

## Uniforms & Equipment



### Sworn Employee Uniform Regulations

Order  
06.103

#### A. Policy

Sworn uniformed employees will only wear Department authorized uniforms and equipment. No insignia, uniform or equipment items are authorized for wear unless enumerated in this or another Order. Alterations to fit individual body contours are authorized. Uniform and equipment items discontinued for use have a one-year wear out period, or until they are no longer serviceable, whichever occurs first.

Additional insignia, uniform or equipment items may be worn with the Class D uniform when authorized by the Bureau Commander/Manager or another Order. Supervisors are responsible for conducting regular inspections and ensuring all employees maintain a professional appearance in accordance with this Order.

#### B. General Considerations

1. When in public view, uniformed employees will wear the full uniform and equipment. No portion of the uniform or equipment identifying individuals as a police employee will be worn separately.
2. Employees wearing the Class A, B and C uniforms will wear the appropriate metal or cloth badge, metal nameplate or cloth name tag, shoulder patches and rank insignia.
3. Employees will carry their Department issued commission card while on-duty.
4. Uniforms will be neatly pressed; leather shoes and boots polished; canvass or nylon shoes and boots cleaned; and badges and metal items shined.
5. All uniform shirt and trouser buttons will be buttoned, except the shirt collar button when not wearing an authorized tie.
6. A black or white crewneck t-shirt or black turtleneck or Dickie will be worn, and always visible at the open collar of the uniform shirt.

- a. The black turtleneck or Dickie shall only be worn with a long sleeve shirt and may have "TPD" embroidered in ½ inch gray, block lettering on the left side of the neck.
  - b. The sleeves of the crewneck t-shirt or turtleneck shall not be visible beyond the short sleeve or long sleeve cuff of the uniform shirt.
7. Military style combat blousing of pants and steel toe shoes and boots are prohibited.
  8. Plain, solid, black socks will be worn with all uniforms.
    - White bottoms are optional, but no white may be visible.
  9. Hats, baseball or boonie caps and beanies will not be worn if faded, soiled or frayed.
    - Beanie caps may only be worn during cold weather conditions.
  10. Hats, baseball caps and beanies may be worn indoors when it is necessary to maintain operational readiness, as officers are under arms.
  11. Uniforms and equipment will not be worn if faded, soiled or frayed.
    - Patched or repaired uniforms and equipment will not be worn unless the patch or repair is inconspicuous.
  12. All high-gloss and polished leather, or synthetic leather, and nylon items on a duty belt will be of similar material and finish.
    - a. High-gloss leather, polished leather or synthetic leather, and nylon will not be mixed.
    - b. Hard-shell items of similar finish may be worn with high-gloss leather, polished leather or synthetic leather, or nylon items.
    - c. Only a high-gloss leather duty belt with high-gloss items of a similar finish will be worn with the Class A uniform.

13. Class A, B and C uniform shirts and trousers will be the same color.

14. A black mourning band may be worn upon line of duty death of a law enforcement officer in Arizona.

- a. The mourning band will fit tightly around the badge, horizontally across the center.
- b. The mourning band will be worn for 30 days from the date of death for a Tempe law enforcement officer.
- c. The mourning band will be worn from the date of death to the conclusion of burial for another Arizona jurisdiction law enforcement officer.

### C. Class A Uniform

1. All sworn employees will maintain a serviceable Class A uniform.

2. The Class A uniform will consist of the following items:

- a. Shirt: Blauer, Flying Cross, Elbeco or United Uniform brand; dark navy, 100% wool or 75%/25% polyester/wool blend long sleeve; pleated pockets; appropriate number of service stripes; silver "P" buttons on the pockets and epaulets only; sergeant strips, if applicable; FTO stripes optional.
- b. Necktie & Tie Bar/Tack: Clip-on type only; plain black; two-ply 100% wool; bottom point of the tie 1" – 2" from top of belt; plain polished silver tie bar or tie tack in line with the pocket buttons.
- c. Trousers: Blauer, Flying Cross, Elbeco or United Uniform brand; dark navy; 4-pocket or 4-pocket plus sap pocket.

