

# **San Diego Police Department**



## **Uniform Specifications Manual**

**October 2023**

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## **INTRODUCTION**

The San Diego Police Department has required police officers to wear a distinctive uniform since the Department was created in 1889. The uniform dictates authority, uniformity, and professionalism among members. The Uniform Specifications Manual establishes guidelines for uniform and equipment specifications for all sworn and non-sworn personnel.

The Uniform Specifications Manual is a continuation of Department Procedure 5.10 and therefore provides complete and detailed specifications with regard to uniforms and equipment. Information on authorized firearms and approved holsters shall be requested from the Department's Range Master.

Any changes to this procedure shall be reviewed and approved by the Department's Uniform Safety and Equipment Committee (USEC) and/or authorized by the Chief of Police.

### **I. CLASS "A" UNIFORM**

Class A uniforms will be either 100% wool, or a polyester/wool blend uniform. Both the pants and shirts will be LAPD Blue in color. Uniform shirts will be long sleeved and worn with a tie. Outer vest carriers of any kind are not authorized with a Class A uniform. The width of the belt loops will be either  $\frac{3}{4}$  or 2 inches. Cargo pockets of any kind are not authorized.

All sworn Department members are required to maintain a traditional Class A uniform.

The following uniforms will be authorized for wear:

#### **A. Pants**

1. Flying Cross

#### **B. Shirts**

1. Flying Cross

#### **C. Ties**

1. Officer ties shall be plain navy blue of the four-in-one hand style with a clip-on or other break away feature. The bottom of the tie must not extend below the top of the trouser belt or gun belt. Motorcycle officers are authorized to wear the optional bow tie.

Female officers are authorized to wear the continental style tie as an option.

2. Uniformed sworn personnel and reserves may wear tie holders of the plain gold bar variety, a miniature gold badge or of the City seal. Cadets and non-sworn uniformed personnel will wear silver colored tie holders of the same styles.

#### D. Leather Gear

1. Leather gear and leather-like gear and holsters shall be of plain leather design, black in color. Velcro belts are acceptable.
2. Belt buckle, if worn, shall be chromium, colonial style.
3. The magazine pouch will consist of two or three sections that will each hold a fully loaded magazine for the handgun carried. Cartridge cases will consist of two or three sections that hold a minimum of seven rounds of ammunition each. Speed loaders are approved for use.
4. The handcuff holder, gun belt keepers, OC holder, radio holder and any other leather accessories worn on the duty belt shall be plain black leather and if applicable, with chromium snaps.
5. Belts shall be plain black leather, minimum width 1", maximum 1-3/4", with side loop and chromium square buckles. Velcro belts are acceptable.
6. The Range Master maintains a current list of Department-approved leather holsters.

#### E. Badge/Nametags

1. The regulation nametag shall be gold with black lettering for sworn and reserve officers, and silver with black lettering for cadets and non-sworn personnel. The nametag shall be worn above the right breast pocket on the uniform shirt or outermost garment (excluding rain gear). Nicknames shall not be allowed on nametags with the exception of a short form of the employee's name (i.e., Mike for Michael, Jan for Janice, or Steve for Stephen).
2. Division-specific nametags may be worn in place of the nametags mentioned above following the same regulation. The Division specific name tags must be purchased at the employee's own expense and must adhere to the following format:

- a. The top line of the nametag will bear the employee's first name, middle initial and last name, or his/her initials followed by their last name.
- b. The second line will contain the Division to which the employee is assigned. If employees have stars on their nametags and/or they are rated as bilingual, this information will be contained on the third line of the nametag. Note the following examples:

GEORGE B. SMITH SOUTHEASTERN BILINGUAL ***	or	G. B. SMITH SOUTHEASTERN BILINGUAL ***
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F. Footwear

- 1. Oxford style shoes, dress boots, or combat boots; including those with cloth side panels may be worn. They shall be all black, have a round plain or capped toe, be low heeled, with smooth leather or Corafram uppers and be capable of receiving a high gloss shine. All uniform footwear must be maintained in good repair and have a presentable shine.
- 2. While in uniform, socks shall be plain black on that portion of the sock that shows above the shoe top. Weight and material are optional.

**II. CLASS “B” UNIFORM**

Class B uniforms will be either 100% wool, or a polyester/wool blend uniform. Both the pants and shirts will be LAPD Blue in color. Uniform shirts will be either long or short sleeved. The width of the belt loops will be either ¾ or 2 inches. Cargo pockets of any kind are not authorized. The Blauer Wool Blend Armorskin XP, the Elbeco “Body Shield”, and the Flying Cross “Aero Shell” outer vest carriers may be worn with the Class B uniform

The following uniforms will be authorized for wear:

A. Pants

- 1. Flying Cross

B. Shirts

1. Flying Cross
2. Blauer Wool Armorskin Base Shirt
  - a. To be worn with the Blauer Wool Blend Armorskin XP outer carrier vest (See Section F).

C. Leather Gear

1. Leather gear and leather-like gear and holsters shall be of plain leather design, black in color. Velcro belts are acceptable.
2. Belt buckle, if worn, shall be chromium, colonial style.
3. The magazine pouch will consist of two or three sections that will each hold a fully loaded magazine for the handgun carried. Cartridge cases will consist of two or three sections that hold a minimum of seven rounds of ammunition each. Speed loaders are approved for use.
4. The handcuff holder, gun belt keepers, OC holder, radio holder and any other leather accessories worn on the duty belt shall be plain black leather and if applicable, with chromium snaps.
5. Belts shall be plain black leather, minimum width 1", maximum 1-3/4", with side loop and chromium square buckles. Velcro belts are acceptable.
7. The Range Master maintains a current list of Department-approved leather holsters.

D. Badge/Nametags

Same as Class A specifications

E. Footwear

Oxford style shoes, dress boots, or combat boots; including those with cloth side panels may be worn. They shall be all black, have a round plain or capped toe, be low heeled, with smooth leather. All uniform footwear must be maintained in good repair and have a presentable appearance.

F. Outer Vest Carrier

The Blauer Wool Blend Armorskin XP, the Elbeco “Body Shield”, and the Flying Cross “Aero Shell” (outer carrier vests) are authorized to be worn with the Class B uniform. The outer carrier vests may only be worn with the Blauer Wool Armorskin, 5.11, Elbeco, and Flying Cross base layer undershirt. The cloth badge may be worn on the undershirt and the nametag may be embroidered. The outer carrier vests however, may not be embroidered. The regulation metal nametag and badge shall be used. Molle and any additional modifications to the outer carrier vest are not authorized.

**III. CLASS “C” UNIFORM**

Class C uniforms will be either 100% polyester (Ripstop), or a polyester/cotton (Traditional) blend uniform. Uniform shirts will be long or short sleeved. The Point-Blank concealable crossover carrier vest is authorized for wear as an option with the Class C uniform.

Class C uniforms are authorized for patrol operations in addition to the following assignments: Neighborhood Policing Division, Traffic Division, Crime Suppression Teams, Bike Teams, Beach Teams, Special Services Command, Special Operations Command, and Operational Support Command.

Officers shall wear one single manufacture and uniform type at a time.

Officers will be authorized to purchase the following:

A. Pants

1. Blauer

- a. FlexRS Cargo Pocket Pant in Dark Navy (Ripstop)  
#8662, #8662W
- b. FlexRS Covert Tactical Pant in Dark Navy (Ripstop)  
#8664, #8664W

2. 5.11

- a. Stryke PDU Twill, Midnight Navy #74551M
- b. Stryke PDU Twill, Midnight Navy #64472W
- c. Stryke PDU Twill Plus, Midnight Navy #74545M



- d. Stryke PDU Twill Plus, Midnight Navy #64468W
3. First Tactical
    - a. Men's V2 Pro Duty 6 Pocket Pant in Midnight Navy #114041-729  
Women's V2 Pro Duty 6 Pocket Pant in Midnight Navy #124041-729
    - b. Men's V2 Tactical Pant in Midnight Navy # 114011-729  
Women's V2 Tactical Pant in Midnight Navy # 124011-729
- B. Shirts
1. Blauer
    - a. FlexRS Supershirt in Dark Navy #8671, #8671W, #8676, #8676W
    - b. FlexRS Armorskin Base Shirt in Dark Navy
  2. 5.11
    - a. Stryke PDU Twill, S/S shirt, mid night navy #71407M
    - b. Stryke PDU Twill, S/S shirt, mid night navy #61341W
    - c. Stryke PDU Twill B, L/S shirt, mid night navy #72549M
    - d. Stryke PDU Twill B, L/S shirt, mid night navy #62425W
    - e. Stryke PDU Twill Rapid, S/S shirt #71406M
    - f. Stryke PDU Twill Rapid, L/S shirt #72547M
    - g. Stryke PDU Twill Rapid, L/S shirt #62084W
  3. First Tactical
    - a. Men's Long-Sleeve V2 Pro Performance Shirt in Midnight Navy #111015-729
    - b. Women's Long Sleeve V-2 Pro Performance Shirt in Midnight Navy #121015-729

- c. Men's Short-Sleeve V2 Pro Performance Shirt in Midnight Navy #112012-729
- d. Women's Short-Sleeve V-2 Pro Performance Shirt in Midnight Navy #122012-729

C. Leather gear

- 1. Leather gear shall be worn for patrol. See Class B specifications.
- 2. Specialized teams with command approval are authorized to wear a nylon belt with nylon duty gear.

