

ELIZABETH POLICE DEPARTMENT GENERAL ORDERS



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SUBJECT: UNIFORMS, APPEARANCE, AND EQUIPMENT

EFFECTIVE DATE:

October 6, 2020

ACCREDITATION STANDARDS:

N/A

BY THE ORDER OF:

Chief Giacomo Sacca

BY AUTHORITY OF:

Police Director Earl J. Graves

SUPERSEDES ORDER #:

General Order #129/ G.O. V. 2. C. 14. dated November 2015.

PURPOSE The purpose of this general order is to establish a standard for uniforms, appearance, and the possession of ancillary personal equipment while on duty.

POLICY It is the policy of the Elizabeth Police Department to establish and maintain a uniform appearance that facilitates rapid identification, provides for consistency, and presents a professional image consistent with our mission.

Personnel shall only utilize uniforms per the specifications contained within this general order. The creation of individual uniform variations and the addition of items such as patches, insignia, or pins not specifically authorized by the Chief of Police or named in this general order is prohibited.

All personnel are to adhere to the professional grooming standards contained in this order. It is the policy of the Elizabeth Police Department that these standards apply to all personnel, regardless of rank or assignment.

The policing function also requires that all sworn personnel have the necessary ancillary equipment readily available for use at any time. This personal equipment may be issued by the department or obtained by the employee. It is the policy of the Elizabeth Police Department that sworn officers will maintain possession of such ancillary equipment while on duty.

The standard uniform of the police department is a long sleeve shirt. Unless specified by an active order, personnel may wear an alternate short sleeve shirt between May 1 and October 1 every year. Officers may wear long sleeves or an authorized outer garment at any time as part of their duty uniform. All outer clothes, except for Class A uniforms, must accommodate the proper placement of the agency Body-worn Recorder.

PROCEDURES

I. GENERAL PROVISIONS

- A. Police officers and certain civilian employees of the police department shall wear uniforms, adhere to department professional grooming standards, and use the equipment prescribed for their rank and duty.
 - 1. Commanding officers shall inspect new uniform apparel or equipment parts before they may be worn or used. Inspecting officers shall reject any item of uniform or equipment that does not conform to department specifications.
 - 2. Immediate supervisors are directly accountable for the uniform appearance and adherence to the department's professional grooming standards of their subordinates.
 - 3. All supervisors, regardless of assignment, are mandated to take action and enforce the provisions of this general order when violations are encountered.
- B. Police officers and certain civilian employees are responsible for the use as authorized and the proper care of their equipment. Uniforms shall be kept neat, clean, and well-pressed at all times. Equipment must be clean, in good working order, and conform to departmental specifications, including the proper uniform color. Uniforms that have lost significant luster, faded into a shade other than navy blue, and have frayed are not acceptable.
- C. Police officers losing or damaging their badge, hat shield, duty handgun, or any other item of city-issued equipment shall immediately notify their commanding office of the facts by the submission of a detailed private report.
 - 1. In addition to the private report, an incident report will also be submitted to document the lost or stolen property.
 - 2. As soon as practicable, the commanding officer shall ensure that the appropriate NCIC database entry and corresponding NJCJIS broadcast are made for any identifiable item of lost equipment.
 - 3. The commanding officer shall then cause an investigation to commence relative to the loss or damage of city-issued equipment.
 - 4. After reviewing the results of the investigation, the commanding officer shall recommend whether to initiate disciplinary charges.
- D. Police officers are required to execute a receipt when the police department issues any equipment. The City of Elizabeth issued equipment shall remain the property of the department and shall be returned upon the police officer's separation or suspension from the department.
- E. Police officers are responsible for the care of fixed or movable department property that has been assigned to their use or custody. In the event that city property is found bearing evidence of damage that has not been reported, it shall

be prima facie evidence that the last person using the property or vehicle was responsible.

