



DEPARTMENTAL  
GENERAL  
ORDER

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Uniforms and Equipment

Automatic Revision Cycle:  
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**UNIFORMS AND EQUIPMENT**

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## UNIFORMS AND EQUIPMENT

The purpose of this order is to set forth regulations and specifications regarding uniforms, civilian clothing, and equipment for Police Department members, reserve officers and employees.

### **I. GENERAL REGULATIONS REGARDING UNIFORMS AND APPEARANCE: MEMBERS, RESERVE OFFICERS, UNIFORMED EMPLOYEES, EMPLOYEES**

- A. Members, reserve officers and uniformed employees shall wear only the uniform specified for their particular rank or assignment.
- B. The uniforms specified in this order must adhere to these specifications and it is the responsibility of each member or employee to ensure vendor compliance.
- C. In the absence of special provisions, uniform specifications for police officers shall be understood to apply equally to men and women, to all members regardless of rank and to all reserve officers.
- D. All uniforms shall fit properly and be maintained in a neat and clean condition. Uniform items containing patches, mends or other obvious repairs or which become worn or faded shall not be worn at any time.
- E. Members and employees may wear their uniforms while traveling directly to and from work. Members exercising this option shall wear a complete uniform, including all required equipment, whenever they are exposed to public view.
- F. All off-duty members and employees in uniform shall comply fully with applicable Departmental directives and are strictly prohibited from engaging in any activity which would be inappropriate for on-duty personnel.
- G. Personnel shall not wear civilian clothing with any distinguishable uniform item unless approved for authorized Department training.

- H. Non-regulation articles shall not be worn on duty, except as authorized by commanding officers for assignments in which regulation articles would be inappropriate.
- I. All members and employees, regardless of assignment, shall maintain an acceptable level of personal hygiene while on duty.
- J. Personnel may request the modification or addition of uniform or equipment items by submitting an interoffice memo of justification through the chain of command to the Chief of Police (COP). Absolutely no new or modified article of any kind shall be worn, except during a test period approved by the COP, unless it is documented by a revision of this order.
- K. Members assigned to routine field duties shall wear the basic wool uniform, except as otherwise specified in this order. Wearing the basic uniform hat is optional. The uniform of the day shall be designated by the Deputy Chief of the Bureau of Field Operations (BFO) or designee.
- L. All Supervisors, commanders and managers are charged with maintaining a high standard of appearance by members and employees assigned to their units and shall conduct regular inspections of uniformed personnel to ensure compliance with Departmental General Order C-1.
- M. All members, whether in uniform or plain clothes, shall carry their Department-issued identification card while on-duty. Additionally, when operating a department vehicle, members shall carry their California Driver's License.
  - 1. When asked for identification by a citizen, members shall, as soon as practical, produce their identification card for inspection.
  - 2. Supervisors, commanders and managers shall ensure compliance with this order by checking identification cards during uniform inspections.
  - 3. Members engaged in undercover activities where the carrying of police identification would hamper a legitimate police purpose are exempt from the provisions of this section.
- N. When operating a department vehicle all members and employees shall carry their California Driver's License (CDL). Members engaged in undercover activities, where the carrying of their CDL would hamper a legitimate police purpose, are exempt from the provisions of this section.

- O. The presence of tattoos, brandings, or intentional scarring on any portion of the body, visible while on duty and/or in uniform, is prohibited. **This standard applies to all Department personnel.** Permanent cosmetic tattoos\* and medical tattoos\*\* are exempt from this policy.

\* A tattoo applied as make-up (i.e., eyebrows, lipstick, eye liner, eyelashes, etc.).

\*\* A tattoo applied for health purposes. (i.e., as a warning that the patient suffers from a chronic disease or as a “marker” to aid medical personnel in performing a medical procedure.)

1. Members and employees shall wear a long sleeved uniform shirt or civilian long sleeve to cover or conceal the visible above mentioned “body art” on their arms. Members and employees may seek written approval from the Assistant Chief or Chief of Police, through their chain-of command, for other concealment means (e.g., bandages, sports wrap, concealing make up, etc.)
2. Members and employees having the above mentioned “body art” on a visible area of their body, other than their arms, shall cover or conceal it with a bandage or concealing make-up which blends as closely as possible with the member or employee’s skin tone.
3. Exceptions to this section include the following:
  - a. The Training Section Commander, Academy Coordinator, Recruit Training Officer, or In Service Training Supervisor may exempt members, employees or Police Officer Trainees (POT):
    - 1) During training exercises (i.e., physical training, firearms training, scenario-based training, pursuit driving, Patrol procedures, etc.); or
    - 2). To enable all POTs to conform to the uniform of the day.
  - b. Captains or higher rank may exempt on-duty undercover personnel in plainclothes. Refer to Part II, A, 4, a-c for tracking and reporting requirements.

## II. MEMBER APPEARANCE

### A. Personal Appearance

1. At all times while on duty, members shall present themselves in a professional manner and shall be clean and well-groomed.

2. Members shall conform to the following additional standards of personal appearance:

a. Hair shall not extend more than 3" from the top of the head and shall be compatible with wearing the uniform cap. It shall be neatly trimmed and tapered or styled in such a way that it gives an overall even appearance and does not protrude abruptly from the sides or back of the head, nor extend more than halfway below the top of the collar or below the center of the ear.

b. Sideburns shall not be wider than 1-3/4" at the bottom nor extend beyond the bottom of the ears.

c. Males shall be otherwise clean-shaven\*, but may wear a neatly trimmed mustache, extending not more than 1/2" beyond or 1/4" below the corners of the mouth.

\* Personnel with a medical condition that precludes shaving shall be required to present a written statement to that effect signed by a licensed physician. In such cases, the beard shall not exceed 1/4" in length. In the event that the condition continues for an extended period of time, the Department may request additional medical confirmation of the original diagnosis.

d. Bright-colored cosmetics and nail polish shall be avoided when in uniform or civilian attire.

e. Decorative and/or ornamental nails shall not be worn. Fingernails shall be at a length which does not interfere with the performance of duties and which would not be cause for injury if broken in the performance of duty.

3. Hair clips, pins, rubber bands, etc., shall be close in color to hair when in uniform.

While in uniform, members shall not wear any insignia, emblem, decoration, symbol, badge, pin, jewelry (except for conservative ring or earrings as specified below) or ornament other than the Departmental insignia or adornments specified in Part VII.

- a. Females are permitted to wear earrings that conform to the following standards while in uniform:
    - 1) Earrings must be screw-on, clip-on, or post-type earrings in gold, silver, white pearl, or diamond;
    - 2) Earrings must be a quarter of an inch or smaller, unadorned, spherical and fit snugly against the ear; and
    - 3) Earrings may only be worn as a matching pair and only one earring per earlobe.
  4. Captains or higher rank may exempt on-duty undercover personnel in plainclothes from Part I, O and Part II, A, 1-3.
    - a. Personnel seeking an exemption shall complete a Personal Appearance Waiver Form (TF-3382) and forward to the approver. The approver shall track the personnel for exemptions of 5 days or less per month.
    - b. Personnel seeking an exemption longer than five (5) calendar days per month shall complete a Personal Appearance Waiver Form (TF-3382) and forward the approved form to the Intelligence Section Supervisor.
    - c. The Intelligence Section Supervisor shall track all exempted personnel specified in section b., above. This information is confidential.
    - d. Commanders and supervisors may contact the Intelligence Section Supervisor (long term) or the approving commander (short term) to verify a member's personal appearance exempt status.
- B. On-Duty Civilian Clothing for Members

Civilian clothing worn by members while on-duty shall reflect professional appearance, and shall be suitable for the safe and inconspicuous performance of basic police tasks.

Civilian clothing shall be clean and in good repair. Members shall be guided by the following minimum standards:

1. Male members shall wear a dress shirt and tie with a business suit or a conservatively tailored sports coat and slacks. Shoes shall be of a conservative style and color. Leather jackets or "cowboy" boots of any style shall not be worn. For the purpose of this order, cowboy boots are defined as any boots that have a high arch, a high heel, unusually fancy stitching, or a pointed toe.
  - a. Male members shall not wear any insignia, emblem, decoration, badge, pin, nose rings, and any other jewelry or ornament except for conservative rings, tie bars, tie tacks, or lapel pins.
  - b. Shoes shall have soles and heels of conservative height.
  - c. Commanders and supervisors may permit members to remove their ties when assigned to duties which do not involve public contact or where the tie would pose a safety hazard.
2. Female members shall wear suits, dresses, skirts, or pants in designs and colors suitable for business wear and of prevailing style, fit, and length. All accessories (e.g. gloves, purse, shoes, hosiery, etc.) shall be of conservative style and color.
  - a. Female members shall not wear any insignia, decoration, emblem, badge, nose rings, jewelry or ornament except for conservative rings, earrings, necklaces, bracelets, pins, or hair clasps.
  - b. Hair shall be simply and neatly groomed in a daytime style.
  - c. Proper foundation garments shall be worn at all times.
  - d. Use of cosmetics shall be minimal.
  - e. Shoes shall have a maximum heel height of 3", and shall have a back strap or full back. Spike heels and sport shoes are not permitted.
3. Captains or higher rank may authorize or require any type of clothing for an assignment in which approved civilian apparel would be unsuitable for police purposes.



