

Abington Township Police Department Policy and Procedure Manual

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I. PURPOSE

The purpose of this general order is to establish guidelines to govern personal grooming and the wearing of the police uniform.

II. POLICY

It is the policy of the Abington Township Police Department that all sworn members and civilian employees present a neat and clean personal appearance and image to the general public. It is expected that supervisors at all levels inspect personnel on a continual basis.

III. PROCEDURE

A. Wearing of Uniforms

1. All sworn members assigned to patrol will wear the authorized uniform described in this general order, unless otherwise specified. Certain seasonal uniform additions or changes may be established by the Chief of Police.
2. All sworn members on duty shall wear uniforms or other clothing in accordance with established departmental procedures. Belts, shoes,

uniform shirts and pants, and equipment must be clean and cared for properly.

3. Off-duty wear of uniforms by members is prohibited. No uniform or part of the uniform may be worn by members while off duty or on leave. Division Commanders may authorize exceptions for funerals, military functions or similar activities.

B. Grooming

1. Employees will keep their persons clean and sanitary.

2. Hair Style

- a. Hair will be neat and clean in appearance at all times.

- b. The bulk length will not interfere with the normal wearing of police headgear required in the performance of duties; uniform hat must be able to remain on the members head without the hair pushing the hat up.

- c. Male Officers

- (1) The back of the hair will be neatly tapered, rounded or squared, and may extend down to the top of the collar.

- (2) Length of the hair in front will not fall lower than 2" above the eyebrows.

- (3) Sideburns must be neatly trimmed and should not extend below the middle of the ear.

- d. Female Officers

- (1) Hair will not interfere with the normal wearing of the police headgear required in the performance of duties.

- (2) While on duty, female officer's hairstyle should not extend below the bottom of the collar.

- (3) Conspicuous pins, barrettes and combs are not authorized.

e. Other Changes

- (1) Members may not have an altered appearance while on duty if such change causes public attention or reflects negatively upon the Department or its professional image.

3. Mustache

- a. Face will be clean shaven with the exception of wearing a neatly trimmed mustache. The lowest point of the mustache will be no lower than the lowest point of the bottom lip, and no more than ½" beyond the corners of the mouth

4. Body Modification

a. Tattoos/Branding

- (1) New tattoos, branding, or any other type of physical modification is not permitted if visible while the member is wearing any uniform of the day, including the short sleeve shirt.

b. Body Piercing

- (1) Visible body piercing, with the exception of the ear, is not permitted unless covered by the appropriate uniform of the day
- (2) Earrings, pierced or non-pierced, or any other "body jewelry" may not be worn by members while in uniform.

c. Other Appearance Changes

- (1) Members may not have an altered appearance while on duty if such change causes public attention or reflects negatively upon the Department or its professional image.

C. Uniform Specifications

1. Hat

- a. The uniform hat will be of the type and color issued by the department with a gold or silver state seal frontice piece. The silver frontice piece will be worn by Sergeants and Officers. The gold frontice piece will be worn by Lieutenants and above.

- b. The hat is to be worn at all times with the exception of:
 - (1) While at headquarters
 - (2) Operating the patrol vehicle
 - (3) When not practical (heavy winds), or
 - (4) When the member's safety is in question.
- c. During extreme cold weather, members may wear the Gore-Tex fabric trooper style hat which will have the state seal on the front brim.

2. Trousers

- a. To be police and fire blue with an air force blue stripe for officers and sergeants. Lieutenants and above trousers will be police and fire blue with a gold stripe on an air force blue overlay on the outer side of each pant leg.

3. Shirts

a. Short Sleeved Shirts

- (1) Will be the uniform of the day from June 1 to September 14, unless specifically changed by the ranking Patrol Division Supervisor on duty due to special circumstances, etc.

b. Long Sleeved Shirts

- (1) Will be the uniform of the day from November 1 to April 14, unless specifically changed by the ranking Patrol Division Supervisor on duty due to special circumstances, etc.
- (2) Long Sleeved Shirts will always be worn with a police and fire blue velcro breakaway tie unless specifically changed by the ranking Patrol Division Supervisor on duty due to special circumstances, etc., or as specified below in 3, c.

c. Turtleneck Shirts

- (1) The turtleneck will only be worn when the winter uniform (long sleeve shirt) is authorized.

