



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

010 - ABSENCE

GENERAL ORDER: 2021-XX
ISSUED: July 28, 2021

EFFECTIVE: July 28, 2021

REVIEWED/APPROVED BY:

Inspector Nicole Waldner

DATE: June 22, 2021

ACTION: Amends General Order 2020-21 (November 30, 2020)

WILEAG STANDARD(S): NONE

ROLL CALL VERSION

**Contains only changes to current policy.
For complete version of SOP, see SharePoint.**

010.95 OFF-DUTY MENTAL HEALTH CRISIS

- A. If an off-duty member experiences a mental health crisis that indicates the member's conduct is a substantial probability of physical harm, physical impairment or injury to himself/herself or other individuals and exhibits an ability and willingness to cooperate with voluntary treatment in accordance with SOP 160.20 or the member is taken into custody for an emergency detention in accordance with Wis. Stat. § 51.15(1), the responding supervisor shall notify the member's commanding officer, or in his/her absence, the night watch commander.
- B. Depending on the circumstances of the investigation, a captain of police or member of higher rank may temporarily suspend the member's police powers and the member may be placed on administrative desk duty due to the mental health crisis. Any department owned firearms and other department property in the possession of the member may be seized by a supervisor from the member's work location in accordance with SOP 870.15.
- C. The captain of police or member of higher rank that temporarily suspends the member's police powers shall notify the Internal Affairs Division (of the temporary suspension of police powers), Medical Section, and the executive command staff via email of the circumstances of the investigation as soon as practical, but not more than 48 hours after the incident.
 1. The captain of police, or member of higher rank, who suspended the member shall also submit a *Temporary Suspension of Member Report* (form PD-41E) to the Internal Affairs Division and send a copy to the Medical Section.
 2. If the captain of police or member of higher rank temporarily suspends the police powers of a member assigned to a different work location, he/shall promptly notify the commanding officer of the member as well as the executive command staff via email.
 3. The captain of police, or member of higher rank, who temporarily suspended the police powers of the member shall notify the department's Health and Wellness Team, department chaplain, and, if the suspended member does not object, the

Milwaukee Police Association/Milwaukee Police Supervisors Organization of the incident.

- D. The Medical Section shall follow up with the member who experienced the mental health crisis and may require the member's treating medical practitioner, clinical psychologist or a psychiatrist licensed in the state of Wisconsin to complete a *Medical Information Request Form*. The member shall remain on administrative desk duty with suspended police powers until this evaluation is completed and the *Medical Information Request Form* is returned to the Medical Section.
- E. Depending on the results of the evaluation and recommendation of the evaluator, the department may:
1. Return the member to full duty;
 2. Place the member on temporary limited duty or administrative desk duty;
 3. Conditionally allow full or modified duty on receipt of a treatment plan.
- F. If the member does not have their medical practitioner, clinical psychologist or a psychiatrist licensed in the state of Wisconsin complete the *Medical Information Request Form* or does not follow through on the treatment plan, the member shall continue to remain on administrative desk duty with suspended police powers.

Note: This section does not prohibit or restrict the Chief of Police, or designee, from ordering a Fitness for Duty examination at any point in this process in accordance with section 010.90.

010.95100 MILITARY LEAVE (SEE SOP 475, MILITARY DEPLOYMENT / REINTEGRATION AND SOP 080 FMLA AND OTHER LEAVES) (WILEAG 2.4.2)

010.100105 UNPAID LEAVES OF ABSENCE (WILEAG 2.4.2)

010.105110 UNPAID STATUS (WILEAG 2.4.2)

010.110115 ABSENT WITHOUT LEAVE (WILEAG 2.4.2)

010.115120 RESIGNATION / RETIREMENT NOTIFICATION PROCEDURES



JEFFREY B. NORMAN
ACTING CHIEF OF POLICE