

Uniform Regulations

1046.1 PURPOSE AND SCOPE

Discretionary **MODIFIED**

The uniform policy of the Indio Police Department is established to ensure that uniformed officers will be readily identifiable to the public through the proper use and wearing of department uniforms. Employees should also refer to the following associated policies:

Department Owned and Personal Property

Body Armor

Personal Appearance Standards

This policy is maintained and periodically updated by the Chief of Police or his/her designee. This policy should be consulted regarding authorized equipment and uniform specifications.

1046.2 WEARING AND CONDITION OF UNIFORM AND EQUIPMENT

Discretionary **MODIFIED**

Police employees wear the uniform to be identified as the law enforcement authority in society. The uniform also serves an equally important purpose to identify the wearer as a source of assistance in an emergency, crisis or other time of need.

- (a) Uniform and equipment shall be maintained in a serviceable condition and shall be ready at all times for immediate use. Uniforms shall be neat, clean, and appear professionally pressed.
- (b) All peace officers of this department shall possess and maintain at all times, a serviceable uniform and the necessary equipment to perform uniformed field duty.
- (c) Personnel shall wear only the uniform specified for their rank and assignment.
- (d) The uniform is to be worn in compliance with the specifications set forth in the department's Personal Appearance Standards (1044) that are maintained separately from this policy.
- (e) All supervisors will perform periodic inspections of their personnel to ensure conformance to these regulations.
- (f) Civilian attire shall not be worn in combination with any distinguishable part of the uniform other than for safety purposes while in transit to and from work.
- (g) Uniforms are only to be worn while on duty, while in transit to or from work, for court, or at other official department functions or events.
- (h) If the uniform is worn while in transit, an outer garment shall be worn over the uniform shirt so as not to bring attention to the employee while he/she is off-duty.

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- (i) Employees are not to purchase or drink alcoholic beverages while wearing any part of the department uniform, including the uniform pants.
- (j) Garish colored sunglasses will not be worn with any Department uniform.
- (k) Visible jewelry, other than those items listed below, shall not be worn with the uniform unless specifically authorized by the Chief of Police or the authorized designee.
 - 1. Wrist watch
 - 2. Wedding ring(s), class ring, or other ring of tasteful design. A maximum of one ring/set may be worn on each hand
 - 3. Medical alert bracelet, memorial type bracelet of black physical fitness band (i.e. Fitbit)

1046.2.1 DEPARTMENT ISSUED IDENTIFICATION

Best Practice

The Department issues each employee an official department identification card bearing the employee's name, identifying information and photo likeness. All employees shall be in possession of their department issued identification card at all times while on duty or when carrying a concealed weapon.

- (a) Whenever on duty or acting in an official capacity representing the department, employees shall display their department issued identification in a courteous manner to any person upon request and as soon as practical.
- (b) Officers working specialized assignments may be excused from the possession and display requirements when directed by their Division Chief.

1046.3 UNIFORM CLASSES

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1046.3.1 CLASS "A" UNIFORM

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The Class "A" uniform is to be worn on special occasions such as funerals, graduations, ceremonies, or as directed. The Class "A" uniform is required for all uniformed personnel. The Class "A" uniform includes the standard issue uniform with:

- (a) Long sleeve shirt with tie
- (b) Polished or high gloss (Corfram) shoes or boots (boots with pointed toes are not permitted)
- (c) Leather/Synthetic leather (Bianchi Accumold Elite) duty belt
- (d) Department's navy blue military dress hat with hat badge
- (e) "Ike" jacket (Lieutenants and above. Optional for sergeants.)

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- (f) Department's blue straw "campaign" hat with hat badge (Honor Guard or Color Guard only).

1046.3.2 CLASS "B" UNIFORM

Discretionary MODIFIED

All uniformed personnel will possess and maintain a serviceable Class "B" uniform at all times.

The Class "B" uniform will consist of the same garments and equipment as the Class "A" uniform with the following exceptions:

- (a) The long or short sleeve shirt may be worn with the collar open and a tie is not required
- (b) A black crew neck t-shirt must be worn by sworn personnel, Code Enforcement, and Chaplains wearing a navy blue uniform shirt. A white crew neck t-shirt shall be worn by non-sworn personnel wearing a light blue or gray uniform shirt.
- (c) Polished shoes/boots or combination leather/nylon boots with a toe capable of being polished(boots with pointed toes are not permitted)
- (d) Bianchi Accumold duty-belt in lieu of the leather belt, except for Records/Dispatch personnel who will wear a garrison belt with a black anodized buckle

1046.3.3 SWORN PERSONNEL AUTHORIZED UNIFORMS

Discretionary MODIFIED

A. Flying Cross Brand - Shirts

The navy blue LA Select 100% wool shirt is authorized to wear and shall not have pleated pockets. The uniform shirt shall be tailored for proper fit. Uniform shirts can have zippers as an option in lieu using buttons. The long and short sleeve shirts are authorized for wear. Refer to Uniform Matrix for styles.

B. Flying Cross Brand - Trousers

The navy blue LA Select 100% wool is the authorized uniform trousers and shall be tailored for a proper fit and can be worn by all uniformed personnel. Refer to Uniform Matrix for styles.

