



COMBAT VETERANS

& LAW ENFORCEMENT:

*A Transition Guide for Veterans
Beginning or Continuing Careers
in Law Enforcement*



BJA

Bureau of Justice Assistance
U.S. Department of Justice

...Serving Your Nation, Serving Your Community...

“I and Veteran-Warriors like me have been involved in developing this guide to help combat veterans with careers in law enforcement. The U.S. Army trained me as an MP and deployed me twice in support of OIF. This experience has prepared me for a career in law enforcement.

You will find many helpful suggestions within this guide whether you have just returned from OIF/OEF or are about to be deployed.”

—**THADDEUS KERKHOFF**
Officer, Renton PD, Washington
Sergeant, US Army
Veteran, Operation Iraqi Freedom

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Support from:



I. Introduction

Thousands of combat veterans like you, returning from deployment to Operation Iraqi Freedom (OIF) or Operation Enduring Freedom (OEF), are seeking fulltime employment. Your OCONUS deployments make you an ideal candidate for a career in law enforcement. Additionally, many National Guard and Reserve service members are already sworn law enforcement officers who return to their department after deployment. The International Association of Chiefs of Police (IACP) recognizes that you have exhibited uncommon valor and patriotism, and based on research conducted under a federal grant, acknowledges that returning veterans may face various issues during the reintegration process. This guidebook contains tips, checklists, and resources to assist law enforcement officers returning from combat deployments, while offering some suggestions for those veterans seeking a career in law enforcement. The information presented is the result of extensive research on the experiences of returning veterans, such as you, conducted by the IACP, in partnership with the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance (BJA), and Applied Research Associates, Inc., Klein Associates Division.

► **Serving your country and serving your community are both honorable endeavors.**

II. Combat Experience and Law Enforcement

Many of the leadership traits that have made you successful in the U.S. military will help you succeed in a law enforcement career. Combat experience can strengthen those skill sets that relate directly to the work performed as a law enforcement officer:

- ▶ Discipline, loyalty, ethical standards, and integrity
- ▶ Planning and preparedness
- ▶ Physical fitness
- ▶ Firearms and tactical skills
- ▶ Decision making and leadership
- ▶ Situational assessment
- ▶ Ability to react appropriately under stress
- ▶ Willingness to be involved in dangerous situations
- ▶ Experience working with diverse groups

“The military prepared me to be very organized. When I am on a traumatic scene, I am very calm. In just a few seconds, I figure it out and start to manage the crisis. That is a major advantage of the military. Those that have been in major crises and have survived them handle them better later.”

—RETURNING OFFICER-VETERAN

Despite the fact that there are many similarities between working as a law enforcement officer and serving the military in a combat theater, there are several distinct differences. It is those differences that can make the transition back into your law enforcement career difficult. Some of them include:

- ▶ Use-of-force techniques and requirements
- ▶ Different rules of engagement: no-knock vs. warrant searches
- ▶ Driving adjustments from military convoys to domestic streets
- ▶ Indifference and lack of empathy to minor citizen complaints

III. For Veterans Already in a Law Enforcement Career

A. Pre-Deployment

Whether you have previously deployed or have just received official orders for the first time, there are steps in each stage of the deployment cycle that you can take to achieve a successful transition to your law enforcement duties and back into civilian life. The best time to prepare for deployment is *before* you receive your orders. This section highlights professional and personal preparations you can make including information on your employment, legal, financial, housing, vehicle, and family issues.

- ▶ Police and sheriff's departments recognize the added value of a returning veteran

Professional Preparation

Understand Your Rights

The Federal Government offers all civilian soldiers job protection when it is necessary for National Guard and Reserve members to be called into active military status.

INFO 

Uniformed Services Employment and Reemployment Rights Act (USERRA)

This Act provides reemployment protection and other benefits for employees who perform military service. www.esgr.mil

Know Your Department's Veteran Policy

Understand how your department's veteran program is structured. If your department does not currently have a policy to address military deployment and reintegration, work together with your department's executive and command staff to create a military transition plan or formal policy, using the tips and recommendations found in this guide.