D. Badge/Nametag

- 1. Wearers have the option of cloth embroidering the badge and initial and last name on the shirt. The standard Department patches and rank insignia will be worn. Service stripes are optional on all Class C uniforms.
- 2. Class C uniforms will have the officer's initials and last name embroidered ½ inch above the right breast pocket in gold thread, unless you're wearing the Point-Blank Duty Carrier. The name will appear in ½ inch high block letters. Embroidered nametapes are not authorized.

E. Footwear

- 1. Combat boots (Full or ¾ top); including those with cloth side panels may be worn. They shall be all black, have a round plain or capped toe, and be low heeled. All uniform footwear must be maintained in good repair and have a presentable appearance.
- 2. While in uniform, socks shall be plain black on that portion of the sock that shows above the shoe top. Weight and material are optional.

F. Outer Vest Carrier

- 1. The Point-Blank concealable crossover carrier vest is authorized to be worn as an option with the Class C uniform. It is to be worn with the BlauerArmorskin, 5.11 Rapid, and/or the First Tactical V2 shirts.

2. The Point-Blank concealable crossover carrier vest shall be worn with a Velcro stenciled name plate and Velcro cloth badge. No other nametags and/or badges are authorized to be worn.
3. Department members shall not wear the Point-Blank concealable crossover carrier without their issued ballistic vest panels.
4. **The Point-Blank concealable crossover carrier shall not be modified in any manner.** It may be purchased with or without molle. Traditional molle or laser cut molle are the authorized options. Only Point-Blank approved gear/pouches are authorized to be worn/attached to the carrier. Up to four detachable pouches may be worn at one time. There are five options to choose from are: radio holder, utility pouch, handcuff case, flashlight holder, and tourniquet case. Additionally, the Point-Blank Quick Clip Release Buckle is authorized for use in place of using the Velcro straps that come standard.
5. Impact weapons, Tasers, firearms, OC sprays, knives, and pistol/rifle magazine carriers shall not be worn on the outer carrier.
6. Depending on your size, the department issued rifle plates may not fit inside the Point-Blank concealable crossover carrier. This will severely limit the ability to use a rifle plate carrier during a critical incident. Officers should consider the pros and cons of wearing the concealable crossover carrier with molle gear if they are unable to safely secure rifle plates within their vest.
7. The Point-Blank concealable crossover carrier will only be taken off in San Diego Police-secured facilities. **Hospitals, jails, Department Storefronts, and the Police Officers Association building are not considered secure facilities.**
8. Department members choosing to purchase the Point-Blank concealable crossover carrier shall contact San Diego Police Equipment, 8205 Ronson Road, San Diego, CA 92111, 858-974-8500 for purchasing information and/ schedule fittings.

#### IV. ADDITIONAL UNIFORM SPECIFICATIONS

- A. Undershirts will be worn and will be of the white or black crew neck style. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt.
- B. Optional turtleneck

1. Uniformed personnel may wear a black colored turtleneck shirt under the long-sleeved uniform shirt.

C. Authorized Shirt Sleeve Patch

1. All uniformed personnel will wear Department patches on both sleeves of the uniform shirts, optional jackets, and optional sweater. Patches will be worn ½ inch down from the top sleeve seam of all uniform shirts. Patches will be worn one inch down from the seam on optional jackets and sweaters.
2. Additionally, all traffic officers, except sergeants and Police Officer III's, will wear authorized traffic patches on the sleeves of their uniform shirts and jackets. Traffic wheel patches will be worn centered on the sleeve, one inch down from the bottom of the authorized uniform patch.
3. Traffic sergeants and Police Officer III's will wear Collision Investigation Bureau or Motor Squad Designator pins on the lower left corner of the right pocket flap of their shirt and jacket.
4. It may be necessary for sergeants, Police Officer III's and traffic officers of smaller stature to wear a modified short sleeve shirt to accommodate the necessary sleeve insignia.
5. All uniformed officers will wear the service stripes (one for every five years of full-time sworn service) on the left sleeve of the long sleeve shirt. Service stripes shall be sewn on the lower left sleeve of the uniform shirt with the lower edge of the bottom stripe ½ inch above the top edge of the cuff. The complete stripe shall be in line with the center press of the sleeve.

D. Head Gear

1. Helmets worn shall be issued by Operational Support.
2. Black knit "beanie" style may be worn in the field during inclement weather. No emblem or brand name shall be visible. Officers shall not wear the beanie while inside any police facilities.
3. Baseball caps shall be a wool blend, firm front panel, low fitting, flex fit, Pro Style cap, navy blue in color. The cap must meet the following specifications:
  - a. 6-panel.

- b. Seamed front panel with full buckram.
  - c. 6-embroidered eyelets matching crown color.
  - d. Pro stitch on crown.
  - e. 8-rows of stitching on visor.
  - f. Matching color sweatband.
  - g. The letters, "SDPD" shall be 1 1/8 inches tall, embroidered in gold across the face of the cap in "Athletic Black Block" font.
  - h. RSVP members may opt to wear approved baseball caps with SDPD RSVP embroidered in white.
  - i. Members of the Canine Unit may opt to wear black ball caps instead of blue so long as the black cap meets all the above specifications.
  - j. Uniformed members may wear the baseball cap only during daylight hours while exposed to the sun, or during inclement weather. Officers shall not wear the baseball cap while inside any building, including police facilities. The baseball cap is for on-duty wear only and will be worn in an appropriate manner with the label facing forward. No additions, modifications or alterations will be made to the cap.
  - k. The baseball cap must be maintained in a presentable manner. Caps that are excessively worn, frayed, torn or discolored may not be worn.
4. The uniform cap is mandatory for all sworn personnel the rank of Captain and above for formal occasions and any event designated by the Chief of Police that requires a Class A uniform.

The uniform cap is authorized for regular daily wear with either a short or long-sleeved uniform shirt for sworn personnel. The cap is for on-duty wear only and will be worn in an appropriate manner. No additions, modifications or alterations will be made to the cap. The cap must be maintained in a presentable manner. Caps that are excessively worn, frayed, torn or discolored may not be worn.

- a. Manufacturer: Keystone Uniform Cap.
  - b. Style: R13-Air Force, Round Top.
  - c. Material: 55% - 45% Dacron Wool Navy-Blue Serge.
  - d. Interfacing: The front projection is to have a 3/16" charcoal clickable foam lamination.
  - e. Lining: Black/navy taffeta plastic holder for identification card.
  - f. Frame: 2" Black 030 poly.
  - g. Band: The outside band will be of the same material as the top (blue).
  - h. Grommet: Plastic grommet inserted into the top of the cap.
  - i. Visor Shape: 88 black – 2 1/8".
  - j. Sweatband: 1 1/4" leather per sweat machine sewn into the cap using standard stitching.
  - k. The cap for the rank of POI, POII, POIII, and POIID, shall have a 1/2" black patent leather-type strap with gunmetal black buttons.
  - l. Sergeants shall have a 1/2" black patent leather-type strap with gold metallic "P" buttons.
  - m. Captains and Lieutenants shall have a gold braided cloth strap with gold metallic "P" buttons.
  - n. Chief level officers shall have a gold braided cloth strap with gold metallic "P" buttons and two gold leaf branches on a cloth visor. The branches will have three leaf clusters with stems pointing outward.
  - o. The cap shall include the Department approved hat piece.
5. The Stratton "campaign style hat", S-40 DB, must be navy blue in color and is worn with gold acorn braid, black leather back strap, and the Department-approved hat piece. The hat will be maintained so as to keep the brim straight and flat.

