

Body Armor

1014.1 PURPOSE AND SCOPE

The purpose of this directive is for the San Leandro Police Department to maximize officer safety through the use of body armor in combination with prescribed safety procedures. While body armor provides a significant level of protection, it is not a substitute for the observance of officer safety procedures.

1014.2 POLICY

It is the policy of the San Leandro Police Department that all personnel assigned to the enforcement of laws and/or codes shall wear Department-issued body armor while on duty, in police uniform.

1014.3 PROCEDURE

1014.3.1 ISSUANCE OF BODY ARMOR

(a) The Professional Standards and Training Unit shall ensure that body armor is issued to all sworn police officers and civilian employees assigned to law and/or code enforcement roles and/or the Tactical Operations Team and that the body armor meets or exceeds the standards of the National Institute of Justice, when issued.

(b) The Professional Standards and Training Unit will schedule appointments for employees with the vendor supplying body armor to the San Leandro Police Department. The vendor shall meet with the employee and measure him/her for fit before placing the order for the body armor. The vendor will be available to the employee during this process to answer questions related to the body armor.

(c) The San Leandro Police Department shall issue body armor when a police officer or civilian employee (in an enforcement role) begins service with the San Leandro Police Department or is appointed as a member of the Tactical Operations Team. It shall be the discretion of the employee to choose either a level 11 or 111A rated ballistic vest, certified by the National Institute of Justice standards, certified for reimbursement through the Bulletproof Vest Partnership Program. The body armor shall be replaced by the Department, pursuant to the manufacturer's warranty, or if it becomes worn or damaged to the point that its effectiveness or functionality has been compromised.

(d) All employees issued body armor shall maintain a concealable vest carrier to support the body armor panels, when worn under a uniform shirt.

(e) Sworn personnel shall have the option of choosing to order a patrol outer carrier for their body armor panels, which if electing to do so, shall be ordered at the time that the body armor is ordered.

(f) Sworn personnel may elect to purchase, at their own expense, a patrol outer carrier at anytime, which will be optional to wear on a daily basis.

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(g) Upon the issuance of a new ballistic vest, employees shall return their previously-issued/used/damaged ballistic vest to the Professional Standards and Training Unit, who will dispose of the vest pursuant to the recommendations of the manufacturer.

(h) Upon issuance of body armor, officers and civilian employees shall check for proper fit and shall immediately report concerns or issues to the Professional Standards Unit pursuant to the vendor's and manufacturer's warranties and policies.

1014.3.2 USE OF BODY ARMOR

(a) Officers and civilian employees shall only wear agency-approved issued body armor.

(b) Officers and civilian employees shall wear body armor anytime they are in a situation where they could reasonably be expected to take code or law enforcement action or are assigned to work at a tactical command post.

(c) Officers and civilian employees may be excused from wearing body armor when they are functioning primarily in an administrative or support capacity and could not reasonably be expected to take enforcement action.

(d) Body armor shall be worn when an officer or civilian employee is taking part in Department range training, where firearms are discharged.

(e) An officer may be excused from wearing body armor when he/she is involved in undercover or plain clothes capacity, where his/her supervisor determines he/she could be compromised by wearing body armor; or when a supervisor determines that other circumstances make it inappropriate to mandate wearing body armor.

1014.3.3 PATROL OUTER CARRIERS

(a) Sworn personnel are authorized to wear the "Tactical Advantage Patrol Outer Carrier" with adjustable, open shoulders, manufactured by Point Blank Body Armor, in the color of midnight navy blue. Wearing of patrol outer carriers by sworn personnel in uniform and undercover assignments shall be optional unless purchased by the Department at time of order pursuant to Section 1024.3.1(e) of this policy.

(b) Sworn personnel electing to wear the patrol outer carriers shall have their issued body armor panels inserted into the patrol outer carrier's panels designed to accommodate body armor panels. Sworn officers are prohibited from wearing their concealable body armor under their uniform shirt and donning a patrol outer carrier without ballistic panels.