A Personal Appearance Waiver Form (TF-3382) shall be completed and forwarded as specified in Part II, A, 4.

C.      Casual Friday

Office personnel who are not required to wear uniforms shall have the option of wearing business appropriate casual attire on Fridays. Casual Friday attire shall only be acceptable on Fridays.

1.      The following items shall be considered business appropriate casual attire:
  - a.      Sweaters
  - b.      Button down shirts
  - c.      Polo shirts
  - d.      Cardigans
  - e.      Slacks
  - f.      Dockers
  - g.      Skirts/dresses
  
2.      The following items shall not be considered business appropriate casual attire:
  - a.      Shorts
  - b.      Capri pants
  - c.      T-shirts
  - d.      Tight fitting spandex/lycra
  - e.      Off the shoulder tops
  - f.      Spaghetti or tank straps
  - g.      Torn, frayed or cut clothing
  - h.      Flip-flops or thongs
  - i.      Athletic wear
  - j.      Beach wear
  - k.      Revealing or sheer clothing that exposes the bosom, back or midriff
  - l.      Clothing that bears sexually suggestive or profane symbol
  - m.      Jeans or denim skirts

Pants shall be worn at ankle length and skirts/dresses at knee length or longer.

3.      The star, identification card, fully-loaded semi-automatic pistol and one additional fully-loaded magazine, handcuffs and key, call box key, and, as necessary, the protective vest, shall be carried or worn by plainclothes members.

### III. MEMBER UNIFORMS

When designated as the uniform of the day, all members assigned to field duties shall wear the same uniform. The uniform of the day shall be designated by the Bureau of Field Operations Deputy Chief or designee. Refer to Part VI for authorized uniform and equipment description and specifications.

#### A. The Dress Uniform (Class A)

1. Hat with shield, uniform jacket, trousers, belt, long sleeve shirt, undershirt, insignia, tie, star, nameplate, white gloves, shoes, socks.
  - a. Motorcycle officers shall make the appropriate substitutions of helmet, breeches, bow tie and boots.
  - b. The uniform jacket may not be worn without a tie. Pencils and other objects shall not be placed in the outside pockets of the uniform jacket.
  - c. Wearing of the uniform jacket with the short sleeve uniform is prohibited.
2. Class A gun belt: Key ring with whistle, callbox key and handcuff key, firearm, handcuffs and case, baton ring and short baton.

#### B. Long or Short Sleeve Uniform (Class B)

1. Hat with shield, trousers, belt, short sleeve shirt, black undershirt, insignia, star, nameplate, socks and boots.
2. Class B gun belt: Handcuff key, OC, Firearm, handcuffs and case, radio holder, flashlight holder, baton ring, Asp (optional), magazine pouch, Taser (shall be worn opposite of the firearm in either an authorized belt or leg holster) and dump pouch (optional).
3. Motorcycle officers shall make the appropriate substitutions for their uniform.
4. All members shall have the option of wearing a dickey, turtleneck sweater or mock turtleneck under the short sleeve shirt. If the turtleneck is worn without a jacket, the sweater sleeves shall not extend below the shirt sleeves.
5. Optional outerwear.

6. Motorcycle officers shall also have the option of wearing the leather jacket.
7. The uniform hat may be worn at the discretion of the individual officer having consideration for officer safety and the requirement for identification, or at the direction of a supervisor or command officer.
8. Watch Cap (optional)

Night shift personnel are authorized to wear the watch cap. Day shift and swing shift personnel shall only wear the watch cap upon approval by the Bureau of Field Operations (BFO) Deputy Chief or designee.

When wearing the watch cap, the insignia shall be visible and worn centered on the forehead above the nose.

C. Field Utility Uniform (Class C)

Long sleeve or short sleeve utility shirt with name lettering, black undershirt, trousers, belt, insignia, star, shoes, socks, and Class B gun belt.

1. Members assigned to routine field duties shall wear the utility uniform only when designated as the uniform of the day by the Bureau of Field Operations (BFO) Deputy Chief or designee.
2. Members assigned to units outside of the BFO shall not wear utility uniforms without the prior authorization from the appropriate Bureau Deputy Chief or designee.
3. Bureau Deputy Chiefs or designee may authorize utility uniforms as the uniform of the day, to include, but not limited to, the following circumstances:
  - a. During inclement weather (to include hot or humid conditions);
  - b. Special field projects;
  - c. Mobile field force mobilizations; or
  - d. Major Response Operations.

4. Members assigned to the following field units shall only wear the utility uniform during their regular tour of duty, unless otherwise directed by a higher ranking member:
  - a. Crime Reduction Team;
  - b. Canine Handlers\*;
  - c. Police Evidence Technicians;
  - d. Patrol Rifle Officers;
  - e. Commercial Enforcement Unit;
  - f. Taxi Detail;
  - g. Abandon Auto;
  - h. Vehicle Abatement;
  - i. Dual-purpose motorcycles officers, when riding;
  - j. Marine Unit;
  - k. Alcohol Beverage Action Team;
  - l. Scofflaw; and
  - m. Helicopter Unit when not in their flight suit.

\* Canine Handlers, when working with their police canine, are authorized to wear the previous 5.11 utility uniform.

5. Optional outerwear.
6. Utility cap.
7. Watch Cap (optional)

Night shift personnel are authorized to wear the watch cap. Day shift and swing shift personnel shall only wear the watch cap upon approval by the Bureau of Field Operations (BFO) Deputy Chief or designee.

When wearing the watch cap, the insignia shall be visible and worn centered on the forehead above the nose.

D. Specialty Uniforms

1. Undercover, Plain Clothes or Task Force Uniform
  - a. The Tactical Assault Carrier (TAC) Vest shall only be worn by members:
    - 1) Working in an active undercover operation or related task; or

- 2) Assigned to a plain clothes assignment where the need to wear the vest is essential to complete a police mission in a more timely manner.

Except for Tactical Team members, prior to wearing the TAC Vest, all members shall attend a TAC Vest training class. All members shall ensure their approved protective vest, as specified in DGO C-04, SAFETY EQUIPMENT, is contained within the TAC Vest before taking this equipment into the field.

- b. The Undercover Plain Clothes or Task Force Uniform shall consist of the:
  - 1) TAC Vest and jeans or utility uniform pants; and
  - 2) Class B gun belt.

2. Tactical Team Uniform

- a. The Tactical Team uniform shall only be worn during tactical team operations, training or other event as specified by the Tactical Team Leader.
- b. Mandatory safety equipment and other equipment approved by the Tactical Team Leader.
- c. TAC Vest (optional)

3. Helicopter Uniform

- a. Helmet, as specified in DGO C-04, SAFETY EQUIPMENT
- b. Flight suit.
- c. Flight jacket and utility cap are optional.
- d. Class B gun belt unless otherwise specified by Helicopter Unit supervisor.

4. Bicycle Uniform

- a. Helmet, as specified in DGO C-04.
- b. Shirt, Pants, Shoes as specified in Part VI, D, 5.

- c. Class B gun belt.

#### **IV. RESERVE OFFICER UNIFORM**

##### **A. Clothing and Personal Appearance**

1. Regulations regarding personal appearance, uniform, equipment items and civilian clothing worn while on duty, shall conform to those of the police officer unless otherwise indicated.
2. Reserve officers of all ranks shall wear only the uniform specified for police officers.

- B. Shoulder Insignia: The specifications are identical to those specified for police officers; however, the letter "R" is embroidered onto the low point of the shoulder patch.

#### **V. POLICE OFFICER TRAINEE UNIFORM AND APPEARANCE**

Personal appearance standards shall be the same as for members. Uniform and equipment shall be the same as for police officers; however, the word "TRAINEE" replaces "OFFICER" on the star.

#### **VI. MEMBER UNIFORM SPECIFICATIONS**

##### **A. Basic Uniform (Class A and Class B)**

1. Hat

The cap is Midway Cap style #1960 blue 100% wool elastique having a gold rayon lining, black plastic visor, and a 1/2" wide black patent leather chin strap.

2. Hat shield

The cap shield is Jones Design No.668 plated with high chrome and hand tooled with a three-dimensional high-crown star. The lower panel contains the word "POLICE".

3. Long sleeve shirt

The navy blue 100% wool shirt has a button front, a plain turn-down collar, two front pockets with scalloped, button-down flaps secured at the corners by Velcro fasteners, black buttons, two-button cuffs, and a military press.

Men's shirts shall be made in neck sizes only, such as 15, 15-1/2, etc. Sizing in small, medium, and large is not acceptable. Fitting for female officers shall be achieved by appropriate cutting for women's sizes, and by bust and waist darts. Flying Cross model 20W9576 or equivalent.

4. Short sleeve shirt

The short sleeve shirt is navy blue 100% wool. It has a sport type collar which may be worn open or closed, a button front, two breast pockets with flaps, and a military press. Sizing and fitting are as specified for the long sleeve shirt. Flying Cross model 70R9576 or equal. Officers shall maintain the standard military press of two creases in the front and three in the back on their shirts at all times.