- a. Sworn uniformed officers may wear the Stratton hat only while on duty.
  - b. Retired Senior Volunteer Patrol (RSVP), personnel are permitted to wear the Stratton hat without the Department-approved hat piece.
6. Supervisors shall ensure that headgear is maintained in presentable condition and that it is not altered in any way (i.e., blocked peak, visor bent down, etc.). The Stratton hat shall not be worn while inside any building, including police facilities. They shall not be worn while riding in or operating a police vehicle. No additions, modifications or alterations will be made.

E. Leather gear

1. Leather gear and leather-like gear and holsters shall be of plain leather design, black in color. Velcro belts are acceptable.
2. Belt buckle, if worn, shall be chromium, colonial style.
3. The magazine pouch will consist of two or three sections that will each hold a fully loaded magazine for the handgun carried. Cartridge cases will consist of two or three sections that hold a minimum of seven rounds of ammunition each. Speed loaders are approved for use.
4. The handcuff holder, gun belt keepers, OC holder, radio holder and any other leather accessories worn on the duty belt shall be plain black leather and if applicable, with chromium snaps.
5. Belts shall be plain black leather, minimum width 1", maximum 1-3/4", with side loop and chromium square buckles. Velcro belts are acceptable.
8. The Range Master maintains a current list of Department-approved leather holsters.

F. Cord Cuff Leg Restraint

1. The Department has authorized officers to use the cord-cuff leg restraint as outlined in Department Procedure 6.01, Handcuffing, Searching and Transporting Procedures. The cord-cuff is mandatory equipment that may be carried on the officer's gun belt in a Department-approved leather case or in the officer's equipment

bag. Officers shall not wear or carry the cord-cuff in such a manner as to be conspicuously exposed to view.

2. The cord-cuff leg restraint is a 1/2-inch braided nylon strap 24 to 40 inches in length (not to exceed 40 inches). It is designed with a loop on one end and a snap hook on the other. Accepted colors shall be dark blue or black. The snap hook shall have a round eyebolt and swivel base with a 1 to 2-inch shank and be constructed of solid brass.

G. Outerwear

1. Uniform Jacket

- a. Jackets conforming to the required specifications; standard, waist-length, waterproof, breathable, black in color duty jackets.
- b. The wearer has the option of affixing the embroidered badge in lieu of the regulation badge on the front left drop-down panel.
- c. The wearer has the option of embroidering their initials and last name embroidered 1/2 inch above the right breast pocket in gold thread. The name will appear in 1/2 inch high block letters. Embroidered nametapes are not authorized.
- d. Uniformed patrol officers are authorized to wear the G-1 leather jacket, by Flight Suits Ltd., or its equivalent. This jacket is optional. Jacket specifications are as follows:
  - 1) Jacket must be black in color.
  - 2) The badge holder top eyelet must be 6" above top of left breast pocket.
  - 3) The name tag holder eyelets must be 1-5/8" apart and placed above right breast pocket; and,
  - 4) Regulation San Diego Police shoulder patches must be sewn on each shoulder 1 inch down from the seam. Sergeant and Agent chevrons must be placed with the top point of the chevron touching the bottom point of the shoulder patch.



2. Optional sweater
  - a. The yarn shall be of 80% acrylic Monsanto Piltrol and 20% worsted black wool in a "V" neck style with shoulder and elbow patches including shoulder loops with hook and pile fasteners.
  - b. The badge holder will be 3" x 4" and have metal eyelets.
  - c. The nametag holder will be 1" x 4" and have metal eyelets spaced 1" apart.
  - d. Regulation San Diego Police shoulder patches must be sewn on each shoulder 1" down from the seam. Sergeant and agent chevrons must be placed with the top point of the chevron touching the bottom point of the shoulder patch.

#### H. Inclement Weather Gear

1. The uniform raincoat shall consist of a durable material, high visibility yellow in color.
2. Rain boots shall be black in color, rubber or Paroline.
3. Two-piece rain gear of a durable material, high visibility yellow in color, is optional.

#### I. Insignia of rank

1. Officers of the rank of Police Officer III will wear corporal chevrons on both sleeves. They will be blue in color with gold trim upon a blue felt background. The chevron is placed directly under the shoulder patch on both sleeves of the shirt.
2. Officers of the rank of Detective will wear an insignia which consists of corporal chevrons atop a single star. They will be blue in color with gold trim upon a blue felt background. The insignia is placed directly under the shoulder patch on both sleeves of the shirt.
3. Officers assigned to Acting Sergeant positions will wear brass chevron pins on the collars of their uniform shirts. The chevron will be positioned vertically with the center of the insignia on the line bisecting the angle of the point of the collar. The lower outside edge being equal spaced from either side of the collar.

4. Officers of the rank of Sergeant will wear chevrons on both sleeves. They will be blue in color with gold trim upon a blue felt background. The chevron is placed directly under the shoulder patch on both sleeves of the shirt.
5. Officers of the rank of Lieutenant and higher will wear, on each side of the shirt collar, the below listed insignia that will be metallic gold in color. The insignia will be centered between the top and bottom edge of each collar, with the outer edge of the insignia one inch from the front edge of the collar.

Chief of Police	Four gold stars
Executive Asst. Chief	Three gold stars
Assistant Chief	Two gold stars
Captain	Two gold bars
Lieutenant	One gold bar

4. Sergeants and Police Officer III's will wear standard chevrons on both sleeves of their optional jackets and sweater. Ranks of Lieutenant through Chief shall wear the appropriate insignia on the top of the jacket or sweater shoulder, near the top seam of the sleeve.
5. Reserve Sergeants will wear chevrons on both sleeves. They will be silver in color upon a black felt background. The chevron is placed directly under the shoulder patch on both sleeves of the shirt.
6. Reserve officers of the rank of Lieutenant and higher will wear, on each side of the shirt collar, the appropriate insignia that will be metallic silver in color.
7. RSVP Management - RSVP management personnel will wear, on each side of the shirt collar, the appropriate insignia which will be a metallic gold or silver bar with blue stripes. The insignia will be worn in the same manner worn by uniformed officers.

Administrator	Gold with 3 Blue Stripes
Assistant Administrator	Gold with 2 Blue Stripes
Manager	Silver with 3 Blue Stripes
Assistant Manager	Silver with 2 Blue Stripes

10. Police Cadets of the rank of Sergeant will wear chevrons on both sleeves. Cadets of the rank of Lieutenant and higher will wear, on each side of the shirt collar, the appropriate insignia that will be metallic silver in color:

Sergeant	Three Chevrons
Lieutenant	One silver bar
Captain	Two silver bars

J. Designator pins

1. Uniformed personnel may wear up to two designator pins in addition to an FTO pin which would allow a maximum of three designator pins. The following guidelines shall govern the wearing of the pins.
  - a. Designator pins must be Department-approved.
  - b. Uniformed personnel wearing unit designator pins must be current members of that unit/association; and,
  - c. Pins shall be worn on the right breast pocket flap of the uniform shirt unless otherwise indicated.
2. Pins currently approved for wear on uniforms are:

U.S. Flag	ASU Pilot Wings
SWAT	POA Director
DARE	POA Member (gold)
Harbor Patrol	POA Rep.
K-9	BPOA
FTO (Refer to DP 6.23)	NLPOA
Motor Squad (Sergeants)	MLOA
Peer Support	PANPAC
Field Evidence Technician	DUI
CIB (Sergeants and POIII's)	City Service (5, 10, etc.)
City Diversity	School Safety Patrol
Vehicle Incentive Program	CTO (Cadets)
Golden State	Emerald Society
CRT	Honor Guard
Rifle Expert	Pistol Expert
PERT	SWAT Officers Association
Military Service Flag	Executive Protection Detail
Stop Stick	MAP

**NOTE: When a unit/association is disbanded and no longer in operation, command designator pins for that unit/association will no longer be authorized.**

3. Service Awards
  - a. Service award shirt bars as defined in Department Procedure 5.17 shall be worn with the uniform at all times and will be centered directly above the nametag.
  - b. Service Award medals may only be worn on formal occasions with the dress uniform and must be centered just below the flap of the right breast pocket.
- K. Optional clothing
  1. Scarves will be of black cloth without design, and are to be worn with jackets.
  2. Gloves shall be white cotton for dress and black or tan leather for regular duty. When worn, gloves shall be worn on both hands and shall be full-finger type (no fingerless gloves).

