

Uniforms & Equipment



Professional Employee Uniform Regulations

Order
06.107

A. Policy

Professional 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 is authorized. Uniform and equipment items discontinued for use have a one-year wear out period, or until 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 a uniform will wear the badge or emblem, nameplate, and shoulder patches and rank insignia, if applicable. Nameplates will have the employees first initial, or first and middle initials, and last name.
3. Employees will carry the City issued identification card while on-duty.
4. Uniforms will be neatly pressed; leather shoes and boots polished; canvas or nylon shoes and boots cleaned; and badges and metal items shined.
5. All uniform shirt buttons will be buttoned, except the 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 silver, 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. Plain, solid, black socks will be worn with all uniforms.
- White bottoms are optional, but no white may be visible.
8. Authorized hats, baseball caps and beanies will not be worn if faded, soiled or frayed.
- Beanie caps may only be worn during cold weather conditions.
9. 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.
10. All polished leather or synthetic leather, or nylon items on a duty belt will be a similar material and finish.
- a. Polished leather or synthetic leather, and nylon will not be mixed.
 - b. Hard-shell items of a similar finish may be worn with polished leather or synthetic leather, or nylon items.
11. Uniform shirts and trousers of the same color will match in color.
12. 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. Authorized Professional Uniforms

1. Detention Bureau

- a. Class A Uniform – The Class A uniform will include the Class B uniform specifications with a long-sleeve shirt.

- 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.

- b. Class B Uniform

- 1) The Class B uniform will be worn when the formality of the Class A uniform and working function of the Class C uniform is not required.

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

- a) Shirt: Blauer brand (8670) long sleeve or (8675) short sleeve; black, pleated pocket with scalloped flaps; military creases; epaulets and badge eyelets; appropriate number of service stripes on the long sleeve shirt authorized; FTO or sergeant strips, if applicable.

- b) Trousers: Blauer ClassAct (8560) or Fechheimer Flying Cross (47280) brands; 75% polyester, 25% wool; black; 4-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; and fit snugly about the waist and hips.

- c) Shoes: Oxford style with plain round toe; smooth polished black leather finish.

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

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

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

- d) 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.

- e) Duty Gear: Department authorized, or Department issued.

- f) Jackets & Coats: Blauer B.Dry 3-Season Jacket (6120); black.

5.11 Big Horn Jacket (48026); black.

Embroidered badge patch above left breast; embroidered nameplate above right breast; patch on each sleeve with sergeant stripes, if applicable. Service stripes are optional.

c. Class C Uniform

- 1) The Class C uniform is a functional uniform intended to make operations more practical and maintenance easier.

- 2) The Class C uniform will consist of the following items:

- a) Shirt: 5.11 brand women's (61165) or men's (71049); black short sleeve polo.

5.11 brand women's (62408) or men's (72049); black long sleeve polo.

Embroidered badge patch above left breast; embroidered nameplate above right breast; patch on each sleeve with FTO or sergeant stripes, if applicable.

- b) Sweater: Blauer sweater (225); black.

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

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

- c) Trousers: 5.11 tactical rip-stop pants; black.

5.11 Flex Tac Stryke pants; black

- d) Shoes: Police work shoe with plain round toe; smooth polished black leather; with low quarter or $\frac{3}{4}$ lace-up.

Boots: Military style $\frac{3}{4}$ 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.

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

Military style combat blousing and steel toe shoes and boots are prohibited.

- e) Duty Gear: Department authorized, or Department issued.

- f) 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 1 $\frac{1}{4}$ " gray letters on front center; black (until 6/30/24).

- g) Jackets & Coats: Blauer B.Dry 3-Season Jacket (6120); black.

5.11 Big Horn Jacket (48026); black.

Embroidered badge patch above left breast; embroidered nameplate above right breast; patch on each sleeve with sergeant stripes, if applicable. Service stripes are optional.

Raincoat: Nylon based, vinyl or rubber material; black or black with reversible orange; slash reach-through pockets; hip or $\frac{3}{4}$ length style.

- h) 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.

“DETENTION” 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.

Nameplate, insignia and badge specifications will be consistent with Department Order 06.102; embroidered badge patch will be attached by Velcro; embroidered nameplate will be silver letters on a black patch and attached by Velcro.

One American flag patch, measuring 3” x 2” may be attached to the carrier in only one of the following:

- i. 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.
- ii. 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.

No other insignia are authorized for wear on the ballistic vest carrier unless enumerated in this or another Order.

Pouches and holster 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.

Armed detention officer 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.

2. Property and Evidence Unit

- a. Shirt: 5.11 brand moisture wicking polo shirt; black; short sleeve or long sleeve, with no pocket; mic holder optional.

