

MESA POLICE Department Policy Manual	Professional Staff & Sworn Non-Uniform Dress Code	DPM 1.9.45 Effective 04/06/2012 Revised 07/15/2024
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1. PURPOSE

This policy establishes the Mesa Police Department (MPD) non-uniform dress code for both professional staff & sworn non-uniform members.

2. DRESS CODE

2.1 Authorized Dress Code

- A. The following members will adhere to the contents of [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#):
 - 1. All professional staff members not assigned:
 - a. Unit specific attire; or
 - b. Authorized to wear the Department uniform in [DPM 1.9.5 Department Uniform & Appearance Standards](#).
 - 2. All Volunteers in Police Service (VIPs).
 - 3. Interns (including SkillBridge interns).
 - 4. All sworn members when not in uniform.

2.2 Casual Wear

- A. Casual wear includes the provisions of [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#), with the addition of jeans.
- B. Casual wear is authorized:
 - 1. On any day when public contact is not expected (e.g., weekends and holidays) or during non-business hours.
 - 2. On Thursdays when the member does not have any outside professional engagements or is not otherwise required to represent the Department at any outside engagement or community meetings while on duty.
 - 3. For sworn detectives, when called out during off-duty hours.
 - 4. When authorized by a supervisor.
- C. If casual wear is authorized, the jeans will conform to [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#).
- D. If instituting casual wear, shirts may remain untucked unless directed by a supervisor.

2.3 Court or Administrative/Community Meetings

- A. Regardless of the season or circumstances, when attending court, outside professional engagements, or community meetings while on duty, all members will wear:
 - 1. Conservative business attire with suit/sports jacket or sweater.
 - 2. An MPD uniform authorized for court wear.

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3. EXCEPTIONS & DISCIPLINE

3.1 Special Assignment/Supervisory Approval

- A. Members in special assignments, with written 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.).

3.2 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.).

3.3 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.

3.4 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.

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3.5 Discipline

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

4. 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 with dress code, 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 Employees](#)
- [DPM 1.4.1 Code of Conduct](#)
- [DPM 1.9.45A1 Professional Staff & Sworn Non-Uniform Dress Code Manual](#)
- [DPM 1.9.5 Department Uniform & Appearance Standards](#)