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## **Purpose**

This policy establishes on-duty uniform standards for all Bemidji Police Department employees.

## **Policy**

It shall be the policy of the Bemidji Police Department to promote uniformity throughout the department and to display a professional appearance to the public. This uniformity ensures that Bemidji Police personnel are readily identifiable to the public. The complete and prescribed uniform shall be worn by all employees while on duty except when civilian attire is authorized. Sworn personnel, while on duty, will carry with them the equipment appropriate to their assignment. Sworn personnel shall maintain their uniforms, civilian on-duty attire, uniform accessories and equipment in proper working order and adjusted to the individual.

## **Procedure**

### **I. Uniforms**

#### **A. Uniform of the Day**

Uniformed officers and supervisors will wear the uniform of the day as directed by the Chief of Police or their designee. No other variations of the uniform are acceptable (i.e. parts of the uniform combined with civilian attire). Only clothing, hats or footwear specifically authorized shall be worn. All uniform items shall be purchased through an authorized dealer and be of reputable uniform brand. Each uniform class shall be worn with a black colored undershirt. If the chosen footwear shows the socks, they shall be black in color.

#### **B. Class A Uniform (Dress Uniform)**

It shall be mandatory for each officer to maintain a Class A uniform that consists of the following items:

- Navy blue long sleeve uniform shirt
- Navy blue straight leg uniform trousers (non-cargo style)
- Navy blue necktie
- Black shoes or boots both which must be polishable
- Navy blue uniform jacket or coat
- Navy blue 8 point hat with badge
- Nameplate, badge, collar insignia, department approved medals/ribbons
- Standard duty and leather gear with equipment
- External ballistic vest carriers will not be worn with Class A uniforms

#### **C. Class B Uniform (Regular Duty Uniform)**

It shall be mandatory for each officer to maintain a Class B uniform that consists of the following items:

- Navy blue short and long sleeve uniform shirt
- Navy blue uniform pants or authorized cargo pants
- Black shoes or boots
- Navy blue uniform jacket or coat
- Gloves, black in color, if worn
- Approved winter hat (Black in color), Approved BPD baseball cap. Earmuffs (black or navy blue) may be worn
- Nametag and plate, badge, collar insignia must be displayed
- Awards, medals and ribbons are optional, and may be worn at the individual officer's discretion
- Standard duty and leather gear with equipment
- Approved "uniform style" external ballistic vest carriers may be worn with Class B uniforms

#### D. Non-Uniformed and Specially Assigned Personnel

It shall be mandatory for Non-Uniformed personnel to maintain each Class A and B uniform. In addition, those employees not required to wear a uniform during the course of normal duties shall adhere to the following standards:

##### 1. Daytime Duty Attire:

- Daytime attire shall consist of clothing suitable for a business environment.
- All clothing worn shall present a professional appearance.
- Civilian attire shall not be combined with uniform items.
- The BPD baseball cap may be worn during call-outs or at crime scenes.
- Denim pants of any color are not allowed without prior authorization.
- Employees shall maintain and have available equipment necessary for police operations when in the field (i.e. handcuffs, OC spray, firearm, radio communications).
- Clothing shall be tactical in nature, not form or tight fitting and have capability to easily conceal the department issued weapon and equipment.
- Footwear shall be practical and task appropriate for outdoors, rugged conditions and uneven terrain. Footwear with a heel larger than 1½" are prohibited for field operations and on-duty wear.

##### 2. Field Duty Attire:

- Field duty attire shall consist of clothing suitable for on-call response to crime scenes or investigations.
- Detectives and on-call personnel shall wear the assigned Field Duty uniform when responding in an on-call capacity.
- Field duty attire shall consist of a department issued long or short sleeve polo shirt, with department insignia, tan, khaki or beige cargo style tactical pants. Footwear is at the discretion of the individual and should be appropriate for the task

##### 3. Specially Assigned Personnel:

- The Chief of Police or designee may authorize officers to wear alternate attire appropriate to their assignment to fit their investigative environments.

## E. Court Appearance Attire

Uniformed officer subject to court appearance while on duty shall wear the uniform of the day including external carriers. Uniformed officers subject to court appearance while *off duty* shall wear the uniform of the day or appropriate business attire (i.e. shirt, slacks and necktie) but, are not allowed to wear external vest carriers. Ties must be worn with long sleeve shirts. Non-uniformed officers shall wear appropriate business attire.

