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OPERATIONS MANUAL

STANDARD INSTRUCTION 07 UNIFORM GUIDELINES

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I. PURPOSE

The purpose of this policy is to provide employees and supervisors with a description of each approved uniform. Variations to the uniforms described below are strictly prohibited without prior approval by the fire chief or designee.

II. SCOPE

This Standard Instruction shall apply to all San Diego Fire-Rescue personnel (excluding lifeguard services and civilian administrative staff).

III. AUTHORITY

The fire chief authorizes this policy.

IV. POLICY

A. Class “A” Uniform and Specifications

1. Class “A” Consists of
 - a. Class “A” dress cap
 - b. Class “A” dress jacket
 - c. Class “A” dress trousers or skirt
 - d. White shirt
 - e. Black tie
 - f. Class “A” dress shoes
 - g. Plain black socks
 - h. Black leather belt

2. Class “A” General Information
 - a. Upon completion of probation, personnel shall obtain a Class “A” uniform through the Department’s procurement process through contracted uniform provider.
 - b. Class “A” uniform acquisition shall be mandatory for all sworn safety personnel.
 - c. Class “A” uniform acquisition shall be optional for non-sworn personnel represented by L145.

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3. Class "A" Photo Examples



Men's Class "A"



Women's Class "A" Skirt



Women's Class "A" Pant

4. Class "A" Uniform Specifications

a. Class "A" Cap



Non Officer's Class "A" Cap

Captain's Class "A" Cap

Chief Officer's Class "A" Cap

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- 1) Style: Semi-pershing (no seam in front)
 - 2) Band: #3346 N.O. navy blue gabardine, 12 ounce to match the top
 - 3) Visor: #625 black patent with edge binding
 - 4) Sweatband: Leather sweatband with bow attached to same
 - 5) Top
 - a) Firefighters through captain to be made of #3346 N.O. black gabardine, 12 ounce
 - b) Chief officers to be made of white vinyl fabric
 - c) Top shall measure approximately 11 $\frac{1}{4}$ " long; front to back 11" wide, side to side. Front quarter 2 $\frac{1}{4}$ " high; Back quarter 1 $\frac{3}{4}$ " high from top of band
 - d) One eyelet in front for badge
 - e) Two eyelets on each side for ventilation
 - 6) Chin Straps
 - a) Chief officers and assistant fire marshal: Gold metal chin strap, $\frac{1}{2}$ " in width
 - b) Captains and fire prevention bureau supervisors: Silver metal chin strap, $\frac{1}{2}$ " in width
 - c) Engineers and firefighters: Black patent leather chin strap, $\frac{1}{2}$ " in width
 - d) Chief officers: Two gold regulation SDFD buttons with "FD" on buttons
 - e) Captains, engineers, and firefighters: Two silver regulation SDFD buttons with "FD" on buttons
- b. Class "A" Dress Jacket Specifications
- 1) Style: Six-button, double breasted, semi-form fitting and fully lined, Flying Cross #17B8696C
 - 2) Color: #3346 N.O. black
 - 3) Fabric: Gabardine weave; Weight: 11 $\frac{1}{2}$ -12 ounces; Fiber content: 55% Dacron polyester, 45% wool; Ply of yarn: 2 ply warp and filling
 - 4) Collar: Collar height at rear 1 $\frac{7}{8}$ "; under collar to be of 50% wool, 50% rayon
 - 5) Buttons: Domed "FD" buttons gold or silver (appropriate to rank)
 - 6) Sleeves: Plain finished
 - 7) Lining: Fully lined black rayon; Open facing on left side; quilted chest lining; one-piece arm shields and pocket reinforcement of self-material
 - 8) Pockets

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- a) One upper welt breast (no pocket) with welt width of $1\frac{5}{16}$ " and length of $4\frac{1}{8}$ "-5"
 - b) Two lower double welt pockets with welt width $1\frac{3}{16}$ " and length $6\frac{1}{4}$ "-7"; Pockets are ornamental only and do not open,
 - c) Inside jacket pockets to include cash pocket on inside of right pocket $3\frac{3}{4}$ " wide and 3" deep; two horizontal breast pockets $5\frac{1}{4}$ " wide and $8\frac{3}{4}$ " deep
 - d) All pockets must be horizontal (not slanting)
- 9) Badge Tab: A badge tab of the same fabric shall be sewn over the left breast pocket and located so the center of the top eyelet is $2\frac{1}{4}$ " above the top center of the pocket. Badge tabs shall be 1" by 2" in size. Eyelets shall be of rust proof metal and spaced $1\frac{1}{4}$ " apart.
- 10) Badge
- 11) Metal Name Plate



- a) Name plates shall be gold or silver appropriate to rank and include last name and first initial, with middle initial optional, printed in Arial font block style lettering, $\frac{1}{4}$ of an inch without stars, $\frac{3}{16}$ of an inch with stars.
- b) Personnel may place stars on the bottom of their name tag indicating years of service, as an employee, with the City of San Diego. If placing service stars on the name plate, each star shall designate credit for five years of service. Stars shall be in same style, font and size as the name. Stars shall be centered with no spaces.