5. Undershirt

- a. The undershirt is plain black with a round neck. It may not extend below the uniform shirtsleeve and must be visible at the neck of the uniform shirt when the collar is unbuttoned.
- b. Members and employees may wear turtlenecks, dickies and mock turtlenecks, in navy or black.

Optional O.P.D. letters may be embroidered on the left portion of the collar. The embroidery shall be gold for command officers and white for all other members and employees. The lettering shall be 1/2 inch in height and in block lettering or brody script.

6. Tie

The tie is black, four-in-hand, snap-away or break-away style, not more than 3" at its widest, extending to 1/2" above the belt line. The tie must be worn whenever the uniform jacket is worn. The tie is worn with the long sleeve shirt only.

7. Tie Bar or Tack (optional)

- a. The tie bar is a plain silver-colored metal bar with a replica of the Departmental shoulder insignia mounted on it. The tie tack is a silver-colored pin with a replica of the Departmental shoulder insignia mounted on it.
- b. Command officers shall wear a gold-colored tie bar or tack.

- c. The academy valedictorian tie bar is a plain silver-colored metal bar with a hanging replica star and may be worn by officers and sergeants.

No other tie bar or tack may be worn.

8. Star

The seven-point plain sterling silver star is Jones Design #514, 3-1/8" in diameter, with the words "POLICE OFFICER OAKLAND CALIFORNIA" and a three-digit number in black enamel. The star must be worn on the outermost garment.

Members may purchase and carry a flat star from the Ed Jones Company. The numbers shall correspond with the numbers of their Department issued star.

Members may substitute an approved cloth star patch on the utility shirt, utility jacket, flight suit, or flight jacket. See Utility Uniform Specifications for description.

9. Shoulder Insignia

The shoulder insignia is a cloth shield with the City seal centered on a seven-point star and the words "Oakland Police" above the star. It is attached so that the top of each insignia is 1/2" below the left sleeve head seam of the uniform shirt, the utility jacket, the uniform jacket, the utility uniform shirt/jumpsuit, and the flight suit.

10. Nameplate

The nameplate is black plastic with a white beveled corner, 2-1/2" by 5/8", with white block type no larger than 1/4" spelling out the first name or initial, and last name of the wearer, in that order (e.g., John Jones, J. Jones).

The nameplate is worn by all uniformed officers, regardless of rank, on the outermost garment. It is centered with its lower edge touching the top of the right breast pocket flap of the uniform shirt, utility jacket, and the uniform jacket. The nameplate may be excluded on rain gear and leather jackets only when the Star or Cloth Star with star number is worn on the rain gear or leather jacket.



Nameplate placement shall be moved as specified in DGO B-1, DEPARTMENTAL AWARDS, when worn in conjunction with awards.

11. Trousers

The trousers are blue 100% wool elastique with matching buttons. They are slack-type, without pleats, properly fitted for the individual wearer. The waistband has seven keystone belt loops to accommodate a 2" wide belt. There are two front pockets, two hip pockets, one flashlight pocket, and one baton pocket. Trousers shall not be "pegged" or "flared".

Trouser stripe: The 3/4" side stripe is Hamburger Mills #836 marine blue elastique, placed on each trouser outside seam, extending to the bottom of the waistband. Flying Cross model OPDTRS01 or equal

12. Belt

The belt is black polished leather; 1-3/4" wide, with a plain rectangular one-pronged nickel or chrome finish buckle approximately 2-1/2" high by 2" wide.

An optional black nylon belt of the same dimensions with a metal or plastic black buckle may be used. (Class B and C uniforms only) Members may substitute the "traditional" belt buckle. The buckle is 3" long by 1-3/4" high, and the letters "O" and "P" are centered on the front.

Command officers exercising this option shall wear the gold-colored buckle while in uniform.

13. Gun belt

- a. Class A: Key ring with whistle, callbox key and handcuff key, Firearm, handcuffs and case, baton ring, magazine pouch with magazines and short baton.
- b. Class B: Handcuff key, OC, Firearm, handcuffs and case, radio holder, flashlight holder, baton ring, Asp (optional), magazine pouch, Taser (shall be worn opposite of the firearm in either an authorized belt or leg holster).

14.      Gloves

- a.      White: Plain white cotton or nylon wrist-length gloves are worn at inspections and at such other times as directed.
- b.      Black: Wrist-length gloves of a plain design, without buttons or fancy stitching may be worn. Members shall not wear gloves which allow any portion of their fingers to show.
- c.      Tan: Wrist-length Wells Lamont® or equivalent leather work gloves may be worn by Traffic members assigned to motorcycle duties or by members when assigned to dual purpose motorcycle duties.

Departmental members and reserve officers are prohibited from carrying or wearing weighted gloves of any type.

Weighted gloves, for the purpose of this order, are defined as gloves which incorporate substance or material of significant weight or density (e.g., sand or lead).

15.      Socks

Socks shall be black or navy blue. White socks may be worn if they are not visible above the top of the shoe or boot while the member is in a sitting or standing position.

16.      Footwear

Shoes shall be black with plain toes and constructed of highly polished leather or similar material, such as corfam or patent leather. Footwear with wedge-type soles, pointed toes, or squared or cowboy-type heels shall not be worn. Ornamental stitching, straps, or buckles are prohibited.

Boots shall be constructed of black leather or leather-like material with a breathable black fabric panel. The boots are approximately 6-8" in height, waterproof, and have a lug sole.

17.      Jacket

- a.      Uniform Jacket (Class A uniform only)

The body of the jacket is blue 100% wool elastique with a brass zipper and silver-colored police "P" style buttons on

the breast flaps and equipment straps. The jacket has a stitched-down rear belt, lapel collar, two breast patch pockets with box pleats, and two inside breast pockets. Each breast pocket flap has a center buttonhole and a snap fastener at each end.

Fitting for female officers shall be achieved by appropriate cutting for women's sizes, and by bust and waist darts.

- b. Stripe: A 3/4" stripe of Hamburger Mills #836 marine blue 100% wool elastique is attached to the jacket 3-1/2" from the bottom of the sleeve.
- c. Lapel Ornament: Gilt metal "O.P.D." letters 1/2" high and 3/8" wide are attached to each side of the collar lapel, 1/2" from the collar notch and lower collar edge.

18. Watch Cap (optional)

The watch cap is black 100% acrylic knit equivalent to Hero's Pride #6890 with a replica shoulder insignia attached or embroidered on the front.

Motorcycle officers may substitute the Traffic insignia for the replica shoulder insignia.

19. Roll-up Utility Pouch (optional)

Black Codura® or nylon pouch with retention cord or flap designed to fold or roll-up when not in use, equivalent to 5.11 gear extra-large dump pouch, Condor roll-up utility pouch or Maxpedition Rolypoly MM Folding dump pouch.

The roll-up dump pouch shall only be worn on the duty belt and shall be folded or rolled-up when not in use, except as specified below.

The Tactical Operations Team Commander may approve Tactical Operations Team members, when activated, to wear appropriate alternative color dump pouches attached to alternative locations on their uniform.

B. Field Utility Uniform (Class C)

1. Utility Cap

The cap is a navy blue baseball type with a 3” replica of the shoulder insignia attached to the center front. Net-like material is not authorized. Utility caps are not authorized to be worn with the basic duty uniform.

Motorcycle officers are authorized to wear the utility cap with the Traffic insignia in lieu of the motorcycle helmet while engaging in non-riding field assignments.

2. Watch Cap (optional)

The watch cap is black 100% acrylic knit equivalent to Hero’s Pride #6890 with a replica OPD shoulder insignia attached or embroidered on the front.

Motorcycle officers may substitute the Traffic insignia for the replica shoulder insignia.

3. Trousers

The trousers are the Flying Cross Model 47680. The trousers are navy blue, 75% polyester and 25% wool. There are two front pockets, two back pockets and two cargo pockets. The legs shall not be “pegged” or flared.

4. Belt

Same as specified for the basic uniform.

5. Long Sleeve Utility Shirt

The long sleeve utility shirt is the Flying Cross Model 49W8486 with shoulder straps (epaulets). The shirt is navy blue, 75% polyester and 25% wool and has a button front and button-down flap pockets.

6. Short Sleeve Utility Shirt

The short sleeve shirt is the Flying Cross Model 99R8486 with shoulder straps (epaulets). The shirt is navy blue, 75% polyester and 25% wool and has a button front and button-down flap pockets.

**NOTE:** Lettered references, such as “OAKLAND POLICE,” are not authorized to be worn anywhere on either shirt. Officers shall maintain the standard military press of two creases in the front and three in the back on their shirts at all times.

7. Shoulder Insignia

Same as specified for the basic uniform.

8. Name Lettering

Personnel names shall be embroidered in 1/2” grey block letters into the uniform, centered with its lower edge touching the top of the right breast pocket flap. Commander name shall be in gold lettering.

