *	\$3,000 *
MOUNTAIN PARK	320	\$1,140 *	2	\$480 *	\$19,760	\$4,800 *	1 \$2,400
MOUNTAIN VIEW	740	\$0	4	\$0			1
MULHALL	212	\$0 *	2	\$0 *		*	
MUTUAL	63	\$0	1	\$0			
NASH	192	\$900 *	4	\$600 *	\$4,050 *	\$75 *	1 \$4,650 *
NEWCASTLE	10,984	\$0 *	4	\$0 *	\$120,750	\$48,000	\$9,600 \$47,596
NEWKIRK	2,172	\$1,200 *	2	\$1,200 *	\$69,000	\$10,404 *	1 \$6,000 * \$34,965

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
NORTH ENID	1,003	\$1,200 *	4	\$720 *		\$2,400 *	\$6,000 * 1 \$1,680 *
OAKS	267	\$0 *	4	\$0 *			
OAKWOOD	74	\$0 *	4	\$0 *			
OHELATA	427	\$300 *	4	\$300 *			
OILTON	885	\$9,300 *	7	*		\$9,700 *	
OKEENE	1,090	\$2,400 *	4	\$1,500 *	\$60,000	*	\$3,000 *
OKEMAH	3,074	\$0	4	\$0	\$75,000	\$26,289	\$3,900 1 \$45,365
OKTAHA	343	*	5	*			
OLUSTEE	468	*	4	*	\$42,334	\$6,000 *	\$420 *
OOLOGAH	1,305	\$600 *	4	\$300 *			\$7,200 * 1 \$42,000
ORLANDO	130	\$0	2	\$0		\$36,000 *	
PANAMA	1,269	\$1,800	4	\$1,200 *		\$1,800 *	1 \$12,657 *
PENSACOLA	101	\$0 *	3	\$0 *			
PIEDMONT	7,402	\$420 *	5	\$420 *	\$125,000	\$37,500 *	\$18,840 * 1 \$53,277
PITTSBURG	183	\$120 *	2	\$120 *			
PORTER	561	\$0 *	4	\$0 *		\$12,000 *	\$1,200 *
PORUM	602		5	\$2,400 *		\$6,000 *	\$4,800 * 1 *
PRAGUE	2,356	*	4	*	\$79,853	\$12,000 *	\$7,800 *
PRUE	374		4				
RALSTON	266	*	4	*			
RATLIFF CITY	64	\$140 *	2	\$140 *		*	\$1,800 * 1
RATTAN	276	\$0	2	\$0			1
RINGWOOD	401	\$1,800 *	2	\$900 *	\$42,000		
RIPLEY	346	\$0 *	5	\$0 *	\$12,600	\$2,700	
ROCKY	128	\$600 *	2	\$420 *		*	
ROLAND	3,316	\$4,080 *	4	\$3,000 *	\$82,950	\$7,200 *	\$6,538 1 \$40,000
ROOSEVELT	254	\$200 *	2	\$200 *			
ROSTON	52	*	2	*			
SAWYER	340	*	3	*		*	\$3,600 * 1 \$26,740
SAYRE	4,809	\$360 *	8	\$240 *	\$96,408	\$18,000 *	\$6,000 * 1 \$35,360
SCHULTER	422	\$0	5	\$0			
SEILING	850	\$600 *	4	\$300 *	\$72,000		\$6,000 * 1 \$1,800

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
SENTINEL	763	\$0 *	4	\$0 *	\$6,240 *	\$1,500 *	
SHATTUCK	1,249	\$1,440 *	4	\$4,000 *	\$57,455	\$6,000 *	\$2,400 *
SHIDLER	328	\$0 *	4	\$0 *	\$3,300 *		1 *
SNYDER	1,301	\$600 *	4	*			
SOPER	225	\$3,600 *	3	\$1,800 *	\$600 *		
SPERRY	1,115	\$3,000 *	4	\$2,400 *	\$3,000 *	\$1,800 *	
SPRINGER	685	\$576 *	4	\$300 *	\$3,600 *		
STERLING	668	\$0 *	5	\$0	\$1,200 *	\$3,600 *	1 \$300 *
STIGLER	2,703	\$0 *	5	\$0 *	\$100,000	\$6,000 *	1 \$36,608
STONEWALL	414	\$600 *	4	\$300 *	\$23,400 *	\$600 *	1 \$6,825
STRINGTOWN	419	\$0 *	2	\$0 *	\$400 *	\$6,000 *	
STROUD	2,719	\$0 *	4	\$0 *	\$80,267	\$13,500 *	\$8,100 *
SUGDEN	22						
TAFT	174	\$600 *	4	\$600 *			
TALALA	258	\$1,200 *	4	\$600 *	*	\$4,800 *	1 *
TECUMSEH	6,308	*	4	*	\$92,700	\$37,080 *	\$14,832 *
TERRAL	280	\$240 *	4	\$240 *		*	
TEXHOMA	856	\$960 *	4	\$960 *	\$67,989	\$3,600 *	\$1,500
THACKERVILLE	400	\$0 *	4	\$0 *	\$5,000 *	\$2,000 *	
THOMAS	1,143	\$3,000 *	4	\$7,200 *	\$4,681 *	\$2,100 *	1 *
TISHOMINGO	3,101	\$120 *	4	\$120 *	\$70,000	\$7,800 *	1 \$30,909
TUPELO	327	\$0 *	2	\$0 *	\$7,200 *	\$2,400 *	1 *
TYRONE	729	\$0 *	4	\$0 *	\$800	\$6,000 *	1 \$1,800 *
UNION CITY	1,794	*	4	*	\$6,000 *	\$4,800 *	1 \$55,078
VALLIANT	819	\$1,500 *	4	\$4,560 *	\$9,000 *	*	1 \$5,760 *
VERDEN	508	\$0 *	4	\$0 *	\$2,700 *	\$3,800 *	1 \$14,560 *
VINITA	5,193	\$35,810	8	\$2,040	\$70,000	\$10,800	1 \$34,736
WAKITA	311	\$300 *	4	\$300 *			
WAURIKA	1,837	\$0 *	4	\$0 *	\$56,000	\$46,035	\$12,000 *
WAYNE	625	\$1,200 *	4	\$1,200 *	\$2,400 *	\$2,400 *	1 *
WAYNOKA	708	\$3,600 *	8	\$1,500 *		\$3,000 *	
WELEETKA	806	\$900 *	4	\$3,600 *	*	\$4,800 *	1 \$19,760

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
WELLSTON	679	*	4	\$45,115	\$12,000 *	\$4,800 *	
WEWOKA	3,133	\$0	5	\$81,740		*	1 \$31,200
WHITEFIELD	371	\$595 *	4	\$595 *	\$7,500 *		
WILBURTON	2,285	\$61,138	5	\$6,000 *	\$14,400 *	\$6,000	1
WRIGHT CITY	616	\$0	5	\$595 *		\$4,200 *	
WYANDOTTE	48	\$120 *	2	\$120 *	\$7,200	\$4,800 *	1 \$6,000 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor		Council or Board		City Manager	City Attorney	Judge		Court Clerk
NEWCASTLE	10,984	\$0 *	4	\$0 *		\$120,750	\$48,000	\$9,600		\$47,596
BLANCHARD	8,879	\$0 *	4	\$0 *		\$127,289 *		\$7,557 *	1	\$38,434
CLINTON	8,521	\$900 *	4	\$600 *		\$104,260	\$6,000 *	\$18,000 *	2	\$44,000
PIEDMONT	7,402	\$420 *	5	\$420 *		\$125,000	\$37,500 *	\$18,840 *	1	\$53,277
TECUMSEH	6,308	*	4	*		\$92,700	\$37,080 *	\$14,832 *	1	\$59,030
HOLDENVILLE	5,934	\$15,000 *	7	\$2,400 *			\$6,000 *	\$5,604 *		\$20,800
ANADARKO	5,745		5			\$100,000	\$12,000	\$7,500	1	\$34,944
HENRYETTA	5,640	\$0 *	5	\$0 *					1	
VINITA	5,193	\$35,810	8	\$2,040		\$70,000		\$10,800	1	\$34,736
LONE GROVE	4,993	\$0	4	\$0		\$82,200	\$13,200 *	\$5,270 *		
SAYRE	4,809	\$360 *	8	\$240 *		\$96,408	\$18,000 *	\$6,000 *	1	\$35,360
BROKEN BOW	4,228	\$0 *	5	\$0 *		\$120,000	\$22,792 *	\$20,442 *	1	\$39,395
MADILL	3,914	\$300 *	4	\$300 *		\$84,500		\$18,000 *	1	\$57,800
FORT GIBSON	3,814	\$3,600 *	4	\$3,600 *		\$75,000	\$31,200 *	\$8,400 *	1	\$38,376 *
FREDERICK	3,468	\$0 *	4	\$0 *		\$90,000 *	\$20,000	\$6,000 *	1	\$32,000
HOBART	3,413	*	4	*		\$67,962	\$11,208 *	\$10,593 *	1	\$26,998
ROLAND	3,316	\$4,080 *	4	\$3,000 *		\$82,950	\$7,200 *	\$6,538	1	\$40,000
WEWOKA	3,133	\$0	5	\$0		\$81,740		*	1	\$31,200
TISHOMINGO	3,101	\$120 *	4	\$120 *		\$70,000		\$7,800 *	1	\$30,909
OKEMAH	3,074	\$0	4	\$0		\$75,000	\$26,289	\$3,900	1	\$45,365
HEAVENER	2,985	\$120 *	4	\$60 *		\$50,500	\$6,000 *	\$8,400 *	1	\$28,300
CACHE	2,930	\$3,000	4	\$2,400		\$35,400	\$600	\$8,400	1	\$2,400
CHANDLER	2,858	*	4	*		\$99,765	\$13,500 *	\$7,200 *	1	\$30,619 *
FAIRVIEW	2,740	\$0 *	4	\$0 *		\$75,000	\$8,400 *	\$10,608 *	1	\$6,500 *
STROUD	2,719	\$0 *	4	\$0 *		\$80,267	\$13,500 *	\$8,100 *		*
MARIETTA	2,719	\$3,300 *	8	\$300 *		\$74,887 *	\$12,000 *	\$6,000 *	1	\$36,687 *
STIGLER	2,703	\$0 *	5	\$0 *		\$100,000	\$6,000 *	\$6,000 *	1	\$36,608
DRUMRIGHT	2,560	\$1 *	4	\$1 *		\$70,521	\$12,000 *	\$10,800 *	1	\$31,200
PRAGUE	2,356	*	4	*		\$79,853	\$12,000 *	\$7,800 *		
HEALDTON	2,328	\$0	4	\$0		\$53,600	\$7,200 *	\$4,800 *		
WILBURTON	2,285	\$61,138	5	\$6,000 *			\$14,400 *	\$6,000	1	
ANTLERS	2,221	*	5	*		\$50,000		\$12,000 *	1	\$29,000
NEWKIRK	2,172	\$1,200 *	2	\$1,200 *		\$69,000	\$10,404 *	\$6,000 *	1	\$34,965

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor		Council or Board	City Manager	City Attorney		Judge		Court Clerk
HENNESSEY	2,151	\$1,500 *	4	\$900 *	\$62,000			\$5,400 *		
CHELSEA	1,991	\$0 *	5		\$31,200 *		*	\$4,800 *	1	\$3,891
BURNS FLAT	1,948	\$3,600 *	4	\$600 *	\$60,000			\$2,400 *	1	\$1,800 *
INOLA	1,890	\$6,600	4	\$1,200		\$7,200			1	\$2,400
WAURIKA	1,837	\$0 *	4	\$0 *	\$56,000	\$46,035		\$12,000 *	1	\$34,008
HOOKER	1,802	\$1,500	4	\$1,200		\$5,310 *		\$6,268 *		
UNION CITY	1,794	*	4	*		\$6,000 *		\$4,800 *	1	\$55,078
GRANITE	1,628	\$960 *	4	\$480 *	\$49,462	\$7,000 *		\$1,800 *		
MINCO	1,500	*	4	*		\$20,750 *		\$7,800 *	1	\$3,000 *
LUTHER	1,492	\$0 *	4	\$0 *	\$58,000	\$27,000 *		\$11,400 *	1	\$32,000
CHEROKEE	1,476	\$0 *	4	\$0 *	\$68,948	\$175 *		\$5,400 *		
OOLOGAH	1,305	\$600 *	4	\$300 *				\$7,200 *	1	\$42,000
SNYDER	1,301	\$600 *	4	*						
MORRIS	1,299	\$6,000 *	4	\$2,400 *		\$6,000 *		\$3,000 *		
BEAVER	1,280	\$300 *	4	\$1,200 *	\$55,000		*	\$6,000 *		
PANAMA	1,269	\$1,800	4	\$1,200 *		\$1,800 *			1	\$12,657 *
SHATTUCK	1,249	\$1,440 *	4	\$4,000 *	\$57,455	\$6,000 *		\$2,400 *		
LAVERNE	1,223	\$1,200 *	4	\$900 *	\$45,000	\$5,500 *			1	\$600 *
BEGGS	1,179	\$7,200 *	4	\$0		\$6,000 *		\$6,000	1	\$1,500 *
BOISE CITY	1,166	\$0 *	4	\$0 *	\$51,000			\$1,700 *		
THOMAS	1,143	\$3,000 *	4	\$7,200 *		\$4,681 *		\$2,100 *	1	*
FAIRFAX	1,136	\$1,500 *	4	\$1,200 *		\$6,000 *		\$3,000 *		
SPERRY	1,115	\$3,000 *	4	\$2,400 *		\$3,000 *		\$1,800 *		
OKEENE	1,090	\$2,400 *	4	\$1,500 *	\$60,000		*	\$3,000 *		
MAYSVILLE	1,087	\$1,200 *	4	\$900 *		\$4,000 *		\$2,484 *	1	\$28,080 *
APACHE	1,034	\$1,200 *	4	\$600 *		\$3,000 *		\$3,600 *		
BARNSDALL	1,034	\$1,980 *	4	\$1,560 *			*	\$3,936 *	1	\$3,132
KELLYVILLE	1,019	\$360 *	4	\$300 *	\$25,000	\$6,000 *		\$6,000 *		\$2,500
MEEKER	1,004	\$240 *	4	\$960 *	\$48,393		*	\$3,600 *	1	
NORTH ENID	1,003	\$1,200 *	4	\$720 *		\$2,400 *		\$6,000 *	1	\$1,680 *
ERICK	1,000	\$720 *	4	\$300 *	\$52,000	\$9,600 *		\$3,600 *	1	*
GORE	951	\$14,400 *	4	\$4,800 *		\$6,000		\$6,000	1	\$33,600
MEDFORD	932	\$0 *	4	\$0 *	\$66,000	\$3,600 *		\$2,700 *	1	\$1,200

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
OILTON	885	\$9,300 *	7 *		\$9,700 *		
TEXHOMA	856	\$960 *	4	\$960 *	\$67,989	\$3,600 *	\$1,500
SEILING	850	\$600 *	4	\$300 *	\$72,000	\$6,000 *	1 \$1,800
VALLIANT	819	\$1,500 *	4	\$4,560 *		\$9,000 *	1 \$5,760 *
DAVENPORT	809	\$550 *	4	\$500 *		\$3,600 *	1 \$700 *
WELEETKA	806	\$900 *	4	\$3,600 *	*	\$4,800 *	1 \$19,760
CHEYENNE	771	\$0 *	2	\$0 *	\$69,038	\$7,508 *	\$2,400 *
SENTINEL	763	\$0 *	4	\$0 *		\$6,240 *	\$1,500 *
DEWAR	763	*	4	*			*
MOUNTAIN VIEW	740	\$0	4	\$0			1
ELMORE CITY	738	\$0	4	\$0		\$4,800	1 \$1,600
ADAIR	732	\$1,200	4	\$600		\$3,600	1 \$21,600
TYRONE	729	\$0 *	4	\$0 *		\$800	\$6,000 *
BLAIR	727	\$1,200 *	4	\$1,200 *	\$44,400	\$1,500 *	\$1,800 *
COPAN	710	\$100 *	4	\$100 *		*	
WAYNOKA	708	\$3,600 *	8	\$1,500 *		\$3,000 *	
SPRINGER	685	\$576 *	4	\$300 *		\$3,600 *	
WELLSTON	679	*	4	*	\$45,115	\$12,000 *	\$4,800 *
STERLING	668	\$0 *	5	\$0		\$1,200 *	\$3,600 *
WAYNE	625	\$1,200 *	4	\$1,200 *		\$2,400 *	\$2,400 *
WRIGHT CITY	616	\$0	5	\$595 *		\$4,200 *	
PORUM	602		5	\$2,400 *		\$6,000 *	\$4,800 *
KIOWA	595	\$3,600 *	4	\$1,800 *		\$12,000 *	\$3,600 *
EARLSBORO	594	\$0	4	\$0 *		\$11,000 *	\$3,600 *
CORN	592	\$720 *	4	\$480 *		*	
BILLINGS	578	\$100 *	4	\$100 *		*	
PORTER	561	\$0 *	4	\$0 *		\$12,000 *	\$1,200 *
LAHOMA	539	*	4	*		*	\$4,200 *
FORT COBB	518	\$1,200	2	\$600		\$4,200	\$2,400
VERDEN	508	\$0 *	4	\$0 *		\$2,700 *	\$3,800 *
GLENCOE	499	\$900 *	4	\$1,200 *		\$3,766 *	\$600 *
ARNETT	495	\$600 *	4	\$300 *		\$4,300 *	\$2,400 *
OLUSTEE	468	*	4	*	\$42,334	\$6,000 *	\$420 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
CANTON	468	\$1,200 *	4	\$1,200 *		\$5,731 *	1 \$5,015 *
FORGAN	450		4				
CALUMET	443		5			\$3,600 *	1 \$1,200 *
GAGE	433	\$1,200 *	4	\$600 *	\$25,200		
OHELATA	427	\$300 *	4	\$300 *			
SCHULTER	422	\$0	5	\$0			
DILL CITY	420	\$1,440 *	4	\$480 *			
STRINGTOWN	419	\$0 *	2	\$0 *		\$400 *	\$6,000 *
STONEWALL	414	\$600 *	4	\$300 *	\$23,400 *	\$600 *	\$2,730 * 1 \$6,825
AMBER	413		5		\$22,370 *	\$400	
DEPEW	411	\$600 *	4	\$300 *		\$4,200 *	\$4,200 * 1 \$27,040
MEDICINE PARK	411	\$0 *	4	\$0 *		\$6,000 *	\$7,200 * 1 \$5,200 *
RINGWOOD	401	\$1,800 *	2	\$900 *	\$42,000		
CHATTANOOGA	400	\$300 *	2	\$300 *	\$32,067	\$3,500 *	\$2,700 * 1 *
THACKERVILLE	400	\$0 *	4	\$0 *		\$5,000 *	\$2,000 *
EAST DUKE	394	\$0	4	\$0			
PRUE	374		4				
LONE WOLF	373	\$0	5	\$0		\$9,000 *	\$2,400 * 1
WHITEFIELD	371	\$595 *	4	\$595 *		\$7,500 *	
ASHER	370	\$1,200 *	4	\$1,200 *		\$12,000 *	\$3,600 * 1 \$19,600
FOYIL	368		4			\$6,000 *	1 \$12,000 *
CUSTER CITY	367	\$840 *	4	\$600 *		\$10,200 *	\$1,800 * 1 \$600 *
MCCURTAIN	355		5	\$0 *		\$6,000 *	1 \$7,000 *
COYLE	350	\$900 *	2	\$300 *			
RIPLEY	346	\$0 *	5	\$0 *	\$12,600	\$2,700	
OKTAHA	343	*	5	*			
SAWYER	340	*	3	*		*	\$3,600 * 1 \$26,740
SHIDLER	328	\$0 *	4	\$0 *		\$3,300 *	1 *
DUSTIN	327	\$0	2	\$0			
TUPELO	327	\$0 *	2	\$0 *		\$7,200 *	\$2,400 * 1 *
KAW CITY	325	\$0 *	4	\$0 *		\$20,000 *	
MOUNTAIN PARK	320	\$1,140 *	2	\$480 *	\$19,760	\$4,800 *	\$2,400 1
FARGO	312	\$480	2	\$360			

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
WAKITA	311	\$300 *	4	\$300 *			
CALVIN	309	*	4	*	\$35,568	\$1,200	1 \$2,101
AVANT	301	\$0 *	2	\$0 *		\$9,875 *	\$1,200 *
MILL CREEK	293	\$20	2	\$20			
EAKLY	293	\$75 *	2	\$75 *			
CLEO SPRINGS	287	\$720 *	3	\$720 *		*	1 *
JENNINGS	280	*	3	*		\$600 *	1 *
TERRAL	280	\$240 *	4	\$240 *		*	
GRACEMONT	279	\$0 *	5	\$0 *		\$2,400 *	\$2,400 *
RATTAN	276	\$0	2	\$0			1
INDIAHOMA	275	*	2	*	\$22,880 *		
OAKS	267	\$0 *	4	\$0 *		*	
RALSTON	266	*	4	*			
TALALA	258	\$1,200 *	4	\$600 *		\$4,800 *	1 *
ROOSEVELT	254	\$200 *	2	\$200 *			
FRANCIS	244	\$48	4	\$48			
DAVIDSON	241	\$0 *	2			\$600 *	
CROMWELL	238	\$0 *		\$0 *		\$3,600 *	
MEAD	227	\$0 *	2	\$0 *			
SOPER	225	\$3,600 *	3	\$1,800 *		\$600 *	
MILLERTON	215	*	3	*			
MULHALL	212	\$0 *	2	\$0 *		*	
HARDESTY	205	\$0 *	2	\$0 *		*	
BRECKENRIDGE	199		2				
DOUGHERTY	199		3	*			
AMES	193	\$540 *	2	\$540 *			
NASH	192	\$900 *	4	\$600 *	\$4,050 *	\$75 *	1 \$4,650 *
BYARS	184	\$120 *	4	\$120 *			
MARLAND	184	\$0 *	5	\$600 *		*	
PITTSBURG	183	\$120 *	2	\$120 *			
BESSIE	182	\$960 *	2	\$960 *		\$1,380 *	
TAFT	174	\$600 *	4	\$600 *			
ARCADIA	169		2				1

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Mayor	Council or Board	City Manager	City Attorney	Judge	Court Clerk
BRAMAN	160	\$120 *	5	\$120 *	*	\$750 *	
INDIANOLA	148	*	2	*			
KENEFIC	147	\$0 *	2	\$0 *			
CANADIAN	143	\$0 *	2	\$0 *			
BEARDEN	135	\$0	4	\$0			
FAIRMONT	132	\$120 *	4	\$96 *			
ORLANDO	130	\$0	2	\$0	\$36,000 *		
ROCKY	128	\$600 *	2	\$420 *	*		
BURBANK	123	\$192 *	2	\$192 *			
COUNCIL HILL	108	\$0	2	\$0			
HALLETT	105	*	2	*			
HASTINGS	104	*	4	*			
GOULD	103		4				
PENSACOLA	101	\$0 *	3	\$0 *			
FOSS	101	*	2	*			
HICKORY	86	*	2	*			
HILLSDALE	75	\$300 *	2	\$300 *			
OAKWOOD	74	\$0 *	4	\$0 *			
HEADRICK	74	\$0 *	2	\$0 *			
FAIR OAKS	73	*	3	*			
LOYAL	71	\$1,200 *	2	\$600 *			
BLACKBURN	70	\$0	4	\$0			
LIMA	68	\$0 *	4	\$0 *			
RATLIFF CITY	64	\$140 *	2	\$140 *	*	\$1,800 *	1
MUTUAL	63	\$0	1	\$0			
GATE	60	\$300 *	2	\$300 *			
ROSSTON	52	*	2	*			
WYANDOTTE	48	\$120 *	2	\$120 *	\$7,200	\$4,800 *	1 \$6,000 *
CLEARVIEW	41						
AMORITA	39	*					
MAY	29	\$300 *	2	\$300 *			
SUGDEN	22						
LOVELAND	13	\$0 *	2	\$0 *			

