
UNIFORMS

OBJECTIVE:

To describe the CCF/R uniform and set forth conditions for wearing the uniform. This guideline does not cover department issued personal protective equipment.

GUIDELINE:

30.1 CCF/R will issue articles of uniform apparel to career and volunteer staff. Only those items issued or approved by the Fire Chief may be worn as a uniform. The following items will be issued in compliance with the working agreement and at a level allowed by funding.

30.1.1.1 Career staff: shirts, pants, belt, tie, badge, name tag, collar brass, jacket, boots.

30.1.1.2 Volunteer staff (following completion of recruit training): shirt, pants, tie, badge, collar brass.

30.2 Non-uniform apparel approved by the Chief will be issued to career staff at a level allowed by funding and may be purchased by volunteer staff. These are:

30.2.1 Dragon Fur jacket, black with CCF/R logo, hat with CCF/R logo, tee shirt with CCF/R logo, sweat pants with CCF/R logo and other such items as approved by the Chief.

30.3 Class A uniform

30.3.1 At this time, CCF/R does not provide Class A uniforms.

30.3.2 When Class A uniforms are provided, they will be black in color, double breasted jacket and pants in the Lighthouse Uniform brand style. Hats will be military style, black for firefighters, line officers and Fire Prevention Officer; white for Training Officers, Fire Marshal, Division Chief, Chaplain and Chief.

30.3.3 The hat is to have a cap badge 1 1/2 inches in diameter of the appropriate rank (see collar brass below)

30.3.4 The sleeves will have horizontal stripes in gold braid designating rank at the bottom of the sleeve.. Five stripes: Chief, Three stripes Division Chief, Fire Marshal, Two stripes: Captain, Training Officer, One stripe: Lieutenant, Chaplin, Fire Prevention officer.

30.3.5 A 1/2 inch wide gold braid Maltese cross insignia for each five years of service (consecutive) with a recognized fire or EMS service may be located above the rank stripes.

30.3.6 Black tie

30.3.7 Black dress shoes

30.3.8 White gloves as appropriate

30.4 Class B uniform.

30.4.1 . Firefighters Lieutenants & Captains

Navy blue NFPA 1975 compliant shirt and pants. Only CCF/R issued and approved badges, name tags, collar brass and shoulder patches may be worn on the uniform shirt.

30.4.2 Chief, Division Chief, Training Officers, Fire Marshal Deputy Fire Marshal and Chaplains

White Flying Cross Commander shirt and Navy blue NFPA 1975 compliant pants. Only CCF/R issued and approved badges, name tags, collar brass and shoulder patches may be worn on the uniform shirt.

30.4.3 Details

- 1.** Tie to be worn as directed by the Fire Chief.
- 2.** Only the top collar button may be unbuttoned when no tie is worn.
- 3.** CCF&R patch to be sewn on left shoulder with the top one inch below the shoulder seam.
- 4.** A State of Alaska EMT patch of the appropriate certification level may be worn on the right shoulder with the top one inch below the shoulder seam.
A state of Alaska Paramedic patch is required to be worn by paramedics on the right shoulder one inch below the shoulder seam as is required by state law.
- 5.** Badge to be worn above left shirt pocket
- 6.** Name tag to be worn on right pocket flap approximately ½ inch below top of flap.
- 7.** Belts to be black in color. Belt buckles are to be plain or custom buckles that must be approved by the Division Chief.
- 8.** Collar brass to be worn on point of collar.
Lieutenants: single gold bugle

Captains: double parallel gold bugles
Fire Prevention Officer: gold single bugle
Chaplain: gold crosses, Star of David or appropriate insignia
Training Officers: two crossed gold bugles
Division Chiefs and Fire Marshal: three clustered gold bugles
Fire Chief: five clustered gold bugles

30.5 Footwear

Footwear should be black leather shoes or boots that can be polished.
Footwear should have toe protection and non-slip soles.
Boots will be provided to career staff as per the working agreement. The department issued boot will be a Danner 8 inch Strikers boot.

30.6 Undergarments

CCF&R tee shirts will be worn under the class B uniform. Officers wearing a white Class B shirt shall wear any white tee-shirt.
Socks will be black unless worn under boots.
Female staff shall wear appropriate foundation garments.

30.7 Grooming

30.7.1 An entire organization will many times be judged on the actions and appearances of just one of its members. For this reason it is very important that every member of CCF/R provide a good business-like appearance when representing the department.

30.7.2 Members shall maintain their uniforms and equipment in a serviceable condition. The clothing of any member reporting for duty shall be clean, pressed and not noticeably patched, torn, or worn. It is the responsibility of all officers to see that all members maintain a neat, clean, business-like appearance at all times.

30.7.3 The department has an obligation to promulgate reasonable grooming standards taking into consideration the sex of the employee, uniformity, safety, cleanliness and neatness of appearance. These standards are intended to establish guidelines whereby safety equipment such as helmets and self-contained breathing apparatus can assure the wearer with the best and safest protection possible.

