

CHAPTER 2
GENERAL REQUIREMENTS
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CHAPTER 2
GENERAL REQUIREMENTS

1. DUTY REQUIREMENTS.

a. Required Uniforms. All uniformed employees, regardless of rank or assignment, shall possess and maintain, for immediate use, a properly fitting formal uniform and long-sleeved blue utility uniform, complete with required accouterments and equipment items.

b. Exceptions. While on duty, all uniformed employees, regardless of rank, shall wear the appropriate uniform and equipment designated for their assignment, except:

(1) When attending court where wearing the uniform is impractical or unauthorized.

(2) When commanders authorize uniformed employees to wear appropriate civilian attire when such attire will enhance departmental representation and/or employee participation.

(3) When commanders direct pregnant uniformed employees assigned to limited duty to wear appropriate civilian attire because the term of pregnancy is such that wearing the uniform is impractical.

(4) At the discretion of Division commanders, uniformed employees at the rank of captain or above and lieutenants assigned as Area/section commanders (including acting commanders), may wear appropriate civilian attire as deemed necessary.

c. Civilian Attire. Authorization to wear civilian attire in lieu of the departmental uniform shall not distract from the public image of the Department.

2. DEFINITIONS.

a. Appropriate Civilian Attire. Attire that is conservative, contemporary, and consistent with a business environment.

b. Uniformed Employee. Individual sworn as a peace officer and employed by the Department of California Highway Patrol (CHP).

c. Nonuniformed Employee. Individual not sworn as a peace officer and employed by the Department of CHP.

3. DECORUM.

a. Public Attention to Uniform. Uniformed employees, while on duty, are subject to public scrutiny. The mere presence of a uniformed employee at a location or establishment which is perceived as inconsistent with law enforcement activities can bring censure to the employee and embarrassment to the Department, unless the employee is obviously conducting business within the scope and course of their law enforcement duties.

b. Responsibility of Commanders. Commanders shall ensure local procedures are adequate to protect the image and reputation of the Department.

c. Responsibility of Employees. Employees shall be responsible for using sound discretion in their conduct while in uniform. Employees shall avoid conduct that would debase law enforcement or detract from the Department's image.

4. PERSONAL APPEARANCE—UNIFORM/EQUIPMENT MAINTENANCE.

a. Uniform/Equipment Maintenance.

(1) Garments shall be neat, clean, properly pressed, and tailored.

(2) Leather items shall not be cracked, faded, or excessively worn.

(3) Metal snaps shall be polished.

(4) Accouterments and badges shall be clean, but not polished.

(5) Uniformed employees shall use sound discretion in wearing repaired or altered uniform and equipment items.

(a) Uniform and equipment items which detract from the employee's appearance shall not be worn.

(b) Immediate commanders shall determine the propriety of wearing questionable uniform and equipment items.

b. Undergarments. Visible undergarments shall be dark navy blue when wearing the utility uniform and the cold weather uniform. Visible undergarments shall be white while wearing any departmental uniform other than the utility uniform or the cold weather uniform. All visible undergarments shall:

- (1) Be without stains or spots.
 - (2) Not be frayed or ragged.
 - (3) Be without designs or logos.
 - (4) Not extend beyond the cuffs of the shirt sleeves.
- c. Mock Turtleneck. Mock turtleneck sleeves shall not:
- (1) Extend beyond the cuffs of the long-sleeved shirt.
 - (2) Be worn with the short-sleeved shirt.

5. LEGAL REQUIREMENTS. Section 12590 of the California Penal Code (PC) establishes legal restrictions on individuals, including peace officers, who are engaged in picketing or informational activities related to a concerted refusal to work. Due to the nature of this law and its applicability to CHP employees, Section 12590 PC is included in its entirety.

a. “Any person who does any of the following acts while engaged in picketing, or other informational activities in a public place relating to a concerted refusal to work, is guilty of a misdemeanor:

- (1) Carries concealed upon his person or within any vehicle which is under his or her control or direction any pistol, revolver, or other firearm capable of being concealed upon the person.
- (2) Carries a loaded firearm upon his or her person or within any vehicle which is under his or her control or direction.
- (3) Carries a deadly weapon.
- (4) Wears the uniform of a peace officer, whether or not the person is a peace officer.
- (5) This section shall not be construed to authorize or ratify any picketing or other informational activities not otherwise authorized by law.

b. Section 12027 shall not be construed to authorize any conduct described in paragraph (1) of subdivision (a), nor shall subdivision (b) of Section 12031 be construed to authorize any conduct described in paragraph (2) of subdivision (a).”

6. NEW OFFICER UNIFORM REQUIREMENTS. Cadets graduating from the Academy shall purchase and maintain a minimum of the following items:

a. Formal Uniform Items.

- (1) One long-sleeved wool uniform shirt.
- (2) One pair of wool uniform trousers.
- (3) One blue necktie.
- (4) One green dress jacket.
- (5) One felt campaign hat.

b. Class B Uniform Items.

- (1) One pair of Spiewak POLY/WOOL approved washable trousers.
- (2) Two Spiewak POLY/WOOL approved washable shirts, one of which shall be long sleeve.

c. Additional Items Required.

- (1) One additional uniform shirt which may be short- or long-sleeved and may be wool or the approved washable work uniform.
- (2) Two complete sets of utility uniforms, one of which shall be long-sleeved.
- (3) One blue patrol jacket.