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary
ADAIR	732					1	\$33,600			
AMBER	413					1	\$18,260 *			
AMES	193			\$10,800		1	\$3,600 *	1	\$3,000 *	
AMORITA	39	1	*	1	*					
ANADARKO	5,745	1	\$65,520							
ANTLERS	2,221					1	\$45,000			1 \$44,000
APACHE	1,034					1	\$30,000	1	\$33,000	1
ARCADIA	169	1		1						
ARNETT	495					1	\$38,893			
ASHER	370					1	\$35,000			
AVANT	301					1	\$29,160			
BARNSDALL	1,034	1	\$7,500	1	\$1,089					
BEARDEN	135									
BEAVER	1,280	1	\$81,206	1	\$42,271					
BEGGS	1,179	1	\$1,500 *	1	\$1,500 *					
BESSIE	182					1	\$21,000 *			
BILLINGS	578	1	\$34,219							
BLACKBURN	70					1	*			
BLAIR	727					1	\$900 *			
BLANCHARD	8,879	1	\$50,407							4 \$28,992 *
BOISE CITY	1,166					1	\$25,000	1	\$21,301	
BRAMAN	160	1	\$26,000 *	1	\$120 *					
BRECKENRIDGE	199					1	\$9,180 *			
BROKEN BOW	4,228					1	\$43,680			\$30,513
BURBANK	123					1	\$2,400 *			1 \$7,200 *
BURNS FLAT	1,948					1	\$30,600	1	\$25,000	
BYARS	184	1	\$3,600 *	1	\$3,600 *					
CACHE	2,930					1	\$2,400			1 \$26,000
CALUMET	443	1	\$3,300 *	1	\$3,000 *			1	\$34,000	1 \$40,000
CALVIN	309					1	\$24,119			1 \$8,640 *
CANADIAN	143	1	\$800 *	1	\$800 *					
CANTON	468	1	\$11,936	1	\$4,838 *					

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk	Treasurer	Clerk-Treasurer	Deputy Clerk	Secretary
CHANDLER	2,858	1 \$67,616	1 \$40,404			
CHATTANOOGA	400	1 \$2,809 *	1 \$2,809 *			
CHELSEA	1,991	1 \$28,460	1 \$7,920 *			1 \$19,416
CHEROKEE	1,476	1 \$45,000	1 \$4,800 *		1 \$32,793	
CHEYENNE	771			1 \$47,390		1 \$47,390
CLEARVIEW	41					
CLEO SPRINGS	287			1 \$18,000		
CLINTON	8,521	1 \$63,000	1 \$70,000	2 \$38,194		1 \$36,000
COPAN	710			1 \$300 *		1 \$41,600
CORN	592			1 \$31,200		
COUNCIL HILL	108					1 \$2,400 *
COYLE	350			1 \$32,240		
CROMWELL	238			1 \$14,400 *		
CUSTER CITY	367			1 \$1,200 *		1 \$31,680
DAVENPORT	809	1 \$7,200 *	1 \$7,200 *			2 \$50,828
DAVIDSON	241			1 \$16,800		
DEPEW	411			1 \$35,360	1 *	
DEWAR	763	1 *		1		
DILL CITY	420			1 \$23,628		
DOUGHERTY	199			1 \$4,800 *		1 \$7,700 *
DRUMRIGHT	2,560			1 \$51,500	1 \$28,392	1 \$27,040
DUSTIN	327			1 \$28,800		
EAKLY	293			1 \$32,000		
EARLSBORO	594	1 \$18,500 *		1 \$19,391 *		
EAST DUKE	394			1 \$34,200		
ELMORE CITY	738			1 \$3,600 *	1 \$25,344	
ERICK	1,000			1 \$720 *	1 \$32,240	1 \$7,020 *
FAIR OAKS	73			1 *		
FAIRFAX	1,136	1 \$5,100 *		1 \$29,148	1 \$23,376	
FAIRMONT	132			1 \$1,500 *		
FAIRVIEW	2,740			1 \$62,400	1 \$34,320	2 \$70,720
FARGO	312	1 \$1,200				

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk	Treasurer	Clerk-Treasurer	Deputy Clerk	Secretary				
FORGAN	450	1	1							
FORT COBB	518	1	\$1,500	1	1	\$20,280				
FORT GIBSON	3,814	1	\$4,800 *	1	\$4,800 *	1	\$35,000			
FOSS	101				1	\$16,800 *				
FOYIL	368				1	\$31,800				
FRANCIS	244				1	\$5,460 *				
FREDERICK	3,468	1			1	\$30,000	1	\$26,000		
GAGE	433				1	\$25,792				
GATE	60	1	\$4,800 *							
GLENCOE	499	1	\$3,000 *	1	\$3,000 *		2	\$33,158 *		
GORE	951			1	\$30,720		1	\$34,560		
GOULD	103				1	\$4,800				
GRACEMONT	279				1	\$16,640 *	1	\$29,120		
GRANITE	1,628	1	\$1,200 *	1	\$1,020 *					
HALLETT	105				1	*				
HARDESTY	205	2	\$56,784 *	1	\$5,000 *					
HASTINGS	104	1	*	1	*					
HEADRICK	74	1	\$5,400 *							
HEALDTON	2,328	1	\$38,848	1	\$37,835					
HEAVENER	2,985	1	\$41,400	1	\$1,200 *		1	\$29,900	1	\$12,000 *
HENNESSEY	2,151	1	\$4,800 *	1	\$3,600 *		3	\$22,360	2	\$19,000
HENRYETTA	5,640				1		2			
HICKORY	86			1	*		1	*		
HILLSDALE	75	1	\$600 *	1	\$1,500 *					
HOBART	3,413				1	\$40,799	1	\$32,240		
HOLDENVILLE	5,934					\$1,200		\$2,400 *		\$1,200
HOOKER	1,802	1	\$4,800 *	1	\$4,800 *		1	\$32,000 *		
INDIAHOMA	275				1	\$21,840			1	\$16,640 *
INDIANOLA	148				1	\$75 *			1	*
INOLA	1,890	1	\$2,400 *	1	\$44,152					
JENNINGS	280				1	\$30,000				
KAW CITY	325				1	\$39,000 *	1	\$37,000		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary
KELLYVILLE	1,019					1	\$21,000 *			
KENEFIC	147					1	\$24,000 *			1
KIOWA	595	1	\$25,854	1	\$24,627					
LAHOMA	539	1	\$3,600 *	1	\$14,400 *					1 \$39,600 *
LAVERNE	1,223	1	\$12,000 *	1	\$12,000 *					2 \$39,000
LIMA	68					1	*			
LONE GROVE	4,993	1	\$53,050	1	\$50,100					
LONE WOLF	373					1	\$28,288			
LOVELAND	13									
LOYAL	71	1	\$2,400 *	1	\$2,400 *					
LUTHER	1,492					1				1 \$31,000
MADILL	3,914					1	\$57,800			
MARIETTA	2,719	1	\$3,300 *	1	\$3,300 *			1	\$36,687	
MARLAND	184	1	*			1	\$13,200 *			
MAY	29					1	\$600 *			
MAYSVILLE	1,087					1	\$2,400	1	\$3,744 *	1 \$25,480
MCCURTAIN	355	1	\$23,000 *	1	\$7,200 *					
MEAD	227					1	*			
MEDFORD	932					1	\$41,700	1	\$38,105	
MEDICINE PARK	411	1	\$37,440 *	1	\$46,800					1 \$27,040 *
MEEKER	1,004	1	\$47,736	1	*			1	\$33,696	\$31,262
MILL CREEK	293					1	\$30,372			
MILLERTON	215		*			1	\$7,200			
MINCO	1,500					1	\$38,000	1	\$7,143 *	1 \$30,324
MORRIS	1,299					1	\$38,230	1	\$24,960	
MOUNTAIN PARK	320					1	\$31,928			1
MOUNTAIN VIEW	740					1		1		
MULHALL	212					1	\$22,483 *			1
MUTUAL	63	1		1						1 \$20,376
NASH	192					1	\$6,300 *			1 \$9,000 *
NEWCASTLE	10,984	1	\$95,167		\$78,650			5	\$52,355	2 \$66,350
NEWKIRK	2,172	1	\$37,440	1	\$17,394 *			1	\$39,562	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary	
NORTH ENID	1,003	1	\$1,680 *	1	\$1,680 *						
OAKS	267					1	\$12,000 *			1	*
OAKWOOD	74					1	\$270 *			1	\$3,240 *
OHELATA	427	1	\$10,260 *	1	\$10,260 *						
OILTON	885							1	\$3,000 *		
OKEENE	1,090					1	\$35,000	1	\$29,120		
OKEMAH	3,074					1	\$59,342				
OKTAHA	343					1	\$6,000 *				
OLUSTEE	468					1	\$2,400	1	\$9,600 *		
OOLOGAH	1,305					1	\$1,200 *				
ORLANDO	130			1	\$38,000						
PANAMA	1,269					1	\$4,800 *	1	\$11,457 *	1	\$14,160
PENSACOLA	101					1	*				
PIEDMONT	7,402					1	\$90,701			3	\$43,941
PITTSBURG	183					1	\$240 *			1	\$25,200
PORTER	561				*	1	\$2,800 *	1	\$35,733	1	\$27,747
PORUM	602					1	\$6,000 *			1	\$44,616
PRAGUE	2,356					1	\$61,800			2	\$34,300
PRUE	374			1	\$1,200 *	1	\$1,200 *				
RALSTON	266	1	\$6,600 *								
RATLIFF CITY	64					1	\$51,325	1	\$15,258 *	1	\$15,213 *
RATTAN	276	1	\$23,316								\$600
RINGWOOD	401					1	\$900 *				
RIPLEY	346	1	\$1,200 *	1	\$1,200 *			1	\$3,324 *	1	\$5,500 *
ROCKY	128					1	\$10,600 *				
ROLAND	3,316					1	\$4,080 *	1	\$60,000		
ROOSEVELT	254	1	\$13,554	1	\$200 *						
ROSSTON	52					1	*				
SAWYER	340					1	\$3,300 *				
SAYRE	4,809					1	\$48,000	1	\$37,440	9	\$20,210 *
SCHULTER	422					1	\$960 *				
SEILING	850	1	\$2,700		\$48,980					1	\$32,800

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary
SENTINEL	763					1	\$32,240	1	\$25,189	
SHATTUCK	1,249					1	\$10,999	1	\$30,160	2
SHIDLER	328	1	\$36,800							
SNYDER	1,301					1	*			2
SOPER	225					1	\$5,400	*		1
SPERRY	1,115					1	\$32,000			1
SPRINGER	685					1	\$14,040	*		
STERLING	668	1	\$47,344	*		2	\$16,449			
STIGLER	2,703	1	\$56,638		1	\$37,669				1
STONEWALL	414	1	\$21,840		1	\$15,600	*	1	\$21,970	
STRINGTOWN	419					1	\$37,675			
STROUD	2,719					1	\$68,058	1	\$50,065	1
SUGDEN	22					1	\$230	*		
TAFT	174	1	\$6,000	*	1	\$6,000	*			
TALALA	258	1	\$20,280			1	\$25,200	*	1	\$30,600
TECUMSEH	6,308					1	\$82,000	1	\$42,702	
TERRAL	280					1	\$26,208			
TEXHOMA	856					1	\$11,700	*		1
THACKERVILLE	400					1	\$50,000	1	\$35,360	
THOMAS	1,143	1	\$33,009		1	\$32,360				
TISHOMINGO	3,101					1	\$6,000	*	1	\$38,563
TUPELO	327					1	\$13,625	*		1
TYRONE	729	1	\$17,760		1	\$17,760				
UNION CITY	1,794					1	\$45,032			
VALLIANT	819					1	\$27,600			1
VERDEN	508	1	\$37,440		1	\$1,800	*			
VINITA	5,193	1	\$58,000		1	\$17,516		1	\$38,480	
WAKITA	311					1	\$32,072			
WAURIKA	1,837	1	\$34,507		1					
WAYNE	625					1	\$41,600	*	1	\$35,360
WAYNOKA	708					1	\$43,680			1
WELEETKA	806	1	\$22,880							

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Municipal Clerk	Treasurer	Clerk-Treasurer	Deputy Clerk	Secretary	
WELLSTON	679	1	\$30,160				
WEWOKA	3,133			1	\$49,587	3	\$27,040
WHITEFIELD	371			1	\$12,000 *		
WILBURTON	2,285			1	\$49,010	1	\$37,940
WRIGHT CITY	616			1	\$28,960	1	\$23,504 *
WYANDOTTE	48			1	\$12,000 *		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary	
NEWCASTLE	10,984	1	\$95,167		\$78,650			5	\$52,355	2	\$66,350
BLANCHARD	8,879	1	\$50,407							4	\$28,992 *
CLINTON	8,521	1	\$63,000	1	\$70,000	2	\$38,194			1	\$36,000
PIEDMONT	7,402					1	\$90,701			3	\$43,941
TECUMSEH	6,308					1	\$82,000	1	\$42,702		
HOLDENVILLE	5,934				\$1,200		\$2,400 *		\$1,200		
ANADARKO	5,745	1	\$65,520								
HENRYETTA	5,640					1		2			
VINITA	5,193	1	\$58,000	1	\$17,516			1	\$38,480		
LONE GROVE	4,993	1	\$53,050	1	\$50,100						
SAYRE	4,809					1	\$48,000	1	\$37,440	9	\$20,210 *
BROKEN BOW	4,228					1	\$43,680				\$30,513
MADILL	3,914					1	\$57,800				
FORT GIBSON	3,814	1	\$4,800 *	1	\$4,800 *					1	\$35,000
FREDERICK	3,468	1						1	\$30,000	1	\$26,000
HOBART	3,413					1	\$40,799	1	\$32,240		
ROLAND	3,316					1	\$4,080 *	1	\$60,000		
WEWOKA	3,133					1	\$49,587			3	\$27,040
TISHOMINGO	3,101					1	\$6,000 *	1	\$38,563	5	\$29,742
OKEMAH	3,074					1	\$59,342				
HEAVENER	2,985	1	\$41,400	1	\$1,200 *			1	\$29,900	1	\$12,000 *
CACHE	2,930					1	\$2,400			1	\$26,000
CHANDLER	2,858	1	\$67,616	1	\$40,404						
FAIRVIEW	2,740					1	\$62,400	1	\$34,320	2	\$70,720
STROUD	2,719					1	\$68,058	1	\$50,065	1	\$15,000
MARIETTA	2,719	1	\$3,300 *	1	\$3,300 *			1	\$36,687		
STIGLER	2,703	1	\$56,638	1	\$37,669					1	\$32,302
DRUMRIGHT	2,560					1	\$51,500	1	\$28,392	1	\$27,040
PRAGUE	2,356					1	\$61,800			2	\$34,300
HEALDTON	2,328	1	\$38,848	1	\$37,835						
WILBURTON	2,285					1	\$49,010	1	\$37,940	6	\$31,942 *
ANTLERS	2,221					1	\$45,000			1	\$44,000
NEWKIRK	2,172	1	\$37,440	1	\$17,394 *			1	\$39,562		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary	
HENNESSEY	2,151	1	\$4,800 *	1	\$3,600 *			3	\$22,360	2	\$19,000
CHELSEA	1,991	1	\$28,460	1	\$7,920 *					1	\$19,416
BURNS FLAT	1,948					1	\$30,600	1	\$25,000		
INOLA	1,890	1	\$2,400 *	1	\$44,152						
WAURIKA	1,837	1	\$34,507	1							
HOOKER	1,802	1	\$4,800 *	1	\$4,800 *			1	\$32,000 *		
UNION CITY	1,794					1	\$45,032				
GRANITE	1,628	1	\$1,200 *	1	\$1,020 *						
MINCO	1,500					1	\$38,000	1	\$7,143 *	1	\$30,324
LUTHER	1,492					1				1	\$31,000
CHEROKEE	1,476	1	\$45,000	1	\$4,800 *			1	\$32,793		
OOLOGAH	1,305					1	\$1,200 *				
SNYDER	1,301					1	*			2	\$70,699
MORRIS	1,299					1	\$38,230	1	\$24,960		
BEAVER	1,280	1	\$81,206	1	\$42,271						
PANAMA	1,269					1	\$4,800 *	1	\$11,457 *	1	\$14,160
SHATTUCK	1,249					1	\$10,999	1	\$30,160	2	\$62,712
LAVERNE	1,223	1	\$12,000 *	1	\$12,000 *					2	\$39,000
BEGGS	1,179	1	\$1,500 *	1	\$1,500 *						
BOISE CITY	1,166					1	\$25,000	1	\$21,301		
THOMAS	1,143	1	\$33,009	1	\$32,360						
FAIRFAX	1,136	1	\$5,100 *			1	\$29,148	1	\$23,376		
SPERRY	1,115					1	\$32,000			1	\$28,600
OKEENE	1,090					1	\$35,000	1	\$29,120		
MAYSVILLE	1,087					1	\$2,400	1	\$3,744 *	1	\$25,480
APACHE	1,034					1	\$30,000	1	\$33,000	1	
BARNSDALL	1,034	1	\$7,500	1	\$1,089						
KELLYVILLE	1,019					1	\$21,000 *				
MEEKER	1,004	1	\$47,736	1	*			1	\$33,696		\$31,262
NORTH ENID	1,003	1	\$1,680 *	1	\$1,680 *						
ERICK	1,000					1	\$720 *	1	\$32,240	1	\$7,020 *
GORE	951			1	\$30,720					1	\$34,560
MEDFORD	932					1	\$41,700	1	\$38,105		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary	
OILTON	885							1	\$3,000 *		
TEXHOMA	856					1	\$11,700 *			1	\$27,354
SEILING	850	1	\$2,700		\$48,980					1	\$32,800
VALLIANT	819					1	\$27,600			1	\$28,080
DAVENPORT	809	1	\$7,200 *	1	\$7,200 *					2	\$50,828
WELEETKA	806	1	\$22,880								
CHEYENNE	771					1	\$47,390			1	\$47,390
SENTINEL	763					1	\$32,240	1	\$25,189		
DEWAR	763	1	*			1					
MOUNTAIN VIEW	740					1		1			
ELMORE CITY	738					1	\$3,600 *	1	\$25,344		
ADAIR	732					1	\$33,600				
TYRONE	729	1	\$17,760	1	\$17,760						
BLAIR	727					1	\$900 *				
COPAN	710					1	\$300 *			1	\$41,600
WAYNOKA	708					1	\$43,680			1	\$31,200
SPRINGER	685					1	\$14,040 *				
WELLSTON	679	1	\$30,160								
STERLING	668	1	\$47,344 *			2	\$16,449				
WAYNE	625					1	\$41,600 *	1	\$35,360		
WRIGHT CITY	616					1	\$28,960	1	\$23,504 *		
PORUM	602					1	\$6,000 *			1	\$44,616
KIOWA	595	1	\$25,854	1	\$24,627						
EARLSBORO	594	1	\$18,500 *			1	\$19,391 *				
CORN	592					1	\$31,200				
BILLINGS	578	1	\$34,219								
PORTER	561				*	1	\$2,800 *	1	\$35,733	1	\$27,747
LAHOMA	539	1	\$3,600 *	1	\$14,400 *					1	\$39,600 *
FORT COBB	518	1	\$1,500	1		1	\$20,280				
VERDEN	508	1	\$37,440	1	\$1,800 *						
GLENCOE	499	1	\$3,000 *	1	\$3,000 *					2	\$33,158 *
ARNETT	495					1	\$38,893				
OLUSTEE	468					1	\$2,400	1	\$9,600 *		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk	Treasurer	Clerk-Treasurer	Deputy Clerk	Secretary
CANTON	468	1 \$11,936	1 \$4,838 *			
FORGAN	450	1	1			
CALUMET	443	1 \$3,300 *	1 \$3,000 *		1 \$34,000	1 \$40,000
GAGE	433			1 \$25,792		
OHELATA	427	1 \$10,260 *	1 \$10,260 *			
SCHULTER	422			1 \$960 *		
DILL CITY	420			1 \$23,628		
STRINGTOWN	419			1 \$37,675		
STONEWALL	414	1 \$21,840	1 \$15,600 *		1 \$21,970	
AMBER	413			1 \$18,260 *		
DEPEW	411			1 \$35,360	1 *	
MEDICINE PARK	411	1 \$37,440 *	1 \$46,800			1 \$27,040 *
RINGWOOD	401			1 \$900 *		
CHATTANOOGA	400	1 \$2,809 *	1 \$2,809 *			
THACKERVILLE	400			1 \$50,000	1 \$35,360	
EAST DUKE	394			1 \$34,200		
PRUE	374		1 \$1,200 *	1 \$1,200 *		
LONE WOLF	373			1 \$28,288		
WHITEFIELD	371			1 \$12,000 *		
ASHER	370			1 \$35,000		
FOYIL	368			1 \$31,800		
CUSTER CITY	367			1 \$1,200 *		1 \$31,680
MCCURTAIN	355	1 \$23,000 *	1 \$7,200 *			
COYLE	350			1 \$32,240		
RIPLEY	346	1 \$1,200 *	1 \$1,200 *		1 \$3,324 *	1 \$5,500 *
OKTAHA	343			1 \$6,000 *		
SAWYER	340			1 \$3,300 *		
SHIDLER	328	1 \$36,800				
DUSTIN	327			1 \$28,800		
TUPELO	327			1 \$13,625 *		1 \$13,625 *
KAW CITY	325			1 \$39,000 *	1 \$37,000	
MOUNTAIN PARK	320			1 \$31,928		1
FARGO	312	1 \$1,200				

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk	Treasurer	Clerk-Treasurer	Deputy Clerk	Secretary
WAKITA	311			1 \$32,072		
CALVIN	309			1 \$24,119		1 \$8,640 *
AVANT	301			1 \$29,160		
MILL CREEK	293			1 \$30,372		
EAKLY	293			1 \$32,000		
CLEO SPRINGS	287			1 \$18,000		
JENNINGS	280			1 \$30,000		
TERRAL	280			1 \$26,208		
GRACEMONT	279			1 \$16,640 *	1 \$29,120	
RATTAN	276	1 \$23,316				\$600
INDIAHOMA	275			1 \$21,840		1 \$16,640 *
OAKS	267			1 \$12,000 *		1 *
RALSTON	266	1 \$6,600 *				
TALALA	258	1 \$20,280		1 \$25,200 *	1 \$30,600	
ROOSEVELT	254	1 \$13,554	1 \$200 *			
FRANCIS	244			1 \$5,460 *		
DAVIDSON	241			1 \$16,800		
CROMWELL	238			1 \$14,400 *		
MEAD	227			1 *		
SOPER	225			1 \$5,400 *		1 \$14,400 *
MILLERTON	215	*		1 \$7,200		
MULHALL	212			1 \$22,483 *		1
HARDESTY	205	2 \$56,784 *	1 \$5,000 *			
BRECKENRIDGE	199			1 \$9,180 *		
DOUGHERTY	199			1 \$4,800 *		1 \$7,700 *
AMES	193		\$10,800	1 \$3,600 *	1 \$3,000 *	
NASH	192			1 \$6,300 *		1 \$9,000 *
BYARS	184	1 \$3,600 *	1 \$3,600 *			
MARLAND	184	1 *		1 \$13,200 *		
PITTSBURG	183			1 \$240 *		1 \$25,200
BESSIE	182			1 \$21,000 *		
TAFT	174	1 \$6,000 *	1 \$6,000 *			
ARCADIA	169	1	1			

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Municipal Clerk		Treasurer		Clerk-Treasurer		Deputy Clerk		Secretary	
BRAMAN	160	1	\$26,000 *	1	\$120 *						
INDIANOLA	148					1	\$75 *			1	*
KENEFIC	147					1	\$24,000 *			1	
CANADIAN	143	1	\$800 *	1	\$800 *						
BEARDEN	135										
FAIRMONT	132					1	\$1,500 *				
ORLANDO	130			1	\$38,000						
ROCKY	128					1	\$10,600 *				
BURBANK	123					1	\$2,400 *			1	\$7,200 *
COUNCIL HILL	108									1	\$2,400 *
HALLETT	105					1	*				
HASTINGS	104	1	*	1	*						
GOULD	103					1	\$4,800				
PENSACOLA	101					1	*				
FOSS	101					1	\$16,800 *				
HICKORY	86			1	*	1	*				
HILLSDALE	75	1	\$600 *	1	\$1,500 *						
OAKWOOD	74					1	\$270 *			1	\$3,240 *
HEADRICK	74	1	\$5,400 *								
FAIR OAKS	73					1	*				
LOYAL	71	1	\$2,400 *	1	\$2,400 *						
BLACKBURN	70					1	*				
LIMA	68					1	*				
RATLIFF CITY	64					1	\$51,325	1	\$15,258 *	1	\$15,213 *
MUTUAL	63	1		1						1	\$20,376
GATE	60	1	\$4,800 *								
ROSSTON	52					1	*				
WYANDOTTE	48					1	\$12,000 *				
CLEARVIEW	41										
AMORITA	39	1	*	1	*						
MAY	29					1	\$600 *				
SUGDEN	22					1	\$230 *				
LOVELAND	13										

