



CONCORD POLICE DEPARTMENT

GENERAL ORDER

BODY WORN BALLISTIC ARMOR

GENERAL ORDER: 06.02

CREATED: May 6, 2016

ISSUE DATE: September 25, 2025

CALEA STANDARD:
NCLEA STANDARD:

EFFECTIVE DATE: September 25, 2025

ACTION: Amends general order dated October 1, 2022.

REVIEW DATE:

06.02.0 **PURPOSE**

The purpose of this general order is to establish departmental policy on the use and care of body worn ballistic armor.

06.02.1 **POLICY**

It shall be the policy of Concord Police Department to enhance the physical safety of officers through the use of ballistic armor in conjunction with established safety tactics and practices.

The Concord Police Department makes every attempt to provide equipment designed to improve the safety of all officers. In the course of their professional duties, police officers are exposed to a risk of assault by firearms, particularly handguns (including their own). One of the most effective safeguards available against such threats is the use of body worn ballistic armor. While ballistic armor provides a significant level of protection, it is not an absolute protection against all threat levels, and is not a substitute for sound officer safety tactics and practices.

06.02.2 **DEFINITIONS**

A. BODY WORN BALLISTIC ARMOR

Bullet-resistant material designed for daily wear, which has been issued or approved for use by the Chief of Police or designee.

B. TACTICAL BALLISTIC ARMOR

Ballistic armor offers a higher level of threat protection and is issued to members of SWAT for use in high-risk or tactical operations.

06.02.3 **ISSUANCE OF BODY WORN BALLISTIC ARMOR**

- A. Every officer shall be issued body worn ballistic armor that complies with standards established by the National Institute of Justice (NIJ). All issued body worn ballistic armor shall conform to the level of threat protection required to defeat the issued handgun ammunition fired from the duty weapon.

- B. Body worn ballistic armor and carriers that are worn or damaged through normal wear or use shall be replaced or repaired by the department. It is the responsibility of the officer to report any damage or excessive wear of the ballistic armor or carrier to the appropriate supervisor.
- C. Any unit of body worn ballistic armor that has been fired upon, punctured, stabbed, cut, or otherwise structurally damaged shall be immediately removed from use and replaced.

06.02.4 **PRIVATELY OWNED BODY WORN BALLISTIC ARMOR**

- A. An officer may elect to purchase and wear privately owned body worn ballistic armor provided that the body worn ballistic armor meets or exceeds the rated threat level and specifications of the issued body worn ballistic armor and has been inspected and approved for use by the Chief of Police or designee.
- B. Replacement and/or repair of privately owned body worn ballistic armor will be the personal responsibility of the purchasing officer.
- C. An officer who elects to use privately owned body worn ballistic armor must comply with the requirements of this general order as if the armor was issued by the department.

06.02.5 **WEARING OF BALLISTIC ARMOR**

- A. Officers shall wear the issued body worn ballistic armor at all times while on duty except as stated in C below.
- B. All officers, regardless of assignment or rank, are required to wear body worn ballistic armor when working in uniform in any secondary employment capacity.
- C. It is encouraged that all officers wear body worn ballistic armor; however officers will not be required to wear body worn ballistic armor when:
 - 1. Working in an authorized covert capacity that may be compromised by the wearing of body worn ballistic armor; OR
 - 2. The ambient air temperature and/or level of humidity during a scheduled tour of duty poses an elevated risk of heat related injury; OR
 - 3. The officer is assigned to the Administration Bureau, Criminal Investigations Division, Vice & Narcotics, or is a member of the Executive Staff. Officers who choose not to wear their body worn ballistic armor must have it readily available during their tour of duty; OR
 - 4. The officer has an approved medical exemption granted by the Chief of Police.
- D. Every officer, regardless of assignment or rank, shall wear department approved body worn ballistic armor when participating in live fire training exercises, organized raids, pre-planned warrant executions involving dynamic or forcible entry, civil disturbances, tactical operations, and other high risk operations as directed by the supervisor.

