


Inver Grove Heights Police Policy Manual		Subject: Uniform and Duty Equipment		
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I. POLICY:

All members of the department are visible representatives of the City of Inver Grove Heights and the Police Department. The purpose of this policy is to:

- Ensure department employees present a professional image to citizens we have contact with and to other city employees.
- Provide consistent standards on what is appropriate to wear to work.
- Help provide a safe workplace.

Unless otherwise directed members of the department, while on duty, will wear the uniform and duty equipment as approved by the Chief of Police. Uniforms will be worn in their entirety and in their intended fashion and will be kept clean and neat.

Department members will be well groomed and present a professional appearance to maintain the public's trust and respect. Both the self-esteem generated in the individual and the respect commanded from the public they serve promote the excellent reputation of the department.

II. UNIFORM & EQUIPMENT:

A. Definitions

1. **Department equipment and/or property** means and includes:

- a) All uniforms and equipment issued to the employee.
- b) Accessories and department-owned property contained within department vehicles.
- c) All other department equipment or property, which comes into the possession of an employee at any time.

B. Uniform and Equipment

No uniforms or equipment may be worn or carried on-duty unless it has been approved by the Chief of Police. Lists shall be maintained of approved uniform and equipment items. These lists will include items for specialized units and assignments.

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C. Issue and Allowance

1. The Department initially provides all sworn personnel and uniformed civilian employees with uniforms and equipment at no cost to the employee. No further clothing will be purchased by the City until the end of the one-year orientation period.
2. All sworn personnel and uniformed civilian employees who have completed the probationary period receive an annual uniform allowance. Uniform allowance amounts appear in the current applicable collective bargaining agreement(s).
3. For all sworn personnel and uniformed civilian employees whose probationary period that occurs after the annual uniform allowance, a review of the budget will occur to see if there are pro-rated funds available for additional uniform purchases.

D. Replacement

1. Replacement of worn uniforms, equipment, and clothing is available through the allowance provided in the current applicable collective bargaining agreement(s). Uniforms and equipment, which has become worn due to normal wear and tear, at the direction of the Chief of Police or designee, will need to be replaced through the allowance provided.
2. Reimbursement for member's personal property that is damaged or destroyed while engaged in law enforcement duty is considered on a case-by-case basis. Requests for reimbursement should be made via the chain of command to the Chief of Police. The complete circumstances of the loss should be explained. If the Chief approves reimbursement, the employee will purchase the replacement property and forward the sales receipt to the Chief of Police along with a written request for reimbursement.
 - a) Approved jewelry is worn at the discretion of the employee. Therefore, employees will not be reimbursed for the damages incurred. Refer to the Personal Appearance Standards policy for listing of approved jewelry.
3. Any departmental property, which is lost or damaged, will require a written report detailing how the property was lost or damaged.

E. Alterations & Repairs

All sworn members, regardless of assignment, are required to have a well-fitting set of uniforms. Any member, whose physical size and body weight has changed, thereby necessitating re-measuring of the uniform, will need to do so through the allowance provided. Repairs to uniforms may be made by a competent tailor, but such repairs must conform to the specifications prescribed.

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F. Disposal

No department property (i.e., Patches) shall be sold by the employee unless approval in writing is received from the Chief of Police. If the property is to be thrown away, destroyed, or otherwise disposed of, it needs to be done in a manner that will render the property useless.

G. Return Upon Termination of Employment

The employee must return the following department issued equipment:

1. All police credentials and identification
2. Storage drive with procedural policy manuals
3. City personnel code
4. All police badges
5. All keys furnished
6. All department issued equipment
7. All electronic card access (cards and fobs)
8. The uniform items that have been purchased within the same year of termination of employment.

III. UNIFORM CLASS:

The department uniform is classified as follows:

A. Class "A" Uniform

The Class "A" Uniform is the department's full-dress uniform. It is to be worn at all presentations, ceremonies, and when instructed by a supervisor.

B. Class "B" Uniform

The Class "B" dress uniform is the departments uniform of the day.