V. **CEREMONIAL UNIFORM & JACKET**

- A. The ceremonial jacket will be worn by all sworn personnel the rank of Captain and above for formal occasions and any event designated by the Chief of Police. The ceremonial jacket is optional for sworn personnel below the rank of Captain.
- B. The ceremonial jacket is a poly wool blend (100% wool jackets are not to be worn).
  1. Manufacturer: United Uniform
  2. Style: United Uniform Pattern J2, style 10537
  3. Eisenhower style jacket with two outside pleated pockets that have rounded bottom and scalloped flaps. It has a zipper down the front of the jacket.
  4. The jacket has a bi-swing back, two inside pockets and a banded bottom with adjustable side tabs.
  5. The shoulders have cross-stitched epaulets.
  6. It has a peaked lapel style front and collar.

7. The pocket flaps, epaulets and waist tabs shall have 24 gold P buttons.
  8. The fabric is Self Jitai Mills #31099-2220 14-14 1/2 oz. 55% poly, 45% wool serge.
  9. The lining is poly satin of no less than 4.5 ounces and no more than 6 ounces. There shall be 16 ounces of felt under the collar.
  10. A nametag holder shall be centered above the right breast pocket. The eyelets must be 1 5/8" apart.
  11. A badge holder shall be centered above the left breast pocket. The uppermost portion of the top eyelet shall be 3" above the top seam of the pocket.
  12. Chief Officer jackets shall have braids to indicate rank. The braids are to be A.H. Rice Gold #7100 shade #96. The first braid shall be placed 3" from the bottom of the sleeve to the lowest edge of the braid. Each additional row is to be spaced 1/8" above the previous row.
  13. Seniority stripes **shall not** be sewn onto the Uniform Jacket.
- C. The ceremonial uniform will include:
1. Regulation long-sleeve blue uniform shirt with navy blue tie.
  2. Regulation uniform trousers.
  3. Department issued badge and nametag will be worn on jacket.
  4. Service award medals will be worn on the outermost garment pocket flap (refer to D.P.5.17-Service Awards).
  5. Gloves, white (when directed by the Chief of Police)
  6. Black shoes/dress boots (polished to a high gloss)
  7. The holster, firearm, handcuff case and magazine pouch are the only items to be worn on the ceremonial duty belt. No keys, cell phone, pager, knife, OC/case, radio clip, impact weapon case, or baton ring are to be worn.

## **VI. UNIFORM SPECIFICATIONS FOR CANINE OFFICERS**

### **A. Pants**

1. Pro-Tuff MS110S, LAPD style, 8 ounces, washable, "Indestructible Comfort Twill," black in color:
2. Transcon black in color.
3. 5.11 Tactical black in color.

Features will include two large pleated expandable cargo pockets with flaps and Velcro closures on thighs, double reinforced knees, and a waistband to accommodate the duty belt.

### **B. Shirts**

1. Pro-Tuff MS110S, LAPD style, 8 ounces, washable, "Indestructible Comfort Twill," black in color.
2. Transcon black in color.
3. 5.11 Tactical black in color.

### **C. Leather gear**

1. Canine Unit are authorized to wear the black nylon gun belt, holster, and its accessories. The standard items carried on the leather duty belt, will be worn.
2. Department-approved drop-down thigh holsters may be substituted for standard duty belt holsters.

### **D. Badge, Nametag, and Footwear**

1. See Class C uniform standards.

## **VII. UNIFORM SPECIFICATIONS FOR MOTORCYCLE OFFICERS**

- A. Pants/Breeches shall be LAPD Blue in color and be of the semi-mounted style cut with modified full peg.

- B. Shirts/ties
1. Short sleeve shirts shall be LAPD Blue in color and are optional year-round.
  2. Long-sleeved shirts shall be LAPD Blue in color. The shirt may be worn with or without a tie.
  3. Ties shall be plain navy blue in color of the four-in-one hand style with a clip-on or other breakaway feature. The bottom of the tie must not extend below the top of the trouser belt or gun belt. Motorcycle officers may wear a Dacron/wool blend bow tie not to exceed 1-3/4" at its widest point, equal or similar to Samuel Broom Company Stock #4558.
  4. Undershirts will be worn by motorcycle officers and will be of the white or black crew neck type when short-sleeved shirts are worn. The sleeves of the undershirts are not to extend beyond the sleeve of the uniform shirt to where the undershirt can be seen.
- C. Footwear shall include boots of black leather and of the English riding boot style or the "Medalist" model will be worn.
- D. The helmet shall be the Department-issued, Department of Transportation approved type.
- E. Small, round, plain gold "tacs" may be used to hold down the shirt collar or "chill chaser" collar.
- F. Jackets, Dickies, scarves, and turtleneck sweaters:
1. The following jackets may be worn by motorcycle officers:
    - a. Spiewak 1775 standard, waist-jacket, waterproof, breathable, black in color duty jacket or similar jackets conforming to the required specifications.
    - b. The standard approved leather jacket.
    - c. Mocean Light-weight jacket.
    - d. All uniform jackets must be black, neat and properly maintained.
  2. The Dickie and turtleneck sweater will be black in color. They will be without design and of a close knit material. Bulky knits are

prohibited. The Dickie will be worn over the uniform shirt and under the jacket. The jacket will remain zipped to at least halfway when in public view.

- a. The turtleneck sweater may be worn in lieu of the uniform shirt, but must be under the jacket. The jacket will remain zipped to at least halfway when in public view.
- b. The scarf is optional and may only be worn in addition to the turtleneck sweater or Dickie. It will be worn at the discretion of the officer taking into account weather, time of day and situation (early morning/late night events). The scarf is not to be used or worn in lieu of the Dickie or sweater.

#### **VIII. UNIFORM SPECIFICATIONS FOR THE HOMELESS OUTREACH TEAM**

- A. The 5.11, “Stryke” pants (style # 74369), shall be Battle Brown in color.
- B. The short and long sleeve shirts will be 5.11 performance polos, dark navy in color (style #'s 71049 and 72049).
- C. Uniform specifications in this section apply solely to H.O.T members. Homeless Outreach Team members are authorized to wear the embroidered badge on the left-side of the shirt. H.O.T members will have their initial followed by their last name embroidered on the right-side. The letters will be embroidered in ½ inch gold thread block letters.

#### **VIX. UNIFORM SPECIFICATIONS FOR THE HARBOR UNIT AND DIVISION BICYCLE TEAM AND BEACH ENFORCEMENT TEAM**

- A. These uniform specifications pertain to the Harbor Unit, Bicycle Teams and the Beach Enforcement Team.
  1. See Blauer, 5.11, and First Tactical Class C uniforms
  2. Shorts – Blauer
  3. Department approved black boots will be worn with the Class C pants.
  3. Department approved white athletic tennis or jogging type shoes with white socks will be worn with the Blauer shorts.



5. Members of the Harbor Unit may wear the white deck shoes in lieu of the black regulation footwear when wearing full-length trousers.
6. See Class C uniform specifications. The standard items carried on the leather duty belt, will be worn.
7. Department-approved jacket (Optional)
8. Department approved gloves (Optional)
9. Those personnel assigned to ride bicycles will also wear the following:
  - a. Cycling helmet approved by the American National Standards Institute and the Snell Memorial Foundation. The helmet will be black in color and have a reflective "POLICE" labeling on the sides.
  - b. Cycling gloves are optional but recommended.
  - c. Clear lens/sunglasses are optional but recommended.
10. Personnel assigned to ride the all-terrain vehicles (ATV) will be required to wear a Department issued motorcycle helmet. The motorcycle helmet shall be of the Department of Transportation approved type.

