

## **ARTICLE 8 – UNIFORMS AND EQUIPMENT**

- 8.1 All commissioned officers will be required to wear the official department uniform except when directed otherwise by proper authority.
- 8.2 The Employer shall furnish all required uniforms and footwear for commissioned officers as specified by the Employer, and agrees to replace used uniforms as needed. All uniforms will be used only for the work of the Employer and shall remain the property of the Employer, but they shall be properly maintained by the employee provided the approved uniform is of wash and wear variety and not wool or other fabrics requiring dry cleaning. If non-wash and wear uniforms are the approved uniform, the University shall provide dry cleaning. The University shall provide a \$500 footwear reimbursement and/or allowance for each bargaining unit member during this Contract term.
- 8.3 **Approved Uniforms:** The following uniforms are approved for wear on patrol at any time. Officers will be issued one (1) Dress Uniform and one (1) Winter/Cold Weather uniforms. Officers shall have their choice of wearing any of the Everyday Uniforms for duty. They will be issued their choice of two (2) Everyday Uniforms. Officers qualified for bike patrol will receive two (2) sets of the bike uniforms. Midnight Navy or Black shall be the color of all 5.11 uniforms. Uniforms shall be replaced by the employer as needed.

### **Dress Uniform:**

Department Issue Class A as set by policy.

### **Winter/Cold Weather:**

Winter weight jumpsuit

### **Everyday Uniform:**

- #1 5.11 TDU long or short sleeve shirt or polo w/sewn on badge and name plate  
5.11 TDU pant
- #2 5.11 TDU short sleeve shirt or polo w/sewn on badge and name plate  
5.11 Tactical nylon shorts
- #3 5.11 Class B long/short sleeve shirt w/sewn on badge and name plate  
5.11 Class B pant
- #4 Summer/light weight jumpsuit
- #5 5.11 Class B or Class A PDU long sleeve shirt w/metal badge, metal name plate, and collar brass  
5.11 Class B pant or Class A PDU pant  
Tie w/tie bar

**Bike Patrol (For Those Assigned to Bike Patrol):**

Bicycle uniform consisting of pants/shorts and shirt

**SWAT (For Those Assigned to SWAT):**

SWAT uniform

- 8.4 Each police department employee of this bargaining unit shall be supplied with a minimum of the following uniform pieces:

- One 5.11 5 IN 1 Jacket
- One dress hat
- One raincoat
- Two WSU embroidered baseball hats (one blue and one black)
- One WSU embroidered stocking cap

- 8.5 Each police department employee of this bargaining unit shall be supplied with a minimum of the following department issued equipment. All equipment shall be used only for the work of the Employer and shall remain the property of the Employer, but shall be properly maintained by the employee:

- EMS glove holders
- Business cards
- Firearm and three magazines
- ASP/Tactical baton
- Chemical deterrent (OC/pepper spray)
- One portable radio and mike
- One pair handcuffs
- One radio holder
- One flashlight holder
- One duty belt, one under belt, four belt keepers
- All belt accessories to hold the above equipment
- Protective vest
- One key holder
- One Otto-fitted earpiece
- One rechargeable flashlight
- One plain clothes handcuff and magazine holster
- One plain clothes gun holster
- One rifle for Patrol Officers only and two magazines
- One rifle magazine holder
- One Taser holster
- One digital recorder
- Two badges

**For Bicycle Officers:**

- Eye protection (reimbursed up to a limit of \$100.00)
- ANSI rated helmet
- Bicycle gloves

- 8.6 Officers having any item of clothing damaged or stolen on duty will have the item cleaned, repaired or replaced at the Employer's expense on approval of the Chief of Police as reasonable and necessary. Employees who have had uniforms or clothing contaminated by bodily fluids during the course of duty may have the uniform cleaned at the Employer's expense. Personal property items authorized for use on the job by the Employer that are damaged while being used on duty will be repaired or replaced at the Employer's expense subject to prior approval by the Police Chief. Employees shall be held accountable for all uniforms, weapons and leather/nylon gear which are issued to the employees by the Employer. Items issued by the Employer which become worn out, lost or destroyed as a direct result of the performance of the employee's duties, or as a result of an occurrence not due to the employee's intentional act or negligence, shall be replaced by the Employer.
- 8.7 The Employer shall furnish specialized equipment as determined by the Employer. The Employer shall repair or replace items of departmental equipment rendered unserviceable in the conduct of duty.
- 8.8 Policies and procedures regarding uniform and adherence to standards for uniforms are set forth in the Departmental Policies.
- 8.9 The Employer will provide the following accessory items: color brass, name plate, shoulder patches, sleeve stripes, shooter badges, uniform badges, hat badges, and ammunition. All accessory items shall remain the property of the Employer but shall be properly maintained by the employee.
- 8.10 Pistols issued to commissioned officers provided by the Employer will be inspected by a certified factory authorized Glock Armor at least every year and replaced as determined by this authorized Glock Armor.
- 8.11 Ammunition will be furnished by the Employer and will be replaced at a minimum of once per year.
- 8.12 Input into the style and uniform specifications shall be sought from the Guild but the Employer reserves the right to make the final decision.