



Billerica Police Department  	POLICY NUMBER (ADM-28)	PAGES 14	EFFECTIVE 7/1/2025
	Accreditation Standards: 16.4.3, 41.3.4, 41.3.6, 61.3.1 Issuing Status <hr style="border-top: 1px dashed black;"/> NEW <input type="checkbox"/> AMENDED <input checked="" type="checkbox"/> RESCINDED <input type="checkbox"/>		
Uniforms & Equipment			

I. Introduction

- A. It is the policy of the Billerica Police Department that sworn personnel shall wear only uniforms authorized by the Chief of Police and carry only equipment issued by the Billerica Police Department or authorized by the Chief of Police.
- B. The uniform identifies sworn personnel or civilian employees and makes him/her readily accessible to the public. It is important, therefore, that the members of the department maintain a neat and clean appearance, and that the uniform serves as an appropriate introduction to the members of the community. Further, all employees will abide by the Towns Professional Conduct Policy and all sworn personnel will follow the Law Enforcement Code of Ethics found in the Rules and Regulations
- C. This policy and the following procedures pertain to all members of the Billerica Police Department. If a member of sworn personnel or civilian employee does not fall under any category, the Chief of Police shall designate the clothing to be worn by the individual.

II. Wearing of Basic Uniform & Equipment

- A. The uniform of the day shall be worn by all sworn personnel of the department while on duty with the following exceptions;
 - Sworn personnel assigned to specialty positions such as detectives, community policing, and administration.
 - When authorized by the Chief
- B. Sworn personnel of the department will carry all authorized issued equipment, while on-duty or assigned to a paid detail, unless otherwise authorized by the chief. Sworn personnel on paid details will wear the uniform of the day.
- C. Sworn personnel assigned to dispatch or administrative duties are not required to wear a full duty belt, but may wear an authorized off duty holster.

- D. Sworn personnel attending court may wear the uniform of the day or appropriate civilian attire. If a member of sworn personnel wears a uniform to court he/she must wear:
- Department issued holster; off-duty or duty holster
 - Carry their department issued firearm
 - Department authorized handcuff/extra magazine holder
 - Department issued radio or a cell phone on their person
- E. Wearing of the uniform is prohibited in connection with the following circumstances:
- Private employment, except with written permission of the Chief
 - Off-duty activities, public speeches, interviews, picket lines, marches or rallies, or any other public demonstration which may imply official sanction without permission of the Chief.
- F. The Winter Uniform (long sleeve shirt with a tie, mock necks, turtleneck) mandated changeover will begin on November 1st and the Summer Uniform (short sleeve shirt) mandated changeover will begin on May 1st. Sworn personnel will have the option to wear either the winter or summer uniform between October 1st to November 1st & April 1st to May 1st. Unusual warm or cold weather will be the exception to the mandated change.

III. Clothing Allowance & Reimbursement or Direct Pay to Vendor

- A. Clothing allowance for officers is a reimbursement process or direct pay to vendor. Officers may order or purchase authorized clothing and authorized equipment that is not issued. Allowances for each member of the department is guided by their respective collective bargaining agreements.
- B. Newly hired student officers shall receive an initial uniform and equipment allowance of \$1,500 for academy uniforms and equipment, and no additional uniform allowance for the initial year.
- C. Full-Time sworn personnel will receive a clothing allowance of \$1,100 by direct pay to vendor per fiscal year (July 1st)
- D. Full Time sworn personnel will receive an annual cleaning allowance of \$200 paid once a year in July (subject to state taxes)
- E. Paramedics receive a stipend of \$950/year, paid in July.
- F. Dispatchers have a clothing allowance of \$400/year.
- G. Animal control Officers have a clothing allowance of \$250/year, with an additional \$250/year for personal protective equipment.
- H. The town agrees to replace articles of clothing torn or destroyed in the line of duty.