- F. Each police officer is required to pay the cost of repair for negligent damage to or cost of replacement for the negligent loss of the duty handgun, badge, hat shield, or any other item of city-issued equipment.
- G. Uniform equipment that has been damaged in the line of duty may be eligible for replacement by the police department. Personnel, who have had equipment damaged during a line of duty incident, may submit a private report to the Chief of Police via the chain of command. If a replacement is approved, the department will purchase the item.
- H. Auxiliary police and parking enforcement officers shall adhere to all of the uniform requirements as ordered for the police sworn personnel, with the following exceptions:
 - 1. All shirt and jacket styles shall be in French blue;
 - 2. Shoulder patches shall be designated 'Auxiliary Police' or 'Parking Enforcement' accordingly.

II. PROFESSIONAL GROOMING STANDARDS

A. Males:

- 1. Shall wear hairstyles that are always neatly trimmed . Hair may not protrude over the top of the shirt collar or over the middle of the ear, and sideburns shall not extend below the bottom tip of the earlobe or be any wider than one inch. Hair must not interfere with the wearing of all standard headgear. Hair ornamentation and adornment, or the use of pins or elastic bands are not permitted. Hair coloring, if used, will be of a natural shade. Unnatural colors (green, purple, blue, etc.) are prohibited.
- 2. Mustaches, if worn, will be neatly trimmed and shall not exceed one half of an inch beyond or below the corner of the mouth.
- 3. Beards are not permitted. In limited circumstances, the Chief of Police may authorize the wearing of a beard for special assignments, religious accommodation, or medical exception.
 - a. Officers requesting religious accommodation for the wearing of a beard must submit a private report through the chain of command to the Chief of Police for approval.
 - b. Officers seeking a medical exception for shaving must provide documentation from a physician. The medical doctor's documentation must include the name, address, signature and telephone number of physician, date of visit, a full description of the medical condition, a list of restrictions, and date the officer is projected to return to duty without restrictions. Documentation must be updated every 90 days. Officers seeking medical exceptions may be subject to an examination by a medical doctor hired by the Police Department.

- c. All authorized facial hair is to be kept neatly trimmed with length restricted to 1/8 inch. Goatees, designer beards, or "chin strap" beards are strictly prohibited.
4. Visible jewelry is not permitted except for a wedding band and wristwatch. Earrings and facial piercings are not allowed.
5. Fingernails shall be clean and neatly trimmed and shall not extend beyond the tips of the fingers.

B. Females:

1. Shall wear neat hairstyles, present a professional appearance, and does not extend below the top of the shirt collar. When in uniform, hair must be secured in a manner designed to minimize injury and tactical disadvantage. Hair must not interfere with the wearing of all standard headgear. Hair securing devices must correspond with hair color or uniform color. Ornamentation is not permitted. Unnatural hair colors (green, purple, blue, etc.) are prohibited.
2. Visible jewelry is not permitted except for a wedding band and wristwatch. Facial piercings are not allowed. Stud earrings are permissible.
3. Cosmetics may be worn provided they are subdued and blended to match the natural skin color of the individual. False eyelashes are not permitted.
4. Fingernails shall be clean and trimmed. Nails shall not extend beyond the tips of the fingers. Fingernail polish, if worn, shall be clear or natural.
5. In limited circumstances, an exception to the grooming standards may be authorized by the Chief of Police.

C. Tattoos or Similar Markings (All Employees)

1. Tattoos, scarifications, or brandings located on the head, neck, or hands are prohibited. A tattooed wedding ring band is permissible.
2. Depictions of nudity or violence, sexually explicit or vulgar art, words, phrases or profane language; symbols likely to offend other members, employees, or members of the public, i.e., swastikas, pentagrams or similar symbols; initials, acronyms, or numbers that represent criminal or historically oppressive organizations, i.e., AB, KKK, SS, MM, BGF, HA, 666 or any street gang names, numbers and/or symbols; or, any language or depiction that may impair or disrupt the operations of the department, or is inconsistent with the mission of the department, are prohibited.
3. The Chief of Police, at his discretion, may require any employee while at work to cover up an existing tattoo, scarification, or branding.

