



Policy 1504

Subject

DEPARTMENTAL UNIFORMS AND EQUIPMENT

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By Order of the Police Commissioner

POLICY

1. **Equipment Standards.** The Baltimore Police Department (BPD) will provide uniforms and equipment for all employees who are required to wear them to promote professionalism and foster *esprit de corps* through similarity of appearance. The purpose of this policy is to provide standards and identify issued and approved uniforms and equipment.
2. **Safety.** The BPD will ensure that all members possess the tools necessary to safely perform law enforcement functions. Not only is uniformity important for appearance, but for reasons of safety, officers must be readily identifiable to the public and their colleagues.

GENERAL

Member

1. At all times:
 - 1.1. Be neat, clean, and well groomed;
 - 1.2. Uniforms and civilian clothes shall be clean and pressed;
 - 1.3. Shoes, boots, leather, and metal equipment shall be regularly polished; and
 - 1.4. Handguns and other mandatory weapons (i.e., OC Spray, conducted electrical weapons (CEWs), expandable batons, etc.) shall be clean and serviceable.
2. Unless otherwise directed, while on-duty, wear the prescribed uniforms and equipment.
 - 2.1. At no time shall members wear an incomplete or partial uniform.
3. Do not use any departmental uniforms or equipment while off-duty, without prior approval of the Police Commissioner.
4. Do not sell, exchange, lend, or borrow any issued uniform or equipment, or wear uniforms and equipment or any part thereof in any private performance, exhibition, or parade without permission of the Police Commissioner. Do not post any unauthorized photos in BPD uniform or with BPD equipment on any social website or platform.
5. Assume personal responsibility for all departmental property issued or placed in service for use or convenience and notify your commanding officer via official channels immediately when such property or equipment is lost or requires repair or replacement.

6. Replace departmental property at personal expense when it is determined that departmental property is lost or damaged through member negligence.
7. Inspect all equipment before each tour of duty to ensure all equipment is present and in good working condition.
8. Relinquish custody of issued firearms and ammunition, badge, identification card(s) and Maryland Police Training and Standards Commission Certification Card, CEW, Body Worn Camera (BWC) and body armor when suspended from duty with or without pay, or when your police powers have been suspended, as directed by the suspending authority (See Policy 304, *Suspension Procedures*).
9. Do not change or alter the style of uniform garments in any manner (e.g., no creases shall be sewn into trousers or coats, etc.).

EXCEPTION: Uniform clothing which is no longer serviceable due to improper fit or minor damage, may be altered or repaired at the member's expense, provided the style of the garment is not altered.

10. Wear the prescribed uniform corresponding to the dates for seasonal changes as communicated by the Chief of Patrol. Long sleeve uniform shirts shall be worn November 1st through March 1st.
 - 10.1. If between November 1st and March 1st the temperature is 55 degrees or warmer, sworn members in uniform are authorized to wear short-sleeved shirts.

NOTE: Long sleeve shirts may be worn by members at any time with tie.

Sergeant/Officer in Charge

1. Inspect all members of your squad daily at roll call to ensure:
 - 1.1. Members' uniforms and equipment are clean and in good order.
 - 1.2. Members are properly equipped and attired in keeping with their prescribed duty assignment.
2. Direct a member to respond to the Armory Unit, the Quartermaster Unit or the Evidence Control Unit whenever it is necessary for a member to temporarily use spare departmental equipment or to replace equipment.
3. When a BPD issued firearm appears to be defective, respond to the Armory Unit to obtain a spare firearm. When the Armory Unit is closed, refer the member to the Evidence Control Unit.

Shift Commander

Maintain constant vigilance of uniformed/non-uniformed personnel under your supervision and take corrective action where necessary to address any member wearing uniforms or equipment not in conformity with departmental requirements.

