

	KANSAS CITY, MO POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	PERSONNEL POLICY	12/23/2020	12/23/2020	415-2
SUBJECT			AMENDS	
Policy Series 400: Compensation 415 – Shift Differential Pay				
REFERENCE		RESCINDS PPBM 415-1		

I. INTRODUCTION

This directive establishes guidelines with regard to Shift Differential Pay.

II. TERMINOLOGY

- A. Assignment – The assigned element and watch as reflected.
- B. Shift Differential Pay - Additional compensation paid to members who are assigned to work during the hours designated by the department as Watches I, III, or IV.

III. POLICY

- A. Members permanently assigned to Watches I, III and IV will receive shift differential pay.
- *B. Shift differential is paid bi-weekly in an amount approved by the Board of Police Commissioners and listed within the current Collective Bargaining Agreement (CBA).
- C. Members will not receive shift differential pay while assigned to the Sick Leave Pool, Injury Leave Pool or the Family and Medical Leave Pool.
- D. Members transferred to the Limited Duty Pool will continue to receive shift differential pay provided the member's limited duty assignment is on Watch I, III or IV.
- E. Special Assignment
 - 1. A member that transfers from Watch II to Watch I, III or IV on special assignment will receive shift differential pay.

2. A member that transfers from Watch I, III or IV to Watch II on special assignment will not receive shift differential pay.



Richard C. Smith
Chief of Police

Adopted by the Board of Police Commissioners this 8th day of December, 2020.



W. Don Wagner
Board President

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