

# Santa Barbara Sheriff's Office

## Uniform Policy Manual



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1. Uniform Policy – Purpose and Scope
  - A. The Uniform Policy of the Santa Barbara Sheriff's Office is established to ensure that uniformed deputies will be readily identifiable to the public through the proper use and wearing of department uniforms.
  - B. This policy sets forth standards and rules relative to the possession, maintenance, and wearing of the official uniform and/or equipment by members of the Sheriff's Office and to describe specifications thereof. In order to maintain the highest level of professional appearance, these uniform and grooming standards are established to represent professionalism, pride in appearance and esprit de corps.
2. General Policy:
  - A. The official Sheriff's uniform may not be worn by any member of the Sheriff's Office who is not either a sworn peace officer, custody deputy, or an approved reserve officer. The approved uniform shall be described in this order and shall be worn in the manner herein prescribed.
  - B. When off duty, Sam Browne belts shall be removed, and uniform insignias shall not be visible.
  - C. Employees shall be neat and clean at all times while on-duty, unless the nature of an assignment requires otherwise.
3. Periodic Inspections:
  - A. Division Commanders may schedule periodic inspections to determine that the maintenance of uniforms and equipment is in conformance with the provisions of this policy. Shift supervisors will be responsible for the daily personal appearance of the persons under their command, and it shall be their responsibility to enforce the provisions of this policy.
4. Right of Division Commanders to Make Exceptions:
  - A. Division Commanders may make exceptions to the prescribed wearing of the official uniform and/or equipment when the demands of location conditions require it.
5. Uniform and Equipment- Possession of:
  - A. Uniformed personnel, unless otherwise exempted, shall possess at all times the articles of apparel, identification, and equipment necessary to perform uniformed duty.
  - B. Personnel assigned to duty requiring special apparel or equipment shall also possess the apparel, identification, and equipment required by their special assignment.
  - C. During times of emergencies when it is impossible to obtain the articles of uniform and/or equipment prescribed, or if the specifications cannot be maintained due to the effect of such emergency, the Sheriff or his/her designee may order such deviations as applicable.

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6. Uniform and Equipment- Maintenance of:
  - A. The prescribed uniform and equipment shall be maintained in a clean and serviceable condition, ready for immediate use at all times.
7. Identification Card and Agency Badge:
  - A. Sheriff's Office members shall always carry the official identification card currently issued to them.
  - B. Sheriff's Office badges issued or purchased are subject to surrender, upon demand by the Sheriff or his/her designee.
8. Plain Clothes:
  - A. All Sheriff's Office members assigned to plain-clothes duty shall at all time dress neatly, in professional business attire and in good taste, unless otherwise directed.
9. Uniform Standardization:
  - A. The uniform, when worn, shall be a complete uniform as described in this order with no unauthorized variations. No medals, pins, patches, or other adornments will be worn with the uniform which have not been accepted by the Sheriff or his/her designee and authorized in writing as part of the Sheriff's Office Uniform Policy. No unauthorized objects shall be carried on the person so as to be exposed to view.
  - B. Uniformed personnel may carry personal cell phones. Any personal cell phones carried by uniformed personnel shall be black or placed in a black case. Any pagers worn by uniformed personnel shall be worn on the belt and will be black or in a black case.
10. Uniform Specifications:
  - A. All articles of the uniform which are of a type furnished initially by the Sheriff's Office shall conform to the specifications approved by the Sheriff.
11. Condition and Appearance:
  - A. The condition and appearance of the uniform and personal equipment worn shall be maintained in good repair and shall conform to the standards herein established.
    - 1) Articles of clothing which are torn, frayed, faded, with missing buttons or with holes, or otherwise substandard, shall not be worn.
    - 2) Shoes, boots, and leather gear shall be highly polished.
    - 3) Articles of gold, brass chrome, or other metallic substance shall be clean, highly polished, and free of excessive scratches.
    - 4) The only authorized patching of clothing material is reweaving which is not noticeable.
    - 5) Footwear shall be in good repair, without rounded heels. Soles should not be thicker than  $\frac{3}{4}$  inch. Heel height for female dress shoes should not exceed two (2) inches.
    - 6) Clothing shall be tailored to the body, neither loose enough to be baggy nor tight enough to pull the material.
    - 7) Clothing, which is dirty, un-pressed, stained, or spotted shall not be worn.

12. Employees Personal Appearance Standards and Uniform Regulations:

- A. Refer to Lexipol Policy Manual
  - 1) 1044 – Personal Appearance Standards
  - 2) 1048 – Uniform Regulations
- B. Courtroom Attire: Clothing worn by Agency personnel, including employees in specialized assignments (i.e., narcotics, intelligence), shall present a professional image and shall be acceptable in any business office environment. Attire shall conform to the following:
  - 1) Male Employees: A business suit or a sport coat with coordinated dress slacks, dress shirt, necktie, and dress shoes. Earrings shall not be worn on duty.
  - 2) Female Employees: A dress, suit, skirt, or pants with a coordinated blouse, sweater or jacket, and dress footwear.

Uniformed employees may elect to wear their daily-use uniform. It shall be clean and in serviceable condition. Sworn deputies will not wear Class D uniforms at court.
- C. Exemptions: By their nature, some specialized assignments may require deviation from the above stated grooming standards. Employees in such assignments may deviate from these standards with the approval of their commanding officer.
- D. Optional Jewelry: The following items of jewelry are authorized to be worn with the uniform.
  - 1) Watches: One (1) wristwatch may be worn. The band shall be no wider than the widest point of the watch face.
  - 2) Rings: No more than two (2) rings may be worn. Rings and watchbands shall be designated in such a way that they do not pose a danger to persons being arrested or restrained by the wearer.
  - 3) Necklaces: A religious medallion may be worn on a thin metal chain and must be concealed from view.
  - 4) Earrings: Only female uniformed personnel with pierced ears may wear post-type (stud) earrings. The earrings shall be silver or gold in color without decoration. Only one earring may be worn, at any one time, in each ear. White or clear stones are optional without decoration. Earrings will be spherical in shape and worn in the lower section on the ear lobe.
  - 5) Wrist Bands/Bracelets: Ornamental wrist bands and/or bracelets shall not be worn while in uniform.

13. Manner in Which Uniform Shall Be Worn:

- A. All articles of uniform clothing shall be worn as designed by the manufacturer, and no individual modifications shall be made other than normal alterations.
  - 1) Long-sleeve shirts shall be buttoned at the cuff at all times and will not be rolled up or rolled under.
  - 2) Jacket collars will lie flat, except during inclement weather, when it is necessary to turn them up as protection against the elements.

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- 3) Hats or helmets, when worn, shall be centered on the head, with the bill approximately three (3) finger widths from the nose.
- 4) Trousers will be worn on the outside of any high-top shoes or boots. However, trousers may be bloused in boots during field training, fires, floods, riot duty, and other unusual field operations when approved by the Division Commander.
- 5) All pockets on jackets, shirts, and trousers will be buttoned and snapped.
- 6) No bulky articles will be carried in any uniform shirt pocket other than a pen and pencil for duty use.
- 7) Belt buckles shall be centered. Duty belt, when worn, shall completely cover the trouser belt.
- 8) T-shirts, white, crew neck style, shall be worn with any open-collar uniform shirt.

### 14. Service Stars

#### A. Service Stars- Deputies and Custody Deputies

- 1) For each five (5) years of service, one (1) service star shall be worn on the Class A uniform shirt and Class A jacket. The manner in which it is to be worn is as indicated in this Manual.
- 2) A service star may be worn only after completion of the entire five (5) years represented.
- 3) Service does not have to be restricted to only time served with the Santa Barbara County Sheriff's Office. Service with any qualified law enforcement agency may be counted.
  - (a) To qualify for inclusion as acceptable service, the Agency must be either a municipal, county, or state law enforcement agency, with the employee holding a position of a full-time peace officer/custody deputy.
  - (b) Time served as a reserve officer of other part-time or auxiliary association with a law enforcement agency shall not count toward service star eligibility.

#### B. Service Stars- Placement

- 1) Service Stars are to be worn on the left sleeve on the uniform shirt and the left sleeve of the dress green jacket.
- 2) Service Stars shall be gold with five points. When displayed on the shirt or jacket, the Star shall be upright with two (2) points at the bottom.
- 3) Service Stars shall be placed not more than one (1) inch above the "sleeve braid" on the dress jacket. After four (4) stars are in place, the fifth star (indicating 25 years of service) shall be centered approximately one (1) inch above the first row.
- 4) Service Stars shall be placed not more than one (1) inch above the left shirt cuff of the long sleeve uniform shirt. After four (4) stars are in place, the fifth star (indicating 25 years of service) shall be centered approximately one (1) inch above the first row.
- 5) Service Stars may also be placed with three (3) in a row and then the additional stars to be placed in between the three (3) lower stars and for those with 30 years of service, in between the top two (2) stars, forming what is commonly known as the "golden triangle."

15. Authorized Uniforms

A. Uniform Classifications: the following uniform classifications are authorized to be worn under the conditions stipulated. The Class A uniform is to be worn during formal occasions, ceremonies or at the direction of the Division Commander or above. The Class B uniform is to be worn under duty conditions. The Class D uniform is to be worn when working in a custodial setting: Main Jail, Medium Security Facility, Santa Maria Branch Jail, or Field Booking Team. All other uniforms are to be worn at the discretion of the Division Commander.

- 1) Class A: The Class A uniform shall consist of:
  - (a) Headgear: campaign hat, forest green.
  - (b) Shirt: long sleeve, khaki, wool. Optional shirt: long-sleeve, 55% Dacron polyester/ 45% Rayon or 100% Dacron polyester. Shirt will have a military press.
  - (c) Trousers: wool, green. Females: (optional) skirt, wool, green.
  - (d) Badge: regulation issue.
  - (e) Nameplate: black plastic with gold-colored edges, regulation issue.
  - (f) Necktie: black, regulation issue.
  - (g) Tie Bar: regulation issue.
  - (h) Belt: leather, black, basket weave, 1 ¼ inch wide, nickel finish buckle (if worn).
  - (i) Duty belt: regulation issue, black basket weave, nickel-finish buckle (if worn).
  - (j) Socks: black, plain.
  - (k) Footwear: shoes, black, leather, capable of high shine, plain, rounded toe, black soles, and black shoestrings.
  - (l) Dress jacket (if worn): Waist length, wool, green commonly referred to as the "Ike" jacket.
    - (i) Sleeve Braid- Color, Placement:
      1. All personnel in the job classification of Deputy or Special Duty Deputy shall wear black sleeve braid on the green dress jacket.
      2. All personnel in the job classification of Sergeant and above shall wear gold sleeve braid on the green dress jacket.
- 2) Class A Formal: The following additional items may be worn only during formal occasions or during ceremonies as authorized by the Sheriff, Undersheriff, or Chief Deputy. The uniform is the same as the Class A, with any or all of the following additions:
  - (a) Gloves: white cloth.
  - (b) Citation: white cord.
  - (c) Belt: white, as option to Sam Browne.



