
**FIRST AMENDMENT TO
COLLECTIVE BARGAINING AGREEMENT**

BETWEEN

**THE CITY OF TULSA
AND
AFSCME LOCAL 1180
INFORMATION TECHNOLOGY & INFORMATION SYSTEMS
FOR FY 2025-2026**

This First Amendment to Collective Bargaining Agreement (“First Amendment”) is entered into by and between the City of Tulsa (“Employer”) and the American Federation of State, County and Municipal Employees (“AFSCME or Union”), effective as of the date executed by Employer below.

Whereas, Employer and Union entered into a Collective Bargaining Agreement effective July 13, 2025 for the Information Technology (“IT”) & Information Systems (“IS”) Unit (Agreement);

Whereas, after the Agreement was executed, the City agreed to provide a Step Pay Increase (“SPI”) for eligible employees within the IT and IS bargaining units effective April 5, 2026;

Whereas, Employer desires to also adjust the pay charts of the IT Employees by adding a 2% step to the top of the Appendix A chart so that those otherwise topped out employees as of April 5, 2026 will now also be eligible to receive a SPI;

Whereas, Employer desires to also adjust the pay charts of the IS Employees by adding 2% to the top of the Appendix A-1 chart so that those otherwise topped out employees as of April 5, 2026 will now also be eligible to receive a SPI;

Whereas, Employer and Union acknowledge that this First Amendment is necessary to implement these compensation adjustments because employee pay rates are governed by the written provisions of the Agreement unless Employer specifically and voluntarily agrees to change such rates during the term of the Agreement.

Now, Therefore, the Agreement shall be amended as follows:

Article 19.1 of the Agreement is hereby amended to add C, D, E, F, G, H, and I as follows:

- C. Effective April 5, 2026, the pay chart shown as Appendix A-2 shall be for Information Technology (IT) Employees and the pay chart shown as Appendix A-3 shall be for Information Systems (IS) Employees. An Employee shall be placed within the Appendix A or A-1 pay chart, as applicable, within the same pay grade and step that he/she had on April 4, 2026. An Employee cannot exceed the maximum of their paygrade.
- D. Effective April 5, 2026, all eligible IT Employees will move to the next step within their pay grade as reflected on Appendix A-2.
- E. Effective April 5, 2026, all eligible IS Employees will move to the next step within their pay grade as reflected on Appendix A-3.
- F. Effective April 5, 2026, IT Employees on the top step of their respective pay grade as of April 4, 2026, within Appendix A, and who are otherwise eligible for a step increase shall receive a SPI.
- G. Effective April 5, 2026, IS Employees on the top step of their respective pay grade as of April 4, 2026, within Appendix A-1, and who are otherwise eligible for a step increase shall receive a SPI.
- H. Employees must have been employed by the City of Tulsa as a full-time or part-time employee on or before July 1, 2025, to be eligible to receive the Step Pay Increase. Employees who are serving a new-hire probationary period must complete such probationary period on or before June 30, 2026, to be eligible to receive the Step Pay Increase. For employees whose probationary period concludes after April 5, 2026, but before June 30, 2026, the Step Pay Increase shall take effect beginning the pay period immediately following completion of probation.
- I. Confidential employees within the applicable IT and IS pay groups shall receive a Step Pay Increase consistent with the provisions of this First Amendment.

The following Appendices (attached hereto) shall be added and become effective April 5, 2026:

Appendix A-2 INFORMATION TECHNOLOGY (IT) PAY SCHEDULE


Appendix A-3 INFORMATION SYSTEMS (IS) PAY SCHEDULE

Employer and Union further agree that the provisions of this First Amendment shall constitute a one-time agreement and shall not be construed or interpreted as establishing


any type of past practice or precedent for any other situation or grievance. The parties further agree that the terms of this First Amendment shall not give rise to or provide support for any future grievance actions or disputes or otherwise prejudice the positions of the parties.

IN WITNESS WHEREOF, the parties have executed this First Amendment.

