



KANSAS CITY MISSOURI POLICE DEPARTMENT

PERSONNEL POLICY

DATE OF ISSUE

06-04-12

EFFECTIVE DATE

03-13-12

NO.

235-6

SUBJECT

Policy Series 200: Employee Guidelines
235 – Re-employment of Department Members

AMENDS

REFERENCE

PPBM: Personnel Actions and Salary Adjustments; College Incentive Program; Educational Assistance
RSMo 84.450, 86.433 and 86.457

RESCINDS

PPBM: 235-5

***I. INTRODUCTION**

The department has established guidelines for the re-employment of former members.

II. POLICY

A. Members will not be considered for re-employment if separation was due to:

1. Termination due to a disciplinary action.
2. Resignation with a pending termination recommendation or a pending disciplinary action which could have resulted in termination.

B. Qualified former members who resign may be considered for re-employment one time in each of the employment status categories of sworn and non-sworn.

*C. All vacation and sick leave balances will start at zero for sworn and non-sworn members when they are re-employed by the department. Sworn and non-sworn members will accrue vacation and sick time at the same rate as a new member.

D. Sworn Members

1. Sworn members who retire under the provisions of RSMo 84.450, 86.433, or 86.457 may be re-employed as non-sworn members when they possess special skills or qualifications for a position. They will be eligible for the same benefits as other non-sworn members except membership in the Civilian Retirement System.
2. Sworn members who are re-employed as sworn members:
 - a. Must meet established employment qualifications as maintained in the Human Resources Division.
 - b. Must meet residency requirements.
 - c. Must meet Missouri Police Officer Standards and Training (POST) certification requirements.
 - *d. Will receive a new employment date (the appointment date will stay the same).

- e. Will serve a six month probationary period and will be evaluated upon completion. There will be no salary increase.
 - *f. Will be eligible to receive college incentive pay after the six month probationary period; refer to the written directive entitled "College Incentive Program."
 - *g. Will receive law enforcement rank and a salary within the law enforcement pay range at the appropriate pay step as determined by the Human Resources Division.
 - *h. Will not receive a refund of the reimbursement for training (if applicable); refer to the written directive entitled "Educational Assistance."
 - i. May purchase prior service toward time for retirement.
- *3. Training needs for sworn members that are re-employed by the department will be individually determined by the Academy Director based on the experience and training of the member.

*E. Non-sworn Members

- 1. Non-sworn members who retire from the department will not be eligible for rehire.
- 2. Non-sworn members who have resigned and are re-employed as non-sworn members:
 - a. Must meet residency requirements.
 - b. Will receive a new employment and appointment date.
 - c. Will serve a six month probationary period and will be evaluated upon completion. There will be no salary increase.
 - d. Will be eligible to receive college incentive pay after the six month probationary period; refer to the written directive entitled "College Incentive Program."
 - e. Will refer to the written directive entitled, "Personnel Actions and Salary Adjustments" for information on non-sworn pay ranges.

Darryl Forté
Chief of Police

Adopted by the Board of Police Commissioners this _____ day of _____, 2012.

Patrick A. McInerney
Board President

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