Inform Your Department of Deployment Timeline

Advise your chief, command staff, military liaison, and peer group about your pending deployment. Your absence may have an impact on the workload and responsibilities of others in your department. Provide hard copies of your orders to your timekeeper and human resource liaison staff person.

Understand Changes to Benefits and Compensation

When activated, your compensation, benefits, insurance, and leave policies may change. Know the range of benefits, coverage, and programs that are provided by your department and the military during your deployment. Some departments, but not all, provide supplemental or differential pay to cover the gap between your military and department salary. Being knowledgeable about your benefits and compensation *prior* to your deployment can spare your family undue stress and possible financial hardship during your deployment.

Plan for Future Court Cases and Other Legal Considerations

Ask your supervisors about how you should manage arrests, summonses, and citations leading up to your deployment. Your normal duties may shift due to the impact your absence may have on pending court dates. You should also discuss specific case issues with your supervisors or court officer.

Determine How Department-Issued Equipment will be Handled

Check with your department regarding its policy on the handling, safe storage and return of department-issued equipment. Of particular concern should be weapons, identification (badge/shield), and take-home vehicles. You may be required to surrender them for safe storage by your department or be required to properly secure them during

your absence. In addition, make arrangements for personal belongings you store at work, and request a secure locker.

► **Find an OIF/OEF veteran in your department or a neighboring department and pick their brain!**

Discuss Promotion Process

Discuss with your leadership how to remain competitive with your peers while deployed. If you are either on or eligible for promotion list status, ensure that you develop a system for interviews or discussions using electronic formats or the telephone so the process is timely and will not eliminate or degrade your career advancement opportunities.

Update Emergency Contact List

Provide your law enforcement department with updated contact information for your family, military command, and for yourself while deployed. Develop an e-mail account so you can communicate with your chain of command and co-workers.

► **Include cell phone, PDA, SAT phone, and any other devices you deem appropriate. Test them out frequently, as atmospheric conditions will cause disruptions and lapses in service.**

Request Support

Communicate your needs and concerns about your upcoming deployment. Tell your department what kind of support you will

require and how it might assist your family. Be sure to also share this information with your family members. Develop a family support package and discuss requirements with your Employee Assistance Program (EAP) or department sponsor. A family support package should include a network of communication among family members, your department chain of command, military support services, and community volunteers.

Understand the Readiness for Duty Policy

Veterans should keep in mind that USERRA and other laws prohibit a blanket fitness-for-duty evaluation or any mandated medical assessment as a prerequisite for returning to duty. You should have a clear understanding of your department's policies and procedures designed to assist your reintegration. Most departments will require some training to ensure that officers are current on required subjects, certifications, and updated on changes in state or local statutes.

“We have many former service members in our ranks that have made a successful transition to law enforcement. They will help you make the same transition.”

—COLORADO SPRINGS PD

Personal Preparation

Seek Out Existing Support

Make sure to arrange for someone to take care of your family and pets. Your department, friends, extended family, and family assistance centers can provide such assistance during your deployment. Identify someone at your department to contact your family and provide support, then communicate this information to your family members. Complete a calendar detailing important events and dates. Develop a method to keep children connected.

INFO

Servicemembers Civil Relief Act (SCRA)

Protection ends 30-90 days after discharge from active duty. Under it, you could be eligible for:

- Terminating your housing lease if you receive permanent change of station orders
- Six percent interest rate on existing credit card debt
- Protection from eviction if your rent is \$2,932 or less
- Delay of most civil court cases or actions, such as traffic tickets, bankruptcy, foreclosure, or divorce proceedings

[www.military.com/benefits/
legal-matters/scra/overview](http://www.military.com/benefits/legal-matters/scra/overview)

Arrange for Surface Mail or Electronic Mail

Discuss various options for sending and receiving mail well before you deploy. Be realistic with time differences if you select surface mail, as delivery can be unpredictable. Check with your unit for availability and access to the Internet. Know it may be possible to send but not receive e-mails. Also, discuss how you want to handle bad news, just in case.

