

**ATTACHMENT 1**  
**CRITERIA FOR EXTENSION OF SALARY AND BENEFITS**

The following consideration shall be applied to any extension of salary and benefits authorized by the City Council pursuant to 11 O.S. § 50-116.1 or 11 O.S. § 49-111:

1. Any extension of salary and benefits should be based upon:
  - Medical evidence provided by the employee or obtained by the City from the approved treating medical provider;
  - Medical evidence supporting a projected return-to-work date that does not exceed the additional six (6) months of salary continuation being requested; and
  - A listing of any anticipated physical limitations; and
2. Any authorized extension of salary and benefits should require the return of the employee within the extension period granted or upon a medical release to return to duty, whichever occurs first; and
3. Any application for extension of salary and benefits should be based upon the certification of a serious medical injury including:
  - Verification of a reported on-the-job injury in which an employee has exhausted the 1044 hours of injury leave within a one-year period from the date of injury;
  - The employee is still being actively treated for the injury by an approved treating medical provider; and
  - The treating physician has not declared the employee to be at Maximum Medical Improvement (MMI); and
4. Any extension of salary and benefits authorized for a Police Officer or Firefighter should also be based on the availability of an assignment into which the employee can be placed upon return to duty, taking into consideration any limitations on the employee's capabilities as a result of the on-the-job injury; and
5. No application for extension of salary and benefits will be entertained if the City has contested the occurrence of an on-the-job injury or illness covered under Title 85A of the Oklahoma Statutes. In the event the Workers' Compensation Commission determines an on-the-job injury has occurred, the application can be renewed at that point in time.