Commanding Officer

1. Ensure all property owned or controlled by the department, whether for general purposes or for use by individual members, is cared for and used properly.
2. Conduct periodic inspections of all uniforms and equipment issued to members to ensure availability and serviceability.
3. Report all unserviceable uniforms and equipment, via official channels, to the Director, Asset Management Services.
4. Conduct a thorough investigation of any suspected abuse or neglect of departmental uniforms and/or equipment.
5. Make a BlueTeam entry whenever departmental uniforms and/or equipment are lost, neglected, or misused.
6. When a member of your command separates from the BPD or is suspended without pay:
 - 6.1. Ensure all departmental uniforms and equipment issued to the member are returned to the custody of the BPD. If all or any part of the issued equipment is not returned, promptly forward a written report, via official channels, to the Director, Asset Management Services and the Director, Fiscal Services.
 - 6.2. Send all returned uniforms and equipment to the Quartermaster Unit.
7. Whenever a member is injured/assaulted and the soft body armor is involved:
 - 7.1. Ensure an immediate medical examination is provided to the member. Trauma may exist even though the vest has not been penetrated.
 - 7.2. Ensure a written detailed report is submitted, via official channels, to the Director, Asset Management Services.
 - 7.3. Inspect the body armor and determine if a replacement is needed.
8. Determine if a member of your command shall bear the expense to replace any lost or damaged equipment.
 - 8.1. If a member has reimbursed the department and any lost property is subsequently recovered, without damage, the department will refund the reimbursement.

Supervisor, Armory Unit

1. If a member's issued weapon requires replacement or repair, provide the member with a replacement handgun of the same model and type as the one previously issued.
2. Whenever a weapon is found to be worn out or defective beyond repair, replace the weapon.
3. Promptly report to the Director, Asset Management Services complete details regarding any equipment which has been damaged or mutilated through carelessness or member negligence.

Commanding Officer, Evidence Control Unit

1. Maintain spare handguns, badges, hat devices, body worn cameras (and holsters for emergency temporary replacement for on-duty members).
2. Issue spare equipment only upon presentation of an Administrative Report, Form 95, signed by the member's permanent-rank supervisor.

DEPARTMENTAL UNIFORMS

1. The following guidelines create uniform personal appearance standards and shall be applied equally to male and female officers. No exceptions to these standards shall be made without authorization from the Police Commissioner (See Policy 312, *Professional Appearance Standards*).
2. The department may authorize a temporary or permanent exemption to these standards in response to a request for reasonable accommodation on medical or religious grounds.
 - 2.1. The decision to grant or deny an accommodation will be made on a case-by-case basis by the Police Commissioner or a designee. Accommodations that pose an undue hardship to the department, or a direct threat to safety, will be denied (See Policy 1737, *Accommodation Procedure*).
3. Certain specialized units (e.g., Mounted Unit, Motors Unit, Bicycle Unit, etc.) may wear modified uniforms and carry modified equipment that does not conform to the specifications listed below.
 - 3.1. Permission to wear these modified uniforms must be granted by the commanding officer of the unit.
4. In an effort to create a more comfortable and safe learning environment during training exercises, the Police Commissioner has authorized the use of optional training attire, when appropriate. Optional training attire consists of:
 - 4.1. Khaki cargo/tactical pants.
 - 4.2. Black or navy blue polo shirt with no writing on the back (a small font logo is permitted).
 - 4.3. Sturdy black belt.
 - 4.4. Black boots or shoes (no hard heels).

Basic Uniform – Sworn Member**Badge**

1. Every sworn member of the department shall be issued a badge of authority. (See Policy 302, *Rules and Regulations*).
2. Uniformed members shall display their badges on the outermost garment, over their left breast.

3. Plainclothes officers and detectives, while acting in their official capacity at the scene of a serious crime or other police emergency where their identity should be known, shall affix their badges in a similar manner on the left side of their outer garments, or wear them around the neck on a secure chain or similar device. This does not apply to investigations in which they must perform their duties in an inconspicuous manner.
4. Badges issued to police officers, detectives, and sergeants shall be nickel in color. Badges issued to lieutenants and above shall be gold in color. All badges shall be individually numbered on their face.

Hat Device

1. The hat device shall be displayed on the forward portion of the uniform hat and centered above the visor.
2. Hat devices issued to police officers shall be nickel in color and display the badge identification number on the face.
3. Hat devices issued to sergeants shall be nickel in color and display the word SERGEANT along their face.
4. Hat devices issued to lieutenants and above shall be gold in color and display along their face the word(s) indicating the individual's rank. Hat devices issued to District Commanders shall be gold in color and display the words DISTRICT COMMANDER.

