



City of Eugene

POLICE COMMISSION

The Police Commission recommends to the City Council, City Manager, police department, and the people, the resources, preferred policing alternatives, policies, and citizen responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the police department that helps to achieve safety, justice and freedom for all people in Eugene.

Police Commissioners: Bob Walker, Chair; Bill Whalen, Vice-Chair; Mike Clark; Jim Garner; Edward Goehring; Rachel Hecht; Jesse Lohrke; Steve McIntire; Scott Nowicki; Claire Syrett; Joe Tyndall; Marshall Wilde

Police Commission Meeting
January 14, 2015
5:30 – 8:00 pm

Item	Starting – Ending	Minutes
Review Agenda	5:30 – 5:35	5 min
Welcome and Farewell	5:35 – 5:40	5 min
Public Comments	5:40 – 5:50	10 min
Commissioner Comments / Responses	5:50 – 6:05	15 min
Review December Minutes	6:05 – 6:10	5 min
Police Commission Member Recruitment	6:10 – 6:40	30 min
BREAK	6:40 – 6:50	10 min
Chief's Presentation	6:50 – 7:10	20 min
Uniform and Appearance Policy	7:10 – 7:50	40 min
Commissioner Closing Comments	7:50 – 8:00	10 min

UPCOMING Police Commission Meeting:

February 11, 2016
March 10, 2016
April 14, 2016
May 21, 2016
June 9, 2016
July 14, 2016
September 8, 2016
October 13, 2016
November 10, 2016
December 8, 2016

** May meeting moved to Saturday to accommodate a ½ day off-site meeting

**Eugene Police Commission Meeting
December 10, 2015**

The official record is contained in the video recording, at the Police Commission meeting archive web page, at <http://www.eugene-or.gov/index.aspx?NID=1344>.

The City of Eugene Police Commission meeting was convened by Mr. Bob Walker, Chair, at 05:30 P.M.

Members in attendance: Mr. Bob Walker, Chair; Mr. Bill Whalen, Vice Chair; Mr. Jim Garner; Ms. Rachel Hecht; Mr. Steve McIntire; Mr. Scott Nowicki; Ms. Claire Syrett; Mr. Joe Tyndall; Mr. Marshall Wilde

Members absent: Mr. Mike Clark; Mr. Edward Goehring; Mr. Jesse Lohrke

EPD Staff in attendance: Chief Pete Kerns, Lt. Nate Reynolds, Lt. Carolyn Mason, Sgt. Matt Lowen, Sgt. Kyle Williams, Ms. Carter Hawley

Review Agenda

Bob Walker reviewed the agenda.

Public Comments

Jack Dresser – expressed concern about the impact of Israeli military tactics on police in this country.

Commissioner Comments / Responses

Commissioners offered comments and responses.

Review September and October Minutes

Mr. Garner moved and Mr. Tyndall seconded approval of minutes as submitted. The motion was approved unanimously.

Introductions

Lt. Nathan Reynolds introduced Lt. Carolyn Mason and Sgt. Kyle Williams who will be assuming the Police Commission work from Lt. Reynolds and Sgt. Matt Lowen, who will be returning to patrol.

Working Agreement

Mr. Walker moved approval of the proposed working agreements.

Commissioner discussion ensued.

Mr. Tyndall expressed his concern about police behavior and the working agreement document.

Motion was approved eight (Walker, Whalen, Syrett, Hecht, Nowicki, Wilde, McIntyre, Garner) to one (Tyndall).

Standards, Duty, and Conduct Policy Review (1001)

Sgt. Matt Lowen reviewed the changes to the proposed policy.

Mr. Garner proposed the following changes:

Section 1001.3: “may be indicative of unfitness for ~~his or her~~ the employee’s position”

Section 1001.4.2: “Violating any misdemeanor or felony ~~statue~~ statute, or any court order

Section 1001.4.15 and throughout: change “you and your” to “the employee”

Mr. Wilde moved and Mr. Nowicki seconded approval as amended. The motion was approved unanimously.

Chief Kerns thanked Sgt. Lowen for his work on the policy.

BREAK

Chief’s Presentation

Chief Pete Kerns presented his report, and responded to questions.

Personnel policies

Mr. Wilde introduced the idea of developing a document that outlines the department’s hiring philosophy and principles.

After discussion, the Commission requested that the Department’s recruitment team make a presentation to the Commission at an upcoming meeting.

Commissioner Closing Comments

Commissioners offered closing comments.

The meeting adjourned at 7:00 P.M.

Notes take by Carter Hawley

Chief Kerns' Report to the Police Commission



December 2015

Chief's Activities

- Crisis Response & UCC Shooting Lessons Learned FBI Training
- Toured new Veterans Affairs facility
- Downtown Solution Forum: Generating Ideas for Action to Improve Shared Spaces Downtown
- NAMI Lane County Holiday Dinner
- All City Meetings
- DUII Victim Impact Panel
- Public Safety Focus Groups for Housing First
- KUGN radio interview with Storm Kennedy

In the News



Informational “career night” for prospective calltaker/dispatcher

Thank you to Eugene Area Chamber of Commerce

Please party safely, have a designate driver, and observe fireworks laws

Now hiring for police officers!

Police investigate crash at Beltline and I5

EPD officers to serve Holiday Meal at Eugene Service Station

Man trespassed for Leaving Flock of Chickens Inside ODR

Looking Ahead

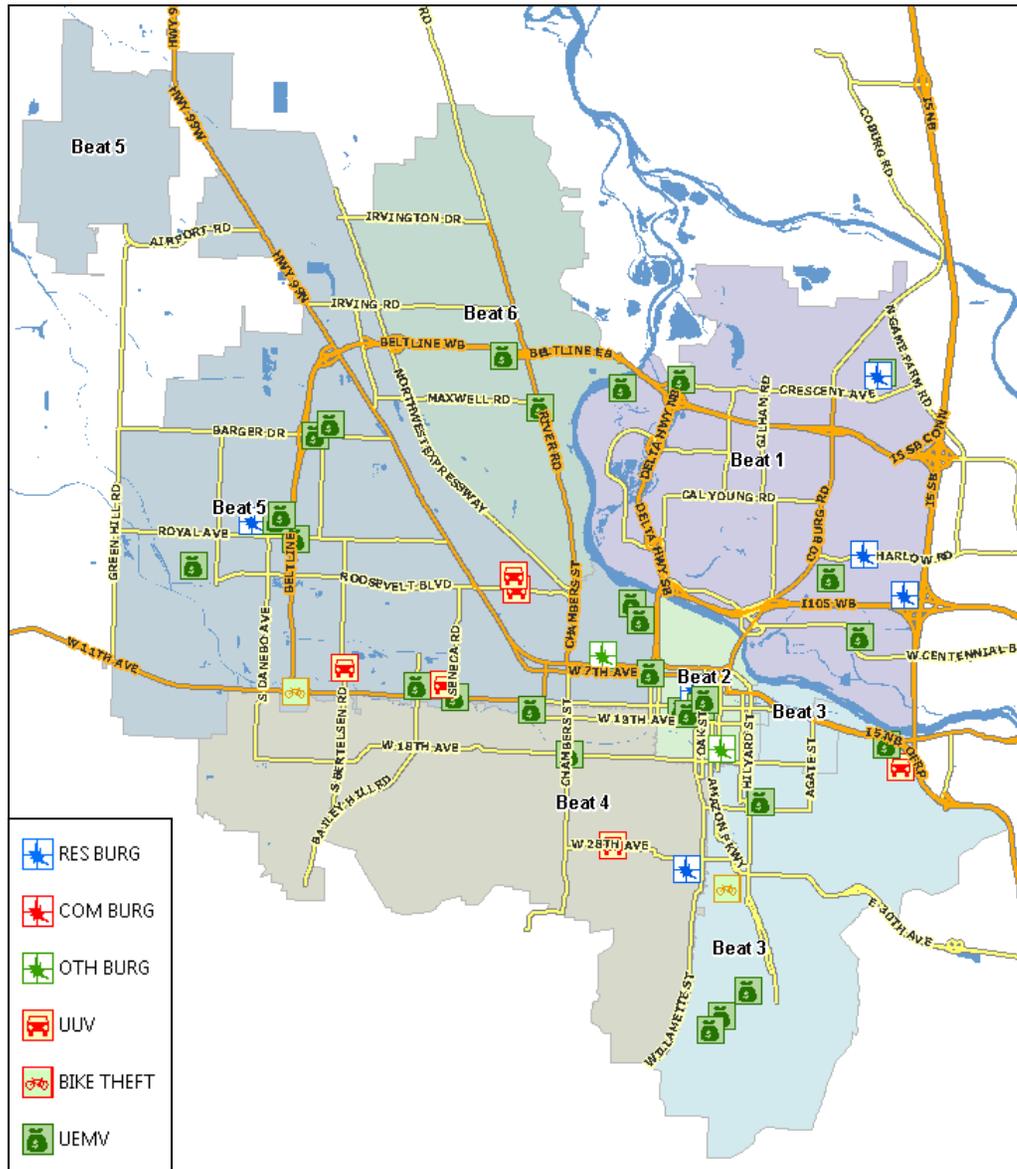
- CSO A interviews are scheduled for January 2016
- CSO B & C applications are being evaluated
- Eight police officer applicants are in the psychological evaluation phase
- Recruit police officer currently posted. Written and physical abilities testing will be in February
- Lateral police officer—continuous posting
- 12 call-takers will start employment January 19th
- 16 call-taker applicants are in the background phase
- Lateral call-taker—continuous posting
- Volunteers in Policing Senior Administrative Specialist in background phase
- Eugene Police Award Ceremony—May 4, 2016, 3-5 p.m., Valley River Inn
- National Fallen Officer Memorial Week, May 15-May 21, 2016
- Oregon Fallen Officer Memorial, May 3, 2016

December 29, 2015

- One and Four Week DLP Slides
- DLP Control Charts
- Top Arrestees
- Downtown CFS Report and Controls
- MVA Controls
- February 2016 MVA Forecast

