

San Jose Police Department Uniform Manual

2017



Uniform Committee Members:

Lt. D. Santos, Sgt. T. Lonac, Sgt. J. Nunes
Ofcr. B. Asuelo, Ofcr. C. Cebrian, Ofcr. K. Dorris
Ofcr. C. Gensole, Ofcr. C. Green, Ofcr. T. Latendresse
Ofcr. R. Foster, Ofcr. G. Kepler, Ofcr. W. Okuma
Ofcr. S. Rocha, Ofcr. G. Thompson, Ofcr. J. Tompkins
CSO B. Dillon

The goal of this Uniform and Equipment Specifications Manual is to provide a practical, common sense document that details the necessary information regarding required and optional uniforms and equipment. Most of the articles listed below note manufacturers and models that are examples of the standard. Other brands and models are not precluded as long as they meet or exceed the standards of those examples.

The photographs in this manual also demonstrate examples of what uniform and equipment articles are deemed appropriate.

Disability requirements may allow a sworn department member to wear an item or items not otherwise authorized in this manual with the approval of the Chief of Police or their designee.

Proposed changes or additions to the authorized usage of uniform and equipment articles shall be routed to the Research & Development Unit. Review and analysis of proposals will be coordinated with the Uniform and Equipment Committee for presentation to the Chief of Police, or designee, for a final decision.

As directed by the Chief of Police, all Department members are required to comply with the specifications outlined in this manual per Duty Manual section S1100.

Department members interested in approving a pin to wear upon a uniform shall submit a memorandum through their chain of command describing the pin in detail, including a picture of the pin, the need for the pin and where the pin is to be worn.

If the pin is approved by the Chief of Police or their designee, that information will be routed to the Research and Development Unit for addition into the next version of the Uniform and Specifications Manual.

Table of Contents

SWORN POSITIONS

BADGES, PINS & PATCH.....5

Metal Badges	5
Mourning Band	6
Cloth Badges.....	6
Pins and Ribbons.....	7
Patch.....	10

RANK INSIGNIA.....11

Sergeant	11
Lieutenant	12
Captain.....	12
Deputy Chief.....	13
Assistant Chief.....	13
Chief.....	14

UNIFORMS.....15

Regular Duty Uniforms	15
Utility Uniform	18
Shirts.....	19
Undershirts.....	19
Seniority Stripes (Optional).....	19
Tie and Tie Tack/Bar.....	20
Trousers	20

COVERS.....21

Soft cap.....	21
Emblem.....	21
Baseball cap	22
Watch cap	22

NAMETAGS.....23

Metal nametags	23
Cloth Name/Badge Tag	24

BELTS.....24

Trouser Belt	24
Duty Belt.....	24

FOOTWEAR.....25

EQUIPMENT.....25

Body Armor and Extrenal Carriers	25
Handgun and Ammunition	26
Holsters and Holders	27
Handcuffs.....	27
Flashlights.....	27
Standard	27
Mini-Lights	27
Helmet & Face Shield	27
Gas Mask	28
Batons	28

Straight Wooden Baton	28
Metal Side Handled Baton.....	28
Metal Expandable Baton.....	28
Rapid Deployment Team Baton.....	28
Kendo Stick (Bokan)	28
Yawara Stick.....	28
Tasers.....	28
OPTIONAL UNIFORM ARTICLES.....	29
Rain Gear	29
Sweater	30
Jackets.....	31
Patrol Jacket	31
Dress (Ike) Jacket.....	32
Leather Jacket	33
Eyewear	34
Gloves.....	34
Dickey, Turtleneck, & Mock Turtleneck	34
Knives.....	34
Folding blades	34
Fixed blades	34
Earpiece	34
Pager, Telephone, Tape Recorder and Communication Devices	35
SPECIALIZED UNIFORMS.....	36
Special Operations	36
MERGE Tactical Uniforms	37
Bomb Squad.....	38
Ceremonial Uniform	39
Honor Guard Detail.....	39
Color Guard Detail.....	40
Funeral Detail.....	40
Raid Jacket.....	40
Traffic Enforcement Unit	42
Horse Mounted Unit.....	43
Air Support Unit.....	44
Bicycle Uniform.....	45
Pre-Processing Uniform	46
School Uniform.....	47
CIVILIAN POSITIONS	
COMMUNITY SERVICE OFFICER (CSO) UNIFORMS.....	48
Metal Shields	48
Regular Duty Uniform.....	48
Equipment.....	51
Jackets.....	52
Optional Clothing Items	52
RELIGIOUS EXEMPTIONS.....	54

BADGES, PINS & PATCH

Metal Badges

The Sun Badge Company, Ed Jones Badge Company and the Irvine & Jachens Badge Manufactured badges are the standards of the regulation badge. Officers, sergeants and reserves will use silver colored badges. Command officers will use gold colored badges. The badge number is inscribed in the center of the badge. The rank of the member is inscribed below the word "Police."

Use: All authorized uniform shirts, sweaters and jackets have badge holders in the appropriate location. The badge must be worn on the outermost garment over the left breast when wearing a uniform. The badge must be polished and free from scratches and blemishes.



Mourning Band

The mourning band is a black elastic band or cloth strip 3/8" wide that is worn diagonally on the metal badge from the point nearest the left shoulder to the opposite indentation closest to the heart.

Use: The mourning band is worn at the direction of the Chief of Police or their designee.



Cloth Badges

The authorized cloth badge consists of a seven-point star embroidered with the words "San Jose Police" and includes the officer's rank. This is a replica of a metal badge. The cloth badge framed by a 3" diameter royal blue patch will be allowed, but slowly phased out. Effective June 1, 2013, all new soft badges will be the "star" style. The colors of the cloth badges are silver for officers and sergeants and gold for command officers. The words "San Jose" and "Police" are embroidered within the star in upper and lower curves in 1/4" upper case royal blue thread.

Use: The cloth badge is used on enforcement polo shirts, utility uniform shirts, Special Operations Division tactical uniforms, jackets and non-enforcement shirts. A subdued version is authorized for Special Operations tactical uniforms.



New "Star" Style

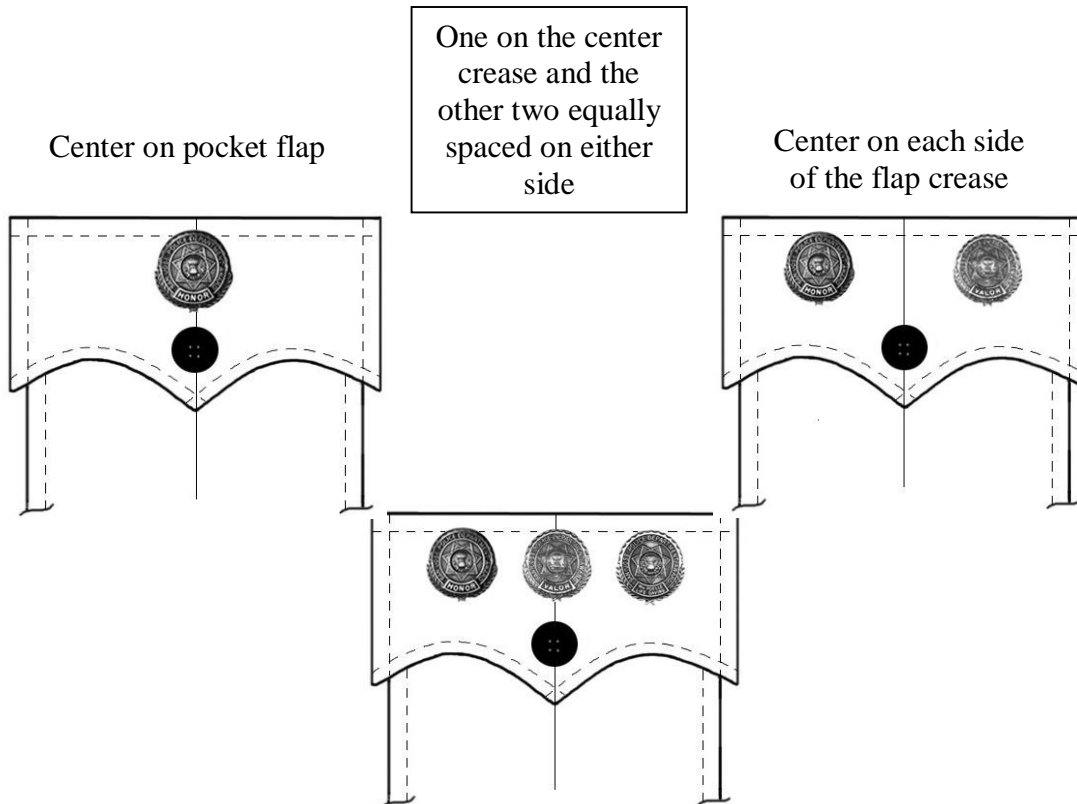


Old Style

Pins, Awards and Ribbons

Authorized award medals include: Medal of Honor, Medal of Valor, Hazardous Duty and William Poelle Lifesaving and any other award medal authorized by the Chief of Police.

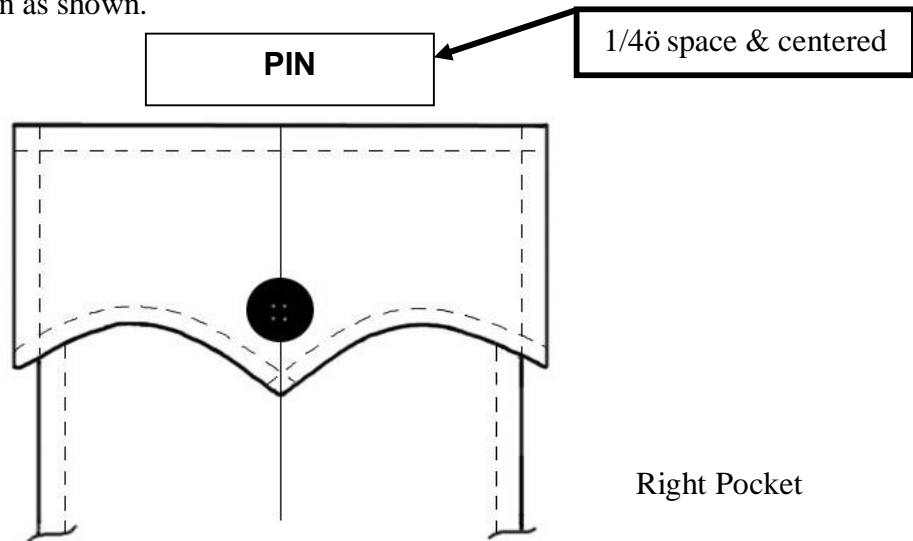
Use: A single award medal shall be centered on the left shirt pocket flap between the pocket button and police badge. Two award medals are centered on each side of the flap crease. Three award medals are equally spaced with one on the crease and the other two on each side. Three award medals shall be the maximum amount displayed at any one time.