30.7.4 Hairstyles

30.7.4.1 Hair may not cover the forehead when a Class A uniform cap or CCF/R ballcap is worn.

- 30.7.4.2** While on duty or in uniform, the length and/or bulk of hair shall not be excessive or present a ragged, unkempt or extreme appearance. Hair shall be worn as normally styled, in a clean, professional appearance. **Hair may not interfere with self contained breathing apparatus or personal protective equipment**
- 30.7.4.3** Hair must be clean, neat, combed and shall not present clear dangers to member's safety. The length of the hair on the back of the head shall not extend past the seam of the collar nor touch the shoulders when standing erect with the head in a normal posture. The length of hair on the side of the head shall not extend more than ½" over the top of the ear. Hair must be of a naturally occurring color or shade.
- 30.7.4.4** It is recognized that traditionally acceptable standards for female hair styles that would normally not conform to the standards outlined in this policy may be pinned up or secured in order to comply while on duty. In these instances, the hair must be pinned up or secured at all times while on duty, and shall not interfere with the proper wearing of Class A uniform cap or protective equipment, or in any way create a safety hazard. No hair shall protrude outside of protective equipment.
- 30.7.4.5** No ribbons or ornaments shall be worn in the hair except for neat inconspicuous bobby pins or conservative barrettes which blend with the hair color.
- 30.7.4.6** Sideburns shall be kept neatly trimmed and their bulk shall not be excessive. Sideburns shall be equal in width and length. The base of the sideburns shall be a clean shaven, horizontal line not extending below the ear lobe.
- 30.7.4.7** The face shall be free of hair or clean shaven. Exception: For those who choose to grow a mustache.
- 30.7.4.7.1** Beards and goatees are prohibited. The small amount of facial hair below the lower lip must be trimmed, neat and not exceed the corners of the mouth or ¾" whichever is narrower nor interrupt the seal (natural break in the chin).
- 30.7.4.7.2** Mustaches, if worn, shall be kept neatly trimmed and shall not extend vertically, below the natural break in the chin, nor interrupt the seal of an SCBA face mask. They shall not be excessively bushy. Treated or pointed mustaches may be allowed if presenting a neat, professional appearance and not impede safe operations.
- 30.7.4.8** Necklaces, medallions, pendants, etc. if worn, shall not be worn exposed or visible at the neck while on duty.

30.7.4.9 Wearing of earrings or visible body piercing is not permitted on duty.
Exception: earring studs not exceeding ¼ inch in diameter, provided such studs do not interfere with PPE or present a snag hazard.

30.7.4.10 Wearing of wrist watches and identification bracelets are permitted provided the configuration of the article will not interfere with personal safety and is of a conservative and business-like appearance and color.

30.7.4.11 Wearing of finger rings is permitted only if the configuration is not overly large or ornate and will not subject the individual to potential injury. Those, which interfere with quick donning of gloves, are prohibited. There are to be no more than two rings, 1 ring per finger.

30.7.4.12 Articles such as watch chains, pins*, jewelry, handkerchiefs, combs, smoking materials, are not to be worn or attached to or otherwise exposed from the uniform. *(approved pins accepted)

30.7.4.13 Personnel are permitted to wear cosmetics limited to conservative color and amount commensurate with CCF/R public image. Strong scents or perfumes are not allowed.

30.7.5 Personnel are expected to be clean and not have offensive body odors.

30.8 Hats and jackets.

Department issued duty ball cap and jacket may be worn when on duty or on call and when a jacket and/or hat is required. These garments **may not** substitute for proper personal protective equipment on emergency calls.

30.9 Hours

30.9.1 The Class B uniform will be worn by career staff while on duty between the hours of 08:00 and 17:00 hours or while interacting with the public in non-emergency situations. CCF/R tee-shirts or work shirts and uniform pants may be worn while on-duty after 17:00 hours.

Exceptions:

- While engaged in duties where the uniform may be heavily soiled such as hose testing, working on apparatus, drills or similar duty, the Captain, Training officer or Division Chief is authorized to waive this requirement.
- If this requirement is waived, the staff will wear CCF/R issued tee-shirts or work shirts and uniform pants.
- If the temperature exceeds 75 degrees F., or while training or operating wearing bunker gear, uniform shirts requirements may be waived by the Division Chief, Captain or Training Officer to help prevent hyperthermia.
- The Fire Mechanic may wear CCF/R issued coveralls.
- Tee-shirts and sweat pants may be worn during exercising.

- Department approved, NFPA compliant station wear, “Dragon Fur” jackets may be worn for warmth over the Class B uniform. **These jackets may not substitute for proper blood born pathogen PPE and / or fire resistive bunker gear.**
- Exceptions may be made by the Captain, Division Chief or Chief to prevent hyperthermia, hypothermia or other conditions.

30.9.2 Volunteers are encouraged to wear their Class B Uniforms during department activities.

30.9.3 Uniform items, are not to be worn while off-duty except during travel to or from work or while representing CCF/R at the direction of the Chief.

30.10 . Non-uniform apparel with CCF/R logo

Apparel bearing the CCF/R logo may **not** be worn while purchasing or consuming alcoholic beverages. You are representing this department and your actions reflect upon us all. Inappropriate actions while wearing CCF/R logo apparel will result in disciplinary measures.

The Chief may approve the creation and wearing of non-uniform garments such as hats, shirts or jackets that identify the wearer as a member of the department. These may be worn while off duty provided that the conditions noted above in this section are observed.