

Policy Number: 103.2215
Title: Uniforms and Attire – Facilities
Effective Date: ~~10/1/26~~4/7/20

PURPOSE: To provide a complete clothing issue to employees who are required to wear uniforms as a condition of employment.

APPLICABILITY: Department-wide

DEFINITIONS:

Bloused Pants – trousers whose legs are tucked into, gathered at, or cinched around the top of the boots to create a gathered appearance above the ankle. ~~None~~

PROCEDURES:

- A. All uniformed employees must adhere to the following procedures ~~for~~regarding standards of dress. -All uniformed employees must exhibit a neat, clean appearance. -Shirts and trousers must be pressed, unbloused, and shoes must be clean. -A beard, mustache, and/or long hair are allowable, provided it does not present a disheveled or unkempt appearance or present a safety, security, or health concern or violate the respiratory protection program. -Supervisors must ensure employees are in proper uniform.
- B. All employees assigned to security, physical plant, the Minnesota Corrections Industries Program (MINNCOR), and food service must wear uniforms. -The appointing authority determines if there is a business need for additional positions to wear uniforms.
- C. The quantity and allocation of the initial issue is as follows:

Clothing Item	Corrections Officer	MINNCOR	Food Service	CIP See items listed below	Physical Plant
Jacket	1	1	1		1
Shirts	5 (3 short sleeve 2 long sleeve)	5	5		5
Trousers	3	5	5		5
Footwear	1	0	0		0
Safety Shoes	0	1	1		1
Summer Cap	0	1	1		1
Winter Cap	1	1	1		1
Belt	1	1	0 1		1
Name Tags	2	2	2		2

Serving Since Plate	1	1	0		0
MCF Insignia	2	0	0		0
19" Key Extension	1	1	1		1
Utility Belt	1	1	1		1
Uniform Badge	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

D. Employees ~~must~~may only purchase optional items listed ~~in~~on the department uniform website, using their clothing allowance or personal funds. -Employees are not allowed to use another employee's uniform allowance.

E. When major uniform changes in style or color are approved by ~~senior~~ DOC leadership~~administration~~, a two-year minimum window for implementation will be observed, with the change taking effect ~~beginning~~ at the beginning of a fiscal year, on July 1st. -This will allow those affected ~~to be able to~~ purchase the new items over time, without hardship.

E.F. Corrections Officer Series

1. Uniform allowances

- a) ~~The uniform allowance for~~A-all corrections officers receive a uniform allowance of \$300.00-\$330.00 per fiscal year, including footwear purchased from the ~~from the~~ approved vendor ~~(after the~~ initial issue).
- b) Intermittent corrections officers receive an initial issue supplied by the facility through facility inventory or by the contract vendor through the facility budget. The number of items issued is based on the anticipated work-load. -There is no annual allowance. -All replacement items are supplied by the facility.
- c) All employee uniform account balances at the end of the first year of the biennium are carried over to the second year of the biennium and added to that year's allowance. -Uniform account balances are cancelled at the end of the second year of the biennium. -No exceptions are granted.
- d) Corrections officers permanently assigned to an area or post that is determined by a hazard assessment~~to a~~ tos requiring safety footwear, ~~are~~ provided with safety footwear or may be reimbursed according to Policy 105.113, "Personal Protective Equipment (PPE)." ~~-~~The department is not responsible for the maintenance or repair of safety shoes. An employee may request a hazard assessment of any job for which a hazard assessment does not exist to determine required personal protective equipment.
- e) Any employee who is not permanently assigned to, but is covering a post or area determined by hazard assessment as requiring the individual to wear safety footwear and who has not been previously issued safety footwear, must wear equivalent foot protection while working in that area or post.

- f) Uniform allowances are prorated for new hires in the year following their initial issue, according to the following formula:
- (1) Officers hired during the period from July through September ~~receive are given~~ a ~~\$300-\$330~~.00 allowance.
 - (2) Officers hired from October through December ~~are receive given~~ a ~~\$250 \$275~~.00 allowance.
 - (3) Officers hired from January through March ~~receive are given~~ a ~~\$200 \$220~~.00 allowance.
 - (4) Officers hired from April through June ~~receive are given~~ a ~~\$150-\$165~~.00 allowance.
- g) Individual facilities must identify and fund additional program-specific uniform needs with prior approval from the assistant commissioner of agency services & support of the assistant commissioner of facility services.

