



SUBJECT

Policy Series 800: Member's Health
810 – Physical and Psychological Examinations

AMENDS

REFERENCE

PPBM 345 American with Disabilities Act (ADA)
PPBM 746 Family and Medical Leave

RESCINDS

PPBM: 810-5

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, psychologist, psychiatrist, or other medical provider to determine the member's fitness-for-duty when there is objective evidence that causes a reasonable person to inquire as to whether a member is able to perform the essential functions of the position or poses a danger to themselves or others.
- B. The purpose of a fitness-for-duty examination is to:
 - *1. Determine the ability of a member to perform the essential functions of the position with or without reasonable accommodations; or
 - 2. 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 incident involving a member who exhibits symptoms that could affect that member's ability to perform the essential functions of their job or poses a threat to themselves or others.
 - 2. The supervisor/commander will:
 - *a. Evaluate the situation and if appropriate, immediately place the member on limited duty or sick leave.
 - *b. Immediately submit a memorandum documenting the objective facts and circumstances for the request of a fitness-for-duty examination to the Human Resources Division (HRD)

with notification through the chain of command that a request has been submitted to the HRD.

3. The HRD 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 HRD, or designee, to report for a psychological/psychiatric/medical examination.
- *5. A member's failure to comply with an order to submit for a fitness-for-duty examination process may result in the employee using their own exception time during noncompliance and may lead to discipline for any applicable policy violations.

B. Mandatory Medical Examinations

1. Mandatory medical examinations or medical procedures will consist of tests, evaluations, and/or 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.

Richard C. Smith
Chief of Police

Adopted by the Board of Police Commissioners this _____ day of _____ 2020.

Nathan Garrett
Board President

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