Eight-Point Hat

1. Members shall possess and maintain the eight-point hat at all times while in uniform. Members must wear the eight-point hat when instructed to do so by a superior officer.
2. The eight-point hat shall be worn straight with the visor centered directly over the nose.

Arctic Hat and Watch Cap

The arctic hat and watch cap may be worn during periods of inclement weather:

1. The hat shall be worn with the hat device affixed and ear flaps secured above the hat or below the chin.
2. Officers and sergeants are approved to wear a watch cap (knit cap), navy blue in color, with the departmental logo (patch) displayed in the front. Watch caps shall not display the initials BPD and may only be worn when in full uniform.

Shirt and Tie

Unless otherwise authorized by the Police Commissioner, or when in Class "A" uniform:

1. The navy blue issued shirt shall be the uniform shirt of the day for all officers and sergeants.
2. The white issued shirt shall be the uniform shirt of the day for all members with the rank of lieutenant and above.

3. Black clip-on or hook-and-loop ties with a four-in-hand knot are to be worn with long sleeve shirts.

NOTE: The use of a Body Worn Camera (BWC) does not exempt a member from the wearing of a tie when required by this policy.

Undershirt

1. Undershirts worn with navy blue short sleeve shirts shall be plain navy blue, crew neck, with no visible design.
2. Undershirts worn with white short sleeve shirts shall be plain white, crew neck, with no visible design.

Dress Blouse

Only the issued navy blue dress blouse may be worn when wearing a Class "A" uniform.

Sweater

1. Officers may wear issued uniformed sweaters as an outer garment.
2. The sweater shall be worn with the tie or an approved turtle neck shirt.
3. When wearing the sweater, members must display badge, name plate, departmental shoulder patch and rank insignia as outlined in this policy.
4. The sweater shall be worn tucked in to the uniform pants and in such a manner that the service weapon is not covered and the sweater material is not bunched up around the gun belt.

Turtleneck Shirt

Uniformed officers and sergeants are approved to wear a turtleneck shirt that is navy blue in color with the initials BPD in yellow-gold thread of the same color as the departmental patch. The letters shall be 1" in height, $\frac{3}{4}$ " in width and offset to the left (as worn) by 1" from the centerline of the neck. This item must be acquired by the member and only worn when in full uniform as described below:

1. Underneath a navy blue long sleeve uniform shirt without a tie; and/or
2. Underneath a departmental sweater; and/or,
3. Underneath a departmental jacket.

Uniform Trousers

Members in uniform shall wear the issued trousers.

Uniform Belt

Uniform trousers belts shall be black in color.

Shoes and Boots

Shoes and boots shall be black in color and made with a material that maintains a shine or professional appearance. The toe shall be plain, and not contain toe stitching.

Socks

Socks worn with the uniform shall be black or dark blue in color without design.

Winter Coat and Dress Blouse

Members in uniform shall wear the issued dress blouse or jacket when appropriate. The dress blouse will only be worn as a Class "A" uniform, and blouses shall be buttoned whenever in public view.

Inclement Weather Clothing

1. Issued rain coats and hat covers may be worn during inclement weather.
2. The use of footwear-covering boots during inclement weather is acceptable, provided they are black in color.
3. Headgear for inclement weather will be the arctic hat or eight-point hat, with or without optional rain cover, with the officer's hat piece affixed to the front.
4. Inclement weather clothing should be stored at the officer's place of assignment or other place where it will be readily available for use.

Gloves

1. Sworn members are authorized to wear black or dark navy blue gloves as part of their routine patrol uniform during cold and inclement weather only, unless:
 - 1.1. Engaging in the searching or patting down of a suspect;
 - 1.2. Handling evidence, equipment, or other material that may pose a safety risk; or
 - 1.3. Engaging in special activities (e.g., bicycle patrol, mounted patrol, SWAT, MFF, etc.).
2. White gloves shall be worn by all uniformed members, when so ordered, while attending important events and assemblies.
3. Members of the Traffic Section may wear white or other approved color safety gloves.
4. Gloves with the fingers cut off, and weighted or "sap" gloves, are strictly prohibited.

