

**TITLE 270: OKLAHOMA FIREFIGHTERS PENSION AND RETIREMENT SYSTEM
CHAPTER 10. FIREFIGHTERS PENSION AND RETIRMENT PLAN**

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Chapter 10 establishes the medical requirements for the acceptance of new members into the System and the standard operating procedures for the System. The amendments to the medical requirements reflect recent changes in the national standards utilized to establish these medical requirements. The amendments to the standard operating procedures more clearly

**TITLE 270. OKLAHOMA FIREFIGHTERS PENSION AND RETIREMENT SYSTEM
CHAPTER 10. FIREFIGHTERS PENSION AND RETIREMENT PLAN**

270: 10-1-5. Medical conditions affecting ability to safely perform essential job functions

- (a) Medical conditions that can affect a candidate's ability to safely perform essential job functions.
- (b) Candidates with Category A medical conditions shall not be certified as meeting the medical requirements for entrance into the System.
- (c) Candidates with Category B medical conditions shall be certified as meeting the medical requirements for entrance into the System only if they can perform the essential job functions without posing a significant safety and health risk to themselves, members, or civilians.
 - (1) Head.
 - (A) Category A medical conditions shall include the following:
 - (i) Defect of skull preventing helmet use or leaving underlying brain unprotected from trauma.
 - (ii) Any skull or facial deformity that would not allow for a successful respiratory facepiece fit test.
 - (iii) Any head condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Deformities of the skull such as depressions or exostoses.
 - (ii) Deformities of the skull associated with evidence of disease of the brain, spinal cord, or peripheral nerves.
 - (iii) Loss or congenital absence of the bony substance of the skull.
 - (iv) Any other head condition that may result in a person not being able to safely perform essential job functions.
 - (2) Neck.
 - (A) Category A medical conditions shall include the following:
 - (i) Any neck condition that results in a person not being able to safely perform essential job functions.
 - (ii) Reserved
 - (B) Category B medical conditions shall include the following:
 - (i) Thoracic outlet syndrome.
 - (ii) Congenital cysts, chronic draining fistulas, or similar lesions.
 - (iii) Contraction of neck muscles.
 - (iv) Any other neck condition that may result in a person not being able to safely perform essential job functions.
 - (3) Eyes and Vision.
 - (A) Category A medical conditions shall include the following:
 - (i) Far visual acuity less than 20/40 binocular, corrected with contact lenses or spectacles or far visual acuity less than 20/100 binocular for wearers of hard contacts or spectacles, uncorrected.
 - (ii) Color perception. Monochromatic vision resulting in inability to use imaging devices.

- (iii) Monocular vision.
 - (iv) Any eye condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Diseases of the eye such as retinal detachment, progressive retinopathy, or optic neuritis.
 - (ii) Ophthalmological procedures such as radial keratotomy, Lasik procedure, or repair of retinal detachment.
 - (iii) Peripheral vision in the horizontal meridian of less than 110 degrees in the better eye or any condition that significantly affects peripheral vision in *both* eyes.
 - (iv) Any other eye condition that may result in a person not being able to safely perform essential job functions.
- (4) Ears and hearing.
 - (A) Category A medical conditions shall include the following:
 - (i) Chronic vertigo or impaired balance as demonstrated by the inability to tandem gait walk.
 - (ii) On audiometric testing, average hearing loss in the unaided better ear greater than 40 decibels (db) at 500 Hz, 1000 Hz, 2000 Hz and 3000 Hz when audiometric device is calibrated to ANSI Z24.5.
 - (iii) Any ear condition (or hearing impairment) that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Unequal hearing loss.
 - (ii) Average uncorrected hearing deficit at the test frequencies 500Hz, 1000 Hz, 2000 Hz, and 3000 Hz greater than 40 decibels (db) in *either* ear.
 - (iii) Atresia, stenosis, or tumor of the auditory canal.
 - (iv) External otitis.
 - (v) Agenesis or traumatic deformity of the auricle.
 - (vi) Mastoiditis or surgical deformity of the mastoid.
 - (vii) Mènière's syndrome, labyrinthitis, or tinnitus.
 - (viii) Otitis media.
 - (ix) Any other ear condition (or hearing impairment) that may result in a person not being able to safely perform essential job functions.
- (5) Dental.
 - (A) Category A medical conditions shall include the following:
 - (i) Any dental condition that may result in a person not being able to safely perform essential job functions.
 - (ii) Reserved.
 - (B) Category B medical conditions shall include the following:
 - (i) Diseases of the jaw or associated tissues.
 - (ii) Orthodontic appliances.
 - (iii) Oral tissues, extensive loss.

- (iv) Relationship between the mandible and maxilla that interferes with satisfactory postorthodontic replacement or ability to use protective equipment.
 - (v) Any other dental condition that may result in a person not being able to safely perform essential job functions.
- (6) Nose, oropharynx, trachea, esophagus, and larynx.
 - (A) Category A medical conditions shall include the following:
 - (i) Tracheostomy.
 - (ii) Aphonia.
 - (iii) Any nasal, oropharyngeal, esophageal, or laryngeal condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Congenital or acquired deformity.
 - (ii) Allergic rhinitis.
 - (iii) Epistaxis, recurrent.
 - (iv) Sinusitis, recurrent.
 - (v) Dysphonia.
 - (vi) Anosmia.
 - (vii) Tracheal stenosis.
 - (viii) Naso-pharyngeal polyposis.
 - (ix) Any other nasal, oropharyngeal, esophageal, or laryngeal condition that may result in a person not being able to safely perform essential job functions.
- (7) Lungs and chest walls.
 - (A) Category A medical conditions shall include the following:
 - (i) Active hemoptysis
 - (ii) Empyema.
 - (iii) Pulmonary hypertension.
 - (iv) Active tuberculosis.
 - (v) Obstructive lung diseases (e.g., emphysema, chronic bronchitis, asthma, etc.) with an FEV₁/FVC <0.75, with both FEV₁/FVC below normal (<0.80%) as defined by the American Thoracic Society.
 - (vi) Hypoxemia – Oxygen saturation <90% (exercise testing indicated when resting oxygen is <94% but >90%). Evaluate VO₂ max as described by the American College of Sports Medicine (ACSM).
 - (vii) Asthma – Reactive airways disease requiring bronchodilator or corticosteroid therapy in the previous 2 years. A candidate who has required these medications but who does not believe he/she has asthma shall demonstrate a normal response to cold air or methacholine (PC20 greater than 16mg/ml). To be safely administered this test shall be performed by a qualified specialist and to be valid the candidate shall be off all anti inflammatory medications for at least 4 weeks and off bronchodilators the day of the testing. A negative challenge test [as

