	CLAY COUNTY SHERIFF'S OFFICE		Policy 1030
	SUBJECT: SHERIFF'S UNIFORM REGULATIONS	Approved by: Sheriff Will Akin 03/21/2022	
	ISSUED: 09/29/2016	REVISED: 03/21/2022	CANCELS:
	CALEA References:		

1030.1 PURPOSE AND SCOPE

(a) The uniform policy of the Clay County Sheriff's Office is established to ensure that uniformed deputies, special assignment personnel, and non-sworn employees will be readily identifiable to the public through the proper use and wearing of Sheriff's Office uniforms. Employees should also refer to the following policies:

1. Duty Firearms
2. Sheriff's Office-Owned and Personal Property
3. Body Armor
4. Personal Appearance Standards

(b) The uniform and equipment specifications procedure is maintained and periodically updated by the Sheriff or the authorized designee. The procedure should be consulted regarding authorized equipment and uniform specifications.

(c) Uniformed personnel shall receive an allowance to purchase and maintain their uniforms as allowed by state law and budget allocations. The allowance shall be included with the employee's regular pay check.

1030.2 WEARING AND CONDITION OF UNIFORM AND EQUIPMENT

(a) Sheriff's employees wear the uniform to be identified as the law enforcement authority in society. The uniform also serves an equally important purpose, which is to identify the wearer as a source of assistance in an emergency, crisis, or other time of need.

1. Uniform and equipment shall be maintained in a serviceable condition and shall be ready at all times for immediate use. Uniforms shall be neat, clean, and appear professionally pressed.
2. All deputies of the Clay County Sheriff's Office shall possess and maintain at all times a serviceable Class A and a Class B uniform and the necessary equipment to perform uniformed field duty.
3. All members of the Clay County Sheriff's Office who have been issued a Taser shall carry the issued Taser on their duty belt in the approved or issued holster while on duty or while officially representing the Clay County Sheriff's Office while in Class A or Class B uniform. If a member has reason to enter the Clay County Detention Center during their tour of duty they will conform to Detention Center procedures governing Tasers while in the facility.
4. Personnel shall wear only the uniform specified for their rank and assignment.
5. Employees shall not loan any portion of the uniform to others.

6. Employees shall not permit the uniform to be reproduced or duplicated.
7. The uniform is to be worn in compliance with the specifications set forth in the sheriff's office uniform specifications, which are maintained separately from this policy.
8. All supervisors will perform periodic inspections of their personnel to ensure conformance to these regulations.
9. Civilian attire shall not be worn in combination with any distinguishable part of the uniform.
10. Uniforms are only to be worn while on-duty, while in transit to or from work, for court, or at other official sheriff's office functions or events.
11. Employees are not to purchase or drink alcoholic beverages while wearing any part of the sheriff's office uniform, including the uniform pants.
12. Mirrored sunglasses will not be worn with any sheriff's office uniform.
13. Visible jewelry, other than those items listed below, shall not be worn with the uniform, unless specifically authorized by the Sheriff or the authorized designee.
    i. Wrist watch
    ii. Wedding rings, class ring, or other ring of tasteful design; a maximum of one ring/set may be worn on each hand
    iii. Medical alert bracelet

1030.2.1 OFFICE-ISSUED IDENTIFICATION

(a) The Clay County Sheriff's Office issues each employee an official sheriff's office identification card bearing the employee's name, identifying information, and photo likeness. All employees shall be in possession of their sheriff's office-issued identification card at all times while on-duty or when carrying a concealed weapon. NO Sheriff's Office employee or CCIS member is to allow ANYONE else to use their issued identification card for ANY reason.
    1. Whenever on-duty or acting in an official capacity representing the Sheriff's Office, employees/CCIS members shall display their office-issued identification in a courteous manner to any person upon request and as soon as practicable.
    2. Deputies/employees/CCIS members working specialized assignments may be excused from the requirements regarding the possession and display of identification when directed by their Division Commander.

1030.3 UNIFORM CLASSES

(a) The various uniform specification classes are those identified in this policy.

1030.1.1 CLASS A UNIFORM

(a) All commissioned personnel will possess and maintain a serviceable Class A uniform at all times. The Class A uniform shall consist of the following mandatory items with the optional items approved for wear by the sworn members.