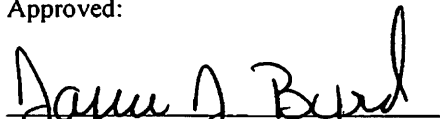
AFSCME, Local 1180
Union


Michael Morrison, President

City of Tulsa, Oklahoma
Employer


Mayor Monroe Nichols, IV Date **MAR 25 2026**

Approved:


City Clerk



Jazmin J. Byrd
Deputy City Clerk
City of Tulsa


Assistant City Attorney

INFORMATION TECHNOLOGY (IT) PAY SCHEDULE

	MONTH																							MAX
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
IT-28																								
ANNUAL	\$38,970.94	\$41,089.31	\$43,209.69	\$45,330.06	\$47,450.44	\$49,570.81	\$51,691.19	\$53,811.56	\$55,931.94	\$58,052.31	\$60,172.69	\$62,293.06	\$64,413.44	\$66,533.81	\$68,654.19	\$70,774.56	\$72,894.94	\$75,015.31	\$77,135.69	\$79,256.06	\$81,376.44	\$83,496.81	\$85,617.19	\$87,737.56
BIMONTHLY	\$1,623.16	\$1,716.41	\$1,809.66	\$1,902.91	\$1,996.16	\$2,089.41	\$2,182.66	\$2,275.91	\$2,369.16	\$2,462.41	\$2,555.66	\$2,648.91	\$2,742.16	\$2,835.41	\$2,928.66	\$3,021.91	\$3,115.16	\$3,208.41	\$3,301.66	\$3,394.91	\$3,488.16	\$3,581.41	\$3,674.66	\$3,767.91
HOURLY	\$15.82	\$16.71	\$17.61	\$18.51	\$19.41	\$20.31	\$21.21	\$22.11	\$23.01	\$23.91	\$24.81	\$25.71	\$26.61	\$27.51	\$28.41	\$29.31	\$30.21	\$31.11	\$32.01	\$32.91	\$33.81	\$34.71	\$35.61	\$36.51
IT-29																								
ANNUAL	\$41,398.53	\$43,527.77	\$45,657.01	\$47,786.25	\$49,915.49	\$52,044.73	\$54,173.97	\$56,303.21	\$58,432.45	\$60,561.69	\$62,690.93	\$64,820.17	\$66,949.41	\$69,078.65	\$71,207.89	\$73,337.13	\$75,466.37	\$77,595.61	\$79,724.85	\$81,854.09	\$83,983.33	\$86,112.57	\$88,241.81	\$90,371.05
BIMONTHLY	\$1,726.32	\$1,792.87	\$1,859.42	\$1,925.97	\$1,992.52	\$2,059.07	\$2,125.62	\$2,192.17	\$2,258.72	\$2,325.27	\$2,391.82	\$2,458.37	\$2,524.92	\$2,591.47	\$2,658.02	\$2,724.57	\$2,791.12	\$2,857.67	\$2,924.22	\$2,990.77	\$3,057.32	\$3,123.87	\$3,190.42	\$3,256.97
HOURLY	\$17.89	\$18.42	\$18.94	\$19.47	\$19.99	\$20.52	\$21.05	\$21.58	\$22.11	\$22.64	\$23.17	\$23.7	\$24.23	\$24.76	\$25.29	\$25.82	\$26.35	\$26.88	\$27.41	\$27.94	\$28.47	\$29.0	\$29.53	\$30.06
IT-30																								
ANNUAL	\$44,827.87	\$47,000.00	\$49,172.13	\$51,344.26	\$53,516.39	\$55,688.52	\$57,860.65	\$60,032.78	\$62,204.91	\$64,377.04	\$66,549.17	\$68,721.30	\$70,893.43	\$73,065.56	\$75,237.69	\$77,409.82	\$79,581.95	\$81,754.08	\$83,926.21	\$86,098.34	\$88,270.47	\$90,442.60	\$92,614.73	\$94,786.86
BIMONTHLY	\$1,871.27	\$1,911.68	\$1,952.09	\$1,992.50	\$2,032.91	\$2,073.32	\$2,113.73	\$2,154.14	\$2,194.55	\$2,234.96	\$2,275.37	\$2,315.78	\$2,356.19	\$2,396.60	\$2,437.01	\$2,477.42	\$2,517.83	\$2,558.24	\$2,598.65	\$2,639.06	\$2,679.47	\$2,719.88	\$2,760.29	\$2,800.70