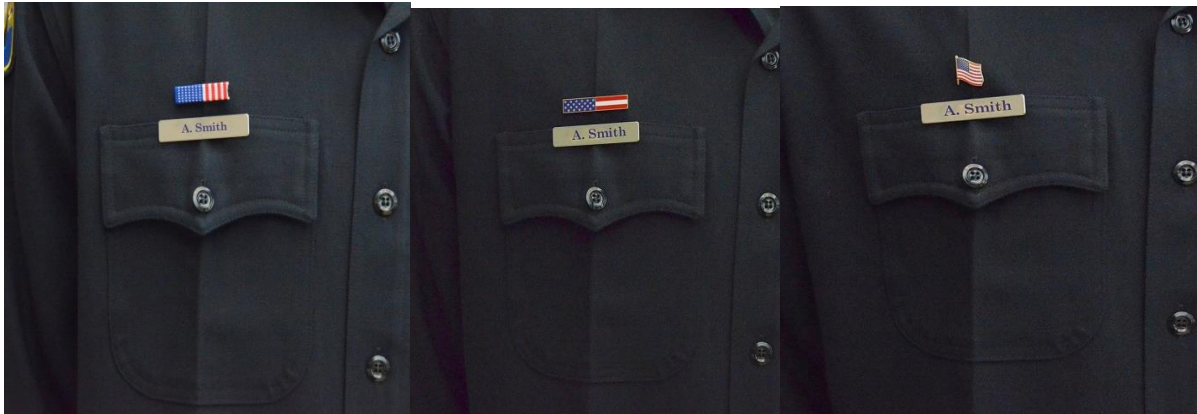
Authorized pins and devices are pictured below. The pins shall be positioned 1/4" above the top edge of the right shirt pocket flap and centered on the crease. Only one device is authorized to be worn at any time. The Department member may choose which single device to wear.



The device will be worn as shown.



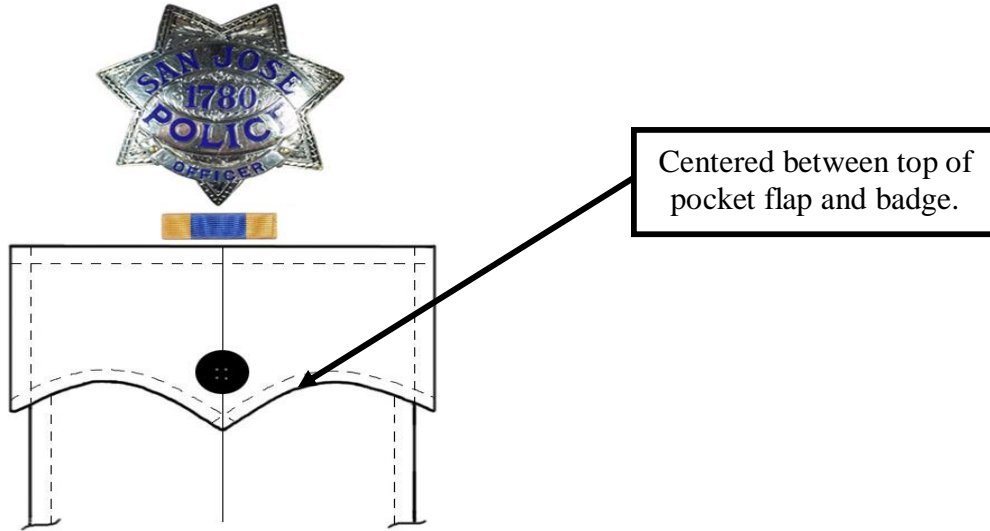
U.S. Flag pins and Ribbons - The U.S. Flag pin must be worn above the nametag, as with other authorized devices. Also, all members in uniform are reminded that only one device may be worn at any time.



The measurement of any ribbon pin is 1-1/2 inches wide and 3/8 inches tall. For the U.S. Flag ribbon pin, the left half of the pin will have dark blue field with dots representing stars and the right half of the pin will have eight vertical stripes alternating in color of white and red.



The Blue & Gold Wounded in Service ribbon is also authorized to be worn on the uniform. The Blue & Gold Wounded in Service ribbon shall be centered between the duty badge and the upper shirt pocket flap.



Left Pocket

Patch

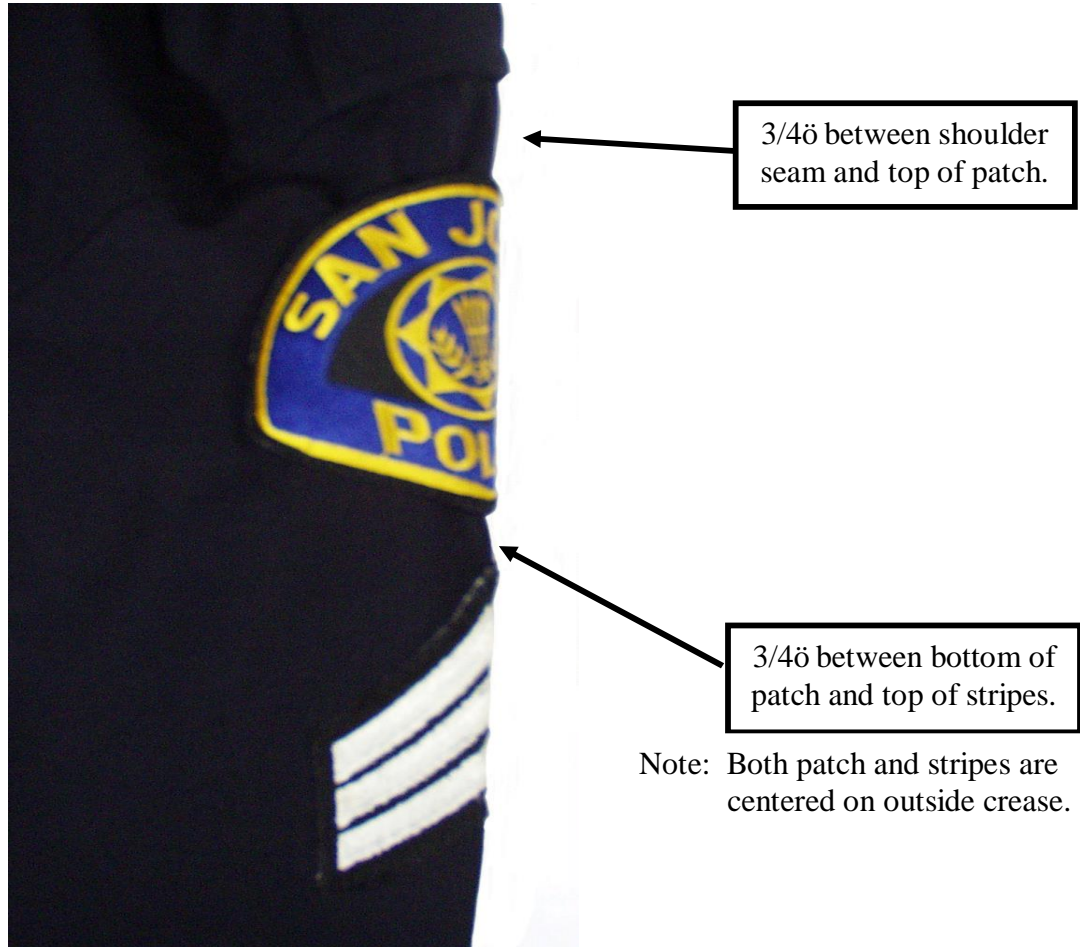
The National Emblem Company patch is the example of the Department patch.

Use: The patch is worn 3/4" below and centered on the shoulder seam of both sleeves on all regulation and utility shirts and jackets. A miniature patch is worn on the baseball cap.