9. Cloth Star

The star is a cloth type replica of the Department star and shall designate the appropriate rank without the individual star number. The star is sewn in place above the left front shirt pocket.

C. Staff Utility Uniform

Wearing of the staff utility uniform must be specifically authorized by the Chief of Police, Assistant Chief of Police or a Deputy Chief.

1. Shirt

The shirt is a navy blue short-sleeve pullover, of good quality cotton/synthetic blend, with sport collar and 3-button front.

A 3" true-color embroidered or gold screened or dye processed version of the shoulder insignia is on the left breast area. Unit identification information may be added above or below the insignia.

2. Trousers

The trousers are medium or charcoal gray dress slacks, 35% - 100% wool blend, with belt loops and plain cuffs.

3. Jacket

The jacket is navy blue nylon, warm-up style, lined or unlined, with a 3" gold version of the shoulder insignia, screened or dye-processed onto the left breast area.

4. Utility Cap

The utility cap may be worn as an optional item.

5. Shoes and Belt

Shoes and belts are the same as specified for the basic uniform.

D. Specialty Uniforms

1. Undercover, Plain Clothes or Task Force Uniform

a. TAC Vest

Second Chance® Tactical Assault Carrier vest (pocket or modular webbing model), black color made of 10000-denier Cordura®.

The following items shall be affixed to the vest:

- 1) Cloth replica of the Department star, designated with the member's star number and appropriate rank, attached to the left chest area of the vest;
- 2) Members first initial and last name in ½" capital block letters attached on the right chest area of the vest; and
- 3) 6" X 2" patch with the word "POLICE" in capital block letters attached on the back of the vest.

The lettering and star shall be white for officers and sergeants and gold for commanders.

b. Jeans

Plain, solid, dark blue, denim jeans (similar to Levi 501 type), straight-legged.

2. Tactical Team Uniform

a. Shirt: VERTX Shirt Model VTX8220MC Multi-Cam

The VERTX shirt shall be manufactured from an up-to-date pattern and shall have articulated patterning, gusseted underarms, and a standing collar.

The styling shall have a fully separating center front zip with exterior storm flap and interior wind flap, two (2) bicep pockets with hidden zips, and two (2) hidden wire pass-through with hook and loop fastener. Cuff tab closures shall be a tapered shape and will adjust with hook and loop fastener.

A loop fastener patch shall be attached at the upper arm of each sleeve. The collar shall be a standing collar with the front zip extending to the top of the collar allowing it to fully close and seal out the wind. The front zip storm flap shall extend to the top of the zip and finish cleanly, creating a smooth cover over the zipper teeth and zipper pull when in the closed position. The internal wind flap shall end at the top of the zipper and terminate cleanly. The inner collar shall be lined in microfleece.

The center front zipper shall be a YKK™ #3 Vislon® with an interior self-fabric wind flap. Pocket zippers shall be coil and covered by a garage to protect the zipper teeth. Pocket zippers shall have pulls made of 2.2mm knotted cord to aid in operation with gloved hands. (2) 2 ¼" wire pass through openings shall exist on the garment 10" up from hem bottom. These will close with hook and loop fastener when not in use.

The shirt shall be constructed using a serge and 1/8" DN top stitch method. Stitching shall be 12 to 14 Stitches per inch for increased durability. Bar tacks will be used to reinforce high wear and stress areas including the bicep pockets at each sleeve. Die cut pieces will be used for the center front hook and loop closures and loop fastener patches at each sleeve.

b. Pant: VERTX Pant model VTX1000MC Multi-Cam

Trouser shall be manufactured from a uniform trouser pattern. The trouser shall incorporate two (2) front pockets with utility notch, two (2) pointed patch style hip pockets, two (2) side utility pockets, concealed zipper pocket, gusseted crotch, hidden mag/cell phone pocket, back yoke and stretch waistband. The two (2) front pockets shall be a notch style with a minimum opening of 7". Pocket facings shall be made of the shell fabric. Front pockets shall have a knife notch at the bottom of the pocket opening.

There shall be a 6.5" vertical concealed pocket on a size 36 waist set into the right front pocket facing with a #3 invisible coil zipper. Concealed pocket shall zip closed from top to bottom. There shall be two (2) pointed patch style hip pockets. These patch hip pockets shall measure 6" wide by 7 3/8" deep from top of pocket to bottom of center point on size 36 waist.

There shall be a trap flap on the inside of each back pocket and shall be cut on an angle. There shall be a cargo style accessory pocket set into right and left side seam. Cargo pockets shall measure approximately 8 1/4" backside of pocket and 9 1/4" front side of pocket and shall be 7" wide. Cargo pocket shall be placed 3" down from bottom of side pocket. Cargo pocket shall have a 1/2" vertical pleat 1 1/4" from back edge of pocket. Top of pocket shall be serged and turned and stitched under 1/4". There shall be a pocket flap inserted at the top of the pocket 1 3/4" by 7 1/2".

The waistband shall be 1 1/2" wide with a 4" elastic gusset sewn into each side for extra comfort. The waistband shall be lined with self-goods and shall have a metal riveted button and buttonhole for closure. The waistband shall be topstitched completely around. Trouser shall have a metal YKK # 5 locking zipper. There shall be two straight bar tack at the bottom of the fly going through the zipper tape. There shall be two pleats on each knee forming an articulated knee. This will ensure total mobility with no restrictions. There shall be a minimum of six (6) belt loops 7/8" in width of double thickness. All loops must be bar tacked to the top of the waistband and bar tacked 1" below the bottom of the waistband turned and then stitched into the waistband.



There shall be a double belt loop placed at the center back spaced approximately 1" apart. Trouser must be neatly pressed on hothead presses and properly shaped so that no crease is visible at center of leg. Trouser must be cleaned and finished in such a manner that there are no loose threads.

- c. Hat (optional). The three authorized Tactical Team hats are:
  - 1) A multi-cam baseball-type cap with one (1) woodland tactical operations subdued patch or embroidering centered on the front crown. Team Leader and Tactical Commander ranks will be centered on the rear crown. The cap will meet the same specifications as the Departmental utility cap except for the multi-cam color;
  - 2) A multi-cam "Boonie" hat with optional one (1) woodland tactical operations subdued patch or embroidering; and
  - 3) A knit cap with optional one (1) woodland tactical operations subdued patch or embroidering.
- d. Socks: Black socks.
- e. Name Lettering: Directly embroidered woodland name on the right breast and right rear pants pocket.
- f. Star: One (1) woodland subdued star emblem on the left breast pocket. Commanders will have their respective rank insignia (2" x 2") vertically centered on their chest where the top most portion of the insignia is parallel to the lettering of the name/rank identifier.
- g. Patches
  - Left shoulder: One (1) woodland subdued Unites States of America flag on the left shoulder. One (1) woodland subdued Oakland Police Department patch on the left shoulder under the USA flag.
  - Right shoulder: One (1) woodland subdued tactical operations patch on the right shoulder.

- h. Shoes: Coyote tan lace-up tactical boots or other tan shoes are the authorized footwear with the Tactical Team uniform. Athletic shoes, even high top ones, are not authorized with the Tactical Team uniform.

3. Motorcycle Officer Uniform

- a. Helmet, as specified in DGO C-04, SAFETY EQUIPMENT.
- b. Leather Jacket

The jacket, collar, cuffs, inside facings, and the star holder are all genuine black steer hide or horsehide. The jacket also has a concealed front zipper, two side pockets, one hanging inside pocket, wool wristlets, and a detachable fur collar.

Traffic members assigned to motorcycle duty must maintain the leather jacket as part of their basic uniform.

- c. Tour Master Flex LE 2.0 jacket (optional)

Motorcycle and Dual-Purpose Motorcycle Officers are authorized to wear the Tour Master jacket.

The Tour Master jacket shall consist of the following:

- 1) Name strip with the member's name embroidered in ½ inch grey block letters on it. The name strip shall be attached with Velcro on the right chest of the outermost portion of the jacket. Commander's name shall be in gold lettering.
- 2) The OPD cloth star, with appropriate rank, shall be attached with Velcro to the outermost portion of the jacket.
- 3) The OPD Shoulder Insignia shall be attached with Velcro to the left shoulder of the outermost portion of the jacket.

c. Breeches

The material is the same as specified for the police officer's uniform jacket. The trousers have a self-reinforced seat and knees, seven belt loops, two front pockets, two hip pockets, a short baton pocket, and a flashlight pocket.

d. Bow Tie

A black clip-on square-end bow tie may be worn when breeches are worn.

e. Scarf

A black or dark blue scarf may be worn. Members assigned to the Traffic Operations Section may have the Traffic insignia optionally embroidered on the scarf.

f. Dickey or Turtleneck Sweater

A dickey, turtleneck sweater or mock turtleneck of navy wool, wool blend, or synthetic material may be worn with the long sleeve or short sleeve uniform.

g. Motorcycle Boots

Boots may be either the regulation black calf, plain-toed, field boot laced over the instep not more than 8" and laced at the upper outside not more than 4", or black leather plain-toed, English-type riding boots without any straps or laces at least 14 inches tall.