## F. Administrative

1. It shall be mandatory for administrative personnel to maintain a uniform as follows:
  - a. Light blue, solid color uniform shirt (long or short sleeve)
  - b. Navy blue trousers of any style
  - c. Navy blue cardigan style sweater
  - d. Nameplate, badge, collar insignia, department approved medals/ribbons
  - e. Black shoes or boots with appropriate socks
2. Daytime Duty Attire:
  - a. Daytime attire shall consist of clothing suitable for a business environment in compliance with city policy 201.308
  - b. All clothing worn shall present a professional appearance.
  - c. Civilian attire shall not be combined with uniform items.
  - d. Denim pants of any color are not allowed without prior authorization.

## G. Non-Licensed Personnel (Parking Enforcement, Reserve Officer)

It shall be mandatory for non-licensed and administrative personnel to wear and maintain a uniform as follows:

- Light blue, solid color uniform shirt (long or short sleeve)
- Navy blue trousers of any style
- Navy blue cardigan style sweater
- Nameplate, badge, collar insignia, department approved medals/ribbons
- Black shoes or boots with appropriate socks

*Additionally, non-licensed field operations employees may wear:*

- Non licensed employees in field operation positions may wear a ballistic vest with external carrier, matched to the uniform shirt color.
- Gloves, black in color if worn
- Approved winter hat (Black in color), Approved BPD baseball cap. Earmuffs (black or navy blue) may be worn
- Navy blue uniform jacket or coat
- Awards, medals and ribbons are optional, and may be worn at the individual officer's discretion
- Appropriate leather gear and equipment to include handcuffs, OC spray, flashlight and radio communications

In general, employees of the Bemidji Police Department are free to choose between long and short sleeves for comfort as weather permits. The Chief of Police or designee may specify any uniform designation at any time.

Officers may purchase and wear any type of navy blue uniform shirt that is collared and does not have banded, polo-style sleeves. This includes “super shirt” styles designed to be worn under an external vest carrier. If an officer chooses to wear the ballistic vest in a traditional manner under the uniform shirt, a traditional style of navy blue uniform shirt will be worn.

The Bemidji Police Department uniform is not to be worn by officer or employees who are suspended or otherwise not on official police business. All members of the Bemidji Police Department are expected to maintain their person and uniform, or, non-uniformed attire to exemplary standards of personal hygiene and professional appearance.

## **II. Officer Equipment**

- A. While on duty, each officer shall carry only the firearms issued to them, or other authorized and approved firearm. Any primary duty sidearm must be carried in a department issued holster.
- B. While on duty, each officer shall carry only issued or authorized equipment to include, but not limited to: Taser secured in an approved holster, OC spray, handcuffs, flashlight, body worn camera and/or microphone.
- C. Officers are not authorized to carry any type of baton for use of force purposes.
- D. The Bemidji Police Department authorizes the use of flashlights, with the understanding that the flashlight is not intended to be used as a primary impact weapon except in instances where deadly force is authorized under MN Statute 609.066.

## **III. Inspection**

- A. Supervisors will inspect officers to ensure that uniforms and civilian on-duty attire are clean, properly fit and in good condition.
- B. Supervisors will periodically inspect each officer to ensure that they are properly equipped and the equipment is in good working condition.
- C. Uniforms will be maintained and in a professional looking appearance. Each item will be properly maintained and properly adjusted to each individual. Badges, shoes, leather, and accessories will be properly dyed, polished and cleaned as necessary.
- D. During regular patrol operations a name tag will be worn on the uniform. The chief or designee has the authority to require removal of the name tag during specific operations.
- E. Only department authorized badges, pins, patches or other emblems will be worn on the uniform.

## **Reference or Revision Date(s):**

### **A. REFERENCE:**

- 1. Minnesota State Statute 609.066: Authorized Use of Deadly Force
- 2. Minnesota State Statute 626.88 Subd 2: Uniforms; Peace Officers
- 3. Bemidji City Policy – 201.308

### **B. REVISION DATE(S):**