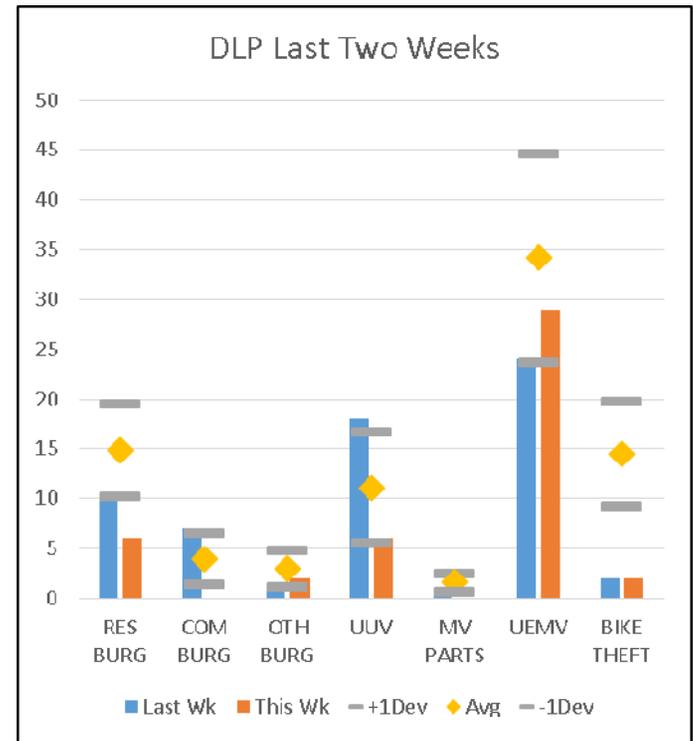
One Week City-Wide

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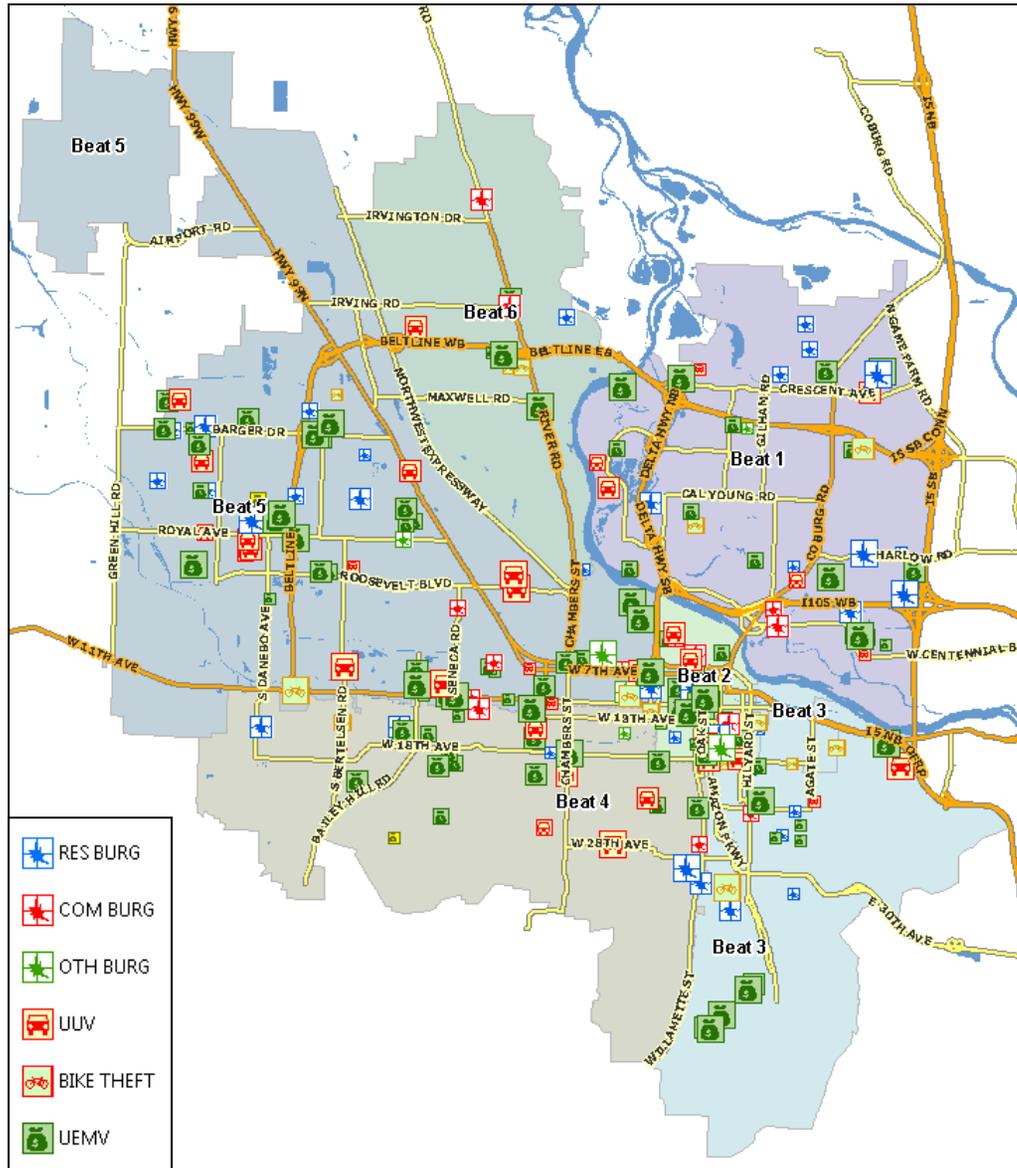
Offense	Last Wk	This Wk	+1Dev	Avg	-1Dev
RES BURG	10	6	20	15	10
COM BURG	7	0	7	4	1
OTH BURG	1	2	5	3	1
UUV	18	6	17	11	6
MV PARTS	1	0	3	2	1
UEMV	24	29	45	34	24
BIKE THEFT	2	2	20	15	9
Total	63	45	98	82	67

(9-Log Count: 18, 1 UEMV, 1 Bike Theft)



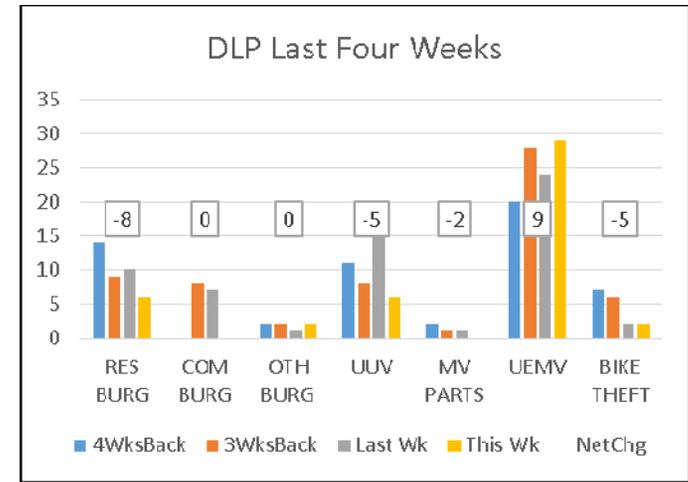
Four Week City-Wide

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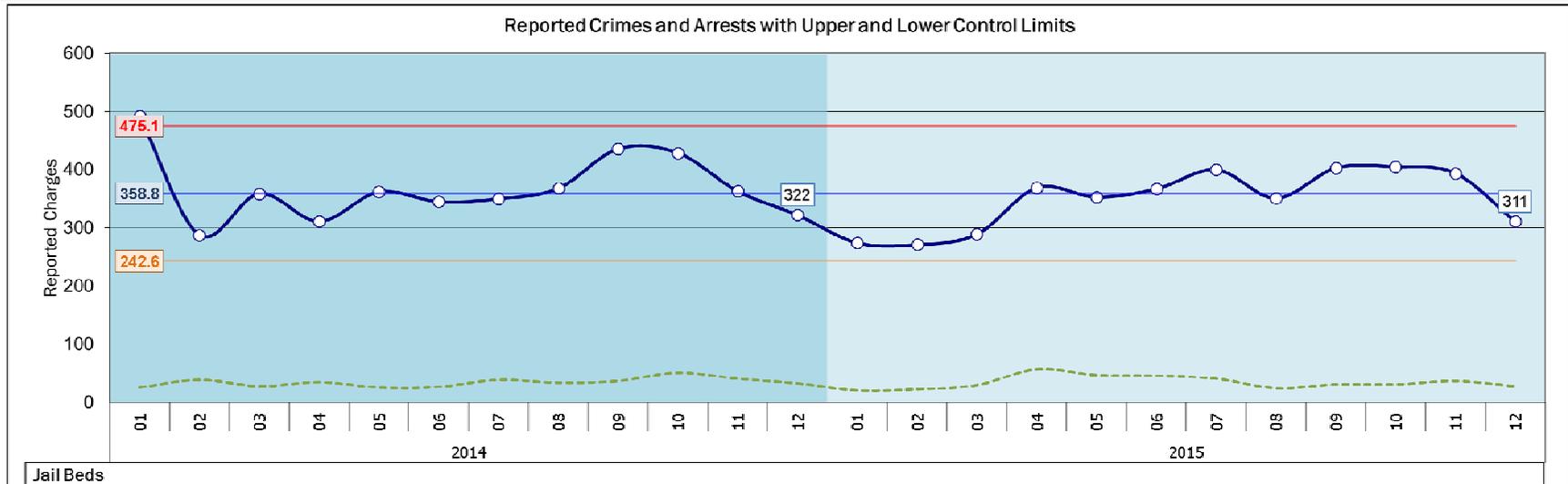
Offense	YTD 2015	YTD 2016	Diff	%Change
RES BURG	10	6	-4	-40%
COM BURG	6	0	-6	-100%
OTH BURG	0	2	2	0%
UUV	14	6	-8	-57%
MV PARTS	0	0	0	0%
UEMV	35	29	-6	-17%
BIKE THEFT	15	2	-13	-87%
Total	80	45	-35	-44%

Offense	2014	2015	Diff	%Change
RES BURG	754	801	47	6%
COM BURG	200	192	-8	-4%
OTH BURG	138	153	15	11%
UUV	672	690	18	3%
MV PARTS	54	58	4	7%
UEMV	2,008	1,553	-455	-23%
BIKE THEFT	707	815	108	15%
Total	4,433	4,162	-271	-6%