- (2) The turtleneck will only be worn by members assigned to field duties. Each member must maintain a uniform tie within police headquarters, and have it available for dress functions.
- (3) The only turtleneck to be worn is the one purchased through the clothing order or one approved by the Chief of Police.
- (4) When the turtleneck is worn, the top uniform shirt will be left open and no tie will be worn.
- (5) If the turtleneck is not worn, the long sleeved shirt will be worn with a policed and fire blue velcro breakaway tie.
- (6) Between the dates of April 15 to May 31, and September 15 to October 31, the individual member may use his/her discretion in wearing either the long sleeved shirt and tie or a short sleeved shirt.
- (7) When wearing open necked shirts, only solid blue undershirts may be worn. Either a blue, black or white vest can be worn.

4. Ties

- a. The appropriate tie will be police and fire blue velcro breakaway. Members assigned to field duty will not wear ties that completely circle the neck. This is done for the member's safety.

D. Required Uniform Devices

1. Insignias

- a. The Chief of Police, Deputy Chief of Police, and Lieutenants will wear their rank insignia on the jacket epaulets.
 - (1) The Pennsylvania State seal emblem will be worn on both sides of the uniform shirt collar.
- b. Sergeants will wear chevrons on each shirt, jacket or sweater (if outer garment) sleeve.

2. Emblem

- a. The Department shoulder patch will be worn on both sleeves centered one inch (1") down from the shoulder seam.

- b. Special Unit emblems are to be worn on the right sleeve centered one inch (1") down from the shoulder seam.
 - (1) In the event a member belongs to more than one special unit, the patch worn will be the member's personal preference, but in no case will more than one patch be worn on that sleeve.

3. Badge

- a. The official Abington Township Police Department badge will be worn in the badge tab located over the left breast pocket. The badge will be worn on the outer garment by all sworn members when in uniform.
- b. Seniority Service Recognition
 - (1) Patrol Officers, based on their seniority, will be issued badges numbered one (1) through ten (10).

4. Name Plate

- a. To be worn centered over the right breast pocket flap.
- b. The name plate is required on the uniform shirt and all outer garments.

E. Optional Uniform Devices

1. Service Insignia

- a. All uniformed members will be issued a "Service" pin. On the pin will be the wording "Serving Since". Between the words "Serving Since" will be the year the member began serving as a police officer with the Abington Township Police Department.
- b. Service pins will be worn just below the name tag on the right side of the uniform shirt, jacket or wooly-pully sweater.
- c. The service pin will interlock with the name tag, creating a neat appearance.
- d. The service pin will be silver in color for Sergeants and Patrol Officers. The pins will be gold in color for uniformed Lieutenants and the Chief of Police. All pins will have black lettering.

- e. If the pin is lost, stolen or damaged, it will be replaced through the member's clothing allowance.
- f. Qualifications
 - (1) Service pins will be issued to all uniformed members currently working for the Abington Police Department.
 - (2) Service pins will be issued to new officers after they have successfully completed their probationary period.
 - (3) Uniformed members of the Abington Police Department are required to maintain a service pin that accurately reflects their service with the Department.

2. Commendation Medals and Ribbons

- a. Ribbons and Medals may be worn in accordance with the guidelines for awards as set forth below:
 - (1) May be worn in a combination ladder approved and issued by the Department through the Commendation Review Board.
 - (2) Only those medals/ribbons issued by the Department, and authorized by the Chief of Police, may be worn.
 - (3) Ribbons/medals are to be worn in the same manner as the name plate described in section D, Required Uniform Devices.
- b. Ribbons will be worn directly above the name plate and serving since pin.
- c. The name plate and serving since pin will also be worn on the ladder.

3. Black Bands

May be placed on the police department badge:

- a. Up to one month in the event of a local (Delaware Valley) police officer killed in the line of duty.

- b. Up to one week in the event of a current or retired Abington police officer dying from causes not related to duty incurred injuries.
- c. For a length of time when authorized in writing by the Chief of Police for suitable situations not covered above.

