



- SUBJECT: UNIFORM STANDARDS**
- PURPOSE:** To set minimum standards for uniforms for CCFR members.
- REFERENCE:** Local 3674 collective bargaining agreements and applicable MOUs.
- RESPONSIBILITY:** Supervising officers are responsible to ensure that members conform to these standards. It is expected that when crews are in the public, they will be wearing a Class B uniform. This expectation will not apply during periods of excessively hot weather or during other unusual circumstances.
- SOG:** Clark County Fire and Rescue members shall be knowledgeable of, and abide by, the uniform standards of the department. All standards and rules that pertain to uniform regulations shall apply to all members any time they are wearing a CCFR uniform or CCFR identified clothing.

SECTION 1 – UNIFORMS, GENERAL

- 1.A. CCFR authorizes three classes of uniforms:
 - a. Class A: Dress uniform
 - b. Class B: Duty uniform
 - c. Administrative uniform
- 1.B. A prescribed uniform shall be worn at all times by personnel on duty except during normal sleeping hours, workout time, and other necessary exclusions.
- 1.C. Uniform clothing shall be kept clean and repaired. Shoes/boots shall be kept clean and polished.
- 1.D. Uniforms or parts of uniforms are not to be worn off-duty unless responding to an alarm, during an approved class or department function, or when authorized by the Chief
- 1.E. Members are not permitted to wear any uniform or use any CCFR identification or badges to gain favors or gratuities. Members are not permitted to wear any uniform for the purposes of promoting personal business or sales promotions not directly related to CCFR functions.
- 1.F. It shall be the duty of the officers to see that uniform specifications are maintained at all times.
- 1.G. For the purpose of participating in physical fitness programs, personal athletic apparel may be worn. It is desirable for the members to wear dark (blue, black) shorts or sweats, a dark t-shirt, socks, and appropriate athletic shoes when participating in physical exercise. Old District 11 or 12 clothing may be worn.
- 1.H. Uniforms and clothing worn by the members of CCFR are used for identification of members and to show pride in CCFR and the fire service. As such, they proclaim the wearer as a representative of Clark County Fire and Rescue. The impression made to the public reflects the appearance and the attitude of CCFR as an organization serving the public. It is therefore mandatory that all members conduct themselves in a professional manner



when wearing any uniform of CCFR. CCFR expects members to refrain from vulgar language, distasteful jokes, the consumption of alcohol, and other similar actions while wearing a CCFR uniform or other CCFR identified clothing in public.

SECTION 2 – UNIFORMS, SPECIFIC

- 2.A. The Class A uniform, or dress uniform, consists of:
- a. Coat: Man's Dress Blue, black in color, polyester/wool gabardine (Lighthouse brand).
 - b. Pants: Black dress pants to match coat. Cuffs not allowed on pants.
 - c. Footwear: Polishable, black in color.
 - d. Accessories: Black tie, black belt, appropriate badge, name tag.
 - e. Hat with badge and white gloves. A 911 commemorative chin strap purchased by the wearer may be worn on the cap.
 - f. CCFR shall provide the above clothing items to the following personnel:
 1. Chiefs and full-time firefighters one month before the end of probation.
 2. Volunteer CCFR officers after five (5) years of service with CCFR and one month before completion of probation.
 3. Public Information Officers after three (3) years of service with CCFR.
 4. Other members as deemed appropriate by the Chief.

Note: The Class A uniform is the property of Clark County Fire and Rescue and shall be returned to CCFR upon termination of service. Ten (10) years after issue, the uniform will become the property of the firefighter. If a death occurs while still providing service to CCFR, the uniform will be given to the surviving family members. Ten (10) years after issue, CCFR will replace the uniform as needed. Any damage or wear prior to ten (10) years will be the responsibility of the firefighter. Any member with a contractual uniform allowance may use that allowance for this purpose.

- 2.B. The CLASS B uniform, or duty uniform, consists of:
- a. Pants: Navy blue department approved (Topps brand, PA70 5705, 7.5 oz Nomex). Cuffs are not allowed on pants. Shorts (100% cotton BDU Duty Short F526155412 Navy Blue) may also be designated as a part of the bike team uniform.
 - b. Uniform shirt, line personnel (Captain to Firefighter): Navy blue department approved (Lion brand, S1532, short or long sleeve). The normal duty shirts will have the last name embroidered on a name tape above the right pocket. Line officers may have their designation bars embroidered on each collar, or use applicable insignia hardware, parallel to the front edge and centered (top to bottom) on each collar.
 - c. Uniform Shirt, bike team. As an alternative to the uniform shirt, CCFR will designate a navy blue polo shirt as part of the bike team uniform. Polo shirts will have CCFR approved emblems on the front and back.
 - d. Uniform shirt, Chiefs: White department approved with badge tab. A department approved name badge will be pinned above the right



pocket. A department badge, in accordance with Section 3.B.a. through 3.B.d., shall be worn above the left pocket. If used, applicable insignia hardware will be placed parallel to the front edge and centered (top to bottom) on each collar. As an alternative to the uniform shirt, CCFR will designate a polo shirt as part of the uniform for all chiefs except Battalion Chiefs. Polo shirts will have CCFR approved emblems on the front.