**X. UNIFORM AND GROOMING SPECIFICATIONS FOR POLICE INVESTIGATIVE SERVICE OFFICER (PISO)**

- A. Uniform shirt - the shirt shall be long or short sleeve, Horace Small, French Blue in color. Undershirts will be worn and will be of the white, crew neck type when short sleeves are worn. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt to where it can be seen.
- B. Pants - uniform pants shall be either the 100% worsted wool or the 45% worsted wool/55% Dacron polyester washable material variety. Both shall be LAPD Blue in color.
- C. Jackets - jackets shall be a black, lightweight windbreaker type "Chill Chaser," Spiewak 5302Z, or the following all-weather jackets have been approved for use:

1. Blauer 9810Z
  2. Flying Cross 78141, 78171, or 79901
  3. Spiewak SH3465; standard, waist-length, waterproof, breathable, black in color duty jackets
  4. Or similar jackets conforming to the required specifications.
  5. The following reflective drop-down panel for Hidden Agenda jacket has also been approved: The Spiewak HFL76RP- Blue "POLICE" over yellow background. The only approved words are "POLICE". The wearer has the option of affixing the embroidered badge in lieu of the regulation badge on the front left drop-down panel.
- D. Patches shall be the authorized shirt sleeve patch with a medium blue background, Design Number 078328-01M, with a "Police Investigative Service Officer" rocker placed on each uniform sleeve ½ inch down from the seam. The top of the shoulder patch will be affixed ¼ inch down from the bottom of the rocker.
- E. PISO Leather gear
1. Leather gear and leather-like gear and holsters shall be of plain leather design, black in color. Velcro belts are acceptable.
  2. Belt buckle, if worn, shall be chromium, colonial style.
  3. PSO's assigned to field duties shall wear a plain leather duty belt containing an OC holder and radio holder. Any other leather accessories worn on the duty belt shall be plain black leather and if applicable, with chromium snaps.
  4. Pant belts shall be plain black leather, minimum width 1", maximum 1-3/4", with side loop and chromium square buckles. Velcro belts are acceptable.
- F. Boots and shoes - shall be black, plain toe, and have a presentable shine.
- G. Hair - hair shall be styled in conformance with the San Diego Police Department's style for sworn uniformed officers.
- H. Optional accessories:

1. Gloves - shall be plain black, wrist length, leather or cloth (no fingerless gloves).
2. Jewelry - jewelry shall conform to the same standards that apply to sworn uniformed officers.

**XI. UNIFORM AND GROOMING SPECIFICATIONS FOR POLICE CODE COMPLIANCE PERSONNEL**

- A. Uniform shirt - the shirt shall be long or short sleeve, plain and French Blue in color, by Conqueror or Flying Cross. Seniority stripes will be worn on long sleeve shirts. Undershirts will be worn and will be of the white or black, crew neck type when short sleeves are worn. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt to where it can be seen.
- B. The Blauer Wool Blend Armorskin XP, the Elbeco "Body Shield", and the Flying Cross "Aero Shell" (outer carrier vests) are authorized to be worn. The outer carrier vests may only be worn with the Blauer Wool Armorskin, 5.11, Elbeco, and Flying Cross base layer undershirt. The cloth badge may be worn on the undershirt and the nametag may be embroidered. The outer carrier vests however, may not be embroidered. The regulation metal nametag and badge shall be used. Molle and any additional modifications to the outer carrier vest are not authorized.
- C. Outer uniform vest carrier specifications are as follows:
  - a. 75/25 poly wool blends
  - b. Flat pockets (non-pleated)
  - c. French Blue color
  - d. Eyelets for name tags and badges will be sewn.
- D. Department members opting to wear an outer vest carrier, a base layer shirt, either short (Blauer, model 8372 or 8372w) or long (Blauer, model 8371 or 8371w) sleeved is required. Base layer shirt specifications are as follows:
  - a. 75/25 poly wool blends
  - b. French Blue color
  - c. Department patches sewn onto the sleeves

- E. Pants
  - 1. Uniform pants shall be either the 100% worsted wool, or the 45% worsted wool/55% Dacron polyester, washable material variety, and LAPD Blue in color.
  - 2. Fechheimer Command Wear or Blauer Street Gear, blue in color
  - 3. Elbeco TekTwill model E614 (midnight navy blue in color)
  - 4. Spiewak SPDU (dark navy blue) wash-n-wear with nano-technology.
  - 5. 5.11 Twill PDU “Class B” pant (Midnight Navy)
- F. Jackets - shall be a black, Spiewak 5302Z, the Horace Small, Generation II jacket or Blauer Lightweight Softshell Fleece Jacket, model 4665.

**XII. UNIFORM AND GROOMING SPECIFICATIONS FOR PARKING ENFORCEMENT PERSONNEL**

- A. Required Shirt
  - 1. Men’s shirts shall be Flying Cross tropical weight long sleeved #45W66 or short-sleeved #95R66 in the Silver/Lt. Grey color. Ladies shirts shall be long sleeved #102W66 or short-sleeved #152R66 in the Silver/Lt. Grey color. Only long sleeved shirts may be worn with a plain black necktie or the Continental style tie. City approved and provided shoulder patches and rockers are required. (The rocker shall be ½” down from the shirts shoulder seam. The top of the shoulder patch ¼” down from bottom of the rocker).
  - 2. Seniority stripes will be worn on long sleeve shirts.
  - 3. Rank of Parking Enforcement Officer II will wear silver corporal chevron pins on the collars of their required uniform shirts. The chevron will be positioned vertically with the center of the insignia on the line bisecting the angle of the point of the collar. The lower outside edge being equal spaced from either side of the collar.
  - 4. Rank of Parking Enforcement Supervisor will wear chevrons on both sleeves of required uniform shirts. They will be blue in color with gold trim upon a blue felt background and black outline. The chevron is placed directly under the shoulder patch on both sleeves of the shirt.

5. Rank of Sr. Parking Enforcement Supervisor will wear, one silver bar on each side of the required uniform shirt collar. The insignia will be centered between the top and bottom edge of each collar, with the outer edge of the insignia one inch from the front edge of the collar.
6. Crew neck t-shirts shall be worn and visible under the required uniform shirts, (Except when wearing a tie) and must be solid white or black in color. T-shirt sleeves shall not be visible beyond the uniform sleeve. Female officers are required to wear a bra at all times.
7. Ties shall be plain black and knotted with a four-in-hand style knot using a clip-on or break-away feature. The bottom of the tie should extend to or below the top edge of the belt. Female Officers are authorized to wear the Continental-style tie as an option. (When worn, the Continental-style tie shall appear to be an extension of the collar). Tie clips may be worn and shall be city issued or plain and silver in color.

B. Optional Shirt

1. An optional shirt shall be a Corner Stone-Select Snag Proof short or long-sleeved polo shirt with microphone clips and dual pen pockets. Men's Style #CS410 or #CS410LS and Ladies style #CS411. (Refer to Appendix "C" for detailed specifications – Page 45).
2. Undershirts are required when wearing a sport shirt. The undershirt, if visible, shall be of the crew neck style and white or black in color. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt.

C. Pants

Shall be black in color. Trousers shall match Red Kap #PT21, Dickies #874 or Polyester trouser Tact Squad #7002. All pants shall be flat front, straight legged, without pleats and tag free.

D. Optional Pants

1. Optional pant shall be black in color, cargo pant 511 PDU #74326
2. Optional pant shall be black in color, cargo pant 511 Stryke #74369

E. Optional Shorts

The hemline on all shorts shall be no higher than mid-thigh length and shall not extend beyond the top of the kneecap.

1. Shall be the black, hemmed cargo pants 511 PDU #74326.
2. Shall be black 511 Stryke Shorts #73327.

F. Jackets and Sweaters

1. Jackets and sweaters shall be black in color and shall conform to the following requirements: All sweaters and jackets will have City approved and provided shoulder patches and rockers. Name and badge holder tabs shall be affixed. Name can also be stitched with gold thread on approved jackets. All buttons shall be silver or black in color. Jackets shall only be worn over an approved uniform shirt or turtleneck. Sweaters may be worn over a required uniform shirt, optional polo shirt, turtleneck or over a black crew neck t-shirt. All undershirts worn with sweaters shall be black in color.
2. Parking Enforcement Supervisors will wear chevrons on both sleeves. They will be blue in color with gold trim upon a blue felt background and black outline. The chevron is placed directly under the shoulder patch on both sleeves of the jacket.
3. Sr. Parking Enforcement Supervisor will wear, one silver bar on each side of the jacket collar. The insignia will be centered between the top and bottom edge of each collar, with the outer edge of the insignia one inch from the front edge of the collar.

G. Required Jacket

Standard lightweight chill chaser. The chill chaser shall be the Fechheimer #42151, available with optional zip-in lining.

