

Uniform Regulations

1028.1 PURPOSE AND SCOPE

The purpose of this policy is to establish uniform regulations for members in order to enhance the district's overall professional and positive image.

1028.2 POLICY

It is the policy of the Sanibel Fire and Rescue District that members shall wear the proper uniform at all times when on-duty or engaged in district-related activities off-duty. Members shall maintain an adequate supply of uniforms to meet the needs of their assignment and maintain the uniforms in an acceptable condition. This policy does not supersede district regulations regarding the use of any personal protective equipment (PPE). Each employee ~~will~~ ~~with~~ be issued a annual uniform allotment per the CBA, at the beginning of each fiscal year. The uniform allotment is to allow employees the opportunity to purchase clothing required of the District. Uniform funds shall be used to purchase replacements of required uniforms including Class A, B, and C uniforms or anything that has been approved in the department's E-store (Galls.com). The District requires that all employees present themselves in a professional manner. Standard uniforms are required as a condition of employment. Employees are restricted from wearing uniform clothing while off duty, unless on Departmental business.

1028.3 STANDARD WORK UNIFORM

The standard work uniform for Company Officers, engineers and firefighters shall consist of short- or long-sleeve shirt of the appropriate color per department rank, navy blue EMT style long pants or EMT style shorts, district, standard black belt with district buckle or velcro closure, black socks, and black leather boots or shoes. Duty shoes shall be all black and have hard soles, laces and be non-slip or slip resistant.

The standard work uniform shall be worn as directed. Members are not required to wear the standard work uniform underneath personal protective equipment (PPE) in order to complete the PPE ensemble.

Uniform pants will be pulled over duty boots and pants legs will not be cuffed, laying on or pushed into duty boots. Shirts will be tucked in at all times while not inside the fire station. Shirts will be tucked in while in the apparatus bay and anytime that you are in view of the public. This does not include if the employee is engaged in physical fitness activities.

Officers shall wear appropriate color uniform shirt while wearing the standard work uniform.

1028.3.1 UNIFORM JACKETS OR SWEATSHIRTS

Uniform jackets, sweatshirts, or jobshirts may be worn as described in this subsection:

- At any time over the standard work uniform shirt
- For an emergency response, over an approved t-shirt

Sanibel Fire and Rescue District

Fire Policy Manual

Uniform Regulations

- In transit to and from a physical fitness location
- Uniform jackets are not fire resistive and shall not be worn underneath PPE

1028.3.2 BOOTS AND SHOES

Fire Department regulated boots or approved shoes are to be worn while on duty. All Black shoes are - as approved by the Chief or his designee.

- Tennis shoes, running shoes or workout shoes may only be worn while actually working out. The only exception to this policy would be if the tennis shoes, running shoes, or workout shoes, have been prior approved as a duty type shoe.
- Slides, flip flops, slip in style shoes, or sandals will not be worn while conducting official district business. For the safety of the employee, this type of footwear will only be authorized while inside living quarters of the fire station, this does not include the apparatus bay or exterior areas. ~~of the stations.~~
- After hours and weekend footwear shall be duty boots or all black shoes - as approved by the Chief or his designee.

1028.3.3 BASEBALL CAPS

Official district on-duty baseball caps may be worn while on duty.

- Baseball caps shall not be worn when a helmet is required.
- Baseball caps shall not be worn at formal or semi-formal events or occasions or when directed not to by Officer or Chief Officers.
- Baseball caps shall be worn with bill facing forward at all times while outside of the fire station and/or apparatus bays.
- It is understood by the district that in certain cases, ball caps may be worn backwards. Those cases include but are not limited to: while operating M171, operating U171/U172, making repairs on an apparatus, ~~etc.~~

1028.4 PHYSICAL FITNESS UNIFORMS

The physical fitness uniform can be worn when engaged in physical fitness and working out, but employees shall promptly change back into standard work uniform upon conclusion of workout or if a call comes in. Lace up, tennis style or workout shoes may be worn while actively working out but upon conclusion of workout, uniform shoes or boots shall be worn. If a call comes in boots or standard work uniform shoes shall be worn.

~~The fitness uniform shall be covered with an appropriate work uniform or combination of PPE and work uniform while in transit to and from a physical fitness location.~~ The physical fitness uniform is not permitted to be worn until arrival at the designated fitness location.

Nylon or other synthetic material shorts and other fitness uniform items should not be worn under PPE because those fabrics may melt.

Sanibel Fire and Rescue District

Fire Policy Manual

Uniform Regulations

1028.5 DRESS UNIFORMS

Dress uniforms, [including dress uniform hat](#), shall be worn as directed by the Fire Chief and when attending the following types of events:

- Funerals and memorials
- Formal district functions, such as graduations and badge ceremonies **Formal functions**

1028.6 UNIFORM MAINTENANCE

- Uniforms, [including Class A Uniform](#), shall be clean, neat and in good condition and should fit well.
- Boots and belts shall be clean and polished with black polish.
- Metal badges shall be clean and free from excessive scratches.
- Duty shoes or boots shall be free of excessive wear and tear, holes, and any condition that will present a safety risk to the employee. The district reserves the right to require an employee to purchase new duty shoes or boots and require alternative footwear until the purchase has been received.