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- 3) Class B: The Class B uniform shall consist of:
- (a) Headgear: Campaign hat, forest green; Optional headgear: Stetson Rincon 10X White Straw Cowboy Hat, SKU: SSRNBB-4542-81-66. No unauthorized alteration of the brim is permitted. The baseball cap, or cold weather cap, agency issue, may be worn during inclement weather, emergency deployment, training functions, or at the direction of the on-duty supervisor. The duty helmet may be worn during emergency situations as needed. Any prolonged wearing of a hat other than the campaign hat, will be at the discretion of the Division Commander.
  - (b) Shirt: 5.11 Patrol Duty Uniform, twill, silver tan, long-sleeve or short-sleeve, 65% Polyester/ 35% cotton.
  - (c) Trousers: cargo pant, 5.11 Patrol Duty Uniform, twill, Sheriff green, 65% Polyester/ 35% cotton. Optional Pant: 5.11 Stryke Flex-tac twill PDU pant, SKU # 74551-890 (Men's Stryke twill PDU Pant) and # 64472-890 (Women's twill Stryke PDU Pant).
  - (d) A flashlight pocket (or what was commonly known as a sap pocket) may be added to the pant.
  - (e) Badge: regulation issue.
  - (f) Nameplate: black plastic with gold-colored edges, regulation issue.
  - (g) Belt: leather, black, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (h) Duty belt: regulation issue, black, basket weave, nickel-finish buckle. The black, nylon duty belt is optional for inclement weather or assignments authorized by the Division Commander. There can be no mixing of leather and nylon on the same belt. Some portions of black nylon gear are black plastic and are authorized.
  - (i) Socks: black plain, (nylons for skirts), or any color, if wearing eight (8) inch or taller boots.
  - (j) Footwear: shoes or boots, black, all leather or combination of leather and synthetic material, black shoelaces, rounded toe capable of a high shine. Both types shall be all black.
  - (k) Jacket: Gore-Tex or nylon, green waist-length, Agency issue, light, regulation, or convertible weight, with cloth badge and cloth nametape affixed appropriately. This is the only jacket authorized for wear with the Class B uniform.
- 4) Class C: The Class C uniform is not authorized for duty use except by the following units: Coroners, Forensics, Traffic, and EOD Unit, unless authorized by a Division Commander.
- (a) Headgear: baseball cap, black, Agency issue. The cap shall have the words "SANTA BARBARA COUNTY SHERIFF" embroidered on the top of the hat over the bill. Body number is optional on the back. No other insignia is authorized on the cap. Rank insignia is not authorized.
  - (b) Coveralls or Jumpsuit: Coveralls worn over uniform or jumpsuit, (worn as uniform) olive green (to be worn over uniform).

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- (c) Footwear: shoes or boots, black, all leather, or combination of leather and synthetic material, black shoelaces, rounded toe capable of a high shine.
- 5) Class D: The Class D uniform is established for those personnel working in a custodial function at the Main Jail, Medium Security Facility, Northern Branch Jail or Field Booking Area. The uniform may also be authorized for training or anti-riot duty as authorized by the Division Commander. The Class D uniform shall consist of the following:
  - (a) Headgear: campaign hat, forest green, or baseball cap or cold weather cap, black, Agency issue.
  - (b) Shirt: long-sleeve or short-sleeve, 5.11 Patrol Duty Uniform, twill, silver tan, 65% Polyester/ 35% cotton.
  - (c) Trousers: cargo pant, 5.11 Patrol Duty Uniform, twill, Sheriff green, 65% Polyester/ 35% cotton. Optional Pant: 5.11 Stryke Flex-tac twill PDU pant, SKU ## 74551-890 (Men's Stryke twill PDU Pant) and # 64472-890 (Women's twill Stryke PDU Pant). A flashlight pocket (or what was commonly known as a sap pocket) may be added to the pant.
  - (d) Badge: cloth, of appropriate job classification.
  - (e) Nametape: cloth, to extend the full width of the top of the right pocket with the name centered.
  - (f) Belt: nylon or leather, black, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (g) Duty belt: nylon or leather, black, basket weave, nickel-finish buckle. Nylon is optional, and all accessories must be of black nylon. There can be no mixing of leather and nylon on the same belt. Some portions of the black nylon gear are plastic and are authorized.
  - (h) Socks: black, or any color, if wearing eight (8) inch or taller boots.
  - (i) Footwear: shoes, or boots, black, all leather or a combination of leather and synthetic material, black shoelaces, smooth rounded toe. Both types shall be all black.
  - (j) Jacket: waist-length, green, Gore-Tex or nylon, green waist-length Agency issue, light, regulation, or convertible weight, with cloth badge and cloth nametape affixed appropriately. This is the only jacket authorized for wear with Class D uniform.
- 6) Class E: The Class E uniform is established for personnel in the following classifications: Utility Worker, Property Officer, Storekeeper, and Park Ranger-Groundskeeper.
  - (a) Headgear: baseball cap, Agency issue. Optional headgear: green "Breezer" outdoor hat.
  - (b) Shirt: short-sleeve, dark green, cotton or synthetic blend. Optional shirts: long-sleeve shirt may be worn during winter months; dark green polo shirt.
  - (c) Trousers: dark green, Dacron polyester or six (6) pocketed Pro-Tuff brand. Optional trousers: black, six (6) pocketed Tact-Squad brand or Blauer brand.

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- (d) Belt: black, nylon or leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (e) Socks: black, or any color, if wearing eight (8) inch or taller boots.
  - (f) Footwear: shoes or boots, black.
  - (g) Jacket: waist-length, green, Gore-Tex, or nylon, light, regulation, or convertible weight, cloth, nametape affixed appropriately.
  - (h) Badge: none.
  - (i) Nametape: cloth, Agency issue to extend the full width of the top of the right shirt pocket with the name centered.
- 7) Class F: The Class F uniform is established for personnel in the Administrative Office Professional (AOP), Legal Office Professional (LOP), Financial Office Professional (FOP), Dispatcher, and Jail Cook classifications.
- (a) Headgear: none.
  - (b) Shirt: long-sleeve or short-sleeve, green polo shirt, Santa Barbara County seal logo with “County of Santa Barbara” lettering around seal.
  - (c) Trousers: black. Females: (optional) skirt.
  - (d) Belt: black, leather or nylon, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (e) Socks: black with slacks. Nylon stockings required with skirt.
  - (f) Footwear: shoes, black, plain toe. Soles will be no thicker than ¾ inch.
  - (g) Jacket: waist-length, black, nylon, light, regulation or convertible weight, with Santa Barbara County seal over the left breast, the words “County of Santa Barbara” lettering around the logo, the name of the Division under the seal, name of employee (first initial or first name and full last name) above the job title over the right breast.
- 8) Class G: The Class G uniform is established for personnel in the Sheriff's Parking Enforcement Officer and Sheriff's Service Technician classification.
- (a) Headgear: baseball cap, Agency issue.
  - (b) Shirt: grey polo shirt with County Seal over left breast and name and job classification over right breast. For employees in the classification of Parking Enforcement Officer, “Parking Enforcement” may be silk screened on the back of the shirt.
  - (c) Belt: black, leather or nylon, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (d) Trousers: Black BDU style pant.
  - (e) Footwear: shoes or boots, black, plain toe, with trousers.
  - (f) Jacket: waist-length, black, nylon, light, regulation or convertible weight, with Santa Barbara County seal over the left breast, the words “County of Santa Barbara” lettering around the logo, the name of the Division under the seal, name of employee (first initial of first name and full last name) above the job title over the right breast.

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### B. Special Enforcement Team (SET) Uniform

- 1) Trousers (fatigue): as appropriate and directed by the Criminal Investigations Division Commander.
- 2) Shirt: as appropriate and directed by the Criminal Investigations Division Commander.

### C. Crisis Negotiation Team (CNT) Uniform

- 1) Shirt: Green polo with the Sheriff's star embroidered over the left breast, and the team members name and rank embroidered over the right breast. The words "Crisis Negotiation Team" embroidered under Sheriff's star is optional. The words "SHERIFF" on the back of the shirt in yellow lettering.
- 2) Trousers: Tan cargo pocket style pant.
- 3) Footwear: Black or tan style boot, or low top shoes with black or tan socks.
- 4) Jacket (if worn): Department issued Class B jacket, or other variation light weight, black or green jacket or hoodie as authorized by the team manager or CID Commander.
- 5) Headgear: Team ballcap and variations as authorized by the team manager or CID Commander.

### D. Sheriff's Response Team (SRT) Uniform:

- 1) Under most circumstances, the authorized uniform for special event or patrol deployments is the Class B or Class D uniform as directed by the Incident Commander.
- 2) Under special circumstances (such as fire evacuations or civil unrest), the Incident Commander may authorize the following fire-resistant uniform:
  - (a) Trousers (fatigue): as appropriate and directed by the South County Operations Division Commander.
  - (b) Shirt (fatigue): as appropriate and directed by the South County Operations Division Commander.
  - (c) Badge: cloth, of appropriate job classification.
  - (d) Patches: Standard agency shoulder patches
  - (e) Nametape: cloth, to extend the full width of the top of the right pocket with the name centered.
  - (f) Belt: nylon or leather, black, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (g) Duty belt: nylon or leather, black, basket weave, nickel-finish buckle. Nylon is optional, and all accessories must be of black nylon. There can be no mixing of leather and nylon on the same belt. Some portions of the black nylon gear are plastic and are authorized.
  - (h) Socks: black, or any color, if wearing eight (8) inch or taller boots.
  - (i) Footwear: shoes or boots, black, all leather or a combination of leather and synthetic material, black shoelaces, smooth rounded toe. Both types shall be all black.