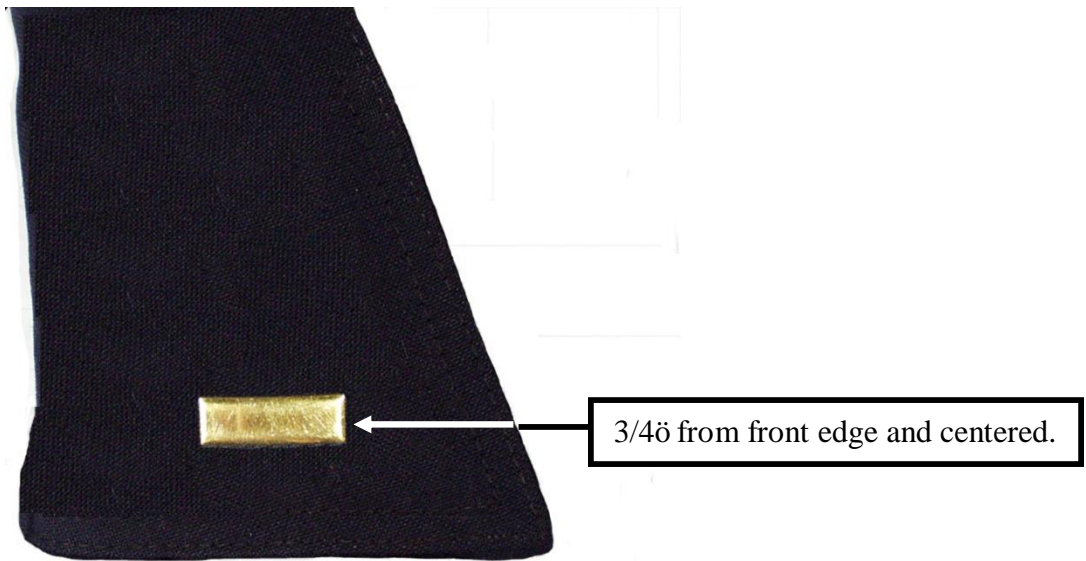
RANK INSIGNIA

Sergeant

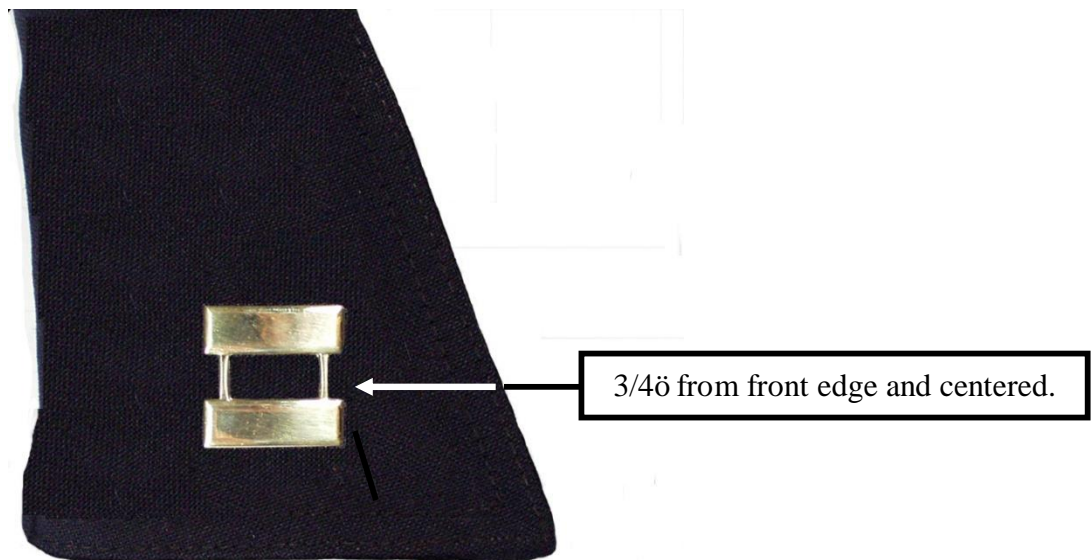


The insignia is 3" wide and 3 1/2" from top point to bottom point, with white stripes and black background. Stripes are an embroidered patch. Chevrons are worn on uniform shirt, sweater, dress jacket and car coat.

Lieutenant

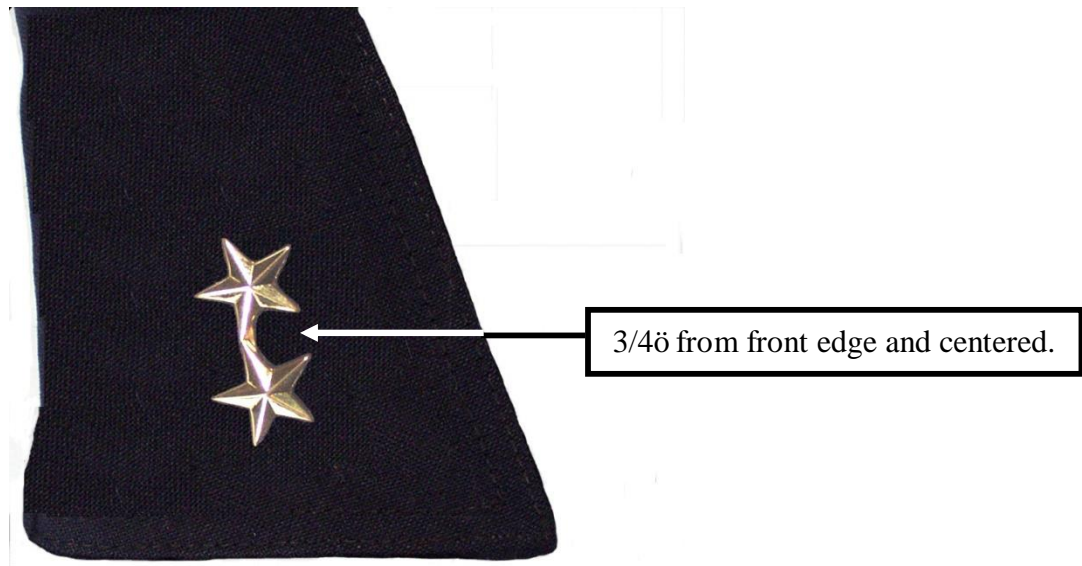


Captain

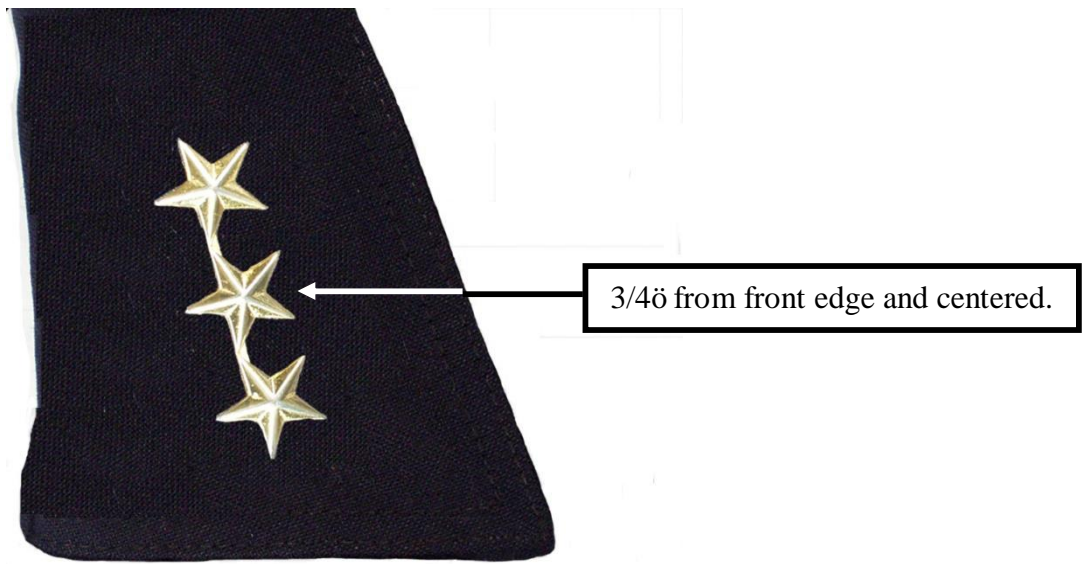


Rank insignia for uniform and utility shirt is $\frac{1}{4}$ ö wide and $\frac{3}{4}$ ö long. Rank insignia for dress jacket and car coat is $\frac{3}{8}$ ö wide and 1ö long.

Deputy Chief

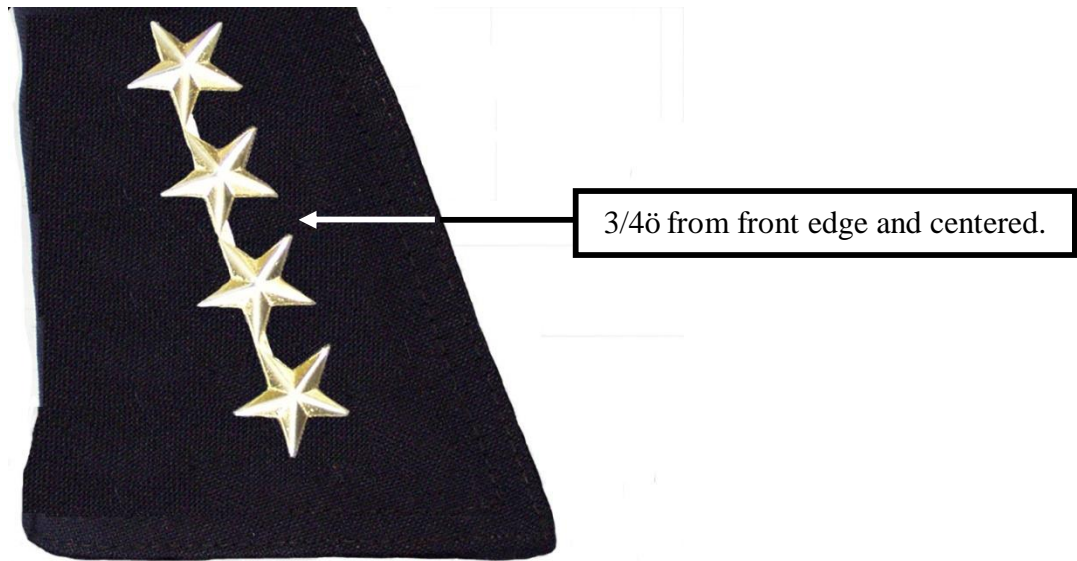


Assistant Chief



Rank insignia for uniform and utility shirt is star cluster of 1/2ö. Rank insignia for dress jacket and car coat is star cluster of 1ö.

Chief



Rank insignia for uniform and utility shirt is star cluster of 1/2ö. Rank insignia for dress jacket and car coat is star cluster of 1ö.

UNIFORMS

Regular Duty Uniforms

The Regular Duty Uniform is standard attire for all personnel assigned to the Bureau of Field Operations unless their specific assignment requires the use of another uniform type. The wash and wear style of uniform may be used as any A, B or C uniform.

The **Class “A”** Regular Duty Uniform includes the following items: Soft cap, long sleeved shirt, tie with tack/bar, trousers, black polished footwear, and duty belt with standard equipment without baton. (Exception: expandable batons are allowed and the dress (Ike) jacket is optional).



The **Class “B”** Regular Duty Uniform includes the following items: long sleeved shirt, exposed t-shirt, trousers, black polished footwear and duty belt with standard equipment including an authorized baton.



The **Class “C”** Regular Duty Uniform includes the following items: short sleeved shirt, exposed t-shirt, trousers, black polished footwear and duty belt with standard equipment including an authorized baton.



Utility Uniform

The two piece style of Battle Dress Utility (BDU) uniform is the standard. The uniform is a two-piece navy blue cotton blend. The shirt may be short or long sleeve and always neatly tucked into the trousers. A black shirt is the required undershirt. White sergeant chevrons are sewn on both sleeves in the same manner as the regulation uniform. Standard command officer insignia is worn on the shirt collar. The cloth name and badge number tags will consist of silver lettering and numbers on a black background and are sewn above the pockets as noted below. The new style cloth badge listed in this manual is the only badge authorized for purchase beginning in 2013. The navy blue wool baseball cap described in the Regular Duty Uniform sections is the only cover authorized for use with the BDU.

Use: The BDU is only worn at the direction of a command officer during inclement weather or specific circumstances (i.e. special operations or events). Patrol Investigated Crime Scene (PICS) officers and Specialist officers are authorized to wear a BDU while working patrol. The BDU must be worn with the trousers bloused or neatly tucked into the combat boots. All required safety equipment listed under Regular Duty Uniform description shall be utilized with the Utility Uniform. All department members must maintain a BDU.

