



DEPARTMENT OF PUBLIC SAFETY OPERATING PROCEDURES MANUAL		
CHAPTER 102	UNIFORM	
	Effective: 6/05/2025	Commissioner Approval: 
	Authorities: AS 18.65.010-688, 13 AAC 65.010-, 13 AAC 96.010-080-Collective Bargaining Agreements	
	Applicability: ALL DEPARTMENTAL EMPLOYEES	
	Special Instructions:	

102.100 INTRODUCTION

- A. **Department to supply uniforms and equipment.** The State shall provide commissioned personnel or other officers of FLS, AST, AWT, and VPSO with standard uniforms and equipment necessary to carry out the objectives and purposes of AS 18.65.010-688. All issued property shall remain the property of the State. [Ref AS 18.65.020]
- B. **Commissioner to prescribe necessary uniforms.** The Commissioner will prescribe the uniform for employees of FLS, AST, AWT, and VPSOs in accordance with current collective bargaining agreements and VPSO grantee consultations. The Commissioner may delegate responsibility for uniform selection to appropriate Division Directors.
- C. **Service without uniforms.** The Commissioner may direct commissioned personnel or other officers to serve without wearing a uniform. [Ref AS 18.65.040]

102.300 GENERAL APPEARANCE STANDARDS

- A. **Civilian employee attire.** While on duty or attending training or other official functions, civilian employees will wear clothing appropriate to the activity. Employees having contact with the public or acting as a department representative to other agencies or governments shall wear attire that presents a professional image.
- B. **Uniformed Officers.** All officers on duty shall wear uniforms or other clothing in accordance with established department procedures. Brass, belts, shoes, uniform shirts and pants, and equipment must be clean and cared for properly. Except when acting under proper and specific orders from a superior officer or supervisor, officers on duty shall maintain a neat, well-groomed appearance and shall maintain their hair according to the following standards: Natural hair must be clean, neat, and combed. Hair must not extend below the top of the shirt collar at the back of the neck when standing with the head in a normal posture. The bulk or length of the hair must not interfere with the normal wearing of all standard headgear. Wigs or hairpieces may be worn if they conform to the above standards for natural hair. Sideburns must be neatly trimmed and may not extend below a line drawn from the bottom of the ear to the bottom of the nose. Sideburns may not exceed 1 ½" in width. Officers must be clean-shaven. A mustache may be worn if it does not extend below the upper lip or more than ½" beyond the corners of the mouth. VPSOs are exempted from the facial hair requirements and will follow the controlling appearance requirements of the VPSO Standard Operating Procedure Manual.

CHAPTER 102 UNIFORM

1. Non-uniformed attired. Officers, while on-duty or while attending training or other official functions when not required to be in uniform, will wear standard conservative business attire. This means suit or sport coat/blazer and slacks (jeans are not authorized), and a tie for male employees. Supervisors may make exceptions for undercover assignments, physical training, and other duties where either uniform or standard business attire is not appropriate. Such would be the case for environments that require a tactical uniform or other alternative, i.e. defensive tactics, commercial vehicle inspection, K-9 training as an agitator, etc.
2. Travel Attire. When traveling to and from training locations, personnel may wear suitable casual business attire in lieu of a Class A uniform or normal business attire. This means a collared shirt (button up or polo type) and a pair of pants such as Dockers or similar professional slacks, which are pressed or otherwise well maintained. No jeans, Carhartts, or similar attire may be worn.

If in doubt or unsure of the suitability of a particular type of attire, it is the responsibility of personnel to contact their individual command staff for pre-approval.

102.310 UNIFORM ADMINISTRATION

- A. *Issuance of uniforms.*** Uniforms issued to officers will be receipted on the appropriate property transfer forms. Supervisors may authorize replacement of uniform or equipment items whenever an item becomes unserviceable due to damage or normal wear. Such replacement uniform items will be ordered in the manner specified by Supply.
- B. *Surrender of uniforms upon separation.*** Upon separation of service, all department issued equipment not expended or otherwise accounted for shall be returned to the department in a serviceable and clean condition. The receiving station shall issue a receipt. (Retention of formal uniforms by retired officers – See 102.510)

102.320 WEARING OF THE UNIFORMS – GENERAL

- A. *Compliance with policies required.*** Each officer shall comply with policies pertaining to uniform attire.
- B. *Changes to uniforms prohibited.*** No alteration of design is permitted and nothing may be displayed or worn on the uniform except as prescribed in this chapter.
- C. *Off-duty wear of uniforms by officer prohibited.*** Officers while off duty or on leave may not wear a uniform or any part of the uniform. The Division Director may authorize exceptions for funerals, military functions or similar activities.
- D. *Off-duty commissioned personnel may use certain equipment.*** Fully commissioned personnel may carry their issue or other approved handgun, credentials, handcuffs, OC spray, asp baton, Taser, or similar personally assigned equipment while off duty. Any officer armed while off duty must carry credentials. While in public, weapons or equipment will be carried concealed and OC spray canisters without built in discharge safety mechanisms will be carried only in holsters so equipped. Tasers will be carried in approved holsters and concealed.

- E. *Officers to wear uniform of the day.*** The Commander or designee is authorized to designate the uniform of the day for posts under their command. Personnel in uniform shall dress according to the uniform of the day. Officers engaged in special duties or functions may be authorized a special uniform.
- F. *Replacement of soiled uniforms.*** Uniforms, equipment, or civilian attire which becomes badly soiled, torn, or otherwise ruined during official department activities may be cleaned, repaired, or replaced at the expense of the department upon prior written approval of the Commander or designee.
- G. *Stitching standards for cloth patches and insignia.*** Stitching used to attach patches and cloth insignia to uniforms shall be neat, shall firmly attach the entire perimeter of the patch, and shall match the color of the portion of the patch stitched.
- H. *Uniform brass, leather gear, and footwear to be clean and polished.*** Brass worn with the uniform shall be clean and shined. Uniform leather gear will be kept clean, the leather polished, and any brass buckles or snaps will be shined. Footwear, meeting the specifications in 102.460 A, shall be clean and polished.
- I. *Wearing of sunglasses.*** Sunglasses of conservative size, color, and design may be worn with the uniform. Mirrored sunglasses are prohibited. Sunglasses shall be removed while indoors during conversations with the public or a supervisor. Officers in uniform shall not hang sunglasses around their neck by retention straps (except as authorized by commander during certain field activities) or wear on top of head or hat.
- J. *Traction Cleats or studs.*** Traction cleats or studs may be worn on footwear as necessary during winter conditions.
- K. *Mixing types of uniforms prohibited.*** The mixing of different style uniform parts is prohibited.
- L. *Hands not to be put in pockets.*** Uniformed personnel will refrain from putting their hands in their pockets when contacting the public except as necessitated by inclement weather conditions.
- M. *Wearing of gloves.*** Officers are not to wear ventilated or finger-less gloves when contacting the public. Officers may wear plain black leather gloves during cold weather or appropriate arctic gloves, mittens, or gauntlets in severe weather conditions. When engaged in frisking subjects or conducting searches officers are permitted to wear blood borne pathogen or sharps resistant gloves (e.g. Kevlar gloves).
- N. *Equipment to be provided by officer.*** Officers shall equip themselves with the following:
1. A watch of reasonable accuracy; and
 2. Footwear, with socks, appropriate to the apparel worn or meeting the uniform standards set out in this chapter.