Daily uniform for:

1. Police Officer
2. Reserve Officer

C. Class "C" Uniform

The Class "C" uniform is the departments general utility uniform.

D. Supplemental Uniform

The supplemental uniform is for officers assigned to specialized units.

E. Non-Uniform Class

Non-uniformed employees of the department should recognize that their appearance and dress reflect on the department in a manner similar to that of uniformed employees and therefore shall be professional in appearance.

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Class "A" Uniform

The Class "A" dress uniform is to be worn at all presentations, ceremonies, and when instructed by a supervisor.

The Class "A" Uniform will consist of:

1. Peaked hat
2. Long sleeve shirt (non-embroidered)
3. Insignia of rank
 - a) Metal collar rank on the lapel
 - b) Sleeve rank (Sergeants)
4. Badge
5. Nameplate and serving since plate shall be placed above right pocket under the flag.
6. Award ribbon(s) shall be worn centered on right pocket lapel one-quarter inch (1/4") below nameplate.
7. Years of Service ribbon shall be worn centered on left pocket lapel below the badge.
8. Tie and tie clip

Tie clip must be department issued or a tie bar matching the color of the nameplate and serving since plate.
9. Trousers (straight leg only, **No** BDU style)
10. Dark colored socks
11. Plain toe or black patent boots or dress shoes; polishable must be available and is preferred.
12. Duty Belt

If a radio is needed, it shall be kept in the radio holster on duty belt. The shoulder mic shall be removed; nothing should be attached to lapels of shirt unless in a supervisory position.
13. Jacket, during inclement weather, the appropriate jacket, may be worn.
14. Gloves, during inclement weather gloves, can be worn.

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Class “B” Uniform

The Class “B” dress uniform is the department’s uniform of the day as designated by the Chief of Police. Members of specialized units are authorized to wear supplemental uniform articles as specified in this policy.

The Class “B” Uniform will consist of:

1. Peaked hat (optional)
2. Authorized undergarment
3. Short or long sleeve uniform shirt with embroidered name
4. Tie (optional)
5. Insignia of rank (supervisors)
 - a) Metal collar rank on the lapel
 - b) Sleeve rank (Sergeants)
6. Badge
7. Award ribbon(s) [optional] may be worn centered on right pocket lapel one-quarter inch (1/4”) below the name.
8. Trousers, traditional or BDU
9. Trouser belt
10. Socks
11. Plain toe, black boots or dress shoes
12. Duty Belt and accessories
13. Jacket (optional)
14. Gloves (optional)
15. Scarf (optional)
16. Face cover (optional)
17. Sweater (optional)

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Class “C” Uniform

The Class “C” uniform is the departments general utility uniform. It is worn for interdepartmental training and at other times as designated by the Chief of Police or designee.

The Class “C” uniform will consist of:

1. Polo shirt (department issued)
2. Undergarments
3. Trousers, traditional or BDU
4. Trouser belt
5. Socks
6. Plain toe, black boots, dress shoes, or sneakers (dependent on need/use)
7. Duty Belt and accessories (if required)
8. Jacket (optional)
9. Gloves (optional)

Supplemental Uniform

The supplemental uniform is for officers assigned to specialized units. It is worn as designated by the Chief of Police.

1. School Resource Officer is permitted to wear a modified Class “B” uniform, which consists of a polo shirt in place of a uniform shirt.
2. Sworn personnel assigned to external sections/units are permitted to wear a suitable uniform or attire according to the commanding officer or officer supervisor.
3. All training instructors are permitted to wear a modified Class “C” uniform, which consists of a department-issued instructor polo shirt.

Non-Uniform Clothing Class

The non-uniform clothing is for command staff, sworn personnel assigned to investigations and civilian employees.

The non-uniform clothing standards for particular job duties (for example, representing IGH PD at a meeting or event) may require the employee to dress to a higher standard. It is expected that employees will be aware of those situations and dress appropriately. They should contact their supervisor if they have questions about particular situations. There may also be times where job duties would reasonably allow for a lower standard of clothing than what is listed below. In those situations, an employee shall obtain a supervisor’s approval before dressing to a lower standard.