Pay Bills On Time

Even though you will be away from home, there will still be bills that will need to be paid. Set up automatic payments, direct deposits or allotments, or designate someone to be in charge of meeting your financial obligations such as mortgage and vehicle loans, lease, and rent payments, etc. Many banks now offer on-line banking where bills can be paid via Internet access. Do not allow yourself to fall behind on these obligations. Late or missed payments can adversely affect your credit rating. Place key payment dates on your calendar.

▶ If you pay for a subscription service (cell phone/magazine/TV, etc.) that you will not use during deployment, contact the provider, as most companies will work with you to place your service on hold until you return.

Plan for Tax Preparation

If you are going to be deployed during the time when state and federal income tax returns need to be filed, take steps prior to your deployment to gather tax-related documents in one place. If necessary, consider whether you should file for an extension or have someone else prepare and submit your taxes for you.

► **Financial fitness is as important as physical fitness.**

Locate or Prepare Vital Documents

One of the most *important* documents you should have is an updated will to protect your estate and provide directives for your children. Also recommended is a general power of attorney, which provides a designee with the legal authority to act on your

TIP ◀

Ensure your family knows the location of critical documents. Consider the use of a flash drive to store vital information and tell family members where it is located!

behalf for financial, health-related, or other business matters in the event you are unable to make decisions for yourself. A medical directive is also important as it provides instructions for your own medical care. If you already have these documents, check them

to ensure that they are updated and reflect your current situation and instructions. If you have not previously prepared these documents, check with your military unit to determine if a Judge Advocate General (JAG) lawyer is available and can provide these services to you, free of charge. Be sure to inform a trusted family member where these personal documents are stored and give the name of the person who has general power of attorney to one of your law enforcement department supervisors.

TIP

Make sure your family is properly enrolled in DEERS and ID cards are up-to-date.

Make Plans for Home Maintenance/Security

The responsibility of maintaining your home will revert to your family, friends, or members of your department. Leave them a list of issues and preferred repair companies and

TIP

Your community may have an active neighborhood watch program. See if they will assist while you are deployed.

contacts that you currently use. Maintain adequate insurance coverage on both your home and personal property. Be sure to notify your local law enforcement department if your home is going to be vacant while you are deployed.

Decide to Store Your Vehicle or Maintain It

Decide where you will store your vehicle or designate someone to be responsible for maintaining it. Continue insurance coverage on your vehicle and maintain current registration.

TIP 

Contact your insurance company; you may qualify for reduced or minimum rates while deployed.

Indicate Burial Instructions

You should consider recording specific instructions regarding the place and manner of burial in the event of your death.

Upon mobilization, you should leave these instructions with your family.

B. During Deployment

Keep in Touch

Check with your military command for information on specific communication options available at your duty station during your unit's deployment. Discuss which options are best for your family and employer to maintain

contact with you and ensure that you provide adequate instructions to both your family and department. Staying connected directly affects the reintegration process, and can positively impact your physical health and mental wellness during your deployment. Find ways to stay connected to your parents, spouse, children, and friends during deployment. Encourage care packages and phone calls; invite them to find creative ways to express their affection and caring for you. Although long distance telephone calls to remote areas of foreign countries can be extremely expensive, Internet phone services (e.g., Skype) now provide low-cost communication access for loved ones, reducing the financial burden associated with staying connected during OCONUS deployments.

Read Departmental Newsletters/Bulletins

Many departments have their own internal web sites and news distribution processes. Determine what Internet services will be available at your duty station and if possible, establish accounts prior to deployment so you are able to stay current with department and family news. Send pictures back that provide your department leaders and peers with a better understanding of the conditions that exist where you are deployed.

Stay Physically and Mentally Fit

Anticipate stress and prepare for it. Familiarize yourself with how *you* handle stress and know your maximum level of stress at which

“Staying in shape is critical to reintegration and being competitive for specialized units.”

—RETURNING OFFICER-VETERAN

you can maintain a reasonable level of function (e.g., determine your “stress capacity” through simulation exercises or by thinking of previous stressful events and how you coped with them). Simple cardio exercises and strength-building workouts will help you maintain your pre-deployment physical condition and serves to help relieve mental stressors. **In other words, stay in shape!**

Review Changes in Departmental Policies and Procedures

Take a copy of your department’s policies and procedures with you on a flash drive and review them during down time. This activity will help you stay connected with your department.