C. United Uniforms Brand - Shirts

The navy blue Proflex 74/24/2 Poly/Wool/Lycra serge weave long or short sleeve shirt is authorized to wear and shall not have pleated pockets. The uniform shirt shall be tailored for proper fit and a metal zipper attached to the front in lieu of using the buttons as an option. Refer to Uniform Matrix for styles.

D. Blauer Uniform Brand - Shirts

Blauer brand dark navy wool blend long sleeve Men's super shirt flat pocket style item # 8436-1. Refer to Uniform Matrix for styles.

Blauer brand dark navy wool blend short sleeve Men's super shirt flat pocket style item # 8446-1. Refer to Uniform Matrix for styles.

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Blauer brand dark navy wool blend short sleeve Women's super shirt flat pocket style item # 8446W-1. Refer to Uniform Matrix for styles.

Blauer brand dark navy wool blend long sleeve Women's super shirt flat pocket style item # 8436W-1. Refer to Uniform Matrix for styles.

United Uniforms – Wool

The navy blue 100% Worsted Plain Weave and Serge Weave are authorized to wear and shall not have pleated pockets. The uniform shirt shall be tailored for proper fit and a metal zipper attached to the front in lieu of using the buttons as an option. The long and short sleeve shirts are authorized for wear.

E. United Uniforms Brand - Trousers

The navy blue Proflex 74/24/2 Poly/Wool/Lycra six-pocket trousers are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel.

United Uniforms – Wool

The navy blue 100 % Worsted Wool Serge Weave are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel. Refer to Uniform Matrix for styles.

F. Elbeco Uniforms Brand – Shirts

The navy-blue 74/25/1 Poly/Wool/Lycra long or short sleeve shirt is authorized to wear. The uniform shirt shall be tailored for proper fit and a metal zipper attached to the front in lieu of using the buttons as an option.

G. Elbeco Uniforms Brand – Trousers

The navy blue 74/25/1 Poly/Wool/Lycra trousers are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel.

Elbeco Uniforms Brand – Wool

The navy-blue 100% Worsted Wool Serge Weave are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel.

H. Blauer Uniform Brand - Trousers

Blauer brand dark navy 4 pocket, 6 pocket, or side pocket style wool uniform pants for men and women identified as items # 8560T, # 8565T, and # 8567T (<https://www.blauer.com>). Refer to Uniform Matrix for styles.

I. Summer Uniform

The uniform shall consist of a pullover shirt and shorts with optional nylon duty belt. The optional uniform may be worn when weather conditions are calm and at least 80 degrees Fahrenheit. The temperature may be established based on local news forecasts, newspaper and or the internet. The Chief of Police or his designee may allow the wearing of the optional uniform at other times

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during the year. Exceptions may be based on weather, nature of assignment or other specific needs. This uniform is not authorized to be worn to court.

Duty Belt - The black Bianchi Accumold ballistic weave fabric duty belt is the only authorized belt that can be worn with the summer uniform. The leather duty belt worn with other uniforms is not authorized for wear with this uniform.

Shirt - Sworn Personnel shall wear the dark navy Blauer Streetgear #8130 (10.5 oz.) bicomponent short sleeve shirt. The standard department patches and chevrons shall be worn on the uniform in the same manner as other department approved uniforms. The cloth badge shall be sewn on the left chest area in lieu of a badge. The first initial and last name of the officer shall be sewn in capital letters one half inch and centered above the right breast pocket in white thread and the lettering shall be no greater than one half inch in width and shall be in block font. The name on the medium blue shirt for non-sworn personnel shall be on navy blue thread. The officer's name shall not exceed past the outside edges of the pocket. The optional uniform shirt shall not be worn with any other existing uniform other than the approved shorts.

Shorts - Blauer Streetgear Dark Navy shorts #8841 or # 8841-1, (11 oz.) twill washable cotton blend fabric.

Footwear - A sturdy all black low top sports shoes can be worn with the summer uniform. The black sport shoe shall not have designs or stitching of a different color and the majority of the shoe shall be fastened with shoe laces. The logo name or label must be blackened out and shall only be worn with black crew socks which do not have any lettering or logos. The sports shoe shall only be worn with the summer uniform. A quarter-top boot of no greater than six inches in height and of quality manufacturing can be used in lieu of wearing a sports type shoe. The boots must be plain toe which is capable of a polished shine and constructed of black leather or a combination of leather and nylon.

J.Navy Blue Utility Uniform (5.11 Twill Class B PDU)

The 5.11 Twill Class B Patrol Duty Uniform (PDU) shall not be worn during events which require a Class A Uniform or when the wearing of another uniform is specified by the Chief of Police or his/her designee. This uniform may be worn during any shift, day or night and in all assignments.

The previously authorized United Uniforms-Advanced Tactical Uniform (ATU) may be worn in the same fashion as the PDU. However, the ATU is only authorized to be worn until 12/31/20.