Scarf

Scarves worn by uniformed officers shall be black or dark blue in color with no designs.

Ear Covering

Plain black or dark blue ear muffs or ear flaps are acceptable for use during cold weather.

Sunglasses

Temple or earpieces should be dark in color or have a metallic composition. Mirrored lenses are not to be worn.

Watchbands

Brightly colored fluorescent bands are prohibited.

Identification Card

Every member of the department shall be issued an identification card which shall be carried at all times while on or off-duty, except for (1) special operational reasons at the direction of the member's commanding officer or (2) when the member, off-duty, is engaged in such activities as a prudent person would reasonably conclude the carrying of an identification card to be inappropriate.

Name Plate

Personnel in uniform shall wear the issued name plate. The name plate shall be engraved with the first and middle initials and the full last name. The name plate shall be worn over the right breast area of the outermost garment, rain coat excepted.

Maryland Police Training and Standards Commission (MPTSC) Certification Card

The certification card shall be carried by members at all times when on-duty.

Driver's License

Members shall have and carry a valid driver's license at all times.

Shoulder Patches

Departmental shoulder patches shall be affixed to BOTH sleeves of each uniform coat, sweater, blouse, and shirt.

Class "A" (Dress) Uniforms

1. The Class "A" uniform shall consist of the dress blouse, white shirt, uniform trousers, eight-point uniform hat, and uniform tie. Black plain-toe shoes, highly polished, without any design, shall be worn. Combat boots, "tennis shoe" type, and any other footwear other than leather or leather-like synthetic, are strictly prohibited.
2. Class "A" uniforms shall be worn for promotional and award ceremonies, funerals, graduations, and any other time when so designated by the Police Commissioner or Commanding Officer.
3. Command members may wear the Class "A" uniform anytime, at their discretion.

NOTE: Members issued a BWC are not required to wear the BWC when in Class “A” uniform.

Class “B” Uniforms

1. The Class “B” uniform shall consist of the white issued shirt (lieutenant and above) or the navy blue issued shirt (sergeant and below), traditional uniform trousers (i.e., no cargo pockets, black stripe on the side), and appropriate footwear as described in this policy.
2. Members may decide to purchase, at their own personal expense, the following approved items to wear whenever the class “B” uniform is appropriate:
 - 2.1. Blauer Armorskin external vest carrier (style #8370 – color Dark Navy),
 - 2.2. Along with this carrier, either the short sleeve Armorskin base shirt (style #8372 – color Dark Navy), or the long sleeve Armorskin base shirt (style #8371 – color Dark Navy).
 - 2.3. Members must obtain patches from the Quartermaster and affix them to the base shirts.
 - 2.4. The Armorskin base shirt may only be worn with the external vest carrier.
 - 2.5. Armorskin base shirts and vest carriers are only available to sergeants and below.
3. Class “B” uniforms can be worn for standard duty (e.g., patrol, admin, etc.) and must be worn at certain special events (e.g., stadium events, parades, festivals, etc.) at the direction of the detail commander.

Class “C” Uniforms

1. The Class “C” uniform shall consist of the navy blue issued shirt, issued blue “cargo” pant, and appropriate footwear as described in this policy.
2. Class “C” uniforms can be worn only in specialized units. (e.g. District Action Team, WATF).

Specialized Units

Non-uniformed sworn personnel assigned throughout the BPD are required to wear court attire, unless assignments dictate a more casual attire, as shall be determined by one’s Commanding Officer (See Policy 1005, *Non-Uniformed Policing Standards*).

Limited Duty Dress

Limited duty officers assigned throughout the BPD are required to wear court attire, unless assignments dictate a more casual attire, as shall be determined by one’s Commanding Officer.

Court Attire

Officers appearing in any court shall wear either the uniform of the day or court attire (See Policy 1811, *Court/Administrative Procedures*).