▶ **Jacksonville, NC Police Department** has set up a web-based course for officers to complete state-mandated in-service training while they are deployed.

In-service Training and Promotions

Ask your training officer if there is any way for you to stay current with mandatory in-service training during your deployment. If you have a reason to believe that you may be in line for a promotion, contact the Human Resources (HR) staff to develop a plan to administer the promotional exam to you, if appropriate.

C. Post-Deployment

Personal Matters

Update Changes Made Prior to Deployment

Remove any holds you placed on accounts such as mail, bills, and bank statements. Check monthly statements, etc., to ensure that you did not pay any hidden fees or penalty charges while deployed.

Take Time Before Returning to Work

Take the time to decompress, get reacquainted with family and friends, and adjust to family life and normal daily activities. This adjustment period before returning to work will help you cope with the normal challenges that occur after serving in combat.

TIP

Leave time: “Use it or lose it.”

Combat's Effect on Performance

Issues of Concern

It is of utmost importance that all law enforcement officers who have served in combat are aware that there are differences between the mindset and performance requirements for the skills used in combat compared with those necessary for domestic policing. If your department's in-service training officer provides or requires training to support your transition from combat to policing in your community, be willing to accept the additional training. If your department does not automatically offer or require transitional training, ask for the training or assistance as you readjust these skills sets.

▶ **Don't jump into work too soon. Take some time off, relax, and enjoy being back in the United States.**

Some of the challenges you might have as you readjust your mindset and performance to a domestic policing environment may include the ability to:

- ▶ Transition language from an environment where everyone is considered the enemy to an environment of community policing
- ▶ Reprogram muscle memory to the equipment and tactics used in domestic policing environments
- ▶ Differentiate between military and civilian law enforcement use-of-force techniques
- ▶ Transition from military tactical driving to domestic driving

- ▶ Understand new equipment and technology acquired by the department
 - ▶ Reorient to geographical and community changes
 - ▶ Re-qualify and recertify
 - ▶ Familiarize yourself with departmental changes to policies and procedures
 - ▶ Empathize with and maintain patience and tolerance for civilians
 - ▶ Adjust your expectation of roles and responsibilities and the different leadership styles of your peers
- ▶ Newly acquired skills may require additional schooling and certification as you adjust to performing in domestic policing environments.

Assuming Your Duties

Schedule a Meeting with Your Chief

Sharing your combat experiences can help the chief better understand your needs during your transition period. If the chief is

“Have a liaison officer, someone to help you handle logistical things. A mentor or support officer that will get you back in and get you going. Someone that will help you get re-acclimated.”

—RETURNING OFFICER-VETERAN

unavailable, contact your supervisor or an HR specialist.

Acknowledge New Skills

During your military service, you may have acquired new skills that you can use in your policing duties. Make your department leaders, peers, and training instructors aware of these skills so you and the department can benefit.

TIP 

Make a list of the new skills that may qualify you for a new position or duty and discuss with your supervisor how your newly acquired skills may qualify you for transfer to a specialized unit, new assignment, or promotion within your department.

Discuss Timing and Schedule

Talk with your leadership about the timeline for resuming your duties and your schedule. Be prepared for changes. To ease the transition back to duty, consider requesting light duty or a temporary transfer to a day rather than night shift, if possible.

TIP 

**USERRA provides for time off.
Know your rights.**

Recover Your Equipment

Follow the departmental policy on reissuing gear. You may be entitled to new equipment or a replacement of old/worn equipment.

“Missouri Police Officer Standards and Training (P.O.S.T.) has relaxed requirements for veterans, allowing them time to catch up when they return.”

—KANSAS CITY, MO PD

Update Certifications and In-service Requirements

Update any certifications and in-service requirements that may have lapsed during deployment.

Health and Wellness

Coping with Injuries and Wounds

Some service members return from war with illnesses, wounds, or injuries that vary in severity. Because of advances in medical care, body armor, and logistics, increasingly more service members are surviving their physical wounds. Others may return with permanent disabilities such as hearing loss, back pain, and headaches that may affect their ability to function in previously held positions. Discuss with your commanding officer or department administrator any physical

concerns that might hinder your return to full duty status in the position you held prior to deployment. It is important that you are up front and honest about any negative impact your physical health and wellness might have on your ability to safely perform the tasks required of your position. You may require periodic visits to the Veterans Affairs (VA) hospital system or a clinic recommended by department medical staff.