06.02.5 MEDICAL EXEMPTIONS

- A. Any officer seeking a medical exemption to the mandatory wear of body worn ballistic armor shall obtain a detailed written justification from a medical doctor that describes the physical condition and how the condition prevents the wearing of body worn ballistic armor. The justification shall be forwarded to human resources so the Chief of Police or his/her designee can consider the exemption request.
- B. The Chief of Police or his/her designee may require a second medical evaluation through a physician identified by Concord Police Department for confirmation that the ballistic armor cannot be worn. If it is determined that the officer's medical condition is such that it prohibits the wearing of ballistic armor, then the officer may be referred to a physician identified by Concord Police Department for a "Fitness for Duty" evaluation.

06.02.6 TACTICAL BALLISTIC ARMOR

- A. Tactical ballistic armor is issued to members of SWAT and MFF to provide them with higher levels of threat protection during high-risk tactical operations. Officers assigned to SWAT and MFF are required to wear tactical ballistic armor during all field deployments and during any training exercises involving the use of firearms, distraction devices, less lethal projectile munitions, breaching rounds, or explosives. The SWAT/MFF Commander(s) may exempt the wear of tactical ballistic armor for officers based on assignment and/or circumstances (i.e. assignment as sniper, woodland operation, surveillance operation, etc.)
- B. The SWAT/MFF Commander(s) and Team Leader(s) shall be responsible for determining the tactical ballistic armor requirements of the department and for ensuring that assigned officers are properly trained in its use and maintenance.
- C. Any unit of tactical ballistic armor that has been fired upon, punctured, stabbed, cut, or otherwise structurally damaged shall be immediately removed from use and replaced.

06.02.7 INSPECTIONS OF BALLISTIC ARMOR

- A. Support Services Division Commander or designee shall be responsible for the inspection of body worn ballistic armor. The inspection shall include an assessment of the fit, cleanliness, and signs of damage, abuse, or need for repair or replacement.
- B. The SWAT/MFF Commander(s) and Team Leader(s) shall be jointly responsible for conducting periodic inspections of tactical ballistic armor issued to SWAT/MFF. Results of the inspections will be reported to the Support Services Division Commander or designee.
- C. Support Services Division Commander or designee shall maintain documentation of inspections in the department approved software.

06.02.8 MAINTENANCE AND DISPOSAL OF BALLISTIC ARMOR


- A. Each officer is responsible for the proper care and maintenance of ballistic armor in accordance with the manufacturer's instructions. This includes regular inspection of

the ballistic armor for signs of damage and general cleanliness.

- B. Any loss or theft of departmental ballistic armor shall immediately be reported in writing to the appropriate supervisor.
- C. Dirt and human perspiration may erode ballistic panels and form odor-causing bacteria. Each officer shall be responsible for properly cleaning issued ballistic armor in accordance with the manufacturer's instructions to ensure that it remains clean and odor free.
- D. Surplus ballistic armor shall be disposed of in a manner that does not render it available to the general public. If suitable alternatives are not available for recycling or donation to other agencies for legitimate purposes, surplus ballistic armor shall be destroyed. Disposal and destruction of departmental ballistic armor must be approved in advance by the Chief of Police.

06.02.9 **TRAINING AND EVALUATION**

- A. Support Services Division Commander or designee shall be responsible for maintaining the following:
 - 1. Information on technical advances in the ballistic armor industry or changes in NIJ specifications that may indicate a need to upgrade or replace ballistic armor.
 - 2. Documentation verifying that the issued ballistic armor conforms with current NIJ specifications and is rated for the threat level posed by the ammunition used in the issued duty weapon.
 - 3. Procurement records, armor identification, and issuance data enabling the department to track the age of the units and effect the programmed scheduled replacement of used ballistic armor in advance of the manufacturer's warranty expiration date.
 - 4. Information and statistical data needed to evaluate occurrences where issued ballistic armor has protected or failed to protect officers in accordance with its rated threat protection level.


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CHIEF OF POLICE