(b) Long Sleeve Shirt:

1. United Uniforms Poly/Wool Class A LASD Shirt, Men's Long Sleeve, Tan, #UM11806
2. United Uniforms Poly/Wool Class A LASD Shirt, Women's Long Sleeve, Tan, #UMW11806

(c) Shirt Adornments, Mandatory:

1. The issued Clay County Sheriff's Office badge shall be worn above the left breast pocket attached through the precut badge holes sewn into the uniform shirt.
2. The Clay County Sheriff's Office shoulder patch shall be displayed on both shoulders and shall be affixed ¾ of an inch below the shoulder seam. No other approved departmental patches shall be worn on the Class A uniform.
3. Name plate displaying the member's first initial and last name or first and middle initial and last name in black lettering
    i. Silver name plate for members holding the rank of deputy, corporal, or sergeant
    ii. Gold name plate for members holding the rank of lieutenant, captain, major, or sheriff
4. Members holding the rank of corporal or sergeant will have gold chevrons with green background on both sleeves:
    i. Rank of Corporal: 2 stripes standard 3.125 inches wide uniform size
    ii. Rank of Sergeant: 3 stripes standard 3.125 inches wide uniform size
5. Members holding the rank of command staff will utilize gold collar brass that designates the following rank structure and will be worn on each collar:
    i. Rank of Lieutenant: A single 3/4 inch gold bar
    ii. Rank of Captain: A double 3/4 inch double gold bar
    iii. Rank of Major: Gold oak leaf
    iv. Rank of Sheriff: Gold eagle
6. Long Sleeve:
    i. Samuel Broome OD Green (Olive) Clip on Tie, model #: 90010-289
    ii. Samuel Broome OD Green (Olive) Velcro Closure Tie model #: 90110-289
    iii. Straight tie clip/ bar or a law enforcement appropriate symbol such as a sheriff's star.
        A. Silver for members holding the rank of deputy, corporal, or sergeant
        B. Gold for members holding the rank of lieutenant, captain, major, or sheriff

(d) Shirt Adornments, Optional:

1. The departmental "Serving Since" plate
    i. If worn shall be attached to the bottom of the name plate denoting the year the member began service with the sheriff’s office.
    ii. Silver name plate for members holding the rank of deputy, corporal, or sergeant.
    iii. Gold name plate for members holding the rank of Lieutenant, captain, major, or sheriff.

2. Years of Service stripe:
    i. The stripe shall be embroidered gold on green with a length of 1-5/16th inches in length and 3/16th inches wide.
    ii. The stripe will be adorned on the left sleeve no more than ½ in up from the cuff seam.
    iii. For each 5-year stripe earned, the stripe will be replaced to show the total number of years of service.
3. Department Award Ribbons:
    i. When worn shall be centered over the right breast pocket above the members name plate.

(e) **Pins: Members may only display one (1) at a time on their Class A uniform. Any pin denoting an organization or affiliation shall only be worn after approval has been granted by the Sheriff or their designee.**

1. Special Tactics and Response (STAR) Team/ International SWAT Symbol pin:
    i. Shall only be worn by active team members and will be centered over the right breast pocket above the members name plate.
    ii. If a team member chooses to wear department award ribbons, then the pin shall be centered above the ribbons.
2. Detention Emergency Response Team (DERT) pin:
    i. Shall only be worn by active team members and will be centered over the right breast pocket above the members name plate.
    ii. If a team member chooses to wear department award ribbons, then the pin shall be centered above the ribbons.
3. Canine pin:
    i. Shall only be worn by active unit members and will be centered over the right breast pocket above the members name plate.
    ii. If a unit member chooses to wear department award ribbons, then the pin shall be centered above the ribbons.
4. Crisis Intervention Team (CIT):
    i. Shall only be worn by active unit members and will be centered over the right breast pocket above the members name plate.
    ii. If a unit member chooses to wear department award ribbons, then the pin shall be centered above the ribbons.
5. Pants/Trousers:
    i. United Uniforms Poly/Wool Class A Trouser, Forest Green, Men's model #: UM10076
    ii. United Uniforms Poly/Wool Class A Trouser, Forest Green, Women's, model #: UMW10076
6. Footwear:
    i. Black High-Gloss Dress Shoes and socks
        A. Any brand is approved as long as it is high gloss oxford style dress shoe.
        B. All black dress sock, minimum crew-length