Shirts – The 5.11 Twill Class B PDU can be worn with long sleeves or short sleeves. The standard navy blue Indio Police Department patches shall be affixed to both sleeves. The rank chevrons shall be sewn below the patches and the Lieutenant, Assistant Chief and Chief's rank insignias shall be affixed to the collar as described in current policy. The sleeves shall not be folded up and worn as a short sleeve shirt. The uniform shall only be worn with a black crew-neck T-shirt underneath the uniform. No pen holders or other hide-a-way pockets shall be sewn onto the uniform. The issued department metal badge shall be worn over the left chest pocket and the department cloth badge shall not be worn with this uniform. A name plate will be worn with the PDU, centered and flush above the top line of the right pocket flap on the shirt. The name plate

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shall be rectangular shape, brushed gold, with black lettering. A special assignment designation may be inscribed below the name in black lettering (i.e. Field Training Officer, School Resource Officer, etc.)

Pants - The 5.11 Twill PDU Cargo Class B pant shall be worn with the 5.11 Twill Class B PDU shirt. The pants shall not be bloused above the boots with a blousing strap and the pants shall not be tucked or folded into the boots in order to blouse them.

Footwear - The PDU shall only be worn with a black boot of quality manufacturing. The boot shall be fastened by bootlaces and all footwear shall be worn with black socks. The boots should be constructed of leather or a leather/nylon combination with a toe capable of being polished.

K. Exterior Vest Carrier:

The exterior vest carrier is authorized to be worn by sworn personnel. The only authorized retailer for these carriers is BPS Tactical. The exterior vest carrier can be worn with 5.11 PDU pants or the Elbeco Poly/Wool/Lycra pants. A moisture wicking uniform shirt of the corresponding brand shall be worn under the exterior vest carrier. For example, if you choose to wear the 5.11 Rapid PDU shirt under the carrier, the 5.11 PDU pants shall be worn.

The carrier shall be navy blue in color. The configuration shall be as follows:

Front of Carrier:

Shall have badge tab on left side of chest above the left pocket.

A metal name plate as specified in the "Department Equipment" heading below, shall be worn on the right side of the chest, centered above the right pocket.

There shall be two uniform pockets on the top of the carrier with buttons down the center.

Two straps shall be placed over the center buttons. (One strap to clip the radio mic and the second for the BWC)

Three pouches underneath the uniform pockets are authorized.

The pouches authorized are:

Utility pocket with or without small handcuff pocket, magazine pouch, radio pouch, O.C. holder, Baton holder, Flashlight or cell phone pocket.

Officers are authorized to remove one of the three pouches in order to place the magazine holder horizontally.

Side of Carrier:

Three pouches are authorized to be placed on the side of the carrier.

Authorized side pouches are; O.C. Holder, flashlight holder, baton holder or cell phone pocket.

The side pouches shall be placed on the side straps of the carrier.

Back of Carrier:

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Two optional handcuff pouches may be placed on the bottom of the carrier, one on each side.

No drag handle is authorized.

L. Moisture Wicking Uniform Shirt

A moisture wicking uniform shirt shall be worn under the exterior vest carrier. Two options of shirts include the midnight navy 5.11 Rapid PDU Shirt (short sleeve or long sleeve) and the midnight navy Elbeco UV1 Undervest shirt (short sleeve or long sleeve). The shirts shall be worn with the corresponding brand of pant.

1046.3.4 NON-SWORN PERSONNEL AUTHORIZED UNIFORMS

Discretionary **MODIFIED**

Dispatch/Property and Evidence/Records/Community Service Officers:

Flying Cross Brand – Shirt

This uniform shall be worn by all non-sworn personnel required to wear a uniform. The French Blue Deluxe Tropical is a blend of 65/35 Dacron Polyester/Rayon. The shirt is only made with pleats in the pockets and the uniform shirt shall be tailored for a proper fit. A metal zipper may be attached to the front in lieu of using the buttons as an option. The long or short sleeves are authorized for wear. Refer to Uniform Matrix for styles.

Flying Cross Brand - Trousers

The navy blue LA Select 100% wool is the authorized uniform trousers and shall be tailored for a proper fit and can be worn by all uniformed personnel. Refer to Uniform Matrix for styles.

United Uniforms Brand - Trousers

The navy blue Proflex 74/24/2 Poly/Wool/Lycra six-pocket trousers are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel.

Elbeco Uniforms Brand – Trousers

The navy blue 74/25/1 Poly/Wool/Lycra trousers are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel.

Optional Skirt:

A black cotton/polyester/wool blend uniform skirt with no pocket is an authorized option for day to day operations of non-field personnel. The skirt should have a button closure and nylon zipper. The skirt should be a minimum of 24” in length.

Footwear with Skirt:

The skirt shall be worn with an all-black, closed-toe, closed-heel dress flat or heel of no more than 3” high.