- D. Any employee who has been granted by the Chief of Police an exemption to one or more of the grooming standards will be issued, through the Office of Professional Standards, a written exemption notice. The noted exception will expressly state which grooming

standard(s) the employee is exempt from, limitations in duty assignment, if any, as well as a date when the exemption notice expires. This notice is to serve as a waiver for disciplinary action for the specific grooming standard exempted. The supervisor of the Office of Professional Standards shall maintain a record of all current and past exemption waivers. OPS shall post the exception in the subject officer's PowerDMS document folder and ensure that the notice is available to the officer's immediate supervisors.

III. EQUIPMENT

- A. Regulation items supplied by the city to police officers entering police service are:
1. Helmet;
 2. Patrol bag;
 3. Body armor – typically replaced every 5 years;
 4. Gas mask and pouch (filters replaced as expired);
 5. Tyvek[®] suit and butyl gloves;
 6. MEB;
 7. MEB holder;
 8. Title 2C manual;
 9. Title 39 manual;
 10. Rules and regulations, general orders, in-service training bulletins, by electronic means;
 11. Duty handgun;
 12. Handgun light;
 13. Magazines (2);
 14. Duty holster;
 15. Magazine pouch;
 16. Oleoresin capsicum (OC);
 17. OC pouch;
 18. Police radio;
 19. Police radio pouch.

- B. Police officers shall purchase, at their own expense, all items of equipment not supplied by the city, including:
1. Uniforms as specified in this general order (i.e., shirts, pants, boots, hat, jackets, belts, socks, undershirt);
 2. Whistle (traffic style);
 3. Flashlight;
 4. Handcuffs;
 5. Handcuff case;
 6. Dependable wristwatch;
 7. Ballpoint pen (black ink);
 8. Inclement weather gear.
- C. Police officers in uniform and on duty shall carry or have available for use, all articles listed below:
1. Monadnock Expandable Baton – The MEB-22 is the official carry baton utilized by Elizabeth Police personnel. Other batons are not authorized. All personnel assigned to field operations shall carry the MEB-22.
 2. Handcuffs – Police officers may use handcuffs on an arrestee/prisoner to prevent that prisoner from escaping or injuring others, or on a mentally ill person to restrain that person from injuring themselves or others in accordance with existing general orders.
 3. Keys for departmental (cellblock) handcuffs – When police officers apply (cellblock) departmental handcuffs, two keys must always be available.
 - a. One key retained with securing officer.
 - b. One key left at the desk. Prior to using handcuffs, each police officer shall be certain that the key to open them is readily available.
 4. Traffic whistle – Police officers shall use the traffic whistle to summon assistance and to divert traffic. All uniformed police officers shall have a traffic whistle in their possession.
 5. Inclement weather garments – Police officers shall equip themselves with a raincoat, and additional equipment to function efficiently in foul weather conditions.
 6. Badge, nametag holder, hat shield, and other insignia – When in uniform, officers shall wear the regulation badge and nametag on the outside of the outermost garment. Embroidered names and badges per this general order are acceptable for the ranks of patrolman and sergeant. Lieutenants may wear embroidered badges on uniform shirts specifically designed for an

outer vest carrier (e.g., Blauer®, ArmorSkin®, etc.). The positions of Captain and above are prohibited from wearing embroidered badges.