described by the American Thoracic Society (ATS)], along with no recent episode of bronchospasm off medication shall be considered evidence that the candidate does not have clinically significant airways hyperactivity or asthma.

(viii) Any pulmonary condition that results in a person not being able to safely perform essential job functions.

(B) Category B medical conditions shall include the following:

(i) Pulmonary resection surgery, chest wall surgery, and pneumothorax.

(ii) Pleural effusion.

(iii) Fibrothorax, chest wall deformity, and diaphragm abnormalities.

(iv) Interstitial lung disease.

(v) Pulmonary vascular diseases or history of pulmonary embolism.

(vi) Bronchiectasis.

(vii) Infectious diseases of the lung or pleural space.

(viii) Cystic fibrosis.

(ix) Central or obstructive apnea.

(x) Any other pulmonary condition that may result in a person not being able to safely perform essential job functions.

(8) Heart.

(A) Category A medical conditions shall include:

(i) Coronary artery disease, including a history of myocardial infarction, angina pectoris, coronary artery bypass surgery, coronary angioplasty, and similar procedures.

(ii) Cardiomyopathy or congestive heart failure, including signs or symptoms of compromised left or right ventricular function, including dyspnea, S3 gallop, peripheral edema, enlarged ventricle, abnormal ejection fraction, and/or inability to increase cardiac output with exercise.

(iii) Acute pericarditis, endocarditis, or myocarditis.

(iv) Syncope, recurrent.

(v) A medical condition requiring an automatic implantable cardiac defibrillator or history of ventricular tachycardia or ventricular fibrillation due to ischemic or valvular heart disease, or cardiomyopathy.

(vi) Third-degree atrioventricular block.

(vii) Cardiac pacemaker.

(viii) Idiopathic hypertrophic subaortic stenosis.

(ix) Any cardiac condition that results in a person not being able to safely perform essential job functions.

(B) Category B medical conditions shall include the following:

(i) Valvular lesions of the heart, including prosthetic valves.

(ii) Recurrent supraventricular or atrial tachycardia, flutter or fibrillation.

- (iii) Left bundle branch block.
 - (iv) Second-degree atrioventricular block in the absence of structural heart disease.
 - (v) Sinus pause >3 seconds.
 - (vi) Ventricular arrhythmia (history or presence of multi-focal PVC's or non-sustained ventricular tachycardia on resting EKG with or without symptoms; history or presence of sustained ventricular tachycardia with or without symptoms).
 - (vii) Cardiac hypertrophy or hypertrophic cardiomyopathy.
 - (viii) History of congenital abnormality.
 - (ix) Chronic pericarditis, endocarditis, or myocarditis.
 - (x) Any other heart condition that may result in a person not being able to safely perform essential job functions.
- (9) Vascular System.
- (A) Category A medical conditions shall include the following:
 - (i) Hypertension with evidence of end organ damage or not controlled by approved medications.
 - (ii) Thoracic or abdominal aortic aneurysm.
 - (iii) Carotid artery stenosis or obstruction resulting in >50 percent reduction in blood flow.
 - (iv) Peripheral vascular disease resulting in symptomatic claudication.
 - (v) Any other vascular condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Vasopastic phenomena such as Raynaud's phenomenon.
 - (ii) Thrombophlebitis and varicosities.
 - (iii) Chronic lymphedema due to lymphadenopathy or venous valvular incompetency.
 - (iv) Congenital or acquired lesions of the aorta or major vessels.
 - (v) Circulatory instability as indicated by orthostatic hypotension, persistent tachycardia, and peripheral vasomotor disturbances.
 - (vi) History of surgical repair of aneurysm of heart or major vessel.
 - (vii) Any other vascular condition that may result in a person not being able to safely perform essential job functions.
- (10) Abdominal organs and gastrointestinal system.
- (A) Category A medical conditions shall include the following:
 - (i) Presence of uncorrected inguina/femoral hernia regardless of symptoms.
 - (ii) Any gastrointestinal condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Cholecystitis.
 - (ii) Gastritis.
 - (iii) GI bleeding.

- (iv) Acute hepatitis.
 - (v) Hernia including the following:
 - (I) Uncorrected umbilical, ventral, or incisional hernia if significant risk exists for infection or strangulation.
 - (II) Significant symptomatic hiatal hernia if associated with asthma, recurrent pneumonia, chronic pain, or chronic ulcers.
 - (III) Surgically corrected hernia >3 months after surgical correction.
 - (vi) Inflammatory bowel disease or irritable bowel syndrome.
 - (vii) Intestinal obstruction.
 - (viii) Pancreatitis.
 - (ix) Diverticulitis.
 - (x) History of gastrointestinal surgery.
 - (xi) Peptic or duodenal ulcer or Zollinger-Ellison syndrome.
 - (xii) Asplenia.
 - (xiii) Cirrhosis, hepatic or biliary.
 - (xiv) Chronic active hepatitis.
 - (xv) Any other gastrointestinal condition that may result in a person not being able to safely perform essential job functions.
- (11) Reproductive System.
- (A) Category A medical conditions shall include the following:
 - (i) Any genital condition that results in a person not being able to safely perform essential job functions.
 - (ii) Reserved.
 - (B) Category B medical conditions shall include the following:
 - (i) Pregnancy, for its duration.
 - (ii) Dysmenorrhea.
 - (iii) Endometriosis, ovarian cysts, or other gynecologic conditions.
 - (iv) Testicular or epididymal mass.
 - (v) Any other genital condition that may result in a person not being able to safely perform essential job functions.
- (12) Urinary system.
- (A) Category A medical conditions shall include the following:
 - (i) Renal failure or insufficiency requiring continuous ambulatory peritoneal dialysis (CAPD) or hemodialysis.
 - (ii) Any urinary condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Diseases of the kidney.
 - (ii) Diseases of the ureter, bladder, or prostate.
 - (iii) Any other urinary condition that may result in a person not being able to safely perform essential job functions.