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
ADAIR	732	A \$50,000	5	\$26,832		21	
AMBER	413	A \$45,000	1	\$35,000			12
AMES	193	\$0			\$540 *		
AMORITA	39	\$0					
ANADARKO	5,745	A \$78,000	10	\$40,098	\$81,577	15	\$34,041
ANTLERS	2,221	A \$42,000	6	\$30,000	\$42,000		
APACHE	1,034	A \$52,000	2	\$34,500		*	14 *
ARCADIA	169	A \$0				9	5
ARNETT	495	A \$0		\$36,996		*	27 *
ASHER	370	A \$48,921		*			16 *
AVANT	301	A \$12,000				3	10 *
BARNSDALL	1,034	A \$33,836	12	\$12,286 *	\$3,600 *		20 *
BEARDEN	135	\$0				7	
BEAVER	1,280	A \$51,408	1	\$35,000	\$3,600 *		18 *
BEGGS	1,179	A \$48,797	3	\$32,240			7
BESSIE	182	\$0					13
BILLINGS	578	\$0					18 *
BLACKBURN	70	\$0				8	
BLAIR	727	A \$44,400	2	\$7,153 *	\$1,200 *		17 \$8 *
BLANCHARD	8,879	A \$74,340	10	\$35,733		7	30 *
BOISE CITY	1,166	A \$30,000	1	\$11,000			14 *
BRAMAN	160	\$0				*	7 *
BRECKENRIDGE	199	\$0					11
BROKEN BOW	4,228	A \$62,795			\$57,990		
BURBANK	123	\$0					7 *
BURNS FLAT	1,948	A \$38,000	3	\$32,000		*	15 *
BYARS	184	\$0				*	12 *
CACHE	2,930	A \$49,200	4	\$25,700		*	18 *
CALUMET	443	A \$40,000	2	\$33,000 *		1	19 *
CALVIN	309	A \$32,500	1	\$17,280			14 *
CANADIAN	143	\$0	1	*			13
CANTON	468	\$0	3	\$50,000			21

E = elected position A = appointed position * denotes part-time employment ** volunteers are sometimes reimbursed expenses per run rather than an annual amount

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
CHANDLER	2,858	A \$59,841	4	\$35,217	\$58,138	7	\$33,645
CHATTANOOGA	400	A \$39,336			*		21 *
CHELSEA	1,991	A \$32,487	4	\$31,945 *	\$6,000 *		23 \$36,590
CHEROKEE	1,476	A \$48,000	2	\$37,000	\$7,200 *		22 \$7 *
CHEYENNE	771	\$0				18	
CLEARVIEW	41	\$0					
CLEO SPRINGS	287	\$0	1		\$210 *		15 \$19,799 *
CLINTON	8,521	A \$70,000	16	\$40,400	\$65,838	12	\$40,427 *
COPAN	710	\$0					19
CORN	592	\$0			\$1,200 *		15 \$150 *
COUNCIL HILL	108	\$0					
COYLE	350	\$0				14	
CROMWELL	238	\$0			*		7 *
CUSTER CITY	367	A \$42,240					* 14
DAVENPORT	809	A \$52,000	1	\$31,200	\$800 *		12 *
DAVIDSON	241	\$0					10
DEPEW	411	A \$34,944 *	1	\$21,632		3	7 *
DEWAR	763	A \$0				1 *	* 9 *
DILL CITY	420	\$0					11 *
DOUGHERTY	199	\$0					18
DRUMRIGHT	2,560	A \$49,920	4	\$34,693	\$52,790	2	\$32,878
DUSTIN	327	\$0					11
EAKLY	293	\$0				*	13 *
EARLSBORO	594	A \$35,020	3	\$15,000 *			12 *
EAST DUKE	394	A \$36,000					11
ELMORE CITY	738	\$0	3	\$34,000			16 *
ERICK	1,000	A \$42,640				*	18 *
FAIR OAKS	73	\$0					
FAIRFAX	1,136	A \$37,800	2	\$36,000 *			18 *
FAIRMONT	132	\$0					
FAIRVIEW	2,740	A \$68,000	4	\$35,000		3 *	* \$1,020 * 1 \$90,480 20 *
FARGO	312	\$0			\$720		20

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
FORGAN	450	\$0					
FORT COBB	518	\$0					
FORT GIBSON	3,814	A \$70,000	9 \$42,148		\$60,000	4 \$35,718	
FOSS	101	\$0			*		12 *
FOYIL	368	A \$31,800	1 \$18,000	4			
FRANCIS	244	\$0					16
FREDERICK	3,468	A \$52,000	3 \$33,000		\$49,000	9 \$33,000	10 \$1,200 *
GAGE	433	\$0					14
GATE	60	\$0			*		22 *
GLENCOE	499	\$0	1 \$40,000		\$2,400 *	23 *	
GORE	951	A \$38,400	8 \$21,234		\$6,000	10 *	12
GOULD	103	\$0					
GRACEMONT	279	\$24,960			*		11 *
GRANITE	1,628	A \$42,973	3 \$31,200	5 *	\$1,200 *		17 \$20 *
HALLETT	105	\$0					
HARDESTY	205	\$0					8
HASTINGS	104	\$0			*	14 *	
HEADRICK	74	\$0					9
HEALDTON	2,328	A \$53,500	5 \$202,800 *		*		24 *
HEAVENER	2,985	A \$47,300	7 \$28,700	4 \$1,900 *	\$3,300 *		19 *
HENNESSEY	2,151	A \$50,000	3 \$33,800		*		14 *
HENRYETTA	5,640	A \$0	11			12	
HICKORY	86	\$0			*		13 *
HILLSDALE	75	\$0					
HOBART	3,413	A \$51,000	6 \$29,120		\$57,531	3 \$31,067	14 \$12 *
HOLDENVILLE	5,934	A \$47,000	8 \$30,000	3 *	\$41,200	8 \$43,008 *	
HOOKER	1,802	E \$52,000	3 \$36,000 *		\$5,184 *	*	18 *
INDIAHOMA	275	\$0					
INDIANOLA	148	\$0			*		10 *
INOLA	1,890	A \$49,622	4 \$30,898				24
JENNINGS	280	A \$1,200 *		1	*		
KAW CITY	325	\$0			\$2,400 *		13 *

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
KELLYVILLE	1,019	A \$25,000	2 \$31,500	9 \$27,040 *	\$3,790 *		19 \$10 *
KENEFIC	147	\$0					
KIOWA	595	A \$44,948	6 \$33,010 *		\$1,200 *		15 *
LAHOMA	539	A \$45,000	1 \$32,500		*		17 *
LAVERNE	1,223	A \$38,000			*		24 *
LIMA	68	\$0					
LONE GROVE	4,993	A \$53,100	6 \$43,100		\$50,715	3 \$44,025	20 \$10,600 *
LONE WOLF	373	\$0					14
LOVELAND	13	\$0					
LOYAL	71	\$0			\$600 *		11 *
LUTHER	1,492	A \$46,000	6 \$31,200	2 *	\$44,500		16 *
MADILL	3,914	A \$54,500	10 \$34,900		\$46,600	5 \$32,136	20 *
MARIETTA	2,719	A \$61,502 *	5 \$46,699 *				
MARLAND	184	\$0					16 *
MAY	29	\$0					
MAYSVILLE	1,087	A \$47,840	3 \$31,200		*		16 *
MCCURTAIN	355	\$0			*		8 *
MEAD	227	\$0					
MEDFORD	932	A \$41,600	2 \$36,000		\$1,200 *		12 \$120 *
MEDICINE PARK	411	A \$62,400	7		*		
MEEKER	1,004	A \$44,866	4 \$28,080 *				20 *
MILL CREEK	293	\$0					16
MILLERTON	215	\$0					10 *
MINCO	1,500	E \$52,000	4 \$38,000		*	14 *	
MORRIS	1,299	A \$41,308 *	4 \$24,960		\$150 *		
MOUNTAIN PARK	320	A \$17,576					
MOUNTAIN VIEW	740	A \$0	1			5	
MULHALL	212	\$0			*		22 *
MUTUAL	63	\$0				12 *	
NASH	192	\$0			*		15 *
NEWCASTLE	10,984	E \$90,895	7 \$53,776		\$99,984	5 \$51,490	
NEWKIRK	2,172	A \$41,590	6 \$31,304		\$46,590	6 \$37,440	8 \$10,000 *

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
NORTH ENID	1,003	A \$52,734	3	\$39,600	2	*	
OAKS	267	\$0				*	22
OAKWOOD	74	\$0				*	12
OCHELATA	427	\$0					
OILTON	885	A \$41,000	3	\$40,000		*	14
OKEENE	1,090	A \$40,000	1	\$36,200			18
OKEMAH	3,074	A \$55,037	10	\$41,600			12
OKTAHA	343	\$0					
OLUSTEE	468	A \$41,927				*	
OOLOGAH	1,305	A \$52,000					
ORLANDO	130	\$0					16
PANAMA	1,269	\$0					
PENSACOLA	101	\$0					
PIEDMONT	7,402	A \$90,701	8	\$48,266 *	\$85,096	8	\$48,266
PITTSBURG	183	\$0					
PORTER	561	\$0					20
PORUM	602	A \$48,214	4	\$32,411	2	*	19
PRAGUE	2,356	A \$64,330	4	\$36,400		\$1,500 *	18
PRUE	374	\$0					20
RALSTON	266	\$0				*	13
RATLIFF CITY	64	A \$52,038	1	\$36,899	1	*	25
RATTAN	276	E \$50,400	4	\$74,400 *	2		20
RINGWOOD	401	\$0	1	\$3,600 *		*	20
RIPLEY	346	\$0				\$1,430 *	11
ROCKY	128	\$0				*	12
ROLAND	3,316	A \$67,371	8	\$44,200		\$9,000 *	13
ROOSEVELT	254	\$0				*	9
ROSSTON	52	\$0				*	13
SAWYER	340	A \$35,000	1	\$30,000	1		
SAYRE	4,809	A \$55,000	5	\$38,012		\$3,600	20
SCHULTER	422	\$0					\$240 *
SEILING	850	\$0					21

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
SENTINEL	763	A \$36,226		\$36,226			16
SHATTUCK	1,249	A \$36,400			\$1,200 *		25 *
SHIDLER	328	\$0			*		10 *
SNYDER	1,301	A \$39,975	3	\$51,550		13	
SOPER	225	\$0			*		11 *
SPERRY	1,115	A \$51,000	2	\$42,000			14 *
SPRINGER	685	\$0			\$60 *		20 \$60 *
STERLING	668	A \$41,600	2	\$29,121 *			17 *
STIGLER	2,703	A \$49,503	10	\$43,586 *	\$3,600 *		24 *
STONEWALL	414	\$0			*		8 *
STRINGTOWN	419	A \$44,066	4	\$129,034			14 *
STROUD	2,719	A \$61,360	6	\$42,700	* \$11,000 *		\$1,600 *
SUGDEN	22	\$0					17
TAFT	174	\$0				*	12 *
TALALA	258	E \$36,400					
TECUMSEH	6,308	A \$65,645	8	\$41,627	* \$59,675	4 \$39,728	16 *
TERRAL	280	\$0					16 *
TEXHOMA	856	\$47,850	1	\$42,000			20 \$840 *
THACKERVILLE	400	A \$48,000	1	\$35,360 *			
THOMAS	1,143	A \$0			\$2,400 *		13 *
TISHOMINGO	3,101	A \$61,984	7	\$36,899	\$39,140	2 \$30,385	18 *
TUPELO	327	A \$30,656	1	\$33,763 *			
TYRONE	729	A \$40,000				*	10 *
UNION CITY	1,794	A \$75,691	14	\$23,948 *	5 * \$65,000 *		16 *
VALLIANT	819	A \$41,400	3	\$27,500 *	\$8,400 *		19 \$15 *
VERDEN	508	A \$50,000	2	\$40,000	3 * \$7,800 *		18 *
VINITA	5,193	E \$58,000	15	\$37,000	\$60,000	9 \$37,000	
WAKITA	311	\$0					12 *
WAURIKA	1,837	A \$45,000	3	\$33,280	\$30,243	1 \$30,202	16 *
WAYNE	625	\$0	2	\$56,743		*	14 *
WAYNOKA	708	A \$50,500	2	\$40,588		21 \$500 *	
WELEETKA	806	A \$31,540	6	\$25,225		*	10 *

E = elected position A = appointed position * denotes part-time employment ** volunteers are sometimes reimbursed expenses per run rather than an annual amount

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Alphabetical Order by Municipal Name

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
WELLSTON	679	A \$52,837	1	\$30,000			
WEWOKA	3,133	A \$49,587	8	\$28,269 *	\$49,587	10	\$21,670
WHITEFIELD	371	\$0					
WILBURTON	2,285	E \$49,010	5	\$38,526	4	*	30
WRIGHT CITY	616	A \$39,520				*	19
WYANDOTTE	48	\$0				*	19

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population		Police Chief	Officer		Volunteer Officer**		Fire Chief	Firefighter		Volunteer Firefighter**	
NEWCASTLE	10,984	E	\$90,895	7	\$53,776			\$99,984	5	\$51,490		
BLANCHARD	8,879	A	\$74,340	10	\$35,733	7	*	\$74,340	3	\$39,506	30	*
CLINTON	8,521	A	\$70,000	16	\$40,400			\$65,838	12	\$40,427		*
PIEDMONT	7,402	A	\$90,701	8	\$48,266 *			\$85,096	8	\$48,266	4	*
TECUMSEH	6,308	A	\$65,645	8	\$41,627		*	\$59,675	4	\$39,728	16	*
HOLDENVILLE	5,934	A	\$47,000	8	\$30,000	3	*	\$41,200	8	\$43,008 *		
ANADARKO	5,745	A	\$78,000	10	\$40,098			\$81,577	15	\$34,041		
HENRYETTA	5,640	A		11					12			
VINITA	5,193	E	\$58,000	15	\$37,000			\$60,000	9	\$37,000		
LONE GROVE	4,993	A	\$53,100	6	\$43,100			\$50,715	3	\$44,025	20	\$10,600 *
SAYRE	4,809	A	\$55,000	5	\$38,012			\$3,600			20	\$240 *
BROKEN BOW	4,228	A	\$62,795					\$57,990				
MADILL	3,914	A	\$54,500	10	\$34,900			\$46,600	5	\$32,136	20	*
FORT GIBSON	3,814	A	\$70,000	9	\$42,148			\$60,000	4	\$35,718		
FREDERICK	3,468	A	\$52,000	3	\$33,000			\$49,000	9	\$33,000	10	\$1,200 *
HOBART	3,413	A	\$51,000	6	\$29,120			\$57,531	3	\$31,067	14	\$12 *
ROLAND	3,316	A	\$67,371	8	\$44,200			\$9,000 *			13	
WEWOKA	3,133	A	\$49,587	8	\$28,269 *			\$49,587	10	\$21,670		
TISHOMINGO	3,101	A	\$61,984	7	\$36,899			\$39,140	2	\$30,385	18	*
OKEMAH	3,074	A	\$55,037	10	\$41,600				12			
HEAVENER	2,985	A	\$47,300	7	\$28,700	4	\$1,900 *	\$3,300 *			19	*
CACHE	2,930	A	\$49,200	4	\$25,700			*		*	18	
CHANDLER	2,858	A	\$59,841	4	\$35,217			\$58,138	7	\$33,645		
FAIRVIEW	2,740	A	\$68,000	4	\$35,000	3	*	\$1,020 *	1	\$90,480	20	*
STROUD	2,719	A	\$61,360	6	\$42,700		*	\$11,000 *				\$1,600 *
MARIETTA	2,719	A	\$61,502 *	5	\$46,699 *							
STIGLER	2,703	A	\$49,503	10	\$43,586 *			\$3,600 *			24	*
DRUMRIGHT	2,560	A	\$49,920	4	\$34,693			\$52,790	2	\$32,878		
PRAGUE	2,356	A	\$64,330	4	\$36,400			\$1,500 *			18	
HEALDTON	2,328	A	\$53,500	5	\$202,800 *			*			24	*
WILBURTON	2,285	E	\$49,010	5	\$38,526	4	*				30	*
ANTLERS	2,221	A	\$42,000	6	\$30,000			\$42,000				
NEWKIRK	2,172	A	\$41,590	6	\$31,304			\$46,590	6	\$37,440	8	\$10,000 *

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population		Police Chief	Officer		Volunteer Officer**	Fire Chief	Firefighter		Volunteer Firefighter**
HENNESSEY	2,151	A	\$50,000	3	\$33,800					14
CHELSEA	1,991	A	\$32,487	4	\$31,945 *		\$6,000 *			23
BURNS FLAT	1,948	A	\$38,000	3	\$32,000			15	*	
INOLA	1,890	A	\$49,622	4	\$30,898					24
WAURIKA	1,837	A	\$45,000	3	\$33,280		\$30,243	1	\$30,202	16
HOOKER	1,802	E	\$52,000	3	\$36,000 *		\$5,184 *		*	18
UNION CITY	1,794	A	\$75,691	14	\$23,948 *	5	\$65,000 *			16
GRANITE	1,628	A	\$42,973	3	\$31,200	5	\$1,200 *			17
MINCO	1,500	E	\$52,000	4	\$38,000			14	*	
LUTHER	1,492	A	\$46,000	6	\$31,200	2	\$44,500			16
CHEROKEE	1,476	A	\$48,000	2	\$37,000		\$7,200 *			22
OOLOGAH	1,305	A	\$52,000							
SNYDER	1,301	A	\$39,975	3	\$51,550			13		
MORRIS	1,299	A	\$41,308 *	4	\$24,960		\$150 *			
BEAVER	1,280	A	\$51,408	1	\$35,000		\$3,600 *			18
PANAMA	1,269									
SHATTUCK	1,249	A	\$36,400				\$1,200 *			25
LAVERNE	1,223	A	\$38,000				*			24
BEGGS	1,179	A	\$48,797	3	\$32,240					7
BOISE CITY	1,166	A	\$30,000	1	\$11,000					14
THOMAS	1,143	A					\$2,400 *			13
FAIRFAX	1,136	A	\$37,800	2	\$36,000 *					18
SPERRY	1,115	A	\$51,000	2	\$42,000	2	*			14
OKEENE	1,090	A	\$40,000	1	\$36,200					18
MAYSVILLE	1,087	A	\$47,840	3	\$31,200		*			16
APACHE	1,034	A	\$52,000	2	\$34,500		*			14
BARNSDALL	1,034	A	\$33,836	12	\$12,286 *		\$3,600 *			20
KELLYVILLE	1,019	A	\$25,000	2	\$31,500	9	\$27,040 *	\$3,790 *		19
MEEKER	1,004	A	\$44,866	4	\$28,080 *					20
NORTH ENID	1,003	A	\$52,734	3	\$39,600	2	*			
ERICK	1,000	A	\$42,640				*			18
GORE	951	A	\$38,400	8	\$21,234		\$6,000	10	*	12
MEDFORD	932	A	\$41,600	2	\$36,000		\$1,200 *			12

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population		Police Chief	Officer		Volunteer Officer**	Fire Chief	Firefighter		Volunteer Firefighter**	
OILTON	885	A	\$41,000	3	\$40,000			*		14	
TEXHOMA	856		\$47,850	1	\$42,000	1	*	*		20	\$840 *
SEILING	850									21	*
VALLIANT	819	A	\$41,400	3	\$27,500 *		\$8,400 *			19	\$15 *
DAVENPORT	809	A	\$52,000	1	\$31,200		\$800 *			12	*
WELEETKA	806	A	\$31,540	6	\$25,225		*			10	*
CHEYENNE	771							18			
SENTINEL	763	A	\$36,226		\$36,226					16	
DEWAR	763	A				1	*	*		9	*
MOUNTAIN VIEW	740	A		1				5			
ELMORE CITY	738			3	\$34,000					16	*
ADAIR	732	A	\$50,000	5	\$26,832			21			
TYRONE	729	A	\$40,000				*			10	*
BLAIR	727	A	\$44,400	2	\$7,153 *		*	\$1,200 *		17	\$8 *
COPAN	710									19	
WAYNOKA	708	A	\$50,500	2	\$40,588	3		21	\$500 *		
SPRINGER	685						\$60 *			20	\$60 *
WELLSTON	679	A	\$52,837	1	\$30,000						
STERLING	668	A	\$41,600	2	\$29,121 *		*			17	*
WAYNE	625			2	\$56,743		*			14	*
WRIGHT CITY	616	A	\$39,520				*	19	*		
PORUM	602	A	\$48,214	4	\$32,411	2	*	*		19	*
KIOWA	595	A	\$44,948	6	\$33,010 *		\$1,200 *			15	*
EARLSBORO	594	A	\$35,020	3	\$15,000 *					12	*
CORN	592						\$1,200 *			15	\$150 *
BILLINGS	578									18	*
PORTER	561									20	*
LAHOMA	539	A	\$45,000	1	\$32,500		*			17	*
FORT COBB	518										
VERDEN	508	A	\$50,000	2	\$40,000	3	*	\$7,800 *		18	*
GLENCOE	499			1	\$40,000		\$2,400 *	23	*		
ARNETT	495	A			\$36,996		*			27	*
OLUSTEE	468	A	\$41,927				*				

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population	Police Chief	Officer	Officer Salary	Volunteer Officer**	Fire Chief	Firefighter	Firefighter Salary	Volunteer Firefighter**	
CANTON	468		3	\$50,000					21	
FORGAN	450									
CALUMET	443	A	2	\$40,000	\$33,000 *	1			19	*
GAGE	433								14	
OCHELATA	427									
SCHULTER	422									
DILL CITY	420						*		11	*
STRINGTOWN	419	A	4	\$44,066	\$129,034		*		14	*
STONEWALL	414						*		8	*
AMBER	413	A	1	\$45,000	\$35,000	1			12	
DEPEW	411	A	1	\$34,944 *	\$21,632	3	*		7	*
MEDICINE PARK	411	A	7	\$62,400			*			
RINGWOOD	401		1	\$3,600 *			*		20	*
CHATTANOOGA	400	A		\$39,336			*		21	*
THACKERVILLE	400	A	1	\$48,000	\$35,360 *					
EAST DUKE	394	A		\$36,000					11	
PRUE	374								20	*
LONE WOLF	373								14	
WHITEFIELD	371									
ASHER	370	A		\$48,921	*				16	*
FOYIL	368	A	1	\$31,800	\$18,000	4				
CUSTER CITY	367	A		\$42,240			*		*	14
MCCURTAIN	355						*		8	*
COYLE	350							14		
RIPLEY	346					\$1,430	*		11	
OKTAHA	343									
SAWYER	340	A	1	\$35,000	\$30,000	1				
SHIDLER	328						*		10	*
DUSTIN	327								11	
TUPELO	327	A	1	\$30,656	\$33,763 *					
KAW CITY	325					\$2,400	*		13	*
MOUNTAIN PARK	320	A		\$17,576						
FARGO	312					\$720			20	