2. Uniform standards

- a) The ~~mixture~~ intermingling of civilian and uniform clothing is not allowed.
- b) Only plain white ~~Ttee~~-shirts are allowed underneath the white uniform shirt. -Plain white or blue ~~Ttee~~-shirts are allowed under the blue uniform shirt.
- c) The wearing of uniform caps may be required for certain posts per the appointing authority. -Whether required or not, uniform caps and hats must be worn facing forward.
- d) All corrections officers in uniform must wear the authorized nameplate with "Serving Since (date) – rank, first initial, last name.," ~~The nameplate which~~ must be worn one-half inch below the breast pocket seam, centered on the right breast pocket of the uniform shirt and winter jacket.
- e) Issued brass must be worn and properly displayed. -MCF, ~~lieutenant's~~ lieutenants, and captain's brass must be displayed parallel to the collar seam ~~seam on the collar~~. -Sergeant's ~~s~~ chevrons must be displayed pointing towards the neck. -Crisis intervention team (CIT) pins must be displayed on the left pocket.
- f) corrections officers 2 are issued a uniform badge when they complete their corrections officer 1 probationary period. Officer uniform badges are issued upon graduation of the academy. Uniform Badges are covered under Policy 201.014 "Department of Corrections Staff Badges."
- g) No other brass, pins, or insignias are allowed unless authorized for a memorial event or a special event determined by department or facility executive teams. ~~No other brass, pins, or insignias are allowed unless authorized as an annual, memorial, or special event.~~

- sh) To be considered properly in uniform, all corrections officers' ~~shoes~~ uniform items must be in good repair and, clean, ~~and shoes must be shined~~ with shoes shined, and all required insignia properly displayed.
- hi) Solid black shoes or boots and black socks must be worn with the uniform. Only plain-toe, uniform-style oxford, chukka boots, wellington boots, or tennis shoes are acceptable. -White socks are optional with boots, but the white socks must not be visible. -The corrections officer is responsible for maintaining his/her uniform shoes.
- ij) Long sleeved items of clothing must be worn with the cuffs rolled down and buttoned at the wrist.
- k) Trousers must be presentable and remain un-bloused.
- jk) The jacket-sized patch must be the standard patch for all corrections officers, regardless of facility of assignment.
- kl) Years of service hash marks are optional on all long-sleeved shirts and outerwear. The hash marks are displayed on the left sleeve with ~~one~~ one hash mark ~~is~~ displayed for every three years of service. -Staff must request hash marks at the time of ordering ~~in order~~ to have them hash marks ~~sewn on~~ by the contract vendor.
- lm) Officers may wear jewelry that does not detract from the uniform appearance or create a safety and/or security concern.
- mn) All uniformed employees must wear issued duty belts, ~~to include~~ ing chemical irritant and related safety and security equipment.
- op) Uniform shirts must be fully tucked into the pants, and ~~only~~ the top button of the shirt may be left unbuttoned.
- qe) Issued uniforms are state property and are not allowed to be sold or given away.
- pe) Uniforms must ~~not~~ be worn outside the employee's work hours for recreational purposes, outside employment, or in any business establishment in which intoxicating beverages are served.
- sf) Officers at MCF-Red Wing wear grey polos with navy blue uniform pants. -Brass is not required with this uniform shirt. -Staff must have their first initial and last name embroidered on the right breast of the polo. -The DOC patch is embroidered on the left breast of the polo.

3. Exceptions to the allowable uniform items list ~~require~~must receive prior approval ~~from~~of the assistant commissioner of agency services & supports. ~~assistant commissioner—~~
~~facility services.~~

FG. MINNCOR, Food Service, Physical Plant, and Other Positions as Deemed Necessary By the Appointing Authority

1. Uniform allowances

- a) The uniform allowance for all classifications listed in the MINNCOR, food service, and physical plant job categories, as well as~~and~~ other positions as deemed necessary by the appointing authority, is ~~\$275.00~~\$303.00.
- b) All uniform account balances remaining in the employee's account at the end of the first year of the biennium are carried over to the second year of the biennium and added to the allowance. ~~Uniform account balances are cancelled at the end of the second year of the biennium. No exceptions are granted.~~
- c) The identified employee may be eligible to purchase or receive black or brown steel-toed safety footwear ~~(black or brown)~~ according to Policy 105.113, "Personal Protective Equipment (PPE)." Supervisor ~~advance~~ approval is required. ~~The department is not responsible for the maintenance or repair of safety shoes.~~
- d) Uniform allowances are prorated for new hires in the year following their initial issue, according to the following formula:
- (1) Service personnel hired from July through September ~~receive~~are given a ~~\$275~~\$303.00 allowance.
 - (2) Service personnel hired from October through December ~~receive~~are given a ~~\$230~~\$253.00 allowance.
 - (3) Service personnel hired from January through March ~~receive~~are given a ~~\$180~~\$198.00 allowance.
 - (4) Service personnel hired from April through June ~~receive~~are given a ~~\$150~~\$165.00 allowance.