IV. Hats

- A. Officers will wear a **Dark Navy eight-point cap** with a department issued hat badge. Patrol officers' hats will have a silver cloth expansion strap. Sergeants and above will have a gold cloth expansion strap. In hot weather the summer mesh version of the Dark Navy eight-point cap is allowed. Summer hats will have a silver cloth expansion strap for patrol, gold cloth of Sergeants and above. Black/yellow Reversible rain covers for hats are allowed.
- B. A **Blauer Dark Navy watch cap #160 with an embroidered badge logo** (silver for patrol officers, gold for ranking officers) or **Blauer Dark Navy Fleece Lined Trooper Cap #5120** may be worn during cold weather conditions.
- C. Female Officers have the option to wear a Dark Navy fleece headband in cold weather conditions. No brand logos shall be visible on the exterior of the headband. Headbands must be embroidered with the badge logo.

V. Shirts

- A. All officers will wear a police uniform dress shirt. Shirts will be **Dark Navy Blauer Supershirt Model # 8675 (Short Sleeve) or #8670 (long sleeve)**. The shirt will have a sewn in military creases, epaulets on the shoulders, pocket flaps, and the Billerica Police patch on the right sleeve. Sergeants shall wear gold stripes on each arm of the shirt. Lieutenants shall wear a gold bar on each shoulder centered on the epaulet. Cuffs on the long sleeve shirts must be buttoned and not rolled up. Shirt pockets are to be kept buttoned. Tee shirts, when worn and visible, shall be black.
- B. For functions where high visibility is required (bike patrol, parades, details, etc.) the **Blauer model #8137 high visibility polo** with POLICE on the back is authorized.
- C. The **Armorskin Dark Navy Street Shirt model #8372** (short sleeves) & **#8371** (long sleeves) are authorized to wear under the protective vest only.

VI. Pants

- A. Pants will be **Blauer Dark Navy 6-8-10 wool or polyester pocket pants, or tactical pants, models #8567, #8560P8F, #85608FW, #8560P10, #8560W10, #8562W8F, #8666**.
- B. Pants will have black piping from bottom of front pocket to cuff. Pants will be long enough to "break" at the shoe.

VII. Turtlenecks/ Mock Necks

- A. Officers may wear a black turtleneck or mock neck as part of the winter uniform in place of wearing a tie when required. Turtlenecks shall be embroidered with "BPD" in silver (gold for ranking officers) 3/8" Block lettering, no script.

VIII. Sweaters

- A. The following sweater is authorized for wear:
 - **Blauer Fleece-Lined Quarter Zip Sweater #225, Dark Navy/Black**
- B. The sweater will have the Billerica Police patch on the right sleeve, and the department issued badge affixed to the jacket or embroidered if applicable.
- C. Black turtleneck or mock necks must be worn with the sweater.

IX. Jackets

- A. The following jackets are authorized for wear:
 - **Blauer Ike Length Reversible Wind Breaker #6045, Dark Navy/Black**
 - **Blauer TACSHELL Jacket #9820, Dark Navy/Black**
 - **Blauer B.DRY Reversible Rain Jacket #233R, Hi-Vis Yellow W/Black**
 - **Blauer GORE-TEX Ike-Length Jacket #9915Z, Dark Navy**
 - **Blauer Hi-Vis ALL-SEASON B.DRY Jacket #26950, High Vis Yellow**
 - **Blauer Softshell Fleece Jacket #4660, Dark Navy**
 - **Boston Leather Mid-Length Police Jacket #4476Z, Black**
- B. All jackets will have the Billerica Police patch on the right sleeve, and department issued badge affixed to the Jacket or embroidered if applicable.
- C. All jackets will have Billerica Police stenciled on the back of the jacket.

X. Footwear

- A. Boots – Black, plain-toed boots (tie or zipper type) may be worn. Boots must be capable of being polished and must be in serviceable condition.
- B. Shoes – Black, plain toed shoes (tie oxford type or shoe boots) may be worn. No loafers shall be worn. Shoes must be capable of being polished.
- C. Sneakers are not authorized for wear for patrol or details.