The front of the trouser leg shall contact the top of the shoe at the instep; rear will measure 1½" from the floor at the heel; pressed with a crease; fit snugly about the waist and hips.

- d. Shoes: Oxford style with plain round toe; smooth highly polished black leather or high-gloss synthetic leather finish.

Boots: Military style ¾ or full length (mid-calf) with plain round toe; smooth

highly polished black leather or high-gloss synthetic leather finish.

Soles will be leather or composite no thicker than  $\frac{3}{4}$ "; heels no thicker than 1".

- e. Badge, Awards & Insignia: Metal badge and metal nameplate; command rank insignia on each collar, if applicable.

Metal unit insignia or metal American flag pin optional; ribbons optional.

- f. Duty Gear: Black high-gloss leather; buckle-less duty belt; holster; closed magazine pouch; closed handcuff case; belt keepers.

Except for the holster, all items will have either Velcro or hidden snap fasteners; only the items listed must be worn on the duty belt.

- g. Hat: Midway brand LAPD style; silver metal hatband; Department issued hat badge.

### 3. Class A Uniform – Alternate Specifications for Specialty Units

#### a. Honor Guard:

- 1) Coat: Midnight blue; First Responder high collar dress coat with white Columbia trim; silver "P" buttons on sleeves, pockets and epaulets; Honor Guard patch on each sleeve.
- 2) Trousers: Department authorized Class B trousers with 1" wide white stripe along the outside seam.

The front of the trouser leg shall contact the top of the shoe at the instep; rear will measure 1½" from the floor at the heel; pressed with a crease; and fit snugly about the waist and hips.

- 3) Shoes: Oxford style with plain round toe; smooth highly polished black leather or high-gloss synthetic leather finish; low quarter with six (6) eyelets, or  $\frac{3}{4}$  with two (2) or four (4) eyelets.

Shoe soles will be leather or composition no thicker than  $\frac{3}{4}$ "; heels no thicker than 1"

- 4) Hat: Midway brand LAPD style; silver metal hatband; Department issued hat badge.
- 5) Duty Gear: Black high-gloss leather Sam Browne belt with shoulder strap and holster; all metal attachments in silver.
- 6) Other: Metal "Honor Guard" badge and metal nameplate; Honor Guard insignia; white dress gloves.

b. Mounted Unit:

- 1) Shirt: Blauer, Flying Cross, Elbeco or United Uniform brand; dark navy, 100% wool or 75%/25% polyester/wool blend long sleeve; pleated pockets; appropriate number of service stripes; silver "P" buttons on the pockets and epaulets only; sergeant strips, if applicable; FTO stripes optional.
- 2) Trousers: Peter Jayco breeches; dark navy.
- 3) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Soles will be leather or composition no thicker than  $\frac{3}{4}$ "; heels no thicker than 1".

- 4) Badge, Awards & Insignia: Metal badge and metal nameplate; command rank insignia on each collar, if applicable.

Mounted Unit insignia and silver whistle chain and whistle from right shoulder epaulet to right shirt pocket; ribbons optional.

- 5) Duty Gear: Black high-gloss leather; buckle-less duty belt; holster; closed magazine pouch; closed handcuff case; belt keepers.

Except for the holster, all items will have either Velcro or hidden snap fasteners; only the items listed must be worn on the duty belt.

- 6) Headgear: Department issued Seers helmet; silver visor band; Department issued hat badge; must be worn while riding horse.

7) Other: Department provided white ascot; parade gloves.

c. Traffic Bureau Motors:

1) Shirt: Blauer, Flying Cross, Elbeco or United Uniform brand; dark navy, 100% wool or 75%/25% polyester/wool blend long sleeve; pleated pockets; appropriate number of service stripes; silver "P" buttons on the pockets and epaulets only; sergeant strips, if applicable; FTO stripes optional.

2) Trousers: Raeford or Metcalf; polyester/wool blend; pressed without creases; Triumph Medalist or equivalent "Waffle Weave" breeches of 4-way stretch nylon; dark navy.

3) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Soles will be leather or composition no thicker than  $\frac{3}{4}$ "; heels no thicker than 1".

4) Badge, Awards & Insignia: Metal badge and metal nameplate; command rank insignia on each collar, if applicable.

Solo Motor Officer insignia and silver whistle chain and whistle from right shoulder epaulet to right shirt pocket; ribbons optional.

5) Duty Gear: Black high-gloss leather; buckle-less duty belt; holster; closed magazine pouch; closed handcuff case; belt keepers.

Except for the holster, all items will have either Velcro or hidden snap fasteners; only the items listed must be worn on the duty belt.

6) Headgear: Department issued helmet; must be worn while riding motorcycle.

D. Class B Uniform

1. The Class B uniform will be worn when attending superior court and when the formality of the Class A uniform and operational function of the Class C uniform is not required.

2. The Class B uniform will consist of the following items:

- a. Shirt: Blauer (8676 or 8671), Flying Cross, Elbeco or United Uniform brand; dark navy, long sleeve or short sleeve; pleated pockets; appropriate number of service stripes on the long sleeve shirt; FTO or sergeant strips, if applicable.
- b. Necktie & Tie Bar/Tack: Optional in long sleeve only; clip-on type only; plain black; two-ply 100% wool; bottom point of the tie 1" – 2" from top of belt; with plain polished silver tie bar or tie tack in line with the pocket buttons.
- c. Trousers: Blauer 8666, Flying Cross, Elbeco or United Uniform brand; dark navy; 4-pocket, 4-pocket plus sap pocket, or 6-pocket with hidden cargo pockets.

The front of the trouser leg shall contact the top of the shoe at the instep; rear will measure 1½" from the floor at the heel; pressed with a crease; and fit snugly about the waist and hips.

- d. Shoes: Oxford style with plain round toe; smooth polished black leather or high-gloss synthetic leather finish (high-gloss shoes are only authorized with high-gloss duty gear).

Police work shoe with plain round toe; smooth polished black leather; low quarter or ¾ lace-up.

Boots: Military style ¾ or full length (mid-calf) with plain round toe; smooth polished black leather or high-gloss synthetic leather finish (high-gloss boots are only authorized with high-gloss duty gear).

Soles will be leather or composite no thicker than ¾"; heels no thicker than 1".

- e. Badge, Awards & Insignia: Metal badge and metal nameplate; command rank insignia on each collar, if applicable.

Metal unit insignia or metal American flag pin optional; ribbons optional.

- f. Duty Gear: Department authorized black high-gloss or polished leather or synthetic leather; all items of similar material and finish.

Hat: Midway brand LAPD style; silver metal hatband; Department issued hat badge.

Beanie caps may only be worn during operational deployment in cold weather conditions (refer to Class C uniform for specifications).

Baseball caps may only be worn during operational deployment for protection against the elements (refer to Class C uniform for specifications).

Boonie caps may only be worn during traffic control, while on a perimeter position or at extended crime scenes from sunrise to sunset between March 1 and October 31 (refer to Class C uniform for specifications).

Alternate Specification: Winter Stratton F40 campaign style or Summer Stratton S40; navy blue; 3" brim; Department issued hat badge. (Requires bureau commander approval.)

g. Jackets & Coats: Fechheimer Ultra model multi-purpose jacket; dark navy.

Spiewak Deluxe Duty model jacket; dark navy.

Embroidered badge patch above left breast and embroidered nameplate above right breast, or metal badge above left breast and metal nameplate atop right pocket; patch on each sleeve with sergeant stripes, if applicable; silver "P" buttons or black buttons on the pockets and epaulets. FTO and service stripes are optional.

### 3. Class B Uniform – Alternate Specifications for Specialty Units

The specifications listed are only those which are in addition to those listed in Section D2.

a. Mounted Unit:

1) Trousers: Peter Jayco breeches; dark navy.

2) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Department issued or approved spurs.



