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Professional Development & Research Bureau

Endorsement Page

Proposed Policy 205-7 entitled, "Residency Requirements"

Re:

Unit/Section Supervisor
N/A

Unit Commander
N/A

Division Commander
D.C. Wood,

I recommend this proposed policy be forwarded to the B.O.P.C. for review.

*Major Don B. Haley 4078
7-19-2021*

Bureau Commander

Chief Smith,

*I recommend forwarding to the B.O.P.C. to be placed on
the consent agenda for 7-27-2021. A/BC Major Don B. Haley 4078
7-23-2021*

Chief of Police

*To bopc
7/23/2021*

Board Action

BOPC SUMMARY

Project #1372

Revision of Personnel Policy 205-6 entitled, "Residency Requirements."

1. Throughout the proposed personnel policy the residency restriction for chaplains was removed to improve recruitment efforts for the program.
2. Throughout the proposed personnel policy all references to "unincorporated community" were removed since the new residency requirement no longer requires the restriction of unincorporated communities of Kansas City.
3. Section II, B, was changed for clarification.

This section was changed due to the expansion of the residency requirements in RSMo. 874.575 as a result of Senate Bill 53. This section provides the restriction for residency to be 30 statute (air) miles as opposed to road miles. Johnson and Wyandotte counties in Kansas have been added to this section to improve recruitment efforts.

This summary has been submitted for information.



P.O. Dana Johnson, #4521
Policies and Procedures Section



KANSAS CITY MISSOURI POLICE DEPARTMENT

DATE OF ISSUE

EFFECTIVE DATE

NO.

PERSONNEL POLICY

205-7

SUBJECT

Policy Series 200: Employee Guidelines
205 - Residency Requirements

AMENDS

REFERENCE

PPBM 833 Personnel Data Changes
RSMo. Chapter 84 & 874.575

RESCINDS

PPBM 205-8
Board Resolution 18-05

***I. INTRODUCTION**

This directive establishes residency requirements for all full-time sworn and non-sworn members, and reserve officers of the Kansas City Missouri Police Department (Department).

II. POLICY

- A. Residence is a place where a person has a true, fixed, and permanent home and whenever absent, has the intention of returning.
- *B. All full-time sworn, non-sworn members, and reserve officers must obtain a residence within:
 - 1. 30 statute (air) miles of the nearest Kansas City, Missouri city limit within the state of Missouri during the full term of their employment with the Department.
 - 2. 30 statute (air) miles of the nearest Kansas City, Missouri city limit/state line within Wyandotte or Johnson County, Kansas.
- C. Exceptions to these requirements may only be granted by the Board of Police Commissioners (BOPC) or under Department policy.
- *D. Failure to comply with the requirements as provided within this directive may result in disciplinary action or termination.
- E. Full Time Members
 - 1. Sworn members must meet the defined residency requirement by the completion of their probationary period.
 - 2. Non-Sworn members:

- a. Must meet the residency requirement no later than nine (9) months after their appointment date or by the day the member completes the probationary period, whichever is greater.
 - b. Employed prior to January 12, 1984, who resided outside of the residency requirement are not required to comply with the current residency requirements. Once the member establishes residency within the requirements, the member will be obligated to remain within the residency requirement during the full term of their employment with the Department.
3. For cases in which a position to be filled requires special skills or qualifications and the applicant best qualified for the position does not satisfy the residency requirement, the residency requirement may be waived by the BOPC.
- F. Reserve officers must meet the residency requirement at the time of their appointment and for the full term of their service with the Department.

III. ADMINISTRATIVE GUIDELINE

- A. All full-time members must sign and date the Residency Requirements, Form 5458 P.D. before their appointment to the Department.
- B. Supervisors/Commanders will ensure:
1. That all probationary sworn members comply with the residency requirement by the end of the probationary period.
 2. That all non-sworn members comply with the residency requirement by the end of the nine (9) month grace period.
- C. Upon request from the supervisor/commander, a member will furnish satisfactory proof of residency (e.g., utility receipts, tax receipts, automobile registration, voter registration).
- D. Members will refer to the current written directive entitled, "Personnel Data Changes," when members have a change in status or residency.
- *E. Temporary Permission to Live Outside the Residency Requirement
1. Members seeking permission to temporarily reside outside the residency requirement will submit an Interdepartment Communication, Form 191 P.D., providing sufficient information to establish qualifying reasons(s) for the temporary exception.

2. The request will be submitted through the member's chain of command for determination by the Chief of Police.

Richard C. Smith
Chief of Police

Adopted by the Board of Police Commissioners this _____ day of _____, 20__.

Mark G. Tolbert
Board President

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KANSAS CITY MISSOURI POLICE DEPARTMENT
PERSONNEL POLICY

DATE OF ISSUE
10/13/2020

EFFECTIVE DATE
10/13/2020

NO
205-76

SUBJECT
Policy Series 200: Employee Guidelines
205 - Residency Requirements

AMENDS

REFERENCE
PPBM 933 ~~PPBM 922~~ Personnel Data Changes
RSMo. Missouri Revised Statute Chapter 84 & 874.575

RESCINDS
PPBM 205-66
Board Resolution 18-05

***I. INTRODUCTION**

This directive establishes residency requirements for all full-time **sworn and non-sworn** members, and ~~reserve officers and chaplains~~ of the Kansas City, Missouri Police Department (Department).

