

	KANSAS CITY MISSOURI POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	PERSONNEL POLICY	1/29/14	1/29/14	810-5
SUBJECT	Policy Series 800: Member's Health 810 – Physical and Psychological Examinations			AMENDS
REFERENCE	RESCINDS PPBM: 810-4			

*I INTRODUCTION

The Kansas City Missouri Police Department has great concern for the physical and mental health of all its employees. It is imperative that each member understands the need and the procedures for the fitness-for-duty examinations.

II. POLICY

- A. Members may be required to submit to a fitness-for-duty examination by a department authorized physician and/or psychologist, psychiatrist, or other medical provider to determine the member's fitness-for-duty when the member is exhibiting symptoms of a psychological or psychiatric condition and/or medical condition.
- B. The purpose of these examinations is to:
 - *1. Determine the ability of a sworn member to perform the full and unrestricted duties of a police officer with or without reasonable accommodations.
 - *2. Determine the ability of a non-sworn member to perform the essential functions of the assigned position with or without reasonable accommodations.
 - *3. Determine whether a member is suffering from a physical or mental condition that poses a direct threat to themselves or others.

III. PROCEDURE

- A. Psychological/Psychiatric/Medical Fitness for Duty Examinations
 - *1. Members are required to report to a supervisor any incidents involving a member who exhibits symptoms of a psychological, psychiatric, or medical condition which could affect that member's ability to perform the essential functions of their job.
 2. The supervisor/commander will:
 - *a. Immediately place the member on limited duty or sick leave.

- *b. Submit a memorandum to the Human Resources Director with notification through the chain of command.
- *3. The Human Resources Division will review the memorandum and provide a recommendation of the fitness for duty request to the Chief of Police.
- *4. Upon approval of the Chief of Police, the member will receive written notification from the Director of the Human Resources Division, or designee, to report for a psychological/psychiatric/medical examination.

B. Mandatory Medical Examinations

- *1. Mandatory medical examinations or medical procedures will consist of tests, evaluations, and treatments recommended by the department's authorized physician and approved by the department depending on the member's assignment.
- 2. Mandatory medical examinations, tests, and/or immunizations will be required for members employed in designated positions and will be maintained by the Employee Benefits Unit.
- 3. The Employee Benefits Unit will schedule all medical examinations and notify the member accordingly. Requests to reschedule a mandatory examination must be made by telephone to the Employee Benefits Unit.

Darryl Forté
Chief of Police

Adopted by the Board of Police Commissioners this _____ day of _____, 2014.

Alvin Brooks
Board President

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