- (13) Spine and Axial Skeleton.
- (A) Category A medical conditions shall include the following:
- (i) Scoliosis of thoracic or lumbar spine with angle >40 degrees.
 - (ii) History of spinal surgery involving fusion of two or more vertebrae or rods that are still in place.
 - (iii) Any spinal or skeletal condition producing sensory or motor deficit(s) or pain due to radiculopathy or nerve root compression.
 - (iv) Any spinal or skeletal condition causing pain that frequently or recurrently requires narcotic analgesic medication.
 - (v) Cervical vertebral fractures with multiple vertebral body compression greater than 25 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (partial, moderate, severe), abnormal exam, ligament instability, symptomatic, and/or less than 6 months post injury or 1 year since surgery.
 - (vi) Thoracic vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (severe-with or without surgery), abnormal exam, ligament instability, symptomatic, and/or less than 6 months post injury or 1 year since surgery.
 - (vii) Lumbosacral vertebral fractures with vertebral body compression greater than 50 percent; evidence of posterior element involvement, nerve root damage, disc involvement, dislocation (severe-with or without surgery), abnormal exam, ligament instability, symptomatic, and/or less than 6 months post injury or 1 year since surgery.
 - (viii) Any spinal or skeletal condition that results in a person not being able to safely perform essential job functions.
- (B) Category B medical conditions shall include the following:
- (i) Congenital or developmental malformations of the back, particularly those that can cause instability, neurological deficits, pain, or limits flexibility.
 - (ii) Scoliosis with angle <40 degrees.
 - (iii) Arthritis of the cervical, thoracic, or lumbosacral spine.
 - (iv) Facet atrophism, high lumbosacral angle, hyperlordosis, Schmorl's nodes, Scheuermann's disease, spina bifida occulta, spondylolisthesis, spondylolysis, or transitional vertebrae.
 - (v) History of infections or infarcts in the spinal cord, epidural space, vertebrae, or axial skeletal joints.
 - (vi) History of laminectomy or discectomy or vertebral fractures.
 - (vii) Any spinal or skeletal condition that may result in a person not being able to safely perform essential job functions.
- (14) Extremities.
- (A) Category A medical conditions shall include the following:
- (i) Bone hardware such as metal plates or rods supporting the bone during healing.

- (ii) History of total joint replacement.
 - (iii) Amputation or congenital absence of upper extremity limb (hand or higher).
 - (iv) Amputation of either thumb proximal to the mid-proximal phalanx.
 - (v) Amputation or congenital absence of lower extremity limb (foot or above).
 - (vi) Chronic nonhealing or recent bone grafts.
 - (vii) History of more than one dislocation of the shoulder without surgical repair or with history of recurrent shoulder disorders within the last 5 years with pain or loss of motion, and with or without radiographic deviations from normal.
 - (viii) Any extremity condition that results in a person not being able to safely perform essential job functions.
- (B) Category B medical conditions shall include the following:
- (i) History of shoulder dislocation with surgical repair.
 - (ii) Significant limitation of function of shoulder, elbow, wrist, hand, or finger, due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation.
 - (iii) Significant lack of full motion of hip, knee, ankle, foot, or toes due to weakness, reduced range of motion, atrophy, unequal length, absence, or partial amputation.
 - (iv) History of meniscectomy or ligamentous repair of knee.
 - (v) History of intra-articular, malunited, or nonunion of upper or lower extremity fracture.
 - (vi) History of osteomyelitis, septic, or rheumatoid arthritis.
 - (vii) Any other extremity condition that may result in a person not being able to perform essential job functions.
- (15) Neurological disorders.
- (A) Category A medical conditions shall include the following:
- (i) Ataxias of heredo-degenerative type.
 - (ii) Cerebral arteriosclerosis as evidenced by a history of transient ischemic attack, reversible ischemic neurological deficit, or ischemic stroke.
 - (iii) Hemiparalysis or paralysis of a limb.
 - (iv) Multiple sclerosis with activity or evidence of progression within previous 3 years.
 - (v) Myasthenia gravis with activity or evidence of progression within previous 3 years.
 - (vi) Progressive muscular dystrophy or atrophy.
 - (vii) Uncorrected cerebral aneurysm.
 - (viii) All epileptic conditions to include simple partial, complex partial, generalized, and psychomotor seizure disorders other than those with complete control during previous 5 years. A candidate shall also have

normal neurological examination without structural abnormality on brain imaging, normal awake and asleep EEG with photic stimulation and hyperventilation, as well as definitive statement from a qualified neurological specialist. A candidate with epilepsy shall not be cleared for firefighting duty until he or she has completed 5 years without a seizure on a stable medical regimen or 1 year without a seizure after discontinuing all anti-epileptic drugs.

(ix) Dementia (Alzheimer's and other neuro-degenerative diseases) with symptomatic loss of function or cognitive impairment (e.g., <28 on Mini-Mental Status Exam).

(x) Any neurological condition that results in a person not being able to safely perform essential job functions.