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**
WAKITA	311						12 *
CALVIN	309	A \$32,500	1 \$17,280				14 *
AVANT	301	A \$12,000		3 *			10 *
MILL CREEK	293						16
EAKLY	293					*	13 *
CLEO SPRINGS	287		1		\$210	*	15 \$19,799 *
JENNINGS	280	A \$1,200 *		1		*	
TERRAL	280						16 *
GRACEMONT	279	\$24,960				*	11 *
RATTAN	276	E \$50,400	4 \$74,400 *	2			20
INDIAHOMA	275						
OAKS	267					*	22 *
RALSTON	266					*	13 *
TALALA	258	E \$36,400					
ROOSEVELT	254					*	9 *
FRANCIS	244						16
DAVIDSON	241						10
CROMWELL	238					*	7 *
MEAD	227						
SOPER	225					*	11 *
MILLERTON	215						10 *
MULHALL	212					*	22 *
HARDESTY	205						8
BRECKENRIDGE	199						11
DOUGHERTY	199						18
AMES	193				\$540	*	
NASH	192					*	15 *
BYARS	184					*	12 *
MARLAND	184						16 *
PITTSBURG	183						
BESSIE	182						13
TAFT	174					*	12 *
ARCADIA	169	A		9			5

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Police and Fire Officials in Descending Population Order

Municipality	Population	Police Chief	Officer	Volunteer Officer**	Fire Chief	Firefighter	Volunteer Firefighter**	
BRAMAN	160					*	7 *	
INDIANOLA	148					*	10 *	
KENEFIC	147							
CANADIAN	143		1	*		13		
BEARDEN	135					7		
FAIRMONT	132							
ORLANDO	130						16	
ROCKY	128					*	12 *	
BURBANK	123						7 *	
COUNCIL HILL	108							
HALLETT	105							
HASTINGS	104					* 14	*	
GOULD	103							
PENSACOLA	101							
FOSS	101					*	12 *	
HICKORY	86					*	13 *	
HILLSDALE	75							
OAKWOOD	74					*	12 *	
HEADRICK	74						9	
FAIR OAKS	73							
LOYAL	71				\$600	*	11 *	
BLACKBURN	70						8	
LIMA	68							
RATLIFF CITY	64	A	\$52,038	1	\$36,899	1	*	* 25 *
MUTUAL	63						12 *	
GATE	60					*	22 *	
ROSTON	52					*	13 *	
WYANDOTTE	48					*	19 *	
CLEARVIEW	41							
AMORITA	39							
MAY	29							
SUGDEN	22						17	
LOVELAND	13							

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
ADAIR	732				1 \$31,200	1 \$37,600
AMES	193					1 \$18,000
ANADARKO	5,745	\$42,016	\$61,547		1 \$37,357	4 \$27,040
ANTLERS	2,221			1 \$42,000		2 \$34,000
APACHE	1,034				1 \$34,000	1 \$27,500
ARCADIA	169			1		
ARNETT	495				1 \$53,106	1 \$35,024
ASHER	370			1 \$38,000 *	1	
AVANT	301				1 \$34,100	
BARNSDALL	1,034				1 \$40,860	3 \$27,815
BEAVER	1,280				1 \$46,800	1 \$33,800
BEGGS	1,179				1 \$31,222	1 \$31,222
BESSIE	182				1 \$3,864	
BILLINGS	578			1 \$32,700		
BLAIR	727				1 \$36,000	
BLANCHARD	8,879	\$77,857	\$50,985	1 \$75,900	1 \$49,461	5 \$38,160
BOISE CITY	1,166				1 \$21,080	4 \$19,000
BRAMAN	160				1 \$60,000 *	
BRECKENRIDGE	199			1 \$6,000 *		
BROKEN BOW	4,228			1 \$69,368		\$41,912
BURBANK	123				1 \$12,000 *	
BURNS FLAT	1,948			1 \$42,000		1 \$26,742
BYARS	184			1 \$12,000 *		
CACHE	2,930			1	\$56,000	\$35,500
CALUMET	443			1 \$73,000		2 \$35,360
CANADIAN	143				1 \$30,000 *	2 \$20,000 *
CANTON	468				1 \$40,200	1 \$38,400
CHANDLER	2,858			1 \$64,078	2 \$42,544	2 \$33,480
CHATTANOOGA	400			1		1 \$44,558
CHELSEA	1,991				2 \$36,944	6 \$35,007
CHEROKEE	1,476				1 \$37,024	1 \$31,343
CHEYENNE	771				1 \$55,022	1 \$45,270

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
CLEO SPRINGS	287					1 \$20,006 *
CLINTON	8,521		\$39,179	1 \$47,500	1 \$42,667	
COPAN	710				1 \$77,956	2 \$100,935
CORN	592			1 \$26,000	1 \$26,000	
COYLE	350			1 \$14,560 *		
CUSTER CITY	367			1 \$47,520	1 \$18,750	
DAVENPORT	809					2 \$57,686
DAVIDSON	241			1 \$13,200		1
DEPEW	411			1 \$37,440	1 \$30,000	
DEWAR	763			1		
DILL CITY	420				1 \$27,228	1 \$17,280
DOUGHERTY	199					1 \$6,636 *
DRUMRIGHT	2,560			1 \$31,200	1 \$51,500	
DUSTIN	327					1 \$26,400
EAKLY	293					1 \$25,000
EARLSBORO	594					1 \$6,000 *
EAST DUKE	394				1 \$49,317	1 \$31,200
ELMORE CITY	738			1 \$36,295		1 \$31,827
ERICK	1,000	\$36,920				2 \$33,800
FAIRFAX	1,136				1 \$47,000	1 \$31,300
FAIRMONT	132			1 \$3,900 *		
FAIRVIEW	2,740		\$43,680	1 \$54,995	1 \$45,240	1 \$28,080
FARGO	312			1 \$11,000 *		
FORGAN	450				2	
FORT COBB	518	\$41,600				1 \$34,320
FORT GIBSON	3,814			1 \$68,000	2 \$62,400	4 \$37,315 *
FOSS	101				1 \$12,210 *	1 \$2,100 *
FRANCIS	244				1 \$12,000	1 \$12,000
FREDERICK	3,468	\$48,500			1 \$38,800	2 \$29,700
GAGE	433					1 \$38,400
GLENCOE	499					1 \$34,749
GORE	951				1 \$57,600	2 \$36,480

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
GOULD	103			1		
GRACEMONT	279				1	\$37,440
GRANITE	1,628			1	\$48,776	
HALLETT	105					1 *
HARDESTY	205				1	\$29,120
HEADRICK	74				1	\$3,600 *
HEALDTON	2,328				1	\$34,496 *
HENNESSEY	2,151				2	\$31,200
HENRYETTA	5,640			1	1	8
HILLSDALE	75			1	\$300	
HOBART	3,413			1	\$45,360	1 \$31,616
HOLDENVILLE	5,934			10	1	\$21,000
HOOKER	1,802				1	\$48,000
INDIAHOMA	275			1	\$22,880	
INOLA	1,890				1	\$50,696
JENNINGS	280				1	\$20,000
KAW CITY	325			1	\$65,000	
KELLYVILLE	1,019				1	\$11,700 *
KENEFIC	147				1	*
KIOWA	595			1	\$39,900	1
LAHOMA	539			1	\$45,760	1 \$12,000 *
LAVERNE	1,223					2 \$29,000
LIMA	68					1 *
LONE GROVE	4,993			1	\$51,504	1 \$38,000
LONE WOLF	373			1	\$31,616	3 \$37,080
LUTHER	1,492				1	\$33,000
MADILL	3,914				2	\$45,000
MARLAND	184					6 \$37,400
MARLAND	184					1 \$14,000 *
MAYSVILLE	1,087			1	\$41,600	1 \$41,600
MCCURTAIN	355					3 \$31,200 *
MCCURTAIN	355					1 \$24,000
MEDFORD	932			1	\$54,000	2 \$40,800
MEDICINE PARK	411			1	\$52,000	1 \$29,120 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
MEEKER	1,004				1 \$33,000	1 \$32,573
MILL CREEK	293				1 \$28,800	
MINCO	1,500				1 \$60,000	3 \$30,000
MORRIS	1,299			1 \$35,360	1 \$24,960	1 \$24,960
MOUNTAIN PARK	320			1		1 \$29,120
MOUNTAIN VIEW	740			1		1
MULHALL	212				1 \$8,400 *	
MUTUAL	63				1 \$48,000	1 \$42,000
NASH	192					2 \$19,800 *
NEWCASTLE	10,984	\$78,650	\$78,650	1 \$99,984	1 \$67,682	3 \$55,905
NEWKIRK	2,172			1 \$49,171		2 \$27,040
OAKS	267					1 \$3,600 *
OAKWOOD	74				1 \$1,200 *	
OHELATA	427					1 \$42,000
OILTON	885			1 \$7,300 *	1 \$39,000	1 \$40,000
OKEENE	1,090			1 \$42,000		1 \$39,520
OKEMAH	3,074			1 \$53,560	2 \$40,706	2 \$31,200
OLUSTEE	468			1 \$42,100		1 \$24,100
ORLANDO	130					1 \$17,000 *
PANAMA	1,269				1 \$24,960	
PIEDMONT	7,402		\$63,616	1 \$73,748		
PITTSBURG	183			1		1 \$27,600
PORTER	561				1 \$59,290	
PORUM	602			1 \$62,774	1 \$44,075	2 \$72,862
PRAGUE	2,356			1 \$68,984 *	1 \$51,334	1 \$41,745
PRUE	374				1 \$25,684	1 \$18,504
RATLIFF CITY	64			1 \$22,285		2 \$23,126
RINGWOOD	401			1 \$40,000		
RIPLEY	346			1 \$22,800		
ROCKY	128			1 \$6,150 *		1 \$28,800
ROLAND	3,316			1 \$57,049	2 \$60,000	2 \$40,000
ROOSEVELT	254			1 \$10,800	1 \$10,800	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
SAYRE	4,809			1	\$53,414	1 \$43,680 6 \$43,680
SEILING	850			1	\$44,600	1 \$29,500
SENTINEL	763			1	\$39,520	1 \$25,189
SHATTUCK	1,249					2 \$39,312 *
SHIDLER	328			1	\$42,000	
SNYDER	1,301					2 \$62,432
SOPER	225					1 \$23,923 *
SPERRY	1,115			1	\$35,800	1 \$35,800
SPRINGER	685					1 \$1,500 *
STERLING	668	*		1	\$52,000 *	
STIGLER	2,703	\$48,298	\$32,094	1	\$50,794	1 \$44,304 2 \$37,773
STONEWALL	414					1 \$29,120
STRINGTOWN	419			1	\$35,060	
STROUD	2,719			1	\$77,710	1 \$59,280 \$40,640
TAFT	174			1	\$12,000 *	
TECUMSEH	6,308					3 \$65,644
TERRAL	280			1	\$35,568	
TEXHOMA	856			1	\$38,833	
THOMAS	1,143			1	\$60,007	1 \$2
TISHOMINGO	3,101		\$48,204	1	\$48,204	1 \$48,204 3 \$29,716
TUPELO	327					1 \$4,835 * 1 *
TYRONE	729					\$20,000 2
UNION CITY	1,794					1 \$65,000 1 \$33,331
VALLIANT	819					1 \$24,960
VERDEN	508					1 \$39,520
VINITA	5,193				\$70,000	8 \$33,000
WAKITA	311			1	\$42,667	
WAURIKA	1,837	\$32,500		1	\$34,362	1 \$34,362 1 \$26,062
WAYNE	625					1 \$74,880
WAYNOKA	708					1 \$41,600
WELEETKA	806					1 \$26,780 1 \$21,840 *
WELLSTON	679	\$30,139				1 \$49,920

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipality Name

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
WEWOKA	3,133			1	\$49,587	1 \$26,915
WILBURTON	2,285			1	\$64,599	2 \$27,914
WRIGHT CITY	616					1 \$39,520

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
NEWCASTLE	10,984	\$78,650	\$78,650	1	\$99,984	1 \$67,682 3 \$55,905
BLANCHARD	8,879	\$77,857	\$50,985	1	\$75,900	1 \$49,461 5 \$38,160
CLINTON	8,521		\$39,179	1	\$47,500	1 \$42,667
PIEDMONT	7,402		\$63,616	1	\$73,748	
TECUMSEH	6,308					3 \$65,644
HOLDENVILLE	5,934			10		1 \$21,000 1 \$32,865
ANADARKO	5,745	\$42,016	\$61,547			1 \$37,357 4 \$27,040
HENRYETTA	5,640			1		1 8
VINITA	5,193				\$70,000	8 \$33,000
LONE GROVE	4,993			1	\$51,504	1 \$38,000 3 \$37,080
SAYRE	4,809			1	\$53,414	1 \$43,680 6 \$43,680
BROKEN BOW	4,228			1	\$69,368	\$41,912
MADILL	3,914					2 \$45,000 6 \$37,400
FORT GIBSON	3,814			1	\$68,000	2 \$62,400 4 \$37,315 *
FREDERICK	3,468	\$48,500				1 \$38,800 2 \$29,700
HOBART	3,413			1	\$45,360	1 \$54,807 1 \$31,616
ROLAND	3,316			1	\$57,049	2 \$60,000 2 \$40,000
WEWOKA	3,133			1	\$49,587	1 \$26,915 2 \$33,630
TISHOMINGO	3,101		\$48,204	1	\$48,204	1 \$48,204 3 \$29,716
OKEMAH	3,074			1	\$53,560	2 \$40,706 2 \$31,200
CACHE	2,930			1		\$56,000 \$35,500
CHANDLER	2,858			1	\$64,078	2 \$42,544 2 \$33,480
FAIRVIEW	2,740		\$43,680	1	\$54,995	1 \$45,240 1 \$28,080
STROUD	2,719			1	\$77,710	1 \$59,280 \$40,640
STIGLER	2,703	\$48,298	\$32,094	1	\$50,794	1 \$44,304 2 \$37,773
DRUMRIGHT	2,560			1	\$31,200	1 \$51,500
PRAGUE	2,356			1	\$68,984 *	1 \$51,334 1 \$41,745
HEALDTON	2,328					1 \$34,496 * 2 \$93,474
WILBURTON	2,285			1	\$64,599	2 \$27,914 7 \$25,716 *
ANTLERS	2,221			1	\$42,000	2 \$34,000
NEWKIRK	2,172			1	\$49,171	2 \$27,040
HENNESSEY	2,151					2 \$31,200 2 \$27,000
CHELSEA	1,991					2 \$36,944 6 \$35,007
BURNS FLAT	1,948			1	\$42,000	1 \$26,742

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
INOLA	1,890				1 \$50,696	2 \$41,001
WAURIKA	1,837	\$32,500		1 \$34,362	1 \$34,362	1 \$26,062
HOOKER	1,802				1 \$48,000	
UNION CITY	1,794				1 \$65,000	1 \$33,331
GRANITE	1,628			1 \$48,776		
MINCO	1,500				1 \$60,000	3 \$30,000
LUTHER	1,492				1 \$33,000	1 \$29,120
CHEROKEE	1,476				1 \$37,024	1 \$31,343
SNYDER	1,301				2 \$62,432	
MORRIS	1,299			1 \$35,360	1 \$24,960	1 \$24,960
BEAVER	1,280				1 \$46,800	1 \$33,800
PANAMA	1,269				1 \$24,960	
SHATTUCK	1,249					2 \$39,312 *
LAVERNE	1,223					2 \$29,000
BEGGS	1,179				1 \$31,222	1 \$31,222
BOISE CITY	1,166				1 \$21,080	4 \$19,000
THOMAS	1,143			1 \$60,007	1	2
FAIRFAX	1,136				1 \$47,000	1 \$31,300
SPERRY	1,115			1 \$35,800	1 \$35,800	
OKEENE	1,090			1 \$42,000		1 \$39,520
MAYSVILLE	1,087			1 \$41,600	1 \$41,600	3 \$31,200 *
BARNSDALL	1,034				1 \$40,860	3 \$27,815
APACHE	1,034				1 \$34,000	1 \$27,500
KELLYVILLE	1,019				1 \$11,700 *	
MEEKER	1,004				1 \$33,000	1 \$32,573
ERICK	1,000	\$36,920			1 \$33,000	2 \$33,800
GORE	951				1 \$57,600	2 \$36,480
MEDFORD	932			1 \$54,000		2 \$40,800
OILTON	885			1 \$7,300 *	1 \$39,000	1 \$40,000
TEXHOMA	856			1 \$38,833		
SEILING	850			1 \$44,600	1 \$29,500	
VALLIANT	819					1 \$24,960
DAVENPORT	809					2 \$57,686
WELEETKA	806				1 \$26,780	1 \$21,840 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
CHEYENNE	771				1 \$55,022	1 \$45,270
SENTINEL	763			1 \$39,520		1 \$25,189
DEWAR	763			1	1	
MOUNTAIN VIEW	740			1	1	1
ELMORE CITY	738			1 \$36,295		1 \$31,827
ADAIR	732				1 \$31,200	1 \$37,600
TYRONE	729				\$20,000	2
BLAIR	727				1 \$36,000	
COPAN	710				1 \$77,956	2 \$100,935
WAYNOKA	708					1 \$41,600
SPRINGER	685					1 \$1,500 *
WELLSTON	679	\$30,139			1 \$49,920	
STERLING	668	*		1 \$52,000 *		
WAYNE	625					1 \$74,880
WRIGHT CITY	616				1 \$39,520	1 \$26,478
PORUM	602			1 \$62,774	1 \$44,075	2 \$72,862
KIOWA	595			1 \$39,900		1
EARLSBORO	594					1 \$6,000 *
CORN	592			1 \$26,000	1 \$26,000	
BILLINGS	578			1 \$32,700		
PORTER	561				1 \$59,290	
LAHOMA	539			1 \$45,760	1 \$12,000 *	
FORT COBB	518	\$41,600				1 \$34,320
VERDEN	508				1 \$39,520	
GLENCOE	499					1 \$34,749
ARNETT	495				1 \$53,106	1 \$35,024
OLUSTEE	468			1 \$42,100		1 \$24,100
CANTON	468				1 \$40,200	1 \$38,400
FORGAN	450				2	
CALUMET	443			1 \$73,000		2 \$35,360
GAGE	433					1 \$38,400
OHELATA	427					1 \$42,000
DILL CITY	420				1 \$27,228	1 \$17,280
STRINGTOWN	419			1 \$35,060		

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
STONEWALL	414				1 \$29,120	1 \$29,120
MEDICINE PARK	411			1 \$52,000		1 \$29,120 *
DEPEW	411			1 \$37,440	1 \$30,000	
RINGWOOD	401			1 \$40,000		
CHATTANOOGA	400			1		1 \$44,558
EAST DUKE	394				1 \$49,317	1 \$31,200
PRUE	374				1 \$25,684	1 \$18,504
LONE WOLF	373			1 \$31,616		
ASHER	370			1 \$38,000 *	1	
CUSTER CITY	367			1 \$47,520	1 \$18,750	
MCCURTAIN	355					1 \$24,000
COYLE	350			1 \$14,560 *		
RIPLEY	346			1 \$22,800		
SHIDLER	328			1 \$42,000		
TUPELO	327				1 \$4,835 *	1 *
DUSTIN	327					1 \$26,400
KAW CITY	325			1 \$65,000		
MOUNTAIN PARK	320			1		1 \$29,120
FARGO	312			1 \$11,000 *		
WAKITA	311			1 \$42,667		
AVANT	301				1 \$34,100	
MILL CREEK	293				1 \$28,800	
EAKLY	293					1 \$25,000
CLEO SPRINGS	287					1 \$20,006 *
JENNINGS	280				1 \$20,000	
TERRAL	280			1 \$35,568		
GRACEMONT	279				1 \$37,440	
INDIAHOMA	275			1 \$22,880		
OAKS	267					1 \$3,600 *
ROOSEVELT	254			1 \$10,800	1 \$10,800	
FRANCIS	244				1 \$12,000	1 \$12,000
DAVIDSON	241			1 \$13,200		1
SOPER	225					1 \$23,923 *
MULHALL	212				1 \$8,400 *	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Finance Director	Personnel Director	Public Works Director	Water/Wastewater Superintendent	Water/Wastewater Operator
HARDESTY	205				1	\$29,120
BRECKENRIDGE	199			1	\$6,000 *	
DOUGHERTY	199					1 \$6,636 *
AMES	193					1 \$18,000
NASH	192					2 \$19,800 *
BYARS	184			1	\$12,000 *	
MARLAND	184					1 \$14,000 *
PITTSBURG	183			1		1 \$27,600
BESSIE	182				1	\$3,864
TAFT	174			1	\$12,000 *	
ARCADIA	169			1		
BRAMAN	160				1	\$60,000 *
KENEFIC	147				1	*
CANADIAN	143				1	\$30,000 *
FAIRMONT	132			1	\$3,900 *	2 \$20,000 *
ORLANDO	130					1 \$17,000 *
ROCKY	128			1	\$6,150 *	1 \$28,800
BURBANK	123				1	\$12,000 *
HALLETT	105					1 *
GOULD	103			1		
FOSS	101				1	\$12,210 *
HILLSDALE	75			1	\$300	1 \$2,100 *
HEADRICK	74				1	\$3,600 *
OAKWOOD	74				1	\$1,200 *
LIMA	68					1 *
RATLIFF CITY	64			1	\$22,285	2 \$23,126
MUTUAL	63				1	\$48,000

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
ADAIR	732						1 \$12,480
AMES	193						1 \$3,000 *
ANADARKO	5,745		1 \$35,568	1 \$37,440	1 \$11,544	3 \$38,854	9 \$22,880
ANTLERS	2,221	1 \$30,000	1 \$32,000			3 \$34,000	
APACHE	1,034						1 *
ARNETT	495						1 \$32,787
ASHER	370		1			1	
AVANT	301						1 \$4,800
BARNSDALL	1,034	1 \$2,400					
BEAVER	1,280				1 \$38,230	1 \$29,120	1 \$29,120
BEGGS	1,179					3 \$31,222	2 \$23,000 *
BESSIE	182		1 \$1,920 *				
BLANCHARD	8,879		1 \$36,234			2 \$30,931	9 \$32,427 *
BOISE CITY	1,166				2 \$19,500		
BRECKENRIDGE	199						1 \$3,900 *
BURNS FLAT	1,948		1 \$6,700 *				
CACHE	2,930		1 \$35,600				
CALVIN	309				1 \$28,800		2 \$35,520
CANTON	468		1 \$6,945	2			
CHANDLER	2,858	1 \$39,268				2 \$34,769	
CHELSEA	1,991		1 \$2,010 *			1 \$43,036	
CHEROKEE	1,476	1 \$40,040					1 \$30,160
CHEYENNE	771		1 \$2,225 *		1 \$34,940		2 \$88,780
CLINTON	8,521		1 \$46,940	1 \$28,980	9 \$32,835	6 \$35,845	1 \$41,545
COPAN	710		1 \$19,500			3	
CUSTER CITY	367	1				1	
DAVENPORT	809						1 \$14,740 *
DEPEW	411			1 *			\$5,487 *
DEWAR	763	1					
DOUGHERTY	199					1 \$2,844 *	
DRUMRIGHT	2,560	1 \$53,227		1 \$37,169		1 \$33,820	5 \$30,388 *
EARLSBORO	594					1 \$23,500	
EAST DUKE	394						1 \$10,775 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
ELMORE CITY	738		1 \$6,000			1 \$28,500	
ERICK	1,000	1 \$47,840	1 \$2,600 *		1 \$41,600		
FAIRFAX	1,136						1 \$22,800 *
FAIRVIEW	2,740	1 \$36,400	1 \$26,000		6 \$184,953	1 \$31,360	1 \$25,708
FARGO	312		1 \$289				
FORGAN	450						3 *
FORT COBB	518		1 \$20,800 *				
FORT GIBSON	3,814		1 \$35,360		3 \$36,000		6 \$35,000
FREDERICK	3,468	1 \$36,000	1 \$30,200			1 \$27,000	1 \$26,000
GAGE	433						1 \$5,720 *
GLENCOE	499						3 \$1,360 *
GORE	951						3 \$23,040
GOULD	103						1 \$7,500 *
GRACEMONT	279		1 *				
HEALDTON	2,328	1 \$34,508 *	1 \$15,600			2 \$62,381	
HEAVENER	2,985	1 \$37,600	1 \$27,500	1 \$31,400			
HENNESSEY	2,151	1 \$32,500					1
HENRYETTA	5,640	1	1		3	4	
HOBART	3,413		1 \$29,494	1 \$31,678		1 \$38,376	3 \$26,416
HOLDENVILLE	5,934	1 \$27,840	1 \$26,000		7 \$21,050	2 \$21,050	
HOOKER	1,802		1 \$37,000 *		1 \$40,000	1 \$32,000	
INDIAHOMA	275						2 \$15,080 *
KAW CITY	325						1 \$31,000
KELLYVILLE	1,019	1 \$17,280					
KENEFIC	147					1 \$9,000 *	
KIOWA	595						1 \$21,600
LAHOMA	539	1 \$15,253 *	1 \$3,600 *				1 \$1,000 *
LAVERNE	1,223		1 \$27,000 *		1 \$34,000	2	2
LONE GROVE	4,993	1 \$43,825	1 \$43,260				
LONE WOLF	373		1				
MADILL	3,914	1 \$55,700	1 \$41,600			2 \$35,000	
MARIETTA	2,719		1 \$47,936	1 \$19,726	2 \$32,670		
MAYSVILLE	1,087				1 \$29,120	1 \$28,080	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
MEAD	227						3 *
MEDFORD	932	1 \$39,600					
MEDICINE PARK	411		1 \$2,400 *				1 \$24,960
MEEKER	1,004	\$32,573					1 \$26,000
MILL CREEK	293					1	1 \$20,562
MILLERTON	215					1 \$16,200 *	1 \$10,102
MINCO	1,500		1 \$25,513				
MOUNTAIN VIEW	740	1		2		2	
MULHALL	212						2 \$13,763 *
NEWCASTLE	10,984		3 \$63,350	3 \$50,850		3 \$55,935	16 \$50,850
NEWKIRK	2,172		1 \$6,396			1 \$27,040	
NORTH ENID	1,003						1 \$10,735 *
OAKWOOD	74						1 *
OCHELATA	427						1 \$9,350 *
OKEENE	1,090					1 \$31,990	
OKEMAH	3,074		1 \$40,560	1 \$25,000		1 \$32,136	2 \$22,506
OKTAHA	343					1 \$9,600 *	
OOLOGAH	1,305					1 \$37,835	
PANAMA	1,269	1 \$20,800				1 \$21,840 *	
PIEDMONT	7,402		1 \$73,404	1 \$43,109			
PITTSBURG	183						1 \$5,000 *
PORTER	561					1 \$46,035	1 \$36,719
PORUM	602	1 \$41,122	2 \$9,600			1 \$36,067	1 \$16,481 *
PRAGUE	2,356		1 \$45,016	1 \$37,065		1 \$38,542	4 \$32,240
RATLIFF CITY	64				2 \$47,878 *	1 \$11,890 *	
RATTAN	276					1 \$8,400 *	
RINGWOOD	401	1 \$37,648					
ROLAND	3,316	1 \$36,464	1 \$40,000		3 \$35,000		6 \$40,000
SAYRE	4,809		1 \$48,027		7 \$36,150 *		
SEILING	850		*				1 \$33,300
SHATTUCK	1,249				1 \$37,128	1 \$39,312	2 \$51,312
SNYDER	1,301	1 \$33,738	1 \$30,410			1 \$22,880	1 \$20,800
SOPER	225				1 \$13,012 *		1 \$5,300 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Alphabetical Order by Municipal Name