Cadet Uniform

1. The gray issued shirt with Cadet patches on both shoulders.
2. Undershirts shall be plain white, crew neck with no visible design.
3. Cadet Badge shall be affixed to the uniform shirt above the left breast at all times.
4. The nameplate shall be affixed to the uniform shirt above the right breast at all times.
5. Issued blue Dickie trousers.
6. Uniform trouser belts shall be solid black in color without ornaments or designs.
7. Navy blue or black socks without visible designs or color variations.
8. Shoes and boots shall be black in color and made with a material that maintains a shine or professional appearance. The toe shall be plain, and not contain toe stitching.
9. Hat with gray band and cap device with the word CADET.

Police Explorer Uniform

1. The light blue uniform shirt with Explorer patches on both shoulders.
2. Undershirts shall be white, crew neck with no visible design.
3. Explorer badge and name plate affixed to the uniform shirt in designated locations at all times.
4. Navy blue trousers.
5. Uniform trouser belts shall be solid black in color without ornaments or designs.
6. Navy blue or black socks without visible designs or color variations.
7. Shoes and boots shall be black in color and made with a material that maintains a shine or professional appearance. The toe shall be plain, and not contain toe stitching.
8. Eight point hat with silver Explorers device.

Police Explorer Modified Uniform

1. Navy blue polo style shirt with the word Explorer and Explorer patch emblem in white on the left front of the shirt.
2. Navy blue BDU pants or shorts.
3. Black tennis style shoe or black boots without decorative stitching or designs, clean and polished.

Insignia of Rank and Uniform Accessories

Sergeant

1. Three blue chevrons on each sleeve of the uniform coat, sweater, and shirts.

NOTE: Mounted Unit sergeants have three gold chevrons on each sleeve of the uniform coat, sweater and shirts.

2. Chevrons placed on the coat sleeve shall be centered midway between the elbow and shoulder seam.
3. Trouser side seams have a 1" black stripe.
4. The uniform hat is dark blue and is piped in light blue.
 - 4.1. Traffic Section sergeants wear a white-topped hat that is piped in blue.
 - 4.2. Mounted Unit sergeants' coats, trouser side seams, and uniform hat are piped in gold.

Lieutenant

1. Single silver bar collar pins on the uniform shirt.
2. One single silver bar on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. One row of ½" wide gold braid on each sleeve of the uniform coat beginning 1 ½" from the bottom of the sleeve.
5. Trousers' side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over the visor.

Captain

1. Twin silver bar collar pins on the uniform shirt.
2. Twin silver bars on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. Two rows of ½" wide gold braid on each sleeve of the uniform coat beginning 2 ½" from the bottom of the sleeve.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Major

1. Gold oak leaf cluster collar pins on the uniform shirt.
2. Gold oak leaf clusters on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. Two rows of ½" gold braid and one row of ¼" gold braid on each sleeve of the uniform coat beginning 2 ½" from the bottom of the sleeve. Rows shall be spaced ¼" apart.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Lt. Colonel

1. Silver oak leaf cluster collar pins on the uniform shirt.
2. Silver oak leaf cluster on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. Three rows of ½" gold braid on each sleeve of the uniform coat beginning 2 ½" from the bottom of the sleeve. Rows shall be spaced ¼" apart.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Colonel

1. Silver eagle collar pins on the uniform shirt.
2. Silver eagle on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. Four rows of ½" wide gold braid on each sleeve of the uniform coat beginning 2 ½" from the bottom of the sleeve and spaced ¼" apart.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Deputy Police Commissioner

1. Three gold star collar pins on the uniform shirt.
2. Three gold stars on each epaulet of the uniform coat and sweater.

3. Maryland State Coat of Arms on uniform coat lapels.
4. Two rows of ½" wide gold braid on each sleeve of the uniform coat, and 1 row of 1" wide gold braid beginning 2 ½" from the bottom of the sleeve and spaced ¼" apart.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Police Commissioner

1. Four gold star collar pins on the uniform shirt.
2. Four gold star on each epaulet of the uniform coat and sweater.
3. Maryland State Coat of Arms on uniform coat lapels.
4. Three rows of ½" wide gold braid on each sleeve of the uniform coat, and 1 row of 1" wide gold braid beginning 2 ½" from the bottom of the sleeve and spaced ¼" apart.
5. Trouser side seams have a 1"-wide black stripe.
6. The uniform hat is white with a gold strap over an embroidered black cloth visor.