(B) Category B medical conditions shall include the following:

(i) Congenital malformations.

(ii) Migraine.

(iii) Clinical disorders with paresis, dyscoordination, deformity, abnormal motor activity, abnormality of sensation, or complaint of pain.

(iv) History of subarachnoid or intraparenchymal hemorrhage.

(v) Abnormalities from recent head injury such as severe cerebral contusion or concussion.

(vi) Any other neurological condition that may result in a person not being able to safely perform essential job functions.

(16) Skin.

(A) Category A medical conditions shall include the following:

(i) Metastatic or locally extensive basal or squamous cell carcinoma or melanoma.

(ii) Any dermatologic condition that would not allow for a successful respiratory facepiece fit test.

(iii) Any dermatologic condition that results in a person not being able to safely perform essential job functions.

(B) Category B medical conditions shall include the following:

(i) Skin conditions of a chronic or recurrent nature (eczema, cystic acne, psoriasis) that cause skin openings or inflammation or irritation of the skin surface.

(ii) Surgery or skin grafting.

(iii) Mycosis fungoides.

(iv) Cutaneous lupus erythematosus.

(v) Raynaud's phenomenon.

(vi) Scleroderma (skin).

(vii) Vasculitic skin lesions.

(viii) Atopic dermatitis/eczema.

(ix) Contact or seborrheic dermatitis.

(xi) Albinism, Darier's Disease, Ichthyosis, Marfan's Syndrome, Neurofibromatosis, and other genetic conditions.

- (xii) Folliculitis, Pseudo-folliculitis, Miliaria, Keloid folliculitis.
 - (xiii) Hidradenitis suppurativa, Furuncles, Carbuncles, or Grade IV acne (cystic).
 - (xiv) Mechano-Bullous Disorders (Epidermolysis Bullosa, Hailey Pemphigus, Porphyria, Pemphigoid).
 - (xv) Urticaria or Angioedema.
 - (xvi) Any other skin condition that may result in a person not being able to safely perform essential job functions.
- (17) Blood and blood-forming organs.
- (A) Category A medical conditions shall include the following:
 - (i) Hemorrhagic states requiring replacement therapy.
 - (ii) Sickle cell disease (homozygous).
 - (iii) Clotting disorders.
 - (iv) Any hematological condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Anemia.
 - (ii) Leukopenia.
 - (iii) Polycythemia vera.
 - (iv) Splenomegaly.
 - (v) Any other hematological condition that results in a person not being able to safely perform essential job functions.
- (18) Endocrine and metabolic disorders.
- (A) Category A medical conditions shall include the following:
 - (i) Diabetes mellitus, which is treated with insulin.
 - (ii) Diabetes not treated by insulin, which is not controlled as evidenced by Hemoglobin A1C (HbA1C) measurement.
 - (iii) Any endocrine or metabolic condition that results in a person not being able to safely perform job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Diseases of the adrenal gland, pituitary gland, parathyroid gland, or thyroid gland of clinical significance.
 - (ii) Nutritional deficiency diseases or other metabolic disorder.
 - (iii) Diabetes mellitus that is well controlled on diet, exercise, and/or oral hypoglycemic agents.
 - (iv) Any other endocrine or metabolic condition that may result in a person not being able to safely perform essential job functions.
- (19) Systemic diseases and miscellaneous conditions.
- (A) Category A medical conditions shall include the following:
 - (i) Any systemic condition that results in a person not being able to safely perform essential job functions.
 - (ii) Reserved

- (B) Category B medical conditions shall include the following:
 - (i) Connective tissue disease, such as dermatomyositis, systemic lupus erythematosus, scleroderma, and rheumatoid arthritis.
 - (ii) History of thermal, chemical, or electrical burn injury with residual functional deficit.
 - (iii) Documented evidence of a predisposition to heat stress with recurrent episodes or resulting injury.
 - (iv) Any other systemic condition that may result in a person not being able to safely perform essential job functions.
- (20) Tumors and malignant diseases.
 - (A) Category A medical conditions shall include the following:
 - (i) Malignant disease that is newly diagnosed, untreated, or currently being treated.
 - (ii) Any tumor or similar condition that results in a person not being able to safely perform essential job functions.
 - (B) Category B medical conditions shall include the following:
 - (i) Benign tumors.
 - (ii) History of CNS tumor or malignancy.
 - (iii) History of head and neck malignancy.
 - (iv) History of lung cancer.
 - (v) History of GI or GU malignancy.
 - (vi) History of bone or soft tissue tumors or malignancies.
 - (vii) History of hematological malignancy.
 - (viii) Any tumor or similar condition that may result in a person not being able to safely perform essential job functions.
- (21) Psychiatric conditions.
 - (A) Category A medical conditions shall include the following:
 - (i) Any psychiatric condition that results in a person not being able to safely perform essential job functions.
 - (ii) Reserved
 - (B) Category B medical conditions shall include the following:
 - (i) A history of psychiatric condition or substance abuse problem.
 - (ii) Requirement for medications that increase an individual's risk of heat stress, or other interference with the ability to safely perform essential job functions.
 - (iii) Any other psychiatric condition that may result in a person not being able to safely perform essential job functions.
- (22) Chemicals, drugs, and medications.
 - (A) Category A medical conditions shall include the following:
 - (i) Narcotics, including methadone.
 - (ii) Sedative-hypnotics.
 - (iii) Drugs that prolong Prothrombin Time, Partial Thromboplastin Time, or INR.
 - (iv) Beta-adrenergic blocking agents.

