

<b>MESA POLICE</b>  Department Policy Manual	<b>Department Uniform &amp; Appearance Standards</b>	<b>DPM 1.9.5</b> Effective 11/15/2017 Revised 07/15/2024
Approved by: <b>Chief of Police</b>	Chapter: Uniforms & Equipment	Page: <b>1 of 5</b>

## 1. PURPOSE

This policy provides Mesa Police Department (MPD) members guidelines regarding Department uniform and appearance standards.

## 2. GENERAL [ALEAP 10.5A,B] [ALEAP 7.1D,E]

### 2.1 Uniform Authorization

- A. The following members are authorized to wear the Department uniform:
  - 1. All sworn members, regardless of assignment.
  - 2. Holding Facility Detention members.
  - 3. Municipal Security.
    - a. NOTE: The uniform shirt for Municipal Security differs from the standard uniform shirt. See [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#).
  - 4. Civilian Teleserve Officers.
  - 5. Reserves.
  - 6. Any member specifically designated by the Chief of Police or designee.
- B. Authorization for a member to wear the Department uniform may be suspended by the Chief of Police or designee.

### 2.2 General

- A. Members wearing a uniform will adhere to [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#) at all times. [ALEAP 12.1B]
- B. Specific name brands and accessories, if required, are listed in the manual for each uniform.
- C. The Chief of Police or designee, prior to any funeral, banquet, service, etc., may designate which uniform to wear, or any exceptions to the designated uniform.
- D. All sworn officers shall maintain one long-sleeved Class B uniform regardless of whether they are required to wear a uniform in their current assignment.
- E. All patrol uniforms will be dark blue in color. When authorized, the outer vest carrier may be black.
  - 1. Black uniforms are authorized for wear by approved specialty units. See [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#).
- F. Patches, badges, or other uniform components representing the MPD shall not be used for personal activities.
- G. All uniform accessories will conform to [DPM 1.9.10 Department Uniform Accessories & Equipment](#) unless otherwise noted in the manual.

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- H. Unless approved by a Division Commander, Department uniforms will only be worn while performing an official Department function.
- I. No permanent changes or alterations, other than tailoring for fit, shall be made to the prescribed uniform without the express written permission of the Chief of Police or designee.
- J. When in an administrative or other sworn assignment that does not require uniform wear, sworn members will conform to dress code provisions in [DPM 1.9.45 Professional Staff & Sworn Non-Uniform Dress Code](#) and [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#).
- K. Sworn members may wear the Department uniform at any time in lieu of the non-uniform dress code.
  - 1. All sworn members, regardless of rank, when not in uniform, will maintain an authorized uniform at all times while on duty in case called upon for emergency operations or patrol functions.
  - 2. All sworn members will adhere to the appearance standards of [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#), regardless of assignment, unless an exception is granted under **Section 4** of this policy.
  - 3. When a sworn member is in a transitional assignment, the member will wear the attire required by the assignment.

### 3. UNIFORM & EQUIPMENT COMMITTEE

#### 3.1 Committee Composition

- A. The committee will be composed of the following members:
  - 1. **Committee Chair**
    - a. Policy Lieutenant is the committee chair.
    - b. Serves until transferred out of the assignment.
  - 2. **Training Sergeant**
    - a. Serves until transferred out of the assignment.
  - 3. **Sworn Patrol Sergeant**
    - a. Serves 3-year term.
    - b. Selected by the chair.
  - 4. **Sworn Uniformed Officer**
    - a. Serves 3-year term.
    - b. Selected by the chair.
  - 5. **Uniformed Professional Staff Member**
    - a. Serves 3-year term.
    - b. Selected by the chair.

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### 3.2 Committee Responsibilities

- A. Review and update approved uniform list indicating specific components of authorized Department uniforms.
- B. Create workgroups or subcommittees to address uniform aspects, including, but not limited to:
  1. Badges.
  2. Pins.
  3. Patches.
  4. Uniform and equipment wear/wear tests.
- C. Hold quarterly meetings with the Uniform & Equipment Committee.
- D. Ensure the policy and manual are kept updated in PowerDMS for viewing by all Department members.
- E. Distribute the authorized uniform manual to uniform sales stores so sales personnel can help with purchases.
- F. Meet with vendors concerning new uniform and equipment items.
- G. Solicit input from Department members on uniforms and equipment.
- H. Recommend changes to command staff on new products to be added to authorized uniform and equipment.
- I. Evaluations of sample uniform and equipment items to be made on [DPM 1.9.10F1 Uniform & Equipment Evaluation Form](#).

## 4. EXCEPTIONS & DISCIPLINE

### 4.1 Power Hour

- A. When participating in the Power Hour Program in accordance with [DPM 1.2.131 Power Hour Program](#), authorized members may change into clothing, shoes, and accessories that allow the member to properly participate in the activity.

### 4.2 Special Assignment/Supervisory Approval

- A. Members in special assignments, with approval from their Division Commander/PSE, are exempt from any provisions of the manual that are necessary to accomplish their specific mission for the duration of their assignment.
- B. Supervisors may also grant limited exceptions to this policy based on business need when justified for an assignment, special event, or circumstance (e.g., training, mission specific assignment, etc.).

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### 4.3 Training

- A. The coordinator or sponsor of a training activity may direct an employee to wear other attire that is more appropriate to unusual training activities or conditions (e.g., tactical courses, physical training, maintenance/repair course, etc.).

### 4.4 Medical Necessity

- A. Members who have a medical necessity that does not conform to this policy may be granted an exemption. Division Commanders/PSEs are authorized to make exceptions to this policy for medical necessity. Some examples include, but are not limited to:
  - 1. Pregnancy.
  - 2. Missing or non-functional limbs.
  - 3. Special shoes, socks, or circulation equipment for diabetic members.
  - 4. Prosthetics.
  - 5. Durable medical equipment.
- B. In order to protect the privacy of the requesting member, the Division Commander/PSE will only disclose that the member has an exception. The Division Commander/PSE is not authorized to disclose the nature of the condition or reason for the exception to anyone unless authorized by the requesting member in writing.
- C. To request an exemption, members will complete [COM FM190 Request for A Reasonable Accommodation for Current City Employee](#) form and submit through their chain of command up to their Division Commander/PSE.

### 4.5 Religious/Cultural Exemption

- A. Members who practice certain religions who require deviations from this policy shall request a religious exemption in writing up their chain of command. Division Commanders/PSEs shall review and approve on a case-by-case basis so long as the request does not interfere with the safety and security of the Department or its members.

### 4.6 Discipline

- A. Continual failure to conform with uniforms and appearance standards without a noted exemption listed above may result in discipline. See [DPM 1.4.1 Code of Conduct](#), #44.

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## 5. SUPERVISOR RESPONSIBILITIES

- A. Supervisors are responsible for enforcement of this policy and the manual and have authority to decide if items/dress are in compliance, including items not explicitly listed in the manual.
- B. Supervisors have the authority and responsibility to inform the member to change their dress to comply with policy.

## REFERENCES

- [COM FM190 Request for A Reasonable Accommodation for Current City Employee](#)
- [DPM 1.2.131 Power Hour Program](#)
- [DPM 1.4.1 Code of Conduct](#)
- [DPM 1.9.5A1 Department Uniform & Appearance Standards Manual](#)
- [DPM 1.9.10 Department Uniform Accessories & Equipment](#)
- [DPM 1.9.10F1 Uniform & Equipment Evaluation Form](#)
- [DPM 1.9.45 Professional Staff & Sworn Non-Uniform Dress Code](#)
- [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#)