



CITY OF FAIRFAX POLICE DEPARTMENT

GENERAL ORDER

Subject MILITARY DEPLOYMENT AND REINTEGRATION	Number 4-38
Effective Date October 23, 2018	Rescinds
Accreditation Standards 22.1.9	Authority Colonel Carl R. Pardini Chief of Police

PURPOSE:

To support and assist Police Department employees who are also members of the armed forces.

POLICY:

The City of Fairfax Police Department will establish plans for personnel whose military activations exceed 180 days. It is the responsibility of the employee to file a memorandum through their chain of command notifying them of any military deployments and/or activations as well as any other supporting documents that the member can supply when possible.

DISCUSSION:

The City of Fairfax Police Department recognizes the challenges military members face when called back to active duty. It also recognizes the stresses veterans and their families face while they are deployed. A returning veteran may face significant challenges such as post-traumatic stress, role conflict between combat and policing models, and overall reintegration back into civilian life. A veteran may need time to decompress during their transition back into the police department. The department will assist returning veterans by providing schedule flexibility, assigning them to administrative duties if necessary, and by referring them to qualified professionals who understand the stresses involved in combat and Post Traumatic Stress Disorders. The department will support the employee by providing pre-deployment, deployment, and post deployment assistance as described below.

PROCEDURE:

A. Military Deployment and Reintegration

1. Prior to and immediately after military deployment the Chief of Police, and or his/her designee, will meet with the employee and conduct an out processing/exit interview. The Chief of Police and/or designee will also assign a member of the police department as a point of contact for the employee and their family during their deployment. This person will assist the deployed member as necessary and keep the Chief of Police apprised of the deployed member's welfare and needs. This person will also ensure that communication with the deployed member remains open and available should the deployed employee require assistance.
2. The Personnel Director within the Personnel Department shall be designated as the human resources point of contact for the employee. The Chief of Police, or his/her designee will ensure that the employee is supplied with the Personnel Director's contact information.
3. Prior to deployment, it is the responsibility of the employee to turn in all lethal and non-lethal equipment for safe-keeping to the property and evidence officer.

4. Upon returning from military duty the employee will meet with the Chief of Police, and or his/her designee, to determine if the employee requires any assistance such as EAP or peer counseling services.
5. The Professional Standards Division Commander will review the employee's training records and determine what level of requalification is necessary. The PSD Commander will also work with the employee's division commander to determine how to reintegrate the employee back into their police department duty assignment. It may be necessary to place the employee on administrative duties to help him or her reintegrate back into police work or to modify the members schedule to take care of personal matters.

Colonel Carl R. Pardiny / Chief of Police