Alternate Dispatch / Property & Evidence Uniform:

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The following uniform may be worn on a temporary basis by dispatch personnel in lieu of the Class B uniform when directed by the Chief of Police or his designee:

a. Elbeco / 5.11 Brand Polo Shirt:

The navy-blue or black Elbeco / 5.11 polo, long or short sleeved, with first initial of first name followed by last name on the right side and Indio Police Department displayed on the left side.

b. Trousers:

Black four pocket straight leg/wide leg slacks with a flat front. The slacks should be a cotton/polyester blend.

c. Optional 5.11 Taclite PDU Trousers:

The 5.11 dark navy Taclite PDU Cargo Pant may be worn as an optional trouser with the Class B uniform shirt or alternate polo shirt when approved for wear. The pants shall not be bloused or tucked into the boots.

d. Footwear:

Personnel choosing to wear black slacks may wear a leather or combination of leather/nylon black boot/shoe with a toe capable of being shined. The boots and shoes shall not have colored designs or manufacturer's logos on the side. Black pointed cowboy style boots are not authorized.

Code Enforcement:

Shirts – The authorized short and long sleeve uniform for Code Enforcement Officers and Technicians is the 5.11 dark navy Taclite PDU Class B Shirt. The standard Indio Police Department Code Enforcement patches shall be affixed to both sleeves. The sleeves shall not be folded up and worn as a short sleeve shirt. The uniform shall only be worn with a black crew-neck T-shirt underneath the uniform. The issued department metal badge shall be worn over the left chest pocket. A nameplate will be worn, centered and flush above the top line of the right pocket flap on the shirt. The nameplate shall be rectangular in shape, brushed gold, with black lettering.

Pants– The 5.11 dark navy Taclite PDU Cargo Pant shall be worn with the 5.11 Taclite PDU Class B shirt. The pants shall not be bloused above the boots with a blousing strap and the pants shall not be tucked or folded into the boots in order to blouse them.

Chaplains:

Chaplains will follow the same guidelines provided for the Class "A" and Class "B" uniforms for sworn personnel.

CHIPS/Cadets:

Flying Cross Shirt:

The nickel grey Deluxe Tropical is a blend of 65/35 Dacron Polyester/Rayon. The shirt is only made with pleats in the pockets and the uniform shirt shall be tailored for a proper fit. A metal zipper may be attached to the front in lieu of using the buttons as an option. The long or short sleeves are authorized for wear. Refer to Uniform Matrix for styles

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Flying Cross-Trousers:

The navy-blue LA Select 100% wool is the authorized uniform trousers and shall be tailored for a proper fit and can be worn by all uniformed personnel. Refer to Uniform Matrix for styles.

United Uniforms- Trousers:

The navy-blue Proflex 74/24/2 Poly/Wool/Lycra six-pocket trousers are authorized to wear and shall be tailored to fit and can be worn by all uniformed personnel. Refer to Uniform Matrix for styles.

1046.3.5 SPECIALIZED UNIT UNIFORMS

Discretionary **MODIFIED**

The Chief of Police may authorize special uniforms to be worn by officers in specialized units such as Canine Team, SWAT, Bicycle Patrol, Motor Officers and other specialized assignments.

Motor Uniform

Shirts - The authorized short and long sleeve uniform for officers assigned to motors shall be the United Uniform 100% wool uniform brand or Sinatra Uniform brand and must meet LAPD standards. A black ascot shall be worn in lieu of a black tie and tie bar. Motor officers are also authorized to wear the traffic insignia patch. The patch shall be centered on the outer half of the shirt and a quarter inch below the department patch. The traffic insignia patch is not authorized for wear by Corporals or Sergeants. Any deviations from the authorized Motor Uniform shall be approved by the Chief of Police or designee.

Pants - The motor breeches shall be United Uniform brand or Sinatra Uniform brand 100% wool dark Navy with grey piping on the side. The piping shall be a half inch in width. The pants must also meet LAPD standards. The United Uniform brand Nylon/Lycra motor breeches are authorized to wear in lieu of the wool pants.

Footwear - The black motorcycle boots shall be of quality manufacturing and provided by the department.

Helmet and Radio Accessories - The black and white motorcycle helmet shall be approved by the Department of Transportation and provided by the department. The helmet radio equipment shall also be from quality manufacturing and compatible to the department's current radio equipment.

Duty Belt - The only authorized duty belt shall be the approved nylon or leather belts. The nylon belt shall not be worn with the Class "A" uniform.

Ascot - A black ascot is authorized for wear while in Class "A" uniform.

Gloves Leather - Gloves are optional, but if worn they shall be either black or tan.

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Jacket - The jacket shall be manufactured from black leather and provided by the department. This jacket shall not be worn with any other uniform except the motor uniform.

Training Staff Uniform

The uniform for training staff, with the exception of Range Staff, shall be a red polo shirt with the black BDU pants. The red polo shirt should have the officer's name embroidered in gold thread centered on the right breast area and shall be the first initial and last name. The Indio Police logo should be embroidered and centered on the left breast area in navy blue thread. The training staff has the option to wear a fitted or flex fit baseball style hat and it shall be red with navy blue Indio Police Department logo embroidered on the front and the officer's William number on the back.

The uniform for Range Staff will be a black polo shirt with khaki BDU pants and a red load bearing vest. The vest will display the words, "Range Instructor" on the front and back and will be equipped with an Individual First Aid Kit (IFAK).