H. Optional Jacket and Sweaters

1. Tuffy design with fur collar.
2. G-1 Flight Suit leather jacket.
3. Blauer #4273 Cruiser Patrol jacket.

4. Cardinal windbreaker #C-745.
  5. Optional outerwear sweaters shall conform to the Horace Small #RN57629 or Fechheimer Windstopper #00831 (jersey knit lined), #00821 (unlined).
- I. Dickeys and turtlenecks shall be black in color, close-knit, plain pullover and without design.
- J. Belts and Leather Gear
- All leather gear shall be of a plain, smooth leather design, originally black in color. Belts shall be Chambers #38195, or specifically designed uniform belt, with a minimum width of 1", maximum width of 1-3/4", with a plain, square buckle, silver in color. Black leather Velcro belts are acceptable. Utility belts are optional and shall be plain smooth black leather or plain black nylon. All accessories must match outermost belt, with the exception of assigned equipment. Mobile phone cases shall be plain and black in color.
- K. Footwear, Boots, Shoes, and Socks
1. Oxford style shoes, dress boots, or combat boots; including those with cloth side panels may be worn. They shall be all black, have a round plain or capped toe, be low heeled, with smooth leather or Corafram uppers and be capable of receiving a high gloss shine. All uniform footwear must be maintained in good repair and have a presentable shine. Socks, if visible, shall be black in color.
  2. Optional walking shoes shall be an athletic walking style or cross training, plain black, leather, smooth polish with no contrasting stripes or design and have minimal toe stitching. They shall be leather upper, with minimal side nylon mesh. High top style with nylon mesh side panels are also acceptable. Both styles can be worn with long pants.
  3. Shoes worn with shorts shall be black in color, low top, walking style or cross training, athletic style shoe with no contrasting stripes or designs. They shall be leather upper, with minimal side nylon mesh. Socks, solid black in color, shall be worn with the approved athletic style shoe and must be above the ankle and below mid-calf in length. Boots may not be worn with shorts.
  4. All shoes shall be maintained in a clean and un-scuffed manner.

L. Hats

Hats are optional and shall be black in color. All hats, caps, and visors shall be uniform style, worn facing forward in the manner designed with a City approved embroidered badge. (Refer to MEA MOU Appendix “D”).

1. Baseball/Ponytail cap – Solid front, specifically designed uniform style of cloth material.
2. Ranger Hat – Does require badge and tassels.
3. Visor – Solid front, cloth material.
4. Knit Cap – Plain, with folded cuff, without visor.

M. Foul Weather Gear

Shall consist of department-assigned gear. Rubber rain boots shall be plain and black in color.

N. Optional Weather Gear

Yellow polyurethane/nylon raingear #RN 84965.

O. Optional Accessories

Gloves shall be plain, black in color and wrist length. Fingerless gloves are not permitted unless prescribed by a physician. Fanny packs shall be plain and black in color. Plain, black neck scarves may be worn under approved jackets and sweaters.

P. Non-Uniform Items

The combination of non-authorized clothing and uniform items is prohibited while on duty. A cover garment shall be worn during travel to and from work and may be worn during lunch and breaks. Cover garments shall be removed whenever employees are performing their work duties in the field or office environments.

Q. Issued Safety Equipment

1. All Officers assigned to field duty shall carry City-issued defensive chemical agents (i.e. pepper spray).
2. City-issued whistle and flashlight shall be available in the field.



R. Maternity uniforms

Maternity uniforms, other than tailoring, shall be equivalent to the standard uniform requirements outlined in this policy.

S. Uniform

The uniform will be separated into the following three categories:

1. CLASS A – Long-sleeved required shirt and tie, required long pants and required boots.
2. CLASS B – Short or long-sleeved required shirt, required long pants and required boots.
3. CLASS C – Combination of required short or long-sleeve shirt or optional short or long-sleeve polo shirt with shorts, cargo pants, required pants, athletic shoes and combat boots. Shorts shall not be worn with long-sleeved required shirts, or boots.

T. Management has the authority to declare “Uniform of the Day”. Required uniforms shall be available at all times. In Cases where Class B is designated, management will decide which shirt shall be worn.

**XIII. UNIFORM SPECIFICATIONS DURING DEPARTMENT-WIDE EMERGENCIES (PLANE CRASH, FIRES, TERRORIST ATTACK, ETC.)**

In the event of a department-wide emergency and/or in situations where it is likely that the class B uniform will be damaged, sworn personnel are authorized to wear the approved class C tactical uniform as noted in Section IV; Authorized Class C Tactical Uniform. Once the threat of damage to the uniform has passed, sworn personnel will revert back to their normal operations uniform.

**XIV. APPEARANCE GUIDELINES**

- A. During any work times such as light duty or special assignments when uniforms are not worn, employees are expected to conform to the following:
1. All City employees shall maintain a professional appearance through appropriate attire reflecting the specific requirements of his/her job duties.

2. All employees shall dress in clean clothing, free of tears.
3. Each employee shall maintain an inoffensive level of personal hygiene.
4. Each employee shall wear all required safety equipment.
5. For office personnel, shorts, tank or midriff tops, see-through clothing and flip-flops style shoes are inappropriate.
6. For office personnel whose job assignments include contact with the public, sweat or jogging outfits or t-shirts of any kind are inappropriate.
7. Field personnel shall wear full shirts and pants or approved shorts, as well as sturdy, enclosed shoes for safety reasons. For field personnel, inappropriate apparel includes tank or midriff tops, see-through clothing and cut-off shorts. For field personnel whose job assignments include contact with the public, t-shirts of any kind are inappropriate.
8. No employee may wear any article of clothing, which bears sexually suggestive or profane symbols or words.
9. Exceptions to these guidelines include the following or similar circumstances:
  - a. Uniformed personnel.
  - b. Special occasions designated by the Department Director or designee.
  - c. Employees relocating offices or performing other atypical or unusual job duties.

B. These guidelines establish minimum standards normally applicable. They will be reasonably applied in order to accommodate the various situations not susceptible to enumeration. The information on this page was made by and between the City of San Diego and San Diego Municipal Employees' Association and can be found in the Memorandum of Understanding, under Appendix D.

**XV. SPECIAL EVENT TRAFFIC CONTROLLERS AND RETIRED SENIOR VOLUNTEER PATROL (RSVP) UNIFORM AND GROOMING SPECIFICATIONS**

- A. Uniform shirt - the shirt shall be long or short sleeve, light blue in color, by Conqueror, or the equivalent. Undershirts will be worn and will be of the white, crew neck type when short sleeves are worn. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt to where it can be seen.
- D. Pants - shall be tailored, wash and wear and navy blue in color, Fechheimer #26240, or equivalent.
- C. Jackets - jackets shall be a black, lightweight windbreaker type, "Chill Chaser" or Fechheimer #42151 style available with zip-in lining and silver buttons.
- D. Shoulder patches - shall be blue in color with "City of San Diego" across the top. A "Traffic Controller" or "Volunteer" rocker will be placed on each uniform sleeve ½ inch down from the seam. The top of the shoulder patch will be affixed ¼ inch down from the bottom of the rocker.
- E. Belt shall be black leather with plain silver buckle.
- F. Boots and shoes shall be black, plain toe, and presentably shined.
- G. Socks shall be plain black.
- H. Hairstyle shall conform to San Diego Police Department standards for sworn uniformed personnel.
- I. RSVP'S – Additional details are available in the RSVP Operations Manual.
- J. Optional accessories:
  - 1. Gloves shall be plain black, wrist length, leather or cloth, (no fingerless gloves).
  - 2. Neck scarf shall be plain black with no tassels.
  - 3. Jackets shall be the standard authorized jacket for uniformed officers with silver buttons.

4. Dickies and Sweaters - the wearing of either the black turtleneck sweater or black Dickie under long sleeve uniform shirt, in lieu of ties, is acceptable. These items may not be worn with short-sleeved shirts.
  - a. The sweater manufactured by “San Francisco Knitting Mills” has been approved as part of the RSVP uniform. The sweater must have the SDPD uniform patches and RSVP rockers sewn on the shoulders as on other RSVP uniforms, and the sweater must have a badge holder/grommet, and name tag holder/grommet sewn on to hold the badge and name tag as on other RSVP uniforms. The sweater is approved for RSVP USE ONLY.
 

**#5510- SFKM**, Navy Blue 100% Acrylic Heavyweight zip-front cardigan with 2 pockets.
5. Hat - HENSCHHEL HAT COMPANY, Model “Crushable Breezer”, Aussie style, solar weave, 3” flat brim, dark Royal Blue color. May be worn during patrol duties. The chin strap/tie down must be removed. No patches, attachments or insignia are to be attached to the hat. The hat is approved for RSVP USE ONLY.

K. Special Event Traffic Controllers - Only.

1. Shorts – Blauer Brand. Dark Navy. Men’s 8841 or 8841-1. Women’s 8841W or 8841W-1.
2. When wearing shorts, all-white low top athletic tennis or jogging type shoes will be worn. Socks will be plain white crew length.

