



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING INSTRUCTION

WELLNESS TEAM

ISSUED: March 25, 2024

EFFECTIVE: March 25, 2024

REVIEWED/APPROVED BY:

Assistant Chief Craig Sarnow

DATE: February 13, 2024

ACTION: Amends SOI (September 2, 2022)

WILEAG STANDARD(S): NONE

ROLL CALL VERSION

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

II. PROCEDURE

- A. The Wellness Team is composed of a two full-time coordinators, a department chaplain and contracted mental health professionals. The Wellness Team also includes an internal network of department members, designated as the "Wellness Team Network," who are internally vetted and receive special peer support training.
- B. A department member or family member may initiate assistance from the Wellness Team using the following options:
1. Contact the Wellness Team Coordinators

The Wellness Team coordinators provides general wellness information to department members and their families, as well as referrals to the department chaplain and mental health professionals. In addition, the Wellness Team coordinators is are responsible for oversight of the Wellness Team Network members.

IV. CONFIDENTIALITY GUIDELINES

- B. The Wellness Team coordinators and the Wellness Team Network members do not share the same legal privilege regarding confidentiality as the department chaplain and mental health providers. There is no guarantee that a court, whether civil or criminal, will not under some circumstances be able to order the Wellness Team member to whom the individual spoke to disclose any conversations which may have taken place unless the Wellness Team member has a confidentiality privilege under [Wis. Stat. § 905](#) (e.g., clergy, mental health professional).

V. WELLNESS TEAM REFERRAL OPTIONS

- C. There are four types of referrals to the Wellness Team:

1. Self-Referral

Employees with personal problems are encouraged to seek help on their own initiative

before health or job performance is affected. They can discuss their problems with the Wellness Team coordinators, a facilitator of their choice (including Wellness Team Network members), or the department chaplain or mental health professionals. The Wellness Team will assist the employee in working with the department's Human Resources Division – Medical Section or in contacting appropriate resources to provide service for a specific problem. The Wellness Team will also follow up with employees to make certain they gain access to needed services.

2. Supervisor

Whenever an employee with an established record of acceptable work evidences a pattern of inconsistent or deteriorating job performance and fails to respond to supervisory input (e.g., verbal instructions, written job instructions, discussion of job performance), the supervisor should encourage the employee to contact the Wellness Team coordinators, one of the Wellness Team Network members, the department chaplain or a mental health professional.

VI. WELLNESS TEAM NETWORK

B. SELECTION OF WELLNESS TEAM NETWORK

2. The commanding officer of the Administration Bureau will make decisions related to assignments to the Wellness Team Network and the Wellness Team coordinators.

C. ROLE OF WELLNESS TEAM COORDINATORS

VIII. RECORDKEEPING

- E. Wellness Team Network members who are referral facilitators must, in good faith, follow all Wellness Team guidelines and may deviate from them only when they are in conflict with applicable city ordinance, state statute, and/or departmental policy. Prior to any deviation, contact with the Wellness Team coordinators shall be attempted.



JEFFREY B. NORMAN
CHIEF OF POLICE