- e. T-Shirt: Navy blue department approved. T-shirts must have department approved emblem on the front and back. T-shirts shall be worn at the discretion of the station or duty officer. T-shirts may be worn by volunteers responding to alarms.
- f. Job Shirts: Job shirts will have a department approved emblem on the front. Job shirts will be worn at the discretion of the station or duty officer. Job shirts may be worn by volunteers responding to alarms.
- g. CCFR jacket: Red department approved. Will be issued to chief officers and others as deemed appropriate.
- h. Belt: Uniform belts will be black leather. Belts should be 1 ½" wide.
- i. Footwear: Polishable, black in color and approved by the Chief. The steel toe shank, Red Wing boots (style #4473) are approved for use on grass/brush fires along with approved clothing (i.e. brush gear). Socks shall be navy blue or black if worn with low cut shoes. White socks may only be worn with boots or high shoes.
- j. Company officers must maintain an acceptable level of uniformity and neatness in the appearance of their crews. Normally, crews will wear the same uniform for that shift. The Class B uniform will normally be worn when in the public.
- k. CCFR shall provide Class B clothing per the following (items will be replaced as needed unless specifically addressed by contract):
 - 1. Union personnel per contract.
 - 2. Chiefs: As needed at the discretion of that Chief. .
 - 3. Interns, volunteers, part-timers, and resident firefighters: two (2) shirts, one (1) pair of pants, one (1) job shirt, two (2) t-shirts.
- l. Conservative uniform clothing will be worn during physical conditioning. Members may wear old District 11 or 12 clothing.
- m. Department issued baseball caps may be worn as part of the uniform. This may be altered during extreme cold weather conditions.
- n. CCFR does not sell any of its clothing to members wishing additional clothing items. Clothing items issued by CCFR are to be worn **only** by the recipient. All CCFR issued clothing is returnable to CCFR upon termination of the member.

- 2.C. The Administrative Uniform shall consists of:
- a. the uniform designated by the Office manager
 - b. These uniforms will be replaced as needed



- 2.D. Non-line support personnel shall wear
 - a. clothing that conforms to the administrative uniform
 - b. Coveralls
 - c. Other clothing appropriate to the work performed.

SECTION 3 – UNIFORM INSIGNIA AND PARAPHERNALIA

- 3.A. Name tapes: Embroidered last name on a navy blue tab attached to the normal duty shirt above the right pocket
- 3.B. Badge: Approved department badge to be worn on the left side of the Class A uniform and the administrative duty uniform.
 - a. Chief: five (5) crossed gold trumpets
 - b. Deputy Chief: four (4) crossed gold trumpets
 - c. Division Chief: three (3) crossed gold trumpets
 - d. Battalion Chief: two (2) crossed gold trumpets
 - e. Captain: two (2) silver vertical bars
 - f. Firefighter/EMS: helmet, nozzle, ladder, trumpet, pike pole, PIO
- 3.C. Shoulder patches: Approved department patches are to be worn on the duty shirt and uniform coat. EMS patches may also be worn on the duty shirt and uniform coat. CCFR patch shall be on the left sleeve and the EMS patch on the right sleeve. Class A uniforms and administrative chiefs' Class B (unless they wear an EMS certification on the right sleeve) shall have a CCFR patch on both sleeves. As appropriate, approved identification bar such as "IAFF Local xxxx" may be worn below the patch on a class A uniform. Patches shall be $\frac{3}{4}$ " to 1" below the seam of the shoulder. The EMS patch shall appropriately designate a Washington State First Responder, EMT, or Paramedic.
- 3.D. Collar insignia may be worn by all officers. Line officers shall be two silver bars for captain located in accordance with Section 2.B.b. All chief officers may wear trumpets on their collars in accordance with Section 3.B.a. through 3.B.d. Insignia for chief officers shall be constructed of gold colored metal.
- 3.E. Rank stripes on Class A dress coat sleeves shall be as follows:
 - a. Stripes: shall be placed per usual protocol of the supplier. Stripes will be used to indicate years of service with Section 3.B.a through 3.B.f. Gold stripes shall be used for chief officers in the amount equal to the number of trumpets on collar insignia. Silver stripes shall be used for line officers in accordance with Section 3.B.g. Firefighters will have one blue stripe on each sleeve.
 - b. Maltese crosses: designate five years (volunteer or paid) of service in either CCFR, District 11, or District 12. Crosses will be the same color as the stripes and be placed $\frac{1}{2}$ " above the highest rank stripe.
- 3.F. Buttons: On Class A uniforms, buttons will be gold for chief officers and silver for all others. All buttons will be FD buttons.
- 3.G. *Award bars: To be worn on Class A uniforms only. Award bars are worn directly above the left pocket on the dress jacket, parallel to the top of the pocket. Only one award bar for each class of awards may be worn. Award bars are for:*