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- 12) Name Plate Tab: A name plate tab shall be of the same fabric and shall be located on the right breast, 1/2" off the point of lapel, level with the center of the badge. The name plate tab shall be 1/2" by 2" in size. Eyelets shall be of rust proof metal and spaced 15/8" apart.
- 13) Commendation Medal(s)

Valor



Heroism



Meritorious

Life Saving

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- a) Medals shall be placed 1/4" below the name plate, centered.
- b) In the case of multiple medals, the highest medal shall be placed toward the inside, followed by the next highest award.



Multiple Commendation Medals

- c) Recognized Commendation Medals (listed in descending order of precedence):
 - i. Valor
 - ii. Heroism
 - iii. Meritorious
 - iv. Lifesaving

14) Collar Insignias



Fire Chief Assist. Chief Deputy Chief Battalion Chief Captain

- a) Chief officers shall wear gold round medallion style.
- b) Captains shall wear silver round medallion style.
- c) The assistant fire marshal and community risk reduction supervisors shall wear the approved collar insignia according to their position in the Community Risk Reduction (CRR) Division.
- d) Collar Insignias Shall be placed 1/4" from edge of collar with bugles pointed to the tip of collar; the following designates the respective collar devices:

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Insignia Placement

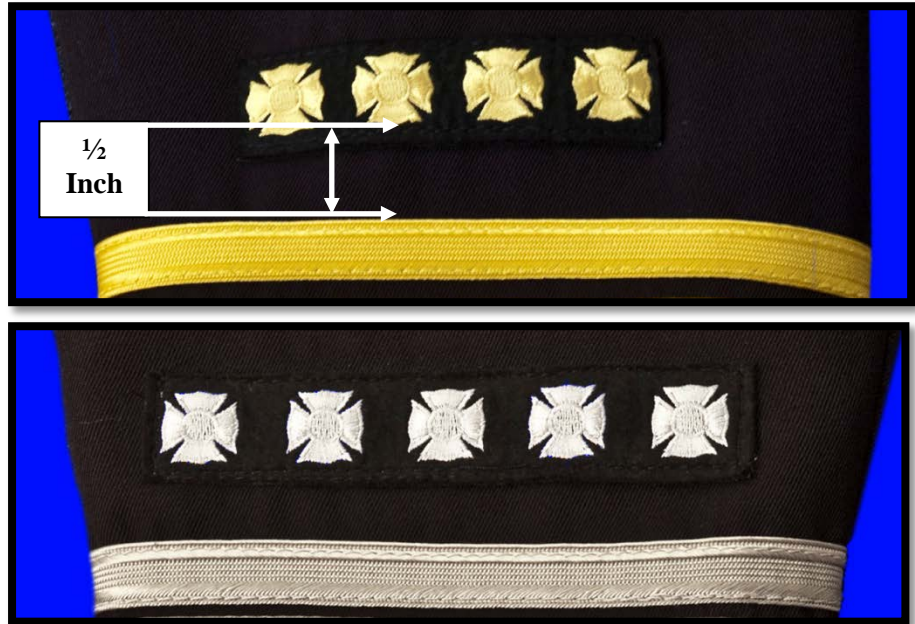


1/4 Inch

- i. Firefighter/Engineer: None
- ii. Registered Nurse: Silver "RN"
- iii. CRR Supervisor: Silver "Fire Prevention"
- iv. Emergency Management Coordinator: Silver pin, blue border and white triangle "EM"
- v. Fire Captain: Silver with parallel bugles
- vi. Air Operations Pilots: Silver with parallel bugles "Air Ops"
- vii. Air Operations Chief: Gold with two crossed bugles
- viii. EMS Administrative Manager: Gold pin with blue inlay and the Star of Life
- ix. Assistant Fire Marshal: Gold with "Asst Fire Marshal"
- x. Battalion Chief: Gold with two crossed bugles
- xi. Chaplain: Gold with appropriate religious symbol
- xii. Deputy Chief: Gold with three crossed bugles
- xiii. Assistant Chief: Gold with four crossed bugles
- xiv. Fire Chief: Gold with five crossed bugles