1. All male employees shall wear collared shirts, sweaters, slacks, or suits that are moderate in style.

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2. All female employees shall wear dresses, slacks, shirts, blouses, or suits that are moderate in style.
3. Clothing shall be neat and clean and shall not be torn, frayed, stained, excessively faded, or sheer to the skin.
4. Clothing must cover the midriff and back.
5. Clothing shall not be excessively loose or tight fitting and must not impede work or pose safety hazards when people are doing the work required.
6. Clothing, buttons, badges, or pins shall not have political or potentially offensive words, terms, logos, pictures, cartoons, or slogans. US Flag pins are allowed that are no larger than one square inch.
7. Undergarments shall not be visible.
8. Strapless, halter, spaghetti strap, and low-cut shirts or dresses shall not be worn unless worn under another blouse, shirt, jacket, or dress.
9. Tank tops or muscle shirts shall not be worn unless worn under another shirt.
10. Beach-style flip-flops, bedroom slippers, and other shoes that are not professional in appearance shall not be worn.
11. Headgear shall be appropriate for the circumstances and surroundings of the particular work environment the person is engaged in at the time. Scarves are allowed, as are head covers that are required for religious or medical purposes, with approval by the Chief of Police.
12. Sweatpants, bib overalls, lounge pants, and athletic pants are not acceptable attire while working in an office environment.

IV. THE UNIFORM:

The authorized uniform shall be worn by all uniformed sworn and civilian personnel while in the regular performance of duty unless specific permission has been given by a supervisor for the optional dress. Uniforms are only to be worn while on-duty, while in transit to or from work, for court, for training, or at other approved official Department functions or events. Uniforms are to be neat and clean in appearance. Sworn personnel who are in a non-uniform assignment shall have the authorized uniform of the day immediately available.

- A. Uniform color shall be dark navy pursuant to MN Statute 626.88 Subd. 2.
- B. Uniform-wearing for court:
 1. Uniformed members shall wear the department uniform of the day when appearing in court on official business.
 2. Department members assigned to specialized units may choose to wear civilian attire.
 - a) Male members shall wear collared shirts with tie and slacks, or suits that are moderate in style.

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- b) Female members shall wear shirts, blouses with slacks, dresses or suits that are moderate in style.

C. Uniform-wearing for off-duty details:

The department uniform can be worn by a member of this department, in an off-duty capacity, only if the location of the off-duty employment is approved by the Chief of Police. All of the applicable policies, procedures, and rules for the wearing of the uniform shall apply.

D. Uniform-wearing for educational and training functions:

The following regulations apply to all department members attending training and educational functions conducted by the department or any outside agency.

1. Training function(s) hosted by the department:
 - a) Uniformed members: attending training hosted by the department will wear the Class "C" uniform or the uniform of the day.
 - b) Department members assigned to specialized units: will wear appropriate daytime business casual attire.
2. Training function(s) hosted at an outside agency:
 - a) Uniformed members attending training hosted by an outside agency will wear appropriate daytime business casual attire, the Class "C" uniform, or the uniform of the day.
 - b) Department members assigned to specialized units: will wear appropriate daytime business casual attire.
3. Educational function(s):
 - a) Uniformed members hosting, teaching, and/or speaking at an educational function(s) [i.e., citizen academy, child safety seat demonstration, SFST, etc....] will wear the uniform of the day.
 - b) Department members assigned to specialized units may choose to wear casual civilian attire.
 - c) Male members shall be dressed in appropriate daytime business attire
 - d) Female members shall be dressed in appropriate daytime business attire.
4. The Chief of Police or designee may make modifications to the training dress code. Any modification(s) will be specified in individual training notices. No jeans, shorts, or t-shirts shall be worn without approval from the Chief of Police or designee. Members not in proper attire upon reporting for training function(s) and/or educational function(s) maybe denied and subject to disciplinary action.

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E. Uniform cleaning and repair:

The cost incurred is eligible for reimbursement under the uniform upkeep allowance requirements.