Special Operations may wear different BDUs as authorization by their Commanders. Several examples are displayed in the Special Operations section of this manual.



Shirts

Flying Cross, Elbeco and Conqueror make standard uniform long sleeve and short sleeve regulation uniform shirts. The shirts are navy blue and made of wool, a wool blend or wash-and-wear material. Wash and wear shirts may only be the Flying Cross brand. Hidden flap snaps, Velcro, and/or zippers are allowed if the buttoned appearance is retained. Military creases front and back are required. Black leather patches and seam reinforcements are allowed if professionally machine stitched and no larger than necessary to protect equipment contact points. The patches must provide a professional appearance. Patches and sergeant chevrons are sewn onto both sleeves. Seniority stripes (optional) are sewn onto the left sleeve of long sleeve shirts.

Use: The shirt must be neatly tucked into the trousers and cuffs will remain buttoned at all times. Creases in the shirt may be sewn. All uniform shirts will be maintained and worn in a professional manner. The collar can be worn open or closed; however, a tie must be worn if the collar is worn closed.

Undershirts

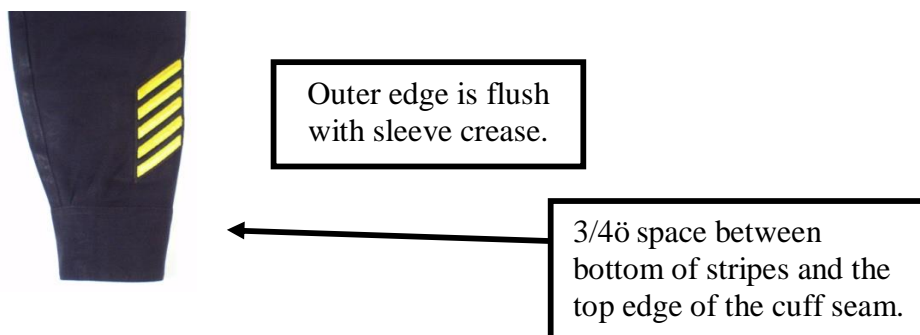
The undershirt must be a plain white or black crew neck cotton-type T-shirt in good condition. No undershirt will have visible designs or logos, other than "SJPD." "SJPD" should be embroidered in white, silver or gold for command officers. If a thermal undershirt is worn, it must match the appearance of a regular T-shirt or be worn beneath the T-shirt if the uniform shirt is worn open collared. The cuff of any undershirt must not be visible.

Use: A white or black undershirt, black dickey, black turtleneck, or black mock turtleneck is required whenever a long sleeve uniform shirt, jacket or sweater is worn open collared. Otherwise, a tie is required. A black undershirt, turtleneck, or mock turtleneck is required when wearing the utility uniform shirt or tactical uniform. A white or black undershirt is required whenever a short sleeve uniform shirt is worn with an open-collar.

Seniority Stripes (Optional)

The National Emblem Company model is the standard of authorized service stripes. All other models must meet or exceed its standards in all respects. Each seniority stripe designates five years as a peace officer in any accredited law enforcement agency.

Use: The seniority stripes must be professionally sewn on the lower left sleeve of shirts and jackets 3/4" above the upper cuff seam and midway between the two sleeve seams. The stripes must be applied as one patch. Officer and sergeant stripes are white with blue trim. Command officer stripes are gold with blue trim.



Tie and Tie Tack/Bar

The Cornell and Broome brands are the standards of the regulation tie. The Hook-Fast Company tie tacks and tie bars are the standards for those articles. Any other ties, tie tacks and tie bars must meet or exceed their standards in all respects. The tie is a black breakaway wool/wool blend style with a basic conservative knot at the top. The emblem on the tie tack/bar is a seven pointed police star with the official city seal inside. The seal has a blue enamel band around it with the words "San Jose Police" in block letters. Officers and sergeants will use silver colored tie tacks or bars. Command officers will use gold tie tacks or tie bars.

Use: When a tie is worn, a tie tack/bar is required. The tie is required for Class A uniforms. The tack/bar is worn centered and horizontally aligned evenly with the bottom of the shirt pockets.



Trousers

The Fechheimer or Flying Cross brands are the standard of regulation trousers. The trousers are navy blue and made of wool, wool blend or wash and wear material. There is a 1/2" stripe covering both outside leg seams from the bottom of the pocket to the end of the leg. Off white stripes are required for sergeants and officers. Gold stripes are required for Command officers. Professionally machine sewn leather pocket trim and inner cuff stays are authorized.

Use: Regulation trousers should fit comfortably so that the edges of the front pockets lay flat and parallel. Uniform trousers will be maintained and worn in a professional manner. The front of the leg should touch the top of the footwear and the back of the leg should be between 1" and 1 1/2" from the ground.

COVERS

Soft cap

The Lancaster model soft cap is the standard for the Department (see below). Any other brand must meet or exceed its standards in all respects. The cap has a navy blue wool serge upper with a black patent leather-type visor. The chinstrap is attached to the cap by two metallic Φ buttons. Officers use a black patent leather-type strap with silver buttons. Sergeants use a silver metallic snake coil strap with silver buttons. Command officers use a gold metallic snake coil straps with gold buttons. Chief Officer hats will have two gold leaf branches on the visor. The branches will have three leaf clusters with the stems pointing outward.

Use: The soft cap is only worn with the regular A, B or C uniform at the discretion of the officer or when directed by superiors.



Emblem

The Blackinton model is the example shown. Any other brand must meet or exceed its standards in all respects. This hat piece is provided by Central Supply. The emblem consists of a star centered in a round disk with leaf work and crossed batons on both sides. A spread-winged eagle sits above the star. Located below the star is a plate with the word "POLICE" inscribed in black or blue. The color of the emblem for officers and sergeants is silver. The color of the emblem for a command officer is gold.



Baseball cap

The New Era model is the standard for this type of hat. Any other brand must meet or exceed its standards in all respects. It is a navy blue wool baseball-style cap with a miniature Department patch centered on the front. The cap may be fitted or adjustable and no other items (pins, flags, etc.) are allowed to be worn on the cap.

Use: Authorized whenever directing traffic, during foul weather, whenever wearing a utility uniform and using a cover or when otherwise approved by a supervisor. The cap should not be worn indoors.



Watch cap

The Blauer 160 B WARM model or equivalent is the approved watch cap for uniformed officers. It is a black colored fleece cap, with "SYPD" or a "soft badge." The lettering on the cap band should be white, silver or gold for command officers. No other items (pins, flags, etc.) are allowed to be worn on the cap.

Use: Authorized whenever sworn personnel are wearing any uniform during prolonged periods of outdoor exposure. The cap should not be worn indoors.



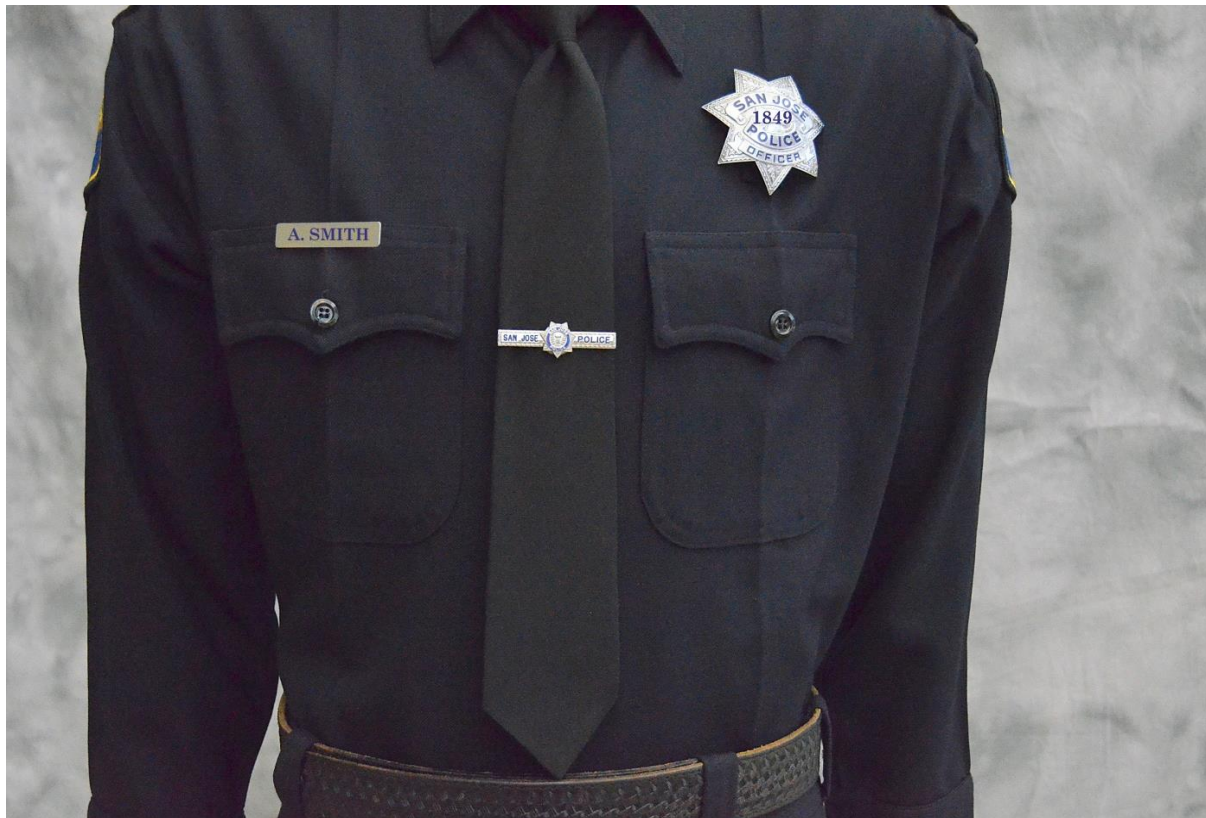
NAMETAGS

Metal nametags

The Reeves Company product is the standard of the regulation nametag. Any other nametag must meet or exceed its standard in all respects. The first two nametags, of any rank, are provided by the Police Personnel Unit.

Color: Officers and Sergeants - silver, Command officers - gold. The inscribed printing for all nametags is blue.

