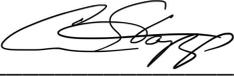


	SAN MARCOS POLICE DEPARTMENT	
	Policy 4.5A Uniformed Facial Hair Addendum	
	Effective Date: April 10, 2019	Replaces:
	Approved:	
	 _____ Chief of Police	
Reference: 2.13		

I. POLICY

Authorization to grow facial hair consistent with this policy is a privilege and not an absolute right. Failure to comply with this policy will result in progressive discipline and/or suspension of this privilege.

II. PROCEDURE

A. Male employees are permitted to maintain the following approved styles of facial hair in uniform with the following conditions:

1. Clean Shaven (Fig 1):
 - a. No facial hair.
2. Side Burns:
 - a. Sideburns shall not extend below the bottom of the outer ear opening (the top of the earlobes) and shall be kept trimmed and neat.
3. Mustache (Fig 2):
 - a. Hair below the nose and above the upper lip.
 - b. Mustaches must be kept short and neatly trimmed. Mustaches must not extend below the corners of the mouth or beyond the natural hairline of the upper lip.
4. Goatee (Fig 3):
 - a. A mustache that extends down the side of the mouth and joins hair on the chin.
 - b. Goatees shall be a combination of a mustache and naturally growing chin hair.
 - c. The cheeks, jaw line, and neck shall remain clean shaven.
 - i. The bulk of the Goatee (distance that the mass of facial hair protrudes from the skin of the face) shall not exceed .55" (14mm) and shall be no less than .16" (4mm).
 - d. Employees in assignments where the frequent use of a Gas Mask (APR) is likely, will only be permitted to maintain a style of approved facial hair that does not interfere with a complete seal.
5. Natural Beard (Fig 4):
 - a. Naturally growing facial hair.
 - b. Natural beards must meet the following conditions:
 - i. Shall be worn natural and complete, covering the lip, chin, and cheeks.

- ii. The bulk of the beard (distance that the mass of facial hair protrudes from the skin of the face) shall not exceed .55" (14mm) and shall be no less than .16" (4mm).
 - iii. Shall be neatly groomed:
 - i. Shall be shaved at or above the cheekbone. Facial hair may be trimmed lower to allow for a neat and uniform appearance, however, must be trimmed well above the jawline and based upon the individual's natural growth line, not design or style.
 - ii. Shall maintain a neatly groomed neckline above the Adam's apple and shall be cleanly shaven below the groomed neckline.
 - iii. No portion of the beard may be exceptionally longer than the rest.
 - c. Employees in assignments where the frequent use of a Gas Mask (APR) is likely, will only be permitted to maintain a style of approved facial hair that does not interfere with a complete seal.
 - 6. Growth Time Allowed:
 - a. Employees shall have **one week** to demonstrate progress towards growing approved facial hair. At no time shall a member be in a perpetual state of attempting to grow facial hair. Abuse or noncompliance with this expectation shall result in progressive discipline and/or having this privilege removed.
 - 7. The following shall be prohibited:
 - a. Beards or Goatees of uneven or patchy growth.
 - b. Facial hair which takes excessive time to grow (generally, one week), without noticeable progress.
 - c. Grooming, sculpted lines, or styling of any kind resulting in an unnatural and/or stylish look.
 - d. Any facial hair regardless of approved length, which has the appearance of being unshaven.
- B. Supervisors shall ensure compliance with this policy and shall make the initial determination as to what constitutes compliance with this policy. The Chief of Police reserves the final determination of what is and is not compliant with this policy. Employees who are unable to grow facial hair in compliance with this policy shall not be authorized to grow and/or maintain facial hair while in uniform.



Fig 1: Clean Shaven



Fig 3: Goatee



Fig 2: Mustache



Fig 4: Natural Beard