15) Maltese Crosses

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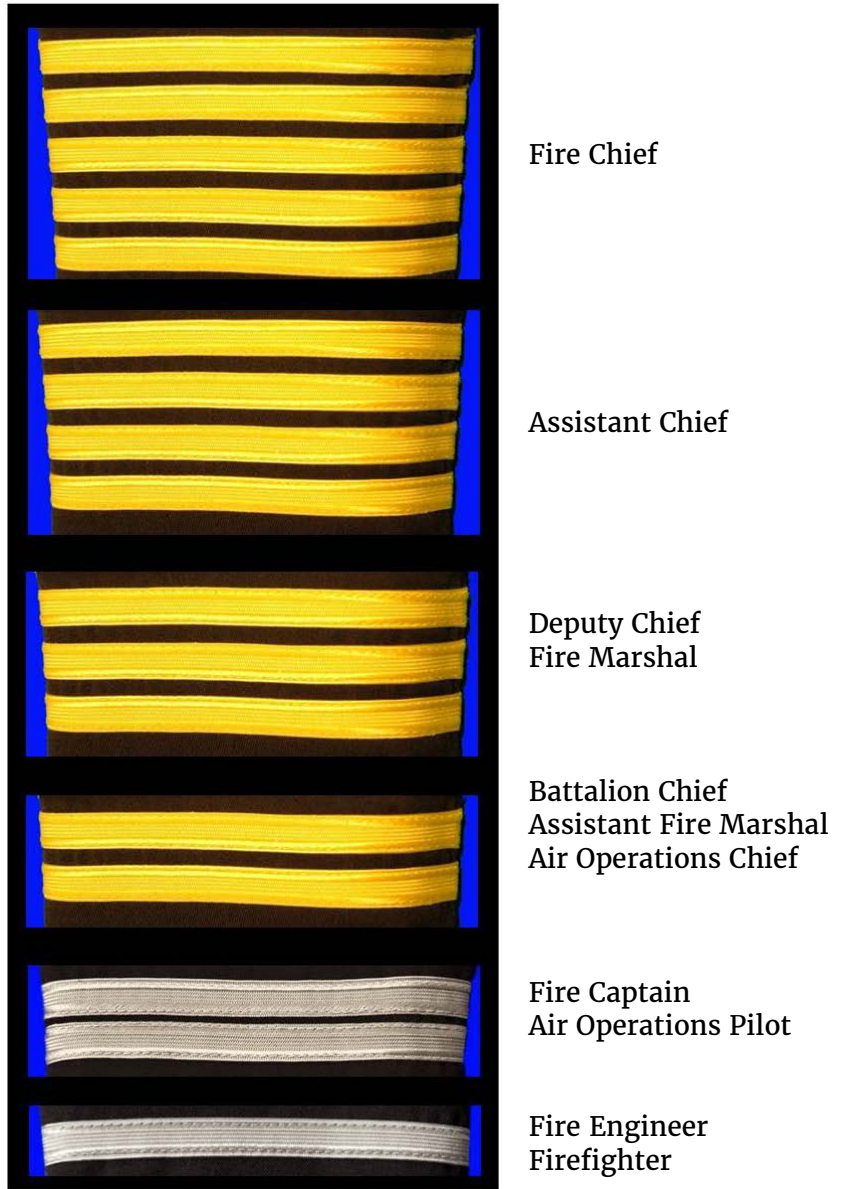


Maltese Cross Placement

- a) Shall be gold or silver on black felt of size and style approved by SDFD and appropriate to rank
- b) Each cross shall designate credit for five years of employment in the San Diego Fire-Rescue Department and/or any full-time paid fire department
- c) Crosses to be worn 1/2" up from top of stripes to the bottom of cross

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16) Department Rank Stripes



- a) To be placed on top half of each sleeve 3" from bottom of sleeve to lower edge of braid
- b) Each additional stripe to be spaced 1/8" above previous stripe
- c) Stripes to be A. H. Rice Co., silver #7100, shade 493, gold color shade #96

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- d) Ranks up to and including engineer, one stripe, silver color braid 1/2" wide type approved by SDFD
- i. Firefighter/Engineer: One stripe, silver color braid, 1/2" wide
 - ii. FPB Supervisor: Two stripes, silver color braid, 1/2" wide.
 - iii. Registered Nurse: Two stripes, silver color braid, 1/2" wide
 - iv. Air Operations Pilot: Two stripes, silver color braid, 1/2" wide
 - v. Emergency Management Coordinator: Two stripes, silver color braid, 1/2" wide
 - vi. Fire Captain: Two stripes, silver color braid, 1/2" wide
 - vii. Chaplain: Two stripes, gold color braid, 1/2" wide
 - viii. Assistant Fire Marshal: Two stripes, gold color braid, 1/2" wide
 - ix. Air Operations Chief: Two stripes, gold color braid, 1/2" wide
 - x. EMS Administrative Manager: Two stripes, gold color braid, 1/2" wide
 - xi. Battalion Chief: Two stripes, gold color braid, 1/2" wide
 - xii. Fire Marshal: Three stripes, gold color braid, 1/2" wide
 - xiii. Deputy Chief: Three stripes, gold color braid, 1/2" wide
 - xiv. Assistant Chief: Four stripes, gold color braid, 1/2" wide
 - xv. Fire Chief: Five stripes, gold color braid, 1/2" wide

17) Patches: The approved SDFD patch shall be placed 1" off the shoulder seam centered on the outside of both the right and left sleeves.

c. Class "A" Dress Trousers Specifications

- 1) Fabric: Gabardine weave, Weight: 11¹/₂-12 ounces, Fiber content: 55% Dacron polyester, 45% wool, Ply of yarn: 2 ply warp and filling
- 2) Color: #3346 N.O. black
- 3) Design: The trouser design shall incorporate plain front two side pockets and two hip pockets and straight leg style. Style #28P8696.
- 4) Belt Loops: There shall be a minimum of 7 belt loops, ³/₈" wide. The loops shall be dropped 1/4" below the waistband and the top

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of the loops shall be caught into the waistband curtain seam. The bottom of the center back loop shall be tacked to the trouser and the top of the loop tacked to the outside of the waistband.

