



# Fitchburg State University Police Department

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| <b>Subject:</b> BODY ARMOR                              |                     |
| Reference: MPAC: 41.3.5, 41.3.6<br>IACLEA: 9.2.7        |                     |
| Rescinds: Section 11                                    |                     |
| <b>Effective Date:</b><br>April 23, 2020                | <b>Review Date:</b> |
| <b>By Order of:</b> Michael J Cloutier, Chief of Police |                     |

## General Order

# 9.2.7

**PURPOSE:**

The purpose of this order is to establish written guidelines for the wearing and availability of protective vests for police officers working for the Fitchburg State University Police Department.

**POLICY:**

The Fitchburg State University Police Department will provide protective vests for all police officers. The wearing of protective vests while on duty is mandatory for patrol personnel. The wearing of protective vests for pre-planned, high-risk situations is mandatory for all police officers.

**PROCEDURE:**

- A. Eligibility to Receive a Department Issued Protective Vest
  1. Must be a full-time Fitchburg State University police officer. The issuance of protective vests is regulated as per AFSCME and APA bargaining unit contracts as follows:

*APA Language:*

"The University shall provide to each campus public safety employee who so requests a personal safety (bulletproof) vest. Such vests shall be purchased in the same manner as clothing and equipment. The Union recognizes that it may be necessary to phase in the initial purchase of vests over the term of the Agreement. The University will be cognizant of the manufacturer's recommended replacement date when deciding to make additional purchases.

Campus public safety employees who request that a personal safety (bulletproof) vest be provided to them shall sign a statement indicating that the wearing of any vest so provided is a condition of employment.”

*AFSCME Language:*

“The College shall provide to each campus police officer who so requests a personal safety (bulletproof) vest. Such vests shall be purchased in the same manner as clothing and equipment. The Union recognizes that it may be necessary to phase in the initial purchase of vests over the term of the Agreement. The College will be cognizant of the manufacturer’s recommended replacement date when deciding to make additional purchases. Campus police officers who request that a personal safety (bulletproof) vest be provided to them shall sign a statement indicating that the wearing of any vest so provided is a term and condition of employment.”

B. Wearing of Protective Vests

1. Police officers assigned to the patrol division are mandated by the department to wear a protective vest while on duty. Police officers shall sign a statement indicating that the wearing of the protective vest is a term and condition of employment.
2. Police officers assigned to dispatch or administrative functions, do not need to wear their protective vest while on duty but need immediate and uncomplicated access to it. Administrative officers may wear their protective vest in an exterior carrier as approved by the Chief of Police.
3. Police officers are authorized to wear any department issued protective vest.

- C. Any police officer requesting to wear a non-department issued protective vest must have authorization by the Chief of Police or his/her designee. The protective vest must meet the National Institute of Justice standards of threat level IIA, II, or IIIA. The vest, at the very minimum, should resist the type of ammunition that is carried by the officer in their department issued sidearm.

D. Issuance, Maintenance, and Retention of Protective Vests

1. The parties agree that upon termination of a public safety employment, the employee shall return all uniforms and equipment provided to the employee by the CEO with the exception of ballistic vests.
2. Issued protective vests will be cleaned by each police officer as detailed by the manufacturer. Damaged vests will be reported to the Chief of Police immediately.

E. High-Risk Situations

1. In high-risk situations that are pre-planned, all Fitchburg State University Police Officers participating in the action will wear a protective vest. Police officers not wearing a protective vest will not be allowed to directly participate in the situation. Supervisors assigned to such pre-planned, high-risk situations will personally check each officer for compliance.
2. This will also include any actions where the police officers of Fitchburg State


University Police are cooperating with another police agency such as the Fitchburg Police Department or the Massachusetts State Police.

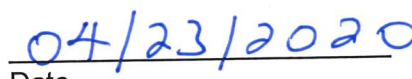
3. Examples of high-risk pre-planned tactical situations include but are not limited to warrant executions, narcotics raids, and barricaded suspects.

**Attachment:**

- FSUPD Vest Sign off form 6-14

Approval:

  
\_\_\_\_\_  
Chief of Police

  
\_\_\_\_\_  
Date



## FITCHBURG STATE UNIVERSITY POLICE DEPARTMENT

### Bullet resistant Vest Sign Off form

Per the BHE/AFSCME agreement (Section 4, Page 133), the University shall provide to each union officer who so requests, a bullet resistant vest. Such vest shall be purchased in the same manner as clothing and equipment.

The union recognizes that it may be necessary to phase in the initial purchase of vests over the term of the agreement. The university will be cognizant of the manufacturer's recommended replacement date when deciding to make additional purchases.

University police officers who request that a bullet resistant vest be provided to them shall sign a statement indicating that the wearing of any vest so provided is a term and condition of employment.

I, (print name) \_\_\_\_\_, understand  
and agree to wear the university provided bullet resistant vest at all times while  
on duty and understand and agree that the wearing of this vest so provided is  
mandatory as a term and condition of employment.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_