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- E. Custody Operations Special Operations Response Team (S.O.R.T.) Uniform:
- 1) Shirt: as appropriate and directed by the SORT Commander.
  - 2) Trousers: Fatigue, as appropriate and directed by the SORT Commander.
  - 3) Jacket: waist-length, Gore-Tex or nylon, light, regulation, or convertible weight, with cloth badge and cloth nametape affixed appropriately. This is the only jacket authorized for wear with the SORT uniform.
- F. Aero Squadron Uniform:
- 1) Headgear: baseball cap, Agency issue.
  - 2) Shirt: polo, dark green, short sleeve, with the Aero Squadron emblem (wings) on the left breast and the words "Aero Squadron" in gold lettering over the right breast, and the person's name (first name initial and full last name) in gold lettering below the words "Aero Squadron." There is no badge on the shirt.
- G. Dive Team Uniform:
- 1) Shirt: Cotton or synthetic blend t-shirt, navy blue, short sleeve, with dive team emblem (3 inches side to side) on the left breast in white. The words "Santa Barbara County Sheriff's Dive Team" encircles the emblem. The back of the shirt says, "Santa Barbara Sheriff Underwater Search and Recovery", and the red and white SCUBA flag. Optional shirt: Long-sleeve, navy blue, cotton or synthetic blend t-shirt with same markings.
  - 2) Trousers: Cargo pant, 5.11 patrol duty uniform, twill, Sheriff green, 65% polyester/35% cotton. Optional pant: OD green BDU style pant with ripstop or similar fast drying fabric.
  - 3) Shorts: Black swim trunks or board shorts. Hem of shorts should fall between mid-thigh and top of the knee.
  - 4) Shoes: Sturdy closed-toe shoes such as hiking boots or patrol boots. Black or tan in color. Optional: Open-toed sandals (only to be worn immediately before or after diving).
  - 5) Headgear: OD green "flexfit" baseball cap with dive team logo in black stitching on crown. Optional: Boonie hat, single color, can be worn during dive operations or trainings.
  - 6) Outerwear: Cotton or synthetic blend hooded sweatshirt. Insignias the same as the shirt.
  - 7) Belt: black Riggers belt, sturdy and capable of securing the weight of the team member and gear.
- H. Beach & Bicycle Patrol Uniform:
- 1) Headgear: bicycle helmet, Agency issue for bike patrol. Baseball cap may be worn for foot patrols.

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- 2) Shirt: Class B shirt or a tan/putty polo shirt with the embroidered or cloth badge over the left breast, the deputy's name over the right breast, and the word "SHERIFF" embroidered across the back. Optional shirt: Beige/tan Mocean short-sleeve shirt worn with embroidered badge and name tag.
- 3) Trousers: green shorts. Optional Trousers: green Mocean bike pants (plain green shorts with pocket and Spandex at crotch).
- 4) Socks: white, plain. Optional socks: black, plain, to be worn with optional Mocean uniform.
- 5) Shoes: white, tennis. Optional shoes: black, athletic style. The Division Commander or his/her designee will have final approval as to the appropriateness of style.

### I. Honor Guard Uniform:

- 1) Headgear: OD Felt Campaign Hat with black cord and black acorns.
- 2) Trousers: Black wool with piping down the side (still working out the piping).
- 3) Jacket: Marine style, long wool, OD green jacket with black in color high neck and black in color cuffs at the end of sleeves. Gold buttons down the front.
- 4) Belts: dress belt with covered holster that accommodates all handgun styles, mag pouch, and cuff case. All black leather, hi-gloss, supported by hooks in dress jacket.
- 5) Badge: badge and nameplate (gold in color, black lettering)
- 6) Permanent Rank on sleeves (no TDY or Acting ranks). **No service stripes or stars.**
- 7) Gloves: White, leather parade gloves.
- 8) Shoes: Hi-gloss patent, leather parade shoes (not boots).
- 9) Socks: Black in color, high socks, plain.
- 10) Citation cord: There will be several colors depending on what the event is (for example: funerals: black with blue single cord in middle, graduations: white cord, etc...)
- 11) No other insignia may be worn on the uniform.

### J. Optional Criminal Investigations Division Uniform:

- 1) Shirt: Department issued polo, green or tan, with the Sheriff's star (3 inches side to side and 3 ¼ inches top to bottom) embroidered over the left breast, and the deputy's name (in ½ inch yellow cursive Brush Script MT in upper and lower case) and rank (3/8-inch yellow block upper case) embroidered over the right breast. The word "SHERIFF" (3 ½ inch yellow block upper case) silk screened across the back.
- 2) Trousers: Tan cargo pants, 5.11 or similar to be worn with green polo.
- 3) Trousers: Green 5.11 twill PDU or optional Stryke twill PDU patrol pant to be worn with tan polo.
- 4) Footwear: Black or tan boot, or low top black shoes with black or tan socks.
- 5) Jacket (if worn): waist-length, black, nylon, light, regulation or convertible weight, with Sheriff's Star over the left breast, the name of the Division under the star, name

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of employee (first initial of first name and full last name) above the rank over the right breast.

### K. Special Investigations Bureau Warrant Service Uniform:

- 1) Special Investigations Bureau raid vests are to be worn by personnel during those operations which require the wearer to be identified as Sheriff's personnel. They are intended for such operations as search warrants, arrest warrants, crime scene investigations, or other special activities or criminal investigative operations where identification is important during or after an entry or when this Agency is operating in conjunction with other agencies and involved personnel do not know each other.
- 2) Shirt: Black or Green long-sleeve t-shirt with the word "SHERIFF" on both sleeves and "Santa Barbara County SHERIFF Special Investigations" printed on the front and back.
- 3) Pants: Blue jeans or as appropriate for the operation.

### L. Custody Operations SWAP and Work Furlough Field Uniform:

- 1) Jacket: Jacket, waist-length, green, nylon, light, regulation or convertible weight, with a Sheriff's star embroidered over the left breast, the words "Santa Barbara Sheriff" over the star and the words "Custody Operations" under the star, name of employee (first initial of first name and full last name) above the job title embroidered over the right breast. The words "SHERIFF" and "CUSTODY OPERATIONS" shall be silk screened across the back.

### M. Optional Off Highway Vehicle Enforcement (OHV) Field Uniform:

- 1) Trousers (fatigue): as appropriate and directed by the OHV Team Manager.
- 2) Shirt: as appropriate and directed by the OHV Team Manager.
- 3) Specialty t-shirt/ sweatshirt: long sleeve, black or green in color, bearing the words "SHERIFF" in contrast coloring on front, back, and sleeves. Specific lettering for agency and team association may be added with the approval of the OHV Team Manager.
- 4) Gloves: Motorcycle or off-road gloves as appropriate
- 5) Helmet: DOT approved "Off Road" style helmet, with face shield or eye goggles as appropriate. Color to be neutral, black or green, with no flashy emblems. The words "SHERIFF" to be affixed as appropriate, as determined by the OHV Team Manager.
- 6) Variations to uniform of the day as needed may be authorized by the OHV Team Manager, or the supervisor as delegated.

### N. Motor Officer Uniform:

- 1) Class A: The Class A uniform shall consist of:
  - (a) Helmet: forest green, light metallic gold and black, Shoei Neotec full face modular helmet, DOT approved.
  - (b) Helmet badge: gold-colored flying wheel with the words "Sheriff Motor Officer" written in blue lettering.

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- (c) Shirt: long-sleeve, khaki, either wool or 55% Dacron Polyester/ 45% Rayon. Optional shirt: long-sleeve Motoport Duty Shirt, Khaki. Shirt will have a military press.
  - (d) Ascot: black, regulation issue.
  - (e) Belt: black leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (f) Duty Belt: regulation issue, black, basket weave, nickel-finish buckle.
  - (g) Pants: Motoport Kevlar air mesh street jeans, forest green with yellow stripe along the length of the leg, waterproof/thermal inserts, and with knee, hip, sacrum and thigh protective armor.
  - (h) Boots: black leather motorcycle boot with leather capable of a shine, rounded toe and black sole.
  - (i) Badge: regulation issue.
  - (j) Nameplate: black plastic with gold-colored edges, regulation issue.
  - (k) Jacket: waist-length, black, Motoport Kevlar Air Mesh Jacket, waterproof/thermal inserts, reflective material on back/arms, with elbow and spine protective armor, Agency issue, with regulation issue badge, regulation nameplate and regulation shoulder patches affixed appropriately. To be worn for cold/inclement weather.
  - (l) Gloves: black leather, or similar, motorcycle style
- 2) Class B: The Class B uniform shall consist of:
- (a) Helmet: forest green, light metallic gold and black, Shoei Neotec full face modular helmet, DOT approved.
  - (b) Helmet badge: gold-colored flying wheel with the words “Sheriff Motor Officer” written in blue lettering.
  - (c) Shirt: long-sleeve or short-sleeve, khaki, either wool, 55% Dacron polyester/ 45% Rayon, or 5.11 authorized Patrol uniform. Optional shirt: long-sleeve Motoport Duty Shirt with elbow and shoulder protective armor, khaki.
  - (d) Belt: black leather, basket weave, 1 ¼ inch wide, nickel-finish buckle, or nylon/Velcro combination as approved by immediate supervisor.
  - (e) Duty belt: regulation issue, black, basket weave, nickel-finish buckle, or nylon as approved by immediate supervisor.
  - (f) Pants: Motoport Kevlar air mesh street jeans, forest green with yellow stripe along the length of the leg, waterproof/thermal inserts, and with knee, hip, sacrum, and thigh protective armor.
  - (g) Boots: black leather motorcycle boots with leather capable of a shine, rounded toe with black sole (add in full boot length info)
  - (h) Jacket: waist-length, black Motoport Kevlar Air Mesh Jacket, waterproof/thermal inserts, reflective material on back/arms with elbow and spine protective armor, Agency issue, with regulation issue badge, regulation nameplate and regulation shoulder patches affixed appropriately.
  - (i) Badge: regulation issue.
  - (j) Nameplate: black plastic with gold-colored edges, regulation issue.
  - (k) Gloves: black leather, or similar, motorcycle style.



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### O. Mounted Unit Uniform:

- 1) Class A: The Class A Uniform will be worn during formal parade appearances or other formal events as designated by the Unit Manager. The Class A Uniform shall consist of:
  - (a) Headgear: Stetson, Rancher model, fawn, 4X Felt, 3 ½ inch brim, worn in the approved configuration. No authorized alteration of the brim is permitted.  
Optional Headgear: Campaign hat, forest green.
  - (b) Shirt: long-sleeve, khaki, wool. Optional shirt: long-sleeve, 55% Dacron polyester/45% Rayon or 100% Dacron polyester. Shirt will have military press.
  - (c) Trousers: wool, green. Females: (optional) skirt, wool, green.
  - (d) Badge: regulation issue.
  - (e) Nameplate: black plastic with gold-colored edges, regulation issue.
  - (f) Necktie: black, regulation issue (if worn).
  - (g) Tie Bar: regulation issue, (if worn).
  - (h) Belt: leather, black, basket weave, 1 ¼ inch wide, nickel-finish buckle (if worn).
  - (i) Duty Belt: regulation issue, black, basket weave, nickel-finish buckle (if worn).
  - (j) Socks: black, plain.
  - (k) Footwear: Western Boot, black, leather, capable of high shine, plain, rounded toe, black soles.
  - (l) Jacket: dress, wool, green (if worn).
- 2) Class D: The Class D Uniform will be worn during all other enforcement details including but not limited to patrol operations, special events, crowd control, search and rescue operations, etc. The Mounted Unit Class D Uniform shall consist of:
  - (a) Headgear: Cowboy hat, white straw, Stetson Rincon (10x) or similar. Optional Baseball Hat or riding helmet may be worn as each detail may dictate. Optional headgear must be worn consistently with all members of a particular detail, at the approval of the Team Supervisor or Manager.
  - (b) Shirt: 5.11 Patrol Duty Uniform, twill, silver tan, long-sleeve or short-sleeve, 65% Polyester/35% cotton. Optional shirt is the Tan polo with embroidered Sheriff's Badge and name on the left breast side, and the word "SHERIFF" stenciled across the back.
  - (c) Trousers: Black denim or similar material.
  - (d) Badge: Cloth
  - (e) Nameplate: Cloth
  - (f) Belt: leather, black, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (g) Duty belt: regulation issue, black, basket weave, nickel-finish buckle. The black, nylon duty belt is optional for inclement weather or assignments authorized by the Division Commander. There can be no mixing of leather and nylon on the same belt. Some portions of black nylon gear are black plastic and are authorized.
  - (h) Socks: black, or any color, if wearing eight (8) inch or taller boots.
  - (i) Footwear: Western Boots, brown, all leather or combination of leather and synthetic material.