CHAPTER 102 UNIFORM

102.330 WEARING OF THE UNIFORM – FLS

A. *Uniforms issued to Fire and Life Safety.* The following uniform items will be issued to each Fire Marshal:

1. Duty Uniform / Normal – All ranks receive two long sleeve uniform shirts, two white short-sleeve uniform shirts, two pair of black uniform pants, two black ties, a summer jacket, a black cruiser jacket, and a fire department style dress hat.
2. Field Uniform – One black Nomex coveralls, two black shirts, two pair black pants, and black baseball cap.
3. Personal Protective Gear – Bunkers consisting of helmet, pants, coat, and gloves, if applicable.

B. *FLS employees may wear uniform only when on duty.* FLS employees may wear the uniform only when on duty, while traveling to or from the duty station immediately prior or after work hours, while traveling on official business, or while attending off-duty functions as an official representative of the department (e.g. awards banquets, funerals, graduation exercises, etc.).

C. *Uniform wear is encouraged.* FLS employees are encouraged to wear their duty uniform when presenting formal public fire education programs and when attending formal functions or meetings of uniformed personnel.

D. *When uniform wear is optional.* Uniform wear is optional during work at the normal duty station, training classes involving activities that would not irreparably soil the uniform, and at meetings or conferences.

E. *Carrying firearms.* When a firearm is carried it shall be concealed at all times except when in duty or field uniform.

102.340 DUTY UNIFORM – NORMAL

A. *AST, AWT, FLS, or VPSO.* Unless a different uniform of the day has been specified by the Commander or VPSO supervisor, the normal duty uniform for officers is Class A comprised of:

1. Campaign or fur hat. (See 102.320 F, 102.350)
2. Fire department style dress hat for FLS employees (with insignia appropriate to rank of individual);
3. Uniform shirt with collar brass, patches, breast badge, nametag, and rank insignia. A single skill insignia may be worn above the nametag on the duty uniform. Uniform tie shall be worn as required (See 102.390);
4. Uniform pants and black belt (See 102.410);
5. Uniform shoes with black socks or winter footwear (See 102.460);
6. Raincoat, or utility jacket with patches, or parka with patches (See 102.360);

7. Sam Browne belt with required equipment (See 102.400); and
8. Ballistic vest – AST, AWT and VPSO only (See 102.380).

102.350 HATS

A. *Description of uniform hats.*

1. Campaign hat, AST and AWT – Blue with red and gold hat sash, CSO – Seville Blue with gray hat sash (formal uniform only). The hat is worn with the hat badge. The hat sash shall be twisted (approximately ten times) to give it a rope-like appearance. The sash ends and acorns shall be worn at the front of the hat centered under the badge. The leather retention strap shall be worn at the base of the skull at the rear. The hat shall be worn squarely on the head with a slight forward cant. A distance of one or two fingers shall be between the eyebrow and hat brim.
2. Campaign hat, VPSO – Brown. The hat is worn with the hat badge. The hat band shall be a one-piece black leather strap. The leather retention strap shall be worn at the base of the skull at the rear. The hat shall be worn squarely on the head with a slight forward cant. A distance of one or two fingers shall be between the eyebrow and hat brim.
3. Fire department style dress hat, FLS employee. The FLS hat is worn with insignia appropriate to rank.
4. Baseball cap, AST and AWT – Black with “State Trooper” embroidered on front; AST and AWT – Blue water resistant with “State Trooper” embossed; CSO – Blue with “Court Service Officer” embroidered on front; FLS – Black with “Fire Marshal” embroidered on the front of the hat; VPSO – Black with “VPSO” patch centered on front. Embroidery shall be gold thread, $\frac{3}{4}$ ” high, all uppercase block letters with the first word centered above the second word.
5. Fur hat or knit watch cap. The department will identify and issue a standard fur hat and/or knit watch cap for wear in inclement weather when authorized by the commander or designee.

B. *Hats to be worn while outdoors.* When an officer is on duty in uniform they will remain covered at all times when outdoors unless the officer can articulate a specific safety related reason for not doing so. The hat of the day, designated by the Commander (see 102.320 F), shall be worn during all traffic stops and any other service contacts except as noted above.

C. *Wearing of the hat indoors will be based upon the situation.*

1. Personnel assigned, as an honor guard will remain covered at all times.
2. Officers escorting prisoners are not required to wear their hats in the courthouse.

CHAPTER 102 UNIFORM

3. If an officer is a guest or official representative of the department at an indoor event in uniform, they will uncover; e.g., on a stage, at a banquet, or as an honorary pallbearer in church. Officers testifying in court while in uniform will not wear their hat in the courtroom.

102.360 JACKETS AND COATS

A. *Cruiser jacket.* AST and AWT– Blue, FLS and VPSO – Black.

1. Cruiser jackets shall have shoulder patches located on the centerline of the sleeve ½" below the shoulder seam. Loomed badges will be located on the left chest of the jacket in the same position as the badge appears on the uniform shirt.
2. AST, AWT, and VPSO – Metal rank insignia for Corporal and above will be worn centered on the top of the shoulder ½" inside of the shoulder seam.
3. FLS – Brass bugle rank insignia will be worn centered with the axis of the insignia aligned with the point of the collar. Insignia worn for ranks: 2 bugles - Deputy Fire Marshal I, Fire Training Specialist and Plans Examiner, 3 bugles – Bureau Supervisors, 4 bugles - Assistant State Fire Marshal/ Deputy Director; 5 bugles - State Fire Marshal / Division Director.