Insignia Pins

Police officers, detectives, and police sergeants shall wear their unit of assignment insignia pins centered on both collars of the uniform shirt.

Service Stars

1. Service stars may be worn by all sworn personnel with more than five years of service. One service star may be worn for every five years of completed service.
2. The member may add a service star when the member reaches the 6-month period prior to the completion of their 5th, 10th, etc. years of service.
3. Service stars shall be worn horizontally, centered 5 ½" above the end of the left uniform coat sleeve, or dress blouse, with the point of the star in an upright position.
4. Police officers and sergeants shall wear royal blue stars; lieutenants and above shall wear gold stars.

Service Wreaths

Gold metallic service wreaths may be worn in lieu of service stars. The authorized service wreath shall measure 1 ¾" in diameter. When worn, the wreath shall be centered 5 ½" above the end of the left uniform coat or dress blouse sleeve, with the number(s) in an upright position.

Maryland State Coat of Arms

All sworn uniformed personnel, holding the rank of lieutenant and above, shall be issued and wear the Maryland State Coat of Arms on the lapels of the uniform coat. All uniformed personnel shall wear the Maryland State Coat of Arms on the lapels of the class "A" dress blouse and winter coat.

DEPARTMENTAL EQUIPMENT

The BPD issues all basic equipment needed for members to perform law enforcement duties. Certain equipment items (e.g., flashlights, holsters, ballistic vests, etc.) may be purchased by the member and carried while on duty provided they meet standards established by the BPD. Any equipment not issued by the BPD requires approval from the appropriate entity (e.g., Armory Unit, Police Training Academy, etc.) before the equipment may be carried on duty.

Handguns

1. Handguns shall be issued to all sworn members (See Policy 409, *Firearms Regulations*).

Ammunition

1. Personnel whose duties are primarily patrol or enforcement related shall carry all issued ammunition while on-duty (See Policy 409, *Firearms Regulations*).

Holsters

1. Holsters for the BPD issued firearm shall be issued to all sworn members of the department.
2. Issued holsters shall not be altered in any way.
3. Members working in uniform shall wear only the issued or approved holster.
4. Off-duty or plain clothes members may wear an approved holster other than a departmentally issued holster.

Body Worn Camera (BWC)

Each member issued a BWC shall be responsible for the care, maintenance, and charging of the BWC to ensure it is in working condition at all times when on-duty (See Policy 824, *Body Worn Cameras*).

Departmental Radio

Each member shall be issued a BPD radio and shall be responsible for the care, maintenance, and charging of the radio to ensure it is in working condition at all times when on-duty.

Espantons/Expandable Batons

Espantons or expandable batons shall be carried during all shifts by members in uniform. Members are encouraged to carry the espantoon issued by the department but may carry, at their own expense, one of similar construction and design. Espantoons constructed of any material other than wood are strictly prohibited (See Policy 1111, *Batons / Impact Weapons*).

NOTE: The carrying and/or use of blackjacks/slapjacks and iron claws is strictly prohibited.

OC Spray

Issued OC Spray shall be carried by members in uniform. The OC Spray canister shall be carried in the upright position in the issued belt holster. Members, through periodic inspection, shall ensure the canister is fully operational at all times noting the date of expiration. (See Policy 1118, *Oleoresin Capsicum Spray*).

Naloxone

A Naloxone kit will be issued to members upon successful completion of the required training. Officers shall ensure that the kit is readily accessible during each tour of duty. Naloxone should be stored in temperatures between 50° to 80°, and shall therefore not be stored in the trunk of a vehicle. Naloxone has a shelf life of approximately two years (See Policy 821, *Use of Naloxone/Narcan for Opioid Drug Overdoses*).

Handcuffs

Handcuffs and keys shall be issued to all sworn members. Personnel whose duties are primarily patrol or enforcement related shall carry their issued handcuffs and keys. Members, through periodic inspection and care, shall ensure issued handcuffs are fully operational at all times. Members may carry an additional set of handcuffs of the same make and model as departmentally issued.