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- (j) Jacket: Gore-Tex or nylon, green, waist-length, Agency issue, light, regulation, or convertible weight, with cloth badge and cloth nametape affixed appropriately.  
This is the only jacket authorized for wear with the Class D uniform.

### P. Volunteer Uniform:

- 1) Headgear: baseball cap, black, with the words "Sheriff Volunteer Team" embroidered across the front.
- 2) Shirt: polo, white, with green Sheriff's Star and the words "Sheriff Volunteer Team" in green lettering over the left breast, the word "VOLUNTEER" in green lettering across the back, and name of volunteer (first initial of first name and full last name) embroidered on the right breast. Optional shirt: (worn only by authorization of SVT Coordinator) long-sleeve or short-sleeve, white, epaulets, 55% Dacron polyester/ 45% Rayon or 100% Dacron polyester; cloth badge, nameplate, shoulder patches Agency issue, with "Volunteer" rocker affixed underneath. Shirt will have a military press or sewn in military creases.
- 3) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
- 4) Trousers: Appropriate as to activity (shorts or pants, black, BDU style).
- 5) Footwear: shoes, black, leather, Oxford type, capable of high shine, round toe, black soles, and black shoestrings.
- 6) Jacket: waist-length, nylon, white, either regulation or light weight, green Sheriff's Star and the words "Sheriff Volunteer" in green lettering over the left breast, and the word "VOLUNTEER" in green lettering across the back, name of volunteer (first initial of first name and full last name) embroidered on the right breast. Optional jacket: (worn only by authorization of SVT Coordinator) Jacket: waist-length, black, Gore-Tex, convertible weight, with cloth badge and cloth nametape, black with gold-lettering, and shoulder patches with Volunteer rocker affixed to both shoulders.
- 7) Badge: cloth, of appropriate job classification, centered over left pocket.
- 8) Nameplate: black plastic with gold-colored edges, regulation issue.
- 9) Nametape: cloth, black with gold-lettering to extend the full width of the top of the right pocket with name centered.

### Q. Chaplain Uniform:

- 1) Headgear: baseball cap, with the words "SHERIFF CHAPLAIN" across the front.
- 2) Shirt: long-sleeve or short-sleeve, white, 55% Dacron polyester/ 45% Rayon or 100% Dacron polyester, Sheriff's patches on shoulder sleeves. Shirt will have a military press. Optional shirt: dark green polo. The shirt shall be embroidered with Santa Barbara County seal with the lettering "County of Santa Barbara" around the seal, over the left breast with the word "CHAPLAIN" in gold embroidery under the star. The chaplain's name and the word "Chaplain" shall be embroidered in lower case letters over the right breast. The word "CHAPLAIN" shall be embroidered across the back in gold embroidery bold letters.
- 3) Necktie: black, regulation issue, worn with long-sleeve shirt only.
- 4) Tie Bar: gold, regulation issue.

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- 5) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
- 6) Trousers: black. Females: (optional) skirt.
- 7) Socks: black with slacks. Nylon stockings required with a skirt.
- 8) Footwear: shoes, black, leather, Oxford type, capable of high shine, round toe, black soles and black shoestrings. Female dress shoes: heel height should not exceed two (2) inches.
- 9) Jacket: waist-length, green, nylon, regulation or light weight; fleece lining optional. The embroidery is the same as the optional polo.
- 10) Badge: Metal, centered over left pocket.
- 11) Nameplate: black plastic with gold-colored edges, regulation issue.
- 12) Religious Affiliation Insignia: metal gold cross for the Christian faith, metal gold Star of David for the Jewish faith, etc. NOTE: Insignia to be worn only on the white shirt and jacket.
- 13) Regular clergy attire is acceptable, i.e., clergy shirt with or without clerical collar. Religious vestments may be worn for special events.

### R. Explorer Uniform:

- 1) Explorer Class A: The Class A uniform shall consist of:
  - (a) Headgear: the headgear will be determined by the Post Advisor or Assistant Post Advisor depending on the activity that is to be conducted by the Explorer.
  - (b) Shirt: long-sleeve, khaki, either wool, 55% Dacron polyester/ 45% Rayon, or 100% Dacron polyester. Shirt will have a military press.
  - (c) Necktie: black, regulation issue.
  - (d) Tie Bar: regulation issue.
  - (e) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (f) Trousers: green wool. Optional trousers: 100% Dacron polyester or blend.
  - (g) Socks: black, plain, or any color if wearing eight (8) inch or taller boots.
  - (h) Footwear: boots, black leather, black soles, black shoelaces, rounded toe with no design, and capable of a high shine.
  - (i) Badge: regulation issue.
  - (j) Nameplate: black, plastic, with gold-colored edges, regulation issue.
- 2) Explorer Class A Formal: The Class A Formal uniform is to be worn only during formal occasions or during ceremonies as authorized by the Post Advisor or Assistant Post Advisor. The uniform is the same as the Class A, with any or all of the following additions:
  - (a) Gloves: white cloth.
  - (b) Belt: white, as option to black basket weave.
  - (c) Citation: white cord.
- 3) Explorer Class B: The Class B uniform shall consist of:

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- (a) Headgear: The headgear will be determined by the Post Advisor or Assistant Post Advisor, depending on the activity that is to be conducted by the Explorer.
  - (b) Shirt: long-sleeve or short-sleeve, khaki, either wool, 55% Dacron polyester/45% Rayon or 100% Dacron polyester. Shirt will have a military press.
  - (c) Necktie and tie bar not worn.
  - (d) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (e) Trousers: green wool. Optional trousers: 100% Dacron polyester or blend.
  - (f) Socks: black, plain, or any color, if wearing eight (8) inch or taller boots.
  - (g) Footwear: boots, black leather, black soles, black shoelaces, rounded toe with no design, and capable of a high shine.
  - (h) Badge: regulation issue.
  - (i) Nameplate: black, plastic, with gold-colored edges, regulation issue.
- 4) Explorer Class C: The Class C uniform shall consist of:
- (a) Headgear: The headgear will be determined by the Post Advisor or Assistant Post Advisor, depending upon the activity to be conducted by the Explorer.
  - (b) Shirt: polo, khaki, 100% cotton, embroidered with the Explorer cloth badge.
  - (c) Necktie and tie bar not worn.
  - (d) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (e) Trousers: green, 65% polyester/35% cotton.
  - (f) Socks: black, plain, or any color, if wearing eight (8) inch or taller boots.
  - (g) Footwear: boots, black leather, black soles, black shoelaces, rounded toe with no design, and capable of a high shine.
  - (h) Badge and nameplate not worn.
- 5) Explorer Class D: The Class D uniform shall consist of:
- (a) Headgear: The headgear will be determined by the Post Advisor or Assistant Post Advisor, depending on the activity to be conducted by the Explorer.
  - (b) Shirt: short-sleeve, khaki, 65% Dacron/35% cotton.
  - (c) Necktie and tie bar are not worn.
  - (d) Belt: black, leather, basket weave, 1 ¼ inch wide, nickel-finish buckle.
  - (e) Trousers: green, 65% polyester/35% cotton.
  - (f) Socks: black, plain, or any color, if wearing eight (8) inch or taller boots.
  - (g) Footwear: boots, black leather, black soles, black shoelaces, rounded toe with no design, and capable of a high shine.
  - (h) Badge: cloth (sewn on), regulation issue.
  - (i) Nameplate: cloth (sewn on), regulation issue
- 6) Explorer Physical Training Activities: When Explorers are involved in physical training, they will be required to wear the physical training uniform of the day as designated by the Post Advisor or Assistant Post Advisor.
- 7) Fair Weather physical training uniform:
- (a) Headgear: The headgear will be determined by the Post Advisor or Assistant Post Advisor, depending on the activity to be conducted by the Explorers.
  - (b) Shirt: white, 100% cotton t-shirt.
  - (c) Shorts: solid black cotton shorts (no logos).

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- (d) Footwear: shoes, running.
  - (e) Underwear: males will wear a jock strap; females will wear a white sports bra.
  - (f) During any activity with physical contact, males will wear groin protection.
- 8) Inclement Weather physical training uniform:
- (a) Sweatshirt: solid gray sweatshirt (no hood or logos).
  - (b) Sweatpants: solid gray sweatpants (no logos).
- 9) A turtleneck shirt is an optional item of wear; explorers may wear a turtleneck shirt under a long-sleeve uniform shirt. The turtleneck shirt must be long-sleeve, black, and made of 100% cotton. The turtleneck shirt shall never be worn with a short-sleeve shirt, even if a jacket is worn.
- (a) Jacket: Waist-length, green, Gore-Tex or nylon, light, regulation, or convertible weight, with cloth badge and cloth nametape affixed appropriately, shoulder patches.
- S. Training Bureau Personnel Uniform:
- 1) The Training Bureau personnel have a variety of uniform options depending on the activity:
    - (a) The Firing Range uniform will consist of a green or tan BDU 5.11 pant and a red Training Bureau tee shirt/polo shirt. (The polo shirt shall be embroidered with the Sheriff's Star over the left breast and the employee's name and rank shall be embroidered over the right breast. The red tee shirt shall be silk screened with the Sheriff's Star over the left breast and the word "Instructor" under the star. The word "SHERIFF" shall be silk screened across the back.
    - (b) The uniform worn while instructing classes and general office attire will consist of any of the following:
      - (a) Class A Uniform
      - (b) Class B Uniform
      - (c) Class D Uniform
      - (d) Khaki, 5.11 Black BDU pant and Training Bureau green or tan polo shirt
      - (e) Green or tan BDU pant and red polo shirt and tee shirt
      - (f) Business attire (pant suits/suit and tie)
    - (c) Under certain conditions (role playing/ cleaning projects), casual clothes (including denim) may be authorized by the Training Sergeant/Lieutenant.
- T. School Resource Deputy & D.A.R.E. Uniform:
- 1) Class B Uniform, or
  - 2) Optional Uniform:
    - (a) Headgear: baseball cap, Agency issue.
    - (b) Shirt: tan or green polo with the Sheriff's Star embroidered over the left breast, the officer's name and rank embroidered over the right breast, and the word "SHERIFF" embroidered across the back.