(Note: at present the CCFR does not have any recognized award classes. This section is included to recognize that CCFR may establish these classes in the future.)

SECTION 4 – PERSONAL PROTECTIVE GEAR

- 4.A. Helmets: A WISHA approved helmet (Phoenix 660 or Bullard Firedome brand) will be issued by the CCFR and replaced as necessary.
- a. Helmet color. To conform to the following:
 1. Chief Officers and PIO: White
 2. Line Officers: Red
 3. Firefighters: Yellow
 4. Firefighter/Paramedic: Yellow with approved blue reflective marking
 5. EMS Division: Blue
 - b. Helmet crescents designating rank or status will be provided for each member. Accepted crescents are as follows:
 1. Chief
 2. Deputy Chief
 3. Division Chief
 4. Battalion Chief
 5. Captain
 6. Firefighter
 7. Paramedic
 8. PIO
 - c. Passport: All CCFR issued WISHA approved helmets will be provided with helmet Velcro for the front and under the rear brim.
 - d. Names: Shall be placed along the back using $\frac{3}{4}$ " to 1" black letters. Last name only or as approved by the Chief.
 - e. Face shields: Shall be WISHA approved and at least 4" and no more than 6" long. Shields shall be kept reasonably clear of smoke staining and soot so as to provide the necessary clear vision and eye protection. WISHA approved goggles may also be worn.
 - f. Decals: The District will allow a 2" IAFF (selected by the members of our local), Washington State Firefighter, or the "Everyone Goes Home" sticker to be displayed on the right rear of the helmet. A CCFR supplied American flag decal may be displayed on the right rear of the helmet. Absolutely no other lettering, stickers, emblems or logos will be permitted on helmets without permission from the Chief.
 - g. Helmets will be kept clean at all times.
- 4.B. Personal protective gear: The following shall be provided by CCFR, repaired or replaced as necessary, and shall conform to applicable WISHA standards:
- a. Bunker coat & pants: No additional markings will be allowed on turnouts except reflective striping in accordance with WISHA standards. Radio or flashlight holders will be acceptable.
 - b. Nomex hood
 - c. Leather gloves with wrist protectors.
 - d. Rubber or leather boots.
 - e. Hose strap and carabiner



f. Pocket flashlight

4.C. Personal protective gear usage:

- a. Full turnouts shall be worn on all fire alarms, structure fires, motor vehicle collisions/incidents, fuel spills and hazardous material incidents. Turnout pants and boots or approved wildland gear will be worn for all grass fires.
- b. Nomex hoods shall be worn whenever a member dons SCBA and/or may be placed in potentially high temperatures.
- c. Eye protection will be used when operating power tools or hand tools. Either helmet face shields or safety glasses are appropriate.
- d. Helmets will be worn on all structure fires, grass fires (or may substitute a Wildland helmet), car fires and MVC's.
- e. It will be the discretion of the on-scene officer to determine if any PPE may be removed.
- f. When operating on freeways, county roads, or other streets where the speed limit exceeds 40 MPH, members shall wear ANSI approved reflective vests.

4.D. Use of personal PPE (non-CCFR items):

- a. Members desiring to substitute a personal item for any CCFR issued item MUST have that item approved by a CCFR Battalion Chief before it may be placed in service.
- b. Members using a substitute item shall maintain said item to applicable WISHA and CCFR standards. Items not meeting these standards must be repaired or replaced at the member's expense.

SECTION 5 – CARE AND MAINTENANCE

- 5.A. All uniforms will be kept clean and maintained in a neat, functional condition according to the manufacturer's directions.
- 5.B. All PPE may be cleaned with mild soap and water unless directed otherwise by manufacturer's guidelines.
- 5.C. Officers will inspect all PPE annually for any tears, rips, excessive wear, or any other condition which may compromise the safety of the firefighter.
- 5.D. A CCFR Battalion Chief will answer any questions about the quality or safety of any uniform or PPE.