The Department reimburses members assigned to Traffic for the cost of one pair of boots per officer.

h. Other items for motorcycle officers are the same as specified for the basic uniform.

4. Helicopter Pilot Uniform

a. Helmet, as specified in DGO C-04

b.      Flight suit

The flight suit is police blue or black, in flame retardant Nomex. It is long-sleeved, zip-front coverall style, with two breast pockets, two trouser pockets, and a pocket on the lower right leg. Additional pockets may be added at the option of the wearer: two rear trouser pockets, baton and flashlight pockets, and a pencil pocket on the upper left sleeve. There is a star tab and a nameplate reinforcement sewn to the left and right breast areas, respectively.

c.      Flight Jacket

The flight jacket is Flight Apparel Industries model M0500JKN6N or equivalent, police blue, in flame-retardant bounce Nomex material. It is long-sleeved, zip-front, with pockets on each side of the front. It may be worn with or without its removable liner, which is also manufactured of flame retardant Nomex material. Its collar, waistband, and sleeve curls are made of knit Nomex material. There is a star tab on the left breast. The authorized nameplate is worn on the right breast. The Oakland Police Department uniform patch is sewn to the left sleeve.

d.      Nameplate

The nameplate for the flight suit and flight jacket is leather, 2" x 4", with a Velcro backing. It displays U.S. Army Senior Pilot wings, the pilot's name and the words "HELICOPTER UNIT". Certified flight instructors shall wear U.S. Army Master Pilot wings in place of the Senior Pilot wings.

e.      Utility Cap;

f.      Cloth Star; and

g.      Sworn members who are current members of the Air Support Unit may wear the Air Support Unit shoulder insignia.

5.      Bicycle Officer Uniform

a.      Helmet, as specified in DGO C-04

b.      Shirt

- 1)      The shirt is navy blue short or long-sleeved made out of 100% “Coolmax” polyester fabric. It has stitched creases front and back. The two front pleated pockets with flaps have Velcro close centers, top buttons and stitched pen holders. The pockets and collar are made of Supplex nylon. The center front zipper is hidden under a placket with buttons and buttonholes. The top two buttons actually button.
- 2)      A .40 inch stitched name patch of dark navy blue Supplex nylon will be used. Silver color thread for officers and Sergeants, gold for command officers.
- 3)      A cloth star patch;
- 4)      Standard Sergeants stripes;
- 5)      Standard Utility command insignias.

c.      Shorts and Pants

- 1)      Shorts/Pants shall be dark navy blue in color and made of one of the following materials:
  - a)      Woven stretch knit laminated with waterproofing material
  - b)      Woven stretch knit fabric
  - c)      Waterproof non-stretch Gortex or Ultrex lined with Coloma nylon
  - d)      Non-stretch Supplex nylon
- 2)      Shorts shall have side leg cargo style pockets with Velcro close flaps.

The shorts will have nylon hip patches, a front zipper fly, elasticized waistband with snap closure, and Velcro belt loops. The belt loops are sewn directly to the garment.

The shorts may be padded or unpadded. A separate black padded cycling short may be worn underneath.

- 3) Pants will have side leg cargo style pockets and one rear pocket with Velcro close flaps.

The pants will have nylon hip patches, a front zipper fly, elasticized waistband with snap closure, and Velcro belt loops. The belt loops are sewn directly to the garment. At the ankle of each pant leg there is a 12" zippered opening with Velcro close tabs. The pants may be padded or unpadded. A separate black padded cycling short may be worn underneath.

The pants may be convertible to shorts with a zipper at approximately mid upper thigh just below the side cargo pockets. The zipper on convertible pants will be concealed by a small overlapping segment of the shorts portion of the pants.

- d. Socks shall be black and visible above to the top of the shoe, but below the calf.
- e. Shoes shall be generally black in color, low or high top cycling/tennis shoes.
- f. Protective Eyewear

Departmental General Order C-6, SAFETY EYEGLASSES sets forth procedures for obtaining Department issued safety eyewear.

- g. Bicycle Uniform Jacket (optional)

- 1) The jacket shall be all dark navy blue in color or high visibility yellow upper cape and sleeves with dark navy blue bottom. The jacket shall be made of Ultrex outer shell with "Coolmax" inner lining. The sleeves can be removed and the jacket converted into a vest. The cuffs have Velcro tabs.

There are two front zippered slash pockets, two interior zippered pockets, two loops for the microphone, and a two way zippered center front high neck collar.

The black trimmed silver reflective tape is stitched across the lower edge of the black cape. The waistband is elastic in the back and flat in the front.

- 2) Star, name patch and rank insignia shall be used as specified in Section IV, B, 2-6, of this order.
- h. Bicycle gloves shall be generally black in color and may allow portions of the fingers to show.
- i. Arm warmers shall be black in color and long enough so they extend underneath the sleeves of the uniform shirt.
- j. Class B gun belt in leather or nylon.

E. Optional Field Outerwear

1. Utility Jacket(s)

a. Standard Utility Jacket

- 1) The jacket is made of navy blue 330 Denier Cordura Nylon with 3-ply Tasianized Nylon filling. The black lining is detachable. The jacket is waist length with zipper front. The front is plain with pleated patch pockets, scalloped flaps, and a star tab. Both fronts have facings made of shell material and the edge of the facings must be taped. The jacket also has side vents and a separate waist band. The shoulders have pads and sleeve heads. Silver P buttons for officers and Gold OP buttons for command. Flying Cross model 53130WP or equal.
- 2) Name lettering with the personnel name embroidered in ½ inch grey block letters above the right breast pocket.
- 3) The OPD cloth star sewn in place above the left breast pocket.
- 4) The OPD Shoulder Insignia shall be affixed to the left shoulder of the jacket.

b.        5.11 Sabre Jacket 2.0

The jacket is water-resistant, 100% Microfiber Soft-Shell with a 100% Nylon Taffeta body lining. It is equipped with concealable identification panels; two on the front and one on the back of the jacket that allow for proper OPD imprinting. It has a detachable and storable snap-on hood.

The 5.11 Sabre Jacket 2.0 shall consist of the following:

- 1)        Name lettering with the personnel name embroidered in ½ inch grey block letters on the right front pull out ID panel located in the outer right front zippered chest pocket. Commander's name shall be in gold lettering.
- 2)        The OPD star is the cloth type which is sewn in place on the left front pull out ID panel located in the outer left front zippered chest pocket. The star is the replica of the Department star and shall designate the appropriate rank.
- 3)        A 9x13 inch Velcro ID panel (5.11 model No. 59094) with the word "Police: written in reflective silver. This is a removable ID panel that shall be attached to the back of the jacket and worn while on duty. Commander's Velcro ID panel shall be in gold lettering.
- 4)        The OPD Shoulder Insignia shall be affixed to the left shoulder of the jacket.
- 5)        The name panel with lettering, cloth star and Velcro ID panel shall not be concealed at any time while wearing the jacket on duty.

2.        Patrol Leather Jacket

Members shall have the option of wearing the uniform patrol leather jacket with the following specifications:

- a.        The uniform patrol leather jacket is a G1 Police Leather Jacket manufactured by San Diego Jacket Factory (or equivalent), style G1P (nylon lining/black leather shell) made in the U.S.A.



Body is smooth leather with a plain leather collar and two 10-inch by 10-inch patch pockets and hidden side entry pockets below the patch pockets.

The left pocket has a pen slot under the flap. The pocket flaps must be closed by a button closure. Additional features are a bi-swing back and underarm gusset. The knit cuffs and waistband are Lycra and acrylic. All Stitching is nylon and a star holder must be included.

- b. Members shall wear their assigned star in the jacket's star holder when the jacket is worn as the outermost garment.
- c. No rank insignia, shoulder insignia or nametag will be worn on the uniform patrol leather jacket.
- d. Officers may wear the uniform patrol leather jacket with the standard wool uniform combination only (Class B). The jacket may not be worn with the utility, training staff or other specialized uniforms.

3. Sweater

The sweater is a Flying Cross model 700 or model 710 with liner, rib knit V-neck style in LAPD navy. The fabric is a 70/30 Acrylic/Wool with 65/35 Poly/Cotton gabardine weave forearm, elbow patches and shoulder straps with:

- a. Cloth star patch;
- b. Name lettering;
- c. Shoulder Insignia.

4. Rain Apparel

Regardless of the designated uniform of the day, approved rain gear may be worn during inclement weather at the option of the individual.

While on-duty and wearing rain apparel, members shall wear their Department issued star.

- a. Coat: The coat may be a black, high visibility yellow or translucent made with good quality nylon or plastic, in either

full or half-length regulation style and shall have star support on the left breast. Optional reflective striping is authorized.

- b. Hat Cover: The hat cover may be clear plastic or may match the coat color.
- c. Footwear: Black galoshes, overshoes, or rain boots may be worn.
- d. Trousers: Quality and color should match those of the raincoat.

