



## REPORT OF COUNCIL-IN-COMMITTEE

*For City Council – October 11, 2022*

*\*Additional Item*

**From:** Office of the City Clerk

**Date:** Tuesday, October 11, 2022

**Title:** Supply and Delivery of Uniforms & Clothing – P22-16

**Description:**

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Council-in-Committee, at its session held on October 11, 2022 considered and administrative report from the Deputy Chief of Operations which sought City Council approval and authorization to award Request for Proposal P22-16, For the Supply and Delivery of Uniforms and Clothing as well as the associated agreement between the supplier and the local government for updated Fredericton Police Force uniforms.

Over the past several years the members of the Fredericton Police Force (FPF) Clothing Committee have been receiving complaints from FPF Members in regard to the patrol uniforms. FPF Members have stated that the current uniforms are not comfortable, do not fit well, require a lot of tailoring to look professional and be functional, and wear faster than should be expected. Given that patrol officers wear their uniforms for a minimum 12+hours a day, wearing uncomfortable and poor-quality clothing contributes to fatigue and can hamper performance.

Officer presence is initiated from the first sight of the police. The key component of officer presence is the uniform worn by the police officer that identifies them. A professional looking, fitted, consistent uniform with ample police identifiers is the standard we are striving for.

Due to the above noted points the committee began research and testing of uniforms in spring 2020. The committee conducted research and trials on several different styles and manufacturers. Over the past several years there has been a lot of advances and development in the materials and characteristics of police uniforms. Some of the most notable characteristics are:

- 4-Way Stretch – A mechanical stretch fabric so the clothing moves with your body without pulling or bunching.
- Teflon integrated into the material to shield against water and other fluids penetrating and/or staining the clothing.
- Articulated knees which allow the wearer to bend, kneel or squat without needing to pull up their pant legs prior. This helps to avoid the material from grabbing or bunching on the thighs and promotes movement, flexibility, and comfort.

- Gusseted crotch which allows for easier bending and moving while squatting, bending and lifting.
- Micro-Ripstop material, which adds durability and longevity of the clothing. Micro-Ripstop is a further developed material which is much more comfortable than its predecessor as the weaves in the material are smaller.
- Dual fabric construction that promotes durability and odour/moisture wicking.
- “Fitted” designs that allow for a more professional appearance and minimize the amount of tailoring needed.
- Pants now come from the factory in standard inseam lengths which also eliminates the need to get pants hemmed (as we currently need to).

Based on the above-mentioned features set by the industry leaders in uniform design, research, and innovation; the committee sought out companies that offered these products.

The Committee after completing trial wears by several officers (male and female) and research on products from the above-mentioned companies. 5.11 Tactical was determined to be the superior product based on its characteristics, performance, comfort, and input from FPF Members. A Request For Proposal (RFP) was issued for the 5.11 Tactical brand of uniform or approved equivalents in June and Urban Tactical Brantford Ltd. Submitted the highest scoring qualifying bid.

#### Colour

Our current operational uniforms are a New York Police Department (NYPD) blue, which was at one point, coined “FPF Blue”. Over the years the Quartermaster (QM) sourced uniforms from various suppliers due to availability/pricing. To match this colour is difficult and it is a lighter shade of blue than most other police agencies in North America. This lighter blue also fades faster with wear/washing and becomes lighter in appearance, which clashes with other clothing worn by FPF Members. As a result of these issues, the current blue uniforms worn by the FPF vary greatly due to the different colours, materials, and age of the uniform. A simple test of this theory is to note a platoon in briefing and take notice of how different each officer looks.

The FPF procured and was issued new Load Bearing Vests (LBV) and patrol jackets in the recent years. These items are black due to the more professional appearance and an attempt to counter FPF from wearing numerous different shades of blue due to what the manufactures of the coats and vests could produce.

We are recommending that the new uniforms be issued in black so that the FPF have a consistent, coordinated and professional appearance. The pants would still be issued with a red stripe. The black uniforms also will then also align with the FPF vehicle colour theme of black and white which is the current North American trend of visually identifying marked police cars.

The Committee directed that the following resolution be forwarded to City Council for consideration:

BE IT RESOLVED that the Council of the City of Fredericton hereby authorizes and approves the award of Request for Proposal P22-16 For the Supply and Delivery of Uniforms and Clothing to Urban Tactical Brantford Ltd., the highest scored supplier meeting the requirements with respect to the provision of uniforms and clothing for the Fredericton Police Force; and BE IT FURTHER RESOLVED THAT the Council of the City of Fredericton hereby approves and authorizes the agreement between the City of Fredericton and Urban Tactical Brantford Ltd. (the "Agreement") with respect to the provision of uniforms, clothing and footwear for a three year term commencing October 1, 2022 and expiring on September 31, 2025 with two additional one year Renewal Term options at the sole discretion and option of the City of Fredericton; AND THAT the Mayor and City Clerk be authorized to execute the Agreement on behalf of the local government and such further legal documents as may be required to facilitate the Agreement and this resolution.