- 3) Headgear: Department issued Seers helmet with silver visor band; Department issued hat badge; must be worn while riding horse.
- 4) Jackets & Coats: Authorized jacket as approved by bureau commander.

b. Traffic Bureau Motors:

- 1) Trousers: Raeford or Metcalf; polyester/wool blend; pressed without creases; Triumph Medalist or equivalent "Waffle Weave" breeches of 4-way stretch nylon; dark navy.
- 2) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Soles will be leather or composition no thicker than  $\frac{3}{4}$ "; heels no thicker than 1".

- 3) Headgear: Department issued helmet; must be worn while riding motorcycle.
- 4) Jackets & Coats: Authorized jacket as approved by bureau commander.

E. Class C Uniform

1. The Class C uniform is a functional uniform intended to make field operations more practical and maintenance easier. The Class C uniform is not authorized for commanders and above.
2. The Class C uniform will consist of the following authorized styles:

a. Shirt:

5.11 Performance Polo; short sleeve (71049) or long sleeve (72409); dark navy (724).

5.11 Performance Utili-T; short sleeve (40174) or long sleeve (40175); dark navy. Worn under exterior ballistic vest carrier only.

- Short sleeves must measure at least 11 inches from the shoulder seam. Employees may purchase the long sleeve model and alter to this length as needed.

Blauer Armorskin short sleeve (8362) or long sleeve (8361); dark navy.

First Tactical Performance Polo; short sleeve (112509/122509) or long sleeve (111503/121503); midnight navy.

Olympic Coolmax polo; short sleeve or long sleeve; dark navy.

Cloth badge patch above left breast; cloth name tag above right breast; gray; and patch on each sleeve; with sergeant stripes, if applicable. FTO and service stripes optional.

If worn with exterior ballistic vest, does not need to include cloth badge or name tag.

b. Sweater: Blauer sweater; navy blue.

Cloth badge patch above left breast; cloth nameplate above right breast; gray; and patch on each sleeve; with sergeant stripes, if applicable. FTO and service stripes optional.

If worn with exterior ballistic vest, does not need to include cloth badge or name tag.

c. Trousers:

5.11 Taclite PDU Cargo Pant (74371 or 64371); midnight navy.

5.11 Stryke Pant (74369 or 64386); dark navy (724).

5.11 Apex Pant (74434 or 64446); dark navy (724).

Blauer Metro StreetGear Flex Side-pocket (8813T or 8813WT); dark navy.

Blauer FlexRS Cargo Pocket (8665 or 8665W); dark navy.

Blauer Metro FlexRS Cargo (8613T or 8613WT); dark navy.

Fechheimer Flying Cross Deluxe Tactical Pant with cargo pocket (39300 or 39300W); LAPD navy.

First Tactical V2 Tactical Pants (114011 or 124011); midnight navy.

The front of the trouser leg shall contact the top of the shoe at the instep; rear will measure 1½" from the floor at the heel; pressed with a crease; and fit snugly about the waist and hips.

- d. Shoes: Police work shoe with plain round toe; smooth polished black leather; low quarter or ¾ lace-up.

Boots: Military style ¾ or full length (mid-calf) with plain round toe; smooth polished black leather.

Black footwear made for law enforcement, first responder, correction officer or military type activity.

Soles will be leather or composite no thicker than ¾"; heels no thicker than 1".

High-gloss shoes and boots are prohibited.

- e. Badge, Awards & Insignia: Cloth badge and cloth nameplate; cloth command rank insignia on each collar, if applicable; gray.

Cloth unit insignia optional; gray.

- f. Duty Gear: Department authorized black polished leather or synthetic leather; all items being of similar material and finish.

Department authorized nylon; all items being of similar material and finish.

High-gloss duty gear is prohibited.

- g. Hat: Fitted or snapback baseball style; miniature shoulder patch, full color or subdued; black.

- Fitted baseball style with consistent material throughout; miniature shoulder patch; navy blue (until 6/30/24).

Beanie cap; miniature shoulder patch, full color or subdued; black.