TIP 

Be sure to update your records if you have received a physical profile for an injury or wound.

Post-Traumatic Stress Disorder (PTSD)

Post-Traumatic Stress Disorder, PTSD, is an anxiety disorder that can develop after exposure to a terrifying event or ordeal in which grave physical harm occurred or was threatened. Traumatic events that may trigger PTSD include violent personal assaults, natural or human-caused disasters, accidents, or military combat.

With each passing conflict in which our military forces are engaged, we learn more about the psychological effects of combat duty. PTSD, if untreated, can cause problems that make it difficult to perform your job effectively or to have positive relationships with your family and friends. Common symptoms of PTSD include anxiety attacks, depression, nightmares, aggressive behavior,

flashbacks, sensitivity to noises and movement, and a numbing of emotions. Be aware that PTSD symptoms may not develop until 6-12 months after your return from combat deployments, but can be effectively treated.

► **Emotions and behaviors to be aware of when returning from deployment:**

- Anxiety
- Flashbacks
- Depression
- Withdrawal and isolation
- Irritability
- Sleep problems
- Anger and aggression
- Increased alcohol use
- Drug usage

Treatment of PTSD

It is important to remember that PTSD symptoms are normal reactions to extreme situations and often not permanent. However, if left untreated, these invisible injuries can lead to destructive behaviors such as alcohol and drug abuse, inappropriate aggression, or even suicide. Rates of PTSD and these destructive behaviors tend to be higher among veterans than the civilian population. If you are struggling to deal with your combat experience or if you or those around you notice any personality or behavioral changes, seek not only professional assistance but also the support of other veterans. Reaching out for help is a sign of strength and can be something that benefits everyone who returns from combat.

www.suicidepreventionlifeline.org
1-800-273-TALK

A physical impairment or injury is not in and of itself a barrier to sworn officer positions. Departments may adjust requirements to accommodate for your injuries, including temporary assignments to non-sworn positions. Other civilian (non-sworn) positions in law enforcement departments may also be available.

NOTE: *The majority of veterans in sworn positions who participated in focus group sessions during the IACP's research identified the topics in this Health and Wellness section as the biggest challenges when transitioning into their civilian policing jobs.*

Be cognizant of your reactions, behaviors, and perceptions and seek the guidance of peer support groups, your military liaison officer, or an experienced mental health professional. Section V of this guide lists a number of resources that are available to veterans. The approach you take to your return to duty can potentially have an impact on your health and welfare, your effectiveness on the job, your department, and the community you serve.

IV. For Veterans Considering a Law Enforcement Career

Starting Your Search

For those veterans returning from combat assignments and who are seeking fulltime employment and considering a career in law enforcement, this section provides you with many valuable tips that might help you jump-start your search. Section III also contains much valuable information and resources that are applicable regardless of where you are in your career.

Many law enforcement departments welcome returning combat veterans interested in law enforcement careers. Most persons who have served in the military have ingrained in their personality a desire to serve others. While law enforcement is a noble

▶ INFO

Learn more about law enforcement careers at: www.discoverpolicing.org

profession and offers veterans long-term stability, it also helps satisfy the desire to serve others and thus offers a sense of accomplishment and pride. In law enforcement, you can apply your dedication and patriotism to protecting the public, while helping to make a real difference in your community.

Individuals with military experience make desirable law enforcement employees and bring a high level of training and dedication to policing careers. In addition, combat veterans are typically team-orientated professionals who exemplify the selfless commitment necessary to serve their communities as law enforcement officers.

Veterans can seek positions in law enforcement through various on-line federal, state, and local Internet job sites or by attending job fairs. The Discover Policing website (www.discoverpolicing.org), created by the IACP and supported by BJA, serves as the premier source for finding information on law enforcement careers and applying for law enforcement vacancies around the country. The information provided on the Discover Policing website provides a realistic view of the diversity of law enforcement departments and types of positions available. It also provides those seeking a position in law enforcement with a no-cost website on which personal resumes can be posted. Another useful site for soldiers is the Army Career and Alumni Program (ACAP) (www.acap.army.mil). Marines may want to access Marine For Life (www.m4l.usmc.mil).