XI. Class A Uniform

- A. All Full-Time Officers shall have the Class A “dress uniform”. The Class A uniform is used for special events and services. The Class A uniform will consist of:
- **Class A Blouse (Flying Cross, Hope) lined/unlined, with silver buttons for patrol/gold for Sgt & above, with insignia described in Section XII § J.**
 - **Billerica Police patch sewn on right sleeve, ½ “below shoulder seam.**
 - **Blauer Super-shirt #8670 (Long Sleeve) #8675 (Short Sleeve) Dark Navy, White optional for Lt. or above.**
 - **6-8-10 Pocket Pants authorized in Section VI**
 - **Clip-on Tie, Black**
 - **8 Point Hat authorized in Section IV**
 - **Low-quarter dress shoes, black, polished**
 - **1 ¾ width trouser belt**
 - **Name-tag with last name ½” x 2 ½”.** Block Lettering, silver for patrol, gold for Sgt. and above, centered on the right shirt/blouse pocket flap
 - **White dress gloves**
 - **Military Service Ribbons, centered on the left pocket flap underneath badge (optional)**

XII. Emblems, Patches, Ties, Tie Clasps, Ribbons

- A. Department issued badges, silver for patrol officers and gold for ranking officers, will be worn over the left breast of the outer most garment. Embroidered badge patches are authorized for officers wearing out body armor and are to be worn in the same fashion.
- B. The Department patch is to be worn on right sleeve of all shirts, jackets, coats, sweaters, fleeces. Patches will be positioned ½ inch down from the shoulder seam, centered on the sleeve.
- C. Special unit patches shall be worn on the right shoulder, but only while the officer is assigned to that unit and is authorized by the Chief.
- D. Special insignias such as pins, flags, etc. will not be worn on the uniform without authorization from the Chief.
- E. Black police clip-on or Velcro break away ties will be worn with the winter uniforms as an alternative to the turtleneck or mock neck.
- F. Tie clips, tie clasps, and tie tacks bearing the department insignia or other appropriate law enforcement design may be used. Silver for patrol officers and gold for ranking officers. These will be centered on the tie.

- G. Name tags, silver for patrol officers and gold for ranking officers, shall be worn on the uniform shirt. Authorized nametags will be affixed above the right breast pocket, centered left to right, with bottom touching pocket seam.
- H. Department authorized collar brass, silver for patrol officers and gold for ranking officers, will be worn at a 45-degree angle on the collar of the uniform shirt. The B is on the bottom of the collar on the badge side and on the top side of the collar on the name tag side. Metal Collar brass will not be worn in conjunction with officers who elect to wear the outer carrier.
- I. Time in service stripes (optional) may be worn on the winter/spring jacket, sewn onto the forearm on both sleeves. One gold stripe per five years of service. The Class A blouse may also display service stripes.
- J. Ranking officers will wear such insignia on their uniforms or Class A blouse as designated by the Chief;
 - **Patrolman:** None
 - **Sergeant:** three gold chevrons on navy blue backing, 3 inches wide, placed on sleeves ½” below the department patch on all shirts, jackets, and Class A blouse.
 - **Lieutenants:** Two gold bars, metal for dress uniform, otherwise embroidered, centered on epaulets. Class A blouse will have an epaulet patch with one gold star (no bar) and one ½” gold sleeve braid.
 - **Lieutenant Commander:** Two gold stars, metal for dress uniform, otherwise embroidered, centered on epaulets. Class A blouse will have an epaulet patch with 2 gold stars and two ½” gold sleeve braids.
 - **Deputy Chief:** Three gold stars, metal for dress uniform, otherwise embroidered, centered on epaulets. Class A blouse will have epaulet patch with 3 gold stars and three ½ “gold sleeve braids.
 - **Chief:** Four gold stars (metal) for dress uniform, otherwise embroidered, centered on each shoulder epaulet. Class A blouse will have epaulet patch with 4 gold stars and four ½ “gold sleeve braids.

