



Roll Call Training Bulletin

Produced by: Officer Jeff Kuhlmann, PSU
Prepared by: Officer Jeff Kuhlmann, PSU

Katherine Lester, Chief of Police
Volume 116

FACIAL HAIR GROWTH AND MAINTENANCE 10-27-22

With the release of this Roll Call Training Bulletin, the Sacramento Police Department will begin a program that allows for the growth and maintenance of beards and mustaches, subject to the limitations provided below. *This program is strictly on a trial basis through the end of November 2022.* Adherence to these requirements will be the principal factor when determining whether to permit this program to become permanent. The Chief of Police, or her designee, will issue an "All Police" email prior to December 1st, 2022, advising whether the program will be allowed to continue. If this program does not become permanent, all employees will be expected to comply with the facial hair provisions of G.O. 430.02-Personal Appearance Standards effective December 1st, 2022.

Employees may grow a mustache or full beard, but must observe the following requirements:

- If a natural beard is worn, it shall be with a mustache and cover the complete jaw line. It may cover below the jaw horizontally but end before the downward curve of the neck at a clean shave line. Cheeks shall be shaved on and above the lower edge of the cheekbone. The neck shall be clean shaven on and below the Adam's apple.
- The beard shall be kept tidy, neatly trimmed, with no designs, ornaments, braids, or decorative accessories allowed.
- The beard shall be maintained between 1/4 and 1/2 inch in length.
- No portion of the beard shall be exceptionally longer than the rest.
- Facial hair must be natural in color and cannot be intentionally colored to contrast with the hair on the scalp.

The following styles of facial hair are NOT permitted:

- Goatees
- Chin Strap Beards – Beards that are trimmed to a thin line along the jaw.
- Designer Stubble – Beards shorter than 1/16 of an inch.
- Neck beards – Beards with all areas shaved above the jawline leaving the beard only on the neck.
- Single patches of hair below the lower lip and above the chin.



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Additional Requirements

- Certain units may be excluded from participating in wearing a beard based on the nature of their regular duties at the direction of the Chief of Police or her designee.
- If the employee is scheduled to work a planned event where a gas mask may be needed, the Chief of Police, or their designee, may direct employees to remove their beard prior to the start of their shift.
- All employees with a beard shall possess a shaving kit in the field, with the ability to remove the beard in the event of needing to wear a gas mask.
- During the duration of this program employees will be required to shave their beard for their annual gas mask fitting per OSHA requirements.
- During instances where a Class A uniform is worn for a funeral or special event, the Chief of Police, or their designee, may require Officers to be clean shaven.
- Nothing in this policy shall prevent the Chief of Police, or their designee, from requiring the removal of beards for departmental duties not discussed in this Order.
- Employees working in an approved undercover capacity are exempt from the provisions of this order, except if they are in uniform.

Mustaches

- Mustaches shall not meet with the sideburns and shall not extend lower than the bottom edge of the upper lip.
- No portion shall extend more than $\frac{1}{2}$ inch beyond nor more than $\frac{1}{4}$ inch below the corners of the mouth.
- Extreme styles such as handlebar mustaches, excessively bushy, rolled, or curled styles are prohibited.

Employees are reminded that this program is not intended for individuals who forgot to shave prior to their shift or those who attempt to use the above provisions as a reason to sporadically stay in compliance with established facial hair requirements. Employees choosing to grow facial hair shall begin the growth during their time off and may not report for duty with fewer than three (3) days' growth, provided that such time is sufficient to present intentional and established growth.