C. Duty boots are not approved for Class A footwear.

7. Duty Belt and Gear:
    i. Black Basketweave Duty Belt
        A. Sam Brown (Square Buckle) or Border Patrol style (Round Buckle)
        B. Black leather belt keepers with silver snaps for members holding the rank of deputy, corporal, or sergeant
        C. Black leather belt keepers with brass snaps for members holding the rank of Lieutenant, captain, major, or sheriff
    ii. Weapon Holster and Magazine Pouches
        A. The duty holster shall be supplied by the Sheriff's Office or approved for use by the Sheriff
        B. The magazine pouch shall be a black leather, two (2) magazine pouch system with a basketweave finish
8. Coats/ Jackets/ Outerwear (daily use):
    i. 5-11 Black Tactical Fleece 2.0 Jacket #78026.
    ii. First Tactical Tactix Softshell Jacket, Black, Men's model number 118503
    iii. First Tactical Tactix Softshell Jacket, Black, Women's model number 128503
    iv. Mandatory Adornments:
        A. The Clay County Sheriff's Office shoulder patch shall be displayed on both shoulders and shall be affixed ¾ of an inch below the shoulder seam.
        B. The Clay County Sheriff's Office gold badge with rank on left chest.
        C. The member's first (1st) initial and last name shall be embroidered on the right chest in ½ inch "old yellow" athletic block lettering.
    v. Optional Adornments:
        A. Members have the option to adjust their patches to a Velcro style system for the shoulder patches, the badge, and a black cloth name strip patches.
9. IKE Jacket:
    i. Black in color Ike Jacket- Commanders Only
        A. The issued Clay County Sheriff's Office badge shall be worn above the left breast pocket attached through the badge holder sewn into the jacket.
        B. The Clay County Sheriff's Office shoulder patch shall be displayed on both shoulders and shall be affixed ¾ of an inch below the shoulder seam.
        C. Gold name plate displaying the member's first initial and last name in black lettering affixed to the upper seam of the jacket pocket
    ii. Members holding the rank level of command staff will utilize gold piping that designates the following rank structure and will be to both sleeves beginning at the cuff:
        A. Rank of Lieutenant: One (1) gold piping

B. Rank of Captain: Two (2) gold piping
C. Rank of Major: Three (3) gold piping
D. Rank of Sheriff: Four (4) gold piping

10. Certain official functions may require deputies to wear the Dress Uniform. Those functions will be announced by memorandum from the Sheriff. The Dress Uniform shall consist of:
    i. The long sleeve uniform worn with proper insignia
    ii. Tie displaying an appropriate tie tack
    iii. Forest green pants
    iv. Approved leather gear
    v. Black high-gloss dress shoes
    vi. Black dress sock
    vii. Approved black jacket with proper insignia
    viii. Black Ike jacket with proper insignia and brass (required only of command staff)

1030.3.2 CLASS A ADORNMENTS



Commander Name Plate

Command Staff
Serving Since (Year Started)



Member Name Plate



Member
Serving Since (Year Started)


Corporal


Sergeant


Lieutenant


Captain


Major


Sheriff


STAR Team
International SWAT Symbol



K-9



Missouri CIT


Years of Service Stripes
(Each stripe 5 years)



DERT Team

1030.3.3 CLASS B UNIFORM

(a) All commissioned sheriff's office personnel will possess and maintain a serviceable Class B uniform at all times. The uniforms and equipment listed below are the approved Class B Uniform brands and models and personnel shall adhere to the policy when in uniform.

(b) Personnel shall not wear leather Class A uniform gear with the Class B uniform. In order to present a professional appearance, all Personnel wearing the Class B uniform shall insure their uniform is clean and shirts are tucked in and not hanging outside of their pants. Pockets will be buttoned or zipped, and will not present a bulging appearance. Items from the pant side pockets will not be allowed to protrude from them. No authorized personnel will wear any article of the uniform that is missing required accessories, badly faded, stained, soiled, frayed, snagged, or patched. Authorized personnel shall not wear shoes or boots that are cut, pulled loose, not shined, or otherwise unserviceable.

(c) No alterations shall be made to the uniform shirt unless specifically authorized by the Sheriff or their designee.

(d) All supervisors will perform periodic inspections of their personnel to insure conformance to these regulations.