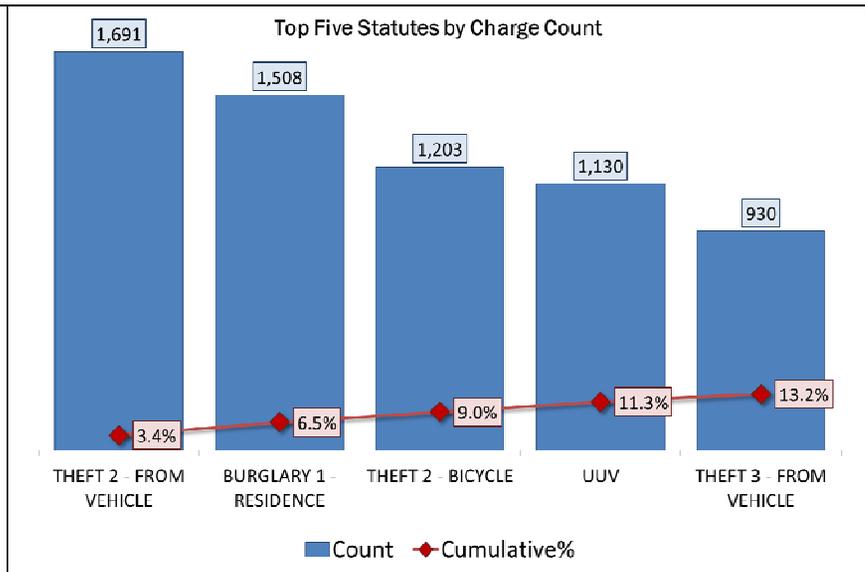
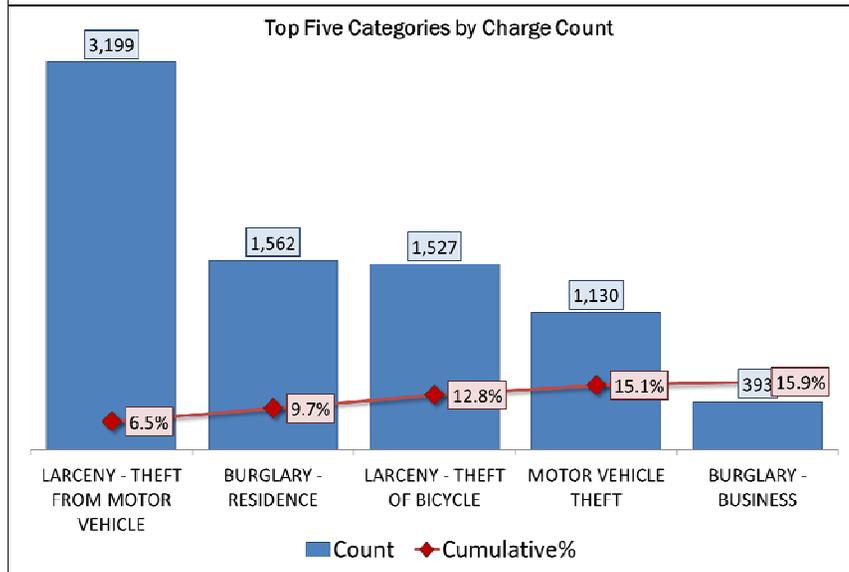
DLP Controls: 1 of 2

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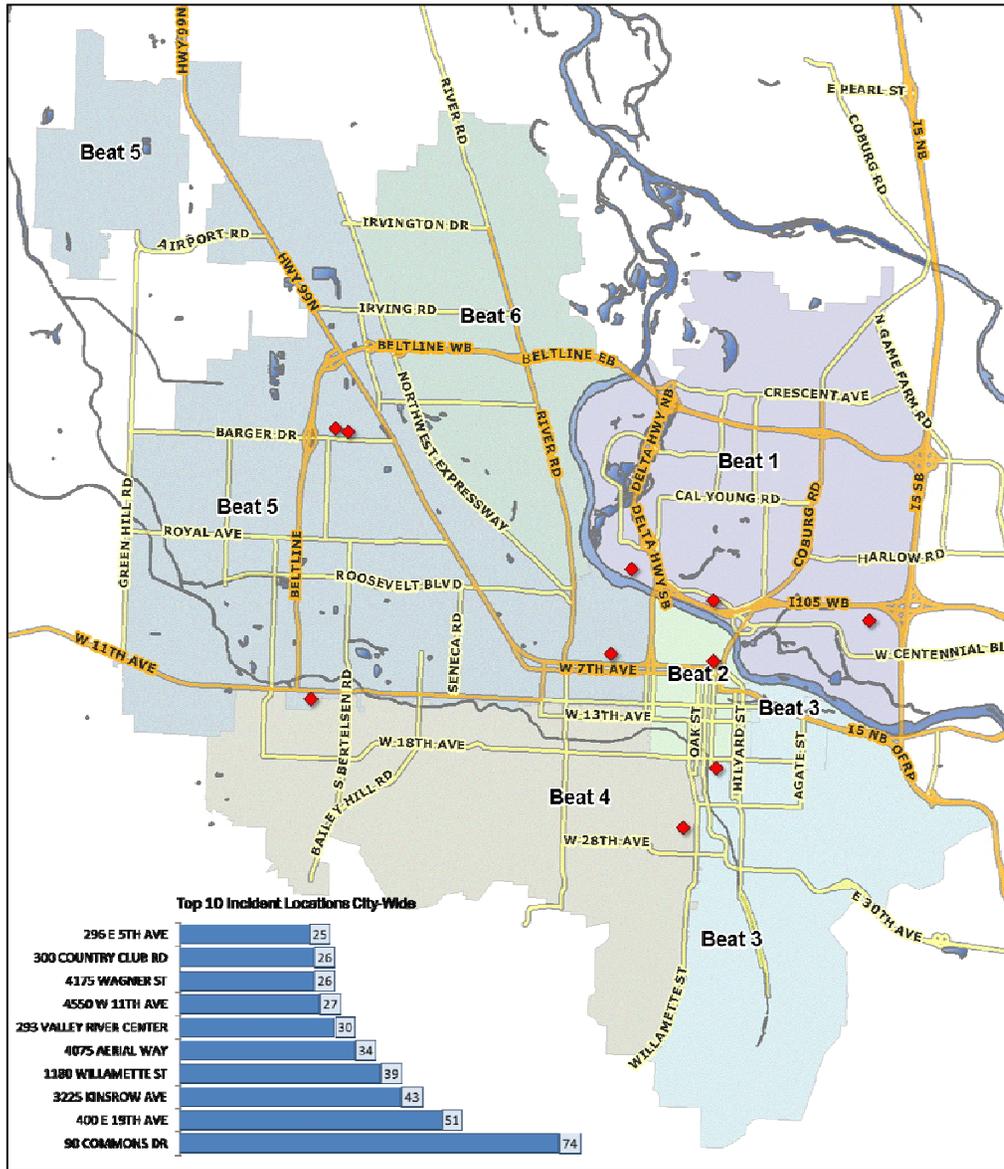
Jail Beds

○ CRIMES — Average — Upper CL — Lower CL - - - ARRESTS

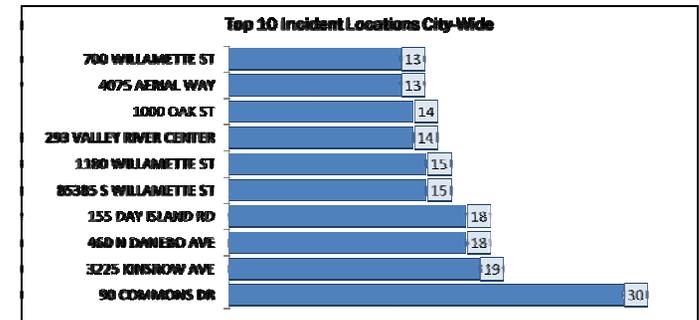


DLP Controls: 2 of 2

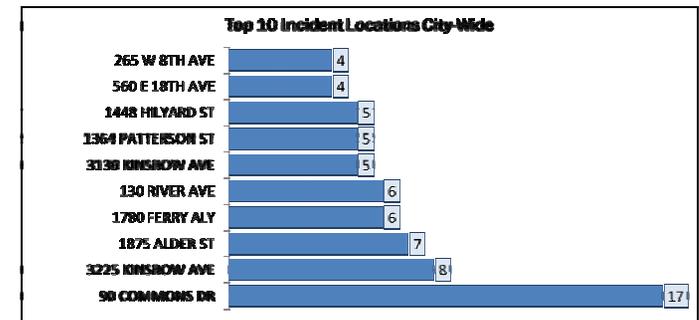
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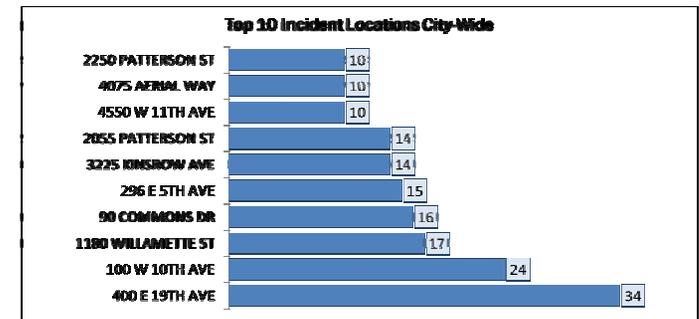
Larceny - Theft From Vehicle



Burglary - Residence

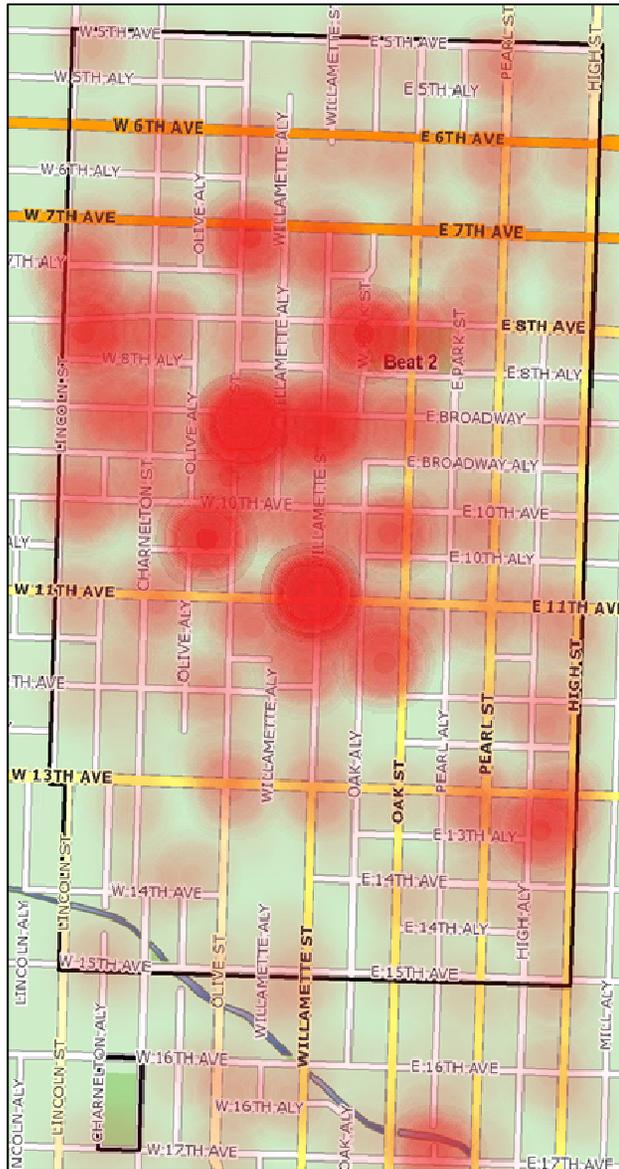


Theft 2 Bicycle



Downtown CFS: December 2015

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Downtown Boundary: W 5th Ave to W 15 Ave / Lincoln St to High St