7. Hats shall be worn during the performance of regular duty when practical. Hats must be worn on all traffic assignments, parade details, walking posts, and when specifically ordered by a commanding officer.
- D. Police officers wearing civilian clothing shall carry the official badge and police identification card on their person at all times and in such a manner as to permit ready display when required.
- E. Police officers shall carry or have available when needed, all of the items prescribed for their rank, position, or assigned duty.
- F. Police officers shall maintain all items of equipment in a serviceable condition and shall make replacements when the need arises, or when ordered to do so by their commanding officer.
- G. Police officers in uniform shall carry their duty handgun in a holster, which has been approved by the Chief of Police. Non-uniformed and off duty personnel shall use a holster, which prohibits the removal of weapon without undoing a safety feature.
- H. Body armor shall be worn concealed below a uniform shirt or in a carrier that is designed to look identical to a uniformed shirt (e.g., Blauer®, ArmorSkin®, etc.). Members of the emergency service unit may wear outer vest carriers not resembling a uniformed shirt during tactical operations, as can non-uniformed personnel such as detectives and plain-clothes police officers. Personnel not explicitly named in this section are strictly prohibited from utilizing outer vest carriers that do not resemble a uniform shirt.

IV. PURCHASE OF REGULATION UNIFORM

- A. Police officers shall purchase items of the regular uniform to comply with this general order.
- B. Normally, officers will wear the duty uniforms on a tour of duty; however, commanding officers may prescribe other clothing as required by the nature of the duty when a particular member is assigned, or when necessary to meet a particular law enforcement objective.
- C. Certain civilian employees required to wear a uniform shall purchase items of their regulation uniform to comply with the regulations as set by the police director.

V. UNIFORM SPECIFICATIONS

- A. Daily duty uniform for all ranks – The daily duty uniform will allow for various manufactures and products. However, the trouser and shirt worn must be from the same manufacture and material blend. For example, a shirt made of 100% Polyester from Elbeco® must be worn with Elbeco® trousers made of 100% Polyester. Matching trousers and shirts are detailed below:
 1. 100% Polyester – dark navy blue:

- a. Blauer Trouser Style # 8650;
 - b. Blauer Trouser Style # 8652P8F (with side cargo pocket);
 - c. Blauer Long Sleeve Style # 8600Z;
 - d. Blauer Short Sleeve Style # 8610Z;
 - e. Elbeco Trouser Style # E8929R;
 - f. Elbeco Trouser Style # E8875RN (with side cargo pocket);
 - g. Elbeco Long Sleeve Style # 314N;
 - h. Elbeco Short Sleeve Style # 3314N;
 - i. Flying Cross (Fechheimer) Trouser Style # 98280;
 - j. Flying Cross (Fechheimer) Style # (with side cargo pocket);
 - k. Flying Cross (Fechheimer) Long Sleeve Style # 34W7886Z;
 - l. Flying Cross (Fechheimer) Short Sleeve Style # 87R7886Z.
2. 55% / 45% Polyester / wool trousers with 65% / 35% Polyester / Rayon shirts – dark navy blue:
- a. Flying Cross (Fechheimer) trouser style # 92280;
 - b. Flying Cross (Fechheimer) long sleeve style # 47W6686;
 - c. Flying Cross (Fechheimer) short sleeve style # 97R6686.
3. 75% / 25% Polyester / wool trousers with 75% / 25% Polyester / wool shirts – dark navy blue:
- a. Blauer trouser style # 8561P7;
 - b. Blauer trouser style # 8561-1 (with side cargo pocket);
 - c. Blauer long sleeve style # 8450;
 - d. Blauer short sleeve style # 8460.
4. 70% / 28% / 2% Polyester / Rayon / Lycra trousers with 68% / 30% / 2% Polyester / Rayon / Lycra shirts – dark navy blue:
- a. Flying Cross (Fechheimer) trouser style # 39400;
 - b. Flying Cross (Fechheimer) trouser style # 39300 (with side cargo pocket);