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
SPERRY	1,115						2 \$25,000
SPRINGER	685						1 \$14,000 *
STERLING	668						2 *
STIGLER	2,703	1 \$46,363		2 \$37,274	4 \$25,854	2 \$25,376	2 \$25,272
STONEWALL	414		1 \$2,730 *				
STROUD	2,719	1 \$46,841	1 \$47,091	1 \$44,200		1 \$38,313	1 \$28,000
TAFT	174						1 \$6,000 *
TECUMSEH	6,308		1 \$32,510				4 \$31,949
TEXHOMA	856				1 \$45,124	1 \$42,597	
THOMAS	1,143						2 \$72,184
TISHOMINGO	3,101	1 \$33,280	1 \$37,492				3 \$28,646
UNION CITY	1,794		1 \$54,787				
VALLIANT	819	1 \$31,200	1 \$2,400 *				1 \$24,960 *
VERDEN	508		1 \$15,600 *				
VINITA	5,193	1 \$60,091	2 \$33,000 *		5 \$33,836 *		7 \$23,442 *
WAURIKA	1,837	1 \$29,640					5 \$29,120
WAYNE	625		1 \$2,400				1 \$12,480
WAYNOKA	708					1 \$37,440	
WELEETKA	806			1		1 \$18,928	1 \$3,984 *
WELLSTON	679						1 \$31,200
WEWOKA	3,133	1	1 \$31,200			1 \$25,438 *	8
WHITEFIELD	371					1 \$26,400	
WILBURTON	2,285		1 \$6,600 *			3 \$27,680	18 \$5,831 *
WYANDOTTE	48						1 \$10,000 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
NEWCASTLE	10,984		3 \$63,350	3 \$50,850		3 \$55,935	16 \$50,850
BLANCHARD	8,879		1 \$36,234			2 \$30,931	9 \$32,427 *
CLINTON	8,521		1 \$46,940	1 \$28,980	9 \$32,835	6 \$35,845	1 \$41,545
PIEDMONT	7,402		1 \$73,404	1 \$43,109			
TECUMSEH	6,308		1 \$32,510				4 \$31,949
HOLDENVILLE	5,934	1 \$27,840	1 \$26,000		7 \$21,050	2 \$21,050	
ANADARKO	5,745		1 \$35,568	1 \$37,440	1 \$11,544	3 \$38,854	9 \$22,880
HENRYETTA	5,640	1	1		3	4	
VINITA	5,193	1 \$60,091	2 \$33,000 *		5 \$33,836 *		7 \$23,442 *
LONE GROVE	4,993	1 \$43,825	1 \$43,260				
SAYRE	4,809		1 \$48,027		7 \$36,150 *		
MADILL	3,914	1 \$55,700	1 \$41,600			2 \$35,000	
FORT GIBSON	3,814		1 \$35,360		3 \$36,000		6 \$35,000
FREDERICK	3,468	1 \$36,000	1 \$30,200			1 \$27,000	1 \$26,000
HOBART	3,413		1 \$29,494	1 \$31,678		1 \$38,376	3 \$26,416
ROLAND	3,316	1 \$36,464	1 \$40,000		3 \$35,000		6 \$40,000
WEWOKA	3,133	1	1 \$31,200			1 \$25,438 *	8
TISHOMINGO	3,101	1 \$33,280	1 \$37,492				3 \$28,646
OKEMAH	3,074		1 \$40,560	1 \$25,000		1 \$32,136	2 \$22,506
HEAVENER	2,985	1 \$37,600	1 \$27,500	1 \$31,400			
CACHE	2,930		1 \$35,600				
CHANDLER	2,858	1 \$39,268				2 \$34,769	
FAIRVIEW	2,740	1 \$36,400	1 \$26,000		6 \$184,953	1 \$31,360	1 \$25,708
MARIETTA	2,719		1 \$47,936	1 \$19,726	2 \$32,670		
STROUD	2,719	1 \$46,841	1 \$47,091	1 \$44,200		1 \$38,313	1 \$28,000
STIGLER	2,703	1 \$46,363		2 \$37,274	4 \$25,854	2 \$25,376	2 \$25,272
DRUMRIGHT	2,560	1 \$53,227		1 \$37,169		1 \$33,820	5 \$30,388 *
PRAGUE	2,356		1 \$45,016	1 \$37,065		1 \$38,542	4 \$32,240
HEALDTON	2,328	1 \$34,508 *	1 \$15,600			2 \$62,381	
WILBURTON	2,285		1 \$6,600 *			3 \$27,680	18 \$5,831 *
ANTLERS	2,221	1 \$30,000	1 \$32,000			3 \$34,000	
NEWKIRK	2,172		1 \$6,396			1 \$27,040	
HENNESSEY	2,151	1 \$32,500					1

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
CHELSEA	1,991		1 \$2,010 *			1 \$43,036	
BURNS FLAT	1,948		1 \$6,700 *				
WAURIKA	1,837	1 \$29,640					5 \$29,120
HOOKER	1,802		1 \$37,000 *		1 \$40,000	1 \$32,000	
UNION CITY	1,794		1 \$54,787				
MINCO	1,500		1 \$25,513				
CHEROKEE	1,476	1 \$40,040					1 \$30,160
OOLOGAH	1,305					1 \$37,835	
SNYDER	1,301	1 \$33,738	1 \$30,410			1 \$22,880	1 \$20,800
BEAVER	1,280				1 \$38,230	1 \$29,120	1 \$29,120
PANAMA	1,269	1 \$20,800				1 \$21,840 *	
SHATTUCK	1,249				1 \$37,128	1 \$39,312	2 \$51,312
LAVERNE	1,223		1 \$27,000 *		1 \$34,000	2	2
BEGGS	1,179					3 \$31,222	2 \$23,000 *
BOISE CITY	1,166				2 \$19,500		
THOMAS	1,143						2 \$72,184
FAIRFAX	1,136						1 \$22,800 *
SPERRY	1,115						2 \$25,000
OKEENE	1,090					1 \$31,990	
MAYSVILLE	1,087				1 \$29,120	1 \$28,080	
APACHE	1,034						1 *
BARNSDALL	1,034	1 \$2,400					
KELLYVILLE	1,019	1 \$17,280					
MEEKER	1,004	\$32,573					1 \$26,000
NORTH ENID	1,003						1 \$10,735 *
ERICK	1,000	1 \$47,840	1 \$2,600 *		1 \$41,600		
GORE	951						3 \$23,040
MEDFORD	932	1 \$39,600					
TEXHOMA	856				1 \$45,124	1 \$42,597	
SEILING	850						1 \$33,300
VALLIANT	819	1 \$31,200	1 \$2,400 *				1 \$24,960 *
DAVENPORT	809						1 \$14,740 *
WELEETKA	806			1		1 \$18,928	1 \$3,984 *

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
CHEYENNE	771		1 \$2,225 *		1 \$34,940		2 \$88,780
DEWAR	763	1					
MOUNTAIN VIEW	740	1		2		2	
ELMORE CITY	738		1 \$6,000			1 \$28,500	
ADAIR	732						1 \$12,480
COPAN	710		1 \$19,500			3	
WAYNOKA	708					1 \$37,440	
SPRINGER	685						1 \$14,000 *
WELLSTON	679						1 \$31,200
STERLING	668						2 *
WAYNE	625		1 \$2,400				1 \$12,480
PORUM	602	1 \$41,122	2 \$9,600			1 \$36,067	1 \$16,481 *
KIOWA	595						1 \$21,600
EARLSBORO	594					1 \$23,500	
PORTER	561					1 \$46,035	1 \$36,719
LAHOMA	539	1 \$15,253 *	1 \$3,600 *				1 \$1,000 *
FORT COBB	518		1 \$20,800 *				
VERDEN	508		1 \$15,600 *				
GLENCOE	499						3 \$1,360 *
ARNETT	495						1 \$32,787
CANTON	468		1 \$6,945	2			
FORGAN	450						3 *
GAGE	433						1 \$5,720 *
OCHELATA	427						1 \$9,350 *
STONEWALL	414		1 \$2,730 *				
DEPEW	411			1 *			\$5,487 *
MEDICINE PARK	411		1 \$2,400 *				1 \$24,960
RINGWOOD	401	1 \$37,648					
EAST DUKE	394						1 \$10,775 *
LONE WOLF	373		1				
WHITEFIELD	371					1 \$26,400	
ASHER	370		1			1	
CUSTER CITY	367	1				1	

* denotes part-time employment

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Most Frequent Rate of (Annual) Pay for Selected Titles in Descending Population Order

Municipality	Population	Street Supt	Code Enforcement Officer	Heavy Equipment Operator	Refuse Collector	Sewer Worker	Laborer I
OKTAHA	343					1 \$9,600 *	
KAW CITY	325						1 \$31,000
FARGO	312		1 \$289				
CALVIN	309				1 \$28,800		2 \$35,520
AVANT	301						1 \$4,800
MILL CREEK	293					1	1 \$20,562
GRACEMONT	279		1 *				
RATTAN	276					1 \$8,400 *	
INDIAHOMA	275						2 \$15,080 *
MEAD	227						3 *
SOPER	225				1 \$13,012 *		1 \$5,300 *
MILLERTON	215					1 \$16,200 *	1 \$10,102
MULHALL	212						2 \$13,763 *
DOUGHERTY	199					1 \$2,844 *	
BRECKENRIDGE	199						1 \$3,900 *
AMES	193						1 \$3,000 *
PITTSBURG	183						1 \$5,000 *
BESSIE	182		1 \$1,920 *				
TAFT	174						1 \$6,000 *
KENEFIC	147					1 \$9,000 *	
GOULD	103						1 \$7,500 *
OAKWOOD	74						1 *
RATLIFF CITY	64				2 \$47,878 *	1 \$11,890 *	
WYANDOTTE	48						1 \$10,000 *

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2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Hours Worked, Vacation and Holidays in Alphabetical Order by Municipal Name

Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
ADAIR	732	2,236	7.00					13.00
AMBER	413		10.00	15.00	20.00			12.00
AMES	193	750	5.00					6.00
ANADARKO	5,745	2,080	10.00	10.00	15.00	15.00	20.00	13.00
ANTLERS	2,221	1,920	12.00	12.00	15.00	15.00	15.00	13.00
APACHE	1,034	2,080	10.00	10.00	10.00	10.00	10.00	9.00
ARCADIA	169	2,080	10.00					11.00
ARNETT	495	2,080	12.00	15.00	15.00	18.00	18.00	13.00
ASHER	370	2,080	5.00	10.00	10.00	10.00	10.00	12.00
AVANT	301	1,590	10.00	10.00	15.00	15.00	20.00	10.00
BARNSDALL	1,034		15.00	15.00	20.00	20.00	20.00	8.00
BEAVER	1,280	2,080	10.00	15.00	20.00	20.00	20.00	13.00
BEGGS	1,179	1,920	10.00	10.00	20.00	30.00	20.00	12.00
BILLINGS	578	2,080	6.00	12.00	18.00	18.00	18.00	14.00
BLAIR	727	2,080	14.00	14.00	21.00	28.00	28.00	11.00
BLANCHARD	8,879	2,080	10.00	15.00	20.00	20.00	20.00	10.00
BOISE CITY	1,166	2,080	10.00	10.00	15.00	15.00	15.00	11.00
BRAMAN	160	1,920						12.00
BROKEN BOW	4,228	2,080	7.00	12.00	15.00	17.00	20.00	11.00
BURBANK	123	1,200						6.00
BURNS FLAT	1,948	2,080	10.00	15.00	15.00	20.00	20.00	12.00
CACHE	2,930	2,080	5.00	10.00				7.00
CALUMET	443	2,080	5.00	10.00	15.00	15.00	20.00	13.00
CALVIN	309	2,080	12.00	25.00	25.00	25.00	25.00	11.00
CANADIAN	143	1,920	4.00	8.00	8.00	8.00	8.00	6.00
CANTON	468	2,080	7.00	21.00				9.00
CHANDLER	2,858	2,080	10.00	13.00	15.00	18.00	20.00	13.00
CHATTANOOGA	400	2,080	5.00	10.00	15.00			12.00
CHELSEA	1,991		5.00	10.00	10.00	30.00	30.00	10.00

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Hours Worked, Vacation and Holidays in Alphabetical Order by Municipal Name

Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
CHEROKEE	1,476	2,080						14.00
CHEYENNE	771	2,080	5.00	10.00	15.00	15.00	15.00	14.00
CLEO SPRINGS	287		5.00	10.00	15.00	20.00	25.00	11.00
CLINTON	8,521	2,080	10.00	12.00	15.00	15.00	15.00	11.00
COPAN	710	2,080	5.00	10.00	20.00	20.00	30.00	13.50
CORN	592	2,080	20.00	20.00	20.00	20.00	20.00	20.00
CROMWELL	238	1,040	5.00	15.00	15.00	15.00	15.00	9.00
CUSTER CITY	367	2,080	14.00		21.00			
DAVENPORT	809	2,080	5.00	10.00	15.00	15.00	15.00	11.00
DAVIDSON	241		7.00					9.00
DEPEW	411	5,000	6.00	12.00	18.00	24.00		12.00
DEWAR	763	2,080	5.00	10.00	20.00			9.00
DILL CITY	420	2,000	5.00	10.00	15.00	15.00	15.00	11.00
DOUGHERTY	199							10.00
DRUMRIGHT	2,560	2,080	16.00	21.00	21.00	26.00	26.00	14.00
DUSTIN	327		10.00	12.00	15.00	17.00	20.00	10.00
EAKLY	293		5.00	10.00	15.00	15.00	20.00	10.00
EARLSBORO	594	2,080	5.00	15.00	20.00	20.00	20.00	12.00
EAST DUKE	394	2,080	10.00	10.00	10.00	10.00	10.00	10.00
ELMORE CITY	738		5.00	10.00				12.00
ERICK	1,000	2,080	10.00	15.00	15.00	20.00	20.00	12.00
FAIRFAX	1,136	2,076	10.00	10.00	15.00	15.00	15.00	9.00
FAIRMONT	132	520						
FAIRVIEW	2,740	2,080	10.00	10.00	15.00	15.00	20.00	13.00
FORGAN	450		5.00		20.00			14.00
FORT COBB	518	2,784	10.00	10.00	15.00			11.00
FORT GIBSON	3,814	2,080	5.00	10.00	15.00	19.00	20.00	12.00
FOSS	101	1,560						.00
FOYIL	368	2,080						13.00

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Hours Worked, Vacation and Holidays in Alphabetical Order by Municipal Name

Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
FREDERICK	3,468	2,080	10.00	10.00	30.00	30.00	30.00	14.00
GAGE	433	5,824	5.00	10.00	10.00	10.00	10.00	8.00
GLENCOE	499	5,547	10.00	10.00	12.50	12.50	15.00	11.00
GORE	951	2,080	13.00					11.00
GRACEMONT	279	1,920	10.00	10.00	10.00	10.00	10.00	14.00
GRANITE	1,628	2,080	5.00	15.00	18.00	20.00	20.00	12.00
HALLETT	105	480						13.00
HARDESTY	205	2,000	5.00	10.00	10.00	10.00	10.00	8.00
HEADRICK	74	1,040						
HEALDTON	2,328	2,080	10.00	12.00	13.00	15.00	18.00	15.00
HEAVENER	2,985	2,080	10.00	15.00	15.00	20.00	25.00	12.00
HENNESSEY	2,151	2,080	10.00		15.00		20.00	11.00
HENRYETTA	5,640	2,080	10.00	12.00	15.00	17.00	20.00	11.00
HOBART	3,413	2,080	10.00	10.00	15.00	15.00	20.00	13.00
HOLDENVILLE	5,934	2,080	5.00	5.00	10.00	12.00	16.00	13.00
HOOKER	1,802	2,080	10.00	15.00	20.00	20.00	20.00	9.00
INDIAHOMA	275	1,040	14.00	14.00	14.00	14.00	14.00	10.00
INOLA	1,890		10.00	15.00	20.00	20.00	20.00	14.00
JENNINGS	280	2,080	10.00	15.00				9.00
KAW CITY	325	2,080	5.00	10.00	10.00	20.00	20.00	11.00
KELLYVILLE	1,019		5.00	10.00	15.00	15.00	15.00	8.00
KENEFIC	147	2,080						10.00
KIOWA	595	2,080	5.00	10.00	15.00	15.00	15.00	11.00
LAHOMA	539	1,040	10.00	15.00	20.00	20.00	20.00	10.00
LAVERNE	1,223	2,080	10.00	10.00	15.00	15.00	20.00	11.00
LONE GROVE	4,993		12.00	12.00	12.00	12.00	12.00	14.00
LONE WOLF	373	1,664	10.00	15.00				10.00
LUTHER	1,492	2,080	5.00	10.00	15.00	15.00	15.00	9.00
MADILL	3,914	2,080	5.00	10.00	15.00	15.00	20.00	14.00

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Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
MARIETTA	2,719	2,080	10.00	15.00	15.00	20.00	20.00	14.00
MARLAND	184							11.00
MAYSVILLE	1,087	2,080	5.00	10.00	10.00	10.00	10.00	12.00
MCCURTAIN	355		5.00	10.00	15.00	15.00	15.00	10.00
MEDFORD	932	2,080	10.00	15.00	20.00	25.00	30.00	13.00
MEDICINE PARK	411	2,080	12.00	15.00	15.00	15.00	15.00	7.00
MEEKER	1,004	2,080	10.00	15.00	15.00	20.00	20.00	10.00
MILL CREEK	293		1.00	2.00	2.00	2.00	2.00	15.00
MILLERTON	215	2,100						6.00
MINCO	1,500	2,100	10.00	15.00	20.00			12.00
MORRIS	1,299	2,080	10.00	10.00	15.00	20.00	20.00	13.00
MOUNTAIN PARK	320	2,080	5.00	10.00	15.00	15.00	15.00	10.00
MOUNTAIN VIEW	740		14.00					
MUTUAL	63		10.00	10.00	12.50	15.00	15.00	8.00
NASH	192	1,780						
NEWCASTLE	10,984	2,080	10.00	15.00	20.00	25.00	25.00	8.00
NEWKIRK	2,172		10.00	10.00	15.00	20.00	20.00	13.00
NORTH ENID	1,003	2,080	10.00	10.00	15.00	15.00	15.00	10.00
OAKS	267	1,040						
OILTON	885		5.00	10.00	19.50			
OKEENE	1,090	2,080						13.00
OKEMAH	3,074	2,080	10.00	15.00	15.00	20.00	20.00	11.00
OLUSTEE	468	1,920	5.00	10.00	15.00	20.00	20.00	10.00
OOLOGAH	1,305	2,080	10.00	15.00	20.00	20.00	20.00	13.00
ORLANDO	130	1,900						12.00
PANAMA	1,269	2,080	1.00		2.00			9.00
PIEDMONT	7,402	2,080	10.00	12.00	15.00	15.00	15.00	12.00
PITTSBURG	183	1,536	5.00	5.00	5.00	5.00	5.00	
PORTER	561	2,080	10.00	15.00	15.00	20.00	20.00	14.00

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Hours Worked, Vacation and Holidays in Alphabetical Order by Municipal Name

Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
PORUM	602	2,080	5.00	10.00	15.00	20.00	25.00	12.00
PRAGUE	2,356	2,080	12.00	15.00	15.00	16.00	18.00	11.00
PRUE	374		5.00	10.00				11.00
RALSTON	266	440						
RATLIFF CITY	64	2,080	5.00	10.00	15.00	15.00	15.00	10.00
RATTAN	276	1,040						9.00
RINGWOOD	401	1,920	10.00	15.00	20.00	20.00	25.00	12.00
RIPLEY	346	1,640	5.00	10.00	15.00	15.00	15.00	12.00
ROCKY	128	1,936	14.00					8.00
ROLAND	3,316	2,080	5.00	10.00	15.00	15.00	20.00	13.00
ROOSEVELT	254	2,080	10.00	10.00	21.00	21.00	21.00	10.00
SAWYER	340	2,080	7.00	14.00	21.00	21.00	21.00	11.00
SAYRE	4,809	2,080	10.00	10.00	15.00	15.00	15.00	10.00
SEILING	850	2,080	7.00	15.00	18.00	21.00	24.00	12.50
SENTINEL	763	2,080	5.00	10.00	15.00	15.00	15.00	10.00
SHATTUCK	1,249	2,080	10.00	15.00	20.00			13.00
SHIDLER	328		10.00	15.00				11.00
SNYDER	1,301	2,080	10.00	12.00	20.00	20.00	20.00	13.00
SOPER	225							9.00
SPERRY	1,115	2,080	10.00	15.00	20.00		25.00	10.00
SPRINGER	685	2,080	8.50	8.50	8.50	8.50	8.50	11.00
STERLING	668		5.00	10.00	15.00			8.00
STIGLER	2,703	2,080	10.00	12.00	15.00	20.00	20.00	10.00
STONEWALL	414	1,820	5.00	10.00	20.00	20.00	20.00	10.00
STRINGTOWN	419	2,080	10.00	15.00	15.00	20.00	25.00	11.00
STROUD	2,719	2,080	10.00	15.00	15.00	20.00	20.00	10.00
TAFT	174	480						12.00
TALALA	258	1,300	10.00	10.00				10.00
TECUMSEH	6,308	2,080	12.00	15.00	15.00	18.00	21.00	11.00