V. **WEARING THE DUTY UNIFORM; APPROVED EQUIPMENT AND ACCESSORIES**

Approved Uniform Brands:

1. Blauer
2. Elbeco

A. Accessories

All belt accessories shall be black and when possible, basket weave in appearance. All accessories worn with the uniform must be kept neat and clean in appearance, without scuffs or damage.

1. If an accessory does not come in basket weave appearance;
 - a) Smooth black leather will be allowable with authorization from the Chief of Police or designee.
 - b) Molded plastic and carbon fiber in appearance will be allowable with authorization from the Chief of Police or designee.

B. All Weather Gear

All weather gear can consist of waterproof, windproof outerwear that may be worn during inclement weather.

C. Badges

Uniformed personnel will at all times wear their badges on the uniform shirt or vest carrier whichever is the outer most garment. If in a plainclothes assignment, personnel will at all times wear their badges visible on their person. The following badges are issued by the Chief of Police;

1. Chest badges
2. Peaked hat badge

D. Baton

Licensed Department members may carry an expandable baton and holder while on-duty.

E. Belts

Belts will be black basket weave in appearance. Belts maybe Velcro contacted duty/trouser belts or traditional buckled belts. Buckled belts may be plastic or metal. If metal, the buckle shall be silver for officers and gold for sergeants and above. The duty belt must fit snugly around the waist with approved accessories.

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F. Belt Keepers

All uniformed officers shall wear belt keepers* to assist with securing their duty belt with their trouser belt *(optional if using Velcro contacted duty/trouser belts).

G. Chemical Spray

Only department approved chemical spray may be carried and used in the performance of duty. All uniformed officers may choose to carry chemical spray. If carried, it must be carried in a holder.

H. Commendation Ribbon

Department members who have received a pin or commendation ribbon may choose to wear it on their duty jacket, uniform shirt, or outer vest carrier. The pin(s) and/or ribbon(s) worn are to be centered above the right pocket under the embroidered name. If dressed in Class "A" uniform the pin(s) and/or ribbon(s) worn is to be centered on the right pocket at the upper seam under nameplate and service tag.

Note: No other ribbon or pin is to be worn on the duty jacket or uniform shirt unless authorized by the Chief of Police or their designee.

I. Department Emblems/Patches

1. Department patch will be worn on both sleeves of all uniform shirts and jacket
 - a) Reserve Officer must have Reserve Officer Patch above department Patch on both sleeves.
2. Badge patch may be sewn onto any jacket instead of pinning of issued badge (except leather jacket, when wearing a leather jacket, a metal badge is to be worn).
3. The American flag shall be worn on all uniform shirts and jackets* over the right pocket one inch (1") above the top seam of the uniform shirt or jacket pocket. If there is no pocket, the flag shall be made even with badge patch or badge tab.
(*Optional for all jackets)

J. Face covers and Scarves

Approved face covers (half or full face) and scarves are solid color black or dark blue and are to be worn only during intense cold, windy and/or inclement weather.

K. Flashlight

Uniformed Patrol Division department members shall carry any law enforcement grade make/model of flashlight. It must be accessible at all times while on duty or operating a department vehicle.

L. Footwear

1. Approved footwear can be shoes or boots. They shall be black in color, leather or plastic/nylon blend with a plain toe, either high or low cut.
2. Polish-able shoes or boots or patent leather must be available for wear with Class A Uniform.

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M. Gloves

Frisk and/or cold weather gloves may be worn at any time. Gloves must be a solid dark color.

N. Handcuffs

Department members will carry double locking handcuffs at all times while on-duty.

O. Hat

1. The peaked uniform hat is a traditional and integral part of the police officer's uniform. The wearing of the hat conveys an image of professionalism, authority, and pride in one's appearance and department. The wearing of the peaked uniform hat is encouraged but optional for uniformed police officers who are engaged in conducting the official business of the police department and are not inside a police facility or a police vehicle. Supervisors may require the peaked uniform hat to be worn during such occasions where the time would present a more professional image (i.e., special meetings, meetings with elected officials or dignitaries, or other special events.)
 - a) Gold hat band for the rank of sergeant and above
 - b) Silver hat band for all below the rank of sergeant
2. The wearing of a winter and/or inclement weather hat is optional. There are two (2) hats allowed for winter and/or inclement weather.
 - a) Trooper (peaked hat badge may be affixed to the front of the hat)
 - b) Knit (these shall not have any emblems, markings, lettering on them unless it is department issued)