- c. Flying Cross (Fechheimer) long sleeve style # 45W6986;
 - d. Flying Cross (Fechheimer) short sleeve style # 95R6986.
5. Trousers may have creases sewn in the front of each leg for a professional and clean look.
6. Long sleeve and short sleeve shirts will have the City of Elizabeth Police Department patch on both sleeves and plastic buttons. (Metal buttons are no longer accepted).
- a. All supervisors are to wear rank specific insignia on their shirt epaulets and collar. Epaulet insignia may be metal or embroidered. Collar insignia must be metal.
 - b. Sergeants will have royal blue sergeant chevrons on each sleeve under the department patch.
 - c. Personnel in navy blue uniforms may wear one royal blue hash mark on their left sleeve beginning 1.5" from the cuff for every 5 years of service.
 - d. Personnel in white uniform shirts may wear one gold hash mark on their left sleeve beginning 1.5" from the cuff for every 5 years of service.
 - e. Former and current members of the United States military may additionally begin their hash marks with one red hash mark.
 - f. All personnel may wear long sleeve shirts with a black clip-on tie and tie tack. The tie tack shall be plain silver or silver with an Elizabeth Police department insignia. Instead of a tie, long sleeve shirts may also be worn with a turtleneck, mock turtleneck shirt, as described in section IV. D 6, or a black crew-neck shirt.
7. Shirts may be worn as follows with trousers that have a side cargo pocket:
- a. City of Elizabeth Police Department patch on both sleeves
 - b. Department badge embroidered directly on the left chest with the police officer's badge number.
 - c. Black name strip with the police officer's first Initial and last name embroidered in .45 silver block lettering on the right chest.
 - d. The backsides of uniform shirts are not to be embroidered unless authorized by the Chief of Police.

B. Class A Uniform shirts for the rank of lieutenant to the chief:

1. 100% Polyester – White

- a. Blauer long sleeve style # 8600Z;
- b. Blauer short sleeve style # 8610Z;
- c. Elbeco long sleeve style # 310N;
- d. Elbeco short sleeve style # 3310N;
- e. Flying Cross (Fechheimer) long sleeve style # 33W7800Z;
- f. Flying Cross (Fechheimer) short sleeve style # 85R7800Z;

2. 68% / 30% / 2% Polyester / Rayon / Lycra – White:

- a. Flying Cross (Fechheimer) long sleeve style # 45W6900;
- b. Flying Cross (Fechheimer) short sleeve style # 95R6900.

3. Long sleeve and short sleeve shirts will have City of Elizabeth Police Department patch on both sleeves and plastic buttons. (Metal buttons are no longer accepted).

4. Rank specific insignia will be worn on the epaulets with either a metal or embroidered insignia. All supervisors are to wear metal rank specific insignia on their shirt collar.

5. Long sleeve shirts shall be worn with a black clip-on tie and tie tack. The tie tack shall be plain gold or with an Elizabeth Police Department insignia.

C. Hat to be worn with department-issued hat shield:

- 1. Eight point solid navy cap NYPD style;
- 2. Black ribbed band with silver buttons for patrolmen and detectives;
- 3. Gold snake band with gold buttons for the rank of sergeant and above;
- 4. The Chief and deputy chiefs shall also have five gold braid scrambled oak leaves on the brim of their hat.

D. Footwear:

- 1. Black oxford;
- 2. Black boot;
- 3. Black sneaker style shoe (must be approved by the patrol commander);
- 4. Socks must be black or dark navy.

- E. Turtleneck shirts:
 - 1. Blauer T-neck style # 8100X;
 - 2. Blauer mock T-neck style # 8110X;
 - 3. Flying Cross (Fechheimer) T-neck style # 52586;
 - 4. Flying Cross (Fechheimer) mock T-neck style # 52686;
 - 5. Full turtleneck or mock turtleneck shirts in navy blue;
 - 6. For black shirts EPD embroidered in silver in .52 Ariel dark font;
 - 7. For white shirts EPD embroidered in gold in .52 Ariel dark font.

- F. Dress blouse – Flying Cross Style # 34891:
 - 1. City of Elizabeth Police Department patch on both sleeves;
 - 2. 4 gold City of Elizabeth buttons of front;
 - 3. 4 gold New Jersey State Seal buttons on pocket flaps.