B. *Modification of gun-hand pocket of cruiser jacket.* Officers are allowed to modify the pockets on the gun-hand side of the long cruiser jacket if they determine that the design interferes with their ability to manipulate the handgun. These modifications will be paid for in the same manner as other uniform alterations.

Only the following modifications are permitted:

1. the hand warmer pocket may be sewn shut;
2. the hand warmer pocket may be sealed with a strip of Velcro that seals the entire pocket opening; and/or
3. the gussets on the cargo pocket may be sewn down flat.

C. *Raincoat.* AST, AWT and VPSO – issued or approved.

D. *Parka.* AST, AWT, FLS, and VPSO – Black.

1. Personnel assigned to uniform duty shall have the shoulder patch located on the centerline of the sleeve ½" below the shoulder seam. Loomed badges will be located on the left chest of the jacket in the same position as the badge appears on the uniform shirt.
2. The parka may be worn open or unfastened, and may be worn over the cruiser jacket.
3. Commanders may authorize investigative personnel and superior officers to wear the parka without patches.

102.370 SWEATER – AST, AWT, FLS, AND VPSO

A. *Wearing the sweater.* The Department of Public Safety black, long sleeve, V-neck sweater may be worn by uniformed personnel. The sweater may be worn with either the regular duty uniform (short sleeve or long sleeve) or with the field uniform.

When wearing the sweater, the collar brass or small metal rank insignias on the uniform shirt shall be visible. The sweater may be worn tucked inside the trousers or bloused on top of the Sam Browne duty belt in such a manner as to neither interfere with nor conceal the equipment being carried on the duty belt. Whether bloused or tucked in, the sweater must present a neat and professional appearance.

The sweater may be worn underneath the DPS cruiser jacket, raincoat or winter parka.

B. *Patches and insignia on the sweater.* The sweater will have the appropriate embroidered shoulder patch centered on the left sleeve, ½" below the shoulder seam. The appropriate embroidered breast badge patch will be located on the left breast. No other insignia, pins, badges, patches, collar brass or the like will be worn on the sweater.

102.380 BALLISTIC VESTS – AST, AWT, AND VPSO

A. *Uniformed officers to wear ballistic vest.* All uniformed officers will wear ballistic vests. Wearing the vest while working on the water is optional. Ballistic vests will be worn under the uniform shirt or, at personal expense or program expense for VPSOs, in an outer carrier of an approved design. See paragraph F below, for approved design specifications. Exception: Uniformed supervisory personnel, while performing administrative functions, will not be required to wear a ballistic vest. They will, however, have their ballistic vest readily available in case a need develops to perform enforcement activities.

B. *Ballistic vests to be worn when making arrests.* Non-uniform officers are to wear ballistic protection when making an arrest or engaging in hazardous contacts. This ballistic protection may be in the issue vest worn under the shirt, the issued vest in an approved outer carrier, or other ballistic protection approved by the officer's supervisor.

C. *Proper wearing of ballistic vest carriers.* Officers may wear the ballistic vest in outer vest carriers, of an approved design, supplied at the officer's personal expense. Wearing the ballistic vest carrier is a privilege extended by the department to facilitate the officer's use of ballistic protection devices. It is the officer's responsibility to ensure that the vest carrier is of the proper design, is properly maintained, and is worn in a manner that reflects a professional appearance. The privilege of wearing the outer carrier may be revoked if an officer is unable to maintain these standards.

D. *Replacement of ballistic vests.* Based on the manufacture's recommendations, ballistic vests should be replaced after five years of regular wear or sooner if needed. Officers who wear the vest on infrequent occasions should retain their vests until an equivalent amount of wear has accumulated or the vest is replaced for other reasons.

CHAPTER 102 UNIFORM

E. Intent – Outer Vest Carrier. It is not the intent of this policy to allow an officer to wear an outer vest carrier that is “tactical” in nature or “meets all needs.” It is the intent of this policy to allow the officer access to a device that provides a good balance between utility, comfort, and appearance.

F. Approved design specification – Outer Vest Carrier. To maintain uniformity, allow for differences in officers, e.g., size, height, and weight; and maintain a professional appearance, the outer vest carrier will be configured as follows:

1. Carriers will be made of dark blue Cordura or Ballistic nylon fabric. VPSO Carriers will be made of black Cordura nylon fabric. The external construction will be made of one material with the exception of black Velcro where needed for fastening.
2. Breast pockets will be allowed, however, they must not interfere with the proper location of the loomed badge as described in # 5 below. Breast pockets will be not more than 5 ½” wide and 6 ½” tall including the flap cover. The flap cover will be made of the same color Cordura nylon fabric. These measurements will be adjusted to a smaller size as needed to ensure the proper location of the loomed badge. The left side pocket may be eliminated if it interferes with the proper location of the loomed badge. Center pleats are not allowed, but extra material will be allowed on both sides of the pocket to allow for expansion.
3. One black or dark blue, or black for VPSO, zipper of an inconspicuous style will dissect the front of the vest, from the top to the bottom.
4. Two rectangular pockets not more than 6” deep are allowed on the bottom portion of the vest. The size of these pockets may be adjusted to a smaller size to ensure proper wearing and appearance of the vest. The pockets will run from the zipper to the edges of the vest. Each of these pockets may be sub-divided. Pockets can be pleated or expandable to 1 ¼” maximum. Pockets may have a flap closure made of the same color Cordura nylon fabric and presents a professional appearance. No pockets will be allowed on the back of the outer carrier.
5. Loomed badges, 4 x 3”, will be located on the vest in the same position as the badge appears on the uniform shirt. AST and AWT will wear the "Trooper" loomed badge, FLS will wear the "Fire Marshal" loomed badge, CSOs will wear the "Officer" loomed badge, VPSO will wear the “VPSO” loomed badge .