- Beanie cap; short with no roll; "TPD" embroidered in 1¼" gray letters on front center; black (until 6/30/24).

Boonie caps with consistent material throughout; miniature shoulder patch; navy blue. May only be worn during traffic control, while on a perimeter position or at an extended crime scene from sunrise to sunset between March 1 and October 31.

- h. Jackets & Coats: Fechheimer Ultra model multi-purpose jacket; dark navy.

Spiewak Deluxe Duty model jacket; dark navy.

Cloth badge patch above left breast and cloth nameplate above right breast, or metal badge above left breast and metal nameplate atop right pocket; patch on each sleeve with sergeant stripes, if applicable; silver "P" buttons or black buttons on the pockets and epaulets. FTO and service stripes are optional.

Condor Phantom Softshell Jacket; black.

No cloth patch or name tag; worn under ballistic vest carrier only. Patch on each sleeve with sergeant stripes, if applicable. FTO and service stripes optional. Velcro on sleeves shall be removed before patches on sleeve are affixed.

- i. Ballistic Vest Carrier: Any MOLLE style vest carrier capable of concealing department approved ballistic panels; black. Similar to the current vendor contracted model: Point Blank Maverick; black.

Ballistic vest carriers must remain in a clean, serviceable condition or are required to be replaced.

- 1) Unless otherwise noted, all lettering and insignia embroidery will be in gray on a black Velcro patch.

- 2) "POLICE" will be embroidered on a Velcro patch of similar size to the Velcro on the back of the carrier and attached to the back of the carrier.
- 3) Cloth badge with base in line with the bottom of the carrier Velcro front patch; 4" x 1" name tag with base in line with the bottom of the vest Velcro front patch; and optional specialty insignia (as authorized in Order 06.102) centered above the name tag attached to the front of the carrier.
- 4) One American flag patch, measuring 3" x 2" may be attached to the carrier in only one of the following:
  - a) A full color American flag patch or a subdued black and gray American flag patch, with or without a thin blue line, worn on the front of the carrier above the name tag. The flag shall be horizontal to the ground with the field of stars oriented to the wearers right hand side.
  - b) A subdued black and gray American flag patch, with or without a thin blue line, measuring 3" x 2" may be attached on either lower side panel of the carrier. The flag shall be horizontal to the ground with the field of stars at the sideline of the body and the stripes toward the back.
- 5) One "POLICE" patch measuring 4" x 1" may be attached to the front of the carrier either with the base in line with the bottom of the carrier Velcro front patch (in lieu of the name tag location in Section 3 above) or centered on the carrier Velcro front patch with the base in line with the bottom of the carrier Velcro patch.
  - a) If the "POLICE" patch is worn in lieu of the name tag location in Section 3 above, the name tag will be immediately above the "POLICE" patch, and optional specialty insignia (as authorized in Order 06.102) centered above the nameplate.
  - b) If the "POLICE" patch is worn centered, it will be next to the name tag location in Section 3 above.
- 6) Unless otherwise noted, no other insignia are authorized for wear on the ballistic vest carrier.

- 7) Pouches and holsters shall be of similar material, finish, and color to the carrier; carrier, pouches and holsters will be unfaded, clean, serviceable and void of hanging strings and elastic.
- 8) Optional Taser holsters shall be attached on the front of the vest, at or beyond the vest centerline (toward weakside and away from pistol) for dominant-hand cross draw; or shall be attached on the front of the vest for nondominant-hand draw.

### 3. Class C Uniform – Alternate Specifications for Specialty Units

The specifications listed are only those which are in addition to those listed in Section E2.

#### a. Bike Squad:

- 1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); dark navy (724).  
  
5.11 Stryke TDU Rapid Performance short sleeve polo (41018); dark navy (724).  
  
5.11 Performance Utili-T 40175; dark navy. Long sleeve or short sleeve. Worn under exterior ballistic vest carrier only.
- 2) Trousers: 5.11 Stryke pants (74369); dark navy (724).  
  