- 5) Length: Trousers to be not less than 1" or more than 2" from ground at back and hollowed in front so as to allow the trousers to rest on the shoe properly. No cuffs; the bottoms of all trousers to be not less than 18" with 21" knee. The maximum dimensions to be 20" bottom and 25" from the knee to conform to the size of the individual.

d. Belt and Buckle



Chief Officer's Belt Buckle Non-Chief Officer's Belt Buckle

- 1) 1½" or 1¾" plain smooth black leather
- 2) Buckle to be manufactured by Sun Badge, or other approved vendor. The buckle shall be 1⁵/₈" wide by 2¹/₁₆" high, with gold or silver "SDFD" buckle appropriate to rank.
- 3) Note: The Class "A" pants can only accommodate the 1½" belt.

e. Dress Shirt

- 1) To be made of white broadcloth, poplin, or permanent press
- 2) Sleeves may be either long or short
- 3) No collar devices, patches, name plates, and/or badges shall be worn on the Class "A" dress shirt

f. Necktie: Black four-in-hand, open ends

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- g. Shoes
 - 1) Oxfords



Black Oxfords

- a) This shoe is to be worn with the women's or men's slacks
 - b) Shall not be worn with women's skirt
 - c) Shall be black plain toe, laced, low back shoes
 - d) The shoe material shall be polish-able or a high gloss finish. High gloss finish is approved for wear with Class A only, not Class B uniform
 - e) Black, plain socks shall be worn with this style shoe
- 5. Class "A" Women's Optional Uniform
 - a. Women may wear one of the two uniform options listed below:
 - 1) Class "A" Women's uniform in its entirety (women's single-breasted jacket with skirt or women's slacks). Accessories may not be mixed with other Class "A" uniform pieces except where indicated. (See photos on page 2).
 - 2) Class "A" Men's uniform in its entirety (double-breasted jacket with men's trousers).
 - b. Class "A" Women's Optional Uniform Consists of
 - 1) Class "A" uniform cap (reference Class "A" cap specifications)
 - 2) Class "A" women's style jacket
 - 3) Class "A" women's style slacks or skirt
 - 4) White blouse
 - 5) Crossover black tie
 - 6) Footwear
 - 7) Pantyhose
 - 8) Handbag
 - c. Class "A" – Women's Dress Jacket Specifications
 - 1) Style: Four-button, single breasted; split front and fully lined; Flying Cross #4800SDC (Worn with skirt or women's slacks)

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- 2) Fabric: Gabardine weave; Weight: 11½ ounces; Fiber content: 55% Dacron polyester, 45% wool; Ply warp and filling
 - 3) Color: #3346 N.O. black
 - 4) Collar: Half peaked lapels
 - 5) Buttons: Same as men's Class "A" uniform specifications;
 - 6) Sleeves: Two-piece sewn-in
 - 7) Pockets: One upper breast welt (no pocket) with welt width of 1⅛" and length of 4⅛" - 5". One inside pocket on lower right; finished inside pocket shall measure 1¼" wide, 5" deep, and shall extend into the facing ½";
 - 8) Lining: Body and sleeves lined with black rayon twill, or an alternate polyester twill cloth
 - 9) Badge Tab: A badge tab of the same fabric shall be sewn over the left breast welt pocket and located at the center of the top eyelet ¼" above the top center of the pocket. Badge tabs shall be 1" by 2" in size. Eyelets shall be of rust proof metal and spaced 1¼" apart.
 - 10) Badge
 - 11) Name Plate Tab: Same as men's Class "A" uniform specifications
 - 12) Metal Name Plate: Same as men's Class "A" uniform specifications
 - 13) Collar Insignias: Same as men's Class "A" uniform specifications
 - 14) Maltese Crosses: Same as men's Class "A" uniform specifications
 - 15) Department Stripes: Same as men's Class "A" uniform specifications;
 - 16) Patches: Same as men's Class "A" uniform specifications
- d. Class "A" Women's Slacks Specifications
- 1) Fabric: Gabardine weave; Weight: 11½ ounces; Fiber content: 55% Dacron polyester, 45% wool; Ply of yarn: 2 ply warp and filling
 - 2) Color: #3346 N.O. black
 - 3) Design: The slacks shall have front and back waist darts, right hand front waistband pocket, two-section waistband with buttonhole extension, and left side slide fastener closure with placket. The legs shall be flared.
 - 4) Length: Slacks to be not less than 1" or more than 2" from ground at back and hollowed in front so as to allow the trousers to rest on the shoe properly. No cuffs; the bottom diameters of all slacks to be not less than 18" with 21" knee. The maximum dimensions to be 20" bottom and 25" from the knee to conform to the size of the individual.

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e. Class "A" Women's Skirt Specifications

- 1) Fabric: Gabardine weave; Weight: 11½ ounces; Fiber content: 55% Dacron polyester, 45% wool; Ply of yarn: 2 ply warp and filling
- 2) Color: #3346 N.O. black;
- 3) Design: The skirt shall be 6 gore with right hand front waistband pocket, slide fastener, and placket closure on left side seam
- 4) Lining: Fully lined with 6 gore lining of black rayon twill
- 5) Length: The hem shall be worn no higher than one inch above the knee or two inches below the knee

f. White Blouse

- 1) To be made of white broadcloth, poplin or permanent press;
- 2) Sleeves may be either long or short
- 3) No collar devices, patches, nameplates, and/or badges shall be worn on the Class "A" dress shirt

g. Black Tie

- 1) Crossover tie with women's uniform
- 2) Four-in-hand, open ends necktie with men's uniform;



Black Crossover Tie

h. Footwear

- 1) Black heels
 - a) Heels may be worn with either the women's pants or skirt.
 - b) Shall be all leather and polished.



Black Heels

- c) Commercial tailored design with plain closed toe and heel. No ornamentation such as bows, buckles or straps.