- G. Dress Trousers – Flying Cross style # 92280.

- H. Unit Pins - Current and former members of the emergency service unit, honor guard, UAS Pilots, and patrol rifle may wear the current unit pin on their daily and dress uniforms.

- I. Outerwear:
 - 1. Blauer style # 9910Z – Navy, City of Elizabeth Police Department patch on both sleeves.
 - 2. The following jackets have inner liners that can be worn as standalone jackets (2 in 1). City of Elizabeth Police Department patch on both sleeves
 - a. Blauer outer jacket style # 9820;
 - b. Blauer inner liner jacket style # 4460;
 - c. Elbeco outer jacket style # SH3204;
 - d. Elbeco inner liner jacket style # SH3504
 - 3. Taylor's Leatherwear (Taylorsleatherwear.com) - style Patterson # 44202 - black, City of Elizabeth Police Department patch on both sleeves.
 - 4. 5.11 Tactical Fleece Style # 48038 – Navy
 - a. City of Elizabeth Police Department patch on both sleeves;

- b. Department badge embroidered directly on the left chest with the police officer's badge number;
 - c. Black name strip with the police officer's first initial and last name embroidered in .45 silver block lettering on the right chest;
 - d. On the back – a 3-inch by 9-inch black panel with ELIZABETH POLICE (2 lines – Elizabeth over Police) in silver lettering.
- J. Raincoats:
- 1. High-visibility yellow full or hip length coats are approved. Must be ANSI approved
 - 2. Rain cap shall be designed to fit an 8-point hat without breaking the crown. It must be waterproof and reversible to high-visibility yellow.
 - 3. Chief and deputy chief raincoats will be navy blue, double breasted with a belt (NYPD Style).

VI. EMERGENCY SERVICE UNIT

- A. Due to the nature of the work performed, the police department will issue uniforms and protective equipment for the emergency service unit. Emergency service unit uniforms remain the property of the police department and must be returned to the agency when personnel are no longer assigned to the unit.
- B. Trousers:
- 1. Blauer 8810X – navy;
 - 2. Sewn in front creases.
- C. Shirts – Blauer style # 8730:
- 1. City of Elizabeth Police Department patch on both sleeves
 - 2. Navy blue panel with white block lettering (ELIZABETH EMERGENCY SERVICE UNIT);
 - 3. Navy name strip with the police officer's first initial and last name embroidered in .45 white block lettering on the right chest;
 - 4. On the back – a 3-inch by 9-inch navy panel with (ELIZABETH EMERGENCY SERVICE UNIT) (2 lines – Elizabeth over Police) in white lettering;
 - 5. Navy tab with ESU in white letters on each collar.
- D. Job Shirt – 5.11 style # 72314:
- 1. City of Elizabeth Police Department patch on both sleeves

2. Navy blue panel with white block lettering (ELIZABETH EMERGENCY SERVICE UNIT);
3. Navy name strip with the police officer's first initial and last name embroidered in .45 white block lettering on the right chest;
4. On the back – a 3-inch by 9-inch navy panel with (ELIZABETH EMERGENCY SERVICES UNIT) (2 lines – Elizabeth over Police) in white lettering.

VII. TRAFFIC DIVISION

- A. Breeches – Flying Cross (Fechheimer) style #34236 – navy with 1.5 inch French blue polyester stripe.
- B. Shirts – Same as officer shirts described in section IV. A. & B., but with the traffic wheel patch on the left sleeve.
 1. Alternate Traffic Division shirt- top half royal blue, bottom half navy blue, with reflective stripe, "Elizabeth Police" in reflective lettering on back. Name embroidered on right breast, Elizabeth Police shield and number embroidered on left breast.
 - a. Elbeco K5213 short sleeve
 - b. Elbeco K5223 long sleeve
- C. Outerwear:
 1. Spiewak jacket style # S-318;
 2. Spiewak rain pants style # 1785.
- D. Leather jacket:
 1. Taylor leather – NYPD full-length leather jacket style # 4497Z;
 2. City of Elizabeth Police Department patch on both sleeves.
- E. Leather gear for over the leather jacket:
 1. JP plain leather duty belt style # 400A;
 2. JP plain leather cross strap style # 1435;
 3. JP plain leather D-rings style # S4428.
- F. Hat:
 5. Solid navy crush cap;
 6. Black ribbed band;