F. Insignia of Rank

1. Field Training and Recruit Training Officers

- a. Uniform Jacket, Utility Jacket, and Long Sleeve Shirt Chevron: A two-stripe chevron with infantry blue center, white embroidered piping, rolled edges and black background is displayed on each sleeve 5-1/2" from the sleeve head seam. The chevron measures 3-1/8" wide by 2-1/2" high.
- b. Short Sleeve Shirt Chevron: The specifications are those specified for the uniform jacket chevron with reduced dimensions of 2-1/2" wide by 1-1/2" high.

2. Acting Sergeant

Members designated as eligible to serve as Acting Sergeant and listed on the Acting Sergeant Eligibility List, including certified Field Training Officers (FTO) so designated, shall wear two stripes (chevrons) with a white five-point star centered beneath the stripes on the upper sleeves of all uniform shirts and jackets. Members shall continue to wear a police officer star on their uniforms.

3. Sergeant of Police

- a. Cap Shield: The specifications are those specified for the police officer's cap shield; however, the word "SERGEANT" replaces "POLICE".
- b. Uniform Jacket Stripe: A gold nylon stripe 1/2" wide is attached 3-1/2" from the bottom edge of each sleeve.

- c.      Uniform Jacket, Utility Jacket, and Long Sleeve Shirt  
  
Chevron: A three stripe chevron with infantry blue center, white embroidered piping, rolled edges and black background is displayed on each sleeve 5-1/2" from the sleeve head seam. The chevron measures 3-7/8", wide by 4-1/8" high. Optionally, felt chevrons may be worn if they are of similar design, measurements and color.
  - d.      Short Sleeve Shirt Chevron: The specifications are those specified for the uniform jacket chevron, with reduced dimensions of 2-1/2" by 2".
  - e.      Star: The seven-point sterling silver star is Jones Design #514, 3-1/8" in diameter, hand engraved, with the words "SERGEANT POLICE OAKLAND CALIFORNIA" and a three-digit number in black enamel.
  - f.      Members may purchase and carry a flat star from Ed Jones Company. The numbers shall correspond with the numbers of their Department issued star.
4.      Lieutenant of Police
- a.      Cap: The specifications are those specified for the police officer's cap, with the addition of a 1/2" gold nylon or Wonder Gold chin strap.
  - b.      Cap Shield: The specifications are those specified for the police officer's cap shield; however, it is 10 kt. gold-filled and the word "LIEUTENANT" replaces "POLICE".
  - c.      Uniform Jacket Bar: One 1" by 3/8" gold-colored metal bar is worn on each shoulder strap 3/4" from and parallel to the shoulder seam.
  - d.      Uniform Jacket Stripe: A gold nylon stripe 3/4" wide is attached 3-1/2" from the bottom edge of each sleeve.
  - e.      Utility Jacket Bar: One 1" by 3/8" machine embroidered gold bar with a cloth background of the same material as the utility jacket is attached to each shoulder 3/4" from and parallel to the shoulder seam.

- f. Uniform Shirt Bar: One 3/4" by 1/4" gold-colored metal bar is worn on each collar with the bar centered 1" from and parallel to the front edge of the collar.
  - g. Tie Bar or Tack: The tie bar is a plain gold-colored metal bar. A replica of the Department shoulder insignia mounted on a pin or bar is also permitted. No other tie bar or tack may be worn.
  - h. Star: The specifications are those specified for the police sergeant's star; however, it is 10 kt. gold-filled and the word "LIEUTENANT" replaces "SERGEANT". Stars are unnumbered; however, privately owned stars may be monogrammed.
  - i. Initials engraved on flat stars for command personnel shall correspond to the initials on their privately owned star.
5. Captain of Police
- a. Cap: Same as for lieutenant.
  - b. Cap Shield: The specifications are those specified for the lieutenant's cap shield; however, the word "CAPTAIN" replaces "LIEUTENANT".
  - c. Uniform Jacket Bars: Two 1" by 3/8" gold/colored metal bars are worn 3/8" apart on each shoulder strap 3/4" from and parallel to the shoulder seam. Uniform Jacket Stripe: Same as for lieutenant.
  - d. Utility Jacket Bars: Two 1" by 3/8" machine embroidered gold bars with a cloth background of the same material as the utility jacket are worn 3/8" apart on each shoulder 3/4" from and parallel to the shoulder seam.
  - e. Uniform Shirt Bars: Two 3/4" by 1/4" gold-colored metal bars are worn spaced 1/4" apart on each collar, centered 1" from and parallel to the front edge of the collar.
  - f. Tie Bar or Tack: Same as for lieutenant.
  - g. Star: The specifications are those specified for the lieutenant's star; however, the word "CAPTAIN" replaces "LIEUTENANT".

- h. Initials engraved on flat stars for command personnel shall correspond to the initials on their privately owned star.
6. Deputy Chief of Police
- a. Cap, Dress: The dress cap is worn as part of the dress uniform on ceremonial occasions and at any other time at the option of the individual.  
  
Cap specifications are those specified for the lieutenant's cap; however, the top of the visor shall be of black cloth, embroidered in gold-colored nylon with two arcs of oak leaves in groups of two.
  - b. Cap: The regular "command officer's" cap may be worn while performing field police activities.
  - c. Cap Shield: The specifications are those specified for the lieutenant's cap shield; however the words "DEPUTY CHIEF" replace "LIEUTENANT".
  - d. Uniform Jacket Stars: Two 1" gold-colored five-point metal stars are worn centered on each shoulder strap 3/4" from the shoulder seam, with the single points to the rear.
  - e. Uniform Jacket Stripe: Same as for lieutenant.
  - f. Utility Jacket Stars: Two 1" machine embroidered five-point gold stars with a cloth background of the same material as the utility jacket are attached to each shoulder 3/4" from the shoulder seam, with the single points to the rear.
  - g. Uniform Shirt Stars: Two 5/8" gold-colored five-point metal stars are worn centered on each collar 1" from the edge, with the single points up.
  - h. Tie Bar or Tack: Same as for lieutenant.
  - i. Star: The specifications are those specified for the lieutenant's star; however, the words "DEPUTY CHIEF" replace "LIEUTENANT".
  - j. Initials engraved on flat stars for command personnel shall correspond to the initials on their privately owned star.

7. Assistant Chief of Police
  - a. Cap, Dress: Same as for deputy chief.
  - b. Cap: Same as for deputy chief.
  - c. Cap Shield: The specifications are those specified for the lieutenant's cap shield; however, the word "ASSISTANT CHIEF" replaces "LIEUTENANT".
  - d. Uniform Jacket Stars, Utility Jacket Stars, and Uniform Shirt Stars: Same as for deputy chief except that three stars are used.
  - e. Uniform Jacket Stripe: A gold nylon stripe 3/4" wide is attached 3-1/2" from the bottom of each sleeve. A second stripe 1/4" wide is attached 1/4" above the first.
  - f. Tie Bar or Tack: Same as for deputy chief.
  - g. Star: The specifications are those specified for the Lieutenant's star; however, the word "ASSISTANT CHIEF" shall replace "LIEUTENANT".
  - h. Initials engraved on flat stars for command personnel shall correspond to the initials on their privately owned star.
  
7. Chief of Police
  - a. Cap, Dress: Same as for deputy chief.
  - b. Cap: Same as for deputy chief.
  - c. Cap Shield: The specifications are those specified for the lieutenant's cap shield; however, the word "CHIEF" replaces "LIEUTENANT".
  - d. Uniform Jacket Stars, Utility Jacket Stars, and Uniform Shirt Stars: Same as for deputy chief except that four stars are used.
  - e. Uniform Jacket Stripe: A gold nylon stripe 3/4" wide is attached 3-1/2" from the bottom of each sleeve. A second stripe 1/4" wide is attached 1/4" above the first.

- f. Tie Bar or Tack: Same as for deputy chief.
  - g. Star: The specifications are those specified for the Lieutenant's star; however, the word "CHIEF" shall replace "LIEUTENANT".
  - h. Initials engraved on flat stars for command personnel shall correspond to the initials on their privately owned star.
8. Reserve Police Officer
- Star: The specifications are those specified for the police officer's star; however, it is chrome-plated and has a four-digit number.
9. Reserve Sergeant
- a. Star: The specifications are those specified for the reserve police officer's star; however, the word "SERGEANT" replaces "POLICE OFFICER".
  - b. Cap Shield: Same as for police sergeant.
  - c. Uniform Shirt Chevron: The chevron is a 3/4" wide by 1-1/4" high silver-colored pin with blue enamel striping. It is worn centered on each collar 1" from and parallel to the front edge.
10. Reserve Lieutenant
- a. Star: The specifications are those specified for the police sergeant's star; however, it has a four-digit number and the word "LIEUTENANT" replaces "SERGEANT".
  - b. Cap Shield: The specifications are those specified for the police officer's cap shield; however, the word "LIEUTENANT" replaces "POLICE".
  - c. Uniform Shirt Bar: One 3/4" by 1/4" silver-colored metal bar is worn centered 1" from and parallel to the front edges of the collar.