(e) The Class B uniform for all personnel shall consist of the following:

1. Long Sleeve Shirt: Must be worn with a plain black T-shirt
    i. First Tactical Men's V2 Pro Performance Shirt, Long Sleeve, Black, Model #: 111015
    ii. United Uniforms Polyflex Undercarrier Shirt, Long Sleeve, Black, Model #: UM11320
    iii. First Tactical Women's V2 Pro Performance Shirt, Long Sleeve, Black, Model #:121015
2. Short Sleeve Shirt: Must be worn with a plain black T-shirt
    i. United Uniforms Polyflex Undercarrier Shirt, Short Sleeve, Black, Model #: UM11321
    ii. First Tactical Men's V2 Pro Performance Shirt, Short Sleeve, Black, Model #: 112012
    iii. First Tactical Women's V2 Pro Performance Shirt, Short Sleeve, Black, Model #:122012
3. Mandatory Shirt Adornments:
    i. The Clay County Sheriff's Office green and gold badge with rank shall be sewn on above the upper left breast area.
    ii. The Clay County Sheriff's Office shoulder patch shall be displayed on both shoulders and shall be affixed ¾ of an inch below the shoulder seam. No other approved departmental patches shall be worn on the Class B uniform; long or short sleeved.
    iii. The member's first initial and last name in will be embroidered on the right chest in ½ inch "Old Yellow" athletic block lettering.
    iv. Members holding the rank of corporal or sergeant will have gold chevrons with green background on both sleeves, ¾ of an inch below department shoulder patches:
    v. Rank of Corporal: 2 stripes standard 3.125 inches wide uniform size

vi. Rank of Sergeant: 3 stripes standard 3.125 inches wide uniform size
vii. Members holding the rank of command staff will have their ranked embroidered on each collar and on the sewn on badge.
viii. Rank of Lieutenant: A single 3/4 inch gold bar
ix. Rank of Captain: A double 3/4 inch double gold bar
x. Rank of Major: Gold oak leaf
xi. Rank of Sheriff: Gold eagle

4. Optional Shirt Adornments:
    i. The epaulets may be attached above both shoulders from the collar seam to the shoulder seam.
5. Pants
    i. 5.11 Men's Stryke Pants, TDU Green, Model #: 74369
    ii. 5.11 Women's Stryke Pants, TDU Green, Model #: 64386
    iii. First Tactical Men's V2 Tactical Pants, OD Green, Model #: 114011
    iv. First Tactical Women's V2 Tactical Pants, OD Green Model #: 124011
    v. Propper Kinetic Men's Tactical Pants, Olive, Model #: F5294
    vi. Propper Kinetic Women's Tactical Pants, Olive, Model #: F5259
6. Duty Gear: Tthe following is a list of approved duty with the Class B uniform. The wearing of Class A leather duty gear is not permitted with the Class B uniform.
    i. Bianchi 2.25" Black Accu-Mold Nylon Duty Belt, Model #: 17838
    ii. Bianchi Accu-Mold Handcuff Case, Black, Model #18190 (member may wear two cases)
    iii. Black Double or Triple Pouch system
    iv. Bianchi Black dual nylon pouch with snap top closure, Model #: 18443
    v. High Speed Gear Black Taco Pouch:
    vi. Safariland Slimline Open Top Triple mag pouch, Model #: 775, Hardshell STX plain finish
    vii. Safariland Slimline Open Top Double Mag Pouch, Model # 79 Hardshell STX plain finish
    viii. Safariland Holster Model # 6390-8325 STX Plain finish(Holster will be supplied by the department)
    ix. Black round toe duty boots (no pointed toe boots)
    x. Tourniquet and holster
    xi. Combat Application Tourniquet (CAT) model
    xii. Eleven 10 Rigid TQ case, belt or molle model

(f) Optional equipment:

1. Drop Leg systems: All of these drop leg shrouds are compatible with the department issued holster. Drop leg holster is only approved for wear with the Class B uniform with the exterior carrier.
    i. Safariland Model # 6004-25, with drop flex adapter,
    ii. Safariland Model # 6009-10, single strap leg shroud with D-ring,
    iii. Safariland Model # 6004-10, single strap leg shroud.
2. Outer Vest Carrier:
    i. The outer vest carrier is an optional piece of equipment authorized for use while wearing the Class B uniform as detailed above. The base model carrier will be purchased by the Sheriff's Office. If personnel choose to upgrade the model of the carrier within department specifications it will be at the expense of the member. The outer vest carrier shall not be worn with the Class A uniform.
    ii. The following is the equipment approved to be worn on the outer carrier vest.
        A. OD green double magazine taco pouch or OD Triple magazine taco pouch
        B. OD green High Speed Gear double pouch model # 11PT02OD
        C. OD green High Speed Gear triple pouch model # 11PT03OD
3. ***Personnel shall not possess any more than four (4) 15 round pistol magazines on their person. This includes the duty belt and outer vest carrier; one magazine in the duty weapon and up to a three-magazines in a triple magazine pouch on either the duty belt or outer vest carrier.
    i. OD green High Speed Gear single magazine taco pouch to be used for flashlight or multi-tool model # 11PT00OD
    ii. OD green High Speed Gear taco cuff case model # 11DC00OD
    iii. OD green High Speed Gear utility pouch model # 12RP00.12RP10
    iv. OD green High Speed Gear radio pouch model # 11MAC0OD
    v. Department issued Taser and holster
    vi. Tourniquet and holster
    vii. Combat Application Tourniquet (CAT) model
    viii. Eleven 10 Rigid TQ case, molle model
4. There shall be no patrol rifle magazines or additional shotgun ammunition displayed on the members person unless they are actively involved in a justifiable emergency which dictates the necessity for additional ammunition to resolve the emergency.
5. Personnel are only to display approved insignia on their outer vest carrier. The list below is an approved list for every day wear. They shall be displayed above the name plate on the right side of the carrier.
    i. Velcro OD green subdued American flag
    ii. Velcro STAR Team patch
    iii. Velcro Canine (K9) patch
    iv. MO CIT blue and yellow pin

(g) The Sheriff or his designee reserves the right to make adjustments to the list and will be done by official Sheriff's Office memorandum; these items or insignia will be temporary with a begin date and end date for display.

(h) Outerwear/Coats

1. The outerwear/ coats listed below are the approved apparel for all uniformed personnel
    i. 5.11 Tactical Fleece 2.0 Jacket, Black, Model # 78026.
    ii. First Tactical Men's Tactix Softshell Jacket, Black, Model # 118503
    iii. First Tactical Women's Tactix Softshell Jacket, Black, Model # 128503
    iv. 5.11 ¼ Zip Job Shirt, Black, Model # 72314
    v. First Tactical Men's ¼ Zip Cotton Job Shirt, Black, Model # 118507
    vi. First Tactical Women's ¼ Zip Cotton Job Shirt, Black, Model # 128507
    vii. First Tactical Men's ½ Zip Softshell Job Shirt, Black, Model # 118508
    viii. First Tactical Women's ½ Zip Softshell Job Shirt, Black, Model # 128508
    ix. First Tactical Pro Duty Pullover, Long Sleeve, Black, #111018

(i) Mandatory Outerwear Adornments

1. The outerwear jackets will have Clay County shoulder patch on both sleeves, Clay County green/gold badge with civilian on left chest.
2. The member's 1st initial and last name will be embroidered on the right chest in ½ inch "Old Yellow" athletic block lettering.
3. Members holding the rank of corporal or sergeant will have gold chevrons with green background on both sleeves, ¾ of an inch below department shoulder patches:
4. Rank of Corporal: 2 stripes standard 3.125 inches wide uniform size
5. Rank of Sergeant: 3 stripes standard 3.125 inches wide uniform size

(j) Headgear:

1. The approved head gear for the new Class B and C uniform shall be the following. The sheriff reserves the right to make adjustments to the headgear list which will be done by official Sheriff's Office memorandum; these items or insignia will be temporary with a begin date and end date for display.
    i. FlexFit Black ball cap #6277 with Clay County green/gold badge with rank on front of hat. Radio number will be embroidered on the back of the cap centered in ½ inch "Old Yellow" athletic block lettering. The cap shall be worn with the bill facing forward and centered on the head.
    ii. New Era Adjustable Structured Cap #NE200, Black with Clay County green/gold badge with rank on front of hat. Radio number will be embroidered on the back of the cap centered in ½ inch "Old Yellow" athletic block lettering. The cap shall be worn with the bill facing forward and centered on the head.
2. The following is approved for temperatures of 35 degrees or cooler.
    i. Black knit or fleece stocking cap. The cap shall be all black and will not have a ball attached; the member may have their radio number embroidered into the back of the cap in ¾" "Old Yellow" athletic block numbers.
    ii. Collapsible ear protectors. The ear protector shall be all black and shall not display any logos unless approved by the Sheriff or his designee

(k) Class B Footwear

1. Any black boot or Athletic shoe with a polishable toe and/or cloth toe that will maintain the color of black is acceptable. Footwear must be clean, polished, and professional in appearance.