Top Dispatched*	Count	Top Self Initiated*	Count
CRIMINAL TRESPASS	104	TRAFFIC STOP	133
ASSIST PUBLIC- POLICE	76	PERSON STOP	127
CHECK WELFARE	58	CRIMINAL TRESPASS	19
DISORDERLY SUBJECT	51	FOLLOW UP	15
BEAT INFORMATION	28	ASSIST PUBLIC- POLICE	14
DISPUTE	26	WARRANT SERVICE	13
THEFT	24	FOOT PATROL	9
INCOMPLETE CALL	23	ASSIST OUTSIDE AGENC	6
SUSPICIOUS CONDITIONS	19	DISORDERLY SUBJECT	6
THEFT FROM VEHICLE	18	FIGHT	5

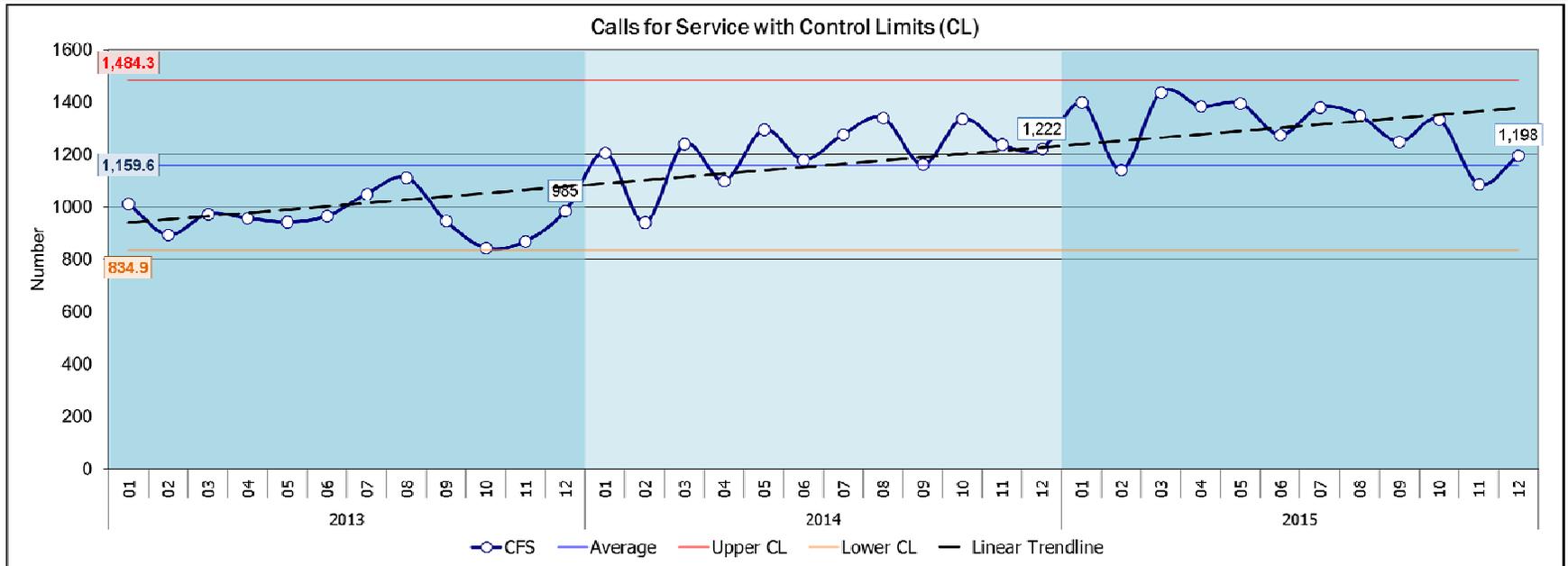
Top Dispatched/Self Initiated CFS represent 69% of Downtown activity.

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Total
Sun	3	4	6	2	2	1	3	0	0	2	3	2	4	1	7	5	4	1	2	3	9	4	3	4	75
Mon	1	1	1	1	2	0	2	5	8	9	4	7	11	7	4	8	12	12	6	3	4	3	5	1	117
Tue	5	4	3	2	0	3	1	2	5	6	9	7	3	8	13	9	3	7	8	6	6	4	4	6	124
Wed	3	3	1	2	1	1	1	3	4	8	4	4	4	6	10	7	7	1	2	9	10	6	8	3	108
Thu	3	0	3	1	3	1	0	1	4	6	6	9	7	7	7	7	6	4	7	9	8	10	5	7	121
Fri	3	2	3	3	0	2	1	0	1	5	4	11	9	7	5	4	11	4	3	5	0	7	8	7	105
Sat	2	3	6	1	1	2	1	4	3	6	2	6	4	3	5	3	4	5	2	2	3	4	3	6	81
Total	20	17	23	12	9	10	9	15	25	42	32	46	42	39	51	43	47	34	30	37	40	38	36	34	731

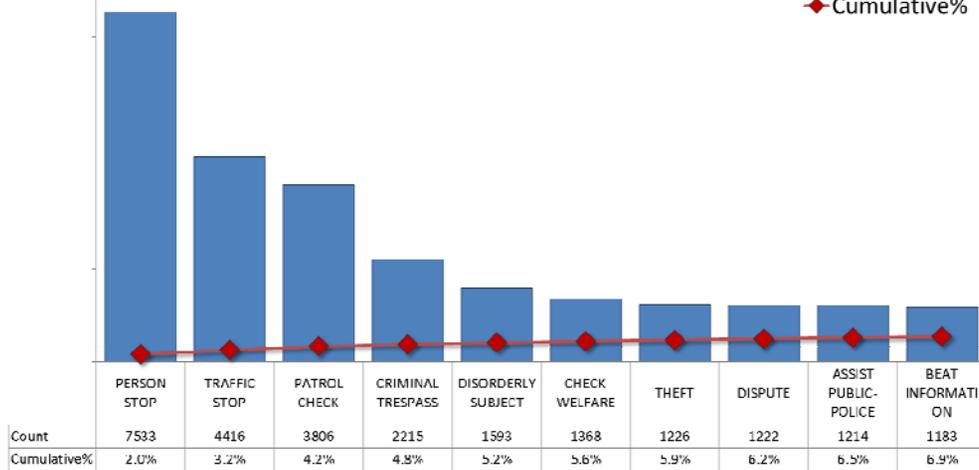
*Excludes Transports and Patrol Checks. Weekday and Time reflect dispatched CFS.

Downtown Controls: All Calls for Service

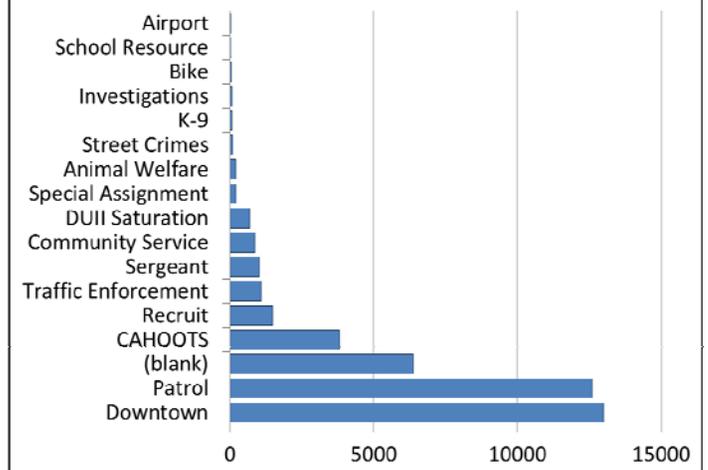
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Top 10 CFS by Nature

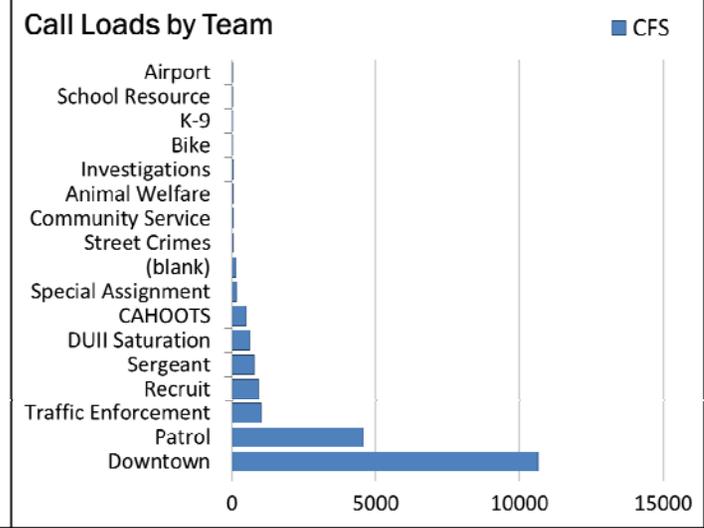
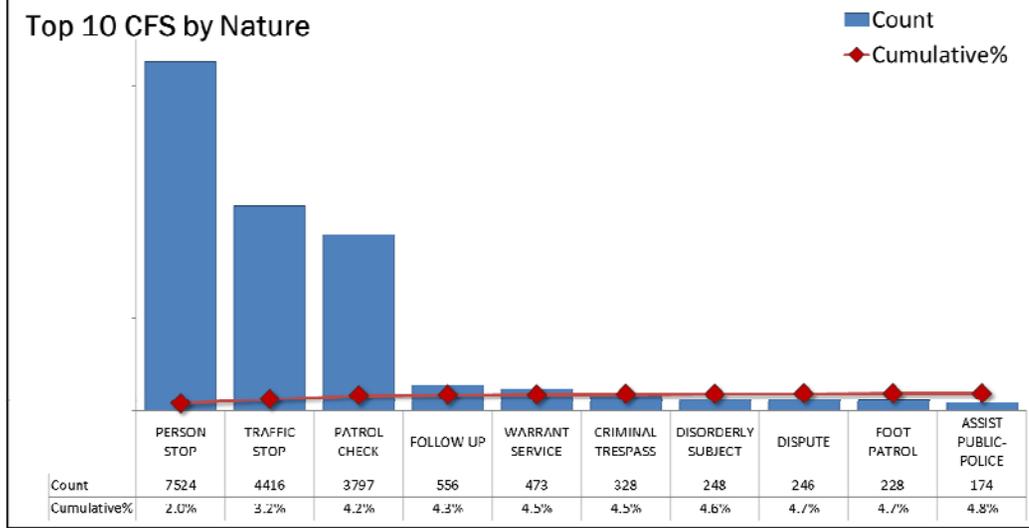
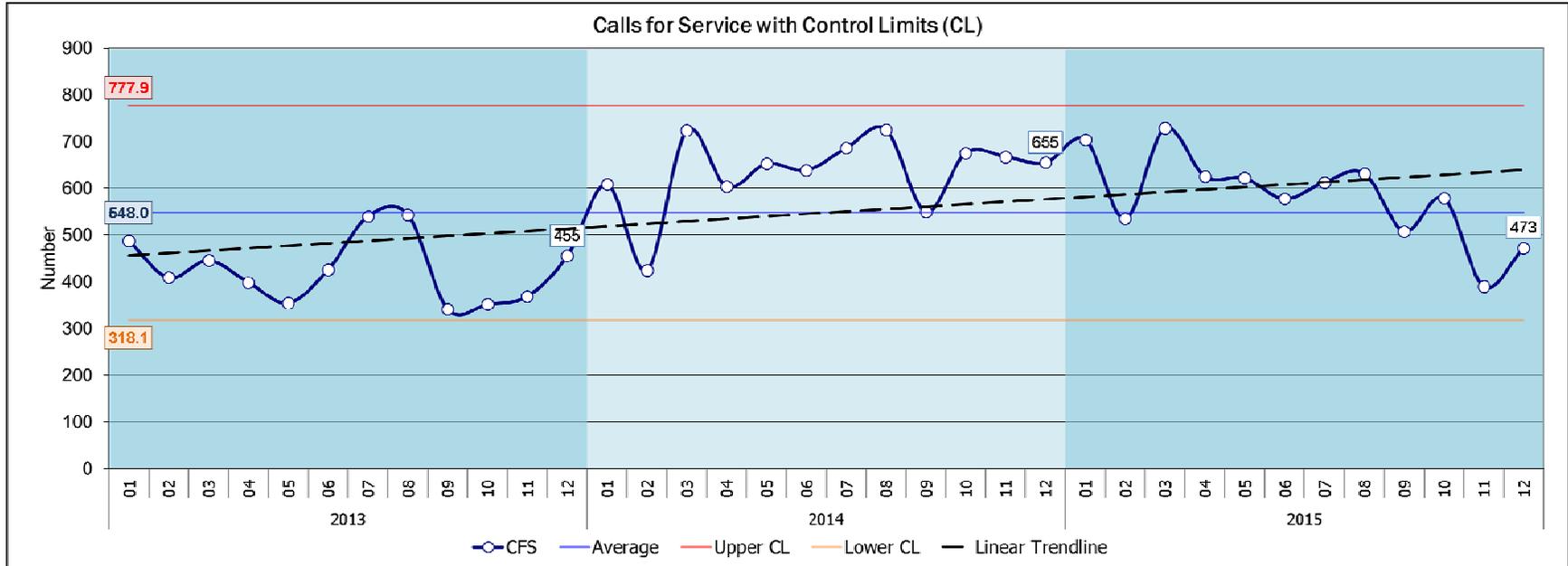


