



CITY OF DORAL Office of the City Manager Letter to Council

LTC No. 005-2023

To: The Honorable Mayor and Members of the City Council


From: Barbara Hernandez, City Manager

Date: February 17, 2023

Subject: Facial Hair Pilot Program

This Letter to Council is to inform the Mayor and City Council of the implementation of a new pilot program regarding facial hair by the City of Doral Police Department (DPD). The pilot program shall be authorized temporarily until June 3, 2023, in order to fully analyze. Department employees that have completed their probationary period will be permitted to wear facial hair subject to the guidelines reflected on Regulations Manual, Chapter 7.1., paragraph B 1(b) (See attached). Currently, most police departments in Miami-Dade County, including the three largest agencies (Miami-Dade Police Department, City of Miami Police Department and Miami-Dade Schools Police Department) allow department personnel to wear facial hair, as long as it's neat and professional. The pilot program will be well received by the DPD and in-line with new initiatives to boost morale, while focusing on employee recruitment and retention.

BH/EL
c: Edwin Lopez, Chief of Police
Attachment (1)

	CITY OF DORAL POLICE DEPARTMENT			
	REGULATIONS MANUAL			
	CHAPTER	EFFECTIVE DATE	REVISED	PAGE NUMBER
	7.1	January 1, 2015	February 7, 2023	3 of 26
	TITLE: UNIFORMS AND APPEARANCE			

hair. No bows, headbands or other decorative items may be worn.

- (e) Long hair will be secured with no loose ends. Hair shall not extend below the shirt collar.
- (f) Wigs/hair pieces may be worn when the wig and natural hair meet the standards outlined in this policy.
- (g) Civilian/administrative hairstyles shall not be outrageously styled. Hair shall be clean, combed and neatly trimmed or arranged.

b. **Shaving and Facial hair:**

As part of a new pilot program, the information below pertaining to shaving and facial hair shall be authorized temporality until June 3, 2023. This will allow Department supervisors to monitor the program and conduct a thorough evaluation. Probationary police officers (PPOs) are not eligible to participate in the pilot program. At any time, the program may be cancelled.

- (a) Department sworn employees will be permitted to wear beards, goatees, or facial hair subject to the following guidelines:
- (b) Facial hair will be kept neatly trimmed and clean at all times, including the initial growth period, maintaining a symmetrical appearance on both sides of the face.
- (c) Facial hair will not extend more than 1/4" inch in length at any point on the face and must be shaped and trimmed around the neckline.
- (d) Facial hair will not extend down from the crease of the neck nor up onto the cheek under the eye.
- (e) Facial hair will not detract from the professional image of the employee.
- (f) Side burns shall not extend below the tip of the lower lobe of the ear.
- (g) Sideburns may not be flared; the base of the sideburn will be a clean-shaven, horizontal line.
- (h) At no point will an unkempt or shabby appearance be permitted simply as a result of a failure to shave.
- (i) Supervisors will enforce the guidelines, which can be rescinded at any time by the Chief of Police or designee. Disputes shall be submitted to the Chief whose decision will be final.
- (j) The loss of privilege to wear a beard or goatee is not considered discipline; however, employees who fail to obey a supervisory order to correct a violation of program guidelines will face disciplinary action.
- (k) Sworn employees assigned to work outside extra-duty events, e.g., Hard Rock Stadium, must comply with the uniform and grooming policies set forth by the requesting agency. That agency's uniform and grooming standards will take precedence during these events and sworn employees may be required to remove facial hair in order to maintain employment eligibility.