CHAPTER 102 UNIFORM

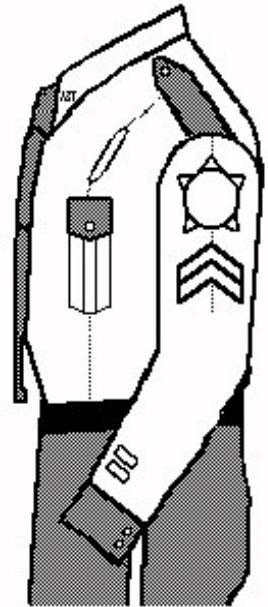
6. The officer's name will be displayed on the vest at the location it would be found on the uniform shirt using either the issue brass name tag, or $\frac{3}{8}$ " uppercase block letters embroidered with gold colored thread. No other lettering is allowed on the vest.
7. The ballistic vest panel will extend downward and will be no higher than 2-3" above the belt buckle when the officer is in a normal standing position. The outer carrier will be made with additional fabric extending the bottom of the carrier and will be no higher than 1" from the top of the buckle.
8. The outer carrier must be constructed in such a manner that the vest panels are worn in the proper protective positions.
9. A portable radio microphone strap is allowed on either or both the upper shoulder areas of the vest.
10. The OC canister may be carried in a lower pocket. A flap of the same color Cordura nylon will cover the top of the OC canister. OC canister holsters or carriers, normally worn on a belt, will not be suspended from a pocket as a means of carrying the canister. The OC canister will have sufficient retention as to remain within the pocket if the employee runs, jumps, or falls.
11. Digital recorders may be carried in a pocket in the manner that allows the microphone area to extend into view.
12. A small pocket of a size sufficient to contain an in-car video voice transmitter or ID card may be attached to breast pockets as long as it does not interfere with the professional appearance of the vest. No other pockets will be sewn on the front of another pocket.
13. With the exception of the items defined in this section, no other items may be carried in the external carrier if they extend from a pocket such as ASP Batons, radios or long magazines. If the items extend from the pockets, it must be covered with the same color Cordura nylon fabric to conceal it from view.
14. The short sleeved uniform shirt will be worn with the collar extending on the outside of the vest.
15. Load-bearing suspenders are authorized to be worn under the external vest carrier to support the leather gear or gun belt, but it needs to be concealed completely under the vest.
16. The outer vest carrier must present a neat professional appearance. The outer vest may not be ill-fitting, soiled, display excessive wear or significantly faded from its original color.

102.390 UNIFORM SHIRTS – AST, AWT, FLS, CSO, AND VPSO

CHAPTER 102 UNIFORM

A. *Long sleeve uniform shirt.* AST/AWT-blue, FLS-white, CSO-gray, VPSO-tan.

1. Long sleeve uniform shirts may be worn year-round.
2. Long sleeve uniform shirts will be worn with ties and metal badges. Shirts will be pressed with military creases. Sleeves are to be creased from the center of the epaulets. The shirt may be worn without a tie with the top button open and a clean white crew neck T-shirt when not interacting with the public or acting as a department representative to other agencies. Ties shall be worn with the long sleeve uniform shirt in the following situations: court, formal functions, special public appearances, travel on major air carriers (e.g. Alaska Airlines), Academy assignments, and at any other time as directed by the Director.
3. Shoulder patches will be centered on the crease of the left sleeve $\frac{1}{2}$ " below the shoulder seam. AST and AWT will wear the "Trooper" patch, FLS will wear the "Fire Marshal" patch, CSOs will wear the "DPS" patch, and VPSOs will wear the "VPSO" patch.
4. Corporals and Sergeants will wear loomed stripes of appropriate rank on both sleeves. They will be aligned on the centerline of the sleeve such that the point of the chevron is midway between the shoulder and the elbow.
5. Officers in uniform shall only wear tear-away ties. Ties will be secured with either the issue badge tie bar or issue badge tie tack. The tie bar shall be horizontal and in line with the bottom of the pocket flaps. The tie tack shall be in line with the bottom of the pocket flaps.
6. AST and AWT – Officers below the rank of Lieutenant will wear AST or AWT collar brass. CSOs will wear the CSO collar brass. VPSOs will wear VPSO collar brass. Collar brass shall be worn so that the letters are horizontal (parallel to the ground).
7. AST and AWT – Lieutenants and higher officers shall wear the small metal rank insignia on the collar. Collar rank bars, oak leaves, and eagles are to be placed inside the seams. Rank bars shall be worn parallel to front stitching. Eagles shall be worn so that the wings are horizontal. The stem on oak leaf clusters shall point towards the ground.
8. FLS – All ranks shall wear the collar brass appropriate to rank as outlined in section 102.360 A3. Those not designated to wear rank insignia shall wear the FLS collar brass so that the letters are horizontal (parallel to the ground).



CHAPTER 102 UNIFORM

9. Pocket flaps will be secured. Nothing, other than low profile audio recorders, pens, pencils, or business cards are to be carried in the shirt pockets. Any recorders, pens, pencils, or business cards carried are to be completely concealed within the pocket (no clips exposed).
 10. Brass nametags will be centered above the right pocket with ¼" space between the top of the pocket and the bottom of the nametag.
 11. AST, AWT, CSO, FLS, and VPSO – Years of service stars or bars shall be worn on the left sleeve of the shirt. Service bars shall be located ½" above cuff seam, just forward of the crease. Stars shall be located ½" above the cuff seam and shall progress from single, to side-by-side, to triangle, to square etc. and allow ⅛" of background around stars or bars. Stars equal five years of service and bars equal one year. Bars may only be worn for the first four years of service, after which only stars are to be worn. For AST and AWT only time spent as a Trooper or higher rank for DPS will be counted. For CSOs only time spent as a CSO for DPS will be counted. For FLS only time spent in DPS will be counted. For VPSOs only time working as a VPSO will be counted.
 12. AST, AWT, CSO, and FLS – The firearms expert patch will be worn only by those persons who have qualified expert as outlined in OPM 232.300 I. This patch will be worn on the right sleeve ½" above cuff seam, just forward of the crease. A qualifying officer may instead choose to wear the firearms expert skill insignia pin. The firearms expert patch and pin will not be worn on the uniform at the same time.
 13. AST, AWT, CSO, and FLS – Employees with current (within the previous twelve months), active special skill qualifications may wear the skill insignia for SWAT, Pilot, Fit-for-Duty, K-9, firearms expert, Crisis Negotiation Team, Honor Guard, FTO, Marine Vessel Operator, or any other specialized skill with approved insignia as qualified by the Department centered ¼" above the name tag. Only one special insignia may be worn at a time. An officer qualified for multiple insignia may choose which one to wear.
- B. *Short sleeve uniform shirt.*** AST and AWT – blue, CSO – gray, FLS – white, VPSO – tan.
1. Short sleeve shirts may be worn from May 16 through September 30.
 2. Short sleeve shirts will be worn with a clean white crew neck T-shirt and metal badges. No chains or jewelry will be visible around the neck. Shirts are to be pressed with military creases. Sleeves are to be creased from the center of the epaulets. No tie will be worn with short sleeve shirts.
 3. Shoulder patches will be centered on the crease of the left sleeve ½" below the shoulder seam. AST and AWT will wear the "Trooper" patch, FLS will wear the "Fire Marshal" patch, CSOs will wear the "DPS" patch, and VPSOs will wear the "VPSO" patch.