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d) Heel will be of a height suitable to the individual, but not higher than 2½" nor lower than 1" (measured from the inside sole of the shoe to the end of the heel lift).

i. Pantyhose

- 1) To be worn with skirt only
- 2) Shall be commercial, sheer, nylon flesh shade

j. Socks

- 1) Plain black
- 2) To be worn with pants only

k. Handbag (Optional)

- 1) A commercially procured clutch style black leather or vinyl purse may be carried
- 2) Must be free of ornamentation such as bows or buckles

B. Class "B" Uniform and Specifications

1. Class "B" Uniform Consists of

- a. Class "B" jacket
- b. Class "B" shirt
- c. T- shirt
- d. Class "B" trouser
- e. Belt and approved SDFD buckle
- f. Boots or other approved footwear
- g. Work cap (Optional)

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2. Class "B" Photo Examples

Class "B" Jacket
Sleeve



Class "B" with Short
Sleeve



Class "B" with Long Sleeve



Class "B" with Tie

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3. Class "B" Uniform Specifications

a. Jacket



Lion/Three Season



GK Direct

Class "B" Jacket

- 1) Brand: Lion/Three Season, Lion Uniform Group or GK Direct shelled fleece jacket, (or Department approved equivalent)
- 2) Color: Navy blue
- 3) Material
 - a) Shell: 100% texturized nylon
 - b) Lining: 100% polyester fleece
 - c) Sleeves: Nylon taffeta with thin insulation
 - d) Finish: "Duty" coating for water resistance
- 4) Weight: 420 grams
- 5) Badge: Embroidered patch badge
 - a) Color: Commensurate with rank; Silver #829 or Gold #108 (chief officers)
 - b) Embroidery: San Diego Fire Department
 - c) Size: 3¼" in height
 - d) Stitch Count: 17,000 minimum
 - e) Badge shall be placed 2" up from bottom horizontal chest seam to center of badge, and 3¾" in from zipper flap seam to center of badge.
- 6) Embroidered Name

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- a) Direct embroidery to the jacket material
 - b) Wearers name: First and last name or first initial, with middle initial optional, and last name
 - c) Color: Commensurate to rank: Silver #829 or Gold #108 (chief officers)
 - d) Size: $\frac{3}{8}$
 - e) Stitch Count: 4,000 minimum
 - f) Shall be placed 2" up from bottom horizontal chest seam at center of name plate, and $3\frac{3}{4}$ " in from zipper flap seam to center of name plate
- 7) Collar Insignias shall be round metal, approved specified specialties (color, configuration and number of bugles shall be commensurate for chief officers, captains and other designated uniformed classification as listed in Class "A" specifications).
- 8) Patches: The approved SDFD patch shall be placed off shoulder, centered on the outside of right and left sleeves with the bottom of patch even with horizontal chest seam.

b. Class "B" Shirt



Class "B" Short Sleeve



Class "B" Long Sleeve

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- 1) Class "B" Specifications
 - a) Brand: Workrite, Lion or Flying Cross Snap Front Shirt with navy plastic buttons
 - b) Color: Dark navy/navy
 - c) Material: 93% Nomex IIIA, 5% Kevlar, 2% carbon;
 - d) Weight: 4.5 oz. /yard
 - e) Finish: Post-cure for permanent press by the Nomex Autoclave Method
 - f) Military Creases: Shirts shall have five military creases. There will be three on the back and one on each front centered on the pocket button. The creases shall be permanently stitched $\frac{1}{16}$ " through and through.
 - g) Sleeves: Short or long sleeves
- 2) Badge Holder
 - a) There shall be an inside sling-type badge holder of similar material, approximately $1\frac{1}{2}$ " wide extending from the left shoulder seam.
 - b) There shall be two thread eyelets 1" above the pocket flap on a vertical line with the pocket button.
- 3) Badge: Nothing shall be attached to the badge.
- 4) Metal Name Plate
 - a) To be worn on the right pocket flap $\frac{1}{4}$ " down from the top centered on the pocket flap
 - b) Shall meet standards as specified in Class "A" uniform description
 - c) Note: Probationary firefighters shall wear a blue nameplate until off probation.

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5) Commendation Bars



a) Recognized Commendation Bars

- i. Valor
- ii. Heroism
- iii. Merit
- iv. Lifesaving

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- b) Single Commendation Bar
- i. Shall be centered 1/4" over top edge of right pocket;



Single Commendation Bar

- c) Two Commendation Bars
- i. Shall be centered 1/4" over top edge of right pocket;
- ii. Shall be worn stacked;
- iii. The highest commendation shall always be placed highest on the stacked bars.

- d) Three or more commendation bars
- i. Shall be centered 1/4" over top edge of right pocket;
- ii. Bars shall be stacked;
- iii. No more than two rows shall be permitted.
- iv. The highest commendation shall always be placed highest on the stacked bars and be placed closest the center of the wearer's chest.



Multiple Commendation Bars

- 6) Specialty Service Pins
- a) Specialty service pins shall be approved by the fire chief or designee.
- b) Approved specialty service pins include:
- i. 9-11

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- ii. Air Operations Wings



- iii. HDS Bomb Squad Crab



- iv. Special Weapons and Tactics (SWAT)



- v. Pistol Expert



- vi. Paramedic - Field Trainer (FT)



- c) Specialty service pins shall be centered 1/4" over top edge of right pocket.
 - d) Multiple specialties service pins should be stacked to a maximum of two high with the largest pin on the bottom.
 - e) When stacking with commendation bars, the specialty pin will be placed above the commendation bar.
- 7) Collar insignias shall be round metal, approved specified specialties (color, configuration and number of bugles) shall be commensurate for chief officers, captains and other designated uniformed classification as listed in Class "A" specifications.

