



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

475 – MILITARY DEPLOYMENT / REINTEGRATION

GENERAL ORDER: 2026-21
ISSUED: May 14, 2026

EFFECTIVE: May 14, 2026

REVIEWED/APPROVED BY:
Assistant Chief Craig Sarnow
DATE: April 10, 2026

ACTION: Amends General Order 2023-58 (November 2, 2023)

WILEAG STANDARD(S): 2.4.2

ROLL CALL VERSION

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

475.00 PURPOSE

The purpose of this policy is to establish operational guidelines to assist department members when they are activated for military deployment. These guidelines are to include but are not limited to the pre-deployment, deployment and post-deployment phases of military activation. Further, this policy will assist the member with reintegration upon their return from military active duty to civilian police service.

This policy excerpts strategies from the Department of Defense, Wisconsin Department of Justice Law Enforcement Standards Board (LESB) and the ~~Veterans Affairs Administration~~ Department of Veterans Affairs to assist with reintegration, retraining and positive re-acclimating of returning veterans. It also is in conformance with the Uniformed Services Employment and Reemployment Rights Act (USERRA), which guarantees the rights afforded to veterans and returning veterans under this and other laws.

475.05 DEFINITION OF TERMS

B. OTHER DEFINITIONS

9. Military Service Banner

If desired by the member, a military service banner will be created by American Legion Police Post 415. Accompanying the military service banner will be the member's photo and information about the member to be displayed at the member's work location while he/she is deployed. The information about the member shall be generated by the member's commanding officer, or their designee.

475.25 POST-DEPLOYMENT

A. OVERVIEW OF POST-DEPLOYMENT

4. Following completion of the military return interview, the member will be referred to the Wellness Team co-coordinator(s). The Wellness Team co-coordinator(s) will

contact the member and provide military appropriate mental health information and assist the member with referrals if necessary. Wellness Team referrals may include, but are not limited to the city of Milwaukee Employee Assistance Program (EAP), department mental health providers, Dryhooch or the ~~Veterans Affairs Administration~~ Department of Veterans Affairs. Any referrals made will be confidential and will be provided to assist the returning member with any mental health needs.

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):

3. Schedule and complete a return meeting with the member's commanding officer. Choose and assign a MSM for phase two. In the absence of an MSM being available, the MLO shall work in conjunction with the member's commanding officer to find an acceptable partner to conduct ride-alongs with the returning member during their fieldwork reintegration. A fellow military veteran is preferred for this portion of the returning member's fieldwork reintegration.

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, or approved partner, in a field environment on a two-person squad. The MSM will assess the member's ability to perform fieldwork and retrain as necessary. Members will be accessed 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.

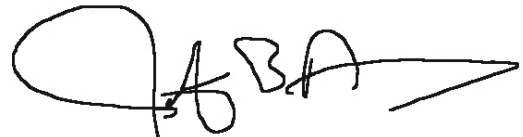
E. COMPLETION OF PHASE TWO

1. The MSM, or approved partner, will keep the commanding officer or designee verbally abreast with the progress of the member during phase two. In addition, the MSM will document in writing all training efforts on a *Department Memorandum* (form PM-9E) and submit the memorandum to the member's commanding officer immediately after completing phase two. The commanding officer will review the submitted documents for completeness and will forward the completed file to the MLO, who will in turn disseminate the files as follows:
 - a. Master file – Training Division (member's personnel file)
 - b. File copy – MLO
 - c. File copy – Human Resources Division (member's personnel file)

2. In the event a member does not satisfactorily complete phase two of reintegration and/or the MSM, or approved partner, 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, or approved partner, 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 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/>)

A handwritten signature in black ink, appearing to read 'J.B. Norman', with a stylized flourish at the end.

JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:mfk