HOURLY	\$18.39	\$18.97	\$19.46	\$19.95	\$20.44	\$20.93	\$21.42	\$21.91	\$22.40	\$22.89	\$23.38	\$23.87	\$24.36	\$24.85	\$25.34	\$25.83	\$26.32	\$26.81	\$27.30	\$27.79	\$28.28	\$28.77	\$29.26	\$29.75
IT-31																								
ANNUAL	\$48,257.84	\$50,440.00	\$52,622.16	\$54,804.32	\$56,986.48	\$59,168.64	\$61,350.80	\$63,532.96	\$65,715.12	\$67,897.28	\$70,079.44	\$72,261.60	\$74,443.76	\$76,625.92	\$78,808.08	\$80,990.24	\$83,172.40	\$85,354.56	\$87,536.72	\$89,718.88	\$91,901.04	\$94,083.20	\$96,265.36	\$98,447.52
BIMONTHLY	\$2,011.64	\$2,082.43	\$2,153.22	\$2,224.01	\$2,294.80	\$2,365.59	\$2,436.38	\$2,507.17	\$2,577.96	\$2,648.75	\$2,719.54	\$2,790.33	\$2,861.12	\$2,931.91	\$3,002.70	\$3,073.49	\$3,144.28	\$3,215.07	\$3,285.86	\$3,356.65	\$3,427.44	\$3,498.23	\$3,569.02	\$3,639.81
HOURLY	\$19.49	\$20.03	\$20.57	\$21.11	\$21.65	\$22.19	\$22.73	\$23.27	\$23.81	\$24.35	\$24.89	\$25.43	\$25.97	\$26.51	\$27.05	\$27.59	\$28.13	\$28.67	\$29.21	\$29.75	\$30.29	\$30.83	\$31.37	\$31.91
IT-32																								
ANNUAL	\$51,687.87	\$53,900.00	\$56,112.16	\$58,324.32	\$60,536.48	\$62,748.64	\$64,960.80	\$67,172.96	\$69,385.12	\$71,597.28	\$73,809.44	\$76,021.60	\$78,233.76	\$80,445.92	\$82,658.08	\$84,870.24	\$87,082.40	\$89,294.56	\$91,506.72	\$93,718.88	\$95,931.04	\$98,143.20	\$100,355.36	\$102,567.52
BIMONTHLY	\$2,153.64	\$2,224.43	\$2,295.22	\$2,366.01	\$2,436.80	\$2,507.59	\$2,578.38	\$2,649.17	\$2,719.96	\$2,790.75	\$2,861.54	\$2,932.33	\$3,003.12	\$3,073.91	\$3,144.70	\$3,215.49	\$3,286.28	\$3,357.07	\$3,427.86	\$3,498.65	\$3,569.44	\$3,640.23	\$3,711.02	\$3,781.81
HOURLY	\$20.81	\$21.35	\$21.89	\$22.43	\$22.97	\$23.51	\$24.05	\$24.59	\$25.13	\$25.67	\$26.21	\$26.75	\$27.29	\$27.83	\$28.37	\$28.91	\$29.45	\$29.99	\$30.53	\$31.07	\$31.61	\$32.15	\$32.69	\$33.23
IT-33																								
ANNUAL	\$55,117.87	\$57,350.00	\$59,582.16	\$61,814.32	\$64,046.48	\$66,278.64	\$68,510.80	\$70,742.96	\$72,975.12	\$75,207.28	\$77,439.44	\$79,671.60	\$81,903.76	\$84,135.92	\$86,368.08	\$88,600.24	\$90,832.40	\$93,064.56	\$95,296.72	\$97,528.88	\$99,761.04	\$101,993.20	\$104,225.36	\$106,457.52
BIMONTHLY	\$2,296.57	\$2,367.36	\$2,438.15	\$2,508.94	\$2,579.73	\$2,650.52	\$2,721.31	\$2,792.10	\$2,862.89	\$2,933.68	\$3,004.47	\$3,075.26	\$3,146.05	\$3,216.84	\$3,287.63	\$3,358.42	\$3,429.21	\$3,500.00	\$3,570.79	\$3,641.58	\$3,712.37	\$3,783.16	\$3,853.95	\$3,924.74
HOURLY	\$21.88	\$22.42	\$22.96	\$23.50	\$24.04	\$24.58	\$25.12	\$25.66	\$26.20	\$26.74	\$27.28	\$27.82	\$28.36	\$28.90	\$29.44	\$29.98	\$30.52	\$31.06	\$31.60	\$32.14	\$32.68	\$33.22	\$33.76	\$34.30