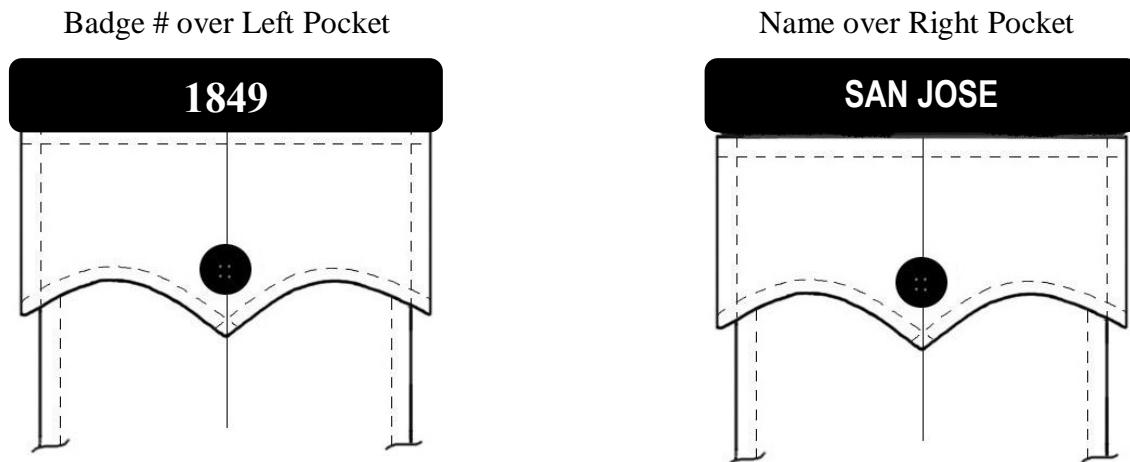
Use: The metal nametag is worn on regulation uniform shirts and jackets. On uniform shirts, the nametag is attached to the right pocket so that it is centered. The top of the tag should be even with the top of the pocket flap. The nametag is attached in the same way on uniform jackets with pockets. On jackets without pockets, the nametag is attached to the right breast area so that it is horizontal and midway between the centerline of the jacket and the armpit.



Cloth Name/Badge Tag

A cloth name tag shall be worn when wearing a BDU. The name tag shall be navy blue cotton with the member's name or badge number embroidered in 5/8" lettering. The embroidered tags shall be white for officers and sergeants, gold for command officers and may be subdued for Special Operations Unit members.

Use: They are machine sewn on the utility and tactical uniform over and centered on the appropriate chest pockets. On the sweater, the nametag is horizontal and centered on the right chest.



BELTS

Trouser Belt

There are three basic belts: leather, leather laminate and Velcro faced. The Bianchi and Safariland models are the standards for these types of belts. Any other belt must meet or exceed their standards in quality and appearance. The belt must be black and no more than 2" in width. The color of the buckle, if worn, must be black or match the rank of the wearer; silver for officer and sergeant and gold for command officers.

Use: The belts must be worn with the regulation uniform trousers so that they are not visible under the duty belt.

Duty Belt

Authorized duty belts are black basket weave leather or an approved basket weave non-leather equivalent. The back of the belt may be plain or Velcro. The Tex Shoemaker & Sons, Inc., and Don Hume Leather Goods, Inc., belts are reference examples. All other belts must meet or exceed their standards in all respects. A black basket weave duty belt must be worn when wearing a class A, B or C uniform, except as described below. Buckles are optional on the Velcro-backed belts.

When buckles are worn, officers and sergeants wear chrome or nickel-plated buckles and command officers wear brass plated buckles. Black buckles are authorized for all ranks.

Plastic belt buckles are authorized for use. The ITW Nexus model TSR 210 is the standard. Any other plastic belt buckle must match it in appearance and meet or exceed its standard in all respects.

Soft duty belts are authorized for Special Operations, plain clothes assignments and/or bicycle duty. They may also be approved by a supervisor for medical reasons.

Use: The duty belt is worn so that the trouser belt is covered and all the attached equipment is secure. The belt, including any leather, leather equipment, keepers, or metal must be kept polished and serviceable.

FOOTWEAR

Authorized footwear must be black, smooth, plain-toed and polished leather or an authorized leather substitute on the lower portion. Authorized boots must be combat-style black, polished and smooth-toed with laces up the front. Side zippers are allowed. Black athletic shoes are allowed for officers riding a patrol bicycle during their shift. Cowboy boots and footwear with raised designs on the lower portion are not permitted for patrol related duties. Black socks are required if shoes are worn.

Use: This footwear is required whenever wearing any regulation uniform.

EQUIPMENT

Body Armor

The Department issued body armor will meet a minimum threat level of IIA in addition to meeting NIJ .06 standards. The body armor manufacturers will be determined by the Chief of Police or their designee. Any other body armor must meet or exceed the minimum standards established by the Department. Body Armor will be replaced by the Department every five years. Department members will only wear vests that are within the five year time span of issuance.

Use: All officers hired after August 27, 1989, must wear body armor when engaged in uniform duty.

External Body Equipment and Armor Carrier

Body Equipment and Armor Carrier - The carrier must be worn at all times while on-duty in public view. The carrier will fit on top of duty belt or no shorter than ½" above the duty belt. The carrier must be worn to meet the specifications and appearance of a class A, B or C uniform shirt, with two pockets, a badge and name tag. Tactical carriers are not authorized; however; equipment pouches may be added to the carrier. The pouches may be added by MOLLE system or sewn on to the carrier. The pouch color will match the carrier as close as possible. The handgun will be worn on the officer's belt without exception. The carrier should be fitted to the officer's body armor and be worn in a professional manner.

External Body Equipment and Armor Carrier Undershirt - The carrier may be worn over a standard class A, B, C or mesh uniform shirt. The mesh undershirt is not authorized to be worn without the carrier while on-duty in the public view.

Body Armor Carrier



Undershirt



Handgun and Ammunition

Refer to the current MOA for details regarding authorized handguns. Also refer to San Jose Police Duty Manual section S 1136 regarding authorized ammunition.

Color and finishes of weapons authorized for officers are described below and listed specifically by individual manufacturers:

Beretta: The frame and slide shall be either black or stainless steel.

Glock: The frame and slide shall be black in color.

Sig Sauer: The frame and slide shall be either black or stainless steel.

Smith & Wesson: The frame and slide shall be the standard Smith & Wesson dark blue, black, nickel or stainless steel.

1911 Frame .45 caliber single action semi-automatic handgun: The frame and slide shall be black, stainless steel, blued, nickel or parkerized gray.

Officers may choose to have a different color frame, from the slide, so long as both meet the criteria for approved finish and color for that weapon (i.e. a Sig Sauer handgun may have a black frame and a stainless steel slide).

Use: The handgun is worn whenever the sworn member is in uniform except when in a prisoner processing facility.

Exception: A Department member may carry handguns consisting of other colors or finishes when the nature of the Department assignment requires such use. However, approval to carry an unauthorized handgun must be obtained from the Office of the Chief of Police prior to implementing the use of such a weapon, as detailed in Duty Manual section S 1131.

Holsters and Holders

Authorized articles (ammunition, O.C. Spray, handcuffs, Baton, Radio and other miscellaneous equipment) must be polished black basket weave leather or an approved basket weave non-leather equivalent. The articles worn must match each other and the duty belt. Articles with black metallic snap buttons are authorized. Officers and sergeants may wear chrome snaps and command officers may wear brass snaps. The holster must fit the handgun and cover the trigger. When in uniform, the holster must have one retention mechanism. No clam shell or cross draw holsters are permitted.

Use: The above listed safety equipment will be worn on the duty belt. All other equipment articles worn must comply with the criteria noted above.

Handcuffs

Handcuffs shall be professional in color and style. All handcuffs will be maintained in good working order.

Flashlights

Standard – Black, plastic, (15" maximum length and 26 ounces maximum weight). This flashlight is issued by the Department. Any other flashlight used must closely match the issued light.

Mini-Lights - Black plastic and metal, maximum length of 7 ¾ inches long and battery encasing no greater than 1 ¼ inches in diameter are authorized to be used by officers. The holder for this device, if worn on the uniform, must match the other holders on the duty belt.

Use: All on duty patrol officers must have a regulation-authorized flashlight available.

Helmet & Face Shield

The authorized helmet and face shield is issued by the Department.

Use: The helmet and face shield must be available whenever a member is on uniform patrol duty.

Gas Mask

Only Department issued gas masks are authorized for use. The issued gas mask must be available when on uniformed patrol duty.

Batons

Members must complete an approved training course before using one of the listed authorized batons:

Straight Wooden Baton ó Commercially manufactured solid hard wood, length between 26ö and 29ö, diameter between 1 3/16ö and 1 1/4ö. The baton shall have a rubber grommet. The color of the baton shall be black or a natural wood color.

Metal Side Handled Baton ó Black anodized aluminum with a wooden or foam core. The baton shall be 24ö in length with a diameter of 1 1/4ö inches. Only trained and certified department members may carry a Metal Side Handled Baton.

Metal Expandable Baton ó The Armament Systems and Procedures (ASP) Tactical Baton Model or equivalent is authorized. The finish will be black anodized aluminum, black chrome, chrome or electroless nickel. Approved lengths are 21ö, 24ö, 26ö and 29ö.

Rapid Deployment Team Baton (similar to the straight wooden baton) ó Approximately 42ö long with a proportional diameter able to fit into a standard baton holder may be worn as authorized by a supervisor.

Kendo Stick (Bokan) ó Slightly curved black wooden baton approximately 40ö in length with a blunt sword-shaped blade. (Authorized for Special Operations only and worn as authorized by a supervisor).

Yawara Stick - Constructed of solid wood or plastic, 7 1/2 inches in length and 1 1/4 inches in diameter. The Yawara stick ends are rounded and may have a flat section at the furthest portion of the end. There are finger knurls to allow a more secure grip. Only trained and certified department members may carry a Yawara Stick.

Use: The batons are authorized for use in accordance with the appropriate Duty Manual Sections related to the use of force.

Tasers

Members must complete an approved training course before carrying one of the listed authorized Tasers.

Taser model X26 is the authorized Taser. The öXP Penetrator Cartridgeö with 21 ft. range will be used with this device.

All holsters must be black in color. The Department-issued holster is the X26 ó Tek-Lok holster with thumb lock. Other holsters must meet or exceed the standards of the Department issued holster.

OPTIONAL UNIFORM ARTICLES

Rain Gear

The Department issues a rain jacket and rain pants. Any other rain gear items must meet or exceed the Department issued gear in all respects. The rain gear shall be yellow or black in color.

Use: Authorized during inclement weather. Matching hoods are also authorized.



Sweater

The Blauer Commando #205 or #210 are the authorized sweaters. Any other sweater must meet or exceed their standards in all respects. The patches, rank insignia and name tags are affixed in the same manner as on the BDU.