P. Jacket

1. Badge or Badge patch must be affixed to the front left.
2. All jackets must have first initial of the first name and complete last name of officer one inch (1/2") above the right pocket if no right pocket then name shall be across from badge.
3. All jackets must conform to these styles:
 - a) Duty Raincoat: black or dark navy and may be reversible with current Hi-Vis Yellow ANSI CLASS II rating
 - b) Duty Jacket: Dark navy nylon shell with zip out lining, may be reversible with current Hi-Vis Yellow ANSI CLASS II rating
 - c) Leather: dark navy
 - i. Minnesota cut
 - ii. Chicago cut
 - d) Performance fleece; dark navy

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- All jackets require rank insignia for sergeants. Sergeant stripes will be worn on the sleeves.

Q. Leather

All leather shall be black in color and basket weave in appearance without scuffs or damage.

R. Mourning Band

The mourning band will fit tightly around the badge. The mourning band should be worn straight across the center of the badge.

The width of the mourning band should not exceed a ½ inch. The mourning band shall be worn in the following circumstances:

- Upon the line of duty death of an active Inver Grove Heights officer. The mourning band should be worn for thirty days from the date of death.
- Upon the line of duty death of an active Minnesota officer. The mourning band will be worn from the date of death and removed after the day of burial.
- By all department members, uniformed or in civilian clothing while displaying a badge when attending the funeral of an active officer. Upon the completion of the funeral, the mourning band shall be removed.
- National Peace Officers Memorial Day (May 15th).
- The day of any memorial service, the department has to honor the department's officers who have died in the line of duty.
- At the direction of the Chief of Police, when special circumstances dictate that a department display of official mourning is appropriate.

S. Name Plate

Uniformed department members are to maintain one (1) nameplate and service tag for Class "A" Uniform.

- Supervisor nameplate and service tag shall be gold in color
- Patrol nameplate and service tag shall be silver in color
- Reserve Officer nameplate and service tag shall be silver in color

T. Outer Vest Carrier (OVC)

- Wearing of an OVC is optional. OVC's allows the vest to be removed from under the uniform shirt of the day for heating, cooling, weight, and pressure comfort. The OVC also allows uniform personnel to evenly distribute equipment from their duty belt to help with relief.
- At all times uniform personnel must have a class "B" or "C" uniform (depending on assignment) and internal carrier readily available if the OVC becomes unwearable.

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3. The OVC shall be sized appropriately and have a proper fit.
4. Outer Vest Carriers (approved manufacturer brands);
 - a) Blauer – For sworn personnel, no Blauer carriers will be allowed to be purchased after 6-30-19. Once a Blauer carrier is not suitable for wear, it will need to be replaced with a custom fit carrier. All Blauer carriers must be replaced by 1-1-2021.
 - b) Custom fit (from an approved department supplier).
 - c) Standard outer carrier matching fit of vest from vest manufacturer (for specialty assignments only).
5. OVC Items
 - a) All OVC items holders must be installed under the bottom of the uniform shirt pocket.
 - (1) No item holders are allowed on the rear of the OVC.
 - a) Additional semi-hidden custom pockets are allowed on the front of the OVC under the bottom of the uniform pockets.
 - b) The following items **are prohibited** as an item on the OVC:
 - (1) Firearms
 - (2) CEW
 - (3) Chemical Spray
 - (4) Baton
 - (5) Rifle magazines
 - (6) Double handcuff holders
 - c) Five (5) total items **ONLY** will be allowed on the OVC (in addition to the body-worn camera).
 - d) Approved items shall be limited to:
 - (1) Handcuffs (single handcuffs holder)
 - (2) Handgun magazines (single magazine holder)
 - (3) Radio
 - (4) PPE
 - (5) Flashlight
 - (6) Keys
 - (7) Tourniquet
6. OVC Upkeep

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- a) OVC's should be regularly inspected to determine if the integrity of the OVC has been compromised. If an OVC is determined not to be suitable for use, personnel must transition to wearing their soft-body armor as outlined in Section Y below. Once an OVC is brought up to standards, it can be once again worn for duty wear.
- b) A supervisor may deem an OVC not acceptable for use due to the following reasons; damage, unkempt look, improper fit, or improper items/holders. If that occurs, the OVC must be brought up to standards before it is worn for duty wear.