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- (c) Trousers: Green shorts, tan or black BDU's.
- (d) Socks: White or black, plain.
- (e) Footwear: Shoes, white or black tennis style, or black or tan boots. The Division Commander or his/her designee will have final approval as to the appropriateness of style.

### U. Cold Weather Uniform:

- 1) An optional cold weather uniform is authorized for uniformed personnel assigned to the Cuyama Station. It is a jumpsuit, olive green, manufactured by Ackerman's Uniforms. The jumpsuit shall have the cloth badge and cloth nametape affixed appropriately and the word "SHERIFF" embroidered across the back.

## 16. Optional Uniform Items:

- A. Rainwear: Jacket: department issued, 5.11 Valliant Jacket. Pants: Water repellant, green, similar in color to regulation uniform pant.
- B. Boots: Black, Wellington-style boots are authorized to be worn in lieu of shoes by all personnel. Boots must be black leather capable of a high-shine and rounded toe with a top of at least eight (8) inches above the ankle. Wellington-style boots shall have no design or stitching. Jump boots are authorized to be worn with Class A, B, C, D, and E uniforms and must be all leather and may have stitching across the toe only. Trouser legs shall be worn outside the boots.
- C. Duty belt, Watch Officer: Holster: black leather, nylon or kydex, basket weave or plain. All matching, do not intermix. The leather accessory is to be worn on the trouser belt (1 ¼ inch black basket weave). Watch Officers exercising the option to wear the duty belt, as above described, will maintain a full duty belt set for utilization when assigned any duty other than the Watch Officer desk.
- D. Sheriff's Office Flat, Wallet Type, Badge:
  - 1) All sworn and reserve personnel who wish to purchase a Sheriff's Office badge of the flat, wallet type, or other type, shall submit a written request for approval.
  - 2) The private purchase of badges of any type bearing the Santa Barbara Sheriff's Office lettering is not authorized without approval.
  - 3) A written request for a badge purchase shall be directed to the Sheriff through the chain of command and to the Personnel Bureau requesting approval for an individual badge purchase.
  - 4) The Sheriff's Office badge vendors have been instructed not to sell Santa Barbara Sheriff's Office badges to individuals without written authorization from the Sheriff.
- E. Turtleneck Shirt:

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- 1) As an optional item of wear, personnel may wear a turtleneck shirt under a long-sleeve uniform shirt. The turtleneck shirt must be long-sleeve, black. The turtleneck shirt shall never be worn with a short-sleeve shirt, even if a jacket is worn.

### F. Black Memorial Band:

- 1) When the black memorial band is authorized to be worn on the Agency badge, it shall be worn diagonally from the shoulder to the heart (top right to the lower left as you view the badge). The band shall be ½ inch black elastic material.

### G. Polo Shirts:

- 1) Department issued short-sleeve or long-sleeve polo shirt are the only authorized polo shirts for purchase. The polo shirts shall be purchased through the Special Services Bureau and all embroidery must be done through the Special Services Bureau to maintain consistency and uniformity. Optional uniform polo shirts are acceptable uniforms upon the approval of the respective Division Commander.
  - (a) Sheriff's Office employees authorized to wear Class F and Class G uniforms are authorized to wear a green polo shirt. The shirt shall be embroidered with the County Logo, with lettering County of Santa Barbara around seal, name, and rank embroidered on the shirt as described above. The employee's job classification may be embroidered under the employee's name as an option.
  - (b) Sheriff's Office employees in the Classification Unit of the Custody Division are authorized to wear a tan polo shirt. The shirt shall be embroidered with the Sheriff's star, name, and rank embroidered on the shirt as described above. The employee's job classification shall be embroidered under the employee's name.

### H. Headgear- Cold Weather:

- 1) An optional cold weather hat is authorized for uniform personnel. A knit pull-over watch cap with roll-up band is approved as a nighttime only, cold weather hat when approved by the requestor's field supervisor. The watch cap shall be purchased thru Special Services at the wearer's expense. The watch cap will be black in color and have "SHERIFF" embroidered in 1 ¼ inch gold lettering on the front for identification purposes.

### I. Ballistic and Spike Protective Vests:

- 1) The wearing of a ballistic or spike protective vest by full-time deputies, reserve deputies, and custody deputies is highly recommended.
  - (a) The Agency will issue an approved ballistic protective vest to all full-time peace officers upon hire, and as agreed upon in the memorandum of understanding with the DSA.

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- (b) The Agency will issue an approved spike protective vest to all full-time custody deputies upon hire, and as agreed upon in the memorandum of understanding with the DSA.
- (c) The Agency will issue an approved ballistic and spike protective vest to all custody deputies assigned full time to inmate transportation, and as agreed upon in the memorandum of understanding with the DSA.
- (d) It will be the responsibility of all personnel issued a protective vest to maintain and wear the vest according to the manufacturer's recommendations.
- (e) Any upgrades and/or modifications to the issued vest will be at the requesting personnel's expense and are non-reimbursable.

### J. Staff Jacket:

- 1) An optional jacket is authorized for uniformed personnel. A waist-length jacket with a green shell and gray fleece liner manufactured by Charles River is approved for wear. The jacket shall have the Sheriff's star embroidered over the left breast and the employee's first initial followed by a period and last name embroidered over the right breast. The employee's classification may be embroidered under the name. The jacket will not be purchased or replaced by the Agency but may be privately purchased by the employee through Special Services.

### K. Traffic Safety Vest:

- 1) A yellow reflective safety vest issued by the agency shall be worn when directing traffic on any state or county road and is mandatory when working a checkpoint.

### L. Uniform Load Bearing External Vest Carrier:

An optional load bearing external vest carrier has been authorized for personnel working uniformed assignments. The authorized vest is the Safariland brand, Oregon City Carrier 2.0 Cut: Tactical green, item #DN6566 model (for new vest panels under 1 year of age) and the Safariland Oregon City Carrier Legacy Cut: Tactical green, item #DN6313 (for vest panels older than 1 year). The vest may be worn in both patrol and custody assignments where the Class B and Class D uniforms are authorized with some restrictions. The external vest is not authorized for Class A uniform use, any planned presentations, public speaking events, award presentations or ceremonies, court appearances, appearance before an elected board, or other similar types of planned events.

- 1) The issued metal badge shall be attached to the left side above the pocket.
  - (a) A cloth badge may be used during assignments where the cloth badge is normally authorized for uniform wear.
- 2) The nameplate shall be mounted above the right pocket.
  - (a) A cloth nameplate may be used during assignments where the cloth badge is normally authorized for uniform wear.
- 3) There is a maximum of four pouches in matching color that may be attached to the front.



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- 4) Generally, no pouches should be mounted to the back of the vest.
- 5) Authorized items to be stored in the pouches are:
  - (a) Equipment that properly fits in the storage pouches and consist of but no limited to handcuffs, handgun magazines, OC spray, cellphones, flashlights, collapsible baton (ASP not PR-24), radios, first aid kit, gloves, small notebooks, or items fitting in a small utility pouch.
  - (b) Items prohibited from being carried on the vest are firearms, Tasers, patrol rifle magazines, PR-24, or other bulky oversized items.
- 6) An alternant uniform shirt may be worn under the external vest carrier.
  - (a) 5.11 Tactical short sleeve PDU Rapid Shirt in the silver tan color with shoulder patches, or Flying Cross FX STAT Hybrid Shirt in the silver tan color with shoulder patches.

### 17. Duty Uniform Items:

#### A. Equipment - General

- 1) Gun Belt: The regulation issue, black leather, basket weave, or plain nylon duty belt shall be worn. Authorized manufacturers of nylon gun belts are Bianchi. An optional gun belt, the Bianchi Accumold Elite equipment belt in black, basket weave, nickel buckle, may be worn with Class A, B, and D uniforms. When wearing this belt, all other items on the belt must also be black basket weave. The duty weapon holster worn with this duty belt must be approved by the Rangemaster and be consistent with the duty belt; i.e., basket weave holster on basket weave belt. When wearing the nylon gun belt, all other items on the belt must also be plain nylon. The plain nylon duty belt may only be worn with Class D uniforms. No mixing of basket weave and plain items is authorized.
- 2) Duty Weapon Holster: The holster shall be worn on the duty belt on the side for which it is designed.
- 3) Handcuff Case: Regulation handcuffs shall be carried in the handcuff case. When two (2) sets of handcuffs are carried, they may be carried in an approved handcuff case designed to accommodate two (2) sets of handcuffs or in an additional single handcuff case.
- 4) Key Strap and Key Ring: The key strap shall be worn in a convenient location on the duty belt. A whistle, the handcuff key, or other keys shall be carried on the key ring. Optional key carrying devices of black leather, basket weave, may be worn.
- 5) Baton Holder: The baton holder that is convenient to the user shall be worn on the duty belt.
- 6) Magazine holder: The magazine holder shall be worn in a convenient manner on the duty belt. Magazine holders shall be black, leather, basket weave, of a style similar to that issued by the Agency and worn as required on the Sam Browne belt.
- 7) Belt Keeper Straps: Four (4) belt keepers straps shall be worn to keep the duty belt in place. The straps will have two (2) snaps and be proportionately spaced with two (2) straps worn in front and two (2) straps worn in black.

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- 8) Knife Case/Sheath (Optional): A folding knife may be worn on the person in an approved knife case or sheath on the duty belt. The case shall be black, basket weave. The knife shall be held in place by a flap and secured by a metal snap.
- 9) Flashlight Holder: The black, leather, basket weave, flashlight holder of regulation manufacture may be worn on the regulation duty belt in a convenient position.
- 10) Pepper Spray Holder: The black, leather, basket weave, pepper spray holder of regulation manufacture may be worn on the regulation duty belt in a convenient position.
- 11) Portable Radio Carrier (optional): An optional portable radio carrier of black leather, basket weave, may be worn on the duty belt. Cell Phone: if the wearing of an Agency-issued or personal cell phone is authorized, the cell phone shall be either black or carried in a black case on the duty belt.
- 12) Taser Holster: The taser holster shall be worn on the duty belt on the opposite side of the duty weapon holster. The authorized taser holsters shall be determined by the Training Bureau.

### B. Equipment Required - Plain Clothes Duty

- 1) Firearm- When on plain-clothes duty, the firearm barrel shall not be permitted to extend below the lower coat line. A holster compatible to undercover assignment should be used. Exceptions must be approved by the Division Commander.
- 2) Any other equipment as authorized by the Division Commander or his/her designee.