- (v) Respiratory medications: Inhaled bronchodilators, inhaled corticosteroids, systemic corticosteroids, theophylline, and leukotriene receptor blockers/antagonists.
 - (vi) Any chemical drug, or medication that results in a person not being able to safely perform essential job functions.
 - (vii) Evidence of illegal drug use detected through testing, conducted in accordance with Substance Abuse and Mental Health Service Administration (SAMHSA), shall be a Category A medical condition.
 - (viii) Evidence of clinical intoxication or measured blood alcohol level that exceeds the legal definition of intoxication according to the AHJ at the time of medical evaluation shall be a Category A medical condition.
- (B) Category B medical conditions shall include the following:
- (i) Cardiovascular agents.
 - (ii) Stimulants.
 - (iii) Psychoactive agents.
 - (iv) Corticosteroids.
 - (v) Antihistamines.
 - (vi) Muscle relaxants.
 - (vii) Any other chemical drug, or medication that results in a person not being able to safely perform essential job functions.

270:10-1-8. Standard operating procedures

(a) Benefits.

- (1) All pension benefits are paid in arrears the last working day of the month.
- (2) In determining a paid member's normal retirement date, fractional round-up of months and days shall not be used even if the member has volunteer credited service.
- (3) If a member serves the majority of the final month of service, the final month will count as a full month of credited service.
- (4) Where longevity pay or other salary which requires contributions is paid in a lump sum to a member, only the amount that would have been paid for a member's last thirty (30) months of credited service will be used for determining final average salary.
- (5) Retirement pursuant to 11 O.S. § 49-106 has at times included reemployment of a member by a participating municipality in a position which is not covered by the System. Thus, in-service distributions from the System to such a member are permitted. If a retired member is reemployed by a participating municipality in a paid position which is covered by the System, such member's monthly retirement payments shall cease during such period.

(b) Clerks and fire chiefs.

- (1) The clerk and/or the fire chief of a participating municipality, fire protection district, county fire department or development authority are responsible for the administration of local retirement issues affecting all members of the System, including but not limited to enrollment of eligible members, assisting members in making application for benefits, and collection and payment of employer and member contributions.
- (2) The clerk and/or the fire chief shall notify the System of any changes regarding active members such as termination, mailing addresses, and deaths. The fire chief will assist the clerk in obtaining necessary information concerning active members. Notices of termination must be provided on the System's Form 8 and shall be signed by the Fire Chief.

(c) Volunteer firefighters.

- (1) A member of the System changing status from a paid member to a volunteer member is not entitled to combine the paid credited service and the subsequent volunteer credited service towards a paid or a volunteer pension. If a paid member has completed ten (10) years but less than twenty (20) years of credited service, the member would be eligible for a paid vested benefit. The member would need to complete ten (10) or more years as a volunteer member to be eligible to receive a vested volunteer benefit.
- (2) Volunteer members are deemed to be employees of a fire department of a participating municipality for the purposes of the administration of the System.

(d) State Board.

- (1) Applications for pension benefits will not be considered by the State Board until the applicant terminates employment with the fire department of a participating municipality on or before the date of the meeting of the State Board in which the application is considered.

(2) Applications for pension benefits, entrance into the system, refunds of contributions, etc. will be placed on the State Board agenda when all paper-work has been properly completed and received by the system. All necessary paper-work should be filed with system no later than the Friday preceding the State Board's regular meeting so as to allow for sufficient time to process the application.

(e) **Member deaths and beneficiaries.**

(1) Guardian checks will be addressed with the Guardian's name and the statement: "Guardian of _____" on the face of the check.

(2) The Estate of the retiree or beneficiary shall be entitled to the benefit check written for the month a retiree or beneficiary dies.

(3) To continue monthly benefits on a child who has reached eighteen (18) years of age, verification that the child is enrolled full-time in an accredited school of learning must be received by the System. Documentation is required each semester until the child reaches twenty-two (22) years of age or marries at which time the benefits will cease.

(4) Step children and grandchildren of members are not beneficiaries unless they are adopted by the member.

(5) Children adopted prior to January 1, 1981, are considered beneficiaries even though the child(ren) may have been adopted after the member's retirement date.

(6) A valid marriage certificate or other necessary proof of marriage is required before an Application of Surviving Spouse for Pension can be considered by the State Board.

(f) **Membership.**

(1) A part-time firefighter shall not belong to the System.

(2) All firefighters must be members of the System if their employer is a participating municipality in the System.

(3) A candidate for a paid firefighter position must first complete a required State Board approved pre-employment physical performance/agility test and physical examination in order to participate and receive any benefits from the System. The physical examination will be reviewed by a physician, selected by the State Board, to determine if the applicant meets the required medical standards. When the System receives all the information necessary for entrance into the System, including the written notice from the physician, selected by the State Board, that the candidate has met the minimum medical requirements for entrance, the Executive Director shall have the authority to approve an entrance date for the candidate no earlier than the date all the necessary information for entrance is received or the actual hire date whichever is later, provided that the date between the time of the administration of the physical examination and the approval for membership in the System by the Executive Director and the candidate's actual hire date by the participating municipality is less than six (6) months. The State Board shall have the authority to deny or revoke the membership of a candidate submitting false information in such candidate's membership application and shall have the final authority in determining eligibility for membership in the System.

(4) An applicant for a paid firefighter position, who is an active volunteer firefighter with the same fire department, and who has passed the physical performance/agility test approved by the State Board as a condition for entrance as a volunteer firefighter shall only be required to pass the physical examination upon being employed as a paid firefighter if employed by the same fire department.

(5) A terminated paid firefighter who returns to work as a paid firefighter within six (6) months of his or her termination date will not be required to complete another physical examination.

(6) The classification of a paid firefighter shall be a firefighter who is carried on the city payroll as a paid firefighter and who receive a salary which is more than twice the amount of the minimum pension of a volunteer firefighter. Any firefighter making more than this amount will need to complete the required physical performance/agility test and physical exam and his or her employer must remit both the employee and employer contributions to the System.

(g) **Credited Service.**

(1) If a firefighter is off the participating municipality's payroll for a period of time and employer and employee contributions are not received by the System, that period of time will not count as credited service until said contributions are received by the System.