U. Rank Insignia

1. Collar Rank insignia shall be evenly spaced on both collars of all uniform shirts and jackets (except fleece and leather jackets, no collar insignia is needed).
2. Sleeve rank insignia will be sewn onto both sleeves of each uniform shirt or jacket beneath the bottom of the uniform patch.

V. Rubber Footwear

Approved boots, galoshes, and rubbers are black, and may be worn during rainy periods or flooding conditions.

W. Shirts (Long and Short Sleeve):

The long or short sleeve shirt may be worn. When the long sleeve shirt is worn, it may be accompanied by either an open collar, tie, mock turtleneck, turtleneck, or dickey. All shirt buttons must remain buttoned except for the last button at the neck when wearing a long or short sleeve shirt with a turtleneck or open collar.

X. Soft-Body Armor

- a) The wearing of soft-body armor (vest) is mandatory for all uniformed officers unless written authorization from the Chief of Police is obtained.
 - (1) All other sworn personnel are strongly urged to wear a vest while engaged in law enforcement activities.
- b) All vests worn by uniformed personnel shall be worn under the uniform shirt of the day unless wearing an approved Outer Vest Carrier.
- c) Vest Reimbursement
 - (1) The Department and the State vest reimbursement program is for;
 - i. New sworn personnel who have never had a vest reimbursement.
 - ii. Sworn personnel who have purchased a vest and the vest that is being replaced is at least 60 months old. The new vest date of receipt must be at least 60 months from the previous date of purchase.
 - (2) The Department follows the States vest reimbursement program, as outlined in MN Statute 299A.38.

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- i. As outlined the State will reimburse sworn personnel up to one-half of the complete vest (soft-body armor) purchase.
- ii. The Department will reimburse sworn personnel up to \$600.00 of the complete vest (soft-body armor) purchase.
- iii. The Department will not reimburse sworn personnel for vest charges related to embroidery, tactical ballistic items, unauthorized carriers, alterations, shipping, and sales tax. Sworn personnel should refer to MN statute 299A.38 for vest charges the State will not issue reimbursement.
- iv. The invoice must be itemized to show each purchased item and its purchase price.
- v. As outlined, the vest reimbursement is for the purchase cost of:
 - One (1) front and one (1) back ballistic panel
 - One (1) soft trauma plate
 - One (1) hard Trauma plate
 - Two (2) Concealable carriers
 - Sworn personnel assigned to investigations or a specialty assignment may elect to purchase one (1) concealable carrier and (1) outer vest carrier. The outer vest carrier must come from the vest manufacturer only, not custom made.
 - Custom outer vest carriers DO NOT qualify for reimbursement.

Y. Tie and Clasp/tack

Approved tie should be clip style. Approved tie clasp/tack are of plain bar design and are silver or gold plated to match the color of the officer's badge. The tie clasp/tack can also be with the state seal, design, or police badge.

Z. Trousers

Normal trousers or BDU style trousers are approved. One (1) pair of standard trousers (non-BDU) must be maintained for Class "A" dress.

AA. Undergarments

1. Compression sleeve

Compression sleeves shall be neat and clean and shall not be torn, frayed, stained, excessively faded, or sheer to the skin. If visible, they shall be neutral or dark in color.

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2. Socks

Shall be worn to provide comfort and support. When wearing footwear that is low cut below the ankle solid black or dark blue must be worn, they may have white bottoms providing that the white does not show above the tops of the footwear. Black or dark blue hosiery may be worn instead of socks.

3. Thermal underwear

May be worn during winter and/or inclement weather. No portion of the thermal underwear will be visible while dressed in the uniform of the day.