2. Uniform standards

- a) The ~~mixture~~intermingling of civilian and uniform clothing is not allowed.
- b) The standard uniform for the employee is a navy blue shirt and pants ~~with the exception of food services supervisors who must wear white shirts.~~
- c) All physical plant and/or MINNCOR staff exposed to an arc flash hazard rating of one or greater are allowed to purchase flame-resistant ~~rated~~ clothing with a ~~to attain a~~ minimum arc rating of eight cal/cm². ~~This rating represents the~~ is the amount of protection from incident energy, ~~expressed in calories per centimeter squared,~~ that a fabric can provide ~~during~~in an arc flash exposure. ~~One hundred percent cotton or Fire Rated (FR) uniforms are required for classifications covered by Occupational Safety and Health Administration (OSHA) standards for~~

employees exposed to the hazards of flames or electrical arcs. -Approval of the area manager is required prior to ordering.

- d) Uniformed employees are not required to wear the metal nameplate if doing so would create ~~adue to~~ safety concerns.
- e) Blue ~~T-tee~~ shirts are acceptable summer attire for an employee, except food services employees,) (except food services) and may be purchased from the employee's clothing allowance or with personal funds.
- f) If a t-shirt shows under a white uniform shirt, the t-shirt must be white.
- g) Uniform shirts must be fully tucked into the pants and only the top button of the shirt may be left unbuttoned.
- h) Trousers must be in presentable condition and present unbloused.
- i) Employees may wear jewelry that does not detract from the uniform appearance or cause a safety, security, or health concern.
- j) Issued uniforms are state property and are not allowed to be sold or given away.
- k) Uniforms may not be worn outside the employee's work hours for recreational purposes, outside employment, or in any business establishment in which intoxicating beverages are served.
- l) All food services employees must wear a clean and effective hair restraint (uniform hat, or paper cap and a beard net if necessary) while in the production and storage areas of the kitchens, with long hair additionally controlled to keep it off the shoulders and back.

G.H. Challenge Incarceration Program (CIP)

1. The Challenge Incarceration Program (CIP) provides the following to all approved corrections officers, recreational therapists, and athletic trainers:
 - a) One sweatshirt;
 - b) One pair of sweatpants;
 - c) Three pairs of shorts; and
 - d) ~~Three t~~Three T-shirts.
2. CIP may also provide participating staff with up to \$225 ~~total~~ per fiscal year towards the following uniform items from the approved vendor. Purchases must be approved by the ~~This must be approved through the~~ physical training (PT) uniform officer. -Facilities must obtain these uniforms by using the state purchase order system.
 - a) Sweat shirts;
 - b) Windbreaker;
 - c) Wind pants;

- d) Sweat pants;
 - e) T-shirts (long sleeved or short sleeved);
 - f) Shorts;
 - g) Hats (ball cap or winter style); and
 - h) Athletic shoes (staff's choice of vendor).
3. The supervising lieutenant determines which staff are authorized to be issued a PT uniform allowance based on each staff person's active participation.
 4. Staff receive an initial issue of PT uniforms when they begin th~~at the time they begin the~~ bid position. ~~The initial issue is ordered from the approved vendor and is coordinated through the PT uniform officer.~~
 5. The PT uniform officer retains a copy of the order form sent to the vendor for verification of the order and receipt of PT uniforms.
 6. The receiving staff person must inventory the PT uniforms when the order arrives~~comes in~~ and provide a turn in a signed copy of the receipt to the PT uniform officer.
 7. The supervising lieutenant retains copies of all employee receipts/packing slips pertaining to PT clothing to, ~~ensur~~ing staff do not exceed their annual allotment.
 8. Separation from CIP and PT clothing
 - a) Upon a staff person's separation from either state employment or from specific employment at MCF-Shakopee, MCF-Togo, or MCF-Willow River, the staff person must turn in the staff person's remaining state-issued PT inventory to the designated uniform officer.
 - b) The uniform officer receives returned state-issued PT items from the separating employee and secures the items in a secure area until time permits for proper disposal.