CHAPTER 102 UNIFORM

4. AST and AWT Troopers wear AST or AWT collar brass. CSOs will wear the CSO collar brass. VPSOs will wear VPSO collar brass. Collar brass shall be worn so that the letters are horizontal (parallel to the ground). FLS shall wear the collar brass appropriate to rank as outlined in section 102.360 A3.
5. Corporals and higher officers shall wear the small metal rank insignia on the collar. Collar rank insignia, bars, oak leaves, and eagles are to be placed inside the seams. Rank bars shall be worn parallel to front stitching. Eagles shall be worn so that the wings are horizontal. The stem on oak leaf clusters shall point towards the ground.
6. Pocket flaps will be secured. Nothing, other than low profile recorders, pens, pencils, or business cards are to be carried in the shirt pockets. Any recorders, pens, pencils, or business cards carried are to be completely concealed within the pocket (no clips exposed).
7. Brass nametags will be centered above the right pocket with ¼" space between the top of the pocket and the bottom of the nametag.
8. AST, AWT, CSO, and FLS – Employees with current (within the previous twelve months) active special skill qualifications may wear the skill insignia for SWAT, Pilot, Fit-for-Duty, K-9, firearms expert, Crisis Negotiation Team, Honor Guard, FTO, Marine Vessel Operator, or any other specialized skill with approved insignia as qualified by the Department, centered ¼" above the nametag. Only one special insignia may be worn at a time. An officer qualified for multiple insignia may choose which one to wear.
9. At their discretion officers may wear natural skin toned arm sleeves to conceal tattoos or scars.

102.400 BELTS

A. Sam Browne — AST, AWT, CSO, and VPSO. All officers in uniform will carry, at a minimum, the department issued handgun, two full spare magazines of handgun ammunition, OC spray, handcuffs, and Taser. Exception: VPSOs shall not carry a handgun or magazines unless authorized by their employer and trained according to law and DPS policy.

1. The handgun, keepers, and spare magazines, shall be carried on the belt in specific positions. The magazines shall be worn immediately adjacent to the buckle unless the officer is wearing a body-worn camera (BWC) on the belt, in that case the BWC may be immediately adjacent to the buckle with the magazines immediately adjacent to the BWC. The BWC may also be worn on the weapon side of the belt, immediately adjacent to the buckle; the Taser will be worn on the side of the body opposite the handgun; the handgun will be worn aligned with the pants seam on the strong hand side of the body; and a pair of belt keepers will be placed immediately adjacent to the handgun (one in front,

CHAPTER 102 UNIFORM

one behind). For VPSOs, the Taser shall be worn on the support hand side of the body.

2. The following required equipment may be positioned on the belt at the officer's discretion provided that the requirements of 102.400 A1 are met:
 - handcuff case
 - OC spray case
 - Additional belt keeper(s) as necessary
3. The following optional items may be carried on the belt and may be arranged at the officer's discretion provided that the requirements of paragraph A.1. are met:
 - Department issued handheld radio
 - key case
 - knife case
 - small flashlight
 - flashlight ring
 - second handcuff case
 - ASP baton
 - other authorized special equipment (e.g. K9 window release control)
4. An officer may, at personal expense, substitute a double layer case designed to hold two sets of handcuffs in place of the issue single case or optional second handcuff case.
5. Officers may carry the OC spray (in the basket weave carrier) in an outside pocket of the jacket, parka, or vest as an alternative to carrying it on the uniform belt.
6. Uniform pants belt will be a buckle-less belt or a belt with a brass buckle that does not protrude above or below the Sam Browne belt.
7. Any optional leather gear worn on the uniform belt shall be basket weave style consistent with department issue.

B. *Special exemption to wear of Sam Browne belt — AST, AWT, CSO, or VPSO.* Wearing of the Sam Browne belt is not required when working aboard vessels, skiffs, aircraft, or when operating snow machines if wear creates a hazardous situation or interferes with the operation of the equipment. This exemption is allowed only in exceptional circumstances of genuine need and is not a blanket exception applicable during all operations involving listed equipment.

CHAPTER 102 UNIFORM

Under these conditions, the issue handgun or approved duty weapon may be worn in an approved holster. Handcuffs will be carried on the person of the officer.

C. Care of leather goods. If leather is wet, allow it to dry naturally. Do not apply heat. When leather is soiled, clean it according to directions with saddle soap. Then apply warm Neatsfoot oil sparingly. Allow the oil to soak in on both sides. Follow with a light coat of neutral shoe polish or Bianchi Leather Dressing and buff with a soft cloth.

D. Use of nylon "leather gear" while engaged in certain activities. Officers conducting patrols in the field are authorized to wear their nylon "leather gear" only while actually conducting patrols in the field or over water. This authorization covers only those times when the Officer is running a skiff, an ATV, a snow machine, or while actually conducting aircraft or marine patrols. Officers may not wear the nylon gear while conducting road patrols.

E. Use of nylon "leather gear" by FLS. Employees of the Division of Fire and Life Safety authorized to carry weapons may carry their weapon in nylon web gear meeting the position and equipment standards in 102.400 A only when they are wearing the FLS field uniform during fire investigations.