Employer Support of the Guard and Reserve (ESGR)

Your employer may be a member of the ESGR (www.esgr.mil); ensure they understand the benefits of supporting ESGR and the assistance it can provide you.

▶ The Delaware State Police seeks citizens with strong leadership, communications (oral and written), and people skills, all part of a veteran's portfolio.

Beyond the Application Process

Once you have moved beyond the application stage of your career search and begin interviewing with law enforcement departments, consider emphasizing the skills you developed during your deployment and offer specific examples of activities in which you participated and experiences you encountered during your military career. Many law enforcement departments recognize the value of your military experience and reward it by:

- ▶ Streamlining or fast-tracking applications
- ▶ Adding veteran preference points to exam scores
- ▶ Offering incentives or differential pay for advanced degrees and language skills
- ▶ Offering service time credit toward retirement

▶ INFO

DOD's All Service Transition Assistance Program: www.turbotap.org

As you look at and compare departments, be sure to inquire about these and other incentives that may be available to transitioning service members. Those wishing to claim veterans' preference should be prepared to

submit a copy of their DD form 214 with the application (verification of disability status can be obtained through any local VA office).

- ▶ Because the majority of law enforcement departments accommodate National Guard and Reserve service members who are called to duty, you can easily continue your National Guard or Reserve service while maintaining a fulltime job as a law enforcement officer

Veterans from the Delaware State Police, Fairfax County Police Department (VA), Renton Police Department (WA), and the Colorado Springs Police Department (CO) offer the following tips for combat veterans seeking employment with a law enforcement department:

- ▶ Apply for any position (sworn or non-sworn) as soon as possible
- ▶ Be honest, open, and welcoming to the background investigation process
- ▶ Take advantage of ride-along opportunities
- ▶ Consider the pros and cons of large, medium, and smaller municipal departments as well as federal law enforcement departments. Decide what type of department you would feel most comfortable working for.
- ▶ Do not apply to or test for only one department
- ▶ Earn a college associate or baccalaureate degree, at your earliest convenience, if possible (work toward completing through on-line programs while deployed). Some colleges will give you credit toward a degree for your military service.
- ▶ Stay physically fit

- ▶ Know that the application, screening, and hiring process takes time; have a Plan B available
- ▶ Understand that your experience is a great benefit to law enforcement
- ▶ Be very thorough and totally honest when filling out applications. Any sign of deception or inaccuracy may be cause for disqualification.
- ▶ Seek out other veterans who are members of the departments that interest you. Ask them for their opinions of the department and suggestions to improve your chances for selection.

During Recruit Training

Your military experience will not negate the need for you to complete basic law enforcement officer recruit training, but your military experience and learned skill sets should serve to make the recruit training easier for you than for those who have never served in the military.

Your law enforcement training may also allow you to take advantage of the VA's On-The-Job-Training program. Information regarding this resource can be obtained from each state's local VA office. This program allows veterans to use their new Post-9/11 GI Bill as an income supplement while attending a law enforcement academy. This can add hundreds of tax-free dollars on top of your recruit pay. VA office staff will assist you with completing the required forms while some law enforcement departments will help process your paperwork, with the assistance of the nearest VA office.

V. Resources

Comprehensive Resources

- ▶ **After Deployment**
www.afterdeployment.org
- ▶ **AmeriForce Deployment Guide**
www.ameriforce.net/deployment
- ▶ **Department of Defense**
www.defense.gov
- ▶ **DOD Mental Health Self-Assessment (MHSA)**
www.pdhealth.mil/mhsa.asp
- ▶ **Military OneSource**
www.militaryonesource.com
- ▶ **Military**
www.military.com
- ▶ **National Center for PTSD**
www.ptsd.va.gov
- ▶ **National Resource Directory**
www.nationalresourcedirectory.gov
- ▶ **National Suicide Prevention Lifeline**
www.suicidepreventionlifeline.org
- ▶ **Reserve Affairs**
<http://ra.defense.gov>
- ▶ **Transition Assistance Program**
www.turbotap.org
- ▶ **Veterans of Foreign Wars**
www.vfw.org
- ▶ **Warrior Care**
www.warriorcare.mil
- ▶ **Wounded Warrior Project**
www.woundedwarriorproject.org
- ▶ **Wounded Warrior Regiment**
www.woundedwarriorregiment.org
- ▶ **Wounded Warrior Resource Center**
www.woundedwarriorresourcecenter.com