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Annual Hours Worked, Vacation and Holidays in Alphabetical Order by Municipal Name

Municipality	Population	Annual hours worked	Vacation days off after:					Holidays
			1 year	5 years	10 years	15 years	20 years	Days off / year
TERRAL	280	2,080	10.00	15.00	15.00	15.00	15.00	9.00
TEXHOMA	856	2,080	5.00	10.00	15.00	15.00	15.00	9.00
THACKERVILLE	400	2,080	10.00	15.00	20.00	20.00	20.00	14.00
THOMAS	1,143	2,080	5.00	10.00	15.00			11.00
TISHOMINGO	3,101	2,080	5.00	15.00	20.00	20.00	20.00	14.00
TUPELO	327	2,080	5.00	15.00	15.00	15.00	15.00	12.00
TYRONE	729	1,920	5.00	10.00				9.00
UNION CITY	1,794	2,080	5.00	14.00	21.00	28.00	28.00	11.00
VALLIANT	819	2,080	5.00	10.00	15.00	15.00	28.00	12.00
VERDEN	508	2,080	5.00	10.00	10.00	10.00	10.00	13.00
VINITA	5,193	2,080	10.00	13.00	17.00	20.00	25.00	11.00
WAKITA	311	2,080	10.00	10.00	15.00	20.00	20.00	11.00
WAURIKA	1,837	2,080	10.00	15.00				12.00
WAYNE	625	2,080	10.00	10.00	20.00	20.00	25.00	13.00
WAYNOKA	708		5.00	15.00	15.00	15.00	15.00	12.00
WELEETKA	806	2,080	5.00	10.00	15.00	20.00	20.00	12.50
WELLSTON	679	2,080	10.00	15.00	15.00	15.00	15.00	11.00
WEWOKA	3,133	2,080	10.00	10.00	15.00	15.00	20.00	10.00
WHITEFIELD	371	2,080	9.60	9.60	9.60	9.60	9.60	13.00
WILBURTON	2,285	2,080	5.00	10.00	15.00	15.00	15.00	13.50
WRIGHT CITY	616	1,614	5.00	10.00	10.00	10.00	10.00	11.00

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Sick Leave and Longevity Pay in Alphabetical Order by Municipal Name

Municipality	Population	Annual sick leave:		Longevity pay:					
		Hours	Maximum	\$ or %	after 5 yrs	10 yrs	15 yrs	20 yrs	Maximum
ADAIR	732	88							
AMBER	413	40	100						
ANADARKO	5,745	96	720	\$	419	839	1259.7	1679.6	
ANTLERS	2,221	80	240						
APACHE	1,034	80	240						
ARCADIA	169	88	240						
ARNETT	495	80	240						
ASHER	370	56							
AVANT	301	40	80						
BARNSDALL	1,034	80	80						
BEAVER	1,280	96	480	\$	500	600	700	1000	1000
BEGGS	1,179	112							
BILLINGS	578	96	120						
BLAIR	727	64	240						
BLANCHARD	8,879	80	240	\$	200	300	400	500	500
BOISE CITY	1,166	96	240						
BROKEN BOW	4,228	80	120						
BURNS FLAT	1,948	96	560						
CACHE	2,930	48	208						
CALUMET	443	96	168						
CALVIN	309	80	60						
CANTON	468	96	960						
CHANDLER	2,858	96	1400						
CHATTANOOGA	400	84	480						
CHELSEA	1,991	40	360						
CHEROKEE	1,476	3.69	160	\$					2000
CLEO SPRINGS	287	60							
CLINTON	8,521	67	480	\$	288	648	1008	1368	
COPAN	710	48	240						
CROMWELL	238	64	96						
CUSTER CITY	367	240	240						
DAVENPORT	809	48	120						
DEPEW	411	48	240						

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Sick Leave and Longevity Pay in Alphabetical Order by Municipal Name

Municipality	Population	Annual sick leave:		Longevity pay:					
		Hours	Maximum	\$ or %	after 5 yrs	10 yrs	15 yrs	20 yrs	Maximum
DILL CITY	420	96	120						
DRUMRIGHT	2,560	52	640	\$	300	600	900	1200	1200
DUSTIN	327	40	40						
EAKLY	293	72	72						
ERICK	1,000	40	720						
FAIRFAX	1,136	80	320						
FAIRVIEW	2,740	88	520	\$	180	360	540	720	720
FORT COBB	518	144	480						
FORT GIBSON	3,814	96	1000						
FREDERICK	3,468	96	960	\$					
GAGE	433	96	240						
GLENCOE	499	88.8	480						
GRACEMONT	279	96	240						
GRANITE	1,628	40							
HARDESTY	205	40	40						
HEALDTON	2,328	63.96	135.96						
HEAVENER	2,985	96	960	\$	1800	2800	3800	4800	
HENNESSEY	2,151	96	960						
HENRYETTA	5,640	96	96	\$					
HOBART	3,413	80	720	\$	40	50	60	70	80
HOLDENVILLE	5,934	96	240	\$	150	175	200	300	300
HOOKER	1,802	144	480						
INDIAHOMA	275	56	56						
INOLA	1,890	96	360						
KAW CITY	325	96	240						
KELLYVILLE	1,019	96	480						
KIOWA	595	96	160						
LAHOMA	539	12	120						
LAVERNE	1,223	72	240						
LUTHER	1,492	96	96						
MADILL	3,914	96	240						
MARIETTA	2,719	80	240						
MAYSVILLE	1,087	96	240						

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Sick Leave and Longevity Pay in Alphabetical Order by Municipal Name

Municipality	Population	Annual sick leave:		Longevity pay:					
		Hours	Maximum	\$ or %	after 5 yrs	10 yrs	15 yrs	20 yrs	Maximum
MCCURTAIN	355	96	1120						
MEDFORD	932	30	120	%	2	2	2	2	2
MEDICINE PARK	411	97.5	160						
MEEKER	1,004	40	720						
MINCO	1,500	80	480						
MORRIS	1,299	40	80						
MOUNTAIN PARK	320	191.88	360						
MOUNTAIN VIEW	740	112							
MUTUAL	63	40	48						
NEWCASTLE	10,984	104	960						
NEWKIRK	2,172	40	720						
NORTH ENID	1,003	80	240						
OKEMAH	3,074	370	480	%	1	1.5	1.75	2	2
OLUSTEE	468	80	80						
OOLOGAH	1,305	80	320	\$	538.56	1346.4	2019.6		
PANAMA	1,269	160	1920						
PORTER	561	48	240						
PORUM	602	88	240						
PRAGUE	2,356	96	960						
RATLIFF CITY	64	56	56						
RINGWOOD	401	48	160						
RIPLEY	346	96	240						
ROLAND	3,316	80	240						
ROOSEVELT	254	96	140						
SAWYER	340	57	240						
SAYRE	4,809	40	240	\$	160	235	310	385	
SEILING	850	120	288						
SENTINEL	763	80	120						
SHATTUCK	1,249	80	480						
SHIDLER	328	40	200	\$	50				
SNYDER	1,301	96	240	\$	120	240	360	480	
SPERRY	1,115	72	360						
SPRINGER	685	68	160						

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units
Annual Sick Leave and Longevity Pay in Alphabetical Order by Municipal Name

Municipality	Population	Annual sick leave:		Longevity pay:					
		Hours	Maximum	\$ or %	after 5 yrs	10 yrs	15 yrs	20 yrs	Maximum
STERLING	668	40	96						
STIGLER	2,703	96	720						
STONEWALL	414	120							
STRINGTOWN	419	120	240						
STROUD	2,719	120	480	\$			250	500	1500
TECUMSEH	6,308	96	960	%	1.5	2.5	3.5	4.5	6
TERRAL	280	96	240						
THACKERVILLE	400	96	240						
THOMAS	1,143	64	480						
TISHOMINGO	3,101	96							
TUPELO	327	96	240						
TYRONE	729	40	160						
UNION CITY	1,794	40	80	\$	500	1000	1500	2000	
VALLIANT	819	96	240						
VERDEN	508	3.75	97.5						
VINITA	5,193	160		%	0.5	1	1.5	2	
WAKITA	311	96	240						
WAURIKA	1,837	96	96						
WAYNE	625	64	720						
WAYNOKA	708	80	240	\$	300	600	1200	1200	1200
WELEETKA	806	40	192						
WELLSTON	679	80							
WEWOKA	3,133	64	480	%	5	10	15	20	
WHITEFIELD	371	24							
WILBURTON	2,285	80	400						
WRIGHT CITY	616	88	140						

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Health and Life Insurance Information in Alphabetical Order by Municipal Name

Municipality	Population	Insurance	Monthly premium per employee	Monthly amount paid by municipality
ADAIR	732	United Health Care City pays full cost		
AMBER	413	100% Medical		
ANADARKO	5,745		\$570.66	\$570.66
ANTLERS	2,221		\$50.00	\$443.00
APACHE	1,034		\$544.68	\$544.68
ARNETT	495		\$615.90	\$615.90
ASHER	370		\$364.24	\$364.24
BARNSDALL	1,034	Health; Community Care.	\$1,946.33	\$973.17
BEAVER	1,280	And Dental	\$738.64	\$738.64
BILLINGS	578		\$725.00	\$725.00
BLAIR	727	Vision and Dental paid 100% by city.	\$701.58	\$701.58
BLANCHARD	8,879		\$803.22	\$803.22
BROKEN BOW	4,228		\$560.16	\$560.16
BURNS FLAT	1,948	Health, Life, Dental, and Vision; Monthly premium paid 100% by city.	\$740.00	\$740.00
CACHE	2,930	Dental		\$588.00
CALUMET	443		\$450.00	\$325.00
CANTON	468	100% paid by city	\$2,648.00	\$2,648.00
CHANDLER	2,858		\$800.00	\$800.00
CHELSEA	1,991	Dental: \$34.73 Health: \$642.05 Life: \$11.55	\$688.33	\$688.33
CHEROKEE	1,476	Health, Dental, and Life		\$100.00
CHEYENNE	771		\$579.14	\$549.19
CLINTON	8,521	Medical, Dental, Vision & Basic Life	\$447.72	\$447.72
COPAN	710	Health: \$3170.42, Dental: \$230.00, Life: \$32.26	\$584.00	\$584.00
CORN	592	HealthChoice	\$620.00	\$620.00
CUSTER CITY	367		\$674.16	\$674.16
DAVENPORT	809	vision, dental	\$650.55	

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Health and Life Insurance Information in Alphabetical Order by Municipal Name

Municipality	Population	Insurance	Monthly premium per employee	Monthly amount paid by municipality
DEWAR	763	BlueCross and BlueShield (BCBS)		\$100.00
DRUMRIGHT	2,560	Health, Life and Dental	\$505.09	\$505.09
EAKLY	293		\$708.00	\$708.00
EAST DUKE	394	Monthly premiums depend on age; city pays 75%, Employee pays 25%		
ELMORE CITY	738	40% paid by city		
ERICK	1,000	Monthly premium amount depends on age; city pays 100%		
FAIRFAX	1,136		\$640.00	\$640.00
FAIRVIEW	2,740	Life: \$6.50 Dental: \$31.02 Health (varies): 560.00 Average	\$569.75	\$569.75
FORT COBB	518	BlueCross and BlueShield (BCBS)		
GLENCOE	499	Monthly premiums depend on age; city pays 25%, employee pays 75%		
GRACEMONT	279	NONE		
GRANITE	1,628	Based on age		
HASTINGS	104	N/A		
HEALDTON	2,328	Health insurance-BCBS		
HEAVENER	2,985	Health, Dental, Life and Vision; monthly amount paid by city varies upon employees dependents.	\$670.34	\$670.34
HENNESSEY	2,151	Health, Dental, Vision, and Life; city pays 100%		
HENRYETTA	5,640	100% Employee Health & 1x's your yearly salary. Life Insurance I 100% for employees and 140 towards family .		
HOBART	3,413	Health; Bywater (self insured)	\$510.00	\$510.00
HOLDENVILLE	5,934	Health Insurance	\$511.82	\$511.82
HOOKER	1,802	BlueCross and BlueShield (BCBS)	\$620.00	\$620.00
INOLA	1,890	Yes, based on age/health.		
JENNINGS	280		\$549.74	\$549.74
KAW CITY	325		\$701.58	\$701.58
KELLYVILLE	1,019	Medical and Dental for employees working 32 hour weeks and over; city pays 100%	\$3,122.09	\$3,122.09
LAVERNE	1,223	Health (BlueCross and BlueShield (BCBS)) and Dental	\$607.42	\$607.42

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Health and Life Insurance Information in Alphabetical Order by Municipal Name

Municipality	Population	Insurance	Monthly premium per employee	Monthly amount paid by municipality
LUTHER	1,492		\$612.00	\$612.00
MADILL	3,914	Health, Life and Dental		\$715.05
MARLAND	184	NO		
MAYSVILLE	1,087	BlueCross and BlueShield (BCBS)	\$611.14	\$611.14
MEDFORD	932	Health, Dental, Vision, and Life (\$20,000)		\$725.32
MEDICINE PARK	411		\$456.00	\$456.00
MORRIS	1,299	Health, Dental, and Vision; city pays 100% premium; total premium \$8,000.		\$666.68
MOUNTAIN VIEW	740	yes		
NEWCASTLE	10,984	Indemnity-PPO	\$544.72	\$544.72
NEWKIRK	2,172	Health, Life, Vision, and Dental	\$680.60	\$680.60
NORTH ENID	1,003		\$594.90	\$594.90
OKEENE	1,090		\$518.35	\$518.35
OKEMAH	3,074		\$648.15	\$648.15
OOLOGAH	1,305		\$458.57	\$458.57
PANAMA	1,269	None		
PIEDMONT	7,402	Employee covered insurance only	\$734.56	\$920.42
PORTER	561	NONE		
PORUM	602		\$631.67	\$631.67
PRAGUE	2,356		\$566.94	\$566.94
RATLIFF CITY	64		\$645.48	\$645.48
RINGWOOD	401		\$650.00	\$650.00
ROLAND	3,316		\$600.00	\$600.00
ROOSEVELT	254		\$449.48	\$449.48
SAYRE	4,809		\$702.20	\$702.20
SEILING	850	100% paid by town		
SENTINEL	763	Oklahoma State Employee and Education Group Insurance		\$2,166.04
SHIDLER	328	N/A		
SNYDER	1,301		\$1,431.15	\$1,431.15

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Health and Life Insurance Information in Alphabetical Order by Municipal Name

Municipality	Population	Insurance	Monthly premium per employee	Monthly amount paid by municipality
SOPER	225	NONE		
SPERRY	1,115	Health	\$753.07	\$753.07
STIGLER	2,703	BlueCross and BlueShield (BCBS) of Oklahoma	\$620.00	\$620.00
STONEWALL	414	The Town pays a monthly insurance stipend toward the cost of the individual's plan 200.00 for full time employees 30 or more hours weekly 100.00 for part time employees 20 or more hours weekly		
STROUD	2,719		\$737.10	\$737.10
TALALA	258	yes and accident		
TECUMSEH	6,308		\$699.26	\$699.26
TEXHOMA	856	Dental & Vision (Longevity pay: 1 FULL Paycheck, 25 paychecks not 24 are included in each annual salary total)	\$701.58	\$701.58
THACKERVILLE	400		\$600.00	\$600.00
THOMAS	1,143	Health, dental, life		\$100.00
TISHOMINGO	3,101	City Pays 100% for Employee's Dental, Vision and Health Insurance,	\$752.82	\$752.82
UNION CITY	1,794	Health (Town Pays 75%) and Life (Town Pays 100%)		
VINITA	5,193	Health, Dental and Vision	\$47.09	\$520.11
WAKITA	311	BlueCross and BlueShield (BCBS)	\$286.00	\$641.00
WAURIKA	1,837	Health Choice High Plan City pays 100% of Health, Dental and Life Insurance		\$650.00
WAYNE	625	Health only		\$500.00
WAYNOKA	708	Dental		\$537.40
WELLSTON	679	City Pays 85%, Employee pays 15%		
WEWOKA	3,133	BlueCross and BlueShield (BCBS) and MetLife		
WILBURTON	2,285	Oklahoma Public Employee Health and Wellness Plan		\$624.68
WRIGHT CITY	616	Employer pays 60%	\$198.49	\$297.74

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
ADAIR	732	Yes	7.50	4.50	OK Municipal Retirement Fund (OkMRF)	10
AMBER	413	No				
AMES	193	No				
AMORITA	39	No				
ANADARKO	5,745	Yes	10.00	5.00	OK Municipal Retirement Fund (OkMRF)	1
ANTLERS	2,221	Yes	5.00	3.75	OK Municipal Retirement Fund (OkMRF)	10
APACHE	1,034	No				
ARCADIA	169	No				
ARNETT	495	Yes	15.50	4.50	OK Public Employees Retirement (OPERS)	10
ASHER	370	No				
AVANT	301	No				
BARNSDALL	1,034	No				
BEARDEN	135	No				
BEAVER	1,280	Yes	15.00	5.00	OK Public Employees Retirement (OPERS)	10
BEGGS	1,179	No				
BESSIE	182	No				
BILLINGS	578	Yes	18.20		OK Municipal Retirement Fund (OkMRF)	7
BLACKBURN	70	No				
BLAIR	727	Yes	9.43	3.41	OK Municipal Retirement Fund (OkMRF)	5
BLANCHARD	8,879	Yes	5.00		Nationwide Solutions	7
BOISE CITY	1,166	Yes	100.00		OK Municipal Retirement Fund (OkMRF)	5
BRAMAN	160	No		0.00		
BRECKENRIDGE	199	No				
BROKEN BOW	4,228	Yes	9.67	6.00	OK Municipal Retirement Fund (OkMRF)	10
BURBANK	123	No				
BURNS FLAT	1,948	Yes	9.48	3.75	OK Municipal Retirement Fund (OkMRF)	10
BYARS	184	No				
CACHE	2,930	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	10
CALUMET	443	No	4.00	8.00	OK Municipal Retirement Fund (OkMRF)	4
CALVIN	309	No				
CANADIAN	143	No				
CANTON	468	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
CHANDLER	2,858	Yes	8.77	4.50	OK Municipal Retirement Fund (OkMRF)	5
CHATTANOOGA	400	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	
CHELSEA	1,991	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	5
CHEROKEE	1,476	Yes	4.17	2.25	OK Municipal Retirement Fund (OkMRF)	7
CHEYENNE	771	Yes	13.00	7.00	OK Public Employees Retirement (OPERS)	
CLEARVIEW	41	No				
CLEO SPRINGS	287	Yes	11.51	3.73	OK Municipal Retirement Fund (OkMRF)	5
CLINTON	8,521	Yes	13.80	5.25	OK Municipal Retirement Fund (OkMRF)	7
COPAN	710	Yes	4.33	1.50	OK Municipal Retirement Fund (OkMRF)	10
CORN	592	No				
COUNCIL HILL	108	No				
COYLE	350	No				
CROMWELL	238	Yes			OK Municipal Retirement Fund (OkMRF)	
CUSTER CITY	367	Yes	7.00	7.00	OK Municipal Retirement Fund (OkMRF)	10
DAVENPORT	809	No				
DAVIDSON	241	No				
DEPEW	411	No				
DEWAR	763	No				
DILL CITY	420	No				
DOUGHERTY	199	No				
DRUMRIGHT	2,560	Yes	12.95	6.00	OK Municipal Retirement Fund (OkMRF)	10
DUSTIN	327	No				
EAKLY	293	No				
EARLSBORO	594	No				
EAST DUKE	394	Yes	2.50	3.00	OK Municipal Retirement Fund (OkMRF)	5
ELMORE CITY	738	No				
ERICK	1,000	Yes	5.00		OK Municipal Retirement Fund (OkMRF)	10
FAIR OAKS	73	No				
FAIRFAX	1,136	Yes	14.00	6.00	OK Public Employees Retirement (OPERS)	7
FAIRMONT	132	No				
FAIRVIEW	2,740	Yes	8.00	4.00	OK Municipal Retirement Fund (OkMRF)	10
FARGO	312	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
FORGAN	450	No				
FORT COBB	518	Yes	7.71	3.75	Ok Municipal Retirement Fund (OkMRF)	10
FORT GIBSON	3,814	Yes	12.00	0.00	OK Municipal Retirement Fund (OkMRF)	10
FOSS	101	No				
FOYIL	368	No				
FRANCIS	244	No				
FREDERICK	3,468	Yes	13.00	4.33	OK Municipal Retirement Fund (OkMRF)	10
GAGE	433	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	5
GATE	60	No				
GLENCOE	499	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	5
GORE	951	Yes	3.56	3.75	OK Municipal Retirement Fund (OkMRF)	7
GOULD	103	No				
GRACEMONT	279	No				
GRANITE	1,628	Yes	18.40	4.00	OK Municipal Retirement Fund (OkMRF)	10
HALLETT	105	No				
HARDESTY	205	No				
HASTINGS	104	No				
HEADRICK	74	No				
HEALDTON	2,328	Yes	9.87	6.00	OK Municipal Retirement Fund (OkMRF)	5
HEAVENER	2,985	Yes	13.00	7.00	OK Public Employees Retirement (OPERS)	8
HENNESSEY	2,151	Yes	6.00	4.00	OK Municipal Retirement Fund (OkMRF)	7
HENRYETTA	5,640	Yes	13.00	5.25	OK Municipal Retirement Fund (OkMRF)	10
HICKORY	86	No				
HILLSDALE	75	No				
HOBART	3,413	Yes	10.00	5.00	OK Municipal Retirement Fund (OkMRF)	
HOLDENVILLE	5,934	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	8
HOOKER	1,802	Yes	15.34	4.25	OK Municipal Retirement Fund (OkMRF)	5
INDIAHOMA	275	No				
INDIANOLA	148	No				
INOLA	1,890	No				
JENNINGS	280	No				
KAW CITY	325	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
KELLYVILLE	1,019	Yes			BlueCross and BlueShield (BCBS)	
KENEFIC	147	No				
KIOWA	595	No				
LAHOMA	539	Yes			OK Municipal Retirement Fund (OkMRF)	7
LAVERNE	1,223	Yes	11.15	3.75	OK Municipal Retirement Fund (OkMRF)	10
LIMA	68	No				
LONE GROVE	4,993	Yes	5.00	2.00	OK Municipal Retirement Fund (OkMRF)	5
LONE WOLF	373	No				
LOVELAND	13	No				
LOYAL	71	No				
LUTHER	1,492	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	1
MADILL	3,914	Yes	11.00	5.25	OK Municipal Retirement Fund (OkMRF)	7
MARIETTA	2,719	Yes	7.49	5.25	OK Municipal Retirement Fund (OkMRF)	7
MARLAND	184	No				
MAY	29	No				
MAYSVILLE	1,087	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	
MCCURTAIN	355	No				
MEAD	227	No				
MEDFORD	932	Yes	27.00	4.00	OK Municipal Retirement Fund (OkMRF)	10
MEDICINE PARK	411	No				
MEEKER	1,004	Yes	5.88	3.00	OK Municipal Retirement Fund (OkMRF)	5
MILL CREEK	293	No				
MILLERTON	215	No				
MINCO	1,500	Yes	5.00	5.00	Edward Jones	
MORRIS	1,299	Yes	2.00	2.00	OK Municipal Retirement Fund (OkMRF)	6
MOUNTAIN PARK	320	No				
MOUNTAIN VIEW	740	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	
MULHALL	212	No				
MUTUAL	63	No				
NASH	192	No				
NEWCASTLE	10,984	Yes	5.00	3.00	City of Newcastle & Newcastle PWA	5
NEWKIRK	2,172	Yes	10.00	5.00	OK Municipal Retirement Fund (OkMRF)	