(2) New volunteer cities joining the System may purchase up to five (5) years of credited service for each member of the department at the annual rate in effect as of the date of purchase, provided verifiable evidence of active firefighter service for the purchased years for each individual is provided to the System. Even though a city is exempt from contributions, contributions must be paid for a volunteer firefighter to receive purchased credit.

(3) If a question arises concerning a member's correct amount of service time, the member must submit to the State Board three (3) affidavits, based upon the actual knowledge of the member's correct service time, and all other necessary documentation, as may be required by the State Board. The Chairman of the State Board may direct a member of the State Board or an employee of the System to visit the member and the city in question for further verification. Service time may be corrected to allow not more than twenty (20) years of service.

(4) Volunteer firefighters changing to paid firefighters.

(A) Pursuant to Subsection B of Section 49-108 of Title 11, any volunteer firefighter who is appointed as a paid firefighter on or after May 15, 1992, and serves ten (10) or more years as a paid firefighter, shall be entitled to credit not more than five (5) years of volunteer time toward twenty (20) years of credited service to qualify to receive a paid service pension. The volunteer firefighter shall be entitled to credit to the amount of credited service any remaining volunteer time, over and above the five (5) years of volunteer time, computed at one-twentieth (1/20) of a volunteer pension of each additional volunteer year, but not to exceed thirty (30) years of credited service

(B) Pursuant to Subsection B of Section 49-108 of Title 11, any volunteer firefighter who is appointed as a paid firefighter before May 15, 1992, and serves ten (10) or more years as a paid firefighter, shall be entitled to credit all of the firefighter volunteer time as paid credited service to receive a paid service pension.

(h) **Disability.**

(1) Applications for disability pensions shall provide medical evidence certifying the disability, proof of injury unless otherwise provided, and that the applicant can no longer perform the duties of a firefighter. The proof of injury must be proof of the specific injury that prevented the disability pension applicant from continuing the duties of a firefighter from the time of injury until present. In a case where a disability applicant returned to performing the duties of a firefighter at any time following the injury, the proof of injury must be accompanied by proof that certifies cumulative evidence of a continuing condition relating to that specific injury until the time of filing the disability application. In a case where a firefighter returned to a “light duty” or “restricted duty” only status, proof certifying the disability applicant’s work status from the injury time until present shall be submitted along with the disability application. The application shall be filed with the Local Board, if the Local Board exists, or the Executive Director of the System. The existing Local Board or the Executive Director of the System will determine if additional medical evidence is required. If additional medical evidence is required, the State Board shall be responsible for payment of any physical examinations and certifications.

(2) If any additional medical evidence is produced concerning a disability pension application, said medical evidence must be presented to the Local Board, if the Local Board exists, or the Executive Director before the State Board considers the application. If an applicant requests a hearing before the State Board, all evidence concerning the application may be presented providing all parties affected by the hearing agree.

(3) A stroke condition that has been medically certified to be caused by heart disease shall be categorized as heart disease for the purpose of applying line of duty presumptions pursuant to 11 O.S. §49-110.

(4) Any additional medical testing requested by a physician for the purpose of certification of a disability at the request of an existing Local Board shall be approved by the Executive Director of the System prior to the medical testing.

(5) A volunteer member who has completed more than ten (10) years of credited service shall be eligible for consideration of a disability in line of duty pension pursuant to the provisions of 11 O.S. §49-110 provided that competent medical evidence is presented to support the certification of said disability request.

(6) A participating municipality may make an application for a disability pension on behalf of a member provided that medical evidence is presented supporting the existence of a disability. The member may present medical evidence to the contrary.

(7) If there are physician's statements presented which disagree or there is only one physician statement presented, then the Local Board, if one exists, or the Executive Director shall have the medical records examined by a physician of their choosing. If the participating municipality has made the application request and the member presents contrary medical evidence it shall be the responsibility of the existing Local Board or the Executive Director to obtain an authorization of release of medical records from the member prior to the third physician examination.

(i) **Local Boards.**

(1) If an existing Local Board desires to have a member, who is receiving a disability pension, re-examined by a physician for the purposes of certifying if a disability still exists, the request shall be approved by the State Board.

(2) An existing Local Board meets when necessary to review applications for benefits and disability benefits. The Local Board minutes must show action taken by roll call vote. In cities and towns where the city clerk and city treasurer hold both positions the local board becomes a five (5) member board. The board members shall elect a vice-chairman from among all board members who shall assume the duties of the mayor/chairman in that person's absence.

(3) Any action taken by the local board must be documented. The local board must present objective evidence to the State Board regarding its recommendation. The State Board will consider only the evidence actually presented. The State Board will act upon the evidence presented and render a final decision.

(4) If the city charter provides, the city council or similar authority, in the absence of the mayor, city clerk or the treasurer, may designate an authorized official as a replacement member of the local board, such as a vice-mayor if he or she has the responsibilities of the mayor. A firefighter member of the local board cannot send a replacement. Only local board members present at a local board meeting may vote. The chairman shall have a casting vote with the members only when necessary to avoid a tie vote among local board members. All local board meetings are subject to the Open Meeting Act.

(j) **Contributions.**

(1) There shall be a sixty (60) day waiting period of refund of contributions. If the firefighter requesting the refund of contributions was terminated from service, which resulted in litigation or administrative action, the refund of contributions will not be made until there is a final judgement or conclusion to the litigation or administrative action.

(2) Gross salary shall include but not be limited to base salary, longevity pay, fire service training and other education pay, scuba pay, out of class pay, one time bonus pay earned during the current twelve (12) month period of employment, and buy back pay when paid on an annual basis and available to all firefighters. Gross salary shall not include payment for unscheduled overtime, payment for accumulated sick, annual or any other similar leave upon termination from employment, any uniform or clothing allowance, car allowance or any other compensation for reimbursement of out-of-pocket expenses. All other compensation not specifically mentioned must have contributions

paid on them. Contributions shall be deducted from gross salary prior to federal and state income tax withholdings deductions.