102.410 CLASS A UNIFORM PANTS

Pants colors are determined by Division and assignment as follows: AST and AWT – Royal blue with yellow and red stripe, FLS-Black or navy blue, and CSO-solid navy blue. Pants color for VPSOs is determined by the Commissioner and is designated as dark brown. Uniform pants are to be creased, pocket buttons fastened, and worn with the belt buckle centered on the fly seam.

102.420 FLIGHT SUITS — AST AND AWT

Department issued Nomex flight suits shall be worn in accordance with the Department of Public Safety's Aircraft Section's Operation Manual. Flight suits are not a substitute for the uniform during non-flight operations.

102.430 FIELD/TDU UNIFORM — AST AND AWT, VPSO

A. The field uniform. AST – Department-issue dark blue trousers and long or short sleeve shirt. AWT – Department-issue dark blue trousers and tan long or short sleeve shirt. VPSO Tactical Duty Uniform (TDU) – Commissioner approved dark brown trousers and tan long or short sleeve shirt. The long sleeve shirt may be worn year-round. The short sleeve is only authorized May 16 through September 30. The uniform is to be worn with the issued baseball cap described in 102.350 A4. The campaign hat or tie may never be worn with the field/TDU uniform..

The shirt shall be worn tucked inside the trousers allowing the use of keepers on the pants belt to secure the Sam Browne belt or substitute nylon web gear. AST and AWT – The shirt shall be worn with a clean white or navy blue crew neck T-shirt or a black turtleneck (long sleeve only). VPSO – a clean white crew neck T-shirt.

CHAPTER 102 UNIFORM

The field uniform shall be worn with boots meeting the standards set out in 102.460. DPS winter coat (parka), cruiser jacket, rain gear or sweater may be used in conjunction with the field uniform. All pocket flaps will be secured. Any items carried in the shirt or trouser pockets are to be completely concealed.

B. *Wear of patches and insignia on the field uniform.* The shirt will have the AST or AWT shoulder patch centered on the left sleeve ½" below the shoulder seam. Troopers shall wear AST or AWT collar brass. VPSOs shall wear "VPSO" collar brass. Corporals and higher rank troopers shall wear the small metal rank insignia on the collar. Insignia placement shall be as described in 102.390.

C. *When the field uniform may be worn.*

1. AST – This uniform may be worn for activities such as weapon qualifications, weapon cleaning or maintenance, and vehicle cleaning or maintenance.
2. AWT – This uniform may be worn for activities such as non-AST directed patrols, extended field duty, weapon qualifications or maintenance, and vehicle cleaning or maintenance.
3. VPSO – This uniform may be substituted for the Class A uniform when designated by the supervisor.

Commanders may allow field uniforms to be worn by their personnel on a case-by-case basis under special circumstances. This uniform is not a substitute for the normal duty uniform.

102.440 WASH AND WEAR UNIFORM POLICY – AST AND AWT

A. *Personnel authorized to wear wash and wear uniform.* The wash and wear work uniform may be worn by AST and AWT Post personnel if authorized by the Commander in writing with the dates of authorization specified and approved by the Director. These uniforms will not be worn out of the Post geographic area.

B. *Wearing of wash and wear uniform.* The wash and wear uniform will be worn with the same badges, brass, and patches, and in the same manner as the regular duty uniform.

102.450 FIELD UNIFORM -- FLS

FLS employees shall wear the field uniform, consisting of the dark blue uniform shirt and the FLS baseball cap, or the Nomex coveralls, as appropriate, when engaging in activities such as scene investigations or training activities that stain clothing.

102.460 UNIFORM FOOTWEAR

A. *Uniform footwear specifications.* Black footwear will be provided by all officers for uniform wear. If the footwear is a shoe it must be of smooth leather without stitching across or along toes. The uppers of boots can be of artificial materials (e.g., ballistic nylon) so long as the

CHAPTER 102 UNIFORM

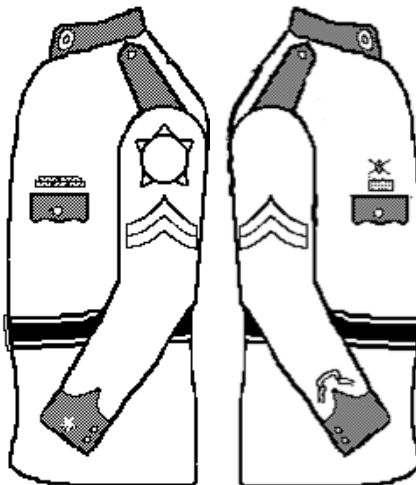
appearance is appropriate for the uniform. Commanders are authorized to rule on the suitability of questioned footwear. Whether wearing boots or shoes, the toe area must be rounded and the heel must be less than 1 ¼" in height. Narrow-toed shoes or boots are not permitted.

B. *Extreme weather footwear.* During extreme cold weather, vapor barrier boots, snow mobile boots, or other appropriate footwear may be worn while on remote assignment, or as authorized by a supervisor.

C. *Special footwear.* Officers on remote assignments, working aboard boats, or in other assignments where the uniform footwear is inadequate may substitute appropriate footwear. As much as possible such footwear shall present an appearance consistent with the uniform worn. Special footwear will not be worn around the office or post. Footwear meeting uniform standards is required in those circumstances.

102.470 FORMAL/SEMI-FORMAL UNIFORM – AST, AWT, AND CSO

- A. *Off-duty, formal wear.*** The formal uniform for all ranks consists of:
1. Tunic: AST and AWT Blue or CSO Gray uniform tunic with required patches, brass, insignia and ribbons.
 2. Pants: AST and AWT Class A Uniform trousers.
 3. Shoes: Uniform shoes with black or dark blue socks.
 4. Shirt: White
 5. Gun Belt: Basket weave leather gun belt stripped of all gear. The belt is to be retained in belt hooks at the rear seams of the tunic.
 6. Gloves: White gloves if directed.
 7. Hats: Hats will not be worn except when specified for outdoor or ceremonial functions.