Use: The sweater is worn at the discretion of the member and the undershirt requirements are listed above.

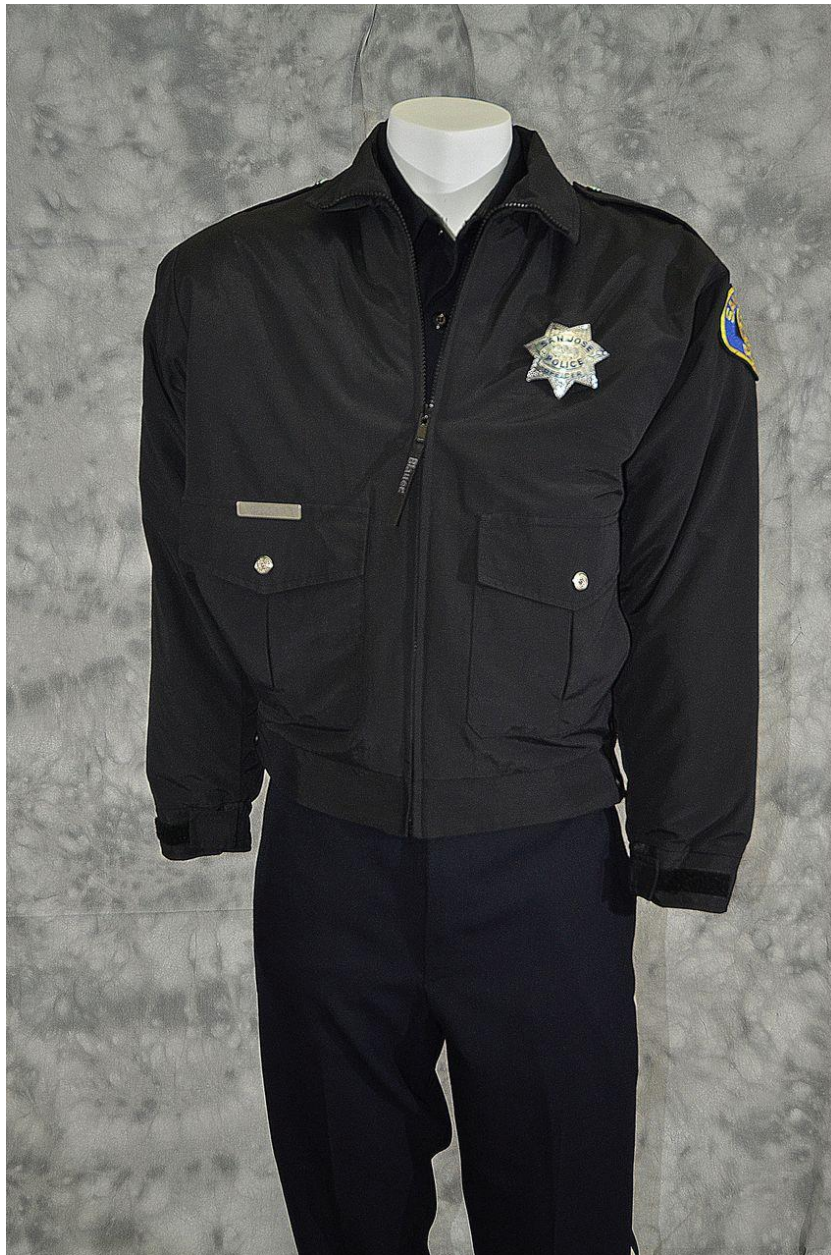


Jackets

Patrol Jacket

The Fechheimer Ultra, Elbeco 3920, Summit Patrol jacket (with appropriate modifications), Mocean black bike jacket and the Spiewak Golden Fleece #1881 WPL 7001 103 models are examples of the acceptable standard patrol jacket. A soft badge and soft name tag are allowed. Patches, sergeant chevrons and seniority stripes (optional) are sewn in the same manner as on the regulation shirt. Command officers wear rank insignia centered on the epaulet 1ö from the outer seam.

Use: The patrol jacket is worn at the discretion of the member with either the Regular Duty or Utility Uniform.



Dress (Ike) Jacket

The Sinatra Manufacturing Company model is the standard of the authorized dress jacket. Any other dress jacket must meet or exceed it in every respect. Patches, rank insignia, chevrons and service stripes are sewn on in the same manner as on the patrol jacket.

Use: The dress jacket is worn at the discretion of the member when a regulation uniform is worn. If the dress jacket is worn, the member must wear a long sleeved shirt and tie.



Leather Jacket

The Taylorø Leatherwear brand, Models #4461 and #4461(Z) are the standards of the authorized leather jacket for uniformed officers. Any other leather jackets must meet or exceed these in all respects. The jacket is leather with plain double front pockets, having vertical pocket openings and horizontal flaps, epaulets, and bi-swing style back panel. There are no exterior buttons and a zipper achieves the front closure. A badge tab must be on the left front panel and a nametag tab on the right front panel. The two models differ in that one has side zippers and a removable liner. The leather jacket is without patches, sergeant chevrons, or seniority stripes.

Use: The leather jacket is worn at the discretion of the member with either the Regular duty or Utility Uniform. The leather jacket must be worn with the appropriate undershirt as described above.



Eyewear

Any lenses, frames, or straps worn while in uniform should primarily enhance vision and be practical during patrol operations and physical exertion. Eccentric colors and shapes that detract from a professional appearance while in uniform are not authorized.

Use: Straps should be plain blue or black in color.

Gloves

Black unlined gloves that fit the hand snugly so that all safety equipment items can be used are authorized.

White or Reflective gloves are authorized when directing traffic.

Rubber gloves are authorized as necessary to protect officers from any harmful material.

Use: During inclement weather or when an officer is performing duties which might require additional protection for their hands.

Dickey, Turtleneck, & Mock Turtleneck

All three articles must be black and plain-woven. The dickey and turtleneck collars must be no more than 5" wide. The mock turtleneck collar must be no more than 2" wide. The only visible marking allowed is "SJPD" or "San Jose Police."

Use: These articles are allowed when wearing the long sleeve shirt or utility uniform. They are not authorized when the Class A uniform is required or when wearing a short sleeve shirt.

Knives

Folding blades - Shall be 5" or less and fit snugly into a holder if worn on the duty belt. When not worn on the duty belt, folding blade knives will have a clip attached to prevent loss or movement.

Fixed blades - Shall have a maximum blade length of 6" and be secured in a sheath. The sheath or the entire knife may be concealed while in uniform.

The color of knives worn by a member shall be professional in color.

Use: Knife holders on the duty belt must match the other equipment holders in color and design.

Earpiece

Earpieces are authorized for use when performing any duties as a police officer.

Use: The earpiece is worn when using Department radios and telephones. The earpiece wire is a potential safety hazard and should be secured under the clothing and as close to the neck as possible. The earpiece and wire must be neutral or dark tinted.

Pager, Telephone, Tape Recorder and Communication Devices

These articles are authorized for use and wear when performing any duties as a police officer.

Use: These devices shall not be worn on the uniform shirt, jacket, or pants. They must be carried in pockets or securely attached to the duty belt and must match other equipment holders.

SPECIALIZED UNIFORMS

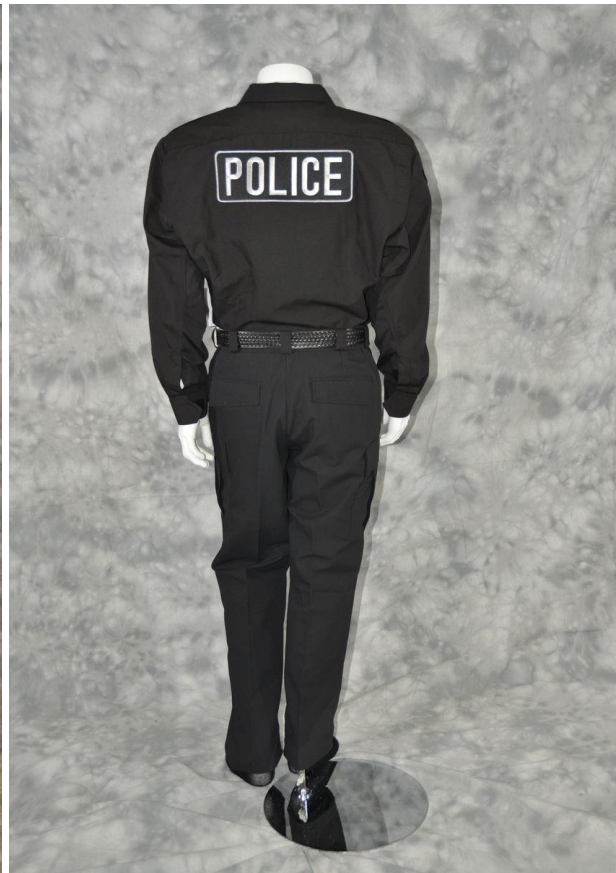
Special Operations

The uniform is a two-piece battle dress utility (BDU) uniform, black cotton blend with shoulder patches, cloth badge, "police" patch on the back and cloth name/badge number tags.

Shirt - Must be long sleeve and always neatly tucked into the trousers. White sergeant chevrons are sewn on both sleeves in the same manner as the regulation uniform. Standard command officer insignia is worn on the shirt collar. The new cloth badge is the only one authorized beginning in June of 2013. The cloth name tag and badge tag are sewn above the pockets as detailed above.

Undershirt - A black T-shirt, turtleneck, mock turtleneck, or dickey will be worn under the uniform. Nylon gun belt may be worn at the discretion of the unit Commander.

Black BDU - Only worn by Special Operations. All required safety equipment listed under Regular Duty Uniform description shall be utilized with the Utility Uniform.



MERGE Tactical Uniforms

Jumpsuit specifications will be the same as that of the Special Operations tactical uniform, unless otherwise approved by the MERGE Commander. The approved MERGE patch can replace the S.J.P.D. patch.

Use: Worn at the discretion of the Unit Commander.

BDU Uniform



Camouflage Uniform



Bomb Squad

Jumpsuit specifications will be the same as that of the Special Operations tactical uniform, unless otherwise approved by the Bomb Squad Commander.

Use: Worn at the discretion of the Unit Commander.



Ceremonial Uniform

This uniform is worn by those members of the Ceremonial Unit recognized by the Lieutenant of the Ceremonial Unit. Depending on the type of detail, and the officer's assignment within the detail, the uniform will meet the specifications of either a Honor Guard, Color Guard, or Funeral Detail uniform.