Equipment Belt

1. Departmental equipment belts shall be issued to, and worn by, all uniformed members. The belt shall be worn at waist height, covering the uniform belt. Belt keepers may be worn to ensure that the belt remains stationary.
2. Placement of equipment on Uniform Equipment Belt:
 - 2.1. The handgun holster shall be placed on the equipment belt on the strong side of the body.
 - 2.2. The radio shall be placed on the opposite side of the handgun for balance.
 - 2.3. The magazine pouch shall be located on the front of the belt, closest to the weak hand for quick reloading.
 - 2.4. The OC Spray pouch shall be located on the weak hand side of the belt.
 - 2.5. The handcuff case(s) should be positioned in an accessible location on the belt.
 - 2.6. The espantoon/expandable baton holder shall be located on the weak hand side of the belt.
 - 2.7. The issued or approved flashlight case shall be affixed to the belt in an accessible location.
 - 2.8. The Conducted Electrical Weapon (CEW) shall be worn on the belt, weak hand side, in a cross-draw configuration, by those members who have been trained and issued a CEW.

- 2.9. Folding knives, mobile devices, nitrile gloves, and other approved items may be carried on the belt in a location that does not obstruct accessibility to other equipment.
- 2.10. Equipment that is not BPD issued or approved will not be carried on the belt.

Whistles

Issued departmental whistles shall be available at all times while in uniform.

Flashlight

Members shall be issued and carry a flashlight while on-duty in uniform, or in plainclothes when conducting enforcement activity. A three battery D-cell sized flashlight is the maximum allowable size.

Weapon-Mounted Flashlight

Members may carry an approved weapon-mounted flashlight, provided the member also carries an approved weapon-mounted flashlight holster and has received and passed weapon-mounted flashlight training provided by PTA.

Conducted Electrical Weapons (CEWs)

Upon successful completion of training, authorized members will be issued a CEW. Only the issued CEW is to be carried while on-duty (See Policy 719, *Conducted Electrical Weapon*).

Safety Headgear

Members shall wear a departmentally issued safety helmet with chin strap attached and fastened when riding a departmental motorcycle (two or three wheeled), horse, or bicycle.

Riot Helmets

Members shall be issued a protective helmet for use in tactical situations. This equipment shall be kept under lock and key, in an inconspicuous but available place and shall not be displayed to the general public.

PPE (Turtlegear)

Members shall be issued personal protective equipment (Turtlegear) to be worn with the riot helmet. This equipment shall be kept under lock and key, in an inconspicuous but available place and shall not be displayed to the general public.

PPR (Gas Masks)

Members shall be issued a personal protective respirator (gas mask) to be worn when ordered. This equipment shall be kept under lock and key, in an inconspicuous but available place and shall not be displayed to the general public. Members shall participate in annual fit-testing of the gas mask as directed by PTA (See Policy 1508, *Respiratory Protection Program*).

Soft Body Armor

1. Members shall wear departmentally issued or approved body armor at all times while on-duty. Approved body armor shall include commercially available body armor that meets or exceeds threat level II NIJ Standards.¹ Soft body armor shall be worn under the uniform shirt, or in a tactical vest carrier.

EXCEPTION: Certain assignments may preclude the member from wearing soft body armor (e.g., undercover vice assignments, limited duty personnel, administrative positions, homicide detectives, etc.). Permission to not wear soft body armor must be granted by the member's commanding officer.

2. The practical effective lifespan of body armor is dependent on many factors (e.g., exposure to harsh chemical solvents or moisture, prolonged use, wear and tear, changing body type of the wearer, etc.). Care should be taken to store body armor flat, free from extreme temperatures and exposure to moisture and harsh chemicals.
3. To clean the ballistic panels, begin by laying them on a flat surface. Take a damp cloth or sponge and gently wipe the ballistic panels to remove dirt or stains. If necessary, you may choose to use a mild detergent. **DO NOT** bleach, iron, tape, machine wash or tumble dry your ballistic panels.
4. Most body armor is warranted by the manufacturer for a period of five years.
5. Members shall be fitted for the issuance of new body armor six months prior to the five year anniversary date of manufacture.
6. Members have 60 days to complete the fitting process. In no instance shall a member allow their body armor to expire.