Special Weapons and Tactics Uniform (SWAT)

The Desert Regional SWAT uniform is the 5.11 olive drab rip stop TDU pants and long sleeve button down shirt. They are authorized to wear the olive drab 5.11 Rapid Assault shirt. In addition, SWAT members can wear the black 5.11 Pursuit short sleeve polo shirt with the SWAT logo embroidered on the left chest and the team's black loose fit crew shirt with the team logo. Team members can also wear the black 5.11 baseball style cap with the team logo on the front. They can also wear the black hoodie sweatshirt with the embroidered SWAT logo on the left chest and the olive drab 5.11 TDU Tactical Fleece jacket.

Major Crimes Unit/Street Crimes Unit

The black exterior load bearing vest is the primary uniform authorized to be worn by personnel assigned to the Major Crimes Unit and Street Crimes Unit. The only authorized retailer for these carriers is BPS Tactical. The vest shall be worn with one of two moisture wicking uniform shirts. The two options of shirts include the black 5.11 Rapid PDU Shirt (short sleeve or long sleeve) and the black Elbeco UV1 Undervest shirt (short sleeve or long sleeve). The shirts shall be worn with the corresponding brand of pant, which include the 5.11 PDU pants or the Elbeco Poly/Wool/Lycra pants. For example, if you choose to wear the 5.11 Rapid PDU shirt under the carrier, the 5.11 PDU pants shall be worn.

Detective Call-out Uniform

The authorized detective call-out uniform consists of the black or navy 5.11 performance polo or comparable style polo shirt and the charcoal gray 5.11 Stryke pants. The first initial of the first name followed by the last name shall be embroidered in Helvetica font on the right side of the shirt and the title (Detective, Sergeant, etc.) shall be embroidered in the same font under the name, one size smaller. Indio Police Department shall be embroidered on the left side of the shirt.

1046.4 DEPARTMENT UNIFORMS AND EQUIPMENT REGULATIONS ALL PERSONNEL

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A. Department Patches

All uniforms worn by department personnel shall have the "Indio Police" blue patches sewn one quarter inch below the shoulder seam and centered on the outer half of each sleeve. The exception to this rule is the olive drab patches for Regional Desert S.W.A.T.

B. Rank Insignia

Chief of Police - The Chief of Police rank shall be designated by four 5/8" gold colored stars on each collar. When the rank insignia is worn on the shirt collar, the point of the ray of the stars shall point towards the top of the collar. The stars shall be centered between the top and bottom of the collar, with the outer edge of the insignia one half inch from the front of the collar. The rank designation for Chief of Police on the "Ike" jacket shall be four stripes on both cuffs with no stars on the epaulets.

Assistant Chief - The Assistant Chief rank shall be designated by three 5/8" gold colored stars on each collar. When the rank insignia is worn on the shirt collar, the point of the ray of stars shall point towards the top of the collar, with the outer edge of the insignia one half inch from the edge of the collar. The rank designation on the "Ike" jacket shall be three stripes on both cuffs with no stars on the epaulets.

Lieutenant – The Lieutenant rank shall be designated by a gold colored 3/4" bar on each collar of the uniform shirt. When the rank insignia is worn on the shirt collar, the bars shall be centered between the top and bottom of the collar. The insignia shall be worn with the long axis of the bars parallel and one inch from the front edge of the collar. When the "Ike" jacket is worn, a 1" gold bar rank insignia shall be affixed to the shoulder strap. The rank insignia shall be worn with the long axis of the bars at right angles to the center of the shoulder straps. The bars shall be equally spaced between the front and rear edges of the shoulder straps. The bars shall be positioned so that the midpoint of the insignia outer edge is three quarters of an inch from the shoulder seam. The rank designation on the "Ike" jacket shall be two stripes on both cuffs.

Sergeants and Corporals - Rank chevrons shall be sewn one quarter inch below the bottom point of the department patch and centered on the outer half of each sleeve. When the optional "Ike" jacket is worn by Sergeants, the chevrons shall be affixed to the jacket below the department patches according to existing department policy. The rank designation on the "Ike" jacket shall be one stripe on both cuffs for Sergeants.

Chaplain - Personnel assigned as Department Chaplains shall wear a gold colored cross on each collar which is centered between the top and bottom of the collar. It shall be worn with the long axis of the cross parallel and one half inch from the front edge of the collar. Chaplains are not authorized to wear the "Ike" jacket.

CHIP and Cadet – The CHIP and Cadet Commander shall wear the single gold star on each collar as the Police Commander. The CHIP and Cadet Sergeants shall wear the metal gold colored

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chevrons on each collar. The chevrons shall be one half inch from the front edge of the collar and centered from the top and bottom. The tip of the chevron shall point toward the top of the collar.

C. Service Stripes (Hash Marks)

Uniformed sworn personnel are authorized to wear one "hash mark" for every five years of service as a full-time law enforcement officer. The service stripes shall only be worn on the left sleeve of the long-sleeve shirt $\frac{3}{4}$ " from the top portion of the cuff. The outer portion of the service stripe shall be flush with the sleeve crease.

Uniformed non-sworn personnel are authorized to wear one "hash mark" for every five years of service.