5.11 Stryke shorts (73327); dark navy (724).
- 3) Shoes: Low quarter or  $\frac{3}{4}$  black athletic style.
- 4) Hat: Fitted baseball style with consistent material throughout; Bike Squad or Metro emblem; navy blue.
- 5) Headgear: Department issued helmet; must be worn while riding bicycle.
- 6) Ballistic Vest Carrier: "TEMPE" "POLICE" "BIKE SQUAD" will be embroidered in gray stitching on a black Velcro patch of similar size to the Velcro on the back of the carrier and attached to the back of the carrier.

- 7) Other: Cycling shorts made of any black Spandex or similar material worn under pants or shorts.

b. Canine (K-9) Unit:

- 1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); black (019).  
  
5.11 Stryke TDU Rapid Performance short sleeve polo (41018); black (019).  
  
Subdued patch on each sleeve, with subdued sergeant stripes, if applicable
- 2) Trousers: 5.11 Stryke pants (74369); black (019).
- 3) Hat: Fitted baseball style with consistent material throughout; miniature shoulder patch; black.
- 4) Ballistic Vest Carrier: "POLICE" "K-9 UNIT" will be embroidered in gray stitching on a black Velcro patch of similar size to the Velcro on the back of the carrier; and attached to the back of the carrier; subdued K-9 patch.

c. Gang Unit:

- 1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); black (019).  
  
5.11 Stryke TDU Rapid Performance short sleeve polo (41018); black (019).  
  
Subdued patch on each left sleeve with subdued sergeant stripes, if applicable.
- 2) Trousers: 5.11 Stryke pants (74369); black (019).
- 3) Hat: Fitted baseball style with consistent material throughout; miniature shoulder patch or Gang Unit insignia patch; black.
- 4) Ballistic Vest Carrier: "POLICE" "GANG UNIT" will be embroidered in gray stitching on a black Velcro patch of similar size to the Velcro on the back of the carrier; and attached to the back of the carrier.

d. Incident Response Team (IRT):

- 1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); dark navy (724).

5.11 Stryke TDU Rapid Performance short sleeve polo (41018); dark navy (724).

- 2) Trousers: 5.11 Stryke pants (74369); dark navy (724).

Subdued patch and IRT patch rocker on each left sleeve with subdued sergeant stripes, if applicable.

e. Mounted Unit:

- 1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); dark navy (724).

5.11 Stryke TDU Rapid Performance short sleeve polo (41018); dark navy (724).

- 2) Trousers: Peter Jayco breeches; dark navy.

- 3) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Boot soles will be leather or composition and no thicker than  $\frac{3}{4}$ "; with heels no thicker than 1".

Department issued or approved spurs.

- 4) Headgear: Department issued helmet; must be worn while riding horse.

- 5) Ballistic Vest Carrier: "POLICE" "MOUNTED UNIT" will be embroidered in gray stitching on a black Velcro patch of similar size to the Velcro on the back of the carrier; and attached to the back of the carrier.

- 6) Other: Raingear as approved by bureau commander.

f. Traffic Bureau Motors:



1) Shirt: 5.11 Stryke TDU Rapid long sleeve polo (72071); dark navy (724).

5.11 Stryke TDU Rapid Performance short sleeve polo (41018); dark navy (724).

5.11 Performance Utili-T 40175; dark navy. Long sleeve or short sleeve.  
Worn under exterior ballistic vest carrier only.

2) Trousers: Raeford or Metcalf; polyester/wool blend; pressed without creases; Triumph Medalist or equivalent "Waffle Weave" breeches of 4-way stretch nylon; dark navy.

3) Boots: Full length (mid-calf) with plain round toe; smooth highly polished black leather.

Boot soles will be leather or composition and no thicker than  $\frac{3}{4}$ "; with heels no thicker than 1".

4) Headgear: Department issued helmet; must be worn while riding motorcycle.

#### F. Supplemental Uniform Items

1. Raingear: Nylon based, vinyl or rubber material; black or black with reversable orange; slash reach-through pockets; hip or  $\frac{3}{4}$  length style. "POLICE" may be embossed on the back center of the coat in orange lettering on black background, or black lettering on orange background, or black lettering with white outline on orange background.