**XVI. UNIFORM AND GROOMING SPECIFICATIONS FOR POLICE CADETS**

- A. The uniform shirt shall be long or short sleeve, 100% worsted wool or the 45% worsted wool/55% Dacron polyester, washable material, light blue in color. Undershirts will be worn and will be of the white, crew neck type when short sleeves are worn. The sleeves of the undershirt are not to extend beyond the sleeve of the uniform shirt to where it can be seen.
- B. Pants shall be either 100% worsted wool, or the 45% worsted wool/55% Dacron polyester blend, washable, SDPD Blue in color.
- C. Ties shall be plain black in color of the four-in-one hand style with a clip-on or other break away feature. The bottom of the tie must not extend

below the top of the trouser belt. Female cadets are authorized to wear the continental style tie as an option.

- D. Jackets shall be the standard authorized jacket for uniformed officers with silver buttons.
- E. Patches shall be the Department approved patch with a "Cadet" rocker placed on each uniform sleeve ½ inch down from the seam. The top of the shoulder patch will be affixed ¼ inch down from the bottom of the rocker.
- F. Belt shall be of black leather, plain, 1" to 1-3/4" wide. Chromium harness type buckle.
- G. Cadet Leather gear
  - 1. Leather gear and leather like gear shall be of plain leather design, black in color. Velcro belts are acceptable.
  - 2. Belt buckle, if worn, shall be chromium, colonial style.
  - 3. Cadets shall wear a plain leather duty belt containing a radio holder. Any other leather accessories worn on the duty belt shall be plain black leather and if applicable, with chromium snaps.
  - 4. Trouser belts shall be plain black leather, minimum width 1", maximum 1-3/4", with side loop and chromium square buckles. Velcro belts are acceptable.
- H. Boots and shoes shall be black, plain toe and have a presentable shine.
- I. Hair shall be styled in conformance with the San Diego Police Department's style for sworn uniformed officers.
- J. Optional accessories
  - 1. Gloves shall be plain black, wrist length, leather or cloth, (no fingerless gloves).
  - 2. Jewelry shall conform to the same standards that apply to sworn uniformed officers.

## **XVII. APPROVED HANDGUNS and HOLSTERS**

The Range Master shall maintain a current list of approved handguns and holsters.

See the Resource Library/Range Resources for details.

### **XVIII. APPROVED IMPACT WEAPONS & BRAVO EQUIPMENT**

- A. All sworn personnel who meet one of the following requirements are authorized to purchase and carry the fixed 26” or 29” wooden straight baton:
1. Completed the Defensive Tactics Portion of ROT 1998-2000
  2. Received straight baton training through the Basic Police Academy; or,
  3. Completed a P.O.S.T. approved training course on the expandable or straight baton.

The baton must be black in color, straight wood grain with no blemishes or designs and made of 2<sup>nd</sup> generation hickory wood. All officers opting to purchase the baton are required to have a grommet and baton ring. No strings, straps or thongs of any kind are permitted.

- B. Uniformed officers must carry one or more Department approved impact weapon. Officers shall have the option to carry the straight wooden baton, PR-24 side handle baton or OPNs (Orcutt Police Nunchakus, when trained), on their duty belt. Officers who choose to carry an approved impact weapon other than the PR-24 baton or straight stick baton shall have a baton readily available for field incidents (i.e., crowd control).
- C. The expandable side handle baton and the expandable straight baton are both authorized for use by uniformed sworn personnel as optional equipment. All personnel who did not receive academy training in the use of these specific batons must receive Department-approved certification through In-Service-Training prior to carrying the weapon. Upon successful completion of the certification, a written authorization form will be placed in the officer's training and divisional files. Officers may only purchase and use the Monadnock Expandable Side Handle Baton (PR-24X) 24" model. There are several approved expandable straight baton manufactures. Officers may only purchase and use the ASP, Winchester, Monadnock, and Casco expandable straight batons in the 16”, 21”, and 26” lengths.
- D. Officers and supervisors assigned to Bravo Company shall be responsible for maintaining the additional issued equipment. The Bravo equipment shall be accessible at all times in the event of activation.

## **XIX. APPEARANCE AND GROOMING**

- A. Members shall present a professional appearance at all times in dress and grooming standards unless excused by the Chief of Police due to special assignment. Clothes shall be clean and pressed. Members shall keep their equipment in good serviceable working condition.
- B. Unless otherwise directed, sworn male officers assigned to non-uniformed functions shall wear a suit or sport coat, slacks, shirt and tie at all times while on duty.
- C. Unless otherwise directed, sworn female officers assigned to non-uniformed sections shall dress in a business-like manner.
- D. Court Attire - members shall wear appropriate business attire while attending court as described in Section XIII, A and B. Members also have the option of wearing a Department approved uniform.
- E. Casual Friday attire shall only be acceptable on actual Fridays. Casual dress shall represent appropriate business attire.
- F. Grooming Standards
  - 1. Male personnel
    - a. Male sworn member's hair may not extend into the eyes or otherwise interfere with the officer's vision. The back of the hair may be cut in any style providing it does not extend more than one inch below the top of the collar of a Department approved uniform shirt when the head is held erect. The hair shall be styled in such a fashion as not to extend below the bottom of the hole of the ear. Hairstyles shall be no longer than four inches from any part of the head. Wigs or hairpieces must conform to the same standards. Extreme hairstyles or hair treatment/color are inappropriate. In no event should the length of the hair or the style preclude the proper wearing of a helmet or field protective masks.
    - b. Sideburns shall be trimmed so that they do not extend more than 1/2 inch beyond the bottom of the earlobe and do not flare more than 1/2 inch wider at the bottom than the width of the sideburns. There must be distinct separation between the mustache and sideburns.

- c. Mustaches shall be kept neatly trimmed and well-groomed. They shall not extend more than 1/2 inch beyond or below the corner of the mouth. They shall not be waxed.
- d. Police Department employees are not permitted to wear beards without specific authorization by the Chief of Police or by authorization via the Reasonable Accommodation process.

Reasonable Accommodation: Officers who have a reasonable accommodation to wear a beard on file with the Human Resources Department shall conform to the following standards:

The beard shall be neatly groomed, uniform, and professional in appearance. The beard hair should be cut as close to the skin as possible without causing irritation and shall not exceed a maximum length of ½ inch in length. No insignias, ID numbers or other designs are authorized.

**See Air Purifying Respirators (APRs)/Gas Masks for related beard procedures (Section XIX).**

- e. Jewelry and ornamentation such as choker-type necklaces shall not be worn with the uniform. Religious or identification type necklaces may be worn, but on a chain long enough not to be visible when worn with the short sleeve, open collar uniform shirt. The wearing of earrings is expressly prohibited. Only certain undercover officers can wear earrings while on assignment in the field with commanding officer approval. Rings should be kept to a minimum. Bracelets, other than medical identification types, are not to be worn.
- f. Watch bands, eyeglass frames, and eyeglass holders will be of conservative or dark colors. Bright or neon colors are prohibited.

2. Female personnel

- a. Hair shall be worn in a neat style. Extreme hairstyles or extreme coloring shall be inappropriate. The length of the hair, for uniform personnel, shall not be worn below the bottom of the collar of a Department approved uniform shirt. If the hair is longer than described, it must be worn



up in a neat fashion and securely fastened. Barrettes may be worn to keep the hair in place, but shall be plain gold, silver or a dark base color. All hairstyles shall be no longer than four inches from any part of the head. Wigs or hairpieces must conform to the same standards. In no event should the length of the hair or the style preclude the proper wearing of a helmet or field protective masks.

- b. The use of makeup shall be conservative.
- c. Fingernails shall be professional in color and length. They shall be no more than 1/4 inch past the fingertips. Fingernail jewelry, multicolored and neon nails are prohibited.
- d. Jewelry shall be limited with consideration to officer safety and professionalism. Choker-type necklaces shall not be worn with the uniform. Religious or identification type necklaces may be worn on a chain long enough not to be visible when worn with the short sleeve, open collar uniform shirt. When in uniform, earrings shall be plain, stud-type and no more than 1/4 inch across. The wearing of more than one pair of earrings is prohibited. Bracelets, other than medical identification types, are not to be worn. Rings should be kept to a minimum.
- e. Watch bands, eyeglass frames, and eyeglass holders will be of conservative or dark colors. Bright or neon colors are prohibited
- f. Skirts shall be no more than three inches above the knee or longer than ankle length. If stockings are worn, extreme patterns and designs are prohibited.
- g. Conservative necklines will be worn.
- h. Heels shall not be over three inches in height.
- i. No sandals
- j. Jewelry shall not be excessive

## **XX. COURT ATTIRE**

Court Attire - Members shall wear appropriate business attire while attending court as described in Section XIII, A and B. Members also have the option of wearing a department-approved uniform.