Call Loads by Team



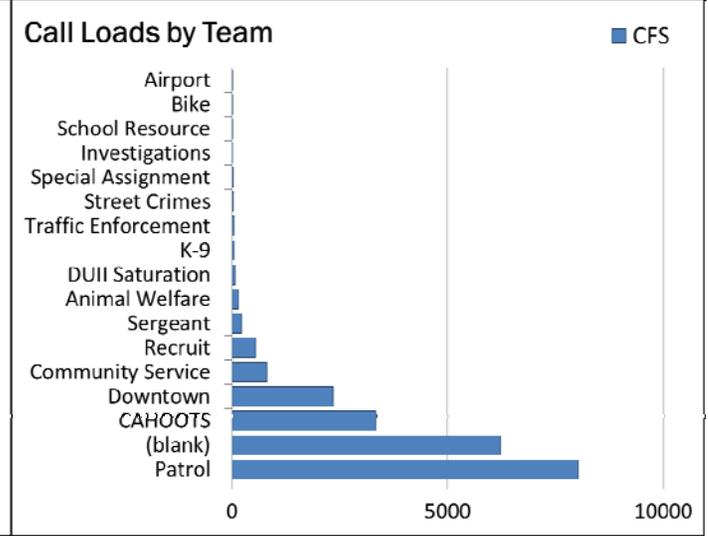
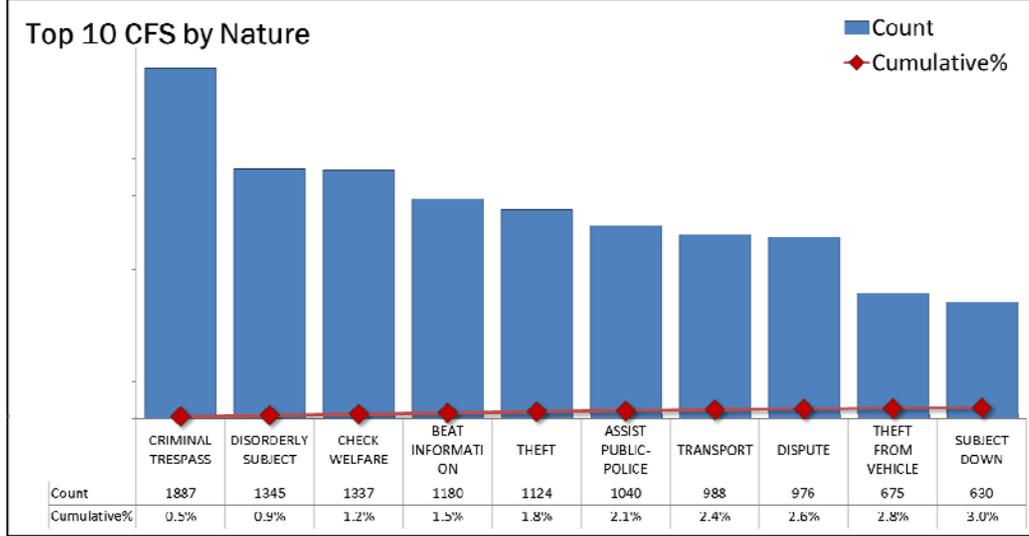
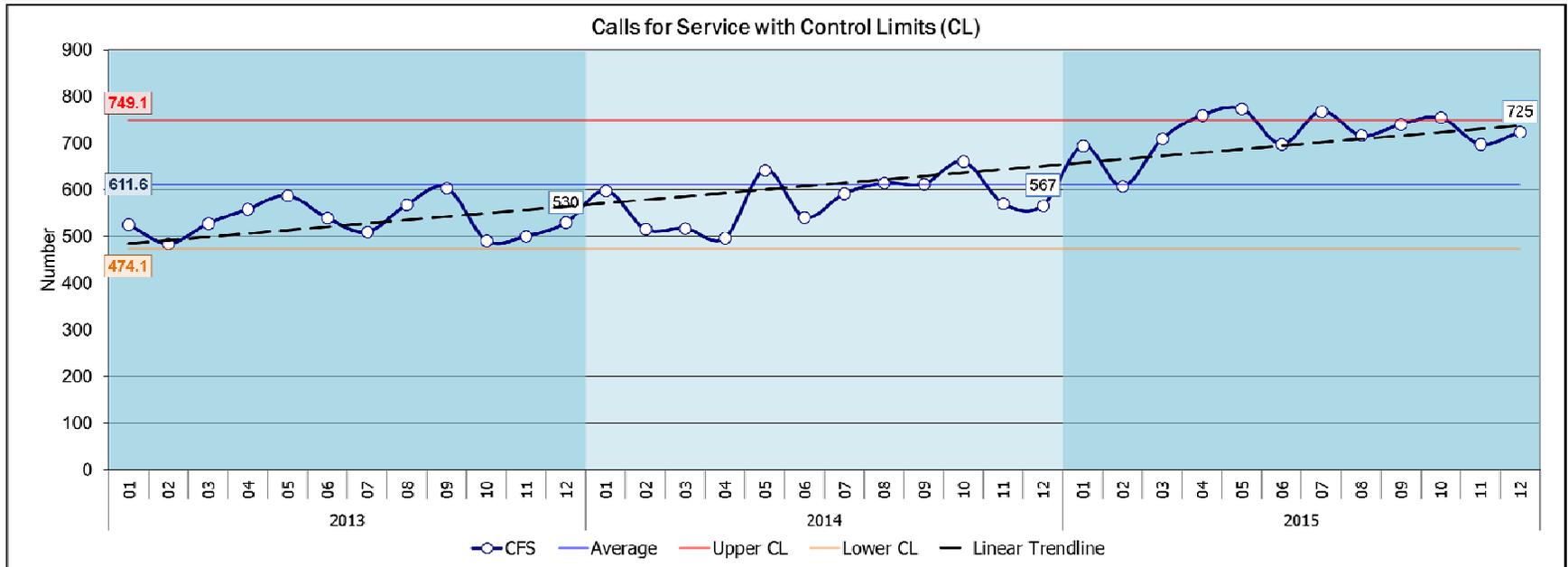
Downtown Controls: Self-Initiated CFS

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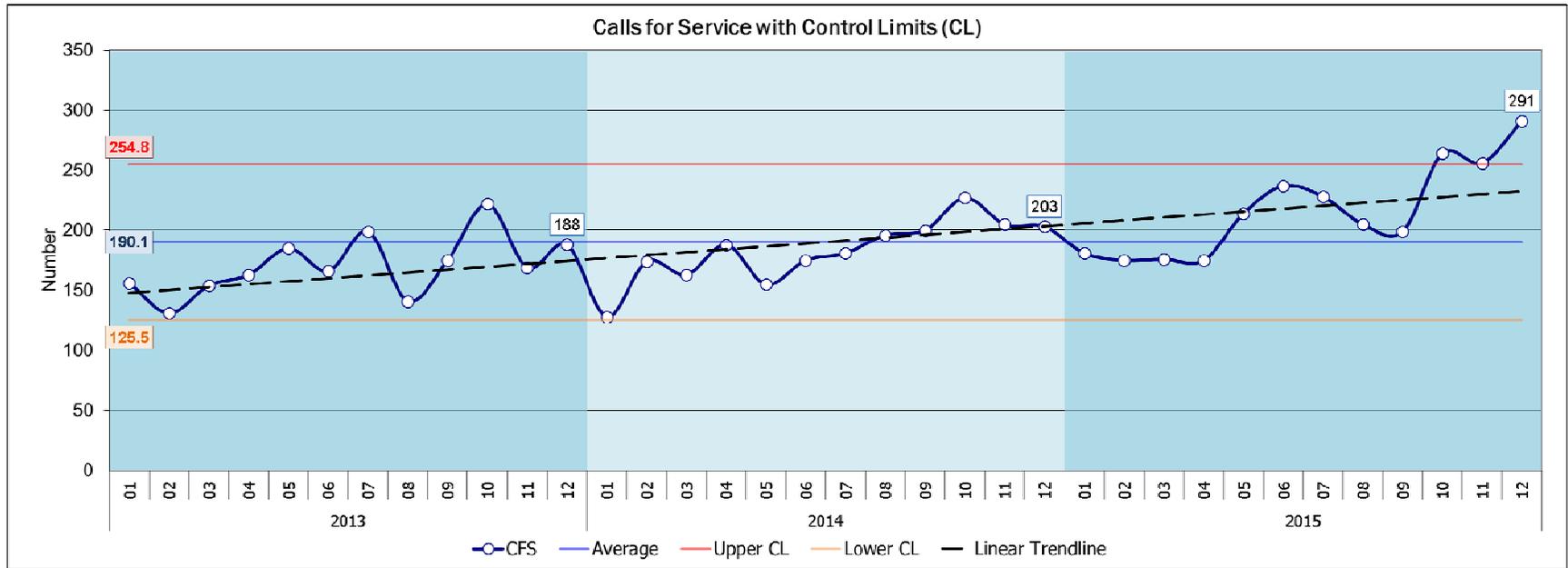
Downtown Controls: Dispatched CFS