D. Footwear

Class "A" uniforms shall be worn with black laced boots or shoes with plain toes, which are capable of a polished shine. All other uniforms may be worn with a leather or combination of leather/nylon black boot/shoe with a toe capable of being shined. The boots and shoes shall not have colored designs or manufacture's logos on the side. Black pointed cowboy style boots are not authorized.

E. Socks

The socks shall be black in color.

F. Outer Garments

When a jacket is worn, the department's cloth badge shall be affixed to the outer garment above the left chest. The name strip shall be of black cloth material with white lettering. The name strip shall be one inch in width and flush with the top and edges of the right breast pocket flap. The lettering on the name strip shall only have the officer's first initial and last name and shall be in block font. Pins such as the C.H.P. 10851, DOJ, Officer Memorial, or other pins normally authorized with the "Class B" shall not be worn on the jacket. The authorized jacket shall be manufactured from water resistant black nylon or a similar material and be acceptable for police uniform wear. The jacket shall not have visible buttons or snaps.

The navy blue "Ike" jacket shall have gold "P" colored buttons and are optional for sergeants and mandatory for lieutenants and above. The "Ike" may be worn at the direction of the respective Division Chief or for specific designated special functions or events where dress or formal uniform is appropriate (i.e. funerals, graduations, award ceremonies, etc.) The jacket may be of a polyester/wool blend material or 100% wool. The Chief of Police may designate special individual uniform regulations to accommodate any condition, including medical and/or similar restrictions placed on any department employee.

G. Outer Garments – Dispatch/Property and Evidence/Records

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Sweaters may also be worn with the uniform. The approved sweater is currently available from A Plus Career Apparel. The sweater shall be a Unisex Jersey Knit V-Neck Pocket Cardigan, navy in color with large dyed buttons to match. The material shall be 100 percent acrylic and pill resistant. No patches, badges, or name strips shall be attached to the sweater.

Optional Outer Garment – Dispatch

The black 5.11 ¼ Zip Job Shirt (fleece pull-over) is an alternative outer garment to be worn by dispatch personnel. The first initial of the first name followed by the last name shall be embroidered on the right side of the shirt, and Indio Police Department shall be embroidered on the left side of the shirt.

H. Badge

The department shall issue the authorized badge and it shall be for official business use only. The badge shall be in plain view at all times and worn on the shirt, "Ike" jacket, raincoat or other official department uniform, except for personnel assigned to plain clothes operations.

I. Name Plate

When wearing a removable metal name plate, it shall be in plain view at all times and worn centered and flush above the top line of the right pocket flap on the shirt and/or "Ike" jacket. The name plate shall be rectangular shape, brushed gold, with black lettering. A special assignment designation may be inscribed below the name in black lettering (i.e. Field Training Officer, SWAT etc.) The metal name tag shall not be worn on the jacket made of nylon or similar material.

J. Tie Bar

Authorized polished gold colored "plain bar type" and it shall be worn across the tie and centered along the bottom line of the shirt pocket flaps.

K. Tie

The tie shall only be worn with the Class "A" uniform and be black in color with a maximum width not to exceed two inches. The tie shall be a "clip-on" or "breakaway" type and the length of tie should not exceed below top of the leather duty belt. A white ascot is authorized to be worn in lieu of a black tie if assigned to the Honor Guard Detail.

L. Pant Belt (Garrison)

The trouser belt shall be black basketweave leather approximately one and a half inches in width with a black anodized buckle. If a buckle-less belt is worn it may be one and a half inches in width with a "Velcro" fastener. A leather belt shall be used when in "Class A". A nylon trouser belt may be worn in lieu of the leather belt when a nylon duty belt is worn. The nylon belt must not be less than one and a half inches in width. The optional nylon trouser belt shall not be worn unless worn

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in conjunction with a nylon duty belt. At no time shall a nylon trouser belt replace the use of a leather belt if worn without a duty belt.

M. Duty Belt

The "Sam Browne" duty belt shall be black basketweave leather or Bianchi Accumold Elite synthetic leather, approximately two and a quarter inches in width, with either a black buckle or a buckle-less with Velcro fastener. The belt keepers shall have hidden snaps.

A nylon duty belt may be worn in lieu of a leather belt and it shall be maintained in a clean and serviceable manner. In an effort to standardize the use of nylon duty belts, the only authorized belt is the Bianchi Accumold Duty Belt System. No other nylon look-a-like duty belt systems are authorized. If the nylon belt is worn, the belt keeper snaps shall be black or hidden snaps.

N. Holsters

On-Duty Personnel -Holsters can be manufactured from either nylon or black leather basketweave and must be from a quality recognized name brand. It shall have a minimum of a level one retention metal thumb snap, not Velcro fasteners. It shall be able to fit on the "duty belt" as described in the existing policy and approved by the Range Coordinator

Tactical Holsters - Low ride tactical holsters are not authorized for patrol use, except for officers currently assigned to specialized units and at the discretion of the Chief of Police or designee.

Off-Duty Holsters – It shall be manufactured by a quality recognized name brand. All holsters shall be approved by the Range Coordinator prior to being deployed.