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
NORTH ENID	1,003	No				
OAKS	267	No				
OAKWOOD	74	No				
OHELATA	427	No				
OILTON	885	Yes	2.80	4.50	OK Municipal Retirement Fund (OkMRF)	10
OKEENE	1,090	Yes	9.34	3.60	OK Municipal Retirement Fund (OkMRF)	7
OKEMAH	3,074	Yes	8.63	3.75	OK Municipal Retirement Fund (OkMRF)	7
OKTAHA	343	No				
OLUSTEE	468	Yes	2.50	5.00	OK Public Employees Retirement (OPERS)	
OOLOGAH	1,305	No				
ORLANDO	130	No				
PANAMA	1,269	Yes	3.00	5.00	Edward Jones	
PENSACOLA	101	No				
PIEDMONT	7,402	Yes	4.49	3.00	OK Municipal Retirement Fund (OkMRF)	10
PITTSBURG	183	No				
PORTER	561	No				
PORUM	602	Yes	5.00	10.00	OK Municipal Retirement Fund (OkMRF)	7
PRAGUE	2,356	Yes	4.00	2.50	OK Municipal Retirement Fund (OkMRF)	10
PRUE	374	No				
RALSTON	266	No				
RATLIFF CITY	64	Yes	5.06	2.25	OK Municipal Retirement Fund (OkMRF)	10
RATTAN	276	No				
RINGWOOD	401	Yes	4.00	4.00	OK Municipal Retirement Fund (OkMRF)	5
RIPLEY	346	No				
ROCKY	128	No				
ROLAND	3,316	Yes	8.00	4.50	OK Municipal Retirement Fund (OkMRF)	5
ROOSEVELT	254	No				
ROSSTON	52	No				
SAWYER	340	No				
SAYRE	4,809	Yes	8.00	0.50	OK Municipal Retirement Fund (OkMRF)	5
SCHULTER	422	No				
SEILING	850	Yes	4.02	4.90	OK Municipal Retirement Fund (OkMRF)	5

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
SENTINEL	763	Yes	15.50	4.50	OK Public Employees Retirement (OPERS)	
SHATTUCK	1,249	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	8
SHIDLER	328	No				
SNYDER	1,301	Yes	5.00	3.00	OK Municipal Retirement Fund (OkMRF)	
SOPER	225	No				
SPERRY	1,115	No				
SPRINGER	685	No				
STERLING	668	No				
STIGLER	2,703	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	7
STONEWALL	414	No				
STRINGTOWN	419	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	5
STROUD	2,719	Yes	14.00	7.25	OK Municipal Retirement Fund (OkMRF)	10
SUGDEN	22	No				
TAFT	174	No				
TALALA	258	No				
TECUMSEH	6,308	Yes	8.00	4.00	OK Municipal Retirement Fund (OkMRF)	10
TERRAL	280	Yes	50.00	50.00	OK Municipal Retirement Fund (OkMRF)	1
TEXHOMA	856	Yes	7.65	7.65	OK Municipal Retirement Fund (OkMRF)	10
THACKERVILLE	400	Yes	7.50	7.50	OK Municipal Retirement Fund (OkMRF)	1
THOMAS	1,143	Yes	15.61	5.25	OK Municipal Retirement Fund (OkMRF)	10
TISHOMINGO	3,101	Yes	5.53	3.75	OK Municipal Retirement Fund (OkMRF)	5
TUPELO	327	No				
TYRONE	729	No				
UNION CITY	1,794	Yes	4.00	6.00	OK Municipal Retirement Fund (OkMRF) & Voya	8
VALLIANT	819	No				
VERDEN	508	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	3
VINITA	5,193	Yes	17.75	5.25	OK Municipal Retirement Fund (OkMRF)	10
WAKITA	311	Yes	7.25	2.25	OK Municipal Retirement Fund (OkMRF)	7
WAURIKA	1,837	Yes	5.30	4.00	OK Municipal Retirement Fund (OkMRF)	10
WAYNE	625	No				
WAYNOKA	708	Yes	6.00	4.00	OK Municipal Retirement Fund (OkMRF) & Voya	3
WELEETKA	806	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

General Employee Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
WELLSTON	679	Yes	11.99		UNUM	
WEWOKA	3,133	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	
WHITEFIELD	371	No				
WILBURTON	2,285	Yes	3.43	1.25	OK Municipal Retirement Fund (OkMRF)	10
WRIGHT CITY	616	Yes	60.00	40.00	BlueCross and BlueShield (BCBS)	10
WYANDOTTE	48	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
ADAIR	732	Yes	7.50	4.50	OK Municipal Retirement Fund (OkMRF)	10
AMBER	413	No				
AMES	193	No				
AMORITA	39	No				
ANADARKO	5,745	Yes	13.00	8.00	OK Public Employees Retirement (OPERS)	10
ANTLERS	2,221	Yes	5.00	3.75	OK Municipal Retirement Fund (OkMRF)	10
APACHE	1,034	No				
ARCADIA	169	No				
ARNETT	495	Yes	15.50	4.50	OK Public Employees Retirement (OPERS)	10
ASHER	370	No				
AVANT	301	No				
BARNSDALL	1,034	No				
BEARDEN	135	No				
BEAVER	1,280	Yes	15.00	5.00	OK Public Employees Retirement (OPERS)	10
BEGGS	1,179	No				
BESSIE	182	No				
BILLINGS	578	Yes			OK Municipal Retirement Fund (OkMRF)	10
BLACKBURN	70	No				
BLAIR	727	No				
BLANCHARD	8,879	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	7
BOISE CITY	1,166	Yes	13.00		OK Municipal Retirement Fund (OkMRF)	5
BRAMAN	160	No				
BRECKENRIDGE	199	No				
BROKEN BOW	4,228	Yes	9.67	6.00	OK Municipal Retirement Fund (OkMRF)	10
BURBANK	123	No				
BURNS FLAT	1,948	Yes	9.48	3.75	OK Municipal Retirement Fund (OkMRF)	10
BYARS	184	No				
CACHE	2,930	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	10
CALUMET	443	Yes	8.00	8.00	OK Municipal Retirement Fund (OkMRF)	
CALVIN	309	No				
CANADIAN	143	No				
CANTON	468	No				
CHANDLER	2,858	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
CHATTANOOGA	400	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	
CHELSEA	1,991	Yes	5.00	5.00	OK Municipal Retirement Fund (OkMRF)	5
CHEROKEE	1,476	Yes	4.17	2.25	OK Municipal Retirement Fund (OkMRF)	7
CHEYENNE	771	No			OK Public Employees Retirement (OPERS)	
CLEARVIEW	41	No				
CLEO SPRINGS	287	No				
CLINTON	8,521	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
COPAN	710	Yes			OK Police Pension and Retirement (OPPRS)	
CORN	592	No				
COUNCIL HILL	108	No				
COYLE	350	No				
CROMWELL	238	No				
CUSTER CITY	367	Yes	7.00	7.00	OK Police Pension and Retirement (OPPRS)	10
DAVENPORT	809	No				
DAVIDSON	241	No				
DEPEW	411	No				
DEWAR	763	No				
DILL CITY	420	No				
DOUGHERTY	199	No				
DRUMRIGHT	2,560	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
DUSTIN	327	No				
EAKLY	293	No				
EARLSBORO	594	No				
EAST DUKE	394	Yes	2.50	3.00	OK Municipal Retirement Fund (OkMRF)	5
ELMORE CITY	738	No				
ERICK	1,000	Yes	5.00		OK Municipal Retirement Fund (OkMRF)	10
FAIR OAKS	73	No				
FAIRFAX	1,136	Yes	14.00	6.00	OK Public Employees Retirement (OPERS)	7
FAIRMONT	132	No				
FAIRVIEW	2,740	Yes			OK Police Pension and Retirement (OPPRS)	
FARGO	312	No				
FORGAN	450	No				
FORT COBB	518	Yes	7.71	3.75	Ok Municipal Retirement Fund (OkMRF)	10

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
FORT GIBSON	3,814	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
FOSS	101	No				
FOYIL	368	No				
FRANCIS	244	No				
FREDERICK	3,468	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
GAGE	433	No				
GATE	60	No				
GLENCOE	499	No	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	5
GORE	951	Yes	3.56	3.75	OK Municipal Retirement Fund (OkMRF)	7
GOULD	103	No				
GRACEMONT	279	No				
GRANITE	1,628	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
HALLETT	105	No				
HARDESTY	205	No				
HASTINGS	104	No				
HEADRICK	74	No				
HEALDTON	2,328	Yes	9.87	6.00	OK Municipal Retirement Fund (OkMRF)	
HEAVENER	2,985	Yes	13.00	7.00	OK Public Employees Retirement (OPERS)	8
HENNESSEY	2,151	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
HENRYETTA	5,640	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
HICKORY	86	No				
HILLSDALE	75	No				
HOBART	3,413	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
HOLDENVILLE	5,934	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	8
HOOKER	1,802	Yes	15.34	4.25	OK Municipal Retirement Fund (OkMRF)	5
INDIAHOMA	275	No				
INDIANOLA	148	No				
INOLA	1,890	No				
JENNINGS	280	No				
KAW CITY	325	No				
KELLYVILLE	1,019	Yes			OK Police Pension and Retirement (OPPRS)	
KENEFIC	147	No				
KIOWA	595	No	13.00	8.00		

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
LAHOMA	539	Yes			OK Municipal Assurance Group (OMAG)	7
LAVERNE	1,223	Yes	11.15	3.75	OK Municipal Retirement Fund (OkMRF)	10
LIMA	68	No				
LONE GROVE	4,993	Yes	13.00	8.00	OK Municipal Retirement Fund (OkMRF)	5
LONE WOLF	373	No				
LOVELAND	13	No				
LOYAL	71	No				
LUTHER	1,492	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
MADILL	3,914	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	20
MARIETTA	2,719	Yes	7.49	5.25	OK Municipal Retirement Fund (OkMRF)	7
MARLAND	184	No				
MAY	29	No				
MAYSVILLE	1,087	Yes	3.00	3.00	OK Municipal Retirement Fund (OkMRF)	
MCCURTAIN	355	No				
MEAD	227	No				
MEDFORD	932	Yes	27.00	4.00	OK Municipal Retirement Fund (OkMRF)	10
MEDICINE PARK	411	No				
MEEKER	1,004	Yes	5.88	3.00	OK Municipal Retirement Fund (OkMRF)	5
MILL CREEK	293	No				
MILLERTON	215	No				
MINCO	1,500	Yes	5.00	5.00	Edward Jones	
MORRIS	1,299	Yes	2.00	2.00	OK Municipal Retirement Fund (OkMRF)	6
MOUNTAIN PARK	320	No				
MOUNTAIN VIEW	740	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	
MULHALL	212	No				
MUTUAL	63	No				
NASH	192	No				
NEWCASTLE	10,984	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
NEWKIRK	2,172	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
NORTH ENID	1,003	Yes	5.00		OK Police Pension and Retirement (OPPRS)	
OAKS	267	No				
OAKWOOD	74	No				
OCHELATA	427	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
OILTON	885	Yes	2.80	4.50	OK Police Pension and Retirement (OPPRS)	10
OKEENE	1,090	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
OKEMAH	3,074	Yes	8.63	3.75	OK Municipal Retirement Fund (OkMRF)	7
OKTAHA	343	No				
OLUSTEE	468	Yes	2.50	5.00	OK Public Employees Retirement (OPERS)	
OOLOGAH	1,305	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
ORLANDO	130	No				
PANAMA	1,269	Yes	3.00	5.00		
PENSACOLA	101	No				
PIEDMONT	7,402	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
PITTSBURG	183	No				
PORTER	561	No				
PORUM	602	Yes	5.00	10.00	OK Municipal Retirement Fund (OkMRF)	7
PRAGUE	2,356	Yes	13.00	2.58	OK Police Pension and Retirement (OPPRS)	10
PRUE	374	No				
RALSTON	266	No				
RATLIFF CITY	64	Yes	5.06	2.25	OK Municipal Retirement Fund (OkMRF)	10
RATTAN	276	No				
RINGWOOD	401	No				
RIPLEY	346	No				
ROCKY	128	No				
ROLAND	3,316	No	8.00	4.50	OK Municipal Retirement Fund (OkMRF)	5
ROOSEVELT	254	No				
ROSSTON	52	No				
SAWYER	340	No				
SAYRE	4,809	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
SCHULTER	422	No				
SEILING	850	No				
SENTINEL	763	Yes	15.50	4.50	OK Public Employees Retirement (OPERS)	
SHATTUCK	1,249	Yes	16.50	3.50	OK Public Employees Retirement (OPERS)	8
SHIDLER	328	No				
SNYDER	1,301	Yes	5.00	3.00	OK Municipal Retirement Fund (OkMRF)	
SOPER	225	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Police Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
SPERRY	1,115	No				
SPRINGER	685	No				
STERLING	668	No				
STIGLER	2,703	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
STONEWALL	414	No				
STRINGTOWN	419	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	5
STROUD	2,719	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
SUGDEN	22	No				
TAFT	174	No				
TALALA	258	No				
TECUMSEH	6,308	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
TERRAL	280	No				
TEXHOMA	856	Yes	7.65	7.65	OK Municipal Retirement Fund (OkMRF)	10
THACKERVILLE	400	Yes	7.50	7.50	OK Municipal Retirement Fund (OkMRF)	1
THOMAS	1,143	Yes	15.61	5.25	OK Municipal Retirement Fund (OkMRF)	
TISHOMINGO	3,101	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
TUPELO	327	No				
TYRONE	729	No				
UNION CITY	1,794	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
VALLIANT	819	No				
VERDEN	508	Yes	5.00	5.00	OK Police Pension and Retirement (OPPRS)	3
VINITA	5,193	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	10
WAKITA	311	No				7
WAURIKA	1,837	Yes	8.00	13.00	OK Police Pension and Retirement (OPPRS)	
WAYNE	625	No				
WAYNOKA	708	Yes	6.00	4.00	OK Municipal Retirement Fund (OkMRF) & Voya	3
WELEETKA	806	No				
WELLSTON	679	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
WEWOKA	3,133	Yes	13.00	8.00	OK Police Pension and Retirement (OPPRS)	
WHITEFIELD	371	No				
WILBURTON	2,285	Yes	3.43	1.25	OK Municipal Retirement Fund (OkMRF)	10
WRIGHT CITY	616	Yes	60.00	40.00	OK Public Employees Retirement (OPERS)	10
WYANDOTTE	48	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
ADAIR	732	Yes			OK Firefighters Pension Retirement System (OFPRS)	
AMBER	413	No				
AMES	193	No				
AMORITA	39	No				
ANADARKO	5,745	Yes			OK Firefighters Pension Retirement System (OFPRS)	
ANTLERS	2,221	Yes			OK Firefighters Pension Retirement System (OFPRS)	
APACHE	1,034	Yes			OK Firefighters Pension Retirement System (OFPRS)	
ARCADIA	169	No				
ARNETT	495	Yes	100.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
ASHER	370	Yes	16.00		OK Firefighters Pension Retirement System (OFPRS)	
AVANT	301	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	
BARNSDALL	1,034	No				
BEARDEN	135	Yes			OK Firefighters Pension Retirement System (OFPRS)	
BEAVER	1,280	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
BEGGS	1,179	No				
BESSIE	182	No				
BILLINGS	578	No				
BLACKBURN	70	No				
BLAIR	727	Yes			OK Firefighters Pension Retirement System (OFPRS)	
BLANCHARD	8,879	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	20
BOISE CITY	1,166	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	20
BRAMAN	160	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	10
BRECKENRIDGE	199	No				
BROKEN BOW	4,228	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	
BURBANK	123	No				
BURNS FLAT	1,948	Yes			OK Firefighters Pension Retirement System (OFPRS)	
BYARS	184	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
CACHE	2,930	No				
CALUMET	443	Yes			OK Firefighters Pension Retirement System (OFPRS)	
CALVIN	309	No				
CANADIAN	143	Yes	11.00			
CANTON	468	No				
CHANDLER	2,858	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
CHATTANOOGA	400	No				
CHELSEA	1,991	No	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
CHEROKEE	1,476	Yes			OK Firefighters Pension Retirement System (OFPRS)	
CHEYENNE	771	Yes			OK Firefighters Pension Retirement System (OFPRS)	
CLEARVIEW	41	No				
CLEO SPRINGS	287	No				
CLINTON	8,521	Yes	14.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10
COPAN	710	No				
CORN	592	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
COUNCIL HILL	108	No				
COYLE	350	No				
CROMWELL	238	No				
CUSTER CITY	367	No				
DAVENPORT	809	Yes	13.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
DAVIDSON	241	No				
DEPEW	411	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
DEWAR	763	No	100.00	0.00		10
DILL CITY	420	Yes			OK Firefighters Pension Retirement System (OFPRS)	10
DOUGHERTY	199	No				
DRUMRIGHT	2,560	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	20
DUSTIN	327	No				
EAKLY	293	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
EARLSBORO	594	Yes		0.00	OK Firefighters Pension Retirement System (OFPRS)	
EAST DUKE	394	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
ELMORE CITY	738	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
ERICK	1,000	Yes	0.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
FAIR OAKS	73	No				
FAIRFAX	1,136	Yes	14.00	6.00	OK Firefighters Pension Retirement System (OFPRS)	
FAIRMONT	132	No				
FAIRVIEW	2,740	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
FARGO	312	No				
FORGAN	450	No				
FORT COBB	518	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
FORT GIBSON	3,814	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
FOSS	101	Yes	100.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	
FOYIL	368	No				
FRANCIS	244	No				
FREDERICK	3,468	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
GAGE	433	No				
GATE	60	Yes			Volunteer Firemens Ins. Svc (VFIS)	
GLENCOE	499	No	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
GORE	951	No	0.00	0.00		
GOULD	103	Yes			OK Public Employees Retirement (OPERS)	
GRACEMONT	279	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	
GRANITE	1,628	No				
HALLETT	105	No				
HARDESTY	205	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
HASTINGS	104	No			OK Firefighters Pension Retirement System (OFPRS)	
HEADRICK	74	No				
HEALDTON	2,328	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	10
HEAVENER	2,985	Yes	120.00		OK Firefighters Pension Retirement System (OFPRS)	
HENNESSEY	2,151	No				
HENRYETTA	5,640	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
HICKORY	86	No				
HILLSDALE	75	No				
HOBART	3,413	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
HOLDENVILLE	5,934	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	8
HOOKER	1,802	Yes			OK Firefighters Pension Retirement System (OFPRS)	20
INDIAHOMA	275	No				
INDIANOLA	148	No				
INOLA	1,890	Yes			OK Firefighters Pension Retirement System (OFPRS)	
JENNINGS	280	No				
KAW CITY	325	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
KELLYVILLE	1,019	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
KENEFIC	147	No				
KIOWA	595	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
LAHOMA	539	Yes			OK Firefighters Pension Retirement System (OFPRS)	
LAVERNE	1,223	Yes	11.15	3.75	OK Firefighters Pension Retirement System (OFPRS)	
LIMA	68	No				
LONE GROVE	4,993	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	
LONE WOLF	373	No				
LOVELAND	13	No				
LOYAL	71	No				
LUTHER	1,492	Yes	13.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	
MADILL	3,914	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	20
MARIETTA	2,719	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
MARLAND	184	Yes	100.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
MAY	29	No				
MAYSVILLE	1,087	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
MCCURTAIN	355	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
MEAD	227	No				
MEDFORD	932	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	20
MEDICINE PARK	411	No				
MEEKER	1,004	Yes			OK Firefighters Pension Retirement System (OFPRS)	10
MILL CREEK	293	No				
MILLERTON	215	No				
MINCO	1,500	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
MORRIS	1,299	Yes			OK Firefighters Pension Retirement System (OFPRS)	
MOUNTAIN PARK	320	No				
MOUNTAIN VIEW	740	No				
MULHALL	212	No				
MUTUAL	63	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10
NASH	192	Yes			OK Firefighters Pension Retirement System (OFPRS)	
NEWCASTLE	10,984	Yes			OK Firefighters Pension Retirement System (OFPRS)	
NEWKIRK	2,172	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
NORTH ENID	1,003	No				
OAKS	267	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	
OAKWOOD	74	No				
OHELATA	427	No				

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
OILTON	885	No				
OKEENE	1,090	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
OKEMAH	3,074	No				
OKTAHA	343	No				
OLUSTEE	468	Yes	100.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	10
OOLOGAH	1,305	No				
ORLANDO	130	No				
PANAMA	1,269	No	13.00	8.00		
PENSACOLA	101	No				
PIEDMONT	7,402	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
PITTSBURG	183	No				
PORTER	561	Yes	10.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
PORUM	602	No		0.00		
PRAGUE	2,356	Yes	13.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	10
PRUE	374	No				
RALSTON	266	Yes	5.00		OK Firefighters Pension Retirement System (OFPRS)	
RATLIFF CITY	64	Yes			OK Firefighters Pension Retirement System (OFPRS)	10
RATTAN	276	No				
RINGWOOD	401	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	20
RIPLEY	346	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	10
ROCKY	128	No				
ROLAND	3,316	No				
ROOSEVELT	254	No				
ROSSTON	52	No				
SAWYER	340	No				
SAYRE	4,809	No				
SCHULTER	422	No				
SEILING	850	Yes	100.00		OK Firefighters Pension Retirement System (OFPRS)	
SENTINEL	763	No				
SHATTUCK	1,249	Yes			OK Firefighters Pension Retirement System (OFPRS)	8
SHIDLER	328	No				
SNYDER	1,301	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10
SOPER	225	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Fire Department Pension in Alphabetical Order by Municipal Name

Municipality	Population	Pension provided	City pays %	Employee pays %	Provider	Vesting period
SPERRY	1,115	Yes			OK Firefighters Pension Retirement System (OFPRS)	
SPRINGER	685	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	20
STERLING	668	No				
STIGLER	2,703	No				
STONEWALL	414	No				
STRINGTOWN	419	No				
STROUD	2,719	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	10
SUGDEN	22	No				
TAFT	174	Yes			OK Firefighters Pension Retirement System (OFPRS)	20
TALALA	258	No				
TECUMSEH	6,308	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
TERRAL	280	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10
TEXHOMA	856	Yes			OK Firefighters Pension Retirement System (OFPRS)	10
THACKERVILLE	400	No				
THOMAS	1,143	No				
TISHOMINGO	3,101	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	
TUPELO	327	No				
TYRONE	729	Yes	13.00		OK Firefighters Pension Retirement System (OFPRS)	
UNION CITY	1,794	No			OK Firefighters Pension Retirement System (OFPRS)	
VALLIANT	819	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	20
VERDEN	508	Yes		16.00	OK Firefighters Pension Retirement System (OFPRS)	
VINITA	5,193	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	10
WAKITA	311	No				
WAURIKA	1,837	Yes	13.00	0.00	OK Firefighters Pension Retirement System (OFPRS)	20
WAYNE	625	Yes			OK Firefighters Pension Retirement System (OFPRS)	
WAYNOKA	708	Yes			OK Firefighters Pension Retirement System (OFPRS)	
WELEETKA	806	Yes			OK Firefighters Pension Retirement System (OFPRS)	
WELLSTON	679	Yes			OK Firefighters Pension Retirement System (OFPRS)	
WEWOKA	3,133	Yes	14.00	9.00	OK Firefighters Pension Retirement System (OFPRS)	
WHITEFIELD	371	No				
WILBURTON	2,285	Yes		0.00	OK Firefighters Pension Retirement System (OFPRS)	20
WRIGHT CITY	616	Yes			OK Firefighters Pension Retirement System (OFPRS)	
WYANDOTTE	48	Yes	13.00	8.00	OK Firefighters Pension Retirement System (OFPRS)	10

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Description of Other Monetary or Time-Off Benefits in Alphabetical Order by Municipal Name