Honor Guard Detail

The uniform consists of: a soft cover with a ceremonial hat piece and white hat band, an Ike jacket with badge and name tag, a single white shoulder braid without a tassel, a white long sleeved dress shirt without a buttoned-down collar, black tie, San Jose Police Department tie bar, uniform pants with a ceremonial white stripe, black basket-weave leather duty belt with a matching gun holster, four keepers with silver snaps, Department-issued Sig Sauer P226 9mm handgun with Cocobolo smooth wood grips, black socks, black patent-leather shoes with a high gloss, and white cloth gloves.

The Ike jacket will be worn in a manner in which exposure of the gun belt is minimal except for the holster. Sergeants will wear a silver hat band on their soft covers. Lieutenants will wear a gold ceremonial hat piece, gold hat band, gold shoulder braids, and a ceremonial gold stripe on their uniform pants. The uniform for lieutenants will have the same gold accessories as in the Class A uniform.



Color Guard Detail

The uniform consists of the same dress as the Honor Guard Detail with a few exceptions. When handling the flag and its staff, the single white shoulder braid with the tassel is worn as well as the white leather gloves.

Funeral Detail

The uniform consists of the same dress as the Honor Guard Detail except mourning bands will be worn across the badge.

This uniform is worn by members of the Department's Ceremonial Unit as authorized by the Commander of that Unit. The uniform consists of a soft hat, Ike jacket with white shoulder braid on the left shoulder, white long-sleeve shirt, white gloves, trousers, black high-gloss footwear and duty belt with handgun and holster.

Raid Jacket

Blue nylon windbreaker with the word "POLICE" in large letters on the right breast. On the left breast will be a large SJPD star and the unit name. On the back are the words "SAN JOSE POLICE" in large letters. Unit names can be included.



Utility Vest

For use in plain clothes operations where equipment might be needed.



Traffic Enforcement Unit

Fechheimer model #s 34236 or #13507-96 are the standards of authorized motorcycle Class A pants. Any other brand must meet or exceed it in all respects. Below is an example of a Class C TEU uniform. Class B and C uniforms are provided by the Department.



- Pants - Motoport Kevlar Street Jean, Black, zipper/Velcro cuff closure with white full length pant stripe. The cuff will be worn on the outside of the boots.
- Shirt - Black cotton/poly blend ðwash and wearö uniform shirt with sewn in creases. (No shirts made exclusively of synthetic materials will be allowed due to the danger presented when exposed to extreme heat/flame.) The shirt will have the ðsteel wheel and arrowö affixed under the San Jose Police shoulder patches, arrow facing forward. The shirt will have the memberö metal badge and metal nametag affixed as per the standard patrol uniform.

The department member has the option of wearing the appropriate colored whistle lanyard from the right lapel button to the right pocket under the right side of the pocket flap when wearing the Class B or C TEU uniform.

TEU Jacket (Four options)

- Department authorized jackets.
- Black leather jacket as described above.
- Department authorized rain jacket.
- Motoport Air Mesh Kevlar Jacket (with or without waterproof liner) with department shoulder patches and chevrons (if applicable).

Helmet: Officers may wear the Shoei ¾ open face helmet or the Nolan N104 modular, DOT approved, helmet in the black and white ðhigh-riseö paint scheme. Currently the Nolan N104 painted with the black/white ðhi-riseö paint scheme is the issued helmet. Any replacement will need to exceed this helmetö specifications in all areas.

Footwear: When operating a department issued motorcycle the department member will wear authorized motorcycle boots. The intent of this section is to provide department members with proper protection for motorcycle riding.

Horse Mounted Unit

All sergeants wear blue chevrons with gold border and black backing on outermost garmet. Service stripes, if worn, will match chevron colors.

Dress Uniform: The dress uniform consists of the campaign hat; dress (Ike) jacket with gold trim; blue flashes on both epaulets; long sleeve white shirt; black or blue tie; regulation trousers and boots; and cream colored cavalry gauntlets. A blue braid is worn around the right shoulder. Sergeants wear blue chevrons with gold border and black backing.

Working Uniform: HMU officers may wear a campaign hat as specified for the dress uniform or straw campaign hat with same specifications for a Class B or C uniform. As needed, HMU officers may wear a black riding helmet affixed with a SJPD hat piece and the officer's badge number on the back with silver or white numbers.

Campaign Hat: Navy blue felt, with blue acorn cord (Silver ó Supervisors, Gold ó Command Officers).

Riding breeches: Will have striping that is 7/8ö calvary blue centered inside a 1 1/8ö gold stripe.
Gloves (optional): Must be black.

Footwear: Black leather riding boots shall come to the top of the calf. The boot will equal or exceed the Dahner brand specification and laces or buckles are optional. The safety spurs are hammered style and silver for non-command officers, gold for command officers.

Rain Gear: Includes a black oil skin full length duster with rear gusset, large outer pockets and shoulder cape as well as black or yellow full length rain coats.

The crossed sabers collar insignia is worn with the hilt of the swords towards the point of the collar. Each hilt is placed along the stitching of the inner seam and is equally distanced from the end of each collar.



A safety crop or knife may be worn inside the boot.

During Search and Rescue circumstances HMU members may wear dark jeans with a black or white polo shirt, dark riding boots with heels and spurs and a duty belt.

Air Support Unit

Flight gloves: Constructed of form fitting NOMEX material and leather. The Flight suit shall be the fire retardant NOMEX brand (any other brand must meet or exceed it in all respects), color: blue, long sleeves with the standard S.J.P.D. patches attached as outlined above.

Helmet: White fiberglass #HGU-33 or SPH-5 series or equivalent with a communications package.

Accessories: Standard duty belt, soft nylon duty belt or shoulder holster.



Bicycle Uniform

Footwear - Black bicycle shoes with white or black socks for shorts and black socks with long pants.

Helmet - The issued helmet shall be ANSI or Snell Department of Transportation approved.

Jacket - Mocean brand (any other brand must meet or exceed it in all respects), made of black Ultrex material with 15 ventilation zipper slots under the arms. The jacket will have SJPD patches on the shoulders and "POLICE" on the back in 3 letters.

Shirt - Polo style, color: black. The polo shirt noted in this section is the only polo style shirt authorized for enforcement action (The BFO Deputy Chief or their designee can authorize other types or colors of polo shirts for non-enforcement purposes).

Gloves - Black bicycle gloves and protective eyewear are always required.



Pre-Processing Uniform

Shirt: Either a polo shirt or a Dickies brand button shirt is authorized. The shirts may be white, gray, black or navy blue in color. The name and badge number will be embroidered in 3/8ö numbers over the right breast. A cloth badge will be placed over the left breast. The stitching will offset the color of the shirt and will appear professional.

Pants: Black or blue denim, black Dickies brand or utility uniform pants.

Footwear: Black-laced boots or shoes with traction type non-slip soles.

Exception: An officer assigned to PPC for a shift may wear a BDU or Class A, B or C uniform, without a duty belt.



School Uniform

Shirt: A white or black polo shirt is authorized and shall meet the requirements of the enforcement polo shirt as noted in the bicycle shirt specifications.

Jacket: Any duty jacket is approved for use. A black or dark blue "raid style" nylon jacket with a button-up front is also authorized. On this style jacket, a large San Jose Police star shall be silk screened over the left breast. The word "POLICE" shall be printed over the right breast and the member's name and badge number will appear below. The words "SAN JOSE POLICE" will be on the back in large letters.

Pants: Black or blue denim, black Dickies brand or utility uniform pants.

Duty Belt: Black leather or nylon, with all approved equipment.

Footwear: Black-laced boots or any other athletic style shoe with traction type non-slip soles.

COMMUNITY SERVICE OFFICER (CSO) UNIFORMS

Metal Shields

The Smith & Warren manufacturer is the standard of the regulation CSO shield. CSOs will use silver colored shields. The shield number is inscribed on the bottom of the shield.

For those CSOs who have promoted to the rank of Senior CSO, the word "Senior" will be inscribed above the words "San Jose"

Use: All authorized uniform shirts and jackets have badge holders in the appropriate location. The shield must be worn on the outermost garment over the left breast when wearing a uniform. The shield must be polished and free from scratches and blemishes.

Regular Duty Uniform

The CSO Regular Duty Uniform is standard attire for all personnel assigned to the CSO Program within the Bureau of Field Operations, unless their specific assignment requires the use of civilian business attire. The wash and wear style of uniform may be used as any class A, B or C uniform.

The **Class "A"** Regular Duty Uniform includes the following items: Long sleeved shirt (light blue in color), black tie with tack/bar, navy blue trousers, black polished footwear, and duty belt with standard equipment.

The **Class "B"** Regular Duty Uniform includes the following items: Long or short sleeved shirt (light blue in color, exposed white t-shirt, navy blue trousers, black polished footwear and duty belt with standard equipment.

The **Class "C"** Regular Duty Uniform includes the following items: Long or short sleeved shirt (light blue in color), exposed white t-shirt, navy blue cotton blend Battle Dress Utility (BDU) trousers, black polished footwear and duty belt with standard equipment.

Shirts

Flying Cross makes standard uniform long sleeve and short sleeve regulation CSO uniform shirts. The model is Deluxe Tropical. The shirts are light blue and made of "wash-n-wear" material. Wash and wear shirts may only be the Flying Cross brand. Hidden flap snaps, Velcro, and/or zippers are allowed if the buttoned appearance is retained. Military creases front and back are required. The patches must provide a professional appearance. Patches are sewn onto both sleeves. Seniority stripes (optional) are sewn onto the left sleeve of long sleeve shirts.

Use: The shirt must be neatly tucked into the trousers and cuffs will remain buttoned at all times. Creases in the shirt may be sewn. All uniform shirts will be maintained and worn in a professional manner. The collar can be worn open or closed; however, a tie must be worn if the collar is worn closed.

Undershirts

The undershirt must be a plain white crew neck cotton-type T-shirt in good condition. No undershirt will have visible designs or logos. If a thermal undershirt is worn, it must match the

appearance of a regular T-shirt or be worn beneath the T-shirt if the uniform shirt is worn open collared. The cuff of any undershirt must not be visible.

Use: A white undershirt is required whenever a short or long sleeve uniform shirt is worn open collared. Otherwise, a tie is required. When a jacket is worn, a tie will also be worn.