O. Duty Belt Accessories

In an effort to standardize the use of nylon duty belt accessories, the only authorized brand is the Bianchi Accumold Duty Belt System. The accessories are ammunition pouches, handcuff cases, belt keepers, flashlight holders, OC holder, Taser, and radio holders. The accessories that can be worn with the leather duty belt are the same as with the nylon belt, except that they are manufactured in black basketweave and from a quality name brand. All magazine pouches and handcuff cases in either nylon or basketweave must have a hidden snap closure or black snaps. An open top Kydex style magazine holder (2 or 3 magazine capacity) is authorized to be worn.

P. Body Armor

No specific manufacturer or model of body armor is recommended or endorsed. Refer to Section 1024 Body Armor Policy for specifications and requirements.

Q. Dress Hat

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The department's navy blue military dress hat with hat badge shall be worn with the Class "A" uniform unless otherwise directed by the Chief of Police or designee. The dress hat shall be worn with the gold Mylar thread band for Sergeants and above. The gold metal dress hat band shall be worn by all other uniformed personnel.

R. Campaign Hat

The department's blue straw "campaign" hat shall only be worn by personnel assigned to Honor Guard or Color Guard duties in lieu of the dress hat.

S. Helmet

The authorized helmet shall be the Kevlar bullet resistant helmet with clear face shield which will be provided by the department.

T. Baseball Style Caps

The wearing of a department approved baseball cap is authorized as optional dress for sworn and non-sworn. The caps may be worn with any uniform except when in Class "A". The authorized baseball cap shall be navy blue with the department approved insignia on the front in silver thread. Personnel may have their "William" number embroidered on the back of the hat (i.e. W181) in the same color thread as the insignia. The style of the hat shall be fitted or flex fit with no snaps to the rear. The exception to the rule is for female officers who wear their hair in a bun and are authorized to wear a "snap back" cap to facilitate the hair style.

U. Sunglasses or Protective Eyewear

Uniformed personnel have the option of wearing sunglasses or protective eyewear while on-duty. If sunglasses or protective eyewear is worn on-duty, the frames shall be dark in color. The lens pieces can be clear, black, grey, brown or polarized.

V. Ribbons and Award Pins

Personnel have the option of wearing authorized department ribbons and pins on uniforms except while in the PDU, external carrier and Summer Uniforms. If ribbons are worn, they shall be centered above the top portion of the name tag. Ribbons shall be worn three abreast and ranked from the left portion of the right pocket to the right portion of the right pocket (i.e. Medal of Valor, Bravery, Life Saving etc.) The metal American flag ribbon is authorized and is optional. When worn, the flag shall be centered and above the top portion of the name plate and shall not be worn in conjunction with any other department ribbons. The stars of the metal flag ribbon shall be to the right side of the pocket.

Authorized award pins (i.e. 10851, Officer Memorial, DOJ Awards) may be worn on the right shirt pocket flap. If one pin is worn it shall be centered on the left portion of the right pocket flap with the shirt's pocket button as the divider. If a second pin is worn it shall be centered on the right

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portion of the right breast pocket flap with the shirt's pocket as the divider. At no time shall more than two pins be worn on the right shirt pocket. In an effort to ensure uniformity, the ranking of the pins shall be department pins centered on the left portion of the pocket flap and authorized non-department pins centered on the right portion of the pocket flap. Members of the Desert Regional SWAT Team may wear the authorized SWAT pin centered on the right pocket flap, equal distance between the top of the button and the bottom of the name plate.

W. Gloves

Personnel have the option of wearing gloves. If gloves are worn they shall be black in color. Gloves can be worn as protective gear or during inclement weather.

X. Whistles

May be black, gold, or silver and shall not be worn attached to any uniform except while directing traffic.

Y. Turtleneck or Dickey

The turtleneck and or dickey shall be black in color and can only be worn with the long sleeve shirt, PDU, or outer carrier if a long sleeve short is worn.

Z. Jewelry & Personal Adornment

Police Department employees are considered the most visible representative of government and conservative styles should generally be reflected in selection of personal adornment items.

No items of jewelry or personal adornment shall be worn which could create a hazardous condition due to the size and location of the items worn. Female field personnel are authorized to wear one pair of post type earrings that do not hang below the earlobes. Employees who wear such items of personal adornment while on duty do so at their own risk. Male officers are not authorized to wear earrings while on-duty. This restriction may be modified by the Chief of Police or designee for personnel assigned to special assignments.

1046.4.1 MOURNING BADGE

Best Practice **MODIFIED**

Uniformed employees shall wear a black with thin blue line mourning band across the uniform badge whenever a law enforcement officer is killed in the line of duty. The following mourning periods will be observed:

- (a) An officer of this department - From the time of death until midnight on the 14th day after the death.
- (b) An officer from this or an adjacent county - From the time of death until midnight on the day of the funeral.
- (c) Funeral attendee - While attending the funeral of an out of region fallen officer.

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- (d) National Peace Officers Memorial Day (May 15th) - From 0001 hours until 2359 hours.
- (e) As directed by the Chief of Police.