7. Gold snake band.
- G. Hat Badge – Smith and Warren Style # M810:
1. Top panel in black lettering 'ELIZABETH PD';
 2. Bottom panel in black lettering 'MOTOR UNIT'.

VIII. COMMUNITY AFFAIRS

A. Same Uniform Standards as in Section IV.

1. Alternate Community Affairs shirt- top half royal blue, bottom half navy blue, with reflective stripe, "Elizabeth Police" in reflective lettering on the back. Name embroidered on the right breast, Elizabeth Police shield and number embroidered on the left breast, "Community Affairs embroidered on right sleeve. The only authorized shirts are as follows:
 - (1) Elbeco K5213 short sleeve
 - (2) Elbeco K5223 long sleeve

IX. TRAFFIC ASSIGNMENTS

A. Officers working traffic details or extra duty traffic control assignments are authorized to wear an ANSI II approved high visibility yellow shirt. With reflective stripe, "Elizabeth Police" in reflective lettering on the back, name embroidered on the right breast, Elizabeth Police shield and number embroidered on the left breast. The only authorized shirts are as follows:

1. Elbeco K5216 short sleeve
2. Elbeco K5226 long sleeve

B. Officers working regular patrol duty, traffic details, or extra duty traffic control assignments are authorized to wear an alternate to the eight-point uniform hat as described in section V. subsection C. Specifications for the alternate caps are as follows:

1. A navy blue or black baseball type cap with "Elizabeth Police," and the City of Elizabeth Seal embroidered in grey.
2. A knit style hat with "Elizabeth Police," and the City of Elizabeth Seal embroidered in grey.
3. The only agency approved alternate caps are sold in the office of PBA local #4.

X. UNIFORM FOR ALTERNATE DUTY

- A. Personnel in administrative positions requiring physical activity that is not conducive to the use of a uniform specific to the regulations of section IV may wear an alternate uniform authorized by the Chief of Police.
- B. Alternate duty uniforms shall consist of the following:
 - 1. A collared style shirt in black or navy blue, embroidered with the agency patch, officers shield, or unit logo;
 - 2. Tactical style cargo pants in black, dark grey, navy blue, or tan.

XI. DETECTIVE BUREAU AND JUVENILE DIVISION

- A. Detective Bureau and Juvenile Division supervisors daily attire will be:
 - 1. Long sleeve dress shirt and tie with dress pants or khaki pants.
 - 2. Business appropriate attire for female supervisors.
- B. Detectives will wear :
 - 1. Long sleeve dress shirt with neck tie and dress or khaki pants for male detectives.
 - 2. Business appropriate attire for female detectives.
 - 3. Optional attire is authorized EPD Detective Bureau embroidered polo shirt with dress or khaki pants.
 - 4. Denim jeans, sneakers and work boots are prohibited.
- C. For court appearances and special functions, unless otherwise directed, all male investigative personnel will wear long sleeve shirt and neck tie and dress pants. Female investigative personnel will wear business appropriate attire.
- D. Reasonable discretion of attire is permissible for investigative personnel who are on scene due to an ON CALL assignment, however, as representatives of the Elizabeth Police Department, investigative personnel shall at all times maintain appropriate professional police image in their demeanor, appearance, and attire.
- E. All detectives are required to have readily available a complete and serviceable uniform for use in emergent situations.