



KANSAS CITY MISSOURI POLICE DEPARTMENT

DATE OF ISSUE

EFFECTIVE DATE

NO.

PERSONNEL POLICY

4-11-13

4-11-13

233-6

SUBJECT

Policy Series 200: Employee Guidelines
233 - Age Limits

AMENDS

REFERENCE

Age Discrimination in Employment Act (ADEA)
Missouri Human Rights Act (MHRA)

RESCINDS

PPBM: 233-5

I. INTRODUCTION

The Age Discrimination in Employment Act (ADEA) makes it unlawful for an employer to discriminate against people 40 years of age and older on the basis of their age and prohibits an employer from maintaining an employee benefit plan that requires or permits the retirement of an individual because of age. However, compulsory retirement of law enforcement officers is permitted under the law enforcement officer exception to ADEA.

II. TERMINOLOGY

Law Enforcement Officer - An employee, the duties of whose position are primarily the investigation, apprehension, or detention of individuals suspected or convicted of offenses against the criminal laws of a state, including an employee engaged in this activity that is transferred to a supervisory or administrative position.

III. POLICY

A. Sixty-five is the maximum age for:

- *1. Sworn employees who have less than 35 years of active creditable service.
2. Reserve Police Officers, Detention Facility Officers, and Crime Scene Technicians.

B. Sworn employees, reserve officers, detention facility officers, and crime scene technicians who wish to continue employment between the ages of 60 and 65 must apply for continued employment annually.

IV. PROCEDURE

A. The Employee Benefits Unit will provide written notification and a copy of the Application for Continued Employment to affected members two (2) months prior to the date the application must be approved.

B. The affected member will complete the application portion and forward to their immediate supervisor. The supervisor will complete the supervisory recommendation portion, basing the recommendation on the member's job performance, and forward through the chain of command. Space is provided on the application for commanders' recommendations.

- C. The bureau commander will forward the application to the Chief of Police, who will make the final recommendation to the Board of Police Commissioners.
- D. Final decisions on continued employment will be made by the Board of Police Commissioners.
- E. The application will be sent to the Employee Benefits Unit, which will notify the affected member of the Board's decision and include the application in the member's file.

Darryl Forté
Chief of Police

Adopted by the Board of Police Commissioners this day ____ of _____, 2013.

Lisa Pelofsky
Board President

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