## **XXI. AIR PURIFYING RESPIRATORS (APRs)/GAS MASKS**

- A. Air Purifying Respirators (also known as gas masks) are a necessary piece of safety equipment used to protect personnel when exposed to chemical agent environments such as OC (Oleoresin Capsicum ) and CS (Corson and Stoughton) gases. The sides of a person's face must be free of hair or other debris in order for the gas mask to seal properly.
- B. Air Purifying Respirators or Gas Masks include three types of deployments
  - 1. Annual Respiratory Protection Program (ARRP) Fit Testing
    - a. CAL OSHA regulations in California Code of Regulations, Title 8, Section 5144 (f) require annual gas mask fit testing for all personnel who are issued a gas mask. Section 5144 (g) prohibits any facial hair growth along the area of the face where the gas mask normally provides a seal.
    - b. The Critical Incident Management Unit (CIMU) is responsible for scheduling personnel to complete Annual Respiratory Protection Program Fit Testing.
  - 2. Emergency Gas Mask Deployments
    - a. It may be necessary for personnel to don a gas mask as part of an operation where a chemical agent environment is expected.
  - 3. Training Gas Mask Deployments
    - a. Personnel may be required to don a gas mask during scheduled training.
- C. Facial Hair- Personnel issued a gas mask shall ensure that no hair or other debris compromises the effective seal of the gas mask when properly attached to the employee's face.

D. Beards - Reasonable Accommodation

1. Personnel are not authorized to wear a beard without specific authorization from the Chief of Police. There may be times when a Reasonable Accommodation is granted for an employee to wear a beard. The Department must balance the medical safety of personnel with other potential life-threatening risks should an officer/employee be exposed to a chemical agent environment without proper gas mask protection.
2. Employees with a Reasonable Accommodation on file with the Human Resources Department, which authorizes the wearing of a beard, shall conform to the following beard standards:
  - a. The beard shall be neatly groomed, uniform, and professional in appearance. The beard hair should be cut as close to the skin as possible without causing irritation and shall not exceed a maximum length of ½ inch in length. No insignias, ID numbers or other designs are authorized.
3. Annual Respiratory Program Fit Test
  - a. Personnel who have authorization from the Chief of Police or Reasonable Accommodation process to wear a beard will be required to have a clean shave as defined by having no hair on the face which could affect the proper seal of a department-issued Air Purifying Respirator (APR), prior to engaging in the gas mask fit test. Personnel shall not prolong or delay in scheduling gas mask fit testing to avoid shaving their beard. Once contacted by a gas mask test coordinator, personnel shall have 30 calendar days to arrive at the testing facility clean-shaven and ready to complete the test.
  - b. Once successful gas mask fit testing is achieved, personnel who have authorization from the Chief of Police or Reasonable Accommodation process to wear a beard may grow the beard back while conforming to established beard standards.
4. Emergency Gas Mask Deployments

Personnel who have authorization from the Chief of Police or Reasonable Accommodation process to wear a beard shall keep a shave kit (a minimum of one useable disposable razor) in their gas mask storage bag or immediately available to their person in the

event a situation arises requiring the emergency donning of a gas mask. The employee shall shave their face to the point which allows a department-issued gas mask to properly seal. The safety seal is designed to protect the wearer of the mask during chemical agent exposure (CS, CN, and Oleoresin Capsicum type agents).

5. Training Gas Mask Deployments

Personnel who have authorization from the Chief of Police or Reasonable Accommodation process to wear a beard will not be required to remove the beard during training exercises.

**XXII. UNIFORM AND SAFETY EQUIPMENT COMMITTEE**

- A. The San Diego Police Department uniform conveys authority, uniformity, and professionalism to the community and instills pride in those who wear it. On occasion, our members, both sworn and civilian, have suggestions that could potentially make members safer, more effective, and more efficient in their assignment. In order to evaluate their suggestions, the Uniform Safety and Equipment Committee (USEC) has been reinstated. The committee's purpose will be to evaluate and vote on uniform and safety equipment recommendations.
- B. The USEC committee members represent a diverse cross-section of all divisions within the Department. Each member understands the various needs of each assignment in the area of uniform and safety equipment. The committee also includes a POA Director to serve as an expert on issues relating to our current Memorandum of Understanding.
- C. Procedure for submitting a proposal to USEC:
  - 1. The USEC will meet on a quarterly basis or as needed. The USEC's chairperson will be a Department Lieutenant(s).
  - 2. Those wishing to make a proposal must fill out the form titled, "Uniform Safety Equipment Proposal", located on the F:/ Drive / Templates / Administrative. The completed form can be sent via inter-office mail to Operational Support, MS 776 or e-mailed to the current Operational Support Unit Sergeant. If you opt to send it electronically, the proposal form located in the F Drive will need to be converted from a PDF file to a Word document. To do so, simply right click on the file, choose "Open with Word" and then click "ok".

3. The proposal should explain the current uniform and/or equipment being utilized and why you believe your recommendation will improve or enhance the Department's performance.
  4. Potential vendors should be identified on the form along with projected costs associated with implementation of the proposal.
  5. The person submitting the proposal will be given a date, time, and location to present the proposal to the USEC. Presenters should be prepared to answer any questions the USEC may have regarding their proposal. The USEC may also request the presenter seek out more information and/or data and re-submit their proposal.
  6. Approval or disapproval of the proposal by the USEC will be forwarded to the Captain of Operational Support for review.
  7. The Captain of Operational Support will ultimately determine whether or not the proposal will be forwarded to the Assistant Chief of Special Operations.
  8. If your proposal is approved by the USEC and the Captain of Operational Support, it will be forwarded to the Assistant Chief of Special Operations. The Assistant Chief of Special Operations will either directly approve the request or refer the request to the Chief's Executive Committee where a final decision will be made.
  9. The member will be notified of the decision, regardless of the outcome, by the committee's chairperson.
- D. If a proposal is approved, the member making the proposal will work with the Operational Support Unit to implement their proposal. The Operational Support Unit will assess whether or not the Department Policies and Procedures will need to be modified, or if additional procedures are necessary.

**2005 City of San Diego and Municipal Employee's Association MOU -APPENDIX  
"C"**

**Sport Shirt:**

The approved sport shirt shall be an Outer Banks, plain and Heather sports grey in color, without pockets. Men's style #2100, or Men's style #5011, and Ladies style#2400. An approved Parking Enforcement Officer badge shall be embroidered on the front left side. Officers' first initial and last name shall be embroidered in silver. Supervisors shall have the word "Supervisor" in script under their name. There are three buttons on the men's style and lady's style approved shirt. The bottom of the embroidered name block and the City seal on the badge shall be aligned with the bottom button. The bottom button must be fastened at all times. The City issued Parking Enforcement Officer metal badge shall not be worn when wearing the sport shirt.

*\*To extend the life of the embroidery on your shirt, it is recommended that you wash your shirt in cold water using a mild liquid detergent. Hang dry to prevent shrinkage.*

**THIS MEMORANDUM OF UNDERSTANDING WAS MADE AND  
ENTERED INTO ON JULY 1, 2005, BY AND BETWEEN THE CITY OF  
SAN DIEGO AND SAN DIEGO MUNICIPAL EMPLOYEES'  
ASSOCIATION (UNDER APPENDIX B – UNIFORMS)**

PARKING ENFORCEMENT OFFICERS I AND II,  
AND PARKING ENFORCEMENT SUPERVISOR

Items Required:

Slacks (5)

Belt

Tie

Hat (2) (optional)

Jacket (Chill Chaser) (1)

Shirt, Long or Short Sleeve (5)

Jacket (Tuffy) (1) (optional)

Radio Clip (Issued)

Gloves (optional)

Turtleneck Sweater (1) (optional)

Turtleneck Dickey (1) (optional)

Name Tag (issued)

PEO II Corporal Pin (1 set PEO II only)

Shorts (optional)

Sweater (optional)

Polo Shirt with logo (optional)

Shoes

Parking Enforcement Officers must maintain a minimum of 5 shirts and 5 pants or

shorts, which must include at least one pair of regular slacks, one required long sleeve shirt and one required short sleeve shirt.