APPENDIX A.2
INFORMATION TECHNOLOGY (IT) PAY SCHEDULE
Effective 8/1/2018

Pay charts are available to view at <https://www.cityofhickory.org/government/department-human-resources/pay-schedule>

APPENDIX A-3

INFORMATION SYSTEMS (IS) PAY SCALE - OPEN RANGE

EFFECTIVE 04/05/2026

IS-28	MIN	MID**	MAX
ANNUAL*	\$56,899.54	\$71,280.66	\$87,374.82
BI-WEEKLY	\$2,188.44	\$2,741.56	\$3,360.57
HOURLY	\$27.36	\$34.27	\$42.00

IS-32	MIN	MID**	MAX
ANNUAL*	\$62,020.37	\$77,695.78	\$95,238.52
BI-WEEKLY	\$2,385.40	\$2,988.30	\$3,663.02
HOURLY	\$29.82	\$37.35	\$45.79

IS-36	MIN	MID**	MAX
ANNUAL*	\$68,222.58	\$89,681.08	\$113,362.34
BI-WEEKLY	\$2,623.95	\$3,449.27	\$4,360.09
HOURLY	\$32.80	\$43.12	\$54.50

IS-40	MIN	MID**	MAX
ANNUAL*	\$72,998.20	\$95,958.83	\$121,298.06
BI-WEEKLY	\$2,807.62	\$3,690.72	\$4,665.31
HOURLY	\$35.10	\$46.13	\$58.31

IS-44	MIN	MID**	MAX
ANNUAL*	\$78,108.07	\$105,747.43	\$136,054.62
BI-WEEKLY	\$3,004.16	\$4,067.21	\$5,232.87

IS-48	MIN	MID**	MAX
ANNUAL*	\$89,824.41	\$122,113.97	\$157,491.62
BI-WEEKLY	\$3,454.79	\$4,696.69	\$6,057.37

IS-52	MIN	MID**	MAX
ANNUAL*	\$96,111.91	\$134,441.36	\$176,226.18
BI-WEEKLY	\$3,696.61	\$5,170.82	\$6,777.93

IS-56	MIN	MID**	MAX
ANNUAL*	\$102,839.68	\$143,852.08	\$188,561.62
BI-WEEKLY	\$3,955.37	\$5,532.77	\$7,252.37

IS-60	MIN	MID**	MAX
ANNUAL*	\$112,095.32	\$156,798.99	\$205,532.60
BI-WEEKLY	\$4,311.36	\$6,030.73	\$7,905.10

IS-65	MIN	MID**	MAX
ANNUAL*	\$128,909.43	\$180,318.61	\$236,362.36
BI-WEEKLY	\$4,958.05	\$6,935.33	\$9,090.86

*Annual rates are provided for informational purposes only.

**Midpoint is not a step but a reference point only.