4. Turtlenecks

If the turtleneck collar is visible, it shall be navy blue to match uniform with no visible emblems. The styles of turtleneck are: traditional, mock, or dickey, and can be of any blend of material. If the collar of the turtleneck or dickey is traditional, the collar shall be turned down no more than two times.

5. Uniform under-shirt

- a) If the under-shirt collar is visible, it shall be navy blue to match the uniform.
- b) If a short sleeve shirt is worn, the under-shirt sleeves must not hang lower than the short sleeves of the uniform shirt.

BB. Weapons, Holster, and Ammunition

All sworn officers are required to be armed while in uniform and/or on-duty.

VI. UNIFORM AND EQUIPMENT REQUIRED WHILE ON DUTY

In addition to their uniform, officers must be equipped with the following items while on duty, unless excused by the Chief of Police or their designee:

A. Uniformed Officers

In addition to their uniform, uniformed officers must be equipped with the following items while on duty, unless excused by the Chief of Police or designee:

- a) Body armor
- b) Duty belt
- c) Belt keepers
- d) Sidearm (fully loaded)
- e) Magazines and Magazine holder (the holder can be; single, double or triple)
- f) Approved ammunition
- g) Key holder
- h) Handcuffs and holder
- i) Flashlight and holder
- j) Portable radio (charged and operational) and holder
- k) Handcuff key
- l) Reflective Vest
- m) PPE Gloves

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In addition to the required equipment items, uniformed officers may be equipped with the following authorized items:

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| a) Hat | g) Electronic control device (department issued only) and holster |
| b) PPE Glove holder | h) Baton and holder |
| c) Outer vest carrier | i) Chemical spray and holder |
| d) Multipurpose tool (nylon holder allowed) | j) Double handcuff holder |
| e) Tactical earpiece for portable radio | k) Extra flashlight holder |
| f) Tactical light either mounted on sidearm or in a holder | l) Knife: limited to a quantity of two (2) with a maximum blade length of 5 inches |

B. Uniformed civilian personnel

Reserve Officer

In addition to their uniform, Reserve Officers must be equipped with the following items while on duty, unless excused by the Chief of Police or designee:

- | | |
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| a) Duty belt | f) Portable radio (charged and operational) and holder |
| b) Belt keepers | g) Handcuff key |
| c) Key holder | h) Reflective Vest |
| d) Handcuffs and holder | i) PPE Gloves |
| e) Flashlight and holder | |

In addition to the required equipment items, Reserve Officers may be equipped with the following authorized items:

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| a) Hat | g) Baton and holder |
| b) PPE Glove holder | h) Chemical spray and holder |
| c) Body armor | i) Double handcuff holder |
| d) Outer vest carrier (Blauer ONLY) | j) Extra flashlight holder |
| e) Multipurpose tool (nylon holder allowed) | k) Knife: limited to a quantity of two (2) with a maximum blade length of 5 inches |
| f) Tactical earpiece for portable radio | |

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C. Plainclothes sworn personnel

In addition to their plainclothes, officers must be equipped with the following items while on duty, unless excused by the Chief of Police or designee:

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| a) Sidearm (fully loaded) and holster | e) Portable radio [charged and operational, accessible if outside of Police Department and squad] |
| b) Magazines and Magazine holder (holder can be; single, double or triple) | f) Handcuff key |
| c) Approved ammunition | g) Body Armor (accessible) |
| d) Handcuffs (holder is optional) | h) Reflective Vest (accessible) |
| | i) PPE Gloves (accessible) |

In addition to the required equipment items, plainclothes officers may be equipped with the following authorized items:

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| a) Hat | g) Electronic control device (personal or department issued) and holster |
| b) PPE Glove holder | h) Baton and holder |
| c) Outer body armor carrier | i) Chemical spray and holder |
| d) Multipurpose tool (nylon holder allowed) | j) Double handcuff holder |
| e) Tactical earpiece for portable radio | k) Extra flashlight holder |
| f) Tactical light either mounted on sidearm or in a holder | l) Knife: limited to a quantity of two (2) with a maximum blade length of 5 inches |