### C. Equipment Required - Field Duty

- 1) Firearm.
- 2) Two ammunition magazines
- 3) OC Spray
- 4) Tourniquet with belt holder
- 5) Handcuff and keys.
- 6) Baton, or other approved impact weapon as determined by the Training Bureau.
- 7) Taser, if issued
- 8) Field notebook.
- 9) Pen and/or pencil.
- 10) Flashlight: Agency-issue, or equivalent, to be carried on all shifts
  - (a) Flashlights that meet the following criteria may be purchased by the individual deputy. They will not be subject to replacement or repair at Agency expense should they be lost or damaged. Members of the Sheriff's Office, while on duty, may carry the Agency-issued flashlight or any other commercially manufactured flashlight that is no more than a four (4) cell, size "C" or "D" battery, in length.
- 11) Standard forms.
- 12) Wrist or pocket watch.

## 18. Exceptions to Equipment Required

## Santa Barbara Sheriff's Office Uniform Policy Manual

- A. Indoor Duty: Deputies engaged in uniform or plain clothes duty while indoors may be exempted by their respective Division Commander from all or part of the provisions of this policy.
- B. Jail Duty: Uniformed employees engaged in uniform duty in the Jail shall carry only those items of issued equipment that are specified by their superiors.
- C. Undercover/ Plainclothes Duty: Deputies detailed to undercover or plainclothes duty, wherein it is mandatory that their identity as officers be concealed, may be excused by their Unit Commander from the provisions of all or part of this policy.

### 19. Uniform of the Day

- A. Shift Commanders will be authorized to designate the uniform of the day for personnel on their shifts in compliance with the following:
  - 1) The uniform designated must be authorized by this policy for the particular duty in question.
  - 2) All personnel on the shift must wear the same designated uniform and must be prepared to wear any general duty uniform authorized by the uniform policy.
  - 3) The Sheriff, Undersheriff, Chief Deputies, Commanders, or Bureau Supervisors over the shift in question shall retain the authority to designate the uniform of the day for special assignments, ceremonies, or circumstances that dictate designation at this level.

### 20. Placement of Authorized Insignia

- A. The following authorized rank Insignia, badges, and other items worn on the uniform shall be placed on the clothing in the following manner:
  - 1) Special Duty Deputies: The senior deputy/senior custody deputy chevron shall be placed  $\frac{3}{4}$  inch below the bottom edge of the shoulder patch and shall be centered below the patch. Those seniors who supervise shall have a star under their chevrons. The senior deputy/senior custody deputy chevron will be worn on all Class A, B, and D uniform shirts and jackets.
  - 2) Sergeants: The sergeant chevron shall be placed  $\frac{3}{4}$  inch below the bottom edge of the shoulder patch and shall be centered below the patch. Sergeants with 10 or more years of service shall have a rocker under the chevron. The sergeant chevron will be worn on all Class A, B, and D uniform shirts and jackets.
  - 3) Lieutenants: The small brass lieutenant bar shall be placed on the collar of the Class A, B, and D shirts so as to be parallel to the leading edge of the collar and  $\frac{1}{2}$  inch from the edge. The bar shall be centered halfway between the collar point and the collar top. The large brass rank insignia shall be worn on the optional sweater and shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop.
  - 4) Commanders: The commander star shall be placed on the collar of the Class A, B, and D shirts, centered halfway between the collar point the collar top. The star shall be  $\frac{1}{2}$  inch from the edge and have a single point upward with the plane of the two bottom points parallel to the top edge of the collar. The commander star shall be

- placed on the shoulder loop of the optional sweater and shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop. The large commander star shall be placed on the shoulder loops of the green Class A, B, and D jackets. Insignia shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop.
- 5) Chiefs: The two (2) small brass deputy chief stars shall be placed on the collar of the Class A, B, and D shirts centered halfway between the shirt collar point and the top of the collar. The chief stars will be centered  $\frac{1}{2}$  inch from the edge with the top star having a single point upward and the bottom star with two points of the bottom star parallel to the bottom edge of the collar. The large chief deputy (two stars) brass shall be worn on the optional sweater shoulder loops placed one (1) inch from the edge of the shoulder seam and centered on the loop. The two large chief deputy stars shall be worn on the shoulder loops of the green Class A, B, and D dress jackets. The insignia shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop.
  - 6) Undersheriff: The three (3) small brass Undersheriff stars shall be worn on the collar of the Class A, B, and C shirts centered halfway between the collar point and the collar top. The stars shall be placed  $\frac{1}{2}$  inch from the edge with the top star having a single point upward and the bottom star having the two (2) points parallel to the top edge of the collar. The large brass Undersheriff three-star rank insignia shall be placed on the shoulder loop of the optional sweater. The insignia shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop. The large brass three-star Undersheriff insignia shall be worn on the shoulder loops of the green Class A, B, and D dress jackets. The insignia shall be placed one (1) inch from the edge of the shoulder seam and centered on the loop.
  - 7) Sheriff: The Sheriff stars shall be worn in the same position as the Undersheriff on the Class A, B, and D shirts, Class A, B, and D jackets, and the optional sweater.
- B. The following authorized insignia, badges, and other items worn on the uniform shall be placed on the clothing in the following manner:
- 1) Shoulder patches: The shoulder patches shall be placed  $\frac{3}{4}$  inch below the shoulder seam and shall be centered with the top of the shoulder. The Agency shoulder patch is construed to be County-owned property.
  - 2) Gold Badge: The gold badge shall be worn centered above the left shirt or dress green jacket pocket, with the bottom of the badge above the top edge of the pocket flap. No part of the badge holder is to be visible when the badge is worn.
  - 3) Cloth Badge: The cloth badge shall be worn with the bottom point centered one (1) inch above the left breast. The cloth badge is to be worn on the Class D shirt and the Class B and Class D jackets.
  - 4) Nameplate: The black plastic, gold bordered nameplate shall be worn centered on the right shirt pocket with the bottom edge of the nameplate parallel to and touching the top edge of the pocket flap. The same nameplate will be worn over the right pocket of the Class A jacket. Whenever a Class A jacket is worn, the nameplate shall be worn on the jacket.

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- 5) Nametape: The cloth nametape shall be worn centered above the right pocket flap of the Class B and D jackets. Exception: The nametape may be sewn centered on the right pocket flap of the Gore-Tex jacket.
  - 6) County Service Pin: County service pin (when worn) shall be worn on the right pocket flap of the shirt or jacket, centered halfway between the center crease and the right pocket edge.
  - 7) Firearms Qualification Medal: Those members of the Agency who have qualified for firearms medals and have been so certified by the Training Bureau are authorized to wear the Firearms Qualification Medal. The medal shall be worn on right pocket flap centered between the center crease and the left pocket edge.
- C. The following authorized Specialty Unit or Special Certification insignia or pins worn on the uniform shall be placed on the clothing in the following manner (no more than one Special Unit or Special Certification insignia pin shall be worn at any one time above the right pocket):
- 1) Dive Team Pin:
    - (a) Employees who are assigned to the Sheriff's Office Dive Team are hereby authorized to wear the approved Dive Team insignia. The approved insignia shall be that designated by the Sheriff and on file with the Sheriff's Office.
    - (b) The metal Dive Team pin is approved for wear on the Class A, B, and D uniforms as well as the coveralls. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered on the nameplate or nametape.
    - (c) The Dive Team pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
    - (d) The Dive Team Insignia (cloth): The cloth Dive Team insignia is approved for wear on the Class D, and any other field uniforms. It shall be worn over the right shirt pocket, centered on, and touching the top edge of the nametape.
  - 2) Explosives Ordinance Device (EOD) Insignia:
    - (a) Employees who have graduated from an approved hazardous devices school, and during the period they are assigned to duties of EOD technicians, are hereby authorized to wear the approved EOD insignia.
    - (b) The approved insignia shall be that designated by the Sheriff and on file with the Sheriff's Office.
    - (c) EOD Insignia (brass): The brass EOD insignia is approved for wear on the Class A and B uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above and centered above the nameplate.
    - (d) EOD Insignia (cloth): The cloth EOD insignia is approved for wear on the Class C, D, and any other field uniforms. It shall be worn over the right shirt pocket, centered on, and touching the top edge of the nametape.
    - (e) The insignia will not be purchased or replaced by the Agency but may be privately purchased by the employee.
  1. Special Enforcement Team Epaulet Emblem:

## Santa Barbara Sheriff's Office Uniform Policy Manual

- (a) Employees who are members of the Sheriff's Office Special Enforcement Team (SET) are hereby authorized to wear the approved SET shoulder emblem.
  - (b) The approved emblem shall be that designated by the Sheriff and on file with the Sheriff's Office.
  - (c) The approved emblem shall be worn on the right shoulder epaulet, centered between the epaulet button and the stay seam. The emblem is approved for the Class A jacket, Class A and B shirts, and any other approved shirts or jackets having regulation epaulets.
  - (d) The emblem will not be purchased or replaced by the Agency but may be privately purchased by the employee.
2. Air Support Unit Wings:
- (a) Gold-colored metal Air Force Command Pilot style to be worn centered over right breast pocket of Class A and B uniform shirts.
3. Canine Pin:
- (a) Employees who are assigned as canine handlers are authorized to wear the approved Canine Pin.
  - (b) The approved pin shall be that designated by the Sheriff and on file with the Sheriff's Office.
  - (c) The Canine Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (d) The Canine Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
4. Search and Rescue Pin:
- (a) Employees who are assigned as Search and Rescue Coordinators and have successfully completed the P.O.S.T.- certified OES/NASAR "Direction and Control of the Search Function" Course are authorized to wear the approved Search and Rescue Pin.
  - (b) The Search and Rescue Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Search and Rescue Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
5. Custody Operations Special Operations Response Team Pin:
- (a) Custody Deputies who are assigned as members of the Special Operations Response Team (S.O.R.T.) are authorized to wear the approved S.O.R.T. Pin.
  - (b) The S.O.R.T. Pin is approved for wear on all custody deputy uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The S.O.R.T. Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
6. Mounted Unit Pin:

## Santa Barbara Sheriff's Office Uniform Policy Manual

- (a) Employees who are assigned as members of the Mounted Unit are authorized to wear the approved Mounted Unit Pin.
  - (b) The Mounted Unit Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Mounted Unit Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
7. Training Officer Pin:
- (a) Deputies and Custody Deputies who are designated as active Training Officers are authorized to wear the approved Training Officer Pin.
  - (b) The Training Officer Pin is approved for wear on the Class A, B and D uniforms. The pin shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Training Officer Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
8. Sign Language Pin:
- (a) Employees who are designated as sign language qualified are authorized to wear the approved Sign Language Pin.
  - (b) The Sign Language Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Sign Language Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
9. Transportation Unit Pin:
- (a) Employees who are assigned as members of the Transportation Unit are authorized to wear the approved Transportation Unit Pin.
  - (b) The Transportation Unit Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Transportation Unit Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
10. Rural Crime Enforcement Unit Pin:
- (a) Employees assigned as members of the Rural Crime Enforcement Unit are authorized to wear the approved Rural Crime Enforcement Pin.
  - (b) The Rural Crime Enforcement Unit Pin is approved for wear on the Class A, B, and D Uniforms. The pin shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Rural Crime Enforcement Unit Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
11. Certified Jail Manager Pin:
- (a) Employees designated as Certified Jail Managers are authorized to wear the approved Certified Jail Manager Pin.