(l) Misc. Items

1. Elbeco VSS1 Suspension System Suspenders. The suspension system shall only be worn with the new Class B and Class C uniform under the outer vest carrier.

(m) In order to present a professional appearance, all personnel wearing the Class B uniform need to insure sure their shirts are tucked in and not hanging outside of their pants.

1030.3.4 NON-COMMISSIONED UNIFORM

(a) **Approved Sheriff's office personnel will be allowed the option to possess a Class C uniform, and must maintain it and keep it serviceable.**

(b) All non-commissioned uniformed sheriff's office personnel will possess and maintain a serviceable non-commissioned uniform at all times. Detention Officers, and Control Center Operators are considered uniformed positions and require that personnel in these positions wear an approved Non-Commissioned. The uniforms and equipment listed below are the approved noncommissioned uniform brands and models and personnel shall adhere to the policy when in uniform.

(c) In order to present a professional appearance, all Personnel wearing the non-commissioned uniform shall insure their uniform is clean and shirts are tucked in and not hanging outside of their pants. Pockets will be buttoned or zipped, and will not present a bulging appearance. Items from the pant side pockets will not be allowed to protrude from them. No authorized personnel will wear any article of the uniform that is missing required accessories, badly faded, stained, soiled, frayed, snagged, or patched. Authorized personnel shall not wear shoes or boots that are cut, pulled loose, not shined, or otherwise unserviceable.

(d) No alterations shall be made to the uniform shirt unless specifically authorized by the Sheriff or their designee.

(e) All supervisors will perform periodic inspections of their personnel to insure conformance to these regulations.

(f) Shirts

1. United Uniforms Polyflex Undercarrier Shirt, Short Sleeve, Black, #UM11321
2. United Uniforms Polyflex Undercarrier Shirt, Long Sleeve, Black, #UM11320
3. First Tactical Men's V2 Pro Performance Shirt, Short Sleeve, Black, # 112012
4. First Tactical Men's V2 Pro Performance Shirt, Long Sleeve, Black, # 111015
5. First Tactical Women's V2 Pro Performance Shirt, Short Sleeve, Black, #122012
6. First Tactical Women's V2 Pro Performance Shirt, Long Sleeve, Black, # 121015
7. First Tactical Pro Duty Pullover, Long Sleeve, Black, #111018
    i. All shirts will have Clay County shoulder patch on both sleeves, Clay County green/gold badge with rank on left chest. 1st initial, last name will be embroidered on the right chest in ½ inch Old Yellow Athletic Block Lettering.
    ii. Epaulets may be attached but not required.
8. Polo Shirts

9. 5.11 Men's Performance Short Sleeve Polo # 71049, Black
10. 5.11 Men's Performance Long Sleeve Polo #42056, Black
11. 5.11 Women's Performance Short Sleeve Polo # 61165, Black
12. 5.11 Women's Performance Long Sleeve Polo #62408, Black
13. First Tactical Men's Performance Short Sleeve Polo #11209, Black
14. First Tactical Men's Performance Long Sleeve Polo # 11503, Black
15. First Tactical Women's Performance Short Sleeve Polo #122509, Black
16. First Tactical Women's Performance Long Sleeve Polo #12103, Black
    i. All polo's will have Clay County green/gold badge with rank on left chest. 1st initial, last name will be embroidered on the right chest in ½ inch Old Yellow Athletic Block Lettering.

(g) Detention personnel have the option of wearing either the uniform shirt or the polo, it is employee preference.