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MVA CFS Controls: 1 of 2

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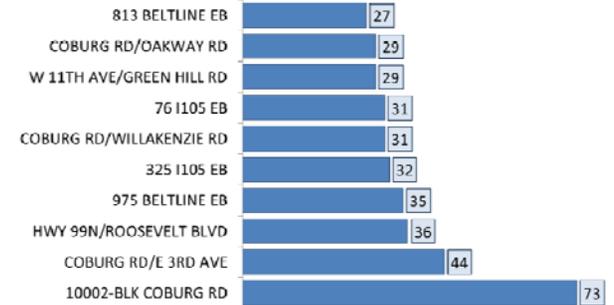
	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	Total
Sunday	22	19	22	13	7	7	7	6	12	25	30	29	49	48	43	54	50	49	45	47	20	33	15	10	662
Monday	5	7	10	2	2	10	15	36	56	32	32	53	70	65	79	88	107	129	59	40	29	23	11	12	972
Tuesday	7	6	3	3	3	7	12	39	50	38	42	64	92	76	59	84	102	132	74	37	38	21	18	19	1,026
Wednesday	8	6	5	7	3	6	11	38	41	36	44	71	66	101	97	83	99	137	64	40	39	26	18	12	1,058
Thursday	6	7	15	4	3	7	14	41	40	37	54	59	82	74	88	114	114	150	73	43	26	32	22	15	1,120
Friday	5	6	6	6	3	16	9	37	51	40	50	74	105	90	118	130	131	115	75	38	45	42	23	24	1,239
Saturday	25	17	20	12	8	4	8	9	17	30	38	45	51	55	60	59	63	41	36	41	31	32	34	32	768
Total	78	68	81	47	29	57	76	206	267	238	290	395	515	509	544	612	666	753	426	286	228	209	141	124	6,845

MVA CFS Controls: 2 of 2

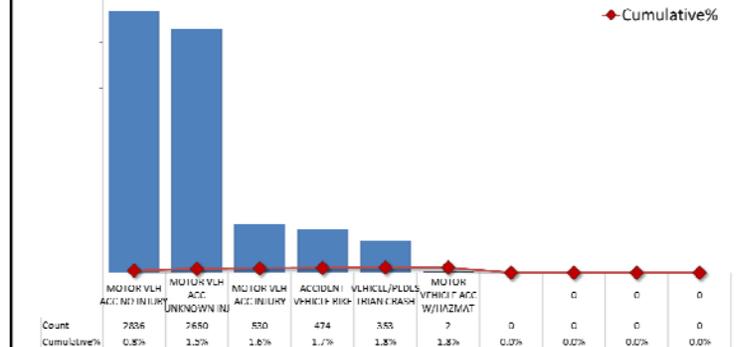
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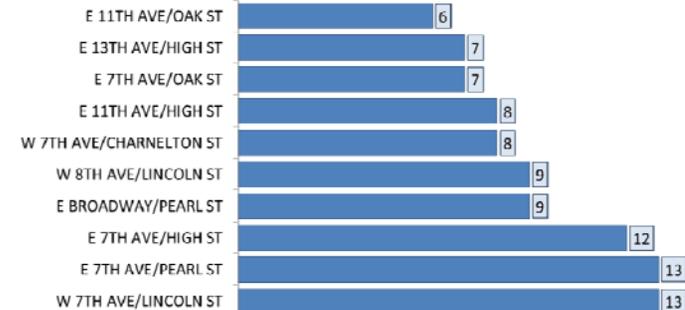
City Wide Top 10 CFS Locations



Top 10 CFS by Nature

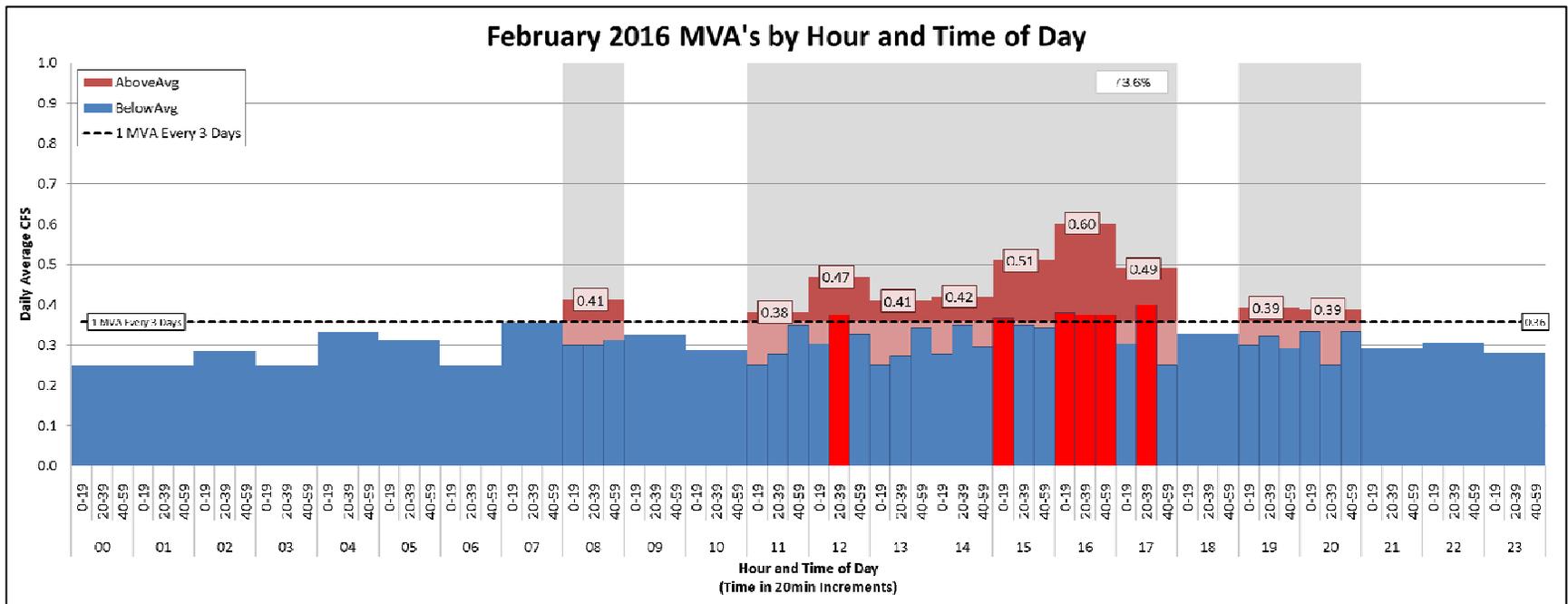
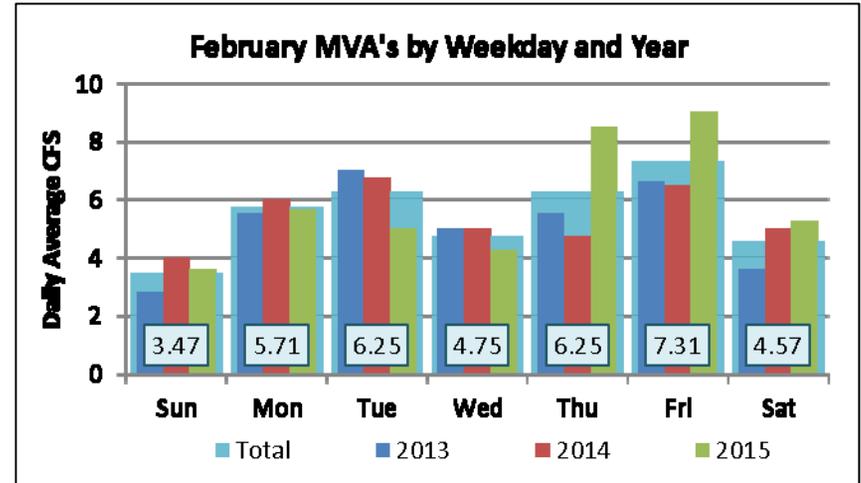
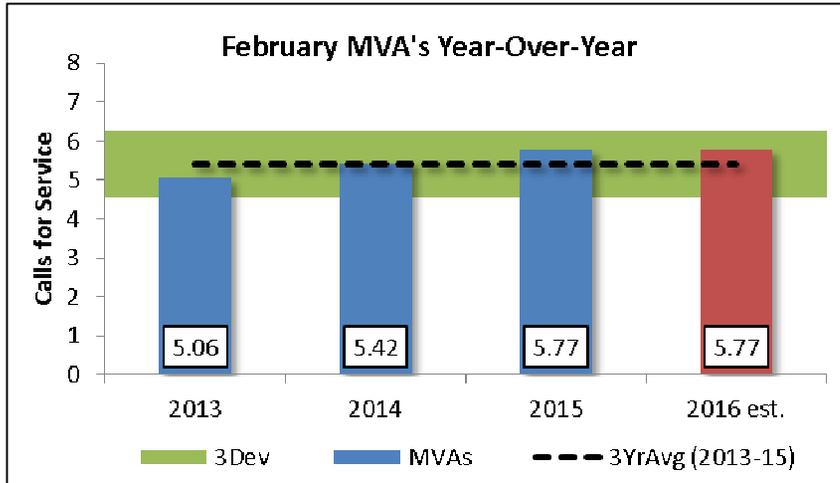


Downtown Top 10 CFS Locations



MVA's February 2016

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The End

America's Safest City

The Most Professional Agency



Police Commission

300 Country Club Road
Eugene, Oregon 97401
(541) 682-5852
www.eugene-or.gov

MEMORANDUM

Date: December 31, 2015
To: Police Commission
From: Carter Hawley, Staff
Subject: Commission Recruitment

In mid-January through March 2016, four police commission seats will be advertised, as the term for those seats expires June 30. Those seats are currently held by Jim Garner, Raquel Hecht, Joe Tyndall and Bill Whalen. Commissioners may serve for two terms, so those commissioners in their first term may reapply to be considered by the Mayor and City Council to remain on the Commission.