1046.4.2 FOUL WEATHER GEAR

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Rain gear may be worn at any time during rain/inclement weather. Personnel have the option of wearing either the yellow two piece (jacket and pant) or the long overcoat style rain coat. Any other rain gear option may be worn at the officer's discretion (i.e. navy blue baseball hat with department baseball style hat, rain boots, etc.). During times of extreme cold weather, personnel are authorized to wear plain black beanies or watch caps that are free of any logos.

1046.5 BUSINESS / CIVILIAN ATTIRE

Discretionary MODIFIED

There are assignments within the Department that do not require the wearing of a uniform because recognition and authority are not essential to their function. There are also assignments in which the wearing of civilian attire is necessary.

In an effort to standardize a business appearance for non-uniform personnel, the following shall apply. From April 1st through November 1st of each year, male personnel shall be permitted to wear short sleeve shirts (polo or button down) with slacks. Female non-sworn personnel shall be permitted to wear short sleeve blouses, skirts, dresses or other appropriate business attire with low/medium heel, open toe shoes. Male personnel shall wear long sleeve dress shirts, optional ties and slacks. Female sworn personnel shall wear appropriate business attire consistent with male personnel who are required to wear long sleeve shirts and ties. Sworn female personnel are not authorized to wear skirts or dresses and shall wear low heel, closed toe shoes.

Employees may deviate from these standards only with approval of the Chief of Police or designee. When attending any court or other designated on-duty assignment requiring a business appearance, when not in uniform, the following provisions for business attire shall apply: Males - business suit or sport coat and slacks with conventional shirt and tie. Females - dress, dress suit, skirt and blouse, pantsuit or blouse and pants appropriate to a business-like appearance.

All employees shall wear clothing that fits properly, is clean and free of stains, and not damaged or excessively worn.

The following items shall not be worn on duty:

- (a) T-shirts that are discolored, stretched at the collar or do not present a professional appearance
- (b) Open toed sandals or thongs
- (c) Swimsuit, tube tops, or halter tops
- (d) Spandex type pants or see-through clothing
- (e) Distasteful printed slogans, buttons or pins

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Variations from this order are allowed at the discretion of the Chief of Police or designee when the employee's assignment or current task is not conducive to the wearing of such clothing.

No item of civilian attire may be worn on duty that would adversely affect the reputation of the Indio Police Department or the morale of the employees.

1046.6 POLITICAL ACTIVITIES, ENDORSEMENTS, AND ADVERTISEMENTS

State

Unless specifically authorized by the Chief of Police, Indio Police Department employees may not wear any part of the uniform, be photographed wearing any part of the uniform, utilize a department badge, patch or other official insignia, or cause to be posted, published, or displayed, the image of another employee, or identify himself/herself as an employee of the Indio Police Department to do any of the following (Government Code §§ 3206 and 3302):

- (a) Endorse, support, oppose, or contradict any political campaign or initiative.
- (b) Endorse, support, oppose, or contradict any social issue, cause, or religion.
- (c) Endorse, support, or oppose, any product, service, company or other commercial entity.
- (d) Appear in any commercial, social, or non-profit publication, or any motion picture, film, video, public broadcast, or any website.

1046.7 OPTIONAL EQUIPMENT - MAINTENANCE, AND REPLACEMENT

Discretionary

- (a) Any of the items listed in the Uniform and Equipment Specifications as optional shall be purchased totally at the expense of the employee. No part of the purchase cost shall be offset by the Department for the cost of providing the Department issued item.
- (b) Maintenance of optional items shall be the financial responsibility of the purchasing employee. For example, repairs due to normal wear and tear.
- (c) Replacement of items listed in this order as optional shall be done as follows:
 - 1. When the item is no longer functional because of normal wear and tear, the employee bears the full cost of replacement.
 - 2. When the item is no longer functional because of damage in the course of the employee's duties, it shall be replaced following the procedures for the replacement of damaged personal property (see the Department Owned and Personal Property Policy).

1046.7.1 RETIREE BADGES

State

The Chief of Police may issue identification in the form of a badge, insignia, emblem, device, label, certificate, card or writing that clearly states the person has honorably retired from the Indio Police

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Department. This identification is separate and distinct from the identification authorized by Penal Code § 25455 and referenced in the Retired Officer CCW Endorsement Policy in this manual.

A badge issued to an honorably retired peace officer that is not affixed to a plaque or other memento will have the words “Honorably Retired” clearly visible on its face. A retiree shall be instructed that any such badge will remain the property of the Indio Police Department and will be revoked in the event of misuse or abuse (Penal Code § 538d).

1046.8 UNAUTHORIZED UNIFORMS, EQUIPMENT AND ACCESSORIES

Discretionary **MODIFIED**

Indio Police Department employees may not wear any uniform item, accessory or attachment unless specifically authorized in the Uniform and Equipment Specifications or by the Chief of Police or designee.

Indio Police Department employees may not use or carry any safety item, tool or other piece of equipment unless specifically authorized in the Uniform and Equipment Specifications or by the Chief of Police or designee. The Chief of Police will institute a Uniform Committee which will be tasked with recommending uniform modifications. The committee will be made up of department personnel and will be chaired by a Division Chief or a designee as assigned by the Chief of Police.

1046.9 SECTION TITLE

Agency Content