Benefits

- ▶ **Department of Veterans Affairs**
www.va.gov
- ▶ **Post-9/11 GI Bill**
www.gibill.va.gov
- ▶ **Returning Service Members (OEF/OIF)**
www.oefoif.va.gov

Employment

- ▶ **Army Career and Alumni Program**
www.acap.army.mil
- ▶ **Department of Homeland Security**
www.dhs.gov/xcitizens/veterans.shtm
- ▶ **Discover Policing**
www.discoverpolicing.org
- ▶ **Employer Support of the Guard and Reserve**
www.esgr.mil
- ▶ **Marine for Life**
www.m4l.usmc.mil
- ▶ **Veterans' Employment & Training Service (VETS)**
www.dol.gov/vets

Components

- ▶ **Air Force**
www.af.mil
- ▶ **Army**
www.army.mil
- ▶ **Coast Guard**
www.uscg.mil
- ▶ **Marines**
www.marines.mil
- ▶ **Navy**
www.navy.mil

National Guard and Reserve

- ▶ **Air Force Reserve**
www.afreserve.com
- ▶ **Army Reserve**
www.usar.army.mil
- ▶ **Coast Guard Reserve**
www.uscg.mil/reserve
- ▶ **National Guard**
www.ng.mil
- ▶ **Navy Reserve**
www.navyreserve.com

Family

- ▶ **American Red Cross**
www.redcross.org
- ▶ **Army OneSource**
www.myarmyonesource.com
- ▶ **Army Reserve Family Programs**
www.arfp.org
- ▶ **Helping Children Cope with Deployment**
www.sesamestreetfamilyconnections.org
- ▶ **Our Military Kids**
www.ourmilitarykids.org

Legal Protections

- ▶ **Servicemembers Civil Relief Act (SCRA)**
www.military.com/benefits/legal-matters/scra/overview
- ▶ **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
www.esgr.mil
- ▶ **U.S. Armed Forces Legal Assistance (AFLA)**
<http://legalassistance.law.af.mil>

► The authors of this guidebook hope that you have found the information of value, regardless of where you are in the deployment cycle. For those returning veterans who have finished their service obligation, we hope you find that the hints, tips, links, and resources are useful as you begin your search for law enforcement career opportunities.

NOTE: *This guidebook is not intended to substitute for or circumvent a normal or established chain of command on which you rely for professional career advice. Rather, it is based on the experiences and advice of sworn law enforcement personnel who have served in the military and human resource staff from a variety of federal, state and local law enforcement departments in the United States who are interested in hiring YOU!*

For further information, please contact **militaryveterans@theiacp.org**.

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This guide is dedicated to the brave men and women of our Armed Forces who have courageously served their country and community with honor in the time of need and who continue to serve their communities as public safety officers.

Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF): At The Frontlines in partnership with those who serve



ATF is supporting the military in theater through active partnerships in the Combined Explosives Exploitation Cell (CEXC) which provides immediate technical and operational analysis of improvised explosive devices (IEDs), Joint Improvised Explosives Devices Defeat Organization (JIEDDO) to provide training in identifying and defeating IEDs and the training of explosives detection canines.

ATF is proud of its partnership with the military in the Operation Warfighter program which recruits and hires convalescing service members. This partnership exists to provide the wounded Warfighter with assistance in their rehabilitation through limited duties in Federal law enforcement.

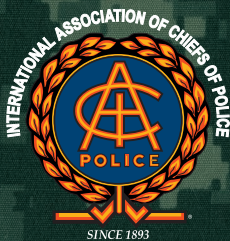
You can learn more about ATF by visiting www.ATF.gov

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