H.I. Instructor Attire

1. An officer conducting academy or in-service training must wear the employee-development-issued polo shirt or the officer's DOC uniform.
2. Instructors wearing the approved instructor shirt must wear department-issued uniform pants, tactical-style pants, or dress slacks.
3. The initial cost of instructor shirts are paid by the central office employee development unit.
4. Instructors may order additional instructor attire with their uniform allotment as they see fit.
- ~~4~~5. Facility training directors issue the instructor shirts.

~~5-6.~~ Only active instructors may wear the issued employee development polo shirt.

~~H.~~ J. Ordering Uniforms (Except CIP)

1. Uniformed employees must order uniforms via the Internet from the state contract vendor website, or by fax, telephone, U.S. Mail, or in-store visit.
 - a) Access to online ordering is through the department website.
 - b) Access to the state contract vendor website requires the employee identification (ID) number entered as the login ID.
 - c) Initial issue Orders uniforms are shipped to the new employee's facility. Thereafter, uniform orders are shipped directly to the employee's home address.
2. The state contract vendor maintains each employee's current uniform allowance balance. Balances are verified by financial services.
3. Shipping costs are paid by each facility or operation. -Postage costs for returns are the employee's responsibility. ~~-If an an the event the~~ employee's uniform order is incorrect due to a result of vendor error, the vendor error, the vendor is is responsible for sending a call tag to the employee and covering the cost of shipping.
4. A packing slip is enclosed with each order. -The employee must verify that all items have been received. ~~.-The contract vendor~~ The employee signs and sends one copy of the sends the packing slip to financial services. -Packing slips and corresponding invoices are retained in financial services according to the finance retention schedule.
5. Special sizes are handled as follows:
 - a) The employee's account is charged the regular price for the item.
 - b) Each facility or operation pays the difference between the regular price and the cost of the special-sized item.
 - c) Employees should inform the facility uniform representative when special accommodations are needed.
6. The cut-off date for ordering uniforms is April ~~30th~~ 1st of each year.
7. Employees ordering articles of clothing from the state contract vendor in excess of their uniform allowance balances must pay the difference to the vendor at the time of purchase.

~~H.~~ K. Care/Repair/Replacement

1. The care, cleaning, and any alterations of ~~the~~ uniforms are the responsibility of the employee.
2. Apparel that is worn, damaged, or soiled through normal use and cannot be properly repaired or cleaned must be replaced by the employee.
3. Apparel that is damaged or soiled during an incident at a facility may be replaced by the facility or operation. -The employee whose apparel was damaged ~~with the damaged~~ or

soiled ~~apparel~~ must write and submit an incident report describing the circumstances to the captain/designee. ~~The captain/designee makes the determination whether the facility/operation or the employee is responsible for replacement.~~

4. Employees may not exchange clothing at state expense due to weight loss or gain.
5. Before clothing with patches is discarded, the patches must be removed and destroyed.

K.L. Medical Conditions

1. All uniform alterations must receive prior approval from the captain ~~/(or designee).~~
2. Female officers who become pregnant are loaned three shirts and two pants. ~~-~~ Alteration of these items is paid for by the facility/operation. ~~-~~ These items must be returned to the facility/operation upon return from medical leave.
3. The appointing authority of the facility/operation reviews other medical issues involving uniform size.

L.M. Uniform Security

1. Uniforms or uniform components must not be left unattended or unsecured.
2. Uniforms or uniform components must not be stored in areas where offenders have access.
3. An employee must report loss, theft, or non-delivery of uniform items to the employee's supervisor.
4. Facility employees must minimize offender access to clothing of similar cut, design, or color as uniform components.

M.N. Special Events

1. In the event that the department requests uniformed employees to be present for a special event, the facility/operation pays the wages of the officers required to attend the event.
2. In all other circumstances, officers' attendance is optional and in accordance with applicable collective bargaining agreements.
3. A full dress uniform that includes a long-sleeve shirt and tie must be worn to present a professional appearance at all special events. Uniforms must be clean, neat, and not disheveled in appearance. No unauthorized pins or stickers, or other items not authorized within this policy or Policy 103.2217, "Honor/Color Guard and Memory Guard," may be worn.
4. Salutes in uniform

- a) During the playing of the United States national anthem, uniformed employees must render the proper hand salute or place their right hands over their hearts for the duration of the anthem.
- b) During the playing of another country's national anthem, uniformed employees must show respect by placing their right hands over their hearts for the duration of the anthem.
- c) Hand salute
To render the proper hand salute, raise the right hand up with the tip of the pointer finger touching the outside of the eyebrow, with fingers together and hand slanted slightly forward with the elbow straight out to the side and triceps pointing down to the floor/ground at a 45-degree angle. The same hand motions apply when wearing an authorized hat, except the fingertips touch the bill/brim of the hat.