(h) Pants

1. 5.11 Men's Stryke Pants #74369, Black
2. 5.11 Women's Stryke Pants #64386, Black
3. First Tactical Men's V2 Tactical Pants #114011
4. First Tactical Women's V2 Tactical Pants #124011
5. Propper Kinetic Men's Tactical Pants, #F5294, Black
6. Propper Kinetic Women's Tactical Pants, #F5259, Black

(i) Class B Footwear

1. Any all-black boot or Athletic shoe. Polishable toe and/or cloth toe is acceptable. Footwear must be clean and/or polished and professional in appearance

(j) Duty Gear

1. Bianchi Nylon Duty Belt and Pouches (No Leather Gear Allowed for Class B)

(k) Outerwear/Coats

1. 5-11 Black Tactical Fleece 2.0 Jacket #78026.
2. First Tactical Men's Tactix Softshell Jacket, Black, #118503
3. First Tactical Women's Tactix Softshell Jacket, Black #128503
4. 5.11 ¼ Zip Job Shirt, Black, #72314
5. First Tactical Men's ¼ Zip Cotton Job Shirt, Black, #118507
6. First Tactical Women's ¼ Zip Cotton Job Shirt, Black, #128507
7. First Tactical Men's ½ Zip Softshell Job Shirt, Black, #118508
8. First Tactical Women's ½ Zip Softshell Job Shirt, Black, #128508
9. First Tactical Pro Duty Pullover, Long Sleeve, Black, #111018
    i. All outerwear/jackets will have Clay County shoulder patch on both sleeves, Clay County green/gold badge with rank on left chest. 1st initial, last name will be embroidered on the right chest in ½ inch Old Yellow Athletic Block Lettering.

ii. Employees have the option of having all the patches affixed permanently or affixed with Velcro patches.

(l) Headgear

1. FlexFit Black ball cap #6277 with Clay County green/gold badge with rank on front of hat. Radio number will be embroidered on the back of the cap centered in ½ inch Old Yellow Athletic Block Lettering.
2. New Era Adjustable Structured Cap #NE200, Black with Clay County green/gold badge with rank on front of hat. Radio number will be embroidered on the back of the cap centered in ½ inch Old Yellow Athletic Block Lettering.

1030.3.5 CASUAL AND ALTERNATE UNIFORMS

(a) The sheriff, by memorandum, may authorize certain deputies to wear civilian clothing or optional casual uniforms. Civilian clothing shall convey a professional appearance and be clean, neat, and pressed. Any commander may require personnel to change clothing that does not meet this criterion or the circumstances of the assigned duty. Detectives may, at the discretion of their commander, be required to wear a sports shirt and tie or similar apparel.

(b) Alternate uniforms must be approved in writing by the Division Commander and Sheriff. Deputies working an assignment in the detention center may wear their seasonal Class B uniform year-round. If their duties require them to leave the detention center for any reason, they must wear a uniform appropriate for the alternate duty. The division commander for the alternate duty has the discretion to determine the appropriate uniform within the guidelines of this policy.

1030.3.6 SPECIALIZED UNIT UNIFORMS

(a) The Sheriff may authorize special uniforms to be worn by deputies in specialized units, such as the canine team, Special Tactics And Response (STAR) Team, Fugitive Apprehension, and other specialized assignments.

1030.3.7 FOUL WEATHER GEAR

(a) The uniform and equipment procedure lists the authorized uniform jacket and rain gear.

1030.4 INSIGNIA AND PATCHES

(a) The authorized shoulder patch supplied by the Sheriff's Office shall be machine stitched to the sleeves of all uniform shirts and jackets.

(b) Service stripes and other indicators for length of service may be worn on long-sleeve shirts and Ike jackets. They are to be machine stitched onto the uniform.

(c) The regulation nameplate, or an authorized sewn-on cloth nameplate, shall be worn at all times while in uniform. The nameplate shall display the employee's last name. The nameplate shall be worn and placed above the right pocket, with the pins securing the name plate placed at the top edge of the pocket, located in the middle, bisected by the pressed shirt seam, with equal distance from both sides of the nameplate to the outer edge of the pocket.

(d) When a jacket is worn the employees’ rank/position and last name shall be embroidered above the right breast pocket area (i.e., S. Jones, A. Smith or J. Wilson).

(e) Assignment insignias, (e.g., STAR and FTO) may be worn as designated by the Sheriff or the authorized designee.

(f) An American flag pin may be worn on the flap of the right breast pocket.