4. Optional Items

- a. The following optional uniform device items will be worn centered on the police uniform shirt right side pocket flap:
 - (1) Physical Fitness Citation Device;
 - (2) Drug Abuse Resistance Instructor Device;
 - (3) Certified National School Resource Officer Device;
 - (4) United States of America Flag Device.
- b. Only one optional uniform device item may be worn on the shirt at any given time.

F. Uniform Outer garments

1. Winter Jacket

Will be an issued item through the quartermaster system. The Department shoulder patch will be worn on both sleeves centered one inch (1") from the top seam. Special Unit patches to be worn on the right sleeve centered one inch (1") from the top seam. Zip out lining will be worn as needed.

2. Reversible Bomber Jacket

Dark Navy reversing to Fluorescent Yellow. The Department shoulder patch will be worn on both sleeves on the dark navy side of jacket only centered one inch (1") from the top seam. Where needed, Special Unit patches will be attached to the right sleeve in place of the police patch. Where needed, Sergeant chevrons will be attached to each sleeve underneath the shoulder emblems.

3. Lightweight Reversible Raincoat

Black reversing to Fluorescent yellow.

4. Sweater

Military Commando style V neck, lined or unlined, dark navy blue in color, with epaulets. May be worn as an outer garment. All items required while wearing the overcoat are also required while wearing the sweater (patches, nameplate, etc.)

5. Rain Coat

Will be issued through the quartermaster system. Can be replaced as needed. The member has the option of wearing the full length fluorescent rain coat for visibility in inclement weather. During extreme weather conditions members may elect to wear a two piece rain outfit.

6. Gloves

To be worn appropriate for the weather.

G. Uniform Leather Gear

1. Only Department approved leather gear may be worn while in uniform.
2. The gun belt will be worn over a black pants belt.
3. Holsters will be worn appropriate to the shooting hand.
4. Magazine with case to be worn on opposite side of gun, in front for quick access.

H. Safety Equipment

1. The Expandable Baton
 - a. To be issued equipment and carried by sworn members after the required Department training.
2. Oleoresin Capsicum (OC) Aerosol Restraint Spray
 - a. After completion of their training, all on-duty sworn members, regardless of rank or assignment, will carry the Department-issued pepper spray and holder on their person.
 - b. Exceptions: Members are released from this requirement under the following two circumstances:
 - (1) While working inside the Police Department;
 - (2) While on approved undercover details.

I. Uniform Foot Wear

1. Shoes and Boots

- a. Bates black leather low style shoe may be worn anytime. Mandatory for ceremonies, parades and other functions requiring a full dress uniform.
- b. All boots and shoes must be polished. Boots may be worn anytime with the exception of when a full dress uniform is required.
- c. Boots -Only Department issued boots may be worn while in uniform.

2. Socks

- a. Will be black or dark blue unless worn under high top boots.

J. Miscellaneous Items

1. Wearing of sunglasses.

- a. Sunglasses of conservative size, color, and design may be worn with the uniform. Mirrored sunglasses are prohibited.
- b. Sunglasses shall be removed while indoors and during conversations with the public or a supervisor.

2. Jewelry While in Uniform

- a. Jewelry or personal ornaments shall not be affixed to any part of the uniform or equipment, except those authorized by this general order.
- b. Finger rings may be worn on the hands within reason.
- c. While in uniform, earrings may not be worn by members
- d. Chains around the neck will be permitted if they are not conspicuous when wearing the summer uniform shirt with open collar.

3. Identification Cards

- a. Every member on duty in uniform or in plain clothes shall carry an official police identification card. It shall be displayed when necessary to establish credentials.

4. Smokeless Tobacco

- a. The use of smokeless tobacco, chew or similar products, is prohibited from use by all members of the Department while on duty.

K. Civilian Clothing

1. All personnel required to wear civilian clothing in the course of their normal duties, such as court appearances, will dress appropriately, i.e., shirt and tie, sport coat or suit.
2. All female officers will dress in a professional manner.
3. Exceptions to this dress code during normal working hours will be made at the discretion of the Division Commander or duty supervisor when necessary for duties such as undercover investigations, raids, etc.