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8) Patches

- a) One SDFD patch centered on left sleeve
- b) One American flag patch on the right sleeve (rectangular 3 1/2" by 2" with gold trim, blue field forward when worn)
- c) Shall meet standards as specified in Class "A" uniform description

9) Lapel Pins

- a) Shall not be worn at anytime

c. Approved T- Shirt (Optional, see Class "C" T-Shirt specifications)



Class "C" T-shirt



Class "C" T-shirt w Pocket

- 1) Shall be worn in accordance to Operations Manual SI 07, Section 02
- 2) Shall be worn tucked into the pants
- 3) Personnel shall wear only a Class "C" approved T-Shirt if the T-Shirt is visible under a Class "B" shirt
 - a) Any other type of undergarment shall not be displayed or visible while in public.
 - b) An undergarment T-Shirt is optional and must not be visible under the Class "B" shirt.
- 4) The wearing of long sleeve T-Shirts with short sleeve Class "B" shirts is prohibited.
- 5) The wearing of mock turtlenecks is not permitted under long or short sleeve Class "B" shirt.

d. Trousers

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- 1) Protective clothing provided for in these specifications shall conform to NFPA 1975, 1999 edition. All trousers will bear all labels mandated by the Federal Trade Commission at the date of manufacture.
 - 2) Brand: Workrite, Lion, or Flying Cross, Nomex IIIA
 - 3) Color: Dark navy blue
 - 4) Material: 93% Nomex, 5% Kevlar, 2% carbon
 - 5) Weight: 4.5 oz.yd²
 - 6) Finish: Post-cure for permanent press by the Nomex Autoclave Method
 - 7) Length: Not to be less than 1" or more than 2" from ground to heel
 - 8) Belt Loops: There are five loops on sizes 28", 29" and 30", seven belt loops on waist sizes 31" through 42", and nine loops on waist sizes 44" and over. Belt loops are fully 2¹/₄" long and have a finished width of ⁹/₁₆".
 - 9) Pockets: There are four pockets as follows:
 - a) Front: Left and right bi-swing type pockets with 6¹/₂" quarter top openings and fully 11¹/₄" depth. Openings are bar-tack reinforced at top inside waistband and at bottom across side seam. Pockets are created of internal construction fabric which includes a flame and abrasion resistant reinforcing layer at the heel of pocket not less than 2¹/₂" deep.
 - b) Rear: Left and right bi-swing type hip pockets of top and bottom welt construction with openings 5" wide and 6" deep. Pocket openings bar-tack reinforced at both ends. Left pocket opening shall include a #22 button/buttonhole to close the pocket.
 - 10) Optional Class B Trouser
 - a. Brand: Workrite
 - b. Model: #469NX-75 Dual Compliant Tactical Pant
 - c. Color: Midnight Navy
 - d. Material: Nomex IIIA Twill
 - e. D Weight: 7.5 oz.
 - f. Articulated knee, hook and loop ankle closure, two rear welt pockets and two pleated cargo pockets
- e. Belt
- 1) 1³/₄" or 1¹/₂" plain smooth black leather
 - 2) Buckle to be manufactured by Sun Badge with moniker on the back of buckle

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- 3) The buckle shall be 1⁵/₈" wide by 2¹/₁₆" high, with gold or silver "SDFD" buckle appropriate to rank
- 4) Shall meet standards as specified in Class "A" uniform description

f. Footwear

- 1) The approved footwear for the Class "B" / "C" uniforms varies depending on the environment personnel are to function. There are two basic types of Class "B" / "C" boots: Utility and Wildland.

a) Utility Boot



Chippewa Boot



Redback Boot

- i. This boot shall be worn for medical air/pedestrian traffic accidents, inspections/pre-plans, station work, physical abilities test, vertical/industrial/trench/water rescues, and special service (non-fire) such as elevator rescues and lockouts.
- ii. The utility boot shall meet ASTM F2412-2005 and F2413-2005, US Department of Labor 29 CFR 1910.136, and Cal-OSHA 3385 guidelines.
- iii. Height: 6" minimum height as measured from the bottom of the boot heel. "High-Top"
- iv. Color: Black
- v. Materials: Polish-able leather toe box, and leather or other durable materials used throughout (i.e. Cordura side panels)
- vi. Closure: Must meet above standards
- vii. Toes: ST-1 toe
- viii. Laces: Speed laces acceptable
- ix. Sole (heel): Non-slip, oil resistant, and non-marking

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- x. Certification: Boot must have markings or a tag that specifies certification

b) Wildland Firefighting Boot

White

Haix



Red Wing

Danner

- i. This boot shall be used for vegetation fires.
- ii. The wildland boot is permitted for station wear and may replace the utility boot for routine wear.
- iii. Wildland firefighting boots must meet ASTM F2412-2005 and F2413-2005, US Department of Labor, and Cal-OSHA 3410.
- iv. Approved manufacturers/styles:

White: *Original Smokejumper, 8" (Model 375V) or 10" (Model 400V), black Hathorn 8" or 10" Wildland Boot*

Nicks: Forester, Model 55F, black

Haix Airpower R1 (Or similar Haix NFPA approved wildland boot)

Red Wing 9" Logger Boot

Thorogood (EMS/Wildland, 9"/10" Wildland Boot)