(3) Volunteer pension contributions are due on July 1 of each year. Cities, towns or fire protection districts subject to the statutory exemption from payment of volunteer contributions shall file for the exemption with the System on an annual basis.

(4) Workers Compensation benefits shall not be considered a part of gross salary for the purpose of determining pension benefits. The System will not except member contributions related to workers compensation.

(5) If a paid member terminated employment prior to January 1, 1981, and then subsequently returns to work as a paid member after January 1, 1981 and then again terminates, contributions paid in prior to January 1, 1981 would not be refundable.

(6) Salary means a predetermined sum payable at specified and regular times for services rendered, including benefits accumulated and paid as salary; furthermore, any salary received that is to be used in computing a "final average salary" shall be reduced or pro-rated to a monthly amount. It shall be a violation of this section to establish a special pay plan for the purpose of evading the intent of this section.

(k) **Reinstatement of Prior Service.**

(1) If a paid firefighter terminates employment and receives a refund of contributions and then subsequently returns to work for a participating municipality, all withdrawn contributions must be paid back to the System plus 10 percent (10%) interest per annum (from the date the member received his or her accumulated contributions to the date of repayment) in order for the member to receive credit for the missed credited service time.

(2) The member's payment must be made to the System within ninety (90) days following acceptance of the member's application for reinstatement of prior service.

(3) The member may pay for reinstatement of prior service by a lump-sum payment by check or money order. Effective January 1, 2002, the member may also pay for reinstatement of prior service by a lump-sum payment (with interest) from a Code Section 403 (b) annuity, a governmental 457 plan within Oklahoma or a Code Section 401 (a) qualified plan.

(l) **Deferred Option Plan (Plan B).**

(1) Upon termination of employment, a member participating in the Deferred Option Plan (Plan B) pursuant to 11 O.S. Section 49-106.1 [11-49-106.1] A, B, C, D, E and F shall have the following options:

(A) Receive a lump sum payment or installment payments of the member's accumulated Plan B balance.

(B) The State Board retains custody of the member's remaining accumulated Plan B balance until the member receives a complete and final payout. No more than once a quarter of any one year the member may elect with fifteen (15) days advance written notice, to change such payout period or amount.

(C) In addition, a member may elect, with seven (7) working days written notice, a withdrawal, but no more than one such withdrawal may be made per quarter in any one year and each withdrawal must be as of the first day of a month. If such withdrawal is made after payments have commenced under (B) above, appropriate adjustments may be made in the payout period under (B) above to reflect such withdrawal.

(D) If the member dies with a balance in the account, such balance will be paid in a lump sum or will continue to be paid in the same manner as was applicable to the member, as elected by the surviving spouse. If there is no surviving spouse, any remaining beneficiaries shall receive a lump sum payment(s) from the account equal to the balance in the account of the member or any other approved method of payment. If there are no surviving beneficiaries, a lump sum payment from the account equal to the balance in the account shall be paid to the member's estate.

(E) The interest earned annually on the Plan B account balances shall be calculated based on the return of the investment portfolio of the fund on June 30 of each year. The determined annual interest rate shall be applied on a pro rata account balance in the year the rate is established. If a member withdraws all or a portion of his or her account balance prior to June 30 of a given plan year, the member shall receive at the time of withdrawal interest earnings on the withdrawn amount equal to the actuarial assumed interest rate as certified by the actuary in the yearly valuation report of the actuary on a pro rata basis. If the annual interest earnings calculated on June 30 of a given year exceed the actuarial assumed interest rate as certified by the actuary in the yearly valuation report of the actuary, a member who withdraws all or a portion of his or her account balance prior to June 30 of said plan year shall receive additional interest earnings equal to the difference between the minimum actuarial interest rate and the calculated interest rate on a pro rata basis.

(F) At the conclusion of a member's participation in Plan B, the member must terminate employment and shall start receiving the member's accrued monthly retirement benefit from the System. Such a member may be reemployed by a participating municipality but only in a position not covered by the System, and receive in-service distributions of such member's accrued monthly benefit from the System.

(2) Participation in the Oklahoma Firefighters Deferred Option Plan must begin the first day of a month.

(3) For a lump sum payment, direct rollover or a combination thereof, which is paid when the regular monthly benefits commence (Plan A), an exclusion ratio must be calculated and applied to the distribution amount from Plan B to determine the portion that may be excluded from income. This exclusion ratio will equal the member's after-tax contributions to the System divided by the expected return. The expected return is the sum of: (1) the member's accumulated Plan B balance plus (2) the amount of the value of the monthly pension from Plan A that the member is expected to receive over time based on single life expectancy factors from Table V issued as part of the income tax regulations under Section 72 of the Internal Revenue Code of 1986.

(m) **Deferred Option Plan under the Back DROP Provision.**

(1) For purposes of this subsection, the definitions as stated in 11 O.S. Section 49-106 [11-49-106] (H)(1) shall apply.

(2) In lieu of participating in the Deferred Option Plan (Plan B) pursuant to subsections A, B, C, D, E and F of 11 O.S. Section 49-106.1 [11-49-106.1] (referred to herein as an election under Plan B), a member may elect to participate in the Deferred Option Plan pursuant to 11 O.S. Section 49-106.1(H) [49-106.1 (H) (referred to herein as an election under the Back DROP provision) and this subsection.

(A) The applicant must submit his or her completed application for participation in the Deferred Option Plan under the Back DROP provision on the form provided by the System.

(B) The application must be received by the System no later than seven (7) working days from the end of the month in order to receive a payment at the end of that month. All distributions shall be paid on the last working day of a month.

(C) Upon the member's election to participate in the Deferred Option Plan under the Back DROP provision, the member's account balance shall remain in the System under the same conditions as while an active member, unless the member requests a withdrawal.