The City will conduct general advertisement on its web page and also has encouraged commissions to conduct specialized outreach. The Police Commission Bylaws specify that:

Members of the Commission shall be city residents or residents of the urban growth boundary who have demonstrated interest and expertise in police matters. Every effort shall be made to assure representation on the Commission is in proportion to the representation of women, ethnic minority group members, people with disabilities and younger and older citizens in the City and its urban growth boundary. Members may represent the following diverse elements of Eugene:

- a. Youth*
- b. Students of the University of Oregon and Lane Community College, or other higher education institution;*
- c. Persons with a demonstrated interest in law enforcement;*
- d. Social service providers;*
- e. Educators;*
- f. Members of community or neighborhood groups;*
- g. Persons engaged in private business;*
- h. Persons with a diversity of ethnic and cultural affiliations;*
- i. Persons with diverse economic backgrounds and interest*

This is an opportunity for Commissioners to discuss their individual and collective outreach efforts to attract applicants to assure the representation on the Commission is proportionate and includes the perspectives and voices it seeks.



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Document #: 576990

Personal Appearances of Sworn Employees

Author:

Attributed: Oregon State Police

Location: USA OR

Population: 0

Sworn: 489

Last Updated: 04/12/2005

Supplemental Resource(s):

 www.oregon.gov/osp/Pages/index.aspx (web)

Summary:

This policy is an excerpt from the Oregon Department of State Police Policy Manual. This policy establishes standards of personal appearance of sworn employees. Uniformity of dress and personal appearance is essential in maintaining public respect for the Department and in achieving efficiency, discipline and self-confidence of sworn employees. These regulations apply to all sworn employees, in and out of the uniform, while on duty. This includes attendance at hearings, trials, and grand juries, unless requested otherwise by the district attorney or judge.

Document Text:

Oregon Department of State Police

Chapter: 301.5

Subject: Personal Appearances of Sworn Employees

Revised: July 27, 1998

Supersedes: October 7, 1992

Personal Appearances of Sworn Employees

Policy

This policy establishes standards of personal appearance of sworn employees. Uniformity of dress and personal appearance is essential in maintaining public respect for the Department and in achieving efficiency, discipline and self-confidence of sworn employees. These regulations apply to all sworn employees, in and out of the uniform, while on duty. This includes attendance at hearings, trials, and grand juries, unless requested otherwise by the district attorney or judge.

Sworn employees not represented by the OSPOA shall be required to maintain a satisfactory personal appearance with body weight proportionate to height and build.

Related Laws/References

Department Manual Chapter 300.1 and 500.6

Rule

1. Males

A. Hair shall be neatly trimmed, may be either tapered or blocked at the back of the neck, and shall not touch the collar or extend out beyond the ears.

B. Sworn employees shall be clean shaven. A mustache is permissible, but shall be neatly trimmed and shall not extend below the corners of the mouth.

C. Sideburns shall be neatly trimmed, and shall not extend below the external opening of the ear.

D. Jewelry, in addition to a wrist watch, shall be limited to not more than two conservative rings and a medical purpose bracelet.

2. Females

A. Hair shall be neatly trimmed and shaped and of a length that permits wearing of the uniform cap or hat or other Department issued emergency equipment. Hair may touch the collar but may not extend below the lower edge of the collar. Any hair restraining device worn shall be inconspicuous and blend with the hair color. Dyed, tinted or bleached hair shall conform to the employee's natural complexion and eye coloring. Wigs, if worn, must conform to the above regulations.

B. Jewelry, in addition to a wrist watch, shall be limited to not more than two conservative rings, a medical purpose bracelet and earrings (only one for each ear), which shall be small of size and shall not extend below the ear lobe.

C. Cosmetics may be used, but must blend with the natural coloring and be neutral or natural in color. This applies to facial, lip and fingernail cosmetics.

3. Non-uniform

A. Male employees will wear suits, or sport coat and slacks, shirt and tie, with conservative belt and buckle at all times.

B. Female employees will be expected to dress in a conservative style and manner.

C. All sworn employees shall ensure their firearm is concealed when wearing civilian attire, except when in the immediate work site or when riding in a vehicle. (See Chapter 500.6)

Procedure

1. Exceptions to Rule 3 may be approved by the station commander/supervisor for special assignment or occasions and for severe or unusual weather conditions.

2. All other exceptions will be submitted by memorandum and must be approved by a District Commander or Division Director.

3. Where a non-represented officer's personal appearance is unsatisfactory, the Department may require the employee to consult with a physician in order to determine an appropriate weight, and develop a weight loss program with which the employee shall be required to comply.

Contact Information:

Alan Hageman
Sergeant
Oregon State Police
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Salem, OR 97310
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Fax: (503) 391-5910
Email: alan.hageman@state.or.us



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through intuitive online resources, tools, and e-libraries*

Document #: 577211

Non-Sworn Employee Personal Appearance

Author:

Attributed: Oregon State Police

Location: USA OR

Population: 0

Sworn: 489

Last Updated: 04/25/2005

Supplemental Resource(s):

 www.oregon.gov/osp/Pages/index.aspx (web)

Summary:

This policy is an excerpt from the Oregon Department of State Police Policy Manual. It is the policy of the Oregon State Police that all employees will project a public image of professionalism and pride. Personal appearance directly affects the public image of the agency and state government in general.

Document Text:

Oregon Department of State Police

Chapter: 307.5

Subject: Non-Sworn Employee Personal Appearance

Revised: August 1, 1992

Supersedes: April 1, 1988

Non-Sworn Employee Personal Appearance

Policy

It is the policy of the Oregon State Police that all employees will project a public image of professionalism and pride.

Related Laws/References

Uniform Equipment/Dress Code Policy

Rule

1. Clothing and hair styles which create safety hazards are prohibited.

Procedure

1. Personal appearance directly affects the public image of the agency and state government in general. Appearance and clothing should always be neat and clean.

2. Acceptable Clothing

- A. Clothing must be suitable for the work function, safe, and not extreme in style.
- B. Footwear must be clean, safe and appropriately coordinated for the clothing being worn.
- C. Attire normally worn for leisure is too casual for the office.
- D. Skirts and dresses must be of modest length.
- E. Culottes or split skirts are acceptable if they present a business-like appearance.
- F. Pants or slacks must be suitable for a professional business office setting.

3. Unacceptable Clothing

- A. Torn, threadbare and stained clothing.
- B. Tank tops.
- C. Printed T-shirts and sweatshirt/sweatpants.

- D. Shorts.
- E. Denim jeans.
- F. See-through blouses, tight garments, revealing slits in skirts, and low-cut dresses.
- G. Sports or athletic shoes, beach/shower thongs.

4. Personal Grooming

- A. Proper personal hygiene.
- B. Hair, beards, mustaches and sideburns must be clean and neatly groomed.

5. Uniforms

- A. Employees who are provided with a uniform are expected to present an appearance that is consistent with the Department's image. Working attire shall be maintained and worn in a neat and clean manner consistent with duties performed.

6. Exceptions

- A. There may be unique or reasonable circumstances for exceptions to this policy. Special projects or working conditions may give cause for relaxed dress standards, subject to the approval of the supervisor.

Contact Information:

Alan Hageman
Sergeant
Oregon State Police
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Document #: 633956

Tattoos / Body Art / Body Painting

Author:

Attributed: New Orleans Police Department

Location: USA LA New Orleans

Population: 370000

Sworn: 1300

Last Updated: 08/18/2014

Supplemental Resource(s):

 www.nola.gov/nopd (web)

Summary:

This policy is from the New Orleans, Louisiana, Police Department. Visible tattoos on the arm at or below the bend in the elbow must be covered by wearing a department approved uniform or approved accessory. Exception to this requirement is a single tattoo on one or both arms below the bend in the elbow that does not exceed dimensions of 2 1/2 by 4 1/2 inches. Visible tattoos on the head, face, neck, leg or other visible extremity not regulated by exception shall be covered at all times by wearing a department approved uniform, approved uniform part or accessory, or skin patch/bandage that is of a neutral color.

Document Text:

NEW ORLEANS POLICE DEPARTMENT
INTER-OFFICE CORRESPONDENCE

TO: All Department Members

DATE: 8/7/14

FROM: Ronal W. Serpas, Superintendent of Police

SUBJECT: General Order #977

Page 1 of 2

Effective immediately, Policy 1044 -- Personal Appearance Standards is revised, the major changes to this policy are as follows:

1044.6 -- Tattoos, shall now read as follows:

1044.6 TATTOOS / BODY ART / BODY PAINTING

While on duty, Department employees with tattoos, body art or body paintings displayed on a visible portion of their anatomy shall adhere to the following requirements:

(a) Tattoos: Visible tattoos on the arm at or below the bend in the elbow must be covered by wearing a department approved uniform or approved accessory. Exception to this requirement is a single tattoo on one or both arms below the bend in the elbow that does not exceed dimensions of 2 1/2 by 4 1/2 inches. Visible tattoos on the head, face, neck, leg or other visible extremity not regulated by exception shall be covered at all times by wearing a department approved uniform, approved uniform part or accessory, or skin patch/bandage that is of a neutral color (e.g. -- skin tone ACE Bandage or Band-Aid).

(b) Body Art / Body Painting: Visible body art or body painting on any extremity shall be covered at all times by wearing a department approved uniform or approved uniform part or accessory. For the purpose of this policy, body art or body painting is defined as tattooing or other markings beyond a 2 1/2 by 4 1/2 inch dimension displayed over a significant portion of a visible extremity.

The visible display of tattoos, body art or body painting that could reasonably or sensibly be construed as demeaning, political, sexually explicit, or offensive in nature shall be covered at all times by wearing a department approved uniform, approved uniform part or accessory, or skin patch/bandage that is of a neutral color (e.g. -- skin tone ACE Bandage or Band-Aid).

Sworn officers working in a covert assignment are exempt from the requirements under this section while performing their

official duties in an undercover plainclothes capacity.

1044.6.2 -- Employees Working Off-Hours Engaged in Department Business, shall now read as follows:

1044.6.1 EMPLOYEES WORKING OFF-HOURS ENGAGED IN DEPARTMENTAL BUSINESS

Uniform or plainclothes employees working off-hours outside of their normal tour of duty schedule who are engaged in Department Business activities (e.g., court appearance, attendance at an administrative hearing, business meetings or secondary employment assignments) are bound by personal appearance requirements outlined under this policy.

1044.6.3, Supervisors and Commanding Officer's Responsibilities, is deleted from this policy.

1044.11 - Supervisory Requirements, shall now read as follows:

1044.11 SUPERVISORY REQUIREMENTS

Members of the Department who are supervisors are expected and required to ensure that this policy is complied with by all personnel. To ensure compliance with the department's Personal Appearance Standards, supervisors shall conduct daily inspections of their subordinates during Roll Call Training and/or in their other contact with subordinates. Deviations from this policy shall be documented and disciplinary action should be taken against offending members. Supervisors shall not allow officers who are in violation of this policy to commence a tour of duty until violations are corrected.