XIII. High Visibility Clothing

- A. All officers and traffic control officers shall wear high visibility clothing that meets or exceeds ANSI/ISEA 207-2006 standards while directing traffic on any road detail. The following clothing items are authorized:
 - Blauer #26950 HI-VIS ALL-SEASON B.DRY Yellow Jacket
 - Blauer #8137 HI-VIS Polo – Type P, Class 2
 - Blauer #343R Zipper Safety Vest – Type P, Class 2
- B. The Stencil of Billerica Police will be on the back of any high visibility yellow coat/jacket

XIV. Motorcycle Officers

- A. Motorcycle Officers shall wear a DOT-approved helmet while operating the motorcycle. Motorcycle Officers shall be issued necessary clothing and equipment specific to motorcycle operation safety. Authorized equipment includes boots, breeches, helmet, and high visibility all season jacket. Officers shall wear eyeglasses, riding gloves, and cross straps, or high visibility jacket for protection. A patrol jacket may be worn. Motorcycle Officers shall not wear this uniform when not actually operating the motorcycle. If an officer is reassigned to another mode of transportation due to inclement weather, manning, etc. they can complete their shift or assignment in motorcycle attire if they chose to.

XV. K9 Officers & Tactical Officers

- A. Canine Officers shall wear a BDU style uniform authorized and approved by the Chief of Police.
- B. Tactical Team members shall wear the style of uniform consistent with their duties while activated under NEMLEC.

XVI. Bicycle & ATV/Dirtbike Officers

- A. Bicycle Officers shall wear a regulation helmet while operating a bicycle. Officers will be issued a standardized uniform to be worn while patrolling. This will include bike helmet, jacket, shirt, shorts, pants. Bicycle Officers are authorized to wear their standard tactical uniform (**Armorskin Dark Navy Street Shirt model #8372** (short sleeves) & **#8371** (long sleeves) with outer vest carrier) along with approved bicycle shorts.
- B. Officers Operating the ATV/Dirtbike are required to wear the following safety equipment: A DOT approved helmet, gloves, boots above the ankle, long sleeve shirt, and pants or BDU style uniform.

XVII. Special Police Officers

- A. Any Special Police Officer employed by the Billerica Police Department shall wear the same uniform and carry the same equipment that is authorized by the Chief of Police for full time officers.

XVIII. Animal Control Officers (Sworn, Non-Sworn)

- A. Animal Control Officers shall wear any approved shirts, pants, or jackets authorized in this policy, and will display the department issued badge on the outermost garment or embroidered if applicable. All jackets will have "Animal Control" stenciled/embroidered if applicable.

- B. Any outer carrier worn by Animal Control Officers shall be **Spruce Green**.
- C. Animal Control Officers may wear any appropriate headgear or BDU style clothing appropriate for handling wildlife and provides protection in wooded environments.

XIX. Civilian Clothing

- A. Any member of the department permitted to wear civilian clothing during a tour of duty shall conform to standards acceptable for normal business wear in private business firms. The Chief of Police may require officers to dress in a more formal or less formal manner as circumstances dictate. This shall apply to interns and volunteers.

XX. Civilian Dispatchers

- A. Dispatcher uniforms and guidelines are listed in policy **Uniforms for Telecommunicators (COM-12)**

XXI. Paramedics

- A. Paramedics will abide by their current uniform policy overseen by the EMS Director and Chief of Police.

XXII. Traffic Control Officers

- A. Traffic Control Officers are authorized to wear the following:

- **Blauer model #8137 or #8147 high visibility polo**
- **GORTEX Reversible Rain Jacket Model #9691**
- **#8666 Tactical Pant Dark Navy**
- **#8567 6-8-10 Pocket Pants Wool/Poly Dark Navy**
- **8 Point Hat w/ Traffic Badge**
- **Blauer Dark Navy watch cap #160 with an embroidered badge logo with "traffic"**

XXIII. Soft Uniform

- **Command Staff, Unit Supervisors, and Special Event Supervisors will authorize the wearing of this uniform. If a firearm is being worn with this uniform the authorized Billerica Police Badge will be displayed on the side of the waist belt where the firearm is carried just forward of the holster.**
- **Black polo shirt, long and short sleeve. This shirt will have the Billerica Police People Helping People Emblem embroidered on the left chest. This shirt may be red for training staff when required.**
- **Kaki or Olive-Green utility pants are authorized for the soft uniform.**
- **Officers on light duty will wear this uniform.**