Shirt will be worn with embroidered, cloth miniature shoulder patch on upper left front of shirt. “PROPERTY AND EVIDENCE” shall be embroidered below the

patch in white.

Employee name shall be embroidered on the upper right front of shirt in white capital letters first initial, or first and middle initials, and last name, or last name only and job title under the name (Property Supervisor or Property Technician).

Uniform shirts must be tucked in and worn with a belt at all times.

Black undershirts are approved (not eligible for uniform reimbursement) – Sunscreen or long sleeve tops must be worn underneath the standard uniform shirt.

- b. Trousers: Horace Small FDNY pants; polyester/cotton blend; black; 6-pocket cargo.

Blauer or 5.11 brand; black; cargo style pants.

Long pants are required. Shorts are not permitted.

- c. Shoes: Steel toe; $\frac{3}{4}$ or higher; black.

Hat: Baseball or boonie style soft cap; black.

No lettering authorized.

- d. Jackets: Plain full zip jacket; black. No logos authorized.

Hooded sweatshirt; black. City of Tempe logo on front; no additional logos authorized.

3. Community Responder

- a. Shirts: 5.11 Performance Polo; short sleeve (71049) or long sleeve (72409); storm (092).

Blauer (8134 or 8144) brand polo shirt; gray; long sleeve or short sleeve.

Blauer (8670, 8671, 8675, or 8676), Flying Cross, Elbeco or United Uniform brand; gray; long sleeve or short sleeve; pleated pockets.

First Tactical Pro Duty Pullover (111018); wolf grey.

First Tactical Performance T-shirt women's (122012) or men's (112503); wolf grey short sleeve. Worn under exterior ballistic vest carrier only.

First Tactical Performance T-shirt women's (121015) or men's (111504); wolf grey long sleeve. Worn under exterior ballistic vest carrier only.

Shirt will be worn with embroidered, cloth miniature shoulder patch on upper left front of shirt. "COMMUNITY RESPONDER" shall be embroidered either above or below the patch in black.

Employee name shall be embroidered on the upper right front of shirt in black capital letters first initial, or first and middle initials, and last name, or last name only.

- b. Trouser: Blauer brand (8810T); black.

Blauer FlexRS Cargo Pocket (8665 or 8665W); black.

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

5.11 Stryke pants (74369); black (019).

5.11 Apex pants (74434); black (019).

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

- d. Duty Gear: Department authorized, or Department issued.

- e. 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.

- f. Jackets & Coats: 5.11 brand; black.

Embroidered badge patch above left breast; embroidered nameplate

above right breast. Service stripes are optional.

Condor Phantom Softshell Jacket; graphite.

No cloth patch or nameplate; worn under ballistic vest carrier only. No patches on either sleeve. Velcro on sleeves shall be removed.

Raincoat: Nylon based, vinyl or rubber material; black or black with reversible orange; slash reach-through pockets; hip or $\frac{3}{4}$ length style.

- g. 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; gray.

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

“COMMUNITY RESPONDER” 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.

Nameplate, insignia and badge specifications will be consistent with Department Order 06.102; embroidered badge patch will be attached by Velcro; embroidered nameplate will be silver letters on a black patch and attached by Velcro.

Pouches and holster 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.

One American flag patch, measuring 3" x 2" may be attached to the carrier in only one of the following:

- 1) 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.
- 2) 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.

4. Forensic Services Unit

- a. Shirt: 5.11 brand polo shirt women's (61165) or men's (71049); black short sleeve.

5.11 brand polo shirt (72049); black long sleeve.

Shirt will be worn with embroidered, cloth miniature shoulder patch on upper left front of shirt. "FORENSIC TECHNICIAN" shall be embroidered on the upper right front of shirt in gray capital letters.

Employee name shall be embroidered on the upper right front of shirt in gray capital letters (first initial, or first and middle initials, and last name) immediately below the "forensic technician" title.

- b. Trousers: 5.11 EMS pants, cargo style; black.

5.11 Stryke pants, cargo style; black.

- c. Shoes: Black footwear made for law enforcement, first responder, correction officer or military type activity; to be worn with black socks.

- d. Hat: Baseball or boonie style soft cap; black; no lettering authorized.

Beanie cap; black; no lettering authorized.

- e. Jackets & Coats: Authorized plain sweatshirt or jacket; black.

5. Service Aides

- a. Shirt: Department issued polo shirt; tan.

- b. Pants: Department issued BDU pants; black.

- c. Shoes: Black footwear with closed toe, appropriate for outdoor work.

- d. Jackets & Coats: Department authorized, or Department issued.

D. Professional employees assigned to the Criminal Investigations Bureau or other assignments where a uniform is not worn shall wear business attire and equipment items as designated by the Bureau Commander/Manager.