



MILWAUKEE POLICE DEPARTMENT

STANDARD OPERATING PROCEDURE

211 – FACE COVERINGS

GENERAL ORDER: 2022-XX
ISSUED: October 26, 2022

EFFECTIVE: October 26, 2022

REVIEWED/APPROVED BY:
Assistant Chief Nicole Waldner
DATE: August 9, 2022

ACTION: Amends General Order 2020-17 (September 25, 2020)

WILEAG STANDARD(S): NONE

211.00 POLICY

- A. It is the policy of the Milwaukee Police Department, to be consistent with [Milwaukee City Ordinance 62-8](#) and as recommended by the Centers for Disease Control and Prevention, to require all sworn and civilian members to comply with face covering requirements during the Covid-19 pandemic. Such requirements include a requirement to have possession of a face covering when the person leaves his or her place of residence and wear the face covering whenever the person is in a building open to the public and whenever the person is in an outdoor public space and within 6 feet of any other person who is not a member of that person's household.
- B. Sworn department members shall ensure they remain in compliance with the respective memorandum of understanding between the City of Milwaukee and the Milwaukee Police Association and the Milwaukee Police Supervisor's Organization related to the City of Milwaukee's COVID-19 vaccination policy.
- C. Civilian members shall follow the [Face Covering Policy](#) provided by the Department of Employee Relations, and they shall adhere to that policy when the Department of Employee Relations Face Covering Policy requires City of Milwaukee employees to wear a face covering.

211.05 DEFINITION

FACE COVERING

Face coverings, for purposes of this policy, means a surgical mask or a cloth face covering that cover the member's nose and mouth. The department shall provide masks or face coverings to members and members may also utilize their own personal face masks that comply with the following requirements:

1. Fit snugly but comfortably against the side of the face,
2. Fully covers a person's nose and mouth,
3. Include multiple layers of fabric, if cloth face coverings are used,
4. Are able to be laundered and machine-dried without damage or change to its shape

(cloth only),

5. Are solid in color (white, blue, or black only).

211.10 GENERAL REQUIREMENTS

- A. Members are required to wear a face covering in workplace settings including but not limited to:
1. When moving through common areas such as hallways, restrooms, break rooms, etc.;
 2. While working in congregate settings, such as open communication centers, customer service counters, shared offices, and other areas open to other members or the public;
 3. When entering places to deliver services to the public;
 4. When driving in a department vehicle with another person present;
 5. When outside of a department vehicle and when interacting with members of the public.
- B. Members shall have masks available but may remove them in workplace settings in which social distancing can be reliably maintained, such as:
1. When working in a segregated space, such as a private office or cubicle with walls;
 2. When eating or drinking while maintaining a six-foot distance;
 3. While communicating with a hearing impaired person who relies on lip-reading;
 4. When the Chief of Police, or designee, determines that putting on a face covering would create a safety risk or when a specific department exemption has been documented.
- C. Safety concerns, emergencies, and exigent circumstances will preclude locating and donning a mask before action can be taken in certain situations. In these instances, members are expected to comply with the face covering requirements as soon as it is safe and practical to do so.

211.15 ENFORCEABILITY

- A. Department supervisors are responsible for understanding, communicating, and enforcing this policy.
- B. A member who fails to comply with the face covering requirements will receive notice

of this requirement and be given an immediate opportunity to comply by the observing supervisor. This notice only applies to civilian members and sworn members who have received a COVID-19 vaccination in compliance with the City of Milwaukee's COVID-19 vaccination policy or have an approved medical or religious accommodation.

C. If the member does not immediately comply, the member may face disciplinary action.

Note: If a sworn member is unvaccinated and does not have an approved medical or religious accommodation, and the member is found not to be in compliance with the face covering requirement, the member shall face discipline as outlined in the respective memorandum of understanding between the City of Milwaukee and the Milwaukee Police Association and the Milwaukee Police Supervisor's Organization related to the City of Milwaukee's COVID-19 vaccination policy.

211.20 DISABILITY RELATED ACCOMMODATIONS

The department recognizes that some members may not be able to wear a face mask due to medical reasons. If a member believes he or she is unable to comply with the face covering requirement due to a medical reason, the member may request an accommodation by contacting the Human Resources Division and providing a medical note supporting the need for an accommodation.

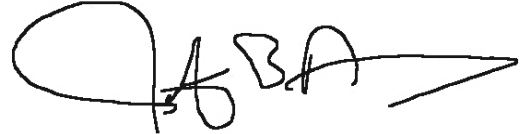
211.25 RELIGIOUS BELIEFS

- A. The department reasonably accommodates members' religious observances, practices and beliefs. However, the department will not be able to accommodate members' religious observances, practices and beliefs if the accommodation would cause an undue hardship to the employer. Compromising the safety of the member or others may be considered an undue hardship.
- B. If a member is unable to comply with the face covering requirement policy due to religious beliefs, the member must immediately notify the Human Resources Division. The department will engage the member in an interactive process to determine what the options are and whether there is reasonable accommodation that can be provided.

211.30 COVID-19 QUARANTINE AND OUTBREAK PROCEDURES

- A. The department shall provide appropriate quarantine information to members who have had direct contact with an individual who has tested positive for COVID-19.
- B. Members who arrive at work and appear to be showing COVID-19 symptoms that are consistent with the Centers for Disease Control (CDC) [guidelines](#) will not be allowed to work and will be sent home, to a testing site, or their primary physician for testing.
- C. The department will work with the City of Milwaukee Department of Employee

Relations (DER) and Health Department to develop a specific plan of action in situations where a significant number of members at a work location test positive for COVID-19.

A handwritten signature in black ink, appearing to read 'J.B.N.' with a long horizontal stroke extending to the right.

JEFFREY B. NORMAN
CHIEF OF POLICE

JBN:mfk