11. Reserve Captain
  - a. Star: The specifications are those specified for the police sergeant's star; however, the word "CAPTAIN" replaces "SERGEANT".
  - b. Cap Shield: The specifications are those specified for the police officer's hat shield; however, the word "CAPTAIN" replaces "POLICE".
  - c. Uniform Shirt Bars: Two 3/4" by 1/4" silver-colored metal bars are worn 1/4" apart centered 1" from and parallel to the front edges of the collar.

## VII. UNIFORM ADORNMENTS

### A. Medals, Ribbons, Awards, Service Stars and Stripes

1. When in uniform, members shall not wear any insignia, emblem, decoration, symbol, badge, pin, jewelry (except for conservative rings) or ornament other than veteran's ribbons, qualification badges, Departmental awards, as specified in DGO B-01, or Department insignia.
2. Service Stars: Members may wear a 3/4" service star on the left sleeve of the uniform jacket for each five years of service completed with the Department or with a P.O.S.T. approved California city police department or county sheriff. Members may wear the service star and/or service stripe six months prior to their anniversary date. Pre-academy and academy time shall not be included when calculating years of service for this purpose. The star is embroidered in gold nylon thread on a black felt background. The first star is centered on the sleeve; point up, 1" above the Departmental stripe. Two stars are placed 1-1/4" from center to center, equidistant from the center line of the sleeve, points up, 1" above the Departmental stripe. Three stars are placed as indicated above, with the middle star on the center line of the sleeve. The fourth star is placed in a second row 1" directly above the center star in the first row.

The addition of a fifth star requires moving the fourth so that both are in the second row 1" above the first row, equidistant from the center star and the outside stars of the first row. Six stars are arranged in two rows with the stars in the top row directly above those in the bottom row. Seven stars are placed with four in the



bottom row, and three in the top. Eight stars are arranged in two rows, four to a row.

3. Service Stripes: Members may wear one 2" by 1/2" service stripe on the left sleeve of the long sleeve shirt for each five years of service completed with the Department or with a P.O.S.T. approved California city police department or county sheriff.

Members may wear the service star and/or service stripe six months prior to their anniversary date. Pre-academy and academy time shall not be included when calculating years of service for this purpose.

The service stripe is an embroidered bar, with infantry blue center, embroidered piping, black background, and rolled edges. The piping shall be white for police officers and sergeants and gold for command officers.

The first stripe is centered horizontally on the sleeve outside the press line 1/2" above the cuff placket. Additional stripes are centered above the first and placed 1/4" apart.

## **VIII. EMPLOYEE PERSONAL APPEARANCE AND UNIFORMS**

### **A. Clothing and Personal Appearance**

#### **1. Uniforms**

- a. The following employees shall wear the required uniform while on duty:

- 1) Police Communications Operator
- 2) Police Communications Dispatcher
- 3) Police Communications Supervisor
- 4) Police Cadet
- 5) Police Evidence Technician
- 6) Police Services Technician I
- 7) Police Services Technician II

- b. Subject to unit commander approval, employees who are not required to wear uniforms may do so at their individual option.

2. Civilian Dress

- a. Male employees who are not required to wear uniforms shall wear dress shirts and ties with business suits or sport coats and slacks.

Unit commanders may permit employees to remove their ties when assigned to duties which do not involve public contact and where the tie would pose a safety hazard.

- b. Female employees who are not required to wear uniforms shall wear civilian clothing that conforms to standards for office personnel in private business firms.
- c. All articles of clothing shall be of a conservative nature, clean, and in good repair.
- d. Male and female employees may wear City-provided smocks as protective garments when authorized by unit commanders.
- e. Commanders may permit or require other types of clothing when necessary to meet a particular police objective.

3. Personal Appearance

- a. All employees, regardless of duty assignment, shall be neatly groomed and shall not wear hair styles or facial hair that diminishes their professional appearance.
- b. Hair styles of male employees shall not extend more than 3" from the top of the head. Hair shall be neatly trimmed and tapered or styled in such a way that it gives an overall even appearance and does not protrude abruptly from the sides or back of the head, nor extend below the collar or the center of the ear.
- c. Males may wear neatly trimmed facial hair provided, however, a mustache may not extend more than 1/2" beyond or 1/4" below the corners of the mouth; a beard, or similar facial hair, may not exceed one inch in length. Sideburns shall not be wider than 1-3/4" at the bottom nor extend beyond the bottom of the ears.
- d. Female employees' hair shall be simply and neatly groomed in a daytime style.

B. Dress Uniform (Class A)

Same as the basic uniform except, employees shall wear the long sleeve shirt, tie, tie bar, white gloves and leather belt. Employees authorized to wear the optional equipment belt shall only wear the leather equipment belt.

C. Basic Uniform (Class B)

1. Trousers

The trousers are navy blue Dacron or rayon/polyester blend elastique.

The trousers have two front pockets, two rear pockets and a waistband with six or seven tailored belt loops accommodating a 1-3/4" wide belt. The trouser legs may not have cuffs and may not be flared or "pegged."

2. Belt

The belt is plain black, 1-3/4" wide, with a plain nickel or silver-colored buckle. An optional black nylon belt of the same dimensions with a metal or plastic black buckle may be used.

3. Uniform Shirt

The shirt is light blue, washable polyester/rayon, with long or short sleeves and permanent military creases. There are two button-down pleated breast pockets with scalloped flaps. If a badge is worn, the shirt shall have a badge tab attached to the left breast area above the pocket. The shirt is available in male and female sizes.

If an undershirt is visible at the collar of the uniform shirt, it must be a black crew neck T-shirt or the optional turtleneck sweater. The sleeves of the undershirt should not be visible hanging down below the sleeves of the uniform shirt.

4. Shoulder Insignia

The specifications shall be the same as for police officer. The insignia is worn on the left sleeve of the uniform shirts and utility jackets 1/2" below the sleeve head seam.

5. Badge (All Civilians except Police Cadet)

The badge is Jones Design #420, modified. The words DISPATCHER, COMMUNICATIONS SUPERVISOR, CLERK, or TECHNICIAN, and OAKLAND POLICE DEPARTMENT" are in black enamel.

The Police Communications Operator's badge shall bear the word "DISPATCHER." In lieu of the metal badge, all civilians may wear the approved cloth badge patch on their utility shirt and jacket. See Uniform Specifications for description.

6. Cloth Badge

The civilian badge is the replica of the Department civilian badge and shall designate the appropriate rank without the individual badge number. The badge is gray with black lettering.

7. Nameplate

Same as police officer. The nameplate shall be worn by all uniformed employees as required for members. The approved cloth name tape may be worn in lieu of the nameplate on the utility shirt and jacket. See Uniform Specifications for description.

8. Tie and Tie Bar (optional)

Same as police officer.

9. Socks

Socks shall be black or dark blue. White socks may be worn if they are not visible above the tops of the shoe when employee is in a standing or sitting position. In addition, female employees have the option of wearing sheer, neutral-colored hosiery.

10. Footwear

Shoes or boots shall be constructed of black leather or similar material with plain toes (no seams, pattern or stitching on the top or sides of the toe area) and black soles.

Female dispatchers have the option of plain-toed black or dark blue shoes with a maximum heel height of 3", or black or dark blue boots.

11. Sweater (optional)

A collarless sweater, either a sleeveless pullover or a long-sleeved front button type, which matches the uniform trousers, may be worn by uniformed employees not assigned to field duties.

A navy blue turtleneck sweater which fits snugly around the neck may be worn under the long sleeved uniform shirt. Loose fitting or cowl neck sweaters are not authorized.

12. Jewelry

Male employees shall not wear any insignia, emblem, decoration, pin, jewelry or ornament except for conservative rings, tie bars, tie tacks, or lapel pins.

Female employees shall not wear any insignia, emblem, decoration, badge or ornament except for conservative rings, necklaces, bracelets, pins, hair clasps, or inconspicuous earrings.

13. Rain Apparel (optional)

Same as specified for police officer.

14. Utility Cap (optional)

Same as specified for police officer.

15. Service Stripes (optional)

Uniformed employees may wear one service stripe on their long-sleeve shirts for each five years of employment with the Department.

16. Equipment Belt (optional)

Police Evidence Technicians and Police Services Technicians assigned to field duties are authorized to wear the leather or nylon gun belt approved for members with a radio case, flashlight holder, key strap/holder and OC holster as specified below.

17. Distinguished Service Award

The Distinguished Service Award is presented with a red and white ribbon/enamel bar approximately 1-1/4" by 1/4". When in uniforms, employees may wear the ribbon bar centered below the seam of the left pocket flap of the uniform shirt.

18. Aerosol Canister and Holster

Civilian employees, including Police Cadets, who have completed an approved training course may carry the Department issue canister and holster on the equipment belt while on-duty.