Danner Flashpoint Men's/Women's Fire Wildland

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c) Oxfords

- i. Shall not be worn while working in Operations



Black Oxford

- ii. Plain toe, laced low back oxfords with no stitching pattern or ornamentation
- iii. Shall meet standards as specified in Class “A” uniform description
- iv. Shall be black plain toe, laced, low back shoes, the shoe material shall be polish-able. High gloss are not approve for wear with Class B uniform.
- v. May be worn with Class B uniform by personnel serving in an administrative capacity
- vi. Black, plain socks shall be worn with this style shoe

d) Other specialty boots or footwear

- i. Variations may be determined by the fire chief or designee

g. Work Cap

1) Approved SDFD Ball Cap



Ball Cap

- a) Dark navy blue in color
- b) Embroidered with the approved SDFD logo or a designed and approved graphic, in accordance to Operations Manual SI 07, Section 02

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- c) Curved or flat brimmed caps are permissible
- 2) Wide-brim alternative Tilley hat
 - a) Dark navy blue in color



Tilley Hat

- b) Embroidered with the approved SDFD logo or a designed and approved graphic, in accordance to Operations Manual SI 07, Section 02
- 3) All work caps shall be clean and professional. Soiled caps shall be cleaned or replaced.

C. Class “C” Uniform and Specifications

1. T - Shirts



Class “C” w/Pocket shirt



Class “C” Long Sleeve



Class “C” T-shirt

- a. Dark navy blue long or short sleeve with approved SDFD logo
- b. Approved station identifier shall be in accordance to Operations Manual SI 07, Section 02

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2. Sweatshirt: Dark navy blue with approved SDFD logo
3. Class "B" trousers
4. Approved SDFD belt and buckle, in accordance to Class "A" specifications
5. Boots, as specified in Class "B" uniform specifications
6. Optional Items
 - a. Class "C" Jacket



Class "C" Jacket

- 1) Class C jackets are approved wear in situations that allow class "C" uniforms to be worn. Class C jackets shall not be worn over any Class A or Class B uniform. Specification changes are subject to approval of the fire chief.
- 2) Brand: Landway Soft-Shell jacket or department-approved equivalent
- 3) Color: Navy blue
- 4) Shell: 3-layer bond polyester
- 5) Lining: 100% polyester fleece
- 6) Sleeves: 100% polyester fleece lining with microfleece closure cuffs
- 7) Finish: 3-Layer Bond Polyester with microfleece and film laminate
- 8) Chest insignia: Approved SDFD logo

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b. Sweatshirt

Hooded Sweatshirt



Zippered Crew Neck Sweatshirt



Zippered Front Hooded Sweatshirt

Crew Neck Sweatshirt

- 1) Dark navy blue with or without the approved SFD logo. Commercial and/or sports logos are not permissible on Class "C" sweatshirts.

c. Work Cap

- 1) Class "B" work cap
- 2) Tilley, navy blue wide brimmed hat

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3) Knit cap

- a) Dark navy blue in color



Knit Cap

- b) Embroidered with the approved SDFD logo or a designed and approved graphic, in accordance to Operations Manual SI 07, section 02
- c) Shall not be worn with the Class B uniforms

D. Class "D" Uniform and Specifications

1. Class "C" T- Shirt or Tank Top

- a. Navy blue with approved SDFD logo
- b. Navy blue with approved station design in accordance to Operations Manual SI 07, Section 02
- c. Sports bras shall not be worn as the only covering material. A t- shirt or tank top shall also be worn.

Class "C" Tank Top



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2. Shorts



Running Short



Gym Style Short

- a. Plain navy blue with/without approved SDFD logo
- b. Commercial and/or sports logos may be permissible if they are discrete.

3. Sweatpants



Men's Sweatpants



Women's Sweatpants

- a. Dark navy blue with or without the approved SDFD logo
- b. Commercial and/or sports logos are not permissible on Class "C" sweatpants.

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4. Athletic shoes
 - a. Athletic type designed for walking or running with full toe and sole



Athletic Shoe

5. Slippers and/or Sandals
 - a. May be worn when in station (out of public view) between the hours of 1900 to 0700 hours.
 - b. These types of shoes shall not be worn while engaged in training or work activities.
6. Work Cap
 - a. Ball cap
 - b. Visor or low profile
 - 1) Dark navy blue in color
 - 2) Embroidered with the approved SDFD logo or a designed and approved graphic, in accordance to SI 07, Section 02

E. Staff, Office and Straight Day Alternate Apparel or Business Attire

1. Business attire may be worn by all SDFD personnel with the approval of the fire chief or designee.
2. Uniformed personnel shall wear appropriate Class "A" or "B" apparel when meeting with the public.
3. Variations to this policy, such as "Casual Friday", shall be approved by the deputy chief or deputy director of the section.
4. Appropriate Business Attire:
 - a. Dresses (length no more than two inches above the knee)
 - b. Skirts (length no more than two inches above the knee)
 - c. Suits/pantsuits/ties
 - d. Dress slacks
 - e. Khaki or Docker – style pants
 - f. Dress capris or pants in business suitable fabrics
 - g. Blouses, sweaters and cardigans
 - h. Polo or button up shirts with collars (long/short sleeve without any logos or with an approved San Diego Fire-Rescue logo on the upper left chest area)