Tactical Vest Carrier

Issued or approved tactical vest carriers shall be worn by plain clothes members performing enforcement duties. The badge and name plate/patch shall be affixed to the front, and the word "Police" shall be displayed prominently on the front and back panels. (See Policy 1005, *Non-Uniform Policing Standards*).

¹ National Institute of Justice (NIJ) threat level II standards state that the soft body armor is capable of providing ballistic protection from certain handgun bullets up to and including a 9mm or .357 Magnum. Source: *Ballistic Resistance of Body Armor NIJ Standard-0101.06*. Published July 2008.

ASSOCIATED POLICIES

Policy 302,	<i>Rules and Regulations</i>
Policy 304,	<i>Suspension Procedures</i>
Policy 312,	<i>Professional Appearance Standards</i>
Policy 409,	<i>Firearms Regulations</i>
Policy 719,	<i>Conducted Electrical Weapon</i>
Policy 821,	<i>Use of Naloxone/Narcan for Opioid Drug Overdoses</i>
Policy 824,	<i>Body Worn Cameras</i>
Policy 1005,	<i>Non-Uniformed Policing Standards</i>
Policy 1111,	<i>Batons / Impact Weapons</i>
Policy 1118,	<i>Oleoresin Capsicum Spray</i>
Policy 1737,	<i>Accommodation Procedure</i>

APPENDIX

- A. Insignia Pin/Enamel Shield Mounting Location

RESCISSION

Removed and destroyed/recycled Policy 1504, *Departmental Uniforms and Equipment*, dated 12 August 2017.

COMMUNICATION OF POLICY

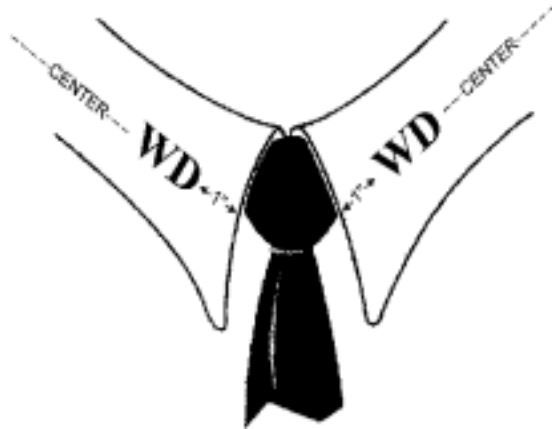
This policy is effective on the date listed herein. Each employee is responsible for complying with the contents of this policy.

APPENDIX A

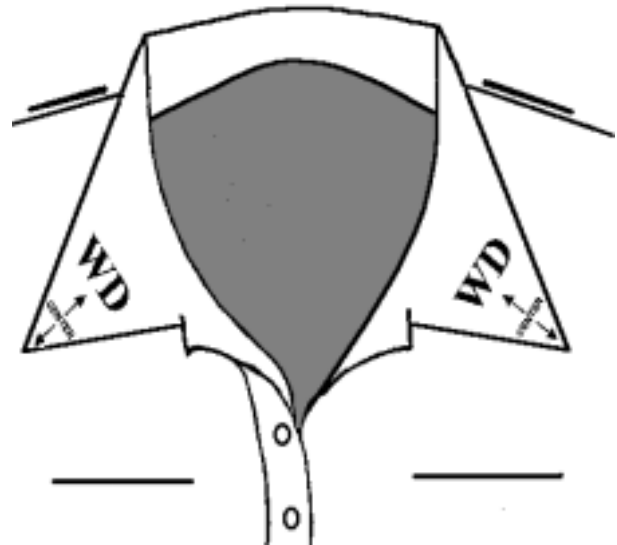
Appendix A Insignia Pin/Enamel Shield Mounting Location

UNIFORM SHIRT

Long Sleeve



Short Sleeve



NOTE: To prevent insignia pins from being positioned too high or too low on the collars, members will fasten the pins in the **CENTER** of both collars so there is equal distance from the upper edge at the neckline to the bottom edge.

CLASS "A" DRESS BLOUSE



WINTER COAT