Copies of this General Order shall be sent to each Bureau Commander. Commanders will provide copies of this General Order to each employee under his/her supervision.

A copy of this General Order was placed on the city's intranet system located at www.nopd.org. Cognizance cards will be completed by an employee's supervisor indicating receipt of the above regulation.

Policy 1044 was updated in the Policies/Procedures folder and can be located at www.nopd.org, Rules and Regulations, Policy and Procedure, 1000 Series -- Personnel.

SIGNATURE ON FILE
RONAL W. SERPAS
SUPERINTENDENT OF POLICE
Date Signed: 8/7/14
RWS/kjs

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Document #: 637992

Personal Appearance

Author:

Attributed: Saint Paul Police Department

Location: USA MN Saint Paul

Population: 289000

Sworn: 549

Last Updated: 10/09/2015

Supplemental Resource(s):

 www.stpaul.gov/index.aspx?NID=461 (web)

Summary:

This policy is from the Saint Paul, Minnesota Police Department. This policy specifies officer general appearance requirements and prohibitions.

Document Text:

Saint Paul Police Department Policy Manual

202.01 PERSONAL APPEARANCE

Department general orders pertaining to appearance (hair, mustaches and shaving, piercings, tattoos, etc.) apply to all officers.

Officers must be in compliance during any off-duty employment, regardless of their primary assignment.

The following will provide reasonable guidelines for uniformed personnel relating to personal appearance and grooming in the areas listed below.

* Hair on top of the head will be neatly groomed. The length and/or bulk of the hair will not be excessive or present a ragged, unkempt or extreme appearance. Hair will present a neat appearance. In all cases, the bulk or length of hair will not interfere with officer safety or with the normal wear of all standard police headgear. Haircuts presenting an "unusual appearance" that detracts from a professional image are prohibited.

* Sideburns, if the individual desires to wear them, will be neatly trimmed. The base will be a clean shaven horizontal line. Sideburns will not extend downward beyond the bottom of the earlobe, nor laterally to form what is commonly known as mutton chops. The face will otherwise be clean shaven.

* Wigs or hairpieces which conform to the regulations and are neat, clean and natural in appearance are permitted. No decorations or ornaments may be worn in the hair. Items used to hold hair in place will be concealed as much as possible and be similar in color to the daily uniform.

* Mustaches are permitted, but the face will otherwise be clean shaven. If a mustache is worn, it will be kept neatly trimmed. "Hitler" or "handle-bar" mustaches are not permitted. No portion of a mustache which extends beyond the corners of the mouth will fall below a line parallel with the bottom of the upper lip.

* Makeup, if worn, will be subdued and natural in appearance.

* Fingernails will be neatly manicured and will not extend more than one-quarter inch beyond the fingertip. Nail polish is permitted.

* Religious or medical notification-type necklaces may be worn under the shirt, but visible neck jewelry will not be permitted. Medical-alert bracelets may be worn.

* A Watch, or an equivalent way to detect time, is required.

* Rings may be worn.

* Earrings (One set, post type only) are permitted. Multiple earrings are prohibited.

* Body piercing of the nose, eyebrows or other visible body parts is prohibited. Branding, intentional scarring, or any form of intentional mutilation; to include objects inserted under the skin, pierced, split or forked tongue, and/ or stretched out holes in the ears are also prohibited.

* Tattoos Permanent or temporary tattoos that cover more than 25% of an exposed body area, such as forearm are prohibited while on-duty or while wearing the Saint Paul Police uniform. All tattoos that may be considered racist, sexist, gang related, obscene or sexually explicit, vulgar, indecent, extremist, prejudicial, anti-American, anti-social, or prejudicial to the good of the order, discipline, or morale must be removed or concealed at all times while on-duty or wearing the Saint Paul Police uniform. The chief of police will make the final determination as to what is or is not offensive. Tattoos on the neck, face, head, or scalp are also prohibited.

* Dental ornamentation of any type is prohibited.

Revised December 20, 2010

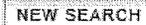
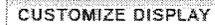
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**e-Libraries: Policies** Basic Search Boolean Search

Full-Text Display

Document #:
555816**Uniforms and Appearance**

Author:
 Attributed: Colorado Springs Police Department
 Location: USA CO Colorado Springs
 Population: 320000
 Sworn: 501

Last Updated: 07/24/2001

Supplemental Resource(s):

 www.colorado-springs.com/police/ (web)

Add to a Research Folder

Summary:

This policy from the Colorado Springs Police Department's General Orders Manual discusses Uniforms and Appearance. Although all officers of the Department are authorized to wear the General Police Uniform, the Patrol Bureau is the official uniformed branch of the Department. Subject to the approval of the Chief of Police, the Patrol Bureau will establish and maintain uniform standards applicable to all sworn officers. Specific to this document is the subject of badges and insignia, personal grooming and personal appearance.

Document Text:

Colorado Springs Police Department
 General Order

Topic: Uniforms and Appearance
 Order Number: 1663
 Approved Date: 12/10/1998
 Section 16: Professional Ethics and Discipline
 Supersedes/Dated: 05/22/1996

Colorado Springs Police Department Operations Manual

.01 PURPOSE: To establish standards for officers' personal appearance and wearing of the General Police Uniform.

.02 CROSS-REF: G.O. 1887, "Gun and Badge Retention"; Patrol SOP P1-72 "Police Uniform Standards"

CALEA STANDARDS 16.3.4; 22.2.7; 26.1.1; 26.1.3; 41.3.5

.03 DISCUSSION: The General Police Uniform of the Colorado Springs Police Department is an integral part of the image which the Department presents to the public. A neat, clean, and orderly appearance helps to create public confidence in the ability of the Department and its officers to perform their duties competently and efficiently. In addition, maintaining high standards of personal appearance is important to the morale and discipline of the officers themselves.

.04 POLICY: Although all officers of the Department are authorized to wear the General Police Uniform, the Patrol Bureau is the official uniformed branch of the Department. Subject to the approval of the Chief of Police, the Patrol Bureau will establish and maintain uniform standards applicable to all sworn officers. Specific information concerning the General Police Uniform and modifications for specialized units is contained in the "Uniform Standards" section of the Standing Operating Procedures (SOP) of the Patrol Bureau.

It is the responsibility of the Department to establish standards which assure that personal appearance does not interfere with or distract from effective performance of duties, in order that the performance be evaluated on its own merit. In order to maintain public respect, all officers of the Department will be properly attired, clean, neat and well-groomed, consistent with the provisions of this Manual. In all questions concerning the professional appearance of sworn personnel, the determination of the Chief of Police shall be final.

.05 DEFINITIONS:

.10 BADGES, CAP INSIGNIAS AND IDENTIFICATION CARDS: Officers will be issued appropriate badges, cap insignias and identification cards. These items shall not be altered, exchanged or transferred except by order of the Chief of Police. Officers shall not use another officer's badge, cap insignia or identification card, nor shall they permit any other person to use these items.

.12 PURCHASE OF FLAT BADGES: Officers may purchase flat badges through the Department and retain them during their employment with the Department. Procedures are as follows:

Requests will be by memorandum to the officer's Deputy Chief. Upon approval, the memorandum will be forwarded to the Financial Services Unit. Upon full payment by the officer, the badge will be ordered and will be issued upon its arrival. The Supply Office will note the purchase on the officer's equipment issue card.

Upon retirement or other termination of employment, the badge shall be returned to the Financial Services Unit for full reimbursement. If the officer is eligible for retention of the badge upon honorable retirement and elects to accept the flat badge, see G.O. 1887, "Gun and Badge Retention".

.25 GENERAL DUTY UNIFORM AND "CLASS A" UNIFORM: Neckties are not to be worn with the general duty uniform. The general duty uniform will consist of the regulation trousers and the long-sleeved or short-sleeved shirt, as directed in accordance with the season.

The Class A uniform consists of regulation trousers and long-sleeved shirt with the necktie and regulation hat (not the cap). The Class A uniform will be worn for official functions such as funerals, Police Memorial Day services, Medal of Valor ceremonies, and at such other times as the Chief of Police may direct.

.30 NON-UNIFORMED ASSIGNMENTS: Officers assigned to duties not requiring the wearing of the General Police Uniform shall dress in accordance with the standards established by the Bureau to which that officer is assigned. All such standards shall be submitted to the Office of the Chief of Police for final approval prior to adoption. Officers assigned to duties that require the wearing of the General Police Uniform shall not recognize officers in other assignments unless first addressed.

.32 OTHER ASSIGNMENTS – IDENTIFICATION: Officers assigned to duties not requiring the wearing of a recognizable Police Uniform shall be prompt to identify themselves when the necessity arises. Should it be necessary for an officer who is not identifiable by uniform to display a badge continuously, it shall be attached to the outermost garment over the left breast.

.50 PERSONAL GROOMING -- MALE OFFICERS: Male officers of the Department will conform to the following provisions, unless specifically exempted by the Chief of Police:

* Head hair may be permitted to grow naturally, but will be groomed and neatly trimmed so as not to present a ragged, bushy, unkempt or eccentric appearance. The hair shall not extend below the top of the shirt collar.

* Sideburns shall not extend beyond a point even with the bottom line of the ear lobe and shall extend in a clean-shaven, horizontal line. The flare (terminal portion of the sideburns) shall not exceed the width of the main portion of the sideburns by more than one-fourth of the unflared width. The sideburns shall be trimmed and neat in appearance.

* Mustaches are permitted if natural in color and short and neatly trimmed. Mustaches shall not extend below the vermilion border of the upper lip or the corners of the mouth and may not extend to the side more than one-half inch beyond the corners of the mouth. Handlebar mustaches are prohibited.

* Beards are prohibited, except by special permission of the Chief of Police. Officers, in going on-duty, must be clean-shaven in accordance with these provisions.

* If wigs are worn, they shall comply with the provisions of this section.

Supervisory personnel may require Department personnel to be photographed for documentation in enforcing provisions of this section.

.52 PERSONAL GROOMING -- FEMALE OFFICERS: Female officers of the Department will conform to the following provisions, unless specifically exempted by the Chief of Police:

* The bulk of the length of the hair shall not interfere with the normal wear of the General Police Uniform Cap.

* Hair may be worn to the shoulder. If the hair begins to drape over the shoulder or lie on the shoulder, it must be secured back by a plain fastener.

* Bangs shall not be visible on the forehead when wearing the General Police Uniform Cap.

* Hair will be kept from covering any part of the face; however, the ears may be covered.

* Only those items necessary to hold hair in place may be worn. Decorative accessories such as ribbons, barrettes, clips, etc., may not be worn.

* If wigs are worn they shall comply with the provisions of this Section.

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