## Santa Barbara Sheriff's Office Uniform Policy Manual

- (b) The Certified Jail Manager Pin is approved for wear on the Class A, B and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Certified Jail Manager Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
12. Certified Jail Peer Counselor Pin:
- (a) Employees designated as Certified Jail Peer Counselors are authorized to wear the approved Certified Jail Peer Counselor Pin.
  - (b) The Certified Jail Peer Counselor Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
  - (c) The Certified Jail Peer Counselor Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.
13. U.S. Flag Pin:
- (a) The U.S. Flag Pin is the only authorized flag pin to be worn on the uniform.
  - (b) The U.S. Flag Pin shall be no bigger than a County service pin.
  - (c) The U.S. Flag Pin shall be a flag only pin. No other insignia may be on the flag pin. It must represent the proper shape of a flag.
  - (d) The U.S. Flag Pin shall be displayed in an upright position on the uniform.
  - (e) The U.S. Flag Pin shall be worn on the left flap of the shirt or jacket pocket (closest to the heart). The pin should be centered between the button and the flap edge closest to the arm or worn on the left collar lapel of the polo shirt.
  - (f) The U.S. Flag Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee. The Agency will provide the approved pin through the Special Services Bureau.
14. Traffic Insignia.
- (a) Employees designated as full-time traffic officers and members of the SMART Team are authorized to wear the approved traffic patch.
  - (b) The approved traffic patch is approved for wear on the Class A, B, and D uniforms. It shall be worn under the Agency shoulder patch.
  - (c) The traffic patch will not be purchased or replaced by the Agency but may be privately purchased by the employee.
15. DARE Instructor Pin:
- (a) Employees who are assigned to the DARE Program are hereby authorized to wear the approved DARE Instructor Pin.
  - (b) The approved pin shall be that designated by the Sheriff and on file with the Sheriff's Office.
  - (c) The metal DARE Instructor Pin is approved for wear on the Class A, B, and D uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above, and centered over the nameplate or nametape.
  - (d) The pin will not be purchased or replaced by the Agency.
16. Crisis Negotiation Team (CNT) Insignia:



## Santa Barbara Sheriff's Office Uniform Policy Manual

- (a) Employees who have graduated from an approved basic crisis negotiation school and during the period they are assigned to the duties of Crisis Negotiation Team members, are hereby authorized to wear the approved CNT insignia.
- (b) The approved insignia shall be that designated by the Sheriff and on file with the Sheriff's Office.
- (c) CNT Insignia (brass): The brass CNT insignia is approved for wear on the Class A and B uniforms. It shall be worn over the right shirt or jacket pocket, ½ inch above and centered above the nameplate.
- (d) CNT Insignia (cloth): The cloth CNT insignia is approved for wear on the Class C, D, and any other field uniforms. It shall be worn over the right shirt pocket, centered on, and touching the top edge of the nametape.
- (e) The insignia will not be purchased or replaced by the Agency but may be privately purchased by the employee.

### 17. Military Service Pin:

- (a) The Military Service Pin is authorized by the Sheriff in order to honor those who have served in the military and can be worn in lieu of the US Flag Pin.
- (b) The Military Service Pin should be worn on the left flap of the shirt or jacket pocket (closest to the heart). The pin should be centered between the button and the flap edge closest to the arm or worn on the left collar lapel of the polo shirt.

### 18. MADD Pin:

- (a) Employees bestowed the MADD Award are authorized to wear the approved MADD Pin.
- (b) The MADD Pin is approved for wear on the Class A, B, and D uniforms. The pin shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
- (c) The MADD Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.

### 19. AVOID Pin:

- (a) Employees bestowed the AVOID Award are authorized to wear the approved AVOID Pin.
- (b) The AVOID Pin is approved for wear on the Class A, B, and D uniforms. The pin shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
- (c) The AVOID Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.

### 20. CIT Pin:

- (a) Employees who have attended the 40-hour CIT academy are authorized to wear the approved CIT Pin.
- (b) The CIT Pin is approved for wear on the Class A, B, and D uniforms. The pin shall be worn over the right shirt or jacket pocket, ½ inch above, and centered above the nameplate or nametape.
- (c) The CIT Pin will not be purchased or replaced by the Agency but may be privately purchased by the employee.

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SANTA BARBARA COUNTY SHERIFF'S OFFICE  
AWARDS AND RECOGNITION PROGRAM

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JANUARY 6, 2021

SHERIFF'S OFFICE  
4434 Calle Real  
Santa Barbara, CA 93160

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
AWARDS AND RECOGNITION PROGRAM**



**Medal of Valor**

The Medal of Valor is the Sheriff's Office's highest award and shall be awarded to persons who distinguish themselves by displaying an act/s of extraordinary or outstanding personal bravery, or heroism intelligently performed with knowledge of the risk involved, above and beyond the call of duty, in the face of imminent and personal life-threatening peril and in an official capacity. This medal may also be awarded to a member of the Sheriff's Office who, through the course of events, is prevented from accomplishing such an act/s by either a disabling injury or death.



**Award Bar**

Those awarded the Medal of Valor are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Valor Bar should be worn before (above and closest to midline) of any other awards or honors authorized.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
AWARDS AND RECOGNITION PROGRAM**



**Medal of Courage**

The Medal of Courage is awarded to members of the Sheriff's Office who intelligently perform acts of extraordinary heroism at great risk to their personal safety while facing extreme danger. The bravery displayed shall have been greater than that required for an award of the Meritorious Service Award, but to a lesser degree than required for the award of the Medal of Valor. The medal is inscribed with the Latin phrase, *Audentes Fortuna Iuvat*, which translates to, Fortune Favors the Bold.



**Award Bar**

Those awarded the Medal of Courage are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Courage Bar should be worn after the Valor bar if authorized and before any other awards or honors authorized.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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**Distinguished Service Medal**

The Distinguished Service Award is presented to members of the Sheriff's Office who have demonstrated exceptional achievement in assigned duties with loyalty and dedication over a prolonged period of time. This award is not intended to recognize length of service but is intended to recognize sustained distinguished performance above and beyond normal job requirements. The medal is inscribed with the Latin phrase, *Ductus Exemplo*, which translates to, Lead by Example.



**Award Bar**

Those awarded the Distinguished Service Medal are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Distinguished Service Bar should be worn above and before any other awards or honors authorized and after the Valor and Courage award bars if authorized.

## SANTA BARBARA COUNTY SHERIFF'S OFFICE AWARDS AND RECOGNITION PROGRAM



### **Meritorious Service Medal**

The Meritorious Service Award is presented to members of the Sheriff's Office who perform superior accomplishments that result in significant contributions to the efficient operation of the Sheriff's Office. Such accomplishments must result in major improvements in technology, organization, or procedures. These may be based on a single act, or on exceptional personal efforts over a sustained period of time. Alternatively, the Meritorious Service Award may be awarded for courageous actions not rising to the requirements of the Medal of Courage. The medal is inscribed with the Latin phrase, *Fortis In Arduis*, which translates to, Brave in Difficulties.



### **Award Bar**

Those awarded the Meritorious Service Medal are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Meritorious Service Bar should be worn above and before (closest to midline) any other awards or honors authorized and after the Valor, Courage and Distinguished Service award bar if authorized.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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**Sheriff's Lifesaving Award**

The Lifesaving Medal is awarded to agency members who personally perform acts that save the life of another person or persons. The actions need not be performed under conditions requiring bravery or significant personal risk. To be considered for the award, the person saved need not live for a sustained period of time, but the deliberate actions of the agency member must have prevented them from dying at the time and place that the act was performed.



**Award Bar**

Those awarded the Sheriff's Lifesaving Award are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Sheriff's Lifesaving Award Bar should be worn above and to the left (closest to midline) of any other awards or honors authorized and to the right of the Valor, Courage, Meritorious Service and Distinguished Service Award Bars if authorized.

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**Santa Barbara Citizens Council on Crime  
H. Thomas Guerry Awards**

(Horace) Thomas Guerry served as a Police Officer and Detective for the Santa Barbara Police Department. He began his career on October 1, 1962. On January 13, 1970, Detective Guerry and his partner were working a burglary / robbery detail in downtown Santa Barbara when they spotted two men wanted in a cross-country robbery spree and several related attempted homicides. As Detective Guerry and his partner exited their vehicle, the wanted men opened fire on the detectives, killing Detective Guerry. One of the men was wounded in the shootout, and both were taken into custody a short time later. In memory of Detective Guerry, the Santa Barbara Citizens Council on Crime established the H. Thomas Guerry award. Each year, law enforcement officers from agencies throughout the County of Santa Barbara are honored for valor, skill in conflict resolution and outstanding overall performance.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
AWARDS AND RECOGNITION PROGRAM**



**Valor**

Those awarded the H. Thomas Guerry Award for Valor are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the H. Thomas Guerry Award for Valor should be worn after any Santa Barbara Sheriff's Office awards, and before any Santa Barbara Sheriff's Office Major Incident Commendations.



**Superior Performance (Includes Skill in Conflict Resolution)**

Those awarded the H. Thomas Guerry Award for Superior Performance are authorized to wear the award bar. It is to be worn on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the H. Thomas Guerry Award for Superior Performance should be worn after the H. Thomas Guerry Award for Valor or any Santa Barbara Sheriff's Office awards, and before any Santa Barbara Sheriff's Office Major Incident Commendations.

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**Santa Barbara Sheriff's Office  
Major Incident Commendation**

The Major Incident Commendation is awarded to members of the Sheriff's Office who participated in the response to, or worked in support of, a major public safety related incident. A major incident for the purposes of this award is an incident which significantly exceeds the day-to-day operations of the Sheriff's Office, and which demands a sustained response from multiple disciplines within the Sheriff's Office and which may involve other County, State or Federal resources. At the discretion of the Sheriff, the commendation may be awarded to members of other agencies that participated in the response to the major incident. The Sheriff will determine if an incident qualifies as a Major Incident for the purposes of this award.



**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
AWARDS AND RECOGNITION PROGRAM**

**Authorized Major Incident Commendations:**



**Isla Vista Mass Murder Incident**

On the evening of May 23, 2014, a suspect murdered six UCSB students and wounded fourteen others during a rampage in Isla Vista. After engaging in a shootout with responding deputies the suspect was wounded and subsequently committed suicide.