XXIV. Duty Equipment

- A. All equipment issued by the department to officers shall remain property of the town, but upon issuance, shall become the responsibility of the employee whom it was issued to. Equipment will be issued by the Department Armorer. All issued equipment will be signed for and an inventory will be kept. Equipment shall be returned to the Town immediately upon the direction of the Chief of Police and upon termination of employment. This inventory of equipment will be inspected and reissued if in good condition and working order (Firearms, ECW Taser, Baton, Radios, etc.). The town shall replace equipment when necessary in the judgement of the Chief of Police.
- **Duty Belt:** Black plain leather or nylon duty web gear is authorized for all members of the department. All accessories on the gun belt must be leather or nylon web. The nylon gun belt must be secured to the trouser belt, by belt keepers or by design of the gun belt, to provide stability, and accessibility to the officer's weapon and other equipment. Officers will not mix leather and nylon accessories on one belt type.
 - **Outer Carrier:** Department authorized **Dark Navy Blauer Armorskin #8360XP & Dark Navy Guardian Point Blank Model #GDB-000JBK, #GDF-00Z5.** Armor that has Velcro panels on the front or rear will be embroidered with "Billerica Police", and Velcro embroidered badge and name tag.
 - **Body Armor:** See Department Policy **Body Armor (ADM-10).**
 - **Firearms:** Department-issued or authorized by the Chief of Police. Weapons are listed in Department Policy **Authorized Weapons (ADM-6).**
 - **Taser:** Tasers can be carried by uniformed personnel while on patrol. Officers do not need to carry a taser while working construction details.
 - **Ammunition/Magazines:** Uniformed Officers shall carry two or three spare magazines in a department-issued pouch loaded with approved ammunition.
 - **Holsters:** Officers will use the Department issued **Safariland Holster #7360RDS-7502-411** or **Aliengear Rapid Force Level 3 Duty Holster V3 #R3-S-0691-BK-RH-A0-B** for use on the duty belt. Officers assigned to administrative duties may utilize a black paddle/belt holster with Level II+ retention.
 - **OC Spray:** All Officers will be issued Oleoresin Capsicum Spray by the department. See department policy **Oleoresin Capsicum Spray (OPS-26).**
 - **Radio:** Officers shall carry the Department issued **Harris XL-185** radio on duty or on a detail.

- **Flashlights:** Officers shall have a flashlight accessible and capable of providing illumination necessary for the safe performance of duty.
- **Baton:** The Department authorizes the carry of the **Monadnock/ASP Auto-Lock Baton**. See department policy **Baton (OPS-25)**.
- **Handcuffs:** Double hinged or chained cuffs from a reputable manufacturer (Smith & Wesson, ASP, Peerless).

Appendix A Authorized Uniforms

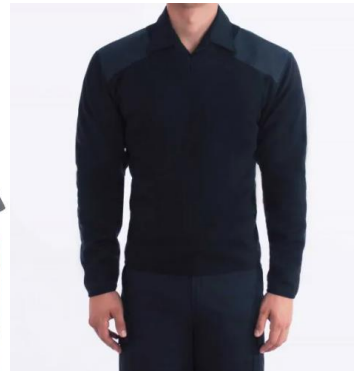
Patrol Uniform (Traditional)



[8670](#) or [8670W](#)



[8675](#) or [8675W](#)



[225](#)

Men

- **Wool**
 - 6 - [8567](#) or [8567T](#)
 - 8 - [8560P8F](#) or [8560P8FT](#)
 - 10 - [8560P10](#)
- **Poly**
 - 6 - [8567 OT](#) [8567T](#)
 - 8 - [8652P8F](#) OR [8562P8FT](#)

Women

- **Wool**
 - 6 - [8567W](#)
 - 8 - [85608FW](#)
 - 10 - [8560W10](#)
- **Poly**
 - 6 - [8567W](#) OR [8567WT](#)
 - 8 - [8562W8F](#)



Patrol Uniform (Tactical)



8372 or 8372W



8666



8371 or 8371W



8666W

Additional: 6-8-10 Pocket Pants (pictured on previous page)

Outerwear



9820



6045



26950



233R



9915Z



4476Z



225



4660

Details



[8137](#)



[343R](#)

Additional: 6045, 26950, 233R (pictured on previous page).

Soft Uniform

