

	KANSAS CITY MISSOURI POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	<b>PERSONNEL POLICY</b>	12-31-2018	12-31-2018	827
SUBJECT			AMENDS	
Policy Series 800: Member's Health 827 - Employee Support & Wellness Resources				
REFERENCE		RESCINDS		
RSMo 84.800 Employee Wellness Resource Guide		PPBM: 927-3		

## I. INTRODUCTION

- A. This written directive provides members various resources to promote and assist with improvement in all areas of wellness, including physical, emotional, social, intellectual, and financial.
- B. Members will refer to the Employee Wellness Resource Guide, located on the department intranet, for department related wellness resources and up-to-date contact information.
- C. Members will refer to the current written directives entitled, "Employee Assistance Program (EAP)" and "Peer Support Team (PST) Program" for additional department related wellness resources.

## II. RESOURCES

- A. Kansas City Missouri Police Care Team (Care Team)
  1. The Care Team is an organized group of volunteer caregivers, who provide non-judgmental support and care in times of personal, family, and career crises.
  2. All members, active/retired and their families are eligible to receive assistance through any of the support and service groups, which are composed of Care Team volunteers.
  3. Anyone may become a Care Team volunteer by contacting a Care Team coordinator.
  4. Members are encouraged to contact the Care Team for assistance or questions.
- B. Police Benefit Association (PBA) of Kansas City, Missouri
  1. Membership in the PBA is free and available to all sworn and non-sworn members of the department.
  2. All sworn members are eligible for membership in the PBA. Non-sworn members are eligible after being employed for six (6) months.
  3. The PBA endeavors to offer assistance to its members in times of need, bereavement, and collaborates with charitable organizations within the department to achieve this goal.

4. Each request for assistance is brought before the PBA Board of Directors for consideration.
5. Members are encouraged to contact the Business Manager at the PBA office for assistance or questions.

C. Employee Wellness Section (EWS)

1. Assists members in developing and maintaining their health and wellness.
2. Assist members in identifying resources for themselves, peers subordinates, or family members in times of crisis.
3. Works confidentially with any member who is in need of wellness resources or referrals.
4. Maintains an updated list of department-related wellness resources on the Employee Wellness Resource Guide located on the department intranet.
5. Coordinates peer support with other volunteer members as group and individual crisis intervention specialists.
6. Members are encouraged to contact the EWS for assistance or questions.

D. Department Chaplains

1. Provide spiritual guidance and counseling for members and their families.
2. Available for consultation/visitation upon a member's request.

Richard C. Smith  
Chief of Police

Adopted by the Board of Police Commissioners this 17<sup>th</sup> day of December, 2018.

Nathan Garrett  
Board President

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