2. Traffic Vest: Blauer Hi-Vis Yellow zip front breakaway safety vest; "POLICE" embossed vertically in 1 $\frac{1}{4}$ " black letters on left front and right back.

Department issued traffic vest.

3. Cowboy Hat: Must closely resemble a Stetson in design and style. Must be natural or straw color. Hats must be maintained in good condition and be free from any adornments or alterations that detract from the official uniform appearance.

Employees wearing cowboy hats must ensure they are worn in a manner that

maintains a professional appearance and does not interfere with performance of their job duties.

Allowed to be worn only during specially designated events prescribed by the Chief of Police or designee. Events may include, but are not limited to, community engagement activities, parades, concerts, or festivals.

Purchase of and wearing of cowboy hats is voluntary and must be purchased at the employee's expense. Cowboy hat purchases are not eligible for uniform reimbursement.

## G. SWAT Team

### 1. Explosive Ordinance Disposal (EOD)

a. Shirt: 5.11 Stryke TDU; green or tan.

5.11 Stryke Rapid; green or tan.

Subdued green patch on left sleeve and subdued EOD patch on right sleeve with black sergeant stripes, if applicable.

b. Trousers: 5.11; green or tan.

c. Shoes: Black, green or tan shoes or tactical boots.

d. Hat: Baseball style; EOD or SWAT logo on front and American flag on back; black, tan or green.

Beanie cap; EOD or SWAT logo on front; black, tan or green.

e. Other: Jacket or raingear as approved by SWAT commander.

### 2. Negotiator

a. Shirt: 5.11 Stryke TDU; dark navy.

5.11 Stryke Rapid; dark navy.

Subdued patch on left sleeve and subdued Negotiator patch on right sleeve

with subdued sergeant stripes, if applicable.

b. Trousers: 5.11; black.

c. Shoes: Black shoes or tactical boots.

d. Hat: Baseball style; Negotiator logo on front and American flag on back; black.

Beanie cap; Negotiator logo on front; black.

e. Other: Jacket or raingear as approved by SWAT commander.

### 3. Operator

a. Shirt: 5.11 Stryke TDU; black.

5.11 Stryke Rapid; black.

Subdued patch on left sleeve and subdued SWAT patch on right sleeve with subdued sergeant stripes, if applicable.

b. Trousers: 5.11; black.

c. Shoes: Black shoes or tactical boots.

d. Hat: Baseball style; SWAT logo on front and American flag on back; black.

Beanie cap; SWAT logo on front; black.

e. Other: Jacket or raingear as approved by SWAT commander.

### 4. Sniper

In addition to the SWAT Operator uniform, SWAT snipers shall purchase the following items:

a. Shirt: Any brand Multi-Cam BDU.

Subdued or subdued green patch on left sleeve and subdued SWAT patch

on right sleeve with sergeant stripes if applicable.

b. Trousers: Any brand Multi-Cam BDU.

c. Shoes: Multi-Cam shoes or tactical boots.

Hat: Baseball style; SWAT logo on front and American flag on back; black or Multi-Cam.

Beanie cap; SWAT logo on front; black or Multi-Cam.

d. Other: Jacket or raingear as approved by SWAT commander.

## 5. Tactical Support Team (TST)

a. Shirt: 5.11 Stryke TDU; storm gray.

5.11 Stryke Rapid; storm gray.

Subdued patch on left sleeve and subdued TST patch on right sleeve with black sergeant stripes, if applicable.

b. Trousers: 5.11; black.

c. Shoes: Black shoes or tactical boots.

Hat: Baseball style; SWAT logo on front and American flag on back; black.

Beanie cap; SWAT logo on front; black.

d. Other: Black jacket or raingear as approved by SWAT commander.

## H. Class D Uniform

1. The Class D uniform is intended to make unit-specific operations more practical. The Class D uniform can be specific to each unit and is worn with bureau commander/manager approval. The Class D uniform is not authorized for commanders and above.