Seniority Stripes (Optional)

Hero's Pride model is the standard of authorized CSO service stripes. All other models must meet or exceed its standards in all respects. Each seniority stripe designates five years as a San Jose Police Department employee.

Use: The seniority stripes must be professionally sewn on the lower left sleeve of long sleeved shirts and jackets 3/4" above the upper cuff seam and midway between the two sleeve seams. The stripes must be applied as one patch. Seniority stripes are blue with gold trim and a black border.

Tie and Tie Tack/Bar

The Cornell and Broome brands are the standards of the regulation tie. The Hook-Fast Company tie tacks and tie bars are the standards for those articles. Any other ties, tie tacks and tie bars must meet or exceed their standards in all respects. The tie is a black breakaway wool/wool blend style with a basic conservative knot at the top. The emblem on the tie tack/bar is a seven pointed police star with the official city seal inside. The seal has a blue enamel band around it with the words "San Jose Police" in block letters. CSOs will use silver colored tie tacks or bars.

Use: When a tie is worn, a tie tack/bar is required. The tie is required for Class A uniforms. The tack/bar is worn centered and horizontally aligned evenly with the bottom of the shirt pockets.

Trousers

The Fechheimer or Flying Cross brands are the standard of regulation trousers. The trousers are navy blue and made of wool, wool blend or wash and wear material. Professionally machine sewn leather pocket trim and inner cuff stays are authorized.

Use: Regulation trousers should fit comfortably so that the edges of the front pockets lay flat and parallel. Uniform trousers will be maintained and worn in a professional manner. The front of the leg should touch the top of the footwear and the back of the leg should be between 1" and 1 1/2" from the ground.

Baseball cap

The New Era model is the standard for this type of hat. Any other brand must meet or exceed its standards in all respects. It is a navy blue wool baseball-style cap with a miniature Department patch centered on the front. The cap may be fitted or adjustable and no other items (pins, flags, etc.) are allowed to be worn on the cap.

Use: Authorized whenever directing traffic, during foul weather, whenever wearing a utility uniform and using a cover or when otherwise approved by a supervisor. The cap should not be worn indoors.

Metal nametags

The Reeves Company product is the standard of the regulation nametag. Any other nametag must meet or exceed its standard in all respects. The first two nametags, of any rank, are provided by the Police Personnel Unit.

Color: Silver. The inscribed printing for all nametags is blue.

Use: The metal nametag is worn on regulation uniform shirts and jackets. On uniform shirts, the nametag is attached to the right pocket so that it is centered. The top of the tag should be even with the top of the pocket flap. The nametag is attached in the same way on uniform jackets with pockets. On jackets without pockets, the nametag is attached to the right breast area so that it is horizontal and midway between the centerline of the jacket and the armpit.

Trouser Belt

There are three basic belts: leather, leather laminate and Velcro faced. The Bianchi and Safariland models are the standards for these types of belts. Any other belt must meet or exceed their standards in quality and appearance. The belt must be black and no more than 2ö in width. The color of the buckle, if worn, must be black or silver.

Use: The belts must be worn with the regulation uniform trousers so that they are not visible under the duty belt.

Duty Belt

Authorized duty belts are black basket weave leather or an approved basket weave non-leather equivalent. The back of the belt may be plain or Velcro. The Tex Shoemaker & Sons, Inc., and Don Hume Leather Goods, Inc., belts are reference examples. All other belts must meet or exceed their standards in all respects. A black basket weave duty belt must be worn when wearing a class A, B or C uniform, except as described below. Buckles are optional on the Velcro-backed belts. When buckles are worn, officers and sergeants wear chrome or nickel-plated. Black buckles are authorized.

Standard issue equipment on the CSO Duty belt consists of a Motorola handpack radio with shoulder microphone, handpack holder, flashlight and flashlight holder and O.C. and O.C. holder. CSOs may not carry any other defensive weapons. A knife is acceptable as long as it is permitted by California law. CSOs may carry additional items on their duty belt that will assist them in performing their duties.

Plastic belt buckles are authorized for use. The ITW Nexus model TSR 210 is the standard. Any other plastic belt buckle must match it in appearance and meet or exceed its standard in all respects.

Soft duty belts may also be approved by a supervisor for medical reasons.

Use: The duty belt is worn so that the trouser belt is covered and all the attached equipment is secure. The belt, including any leather, leather equipment, keepers, or metal must be kept polished and serviceable.

Footwear

Authorized footwear must be black, smooth, plain-toed and polished leather or an authorized leather substitute on the lower portion. Authorized boots must be combat-style black, polished

and smooth-toed with laces up the front. Side zippers are allowed. Black socks are required if shoes are worn.

Use: This footwear is required whenever wearing any regulation uniform.

Equipment

Body Armor

The Department issued body armor will meet a minimum threat level of IIA in addition to meeting NIJ .06 standards. The body armor manufacturers will be determined by the Chief of Police or their designee. Any other body armor must meet or exceed the minimum standards established by the Department. Body Armor will be replaced by the Department every five years. Department members will only wear vests that are within the five year time span of issuance.

Use: All CSOs must wear body armor when engaged in uniform duty.

External Body Armor Carrier and Undershirt

Body Armor Carrier - The carrier must be worn at all times while on-duty in public view. The carrier will fit on top of duty belt or no shorter than ½" above the duty belt. The carrier must be worn to meet the specifications and appearance of a class A, B or C uniform shirt, with two pockets, a badge and name tag. Tactical carriers are not authorized. The carrier should be fitted to the CSOs body armor and be worn in a professional manner.

Undershirt - The carrier may be worn over a standard class A, B, C or mesh uniform shirt. The mesh undershirt is not authorized to be worn without the carrier while on-duty in the public view.

Rain Gear

The Department issues a rain jacket and rain pants. Any other rain gear items must meet or exceed the Department issued gear in all respects. The rain gear shall be yellow or black in color.

Use: Authorized during inclement weather. Matching hoods are also authorized.

Flashlights

Standard – Black, plastic, (15" maximum length and 26 ounces maximum weight). This flashlight is issued by the Department. Any other flashlight used must closely match the issued light.

Mini-Lights - Black plastic and metal, maximum length of 7 ¾ inches long and battery encasing no greater than 1 ¼ inches in diameter are authorized to be used by CSOs. The holder for this device, if worn on the uniform, must match the other holders on the duty belt.

Use: All uniformed on-duty CSOs must have a regulation-authorized flashlight available.

Knives

Folding blades - Shall be 5" or less and fit snugly into a holder if worn on the duty belt. When not worn on the duty belt, folding blade knives will have a clip attached to prevent loss or movement.

Fixed blades - Shall have a maximum blade length of 6ö and be secured in a sheath. The sheath or the entire knife may be concealed while in uniform.

The color of knives worn by a member shall be professional in color.

Use: Knife holders on the duty belt must match the other equipment holders in color and design.

Earpiece

Earpieces are authorized for use when performing any duties as a CSO.

Use: The earpiece is worn when using Department radios and telephones. The earpiece wire is a potential safety hazard and should be secured under the clothing and as close to the neck as possible. The earpiece and wire must be neutral or dark tinted.

Telephone, Tape Recorder & Communication Devices

These articles are authorized for use and wear when performing any duties as a CSO.

Use: These devices shall not be worn on the uniform shirt, jacket, or pants. They must be carried in pockets or securely attached to the duty belt and must match other equipment holders.

Jackets

Patrol Jacket

The Fechheimer Ultra, Elbeco 3920, Summit Patrol jacket (with appropriate modifications), Mocean black bike jacket and the Spiewak Golden Fleece #1881 WPL 7001 103 models are examples of the acceptable standard patrol jacket. A soft badge and soft name tag are allowed. Shoulder patches and seniority stripes (optional) are sewn in the same manner as on the regulation shirt.

Use: The patrol jacket is worn at the discretion of the member with either the Regular Duty Uniform.

Dress (Ike) Jacket

The Sinatra Manufacturing Company model is the standard of the authorized dress jacket. Any other dress jacket must meet or exceed it in every respect. Patches and service stripes are sewn on in the same manner as on the patrol jacket.

Use: The dress jacket is worn at the discretion of the member when a regulation uniform is worn. If the dress jacket is worn, the member must wear a long sleeved shirt and tie.

Optional Clothing Items

Eyewear

Any lenses, frames, or straps worn while in uniform should primarily enhance vision and be practical during patrol operations and physical exertion. Eccentric colors and shapes that detract from a professional appearance while in uniform are not authorized.

Use: Straps should be plain blue or black in color.

Gloves

Black unlined gloves that fit the hand snugly so that all safety equipment items can be used are authorized.

White or Reflective gloves are authorized when directing traffic.

Rubber gloves are authorized as necessary to protect CSOs from any harmful material and/or during collection of evidence.

Use: During inclement weather or when a CSO is performing duties which might require additional protection for their hands.

RELIGIOUS EXEMPTIONS TO GROOMING AND UNIFORM STANDARDS

The following religious exemptions to the Department's grooming and uniform standards have been approved by the Chief of Police.

Members of the Sikh faith

Religious Head Covers

Members of the Sikh faith may wear a turban exclusively at all times unless otherwise directed or not permissible due to their assigned duties (e.g. when wearing a riot helmet). NOTE: When a Sikh member is required to wear a riot helmet, he/she may wear a smaller "under-turban" underneath the appropriate helmet.

Members who wear Sikh turbans shall ensure:

The turbans fit snug on their heads so the top peak of the turban is facing the front;

The turban is the same color as the hat corresponding to Department uniform requirements.

Members who wear Sikh turbans may wear their turban at all times, including while appearing for court and administrative proceedings.

Articles of Faith

Members of the Sikh faith may wear a Kara (i.e. steel bracelet) as long as the Kara does not interfere with the ability of the member to perform his/her duties.

Members of the Sikh faith who carry a Kirpan (i.e. religious sword) shall ensure the Kirpan:

Is worn in a cloth holster (i.e. Gatra) under the uniform shirt;

Has a blade length no longer than three (3) inches. NOTE: Prior to entering a locked facility (e.g. PPC) the member shall secure his/her Kirpan.

Grooming Requirements

Members of the Sikh faith who wear a turban shall groom their hair on their head and tie it in a top-knot/bun secured under their turban.

Male members of the Sikh faith shall:

Groom their beards and tie their beard in a knot that is tucked and held in place under their chin in a neat and clean manner. NOTE: if a member is unable to obtain the required seal on his Department issued gas mask, the member shall bear all cost associated with procuring and maintaining a gas mask from an outside vendor.

Groom their mustaches in a neat and clean manner.