5. Military/law enforcement protocols are given in two parts. ~~Part 1 is a preparatory command given as an alert to perform a military-style act, for example, ~~(Examples: "uniformed officers," "group," or "color guard.")~~~~ Part 2 is a command of action for which movement to carry out, for example, ~~(Examples: "attention," "present arms," "order arms," or "parade rest.")~~

- a) Position of attention
Stand with hands at sides, heels together, and toes pointing out equally to form a 45-degree angle.

- b) Present arms and
~~Render a proper hand salute.~~

- c) Order arms

Bring the right hand down to the side; it should take three to five seconds to accomplish this movement.

- d) Parade rest
Move feet shoulder width apart, and put the left hand in the small of the back with the right hand covering the left hand.

N.O. Memorial/Observation

1. Former and current military staff are authorized to wear the approved veterans pin annually on Veterans Day.
2. Mourning bands must follow Law Enforcement Memorial Association (LEMA) protocol.
3. Memorial pins are authorized to be worn on the anniversary of the event for 24 hours.

O.P. Exceptions

1. Pregnant uniformed employees are permitted to wear the uniform shirt unbloused and are provided uniforms in excess of the annual allowance.

2. Exceptions to purchasing footwear from somewhere other than the approved vendor require medical authorization. Any other footwear purchases off-contract are at the employee's expense.
3. Special assignment uniforms, such as special operations response team (SORT) unit uniforms, are provided by each facility and not charged to the individual uniform allowance.
4. Facility painters may be attired in white uniform clothing.

P.Q Termination/Separation/Retirement/Change of Duties or Position of Uniformed Employees
All uniformed employees must return duty belts and security equipment, badge, ID cards, insignia, patches, winter jackets, and all new, and used items in clean condition to the captain/designee prior to termination/separation. A new retiree badge can be purchased at the time of retirement. Upon any change of duties that would result in change of uniform, employees are required to turn in items no longer needed for the new duties/position to the captain/designee. Items returned must be documented in the employee's supervisory file.

INTERNAL CONTROLS:

- A. Account balances are electronically maintained by the vendor.
- B. Packing slips and invoices are retained in finance according to the retention schedule.

STATE CORRECTIONAL FACILITY SECURITY AUDIT STANDARDS: ~~None~~ ~~C. Returned items are documented in the employee's supervisory file.~~

ACA STANDARDS: ~~None~~

REFERENCES: Minn. Stat. §§ [181.13, subd. \(a\)](#); and [181.14 subd. 1, 2, and 4](#)
[Policy 103.016, "Pre-Placement Medical Exam and Evaluation"](#)
[Policy 103.2216, "Corrections Officer Standardized Equipment"](#)
[Policy 105.113, "Personal Protective Equipment \(PPE\)"](#)
[Policy 105.170, "Bloodborne Pathogens"](#)
[Policy 105.115, "Respiratory Protection Program"](#)
[Policy 201.014 Department of Corrections Staff Badges](#)
~~Policy~~ [Division Directive 103.2217, "Honor/Color Guard and Memory Guard"](#)
[Minnesota Management and Budget Policy and Procedure PAY0043, "Payments to Employees Who are Discharged from State Service"](#)
[Minnesota Management and Budget Policy and Procedure PAY0044, "Payments to Employees Who Quit or Resign from State Service"](#)
[Minnesota Law Enforcement Memorial Association \(LEMA\)](#)

REPLACES: Policy 103.2215, "Uniform and Attire – Facilities," ~~47/47/2018~~.

All facility policies, memos, or other communications whether verbal, written, or transmitted by electronic means regarding this topic.

ATTACHMENTS: None

APPROVALS:

Commissioner of Corrections~~Deputy Commissioner, Community Services~~

~~Deputy Commissioner, Facility Services~~

~~Assistant Commissioner, Operations Support~~

~~Assistant Commissioner, Office of Strategic Planning, Implementation, and Employee Development~~