



# MILWAUKEE POLICE DEPARTMENT

## STANDARD OPERATING PROCEDURE

### 475 – MILITARY DEPLOYMENT / REINTEGRATION

**GENERAL ORDER:** 2023-58  
**ISSUED:** November 2, 2023

**EFFECTIVE:** November 2, 2023

**REVIEWED/APPROVED BY:**  
Assistant Chief Nicole Waldner  
**DATE:** September 19, 2023

**ACTION:** Amends General Order 2014-06 (March 21, 2014)

**WILEAG STANDARD(S):** 2.4.2

### ROLL CALL VERSION

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

#### 475.05 DEFINITION OF TERMS

##### A. DEPLOYMENTS

###### 1. Long Term Deployment

A deployment of ~~more than~~ 181 days **or more**. For a long term deployment, the training cycle will be the successful completion of phases one and/or two depending on duty assignment.

###### 2. Medium Deployment

A deployment of at least 31 days, but less than ~~480~~ **181** days. For a medium deployment, the training cycle will be the successful completion of phases one and/or two depending on duty assignment.

###### 3. Short Term Deployment

A deployment of ~~less than~~ 30 days **or less**. For a short term deployment, the training cycle will be phase one of the program only (phase two may be added if deemed necessary).

##### B. OTHER DEFINITIONS

###### 10. Military Service Mentor (MSM)

A MSM is a police partner who is assigned to patrol duties. An MSM works directly with a returning veteran, through the transition cycle and provides assistance with reintegration. Prior military service is a prerequisite to serve as a MSM. A MSM is preferably a Field Training Officer (FTO) or FTO supervisor, has training experience, is a member of **POST**, ~~has CIT training~~ **the Wellness Team**, or has crisis negotiation team training. The MSM is a voluntary position and not subject to additional compensation, outside of labor contract provisions. To be a MSM, a member must apply and be selected by a panel that consists of the Military Liaison

Officer (MLO), a Human Resources Division representative, a Training Division representative and the ~~POST coordinator~~ Wellness Team coordinator or designee.

#### ~~12. Police Officers Support Team (POST)~~

~~The Police Officers Support Team or POST is a confidential peer support group consisting of volunteer department members. POST members are specifically trained in providing guidance, peer support and outside referrals to members in need of assistance to cope with critical incidents, family problems, work-related problems, substance abuse, and other behavioral issues.~~

#### 1213. Post Traumatic Stress Disorder (PTSD)

#### 1314. USERRA – Uniformed Services Employment and Reemployment Rights Act.

#### 14. Wellness Team

The purpose of the Wellness Team is to provide a core group of personnel who are trained to provide confidential support, information, clergy and mental health professionals to employees who are seeking assistance whether it is related to a critical incident, day-to-day work stress or personal life stress.

### **475.10 PRE-DEPLOYMENT (WILEAG 2.4.2)**

When a member receives verbal or written orders to deploy, the member must notify the Human Resources Division and the MLO as soon as possible. The duties, functions and responsibilities for each involved entity are as follows:

#### B. FUNCTIONS/DUTIES OF THE MLO

3. Will ensure proper notifications are or have been made to the member's commanding officer, the member's respective assistant chief of police, the ~~POST~~ Wellness Team coordinator, Human Resources Division – Payroll and the member's affiliated labor organization.

#### D. FUNCTIONS / DUTIES OF THE ~~POST~~ WELLNESS TEAM REPRESENTATIVE

At the request of the deploying member, a ~~POST~~ Wellness Team representative will be available to meet with the departing member and/or their family to provide information and resources.

### **475.20 DEPLOYMENT**

During extended periods of deployment, the member will generally be assigned to the Human Resources Division during the time of separation. During the deployment period, the MLO will be responsible for:

- E. When possible, contacting the member about 30 days prior to the member's estimated return date to verify the return date and provide the member with information on where

to report upon return. The member has a specific time frame to notify the department of their return to work, dependant on length of service, under USERRA as listed below:

1. Short term deployment (~~less than 30 days~~ **or less**): Member reports to their next (pre-deployment) regularly assigned shift, however the returning member is permitted at least 8 hours of rest at their "home of record" prior to starting the next shift.
2. Medium deployment (at least 31 days, but less than ~~180~~ **181** days): Member must provide notification to the Human Resources Division within 14 days of completion of service.
3. Long term deployment (~~more than 181 days~~ **or more**): Member must provide notification to the Human Resources Division within 90 days following completion of service.

#### **475.25 POST-DEPLOYMENT**

##### A. OVERVIEW OF POST-DEPLOYMENT

4. Following completion of the military return interview, the member will be referred to ~~POST~~ **the Wellness Team**. ~~POST~~ **The Wellness Team** will provide military appropriate mental health information and assist the member with referrals if necessary. ~~POST~~ **Wellness Team** referrals may include, but are not limited to the city of Milwaukee Employee Assistance Program (EAP), Dryhooch or the Veterans Affairs Administration. Any referrals made will be confidential and will be provided to assist the returning member with any mental health needs.

##### B. PHASE ONE - RETRAINING

1. USERRA prohibits an employer from requiring a blanket "fitness-for-duty" evaluation. A graduated reintroduction program is suggested which allows for:
  - d. Emergency Vehicle Operation ~~Course~~ **and Control** (EVOC) training to assist in transition from tactical driving to domestic driving.

##### C. PHASE ONE - BENCHMARKS:

The MLO will work with the Human Resources Division, the returning member, and the Training Division to facilitate fulfilling the following required benchmarks (not in any particular order):

4. If desired by the member, ~~schedule an appearance of the member at an upcoming Compstat and/or~~ devote a segment of time at the member's roll call (returning member's choice) for command staff to officially recognize the member's return from active military duty and for the presentation / retirement of the member's military service banner.

#### D. PHASE TWO (FIELD DEPLOYMENT)

The primary function of field deployment is to reacclimatize the member to fieldwork as a patrol officer. The returning member will work with their MSM in a field environment on a two-man person squad. The MSM will assess the member's ability to perform fieldwork and retrain as necessary. Members will be assessed to ensure proper tactics are utilized and that the member is able to perform basic administrative functions, according to benchmarks established by the Training Division. The MSM will also take the appropriate time to retrain on new technologies, such as squad cameras, body worn cameras, computer systems, report writing and citation procedures, etc. Phase two will last until the member again feels comfortable performing the required duties of a patrol officer and has satisfied the prescribed benchmarks of phase two.

#### E. COMPLETION OF PHASE TWO

2. In the event a member does not satisfactorily complete phase two of reintegration and/or the MSM has concerns for the returning member's mental health, the commanding officer must be notified immediately. If job performance is preventing satisfactory completion of phase two, a *Department Memorandum* (form PM-9E) must be completed by the MSM detailing the returning member's unsatisfactory completion of this phase. The MLO, along with the following (as needed): the member's commanding officer, the Training Division director and the POST Wellness Team coordinator will independently evaluate the concern(s) and provide whatever assistance or guidance is required to assist the member in returning to police duty.

#### 475.35 REFERENCES

- G. Milwaukee Police Department Health and Wellness website  
(<https://mkepdpio.org/milwaukee-police-health-and-wellness/>)



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CHIEF OF POLICE