

**IAFF/CITY COLLECTIVE BARGAINING  
Negotiations FYE-06 Contract  
March 18, 2005**

ARTICLE 25

WAGES

Over the past five years the Union has based its wage proposals to the City with the intent to compare Normans wages based on a 10-year Firefighter at maximum pay to the following metro cities, Oklahoma City, Edmond, Midwest City and Moore.

While the IAFF is primarily concerned with this market, this wage settlement offer is also within the IAFF's 10-city market survey that was accepted by the Arbitrator during the FYE 04 Contract interest arbitration and would bring the Firefighters into parity with the Norman FOP. For Norman to be brought into the appropriate market the Firefighters propose a 6% ATB pay adjustment for the FYE-06 contract year.

**Tentative Agreement**

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Hugh Crawford  
Chief Negotiator  
IAFF, Local #2067

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Chief Negotiator  
City of Norman

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**Date**

\_\_\_\_\_  
**Date**