

	KANSAS CITY, MO POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	PERSONNEL POLICY	08/13/2025	08/13/2025	415-3
SUBJECT			AMENDS	
Policy Series 400: Compensation 415 – Shift Differential Pay				
REFERENCE		RESCINDS PPBM 415-2		

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, and III.

III. POLICY

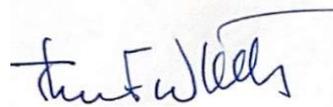
- *A. Members permanently assigned to Watches I or III will receive shift differential pay.
- *B. Sworn members on the 11-hour plan assigned to Watch IIB, 50 sector, will receive shift differential pay.
- C. Shift differential is paid bi-weekly in an amount approved by the Board of Police Commissioners and listed within the current Collective Bargaining Agreement (CBA).
- D. Members will not receive shift differential pay while assigned to the Sick Leave Pool, Injury Leave Pool or the Family and Medical Leave Pool.
- *E. 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 or III.
- F. Special Assignment
 - *1. A member that transfers from Watch II to Watch I or III on special assignment will receive shift differential pay.

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



Stacey Graves
Chief of Police

Adopted by the Board of Police Commissioners this 29th day of July 2025.



Thomas Whittaker
Board President

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