D. Police Cadet Specialized Uniform

- a. Cap: Same as for police officer.
- b. Cap Shield: The cap shield is Jones Design #668 plated with high chrome and hand-tooled with a three-dimensional high-crown star. The lower panel contains the word "CADET" in raised letters.
- c. Star: The seven-point high chrome plated star is Jones Design #514, with the words "POLICE CADET OAKLAND CALIFORNIA" and a number in black enamel. The star must be worn on the outermost garment.
- d. Gloves: Plain white cotton or nylon wrist-length gloves are worn at inspections and at such other times as directed.
- e. Nameplate: Same as for police officer.
- f. Cadets may wear the "traditional" Oakland Police Department belt buckle approved for members.
- g. Equipment Belt: Same as for police officer, including handcuffs and case, key strap and ring with box key, handcuff key, and whistle.
- h. Jewelry: Same as for police officer in uniform.
- i. For Senior Cadets, the metal chevron pins shall be worn on both sides of the uniform shirt collar, bisecting the points of the collar and centered one inch from the point.

E. Field Utility Uniform (Class C)

1. Employees are authorized to wear the “5.11” utility.
  - a. Employees shall only wear the utility uniform as specified for members in Part III, C, except as specified below.
  - b. The following employees may wear the utility uniform during their regular tour of duty, unless otherwise directed by a higher ranking member or employee:
    - 1) Police Evidence Technicians;
    - 2) Police Service Technicians assigned to:
      - a) Taxi detail;
      - b) Abandoned Auto;
      - c) Vehicle Abatement;
      - d) Scofflaw; and
      - e) Alcohol Beverage Action Team
2. Field Utility Uniform Specifications
  - a. Utility Cap

Same as specified for police officer.
  - b. Trousers

The trousers are the 5.11 Model 74003. The trousers are navy blue, 65% polyester and 35% cotton. There are two front pockets, two back pockets and two cargo pockets. The legs shall not be “pegged” or flared. Blousing is not authorized.
  - c. Belt

Same as specified for the basic uniform.
  - d. Long Sleeve Utility Shirt

The long sleeve utility shirt is the 5.11 Model 72002 Men’s TDU with shoulder straps (epaulets). It is navy blue, 65% polyester and 35% cotton. It has a button front and button-down flap pockets.

e.      Short Sleeve Utility Shirt

The short sleeve shirt is the 5.11 Model 71001 Men's TDU with shoulder straps (epaulets). It is navy blue, 65% polyester and 35% cotton. It has a button front and button-down flap pockets.

f.      Shoulder Insignia, Name, Badge

The shoulder insignia and name letter is the same as police officer.

The civilian badge is a cloth type replica of the Department civilian badge and shall designate the appropriate rank without the individual badge number. The civilian badge is sewn in place above the left front shirt pocket.

g.      Civilian Identification Panel

The Civilian Identification Panel is a 6" x 11" cloth patch, navy blue background with gold lettering. The panel shall be embroidered with the word "CIVILIAN" in 2.5" block lettering above the word "TECHNICIAN" in 1.5" block lettering. The Civilian Identification Panel shall be sewn in place, centered across the upper back, on all Civilian Field Utility uniforms.

F.      Communications Utility Uniform

1.      Shirt

The shirt is a black short-sleeve pullover, of good quality cotton/synthetic blend, with sport collar and 3-button front. The shirt shall have the following insignia and identification:

- a.      A 3" true-color embroidered version of the shoulder insignia on the left breast area.
- b.      Initial of first name and full last name embroidered over the right front breast area.
- c.      Division identification embroidered in gold block letters above the insignia.



- d. A two-digit dispatcher number, or the word “Supervisor” (if applicable), may be embroidered below the insignia in gold block letters.
- e. Communications Training Officers, in good standing, and only when actually training, may have the letters C.T.O. embroidered below the insignia in gold block letters.

2. Trousers

The trousers shall be black Dockers, or “Dockers” style slacks, 100% cotton or cotton/synthetic blend, with or without a pleated front, with or without cuffs. The trousers shall have belt loops.

3. Footwear

Same as specified for the basic uniform

4. Belt

The belt is plain black, 1-3/4" wide, with a plain nickel or silver-colored buckle.

An optional black nylon belt of the same dimensions with a metal or plastic black buckle may be used.

5. Socks

Socks shall be black. White socks maybe worn if they are not visible above the tops of the show when employee is in a standing or sitting position. Female employees have the option of wearing sheer, neutral-colored hosiery.

6. Heavyweight Jacket

The heavyweight black jacket is made of 100% nylon with a 16 ounce non-pill fleece lining, with stretch nylon knot cuffs and bottom band, covered zippered pockets, and is waist length with zip up front.

The heavyweight jacket shall have the following insignia and identification with the lettering to be no larger than 5/8” in height.

- a. A 3” true-color embroidered version of the shoulder insignia on the left breast area.

- b. Initial of first name and full last name embroidered in gold block letters over the right front breast area.
- c. Division identification embroidered in gold block letters above the insignia.
- d. A two-digit dispatcher number, or the word “Supervisor”, “Sergeant” or “Commander” (if applicable), may be embroidered below the insignia in gold block letters.

The heavyweight black jacket shall only be worn with the optional Class B uniform.

G. Civilian Supervisory Rank Insignia

1. Police Communications Supervisor Rank Insignia

Police Communications Supervisors shall wear two-stripe chevrons on the uniform shirt as indicated below.

- a. Long Sleeve Shirt Chevron: A two-stripe chevron with infantry blue center, white embroidered piping, rolled edges and black background is displayed on each sleeve 5-1/2” from the sleeve head seam. The chevron measures 3-1/8” wide by 2-1/2” high.
- b. Short Sleeve Shirt Chevron: The specifications are those specified for the long sleeve shirt, with reduced dimensions of 2-1/2” wide by 1-1/2” high.

H. Metal Badge (All Civilians except Police Cadets)

1. Dispatcher

The badge is Jones Design High Chrome OPD Custom Shield. The lettering and numbers are black enamel placed as follows:

a. Dispatcher

Top panel:	DISPATCHER
Circle panel:	A two-digit number
Lower panel:	OAKLAND POLICE DEPT.

b. Supervisor

Top panel: COMMUNICATIONS  
Gold Circle panel: SUPERVISOR  
with a one-digit number  
Lower panel: OAKLAND POLICE DEPT.

2. Communications Manager

The badge is Jones Design Gold Plated OPD Custom Shield. The lettering and numbers are black enamel placed as follows:

Top panel: COMMUNICATIONS  
Circle panel: MANAGER  
with a one-digit number  
Lower panel: OAKLAND POLICE DEPT.

2. Technician / Clerk / Aide

The badge is Jones Design High Chrome OPD Custom Shield. The lettering and numbers are black enamel placed as follows:

Top panel: TECHNICIAN / CLERK / AIDE  
Circle panel: A two-digit number  
Lower panel: OAKLAND POLICE DEPT.

I. Cloth Badge

The civilian badge is the replica of the Department civilian badge and shall designate the appropriate rank without the individual badge number. The badge is gray with black lettering.

**IX. VOLUNTEERS**

Police Chaplains

A. Casual Dress

1. Navy blue Dockers Classic Pleat four pocket trousers with black plain leather belt with silver buckle;
2. Navy blue or white Polo Shirt, small OPD logo (shoulder patch style) embroidered on left side, "Chaplain" and the chaplain's name embroidered in gold lettering on the right side of shirt;

3. Black “Dicky” style tab clerical collar, commonly called a “rabat” (optional);
4. Navy blue “Hidden Agenda” member style jacket with “CHAPLAIN” embroidered in gold lettering on back panel, chaplain’s name embroidered in gold lettering on the right front panel and small OPD logo on the left front panel;
5. Navy blue adjustable baseball style cap with “Police Chaplain” embroidered on front panel in white lettering;
6. Socks – Black, plain;
7. Undershirt – Black crew neck; and
8. Belt – Black plain leather.

B. Class A Formal Uniform

1. Double breasted coat, dress blue, without sleeve braid, (Flying Cross Model Number 917B89-01);
2. Blue wool trousers (Fechheimer Model Number SFFDTRSQ2) without side band with black plain leather belt with silver buckle;
3. Black long sleeve tab collar clerical shirt (for chaplains whose endorsing agency permit the wear of clerical garb);
4. White long sleeve polyester shirt with epaulets with black wool and silver OPD tie bar (for chaplains whose endorsing agency does not permit the wear of clerical garb);
5. Black plain toe “Rocky 5.11” or similar leather shoe;
6. OPD standard name tag (1 line) with first initial and last name only;
7. OPD cutouts on jacket upper lapel;
8. Silver US Army Chaplain Insignia for appropriate faith group on jacket lower lapel;
9. Chaplain star; and
10. OPD service cap with “Chaplain” cap shield and stock black patent leather chin strap.

C. Chaplain Coordinator Work/Utility Uniform

1. Navy blue or white Polo Shirt, small OPD logo (shoulder patch style) embroidered on left side with “Chaplain” embroidered in gold lettering above the patch and “Coordinator” embroidered in gold lettering below and the coordinator’s name embroidered in gold lettering on the right side of shirt;
2. Blue 5.11 utility trousers with black plain leather belt with silver buckle;
3. Navy blue OPD baseball style cap (Optional); and
4. Black plain toe “Rocky 5.11” or similar leather shoe.

By order of,

A handwritten signature in black ink, appearing to read "Sean Whent". The signature is written in a cursive, flowing style.

Sean Whent  
Chief of Police