(g) The sheriff's office-issued badge, or an authorized sewn-on cloth replica, must be worn and be visible at all times while in uniform. Commissioned non-uniformed personnel will wear or carry the badge so it is in reasonable proximity to the firearm and can be displayed whenever appropriate.

(h) The designated insignia indicating the employee's rank must be worn at all times while in uniform. The Sheriff or the authorized designee may authorize exceptions.

1030.4.1 MOURNING BADGE BAND

(a) Uniformed employees may wear a black mourning band across the uniform badge whenever a peace officer is killed in the line of duty. The following mourning periods will be observed:

1. A deputy of this office - From the time of death until midnight on the 14th day after the death.
2. A peace officer from this or an adjacent county - From the time of death until midnight on the day of the funeral.
3. Funeral attendee - While attending the funeral of a fallen peace officer.
4. National Peace Officers Memorial Day (May 15) - From 0001 hours until 2359 hours.
5. As directed by the Sheriff or the authorized designee.

1030.5 CIVILIAN ATTIRE

(a) There are assignments within the Clay County Sheriff's Office that do not require wearing a uniform because recognition and authority are not essential to their function. There are also assignments in which wearing non-sworn attire is necessary.

1. All employees shall wear clothing that fits properly, is clean and free of stains, and not damaged or excessively worn.
2. All male administrative, investigative, and support personnel who elect to wear nonsworn clothing to work shall wear shirts with a collar, slacks, or suits that are moderate in style.
3. All female administrative, investigative, and support personnel who elect to wear nonsworn clothing to work shall wear dresses, slacks, shirts, blouses, or suits that are moderate in style.
4. The following items shall not be worn on-duty:
    i. T-shirt alone
    ii. Open-toed sandals or thongs
    iii. Swimsuit, tube tops or halter tops
    iv. Spandex type pants or see-through clothing
    v. Distasteful printed slogans, buttons or pins
    vi. Denim pants of any color
    vii. Shorts
    viii. Sweatshirts, sweatpants or similar exercise clothing

5. Variations from this order are allowed at the discretion of the Sheriff or the authorized designee when the employee's assignment or current task is not conducive to wearing such clothing.
6. No item of non-sworn attire may be worn on-duty that would adversely affect the reputation of the Clay County Sheriff's Office or the morale of the employees.
7. Commissioned employees carrying firearms while wearing non-sworn attire should wear clothing that effectively conceals the firearm when outside a controlled law enforcement facility or work area.

1030.6 POLITICAL ACTIVITIES, ENDORSEMENTS, ADVERTISEMENTS, OR OTHER APPEARANCES IN UNIFORM

(a) Unless specifically authorized by the Sheriff, Clay County Sheriff's Office employees may not wear any part of the uniform, be photographed wearing any part of the uniform, utilize a office badge, patch or other official insignia, or cause to be posted, published or displayed, the image of another employee, or identify him/herself as an employee of the Clay County Sheriff's Office to do:

1. Endorse, support, oppose or contradict any political campaign or initiative
2. Endorse, support, oppose or contradict any social issue, cause or religion
3. Endorse, support or oppose, any product, service, company or other commercial entity
4. Appear in any commercial, social or nonprofit publication, or any motion picture, film, video, public broadcast, or on any website.

1030.7 OPTIONAL EQUIPMENT – MAINTENANCE AND REPLACEMENT

(a) Any of the items listed in the uniform and equipment specifications manual as optional shall be purchased at the expense of the employee. No part of the purchase cost shall be offset by the Office.

(b) Maintenance of optional items shall be the financial responsibility of the purchasing employee (e.g., repairs due to normal wear and tear).

(c) Replacement of items listed in this order as optional shall be done as follows:

1. When the item is no longer functional because of normal wear and tear, the employee bears the full cost of replacement.
2. When the item is no longer functional because of damage in the course of the employee's duties, it may be replaced following the procedures for the replacement of damaged personal property outlined in the Office-Owned and Personal Property Policy.

1030.8 UNAUTHORIZED UNIFORMS, EQUIPMENT, AND ACCESSORIES

(a) Clay County Sheriff's Office employees may not wear any uniform item, accessory, or attachment unless specifically authorized in the uniform and equipment specifications manual or by the Sheriff or the authorized designee.

(b) Clay County Sheriff's Office employees may not use or carry any tool or other piece of equipment unless specifically authorized in the uniform and equipment specifications manual or by the Sheriff or the authorized designee.