B. *On-duty, semi-formal, and ceremonial wear.* The semi-formal uniform is normally worn at public functions such as parades, dignitary escort, or ceremonial functions. The semi-formal uniform for all ranks consists of:

1. Uniform tunic with required patches, brass, insignia, and ribbons.
2. Uniform taper cut dress trousers with uniform shoes and black or dark blue socks; or uniform riding pants with black, knee-high riding boots (uniform riding boots can be ordered through supply at officer's expense.)
3. Basket weave leather gun belt with cross-strap, handgun and holster, handcuffs in case, and magazine pouch. The belt is to be retained in belt hooks at the rear seams of the tunic. Officers will wear the handgun on their strong side, handcuffs on the weak side, and magazine pouch in the appropriate position on the opposite side of the handgun. No other equipment is to be carried on the belt.
4. The cross-strap shall be worn under the epaulet of the shoulder opposite of the handgun, with the buckle to the front. The forward attachment point for the cross-strap will be positioned 3-4" toward the handgun holster from the belt buckle. The rear attachment will be positioned to the right of the seam of the tunic.
5. White gloves if directed.
6. Hats, except when specified, will be worn for outdoor or ceremonial functions.

C. *Fitting the tunic.* The tunic shall be tailored to properly fit the individual officer. It shall fit snugly, but shall not be too tight. The collar shall fit snugly but still fasten easily. It shall be neither too tight for comfort, nor loose enough to hang open around the neck. The fit and length of the sleeves and the length of the tunic shall be similar to that of a tailored suit coat.

D. *Patches, brass, and insignia on tunic.*

1. The "Trooper" shoulder patch will be centered on the left sleeve ½" below the shoulder seam.
2. The "Loyalty, Integrity, Courage" banner patch will be centered on the right sleeve above the point of the cuff. There will be a one inch gap from the point of the cuff to the lower edge of the midpoint of the banner.
3. Brass crests will be worn centered vertically, 1" behind AST and AWT red or CSO gold piping at throat, with the long axis of the crest parallel to the piping at the throat of collar.
4. Officers will wear a single Service Ribbon with gold metal border appropriate to their current assignment. The ribbon will be worn centered ½" above the right

CHAPTER 102 UNIFORM

breast pocket by officers wearing the new style tunic (with pockets). Officers wearing the old style tunic (without pockets) will position the ribbon on the right breast centered 4" from the red edge piping on the front center of the tunic and 5 ½" down from the center of the button on the right epaulet. See 112.310 for Service Ribbon descriptions.

Retired employees can wear the tunic with the Retired Service Ribbon with gold metal border in lieu of the 'current assignment' ribbon worn by active members.

5. Troopers, Corporals and Sergeants will wear colonial chevrons centered on both sleeves, 6" below the shoulder seam.
6. Lieutenants and above will wear metal rank insignia centered on the epaulet ½" from the shoulder seam.
7. Officers earning special skill qualifications throughout their career may wear the skill insignia for SWAT, Pilot, Fit-for-Duty, Dive Team, K-9, firearms expert, Crisis Negotiation Team, Honor Guard, FTO, Marine Vessel Operator or any other specialized skill with approved insignia as qualified by the Department on the right chest centered ½" above the Service ribbon on the right chest. Only one skill insignia may be worn at a time. An officer qualified for multiple insignia may choose which one to wear. See 102.540.
8. Commendation and Service ribbon stack shall be worn in the breast badge position. The ribbons will be worn centered ½" above the left breast pocket by officers wearing the new style tunic (with pockets). Officers wearing the old style tunic (without pockets) will position ribbons on the left breast centered 4" from the red edge piping on the front center of the tunic and 5 ½" down from the center of the button on the left epaulet. Multiple ribbons will be arranged as set out in 102.540.
9. Years of service stars or bars shall be worn on the left sleeve of the tunic. Service bars shall be located 1 ½" above cuff seam, centered under the point of the cuff. Stars shall be located 1 ½" above the cuff seam and shall be progress from single, to side-by-side, to triangle, to square etc. Allow 1/8" between stars or bars. Stars equal five years of service and bars equal one year. Bars may only be worn for the first four years of service, after which only stars are to be worn. For AST and AWT only time spent with DPS as a Trooper or above will be counted for service insignia. For CSO only time spent with DPS as a CSO will be counted for service insignia.
10. Hats will not be worn except when specified for outdoor or ceremonial functions.

102.480 FORMAL UNIFORM – FLS

- A. *FLS Class A Uniform.*** The formal dress uniform consists of:

CHAPTER 102 UNIFORM

1. Black double-breasted Class A style jacket
2. White shirt.
3. Black uniform necktie.
4. Black dress trousers.
5. Black dress shoes and socks.
6. Appropriate patches, insignias, etc.
7. White gloves if directed.
8. Hats will not be worn except when specified for outdoor or ceremonial functions.

B. *Patches, brass, and insignia on FLS Class A jacket.*

1. The "Fire Marshal" shoulder patch will be centered on the left sleeve $\frac{1}{4}$ " below the shoulder seam.
2. Division employees will wear metal rank insignia centered on the lapels of the jacket.
3. The breast badge shall be worn in the normal breast badge position.
4. Rank shall be designated by full gold stripes, $\frac{1}{2}$ " wide each, beginning $1\frac{1}{2}$ " above the cuff with $\frac{1}{4}$ " separation. Number of stripes shall be equal to number of bugles in 102.360 A3. Stripes shall be on both sleeves. Maltese cross insignia shall be worn above the stripes on the left sleeve, one for each 5 years of fire service.

102.490 OFFICER'S MESS DRESS – AST AND AWT

A. *Officer's Mess Dress.* The formal off duty uniform worn by AST and AWT Lieutenants or above consists of:

1. Uniform mess dress jacket.
2. Uniform mess dress trousers.
3. Uniform cummerbund/vest and bow tie. The cummerbund is worn with the pleats opening up and positioned covering the belt. The cummerbund or vest is positioned so that the tail of the jacket covers the back.
4. Tuxedo pleated front white shirt with French cuffs.
5. Black uniform shoes with matching socks.