~~All full-time members, reserves and chaplains must reside within the Kansas City, Missouri city limits during the full term of employment with the department, unless an exception has been granted by the Board of Police Commissioners (BOPC) or under Department policy.~~

II. TERMINOLOGY

~~**Residence**—Place where a person has a true, fixed, and permanent home and whenever absent, has the intention of returning.~~

~~**Unincorporated Community**—An address that is not inside a city, village or town. An address that is considered outside of the Kansas City, Missouri city limits.~~

III. POLICY

- A. Residence is a place where a person has a true, fixed, and permanent home and whenever absent, has the intention of returning.**
- *B. All full-time sworn, non-sworn members, and reserve officers must obtain a residence within:
 - 1. 30 statute (air) miles of the nearest Kansas City, Missouri city limit within the state of Missouri during the full term of their employment with the Department.**
 - 2. 30 statute (air) miles of the nearest Kansas City, Missouri city limit/state line within Wyandotte or Johnson County, Kansas.****
- C.A. Exceptions to these requirements may only be granted by the Board of Police Commissioners (BOPC) or under Department policy.**
- *D. Failure to comply with the requirements as provided within this directive may result in disciplinary action or termination.**

E. Full Time Members:

1. ~~Sworn members must~~ **meet the defined** be a resident of Kansas City, Missouri ~~residency requirement~~ for one year prior to appointment. However, the Chief of Police may request the BOPC waive the ~~residency requirement until~~ **by the -completion of their** the member ~~completes the~~ probationary period.

~~2.~~ **Non-Sworn members:**

a. ~~M~~ **must meet the residency requirement** be a resident of ~~Kansas City, Missouri~~ no later than nine (9) months after their appointment date or by the day the member completes the probationary period, whichever is greater.

b. ~~Employed prior to January 12, 1984, who resided outside of the residency requirement are not required to comply with the current residency requirements. Once the member establishes residency within the requirements, the member will be obligated to remain within the residency requirement during the full term of their employment with the Department.~~

~~3.~~ **F** ~~The residency requirement for non-sworn members may be waived by the BOPC for cases in which a~~ the position to be filled requires special skills or qualifications and the applicant best qualified for the position does not satisfy the residency requirement, ~~the residency requirement may be waived by the BOPC.~~

~~4.~~ ~~Members will not live in an "Unincorporated Community" with a Kansas City mailing address.~~

~~F5.~~ ~~Non-Sworn members employed prior to January 12, 1984, who were not residents, are not required to comply with residency requirements; however, if a member establishes residency within the city of Kansas City, Missouri, that member will be obligated to remain a resident during the full term of employment with the department.~~

~~6.~~ ~~Full time members may submit an Interdepartment Communication, Form 101 P.D., through the member's chain of command requesting permission to temporarily live outside Kansas City, Missouri. The final determination must be made by the Chief of Police.~~

B. Reserve Officers must meet the residency requirement at the time of their appointment and for the full term of their service with the Department.

~~1.~~ ~~Must be a resident of Kansas City, Missouri at the time of appointment.~~

~~2. Must remain a resident during the full term of service with the department.~~

~~3. May submit an Interdepartment Communication, Form 101 P.D., through the member's chain of command requesting permission to temporarily live outside Kansas City, Missouri. The final determination must be made by the Chief of Police.~~

~~C. Chaplains~~

~~1. Must be a resident of Kansas City, Missouri at the time of appointment.~~

~~2. Must remain a resident during the full term of service with the department.~~

~~3. May submit an Interdepartment Communication, Form 101 P.D., through the member's chain of command requesting permission to temporarily live outside Kansas City, Missouri. The final determination must be made by the Chief of Police.~~

IVIII. ADMINISTRATIVE GUIDELINE

A. ~~Before appointment, a~~ All full-time members must sign and date the Residency Requirements, Form 5458 P.D. before their appointment to the Department.

B. Supervisors/Commanders will ensure:

1. That all probationary sworn members comply with the residency requirement by the end of the probationary period.

2. That all non-sworn members comply with the residency requirement by the end of the nine (9) month grace period.

C. Upon request from the supervisor/commander, a member will furnish satisfactory proof of residency (e.g., ~~Proof may include, but is not limited to, the following:~~ utility receipts, tax receipts, automobile registration, voter registration).

D. Members will refer to the current written directive entitled, "Personnel Data Changes," when members have a change in status or residency.

~~A member must complete a Personnel Data Form 167 P.D., when there is a change in status. Refer to the current written directive entitled, "Personnel Data Changes."~~

***E. Temporary Permission to Live Outside the Residency Requirement**

1. **Members seeking permission to temporarily reside outside the residency requirement will submit an Interdepartment Communication, Form 191 P.D., providing sufficient information to establish qualifying reasons(s) for the temporary exception.**

2. **The request will be submitted through the member's chain of command for determination by the Chief of Police.**

~~D. Supervisors/Commanders will ensure all probationary police officers comply with residency requirements by the end of the probationary period and all non-sworn members comply by the end of the nine-month grace period.~~



Richard C. Smith
Chief of Police

Adopted by the Board of Police Commissioners this 29th day of September, 20 , 20 .



Wagner Mark C. Tolbert

Board
President

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