Municipality	Population	Other monetary or time-off benefits
APACHE	1,034	Firefighters receive reimbursement for meetings, runs and standby's Full time town and APWA employees are offered a retirement IRA at 3% matching contribution.
BEAVER	1,280	4 Days of bereavement leave for immediate family.
BROKEN BOW	4,228	City Pays 100% of Employee Dental and Life. City pays 60% of family insurance costs.
BURNS FLAT	1,948	Employees get \$50 stipend per month for cell phones.
CALVIN	309	6 days of sick leave accrued for the first year, 12 days accrued each year after until a max of 60 days has been reached.
CHANDLER	2,858	Employees accrue 8 hours of sick leave a month. Max out at 1400 hours. If an employee uses 16 hours or less per year we pay them a well bonus of 16 hours
CHELSEA	1,991	N/A
CHEROKEE	1,476	Utility credit (water) of \$29.38 per pay period.
COPAN	710	Pension paid for 10 year vested volunteer firefighters.
CROMWELL	238	\$60.00 per year into pension fund
DAVENPORT	809	Bereavement for immediate family, 3 days, 96 hours personal leave.
DEWAR	763	3 days funeral leave/annual
ERICK	1,000	Air evac membership paid 100% + Employees plus family health, dental & vision insurance paid 100%
FAIRFAX	1,136	Fire Dept Employees: City Pays 60.00/year dues to pension per firefighter
FORT COBB	518	Bereavement (5) Days immediate family, (1) day other relatives.
GLENCOE	499	5 Days off for Secretary only. Personal days.
HEAVENER	2,985	3 Day Paid Bereavement Leave
HOLDENVILLE	5,934	Night Shift Police Officer: \$300/mo
HOOKER	1,802	1 Floating holiday per year
INOLA	1,890	Birthday and personal.
KELLYVILLE	1,019	Police Dept. regular employees get time and a half for holidays worked to be taken as additional vacation time.
KIOWA	595	3 Days for family death
LONE GROVE	4,993	Funeral leave & Christmas Bonus if budget allows.YES, voted by council yearly
LUTHER	1,492	Town pays \$60 per volunteer firefighter annually to OFPRS (PENSION)
MCCURTAIN	355	N/A
MEDFORD	932	16 Hours PTO.
MEEKER	1,004	Firemen \$5.00 per run
OKEENE	1,090	Okeene combined vacation, holidays and sick leave into one category called Paid Time Off (PTO). New employees get 8.31 hours bi-weekly. After 2 years - 9.85, after 9 years 11.38 and after 20 years 12.92.
OOLOGAH	1,305	When an employee has accrued three hundred and twenty (320) hours, the town will "buy back" or reimburse employee for eighty (80) hours of sick leave from said employee, at that employee's current rate of pay. The employee will then begin accruing sick leave hours until reaching the maximum accumulation.
PIEDMONT	7,402	Anniversary Day, Birthday, Floating Holiday- 8 HOURS

2022-2023 Salary and Benefits Survey for Municipalities without Bargaining Units

Description of Other Monetary or Time-Off Benefits in Alphabetical Order by Municipal Name

Municipality	Population	Other monetary or time-off benefits
PRAGUE	2,356	One half of the accumulated hours over 280, up to a maximum of 140 hours, will be paid at the time of retirement if the employee has at least 10 years uninterrupted service and the total years of service plus their age equal at least 70.
RATLIFF CITY	64	Comp time for all general & police employees
ROLAND	3,316	3 days personal use after 6 months probation
SAYRE	4,809	Paid time off: bereavement 48 hrs/yr; Military leave 160 hrs/yr; Jury Duty.
SEILING	850	1 personal day-annual
SHATTUCK	1,249	run money
STONEWALL	414	15 personal days per year. Earned 5 day on Jan 1st and 1 additional day Feb thru November
STRINGTOWN	419	Comp Time.
STROUD	2,719	Upon retirement an employee who is 55 years or older and who has 10 years or more consecutive years of service, the City will pay for accrued but unused sick leave at the rate of 1/2 hour compensation for each 1 hour of accrued sick leave, up to a maximum of 240 hours of compensation for 480 hours of accrued sick leave.
TAFT	174	Town pays \$60/year for OK Firefighters Pension
TALALA	258	Personal leave days, 3 per year,
TECUMSEH	6,308	at retirement the city converts unused sick to vacation pay at 1/4 the rate.
TEXHOMA	856	\$60 Annually for each volunteer
THOMAS	1,143	Emergency Leave for Family Death.
TISHOMINGO	3,101	\$16.00 HR/YRLY- personal Leave
TYRONE	729	ETO is time & half. 1 sick day per month.
UNION CITY	1,794	Dental/ Vision- Town pays 50%
VALLIANT	819	Bereavement - 3 days Personal - 3 days
VERDEN	508	3 Days Bereavement for immediate family.
WELEETKA	806	24 Hours per year. PTO for full time employees
WILBURTON	2,285	(Fire department employees City pays 60.00/yr for 25 Active Members)

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
ADA	Drew Johnson	HR Assistant	(580) 436-6300
ADAIR	Jeanie Gingrich	Clerk - Treasurer	(918) 785-2432
AMBER	Kelly Torres	Clerk	(405) 222-1234
AMES	Wendella Kirchner	Clerk - Treasurer	(580) 753-4624
AMORITA	Shelly Stewart	Clerk - Treasurer	(918) 423-2260
ANADARKO	Shirley Grose	HR Director	(405) 247-2481
ANTLERS	Sherry Dobbs	Clerk	(580) 298-5635
APACHE	Eugena Montgomery	Clerk - Treasurer	(580) 588-3505
ARCADIA	Deborah Niccum	Admin Assistant	(405) 396-2899
ARDMORE	Lanell James	HR Director	(580) 221-5400
ARNETT	Sharon Stevens	Clerk - Treasurer	(580) 885-7833
ASHER	Tammy Nelson	Clerk - Treasurer	(405) 784-2242
AVANT	Sherrl Brinson	Mayor	(918) 263-3205
BARNSDALL	Lexi Yarber	Clerk	(918) 847-2980
BARTLESVILLE	Laura Sanders	HR Director	(918) 338-4277
BEARDEN	James Whisnant	Mayor	(918) 623-6494
BEAVER	Lori Downing	Treasurer	(580) 625-3331
BEGGS	Doris Tharp	Clerk	(918) 267-5935
BESSIE	Marilyn Bentley	Clerk	(580) 337-6602
BETHANY	Leasa Furr	HR Director	(405) 470-1873
BILLINGS	Janet Baker	Clerk	(580) 725-3610
BIXBY	LeAnn Tunnell	Payroll & Benefits Coordinator	(918) 366-0443
BLACKBURN	Lisa Rasberry	Clerk - Treasurer	(918) 533-4234
BLAIR	Karrie Orick	Administrator	(580) 563-2406
BLANCHARD	Becky Bussey	HR Director	(405) 485-9315
BOISE CITY	Sheridan Perdue	Clerk - Treasurer	(580) 544-2271
BRAMAN	Michaela Campbell	Clerk	(580) 385-2169
BRECKENRIDGE	Diana Shumate	Clerk - Treasurer	(580) 977-8267
BROKEN ARROW	Shannon Newby	Compensation Coordinator	(918) 259-2400
BROKEN BOW	Vickie Patterson	City Manager	(580) 584-2282
BURBANK	Tamara Rice	Clerk	(918) 648-5383
BURNS FLAT	Joel Newberry	Administrator	(580) 562-3144
BYARS	Angela Fisher	Clerk	(405) 783-4255
CACHE	Rhoda Thomas	Clerk	(580) 429-3354
CALUMET	Nicole Lawless	Deputy Clerk	(405) 893-2323

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
CALVIN	Jessica Ayers	Clerk	(405) 645-2434
CANADIAN	Paulette Blanks	Clerk	(918) 424-0334
CANTON	Stephanie Stephens	Clerk	(580) 886-2212
CATOOSA	Vicky Sutton	City Clerk	(918) 266-2505
CHANDLER	Jason Orr	City Manager	(405) 258-3200
CHATTANOOGA	Jaime Fisher	Office Manager	(580) 597-3390
CHELSEA	Lisa Fraley	Clerk	(918) 530-2557
CHEROKEE	Chad Roach	City Manager	(580) 596-3052
CHEYENNE	Lisa Woods	Clerk - Treasurer	(580) 497-2455
CHOCTAW	John Smith	HR Director	(405) 281-5100
CLAREMORE	Ashley Hickman	HR Director	(918) 341-7527
CLEARVIEW	Shirley Nero	Secretary/Treasurer	(918) 698-6037
CLEO SPRINGS	Karen Swan	Clerk - Treasurer	(580) 438-2243
CLINTON	Anita Fransen	Personnel Officer	(580) 323-7897
COPAN	Wendy Wickham	Treasurer	(918) 532-4285
CORN	Sandy Schmidt	Utility Supervisor	(580) 343-2255
COUNCIL HILL	Brenda Combs	Secretary	(918) 781-9529
COWETA	Julie Casteen	Assistant City Manager	(918) 279-7216
COYLE			
CRESCENT	Catrina McCracken	City Clerk-Treasurer	(405) 437-2136
CROMWELL	Michelle Farris	Clerk	(405) 944-5333
CUSHING	Tracie Rose	HR Director	(918) 225-1659
CUSTER CITY	Carmen Stuart	Clerk - Treasurer	(580) 593-2312
DAVENPORT	Joy Walker	Treasurer	(918) 377-2235
DAVIDSON	Annette Kelly	Clerk	(580) 568-2600
DAVIS	Susan Suther	Clerk/Treasurer	(580) 369-3333
DEL CITY	Michelle Stull	HR Director	(405) 670-7381
DEPEW	Angie Murphy	HR Director	(580) 481-2282
DEWAR	Latishia Nuckolls	Clerk	(918) 652-4042
DILL CITY	Penny Reeve	Clerk	(580) 674-3376
DOUGHERTY	Monte Billy	Manager	(580) 993-2312
DRUMRIGHT	Shawna Jackson	Clerk	(918) 352-2631
DUSTIN	Sara Hill	Clerk - Treasurer	(918) 656-3220
EAKLY	Lisa Root	Clerk - Treasurer	(405) 797-3252
EARLSBORO	Lonita Murray	Clerk - Treasurer	(405) 997-5560

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
EAST DUKE	Cheyenne Houska	Clerk	(580) 679-3400
EDMOND	Stephanie Dunn	Administrative Specialist	(405) 359-4685
ELK CITY	Cheryl Sipes	City Clerk	(580) 225-3230
ELMORE CITY	Stephanie	Deputy Clerk	(580) 788-2345
ERICK	Megan Wreyford	Clerk - Treasurer	(580) 526-3924
EUFAULA	Valarie Cox	City Clerk	(918) 689-2534
FAIR OAKS	John Robson	Clerk	(918) 266-6740
FAIRFAX	Rae Ann Smith	Clerk - Treasurer	(918) 642-5211
FAIRMONT	Darrell Kruse	Mayor	(580) 358-2282
FAIRVIEW	Wendy Moser	HR / Payroll Clerk	(580) 227-4416
FARGO	Tana Currier	Clerk - Treasurer	(580) 698-2635
FORGAN	Beverly Hall	Clerk	(580) 487-3393
FORT COBB	Lynda Goombi	Clerk - Treasurer	(405) 643-2682
FORT GIBSON	Amanda Smith	Payroll	(918) 478-0046
FOSS	Michelle Stewart	Clerk - Treasurer	(580) 309-7760
FOYIL	Cindy McMahan	Clerk	(918) 342-9525
FRANCIS	Gayle Couch	Clerk - Treasurer	(580) 332-3967
FREDERICK	Robert B Johnston	City Manager	(580) 335-7551
GAGE	Vicky Azbill	Clerk - Treasurer	(580) 923-7727
GATE	Shayla Whiteley	Clerk	(580) 924-2202
GLENCOE	Shelly Andrews	Clerk	(580) 699-2271
GLENPOOL	Deborah Pengelly	HR Director	(918) 209-4644
GORE	Bethany Dutton	Clerk - Treasurer	(918) 489-2636
GOULD	Janet Robinson	Mayor	(580) 471-5575
GRACEMONT	Melissa Abbott	Clerk - Treasurer	(405) 966-2201
GRANITE	Marsha Sanders	Administrator	
GROVE	Kristi Ford	Human Resources Director	(918) 786-2559
GUTHRIE	Liz Botello	Human Resource Director	(405) 282-0098
GUYMON	Wanda Bercegeay	Admin Asst HR & PR	(580) 338-3396
HALLETT	Cristal Shawn	Clerk - Treasurer	(918) 356-4335
HARDESTY	Crystal Bollinger	Clerk	(580) 888-4568
HASTINGS	Paige Cummings	Clerk	(580) 313-1293
HEADRICK	Joy Finch	Clerk	(580) 738-1048
HEALDTON	Sally Jantz	City Manager	(580) 229-1283
HEAVENER	Carl Smith	City Manager	(918) 653-2217

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
HENNESSEY	Tiffany Tillman	Administrator	(405) 853-2416
HENRYETTA	Dara Montgomery	Payroll Clerk	(918) 652-3348
HICKORY	Linda Crawford	Clerk	(580) 768-0915
HILLSDALE	Jill McCoy	Clerk	(580) 554-0823
HOBART	Teresa Guthrie	HR Clerk	(580) 726-3100
HOLDENVILLE	Linda Owenby	Clerk	(405) 379-3397
HOOKER	Sara Ogden	Clerk	(580) 652-2885
IDABEL	Brady Fuller	Payroll Clerk	(580) 286-7608
INDIAHOMA	Erica Ramirez	Clerk	(580) 246-3572
INDIANOLA	Billie F. Davenport	Clerk	(918) 823-4517
INOLA	Brandi Powell	Clerk	(918) 543-2430
JENNINGS	David Kraft	Clerk	(918) 757-4250
KAW CITY	Tammy Compale	Clerk	(580) 269-2525
KELLYVILLE	Shelly Garrett	Clerk	(918) 247-6160
KENEFIC	Sherry Puckett	Clerk - Treasurer	(580) 367-2744
KINGFISHER	Anita James	Treasurer	(405) 375-3705
KIOWA	Leighanne Johnston	Clerk	(918) 432-5621
LAHOMA	Kay Davidson	Treasurer	(580) 796-2600
LAVERNE	Shayla Good	Clerk	(580) 334-5199
LIMA	LaDonna Dumas	Clerk - Treasurer	(405) 220-5372
LONE GROVE	J L Self	Assistant City Manager/Court Clerk	(580) 657-3111
LONE WOLF	Carol Bunch	Office Clerk	(580) 846-9078
LOVELAND	Virnitia Simpson	Treasurer	(580) 479-5788
LOYAL	Dorothy Glaizer	Treasurer	(405) 368-6961
LUTHER	Scherrie Pidcock	Town Manager	(405) 277-3833
MADILL	Carol Minor	Clerk - Treasurer	(580) 795-5586
MARIETTA	Selina Barrentos	Administrator	(580) 276-5569
MARLAND	Carol Kiker	Clerk	(580) 268-3271
MARLOW	Jason McPherson	City Administrator	(580) 658-5401
MAY	Penny Brenter	Clerk - Treasurer	(580) 571-1224
MAYSVILLE	Sandra Albright	Billing Clerk	(405) 867-5850
MCCURTAIN	Jennifer Beltenourt	Clerk	(918) 945-7209
MEAD	Kerry H Groce	Clerk - Treasurer	(580) 920-5663
MEDFORD	Dea Mandevill	City Manager	(580) 395-2823
MEDICINE PARK	Yolanda Ramos	Treasurer	(580) 529-2825

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
MEEKER	Mary Conner	Town/Court Clerk	(405) 279-3321
MIDWEST CITY	Lisa Harper	Asst. HR Director	(405) 739-1233
MILL CREEK	Elesia Kirk	Clerk - Treasurer	(580) 384-5757
MILLERTON	Deborah Hawthorne	Clerk - Treasurer	(580) 746-2236
MINCO	Brenda Pitcher	Clerk	(405) 352-4274
MORRIS	Kimberly Johnson	Clerk	(918) 733-4222
MOUNTAIN PARK	Kelly Harmon	Clerk	(580) 569-4234
MOUNTAIN VIEW	Patricia Pearl	Clerk	(580) 347-2711
MULHALL	Debra Gooch	Clerk - Treasurer	(405) 649-2494
MUSKOGEE	Maggie Eaton	HR Director	(918) 684-6220
MUSTANG	Laura Anderson	HR Director	(405) 376-7744
MUTUAL	Katrina McDowell	Mayor	(580) 334-9882
NASH	Lara Meyer	Clerk	(580) 839-2829
NEWCASTLE	Doris Raab	Human Resources Director	(405) 387-4427
NEWKIRK	Ryan Smykil	City Manager	(580) 362-2117
NORTH ENID	Christine Dockins	Clerk	(580) 234-5941
OAKS	Nancy Kimbell	Clerk - Treasurer	(918) 868-3370
OAKWOOD	Sherry Price	Secretary	(580) 623-3991
OCHELATA	Michele Rader	Treasurer	(918) 535-2213
OILTON	Kris Young	Deputy City Clerk	(918) 862-3202
OKEENE	Heather O'Neil	Deputy Clerk	(580) 327-1340
OKEMAH	Relena Headoa	Clerk	(918) 623-1050
OKLAHOMA CITY	Keshia Seward	Class & Comp Analyst	(405) 297-3708
OKTAHA	Sheila White	Clerk	(918) 680-0255
OLUSTEE	Kim Keller	Clerk	(580) 648-2288
OOLOGAH	Kathy McLaughlin	Deputy Clerk	(918) 443-2783
ORLANDO	Kayle Vibbard	Clerk	(580) 455-2403
OWASSO	Aimee Claiborne	Human Resources Analyst	(918) 376-1530
PANAMA	Lisa Duncan	Clerk	(918) 963-4116
PAULS VALLEY	Chaz Thompson	Payroll Clerk	(405) 238-3308
PENSACOLA	Teresa Arnett	Clerk - Treasurer	(918) 782-3726
PERKINS	Rashel Carnefix	Finance Director/City Clerk	(405) 547-2445
PERRY	Christy Conrad	City Clerk	(580) 336-9360
PIEDMONT	Robin Murray	HR Director	(405) 373-2621
PITTSBURG	Sandy Cross	Manager	(918) 432-5516

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
PORTER	Kendra Moore	Deputy Clerk	(918) 483-0176
PORUM	May Daniel	Clerk - Treasurer	(918) 484-2516
PRAGUE	Jim Greff	City Manager	(405) 567-2270
PRUE	Virginia	Clerk	(918) 242-3613
PRYOR CREEK	Lisa Malone	Deputy Clerk	(918) 825-0888
PURCELL	Brandy Idlett	HR Payroll Manager	(405) 442-8204
RALSTON	Lou W Brock	Clerk - Treasurer	(918) 738-4211
RATLIFF CITY	Bobbie Robbins	Clerk	(580) 856-3599
RATTAN	Stacy McCorty	Clerk	(580) 587-2256
RINGWOOD	Sherry Davidson	Town Manager	(580) 883-5550
RIPLEY	Charone Wells	Treasurer	(918) 372-4287
ROCKY	Gail Wilkins	Clerk - Treasurer	(580) 751-5000
ROLAND	Monty Lenington	Adminstrator	(918) 427-6829
ROOSEVELT	Heather Brown	Clerk	(580) 639-2681
ROSSTON	Roxie Luckie	Clerk - Treasurer	(580) 921-5130
SALLISAW	Kim Jamison	City Clerk Treasurer	(918) 790-7112
SAND SPRINGS	Kristin Johnston	Human Resources Director	(918) 246-2507
SAPULPA	Becky McGinnis	HR Director	(918) 248-5914
SAWYER	Sonya Fuller	Admin	(580) 326-5226
SAYRE	Guy Hylton	City Manager	(580) 210-8262
SCHULTER	Carie Carter	Clerk	(918) 758-9441
SEILING	Shata Feuerborn	Clerk - Treasurer	(580) 922-4460
SENTINEL	Elissia Chandler	Clerk	(580) 393-2171
SHATTUCK	Courtney Hiner	Clerk - Treasurer	(580) 938-2916
SHIDLER	Kim Martin	Clerk	(918) 793-7171
SNYDER	Kristi Glauce	Payroll Clerk	(580) 547-4332
SOPER	Terri Mays	Clerk - Treasurer	(580) 345-2630
SPENCER	Shamia Jackson	City Manager	(405) 771-3226
SPERRY	Connie Bias	Clerk - Treasurer	(918) 288-7056
SPRINGER	Christie Jones	Clerk	(580) 653-2500
STERLING	Lawana Momoe	Finance Clerk	(580) 365-4445
STIGLER	Amber Hamilton	Admin	(918) 967-2164
STONEWALL	Karl Burkhardt	City Administrator	(580) 265-4868
STRINGTOWN	Susie Moore	Clerk	(580) 346-7759
STROUD	Gayle Thornton	Clerk	(918) 987-0226

APPENDIX A

LIST OF RESPONDING MUNICIPALITIES

Municipality	Respondent	Title	Phone number
SUGDEN	Lori Wesberry	Clerk - Treasurer	(580) 512-9041
TAFT	Debra Culton	Clerk	(918) 876-0462
TAHLEQUAH	M'Lynn Pape	HR Director	(918) 456-0651
TALALA	Connie Roller	Clerk - Treasurer	(918) 275-4203
TECUMSEH	Cathy Condit	Clerk	(405) 598-2188
TERRAL	Amy Alsup	Clerk - Treasurer	(580) 437-2337
TEXHOMA	Elizabeth Romero	Clerk - Treasurer	(580) 423-7341
THACKERVILLE	Karen Blakey	Clerk	(580) 276-4842
THE VILLAGE	Jamie Gilpin	Payroll/Benefits	(405) 751-8861
THOMAS	Taffalien Rigsby	Clerk	(580) 661-3687
TISHOMINGO	Director of Admin affairs and HR	Office Manager	(580) 371-2369
TULSA	Mayo Baugher	HR Analyst II	(918) 596-7441
TUPELO	Kallie D'Aguanno	Clerk	(580) 845-2412
TUTTLE	Julie Mowdy	HR Director	(405) 381-3775
TYRONE	Rebecca Robertson	Clerk	(580) 854-6873
UNION CITY	Michelle Burns	Clerk - Treasurer	(405) 483-5509
VALLIANT	Patsy Guest	Clerk	
VERDEN	Tessa Upton	Clerk	(405) 453-7235
VINITA	Brian Prince	Clerk	(918) 526-6468
WAKITA	Kathy Morrison	Clerk	(580) 594-2200
WAURIKA	Catrina Watters	HR/Cash Manager	(580) 228-2713
WAYNE	Cindy Reed	Clerk	(405) 449-3451
WAYNOKA	Sharlotte Klein	Clerk	(580) 824-2261
WEATHERFORD	Lisa Young	HR Director	(580) 774-4563
WELEETKA	Angela Starkey	Clerk	(405) 786-2272
WELLSTON	Melissa McCully	Administrator	(405) 356-2476
WEWOKA	Theresa Barkhimer	Clerk - Treasurer	(405) 257-2413
WHITEFIELD	Royce Alerson	Clerk - Treasurer	(918) 448-8594
WILBURTON	Cindee Blankenship	Clerk - Treasurer	(918) 465-1006
WRIGHT CITY	Breanda Dancer	Clerk	(580) 981-2100
WYANDOTTE	Annetta McLaughlin	Clerk	(918) 678-2211
WYNNEWOOD	Codie Cross	City Clerk	(405) 665-2307
YUKON	Tonia Wilson	Risk Manager	(405) 350-3927

APPENDIX B

ABOUT THE OKLAHOMA MUNICIPAL LEAGUE, INC.

The Oklahoma Municipal League is cities and towns working together. The individual and collective voices of local officials can be heard through the League. It acts as a clearing house to offer services which individual cities and towns do not have the time, money or expertise to provide alone.

A Board of Directors, made up of elected and appointed city and town officials, governs the Oklahoma Municipal League. It implements major policies, which are determined by a vote of the delegates during the Conference held each year in September. An experienced staff is responsible for execution of policy and serving the daily needs of city and town officials. Any incorporated city or town is eligible for general membership in the Oklahoma Municipal League by paying an annual service fee set by the Board of Directors. The League is a nonpartisan, nonprofit corporation owned, organized and operated by its member cities and towns.

Since 1913, the Oklahoma Municipal League has been the united voice of municipal government in Oklahoma and has developed over the years into an organization to represent more than 486 member cities and towns.

Mike Fina
Executive Director

Daniel McClure
General Counsel

Nancee Morris
Chief of Staff

Christian Rinehart
Associate General Counsel

Thomas Lewis II
Governmental Affairs Liaison

Leslie Blair
Communications Director

Sarah Lingenfelter
Conference & Programs Manager

Jessica Rowe
Programs Specialist

Melanie Armstrong
Inquiry Specialist

April Bradbury
Exposition Coordinator & Administrative Support Specialist

Amanda Baker
Administrative Assistant

Marcie White
Administrative Assistant

Ashley Moss
Membership Services Assistant

Kay McGuire
Membership Services Specialist

Christy Christoffersen
Social Media and Website Manager