CHAPTER 102 UNIFORM

6. Lapel ornaments, centered on lapel, top of ornament 2" below the center of lapel notch.
7. Service stars centered on rise in cuff 2" from bottom of left sleeve.
8. The Commendation and Service ribbon stack shall be worn centered with the top of the stack 3" above the left lapel notch. The stack shall be composed of a maximum of 5 ribbons arranged vertically with the highest award at the top and the remaining ribbons in hierarchical order below that. See 102.540 for ribbon order.
9. A single Service ribbon with gold metal border appropriate to the current assignment centered 2" above the right lapel notch.
10. Officers earning special skill qualifications throughout their career may wear the skill insignia for SWAT, Pilot, Fit-for-Duty, Dive Team, K-9, firearms expert, Crisis Negotiation Team, Honor Guard, FTO, Marine Vessel Operator or any other specialized skill with approved insignia as qualified by the Department on the right chest centered ½" above the Service Ribbon on the right chest. Only one special insignia may be worn at a time. An officer qualified for multiple insignia may choose which one to wear. See 102.540.

102.500 FORMAL UNIFORM FOR OFFICERS WITHOUT TUNICS

Probationary Troopers, Troopers without formal uniforms, CSOs, and VPSOs may wear the normal duty uniform with stripped Sam Brown belt, white gloves (if directed), and without the campaign hat for formal functions. The Service ribbon with gold metal boarder for the current assignment will be worn centered ½" above the name tag on the right breast. No other ribbons are authorized on the duty uniform. Fire Marshals may wear their normal duty uniform, or a fire department style "Class A uniform" purchased at their own expense.

102.510 RETENTION OF FORMAL UNIFORMS BY RETIRED OFFICERS

A. *Retention of Formal Uniform.* Officers who separate from state service in good standing and remain in good standing with the department and APSC with seventeen or more years of law enforcement service with the State of Alaska may retain their department-purchased tunics and mess dress uniforms upon retiring from the department.

B. *Wear of Formal Uniform by retired officers.* Officers who retain their formal uniforms under this section may wear that uniform to any formal function. Formal functions include but are not limited to: DPS awards banquets, weddings, and funerals.

C. *Replacement of Formal Uniforms.* Officers who retain their formal uniforms under this section may personally purchase replacement parts through the department in accordance with departmental purchasing procedures.

102.520 UNIFORM WEAR AT FUNERALS – AST, AWT, FLS AND VPSO

CHAPTER 102 UNIFORM

A. Normal duty uniform wear at funeral. Officers attending funerals in uniform will have a black band horizontally across the breast badge and wear white gloves. The black band may also have a horizontal dark blue stripe across the center. Directors may authorize the wear of bands during periods of mourning.

B. Formal uniform wear at funeral. Officers may attend funerals in the formal uniform (tunic for AST and AWT, Class A for FLS and VPSO). AST and AWT will wear the tunic with medals and insignia and a black mourning braid worn on the left shoulder attached to the button of the epaulet.

102.530 COMMENDATION RIBBONS – NON-UNIFORMED EMPLOYEES

Non-uniformed employees awarded ribbons described in OPM Chapter 112 may wear them on civilian attire during formal awards ceremonies or official ceremonial functions. Ribbons shall be worn on the left chest in the same position as the badge. Multiple awards will be arranged as described in 102.540.

102.540 RIBBONS – ARRANGEMENT

A. Commendations Ribbons. Ribbons awarded for any of the award categories set out in OPM Chapter 112, may be worn on the formal uniform. Ribbons shall be displayed in the order shown below, worn edge to edge, without spacing. The only ribbon, which may be duplicated, is the Award for Valor. Second and subsequent awards of all other ribbons will be denoted by affixing a bronze star centered on the ribbon, up to a total of three bronze stars. A single centered gold star shall denote receipt of five or more of the same commendation ribbon.

B. Service Ribbons. Ribbons earned as set out in OPM Chapter 112 may be worn on the formal uniform. Multiple service ribbons may be arranged in any order from the position in the stack as shown below. In the stack, only one Service ribbon is worn to indicate service in a particular region or unit no matter how many separate assignments to that region or unit were served.

VALOR	BRAVERY	PURPLE HEART
MERITORIOUS SERVICE	HONORABLE SERVICE COMMISSIONER	HONORABLE SERVICE DIVISION DIRECTOR
DIVISION SUPERVISOR OF THE YEAR	DIVISION TROOPER OF THE YEAR	DETACHMENT/BUREAU TROOPER or VPSO OF THE YEAR
BUSH SERVICE	LONGEVITY	HONOR GUARD SERVICE
AST/RCMP COMPETITIVE SHOOT PARTICIPANT	SERVICE RIBBONS (Any order)	

102.550 COMMISSIONERS

CHAPTER 102 UNIFORM

Commissioners and deputy commissioners who have prior DPS service in FLS, AST, or AWT may wear the formal uniform of the respective division (see 102.470-480). The rank insignia will be 4 gold stars for the Commissioner and 2 gold stars for the Deputy Commissioner. Shoulder patch will be DPS. All other accoutrements will follow the appropriate formal uniform description given for the divisions.

102.560 VPSO FORMAL UNIFORM

The VPSO formal dress uniform. The VPSO formal dress uniform shall consist of

1. The Long-Sleeve Class A uniform dress shirt and corresponding pants are in excellent condition, pressed with proper creases.
2. Sam Browne belt, without accessories.
3. White uniform gloves.
4. Commendation ribbons shall be worn centered one-half inch above the name tag on the right breast, as described in 102.540.
5. Hats will not be worn except when specified for outdoor or ceremonial functions.

102.900 DEFINITIONS

Commander -- Includes detachment commanders, bureau commanders, and bureau supervisors of the Division of Fire and Life Safety.

Good Standing – The status of separation from State or VPSO Program service that does not include involuntary separation, dismissal, separation pending disciplinary action, or subsequent actions that preclude the employee from Alaska Police Standards Certification or recertification as a VPSO.

Law Enforcement Service – The actual years of employment by the State of Alaska as a State Fire Marshal or Deputy Fire Marshal, a State Police Officer, a Regional Public Safety Officer (RPSO), a Fish and Game Protection Officer, a Fish and Wildlife Enforcement Officer, an Alaska Wildlife Trooper, an Alaska State Trooper, a DPS Constable, a Judicial Services Officer (JSO), Court Services Officer or employment by the VPSO program as a VPSO or RPSO.

Retired Employees – Officers with twenty or more years of honorable law enforcement service. Officers retiring with twenty or more years of honorable law enforcement service with at least ten years of service with the Department of Public Safety (DPS) will be presented with the full badge set and the 'retired' identification card.