2. The Class D uniform may include additional uniform or equipment items as approved by the bureau commander/manager. The specifications listed are only those which are in addition to those in this Order.

a. Criminal Investigations Bureau

1) Shirt: 5.11 Performance polo shirt; black; long sleeve or short sleeve.

2) Trousers: 5.11 brand pants; tan.

3) Shoes: Black shoes.

b. Mounted Unit

- Trousers: Department approved breeches; black.

c. Metro Bureau

1) Shirt: 5.11 Performance polo shirt; black or gray; long sleeve or short sleeve.

2) Trousers: 5.11 brand pants; black or tan.

3) Shoes: Black shoes.

d. Unmanned Aircraft System (UAS) Unit

1) Shirt: 5.11 Performance polo shirt; gray; short or long sleeve.

2) Trousers: 5.11 brand pants; black.

3) Shoes: Black shoes.

4) Hat: Black fitted baseball style with consistent material throughout; Tempe Police UAS Unit authorized logo.

e. Personnel Services Bureau

1) Shirt: 5.11 Performance polo shirt; black; long sleeve or short sleeve.

2) Trousers: 5.11 brand or similar style BDU pants; gray or tan.

3) Shoes: Black shoes.

4) Hat: Fitted baseball style with consistent material throughout; miniature shoulder patch; black.

f. Professional Standards Unit

- Detectives and sergeants assigned to the Professional Standards Unit shall wear business attire and other attire and equipment items as designated by the bureau commander.

g. Traffic Bureau

1) Shirt: 5.11 Performance polo; black; long sleeve or short sleeve.

2) Trousers: 5.11 Stryke pants; tundra (color).

3) Shoes: Black shoes.

h. Traffic Bureau Motors

1) Shoes: Motor boots; (optional for winter) Department issued Dehner "Hi-Ride" motorcycle boots or equivalent as approved by bureau lieutenant.

Boot soles will be leather or composition and no thicker than  $\frac{3}{4}$ "; with heels no thicker than 1".

2) Jackets & Coats: Lancer Nylon; black.

USA Prostyle nylon jacket; black.

Cal Leather, Ventura, California; black; will be worn with metal badge.

Condor Phantom Softshell; product code 606; black.

Cloth badge above left breast; cloth nameplate above right breast; and patch on each sleeve; with sergeant stripes, if applicable. Service stripes

are optional.

i. SWAT Team Operators

- 1) Shirt: 5.11 Performance polo; black or charcoal; long sleeve or short sleeve; authorized SWAT logo on front.

Members of SAU and SAU Operations may wear t-shirts; black; long sleeve or short sleeve; authorized SAU logo on front.

- 2) Trousers: 5.11 Stryke pants; black or storm.
- 3) Shoes: Black shoes or boots.
- 4) Hat: Fitted baseball style with consistent material throughout; miniature authorized SWAT logo on front and optional American flag on back; black.
- 5) Jackets & Coats: Jacket, sweatshirt or raingear approved by SWAT Commander; black.

j. Negotiators

- 1) Shirt: 5.11 Performance polo; black; long sleeve or short sleeve; authorized Negotiator logo on front.

Black t-shirt; long sleeve or short sleeve; authorized Negotiator logo on front.

- 2) Trousers: 5.11 Stryke pants; black.
- 3) Shoes: Black shoes or boots.
- 4) Hat: Fitted baseball style with consistent material throughout; authorized Negotiator logo on front and optional American flag on back; black.
- 5) Jackets & Coats: Jacket, sweatshirt or raingear approved by SWAT Commander; black.

## I. Criminal Investigations Bureau Attire

Sworn employees assigned to the Criminal Investigations Bureau shall wear business attire and other attire and equipment items as designated by the Bureau Commander.

## J. Light Duty Attire

Officers assigned to Callback or light duty due to an injury will not wear a patrol uniform. Callback officers shall wear casual business attire, or any other non-patrol uniform as designated by their Bureau Commander. Callback or light duty officers will not wear or display any clothing or equipment which would identify them as a police officer while in public.