The "Isla Vista 2014" commendation bar has a background of cobalt blue representing the protection, valor, loyalty and professionalism of those who responded to the incident, and the peace that was restored by their efforts. The black edges of the bar represent mourning for the victims who were so tragically slain.



**Thomas Fire / 1-9 Debris Flow Incident**

On January 9, 2018, disaster struck the small community of Montecito. At 4:00 am, torrential rains fell on the hills above this community that had been stripped bare a month previously by the Thomas Fire. Mud and debris flowed from the hills and spilled into the community below. The resulting devastation killed 23 people, destroyed 202 homes, damaged 321 others and destroyed over 100 vehicles. Sheriff's personnel were deployed around the clock for 17 days and came together with other emergency agencies to manage the two back-to-back emergencies.

The "Thomas Fire / 1-9 Debris Flow" commendation bar's two primary colors are red, representing the Thomas Fire and the courage of those who managed both incidents, and brown representing the mud that flowed and carried destructive debris into the community on 1-9-2018. These two color fields are bracketed by black bands, representing remembrance and mourning for the lives lost in the disaster.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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**Conception 2019 Incident**

Shortly after 0300 hours on September 2, 2019, a fire was reported aboard the dive boat, *Conception*, anchored off the north coast of Santa Cruz Island. Tragically, thirty-three passengers and one crew member sleeping below deck perished after being overcome by carbon monoxide as a result of the fire. Despite the valiant efforts of first responders, by 0700 hours, the fire damage caused the boat to sink and capsize off the bluffs of the Santa Cruz Island coast. For two weeks, Sheriff's personnel and allied agencies worked tirelessly to recover the victims from the sunken vessel, identify remains, recover evidence and mitigate environmental impact.

The commendation bar depicts the red and white universal "Diver Down" flag. The word, "Conception" and the year of the tragedy, "2019" are embossed across the flag. Black bands border the flag, representing remembrance and mourning for the thirty-four lives lost in the tragedy.

**Major Incident Award Bars**

Those personnel authorized to wear a Major Incident Commendation Award Bar are to wear the bar on the wearer's left (badge) side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered on the breast pocket flap, just below the seam. If the wearer is authorized to wear multiple award bars, the Major Incident Commendation Bar should be worn after all other Santa Barbara Sheriff's Office and H. Thomas Guerry Award bars. Those authorized to wear multiple Major Incident Commendations, should wear the commendations in chronological order.



**Sheriff's Unit Citation**

The Sheriff's Unit Citation is intended to recognize a particular organizational unit for outstanding service resulting from a team effort. This award may be given in addition to the individual awards of Sheriff's Office members comprising a group who distinguishes themselves in a manner consistent with individual award criteria. To be eligible, the unit's accomplishment/s must be significantly above those normally expected in the course of their duties.

**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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**Sheriff's Unit Citation Award Bar**

Those awarded the Sheriff's Unit Citation Award are authorized to wear the award bar. It is to be worn on the wearer's right side of the Class A uniform shirt and jacket, and Class B uniform shirt. This award should be centered ¼ inch above the name plate. If the wearer is authorized to wear a specialty unit pin (i.e. Dive Team, Bomb Team, Mounted Unit) that pin should be placed centered ¼ inch above the Unit Citation Award Bar.

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**Santa Barbara County Years of Service Pins**

Santa Barbara County and the Sheriff's Office recognize employees for their length of continual service in County employment. Employment may be with multiple organizations in the County, or with the Santa Barbara County Sheriff's Office as their sole employer. Years of service are calculated at the end of each calendar year. Employees are recognized with a service pin for every five years of completed service. A full year of service for the purpose of this recognition shall mean 365 days (one year) of active county employment from the employees hire date with Santa Barbara County. If an employee separates from the County's employment prior to completing a five-year cycle, the employee would not be eligible for this recognition for the five-year period proceeding their retirement. If an employee becomes eligible for an additional five years of recognition after the calendar year, but prior to separation, that employee would be eligible to receive this recognition upon retirement.

**Slide Bar Holders for Multiple Award Bars**

Sheriff's Office employees who have been awarded 2 or more commendations are encouraged to use a slide bar holder as a method of organizing and displaying award bars on the uniform. Special Services has been supplied with a variety of slide bar holders which are available for purchase by department personnel. Award bar holders may also be purchased individually from any number of vendors. However, to maintain consistency, slide bar holders purchased directly from vendors should be Blackinton® 3/8 " Size Cab-Slide Holder, with a maximum of 3 per row in a gold finish. The final page of this document has a variety of samples of awards configurations and uniform placement.

## SANTA BARBARA COUNTY SHERIFF'S OFFICE AWARDS AND RECOGNITION PROGRAM



### **Sheriff's Star Representing Multiple Awards**

Sheriff's Office employees who have been awarded 2 or more of the same commendation, shall utilize the Sheriff's Star to represent additional awards of the same type. As an example, if an employee has been awarded the Unit Citation twice in their career, they shall wear the Unit Citation Award Bar with one Sheriff's Star affixed to the award bar. If the recipient has been awarded the unit citation three times in their career, they are to wear one Unit Citation Award Bar with two Sheriff's Stars affixed to the bar. A fourth Unit Citation Award would be represented by wearing one Unit Citation Award Bar with three Sheriff's Stars affixed to the single award bar. Only the fifth Unit Citation Award should be represented with a second Award Bar. Similarly, the second and third award of the Medals of Valor, Courage, Distinguished Service and Meritorious Service or Sheriff's Lifesaving Award should be displayed as a single bar with one or two Sheriff's Stars affixed (respectively). Only a fourth of these awards should be displayed with a second award bar.

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### **Awards Without Uniform Medals or Bars**

#### **Sheriff's Commendation Letter**

The Sheriff's Commendation Letter is awarded to individual members and/ or units of the Sheriff's Office. A commendation letter recognizes exceptional performance of an individual or unit, which substantially exceeds the normal course/ scope of their assigned duties. A commendation letter can be awarded for a single event, or an aggregate of work performed over a prolonged period.

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#### **Sheriff's Commendation Letter – Naloxone Save**

The Sheriff's Commendation Letter – Naloxone Save is awarded to individual members of the Sheriff's Office. A Naloxone Save commendation letter recognizes individuals who, during the normal scope / course of their assigned duties, recognize the signs and symptoms of a medical emergency - opioid overdose and administers Naloxone to the overdose victim, which results in a reversal of the medical emergency. To be considered for the letter, the person saved need not live for a sustained period of time, but the deliberate actions of the agency member must have prevented them from dying at the time and place that the act was performed.

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**SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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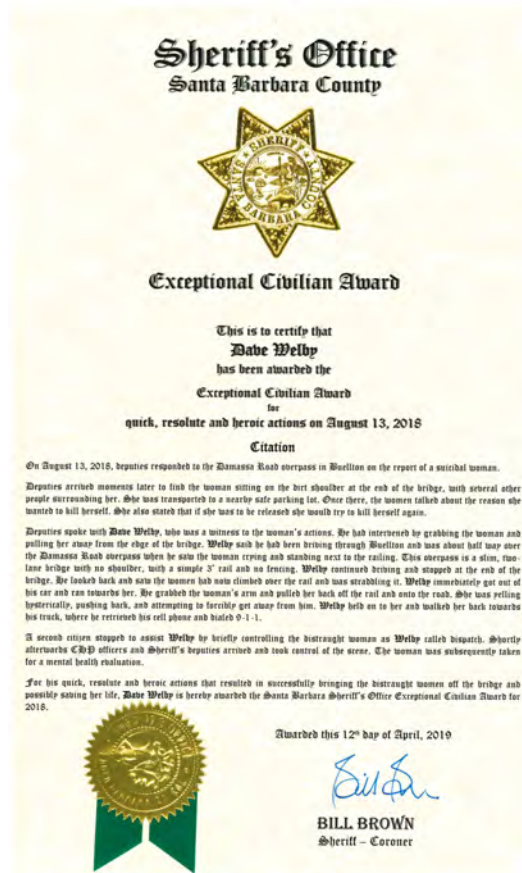
**Sheriff's Appreciation Memorandum**

The Sheriff's Appreciation Memorandum is awarded to individual members and/ or units of the Sheriff's Office. An appreciation memorandum recognizes exceptional performance of an individual or unit, which is generally consistent with the normal course/ scope of their assigned duties. A commendation letter can be awarded for a single event, or an aggregate of work performed over a prolonged period.

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SANTA BARBARA COUNTY SHERIFF'S OFFICE  
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CIVILIAN AWARDS



Exceptional Civilian Award

The Exceptional Civilian Award is the Department's highest civilian honor. This award shall be presented to private citizens for distinguished service involving an act of bravery at great risk of personal injury, or for major or sustained contributions or meritorious service which furthers the Department's mission.

# SANTA BARBARA COUNTY SHERIFF'S OFFICE AWARDS AND RECOGNITION PROGRAM



## Certificate of Merit Award

The Certificate of Merit Award shall be presented to private civilian citizens who perform superior accomplishments, which result in significant contributions to the efficient operation of the Department and furthers the Department's mission.

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**All examples are shown in order of precedence:**



**(Sheriff's Office Valor, Courage, Distinguished Service, Meritorious Service, H.Thomas Guerry Valor, Superior Performance, Sheriff's Office Lifesaving, Sheriff's Office Major Incident Commendations for Isla Vista, Thomas Fire / Debris Flow, Conception)**

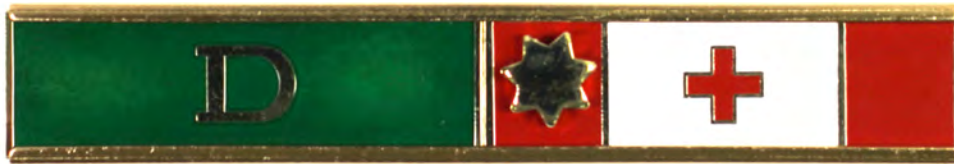
**Below are examples of various configurations as they should be worn in order of precedence:**





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**When an award recipient has been awarded multiple times with the same award, the award ribbon shall be displayed with the gold star. Each star indicates the recipient has received an additional award in this category.**



**(Recipient has received one Distinguished Service Medal, and two Lifesaving awards)**

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**(Recipient has received two Unit Citation awards)**

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**(Recipient has received the Medal of Courage two times)**

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## SANTA BARBARA COUNTY SHERIFF'S OFFICE AWARDS AND RECOGNITION PROGRAM

Placement on Uniform:



**(The unit citation is worn ¼ inch above the nametag, centered on the right pocket.  
Any authorized specialty team insignia is worn ¼ inch above the unit citation)**

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**(All other award bars are worn centered on the left pocket flap, directly below the seam)**

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