(c) All sworn personnel, while on duty and wearing the patrol outer carrier, shall be guided by the following directions as to the manner and conditions of wearing the patrol outer carrier:

(a) Patrol Uniform Use:

1. The patrol outer carrier shall be midnight navy blue in color. The Officer's metal badge shall be worn on the front, left-side of the patrol outer carrier. Personnel assigned to the Canine Unit may elect to wear the cloth badge patch affixed by Velcro, in lieu of their metal badge.

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2. A non-reflective nametag strip measuring 5" x 1" in size, shall be worn on the right-side of the front of tactical outer carrier. The nametag strip shall be affixed to the outer carrier with Velcro. The name tag shall include the first initial and last name.
3. A non-reflective patch measuring 3 ½" x 1 ½" in size, with word "POLICE" shall be available in the zippered pouch, below the nametag strip, on the right-front side of the carrier.
4. A non-reflective patch measuring 10" x 4" in size, shall be available in the zippered pouch on the back of the patrol outer carrier.
5. The lettering of the names for Officers, Professional Staff, and Sergeants shall be gray in color, and the ranks of Police Lieutenant, Police Captain and Police Chief shall be gold in color. All letters shall be in the font, "Impact" and shall be affixed to the name tag strip and non-reflective patches from the manufacturer, meeting their original equipment specification.
6. The back non-reflective patch with the word "POLICE" generally will not be displayed by uniformed sworn personnel working in a patrol capacity. The patch shall be utilized in situations where the identification of the Officer may come into question or when a Sergeant or Command Officer designates its use.

(b) Use by Sworn Personnel assigned to the Criminal Investigation Division and/or Plain Clothes/Undercover Operations:

1. The patrol outer carrier may be used by sworn personnel assigned to the Criminal Investigation Division, Crime Suppression Unit, or for any officers assigned to a plain clothes and/or undercover assignment.
2. Patrol outer carriers used in these assignments shall conform to all design standards as listed in this policy.
3. Sworn personnel, in any of these assignments, shall wear a name tag and may wear a cloth badge patch affixed with Velcro, representing their rank on the front, left side of the tactical outer carrier in lieu of the metal badge.
4. The back "POLICE" non-reflective patch should be displayed by personnel working in the Criminal Investigation Division, Crime Suppression Unit, or during plain clothes/undercover assignments, when immediate identification of the officer is necessary.

(c) Equipment Storage Pouches:

1. Authorized equipment pouches worn with the tactical outer carrier shall be manufactured by Point Blank, and shall be from the MOLLE Midnight Navy Blue 500 model series.

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2. The pouches shall be midnight navy blue in color and may be constructed with black, tactical nylon, outer flaps for added durability. Equipment pouches will not have any visible logos.
3. The pouches shall have snap or Velcro closures. With the exception of pouches for an expandable baton, flashlight, and AR-15 magazines, no open pouches are allowed.
4. Pouches shall be maintained in good working order and free from rips, tears, or fading from aging or excessive wear.
5. Pouches shall be securely attached (woven) onto the tactical outercarrier through the MOLLE loop system and inspected on a regular basis by a supervisor, range master or his/her designee.
6. A Taser X26/P may be carried in a Department-approved Taser holster, using the Safariland MLS clip to secure the holster to the MOLLE loop system on the exterior of the outer carrier.
7. Outer carriers and pouches not meeting uniform specifications shall be replaced as soon as reasonably possible at the officer's expense.
8. Pouches manufactured by Point Blank Body Armor are the only approved equipment pouches for use on tactical outer carriers.

(d) Authorized Equipment Affixed to the Outer Carrier:

1. The following equipment may be worn on the patrol carrier and shall be secured in duty pouches:
 - (a) Ammunition/Handgun magazines (2 minimum)
 - (b) Handcuffs (1 pair minimum)
 - (c) Oleoresin Capsicum (OC) Spray
 - (d) Expandable Baton
 - (e) Motorola hand-held two-way radio
 - (f) Taser
 - (g) Flashlight
 - (h) Knives/Multi-Tools
 - (i) AR-15 magazines (May only be stowed on the outer carrier prior to deployment of the AR-15 rifle)
 - (j) First Aid Supplies
2. All equipment should be carried in a manner similar to the configuration the officer previously carried on their duty belt. The configuration of the equipment must be

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reviewed and approved by a Department Certified Range Master prior to wearing the patrol outercarrier.