(D) A member may receive a withdrawal as a lump sum payment or monthly installment payments. A member may also elect, with seven (7) working days written notice, a withdrawal, but no more than one such withdrawal may be made per quarter in any one year and each withdrawal must be as of the first day of a month.

(E) If the member dies with a balance in the account, such balance will be paid in a lump sum or will continue to be paid in the same manner as was applicable, as elected by the surviving spouse. If there is no surviving spouse, any remaining beneficiaries shall receive a lump sum payment(s) from the account equal to the balance in the account of the member, or any other approved method of payment. If there are no surviving beneficiaries, a lump sum payment from the account equal to the balance in the account shall be paid to the member's estate.

(3) At the member's termination date, his or her monthly pension benefit shall be determined based on earlier attained credited service and on the final average salary as of the back drop date. The member's individual deferred option account shall be credited with an amount equal to the deferred benefit balance, and the member shall terminate employment with all participating municipalities as a firefighter and the member shall start receiving the member's accrued monthly retirement benefit from the System. Such member may be reemployed by a participating municipality but only in a position not covered by the System, and receive in-service distributions of such member's accrued monthly retirement benefit from the System. On the member's back drop date, the member's retirement benefit will be frozen, and at no time will the member be able to increase his or her benefit due to additional years of service, salary or other promotional increases.

- (4) The member's credit of his or her deferred benefit balance shall be as follows:
- (A) An amount equal to the accumulated contributions the member made to the System from his or her back drop date to termination date with interest based upon how the benefit would have accumulated on a compound basis as if the member had participated in the Deferred Option Plan (Plan B) pursuant to 11 O.S. Section 49-106.1 A-E from his or her back drop date to termination date;
 - (B) An amount equal to all monthly retirement benefits that would have been payable had the member elected to cease employment on the back drop date and receive a service retirement from the back drop date to the termination date with applicable cost of living adjustments and with interest based on how the benefit would have accumulated on a compound basis as if the member had participated in the Deferred Option Plan pursuant to O.S. 11 Section 49-106.1 A-E from his or her back drop date to termination date; and
 - (C) An amount equal to one-half (1/2) of the employer contributions from the back drop date to the termination date, with interest based on how the benefit would have accumulated on a compound basis as if the member had participated in the Deferred Option Plan pursuant to 11 O.S. Section 49-106.1 A-E from his or her back drop date to termination date.
- (5) The provisions of 11 O.S. Section 49-106.1 B, C, E, F and G shall apply to this subsection.
- (6) A member shall not participate in the Deferred Option Plan pursuant to the Back DROP provision if the member has elected to participate in Plan B pursuant to subsections A, B, C, D, E and F of 11 O.S. Section 49-101.1.
- (7) For a lump sum payment, direct rollover or a combination thereof, which is paid when the regular monthly benefits commence (Plan A), an exclusion ratio must be calculated and applied to the distribution amount from the Back DROP to determine the portion that may be excluded from income. This exclusion ratio will equal the member's after-tax contributions to the System divided by the expected return. The expected return is the sum of: (1) the member's deferred benefit balance plus (2) the amount of the value of the monthly pension from Plan A that the member is expected to receive over time based on single life expectancy factors from Table V issued as part of the income tax regulations under Section 72 of the Internal Revenue Cod of 1986.
- (n) **Vested Rights.**
- (1) A paid firefighter who terminated active service with more than ten (10) years of credited service with the System prior to July 8, 1985, must return to active service as a paid firefighter in order to establish vested rights.
 - (2) A volunteer firefighter who terminated active service with ten (10) years of credited service with System prior to July 20, 1987, must return to active service as a volunteer firefighter in order to establish vested rights.

270:10-1-9. Purchase of transferred credited service.

Effective January 15, 1991, all purchases of transferred credited service pursuant to 11 O.S. Section 49-117.2, shall be based upon the actuarial cost of the incremental projected benefits to be purchased.

- (1) The actuarial cost and any tables formulated for the purposes of determining such cost during each calendar year, shall be based on the actuarial assumptions utilized in the actuarial valuation report as of the preceding July 1.
- (2) The actuarial value shall be based upon the member's age, salary, and service at the time of purchase, together with the earliest age for retirement and actuarially projected salary at the time of retirement. For purposes of this actuarial cost, it is assumed that all members are married at the time of retirement. If purchase is no made within thirty (30) days the actuarial cost may increase.
- (3) For purpose of this actuarial cost, the member's age shall be rounded up or down t the nearest birthday.
- (4) For purpose of this actuarial cost, the mortality tables shall be formulated as unisex table as used in the actuarial valuation report of the preceding July 1.
- (5) In the event a member who chooses to purchase service has been employed less than twelve (12) months, salary shall be annualized based upon the most current completed calendar months of payroll information.
- (6) The purchase price for transferred credited service may be paid in installments as provided in 11 O.S. Section 49-117.3. In lieu of installment payments (for a purchase where installment payments are otherwise allowed by Oklahoma state statutes), an active member may elect to make the payment of the actuarial purchase price, repayment of previous withdrawal, purchase of previous non-participating service, or any other eligible purchase or repayment permitted and authorized b the statutes governing the System.
- (7) Effective January 1, 2002, in lieu of installment payments (for purchase where installment payments are otherwise allowed by Oklahoma state statutes), an active member may elect to make the payment of the actuarial purchase price, repayment of previous withdrawal, purchase previous non-participating service, or any other eligible purchase or repayment permitted and authorized by the statutes governing the System, by use of a direct trustee-to-trustee transfer from a Code Section 403 (b) annuity, a governmental Code Section 457 plan, and/or a Code Section 401 (a) plan.
- (8) Notwithstanding (6) and (7) of this subsection above, purchases may be made by a cash lump sum payment, installment payments (where otherwise allowed by Oklahoma state statutes), and/or by trustee-to-trustee transfer as described in (6) and (7) above.

