	KANSAS CITY, MO POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	PERSONNEL POLICY	09/29/2022	09/07/2022	407-5
SUBJECT			AMENDS	
Policy Series 400: Compensation 407 – College Incentive Program				
REFERENCE		RESCINDS		
RSMo 84.510		PPBM: 407-4		

I. INTRODUCTION

RSMo 84.510 (7) grants the Board of Police Commissioners the authority to effect programs to provide additional compensation for successful completion of academic work at an accredited college or university.

II. POLICY

The Department has established a college incentive program for all members who have successfully completed their probationary period. The following amounts will be awarded for successful completion of academic work at an accredited college or university:


- A. Associate Degree or a minimum of sixty hours - \$50 per month.
- B. Bachelor's Degree - \$75 per month.
- C. Master's Degree, Ph.D., or Doctorate - \$100 per month.
- D. A College Incentive Program Participation Request, Form 404 P.D. and transcripts must be submitted each time a member's academic standing changes, such as acquiring a higher degree.

III. PROCEDURE


- A. To request college incentive pay, the member will:
 - 1. Complete the top half of the Form 404 P.D.
 - *2. Submit an official transcript and Form 404 P.D. to the College Coordinator in the Personnel Records Section, or
 - *3. Request the college/university forward an official transcript directly to the College Coordinator by U.S. mail or email: collegecoordinator@kcpd.org.

B. The College Coordinator will:

1. Verify the information on the request with transcript(s), correct any inaccuracies, and include any omitted information before approving.
- *2. Forward all documentation through the chain of command to the Human Resources Division (HRD) Commander, who will make the final determination of the member's eligibility.
3. Maintain accurate records of a member's academic standing based on information received from the members.
4. Audit the College Incentive Program for accuracy and completeness on a quarterly basis.


Joseph E. Mabin Jr.
Chief of Police

Adopted by the Board of Police Commissioners this 23rd day of August, 2022.


Mark C. Tolbert
Board President

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