3. The wearing of the Taser shall be done in accordance with the San Leandro Police Department Taser Policy. The Taser can be worn on the duty belt or on the outer carrier, on the support side (opposite side of firearm).

4. Knives/Mult-Tools shall be secured in a pouch or pocket, not hanging off of a pouch or attached to a MOLLE loop.

5. Handguns shall NOT be carried on the patrol outer carrier.

(e) Wearing of the Portable Video Recording System:

1. Officers donning a patrol outer carrier shall abide by San Leandro Police Department Policy 450: Portable Audio/Video/ Recorders.

1014.3.4 MANDATORY TRAINING REQUIRED PRIOR TO USE OF OUTER CARRIER

(a) Sworn personnel electing to wear the outer carrier on-duty shall:

1. Successfully pass the current firearms qualification course, while wearing the outer carrier.
2. Successfully pass an evaluation by a member of the Defensive Tactics training staff, demonstrating proficiency with their safety equipment, while wearing the outer carrier.

(b) If the Officer is unable to qualify on the firearms course or demonstrate proficiency with any of their safety equipment, the Officer will not be authorized to wear the outer carrier until they are able to successfully meet these requirements.

1014.3.5 UNIFORM TO BE WORN WITH TACTICAL OUTER CARRIERS

(a) Sworn personnel assigned to a uniformed position who elect to wear the outer carrier shall wear the following uniform:

1. Blauer, navy blue, wool-blend Amorskin, style 8471 (long sleeve) or style 8472 (shortsleeve) with a SLPD patch on the left shoulder. Sworn personnel may choose to have the San Leandro Police Department star logo badge, first initial and last name embroidered onto the front of the shirt. All uniforms worn with the outer carrier will be purchased by the employee.
2. Blue wool uniform pants
3. During inclement weather or at the discretion of the officers' immediate supervisor or a command officer, officers may wear the Class C or Class D uniform.

(b) Sworn and civilian personnel who elect to wear the outer carrier during their assigned tour of duty where they may be required to immediately respond to a call for service shall wear their outer carrier at all times.

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1014.3.6 INSPECTIONS OF BODY ARMOR AND OUTER CARRIER

Supervisors should ensure that body armor is worn and maintained as required by this policy through routine observation and periodic documented inspections. Annual inspections of body armor should be conducted for fit, cleanliness, signs of damage, abuse and wear.

1014.3.7 CARE, MAINTENANCE AND REPLACEMENT OF BODY ARMOR AND TACTICAL OUTER CARRIERS

(a) Officers and civilian personnel should routinely inspect personal body armor and outer carriers for signs of damage and for general cleanliness.

(b) Because dirt and perspiration may erode ballistic panels, each employee shall be responsible for cleaning personal body armor in accordance with the manufacturers instructions. Officers and civilian personnel are responsible for the proper storage, maintenance and care of body armor in accordance with manufacturers instructions.

(c) Officers and civilian personnel are responsible for reporting damage or excessive wear to the ballistic panels or cover to their supervisor and the individual responsible for the uniform supply function.

1014.4 RANGE SERGEANT RESPONSIBILITIES

- (a) Monitor technological advances in the body armor industry for any appropriate changes to officer and civilian-approved body armor and update the Professional Standards and Training Unit with that information.
- (b) Assess weapons and ammunition currently in use and the suitability of approved body armor to protect against those threats.
- (c) Provide training that educates officers about the safety benefits of wearing body armor.
- (d) Inspect outer carriers for set-up, functionality, and proper storage of equipment prior to officers donning them for duty assignments, and test officers to ensure that they can properly access equipment stored on the outer carrier.
- (e) Prepare a certification memorandum for each sworn member electing to use the outer carrier during a duty assignment and forward that memorandum to the Professional Standards and Training Unit to be included in the officer's training record.
- (f) May designate a certified range master to assist in any of the Range Sergeant's duties and responsibilities.