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- i. Blazers, vest or sports coats
- j. Business shoes (dress heels, flats, oxfords, loafers, dress boots etc.)
- k. Belts and socks to be an appropriate color to blend with the pants, shirts and shoes

5. Inappropriate Business Attire:

- a. Denim may be permitted on casual Fridays, specially designated days, or at the discretion of the deputy chief or deputy director of the section.
- b. Casual/sport t-Shirts, sweaters or shorts
- c. Sun dresses, skirts with revealing splits or miniskirts
- d. Provocative or revealing attire including low cut tops that reveal cleavage
- e. Tank tops or sleeveless garments
- f. Athletic wear
- g. Tight pants, stretch pants or leggings
- h. Clothes that don't fit properly (too tight or too baggy)
- i. Clothing that is not properly laundered or not in good condition
- j. Sandals of any kind, flip flops, extreme opened toed shoes, heels in excess of four inches, athletic or canvas shoes, casual boots or slippers

F. Specialty Section Uniform Specifications

1. EMS

a. Ambulance Personnel

1) Pant (Optional to Class "B" pant)

- a) Lion Medic 1: Tactix, BDU style, Nomex pant or Department approved equivalent. (Product Code WD0135SR-30)
- b) Navy, Nomex IIIA
- c) Thigh cargo pockets

2) Class "B" Shirt

- a) Shall meet standards as specified in Class "B" uniform description
- b) Shall be worn at all times while staffing an ambulance

b. Mobile Operations Detail (MOD) Team

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Various MOD Team Uniforms

- 1) The event commander shall designate the uniform of the day and notify the personnel prior to the assignment.
- 2) Pant (Optional to Class “B” pant)
 - a) Brand: 5.11 Stryke Tactical Pant (or Department approved equivalent), 74369 (Men’s) or 64386 (Women’s)
 - b) Color: Dark Navy Blue
 - c) Material: 6.8 – oz. Flex-Tac Ripstop fabric
- 3) Shorts
 - a) 5.11 Patrol Short: Style – 43057 or Department approved equivalent
 - b) Dark navy, color (724)
 - c) Lightweight nylon/elastane fabric
 - d) Thigh cargo pockets
- 4) Class “B” Shirt
 - a) Shall meet standards as specified in Class “B” uniform description
- 5) Alternative Polo Shirt

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- a) Brand: 5.11 Performance Polo (or Department approved equivalent), 71049
- b) Color: Navy Blue
- c) Material: 100% Polyester
- d) Cut: Polo
- e) Patches, Name and Badges
 - i. Left upper breast: approved/rank appropriate embroidered badge, approximately 5 1/2 inches (positioning based on the size of the garment)
 - ii. Right upper breast: name embroidery, 1/2 inch block lettering with rank color commensurate, approximately 7 inches (positioning based on the size of the garment)
 - iii. Left Shoulder: Approved SDFD
 - iv. Right Shoulder: Approved American flag
- 6) Cold Weather Apparel
 - a) Black gloves
 - b) Knit cap, as approved under work caps of this same manual
 - c) Apparel as approved by the supervising officer for the conditions
- 7) Helmet, Bike
 - a) Giro Feature
 - b) Mountain Bike or Bell Piston Police Bike helmet (or Department approved equivalent)
 - c) Black
 - d) Adjustable chin strap



MOD Bike Helmet

- 8) Shoe
 - a) Work boot
 - b) Skechers Slip Resistant Athletic shoe or Griper slip resistant shoe or Department approved equivalent
 - c) Black
 - d) Polish-able
 - e) Black half or crew sock

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MOD Team Athletic Shoe

9) High visibility vest

- a) Full Source, item PSV-Fire-ML or Department approved equivalent
- b) Red mesh with lime green reflective marking
- c) Meets ANSI 207 requirements
- d) Embroidered badge
- e) Vest markings – San Diego Fire-Rescue Department, Paramedic, front and back



MOD Team Vest

10) Belt

- a) Shall meet standards as specified in Class “A” uniform description, (or)



5.11 or CMC Style Tactical Belt

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- b) A 5.11, California Mountain Company (CMC) or approved equivalent, tactical, hook and loop belt may be substituted for the Class “B” belt when wearing the MOD alternate uniform.
- c) Shall only be worn while staffing MOD Team

2. Logistics

a. Shirt:

- 1) Brand: 5.11 or approved equivalent
- 2) Color: Navy Blue
- 3) Material: Cotton, Polyester, or Cotton/Poly Blend
- 4) Cut: Polo
- 5) Embroidery: Left upper breast, approved San Diego Fire-Rescue or Logistics logo, 3.25” in height
- 6) Logistics outfitting personnel can substitute the polo with a class C shirt while assigned outfitting duties.



Logistic Uniform

b. Pant

- 1) Brand: 5.11 or approved equivalent
- 2) Color: Navy Blue
- 3) Material: Flex-Tac Ripstop, Cotton, Polyester, or Cotton Poly Blend
- 4) Cut: Stryke, Tac-Lite Pro, or Tac-Lite Jean Cut
- 5) Logistics outfitting personnel may substitute the Flex-Tac pant with the Dickies work pant when assigned outfitting duties

c. Boots

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- 1) SDFD approved station boots as described in B. 3. f. Footwear, above, shall be worn by Logistics staff and outfitting personnel.
- d. Belt
 - 1) A CMC or approved equivalent, tactical, hook and loop belt may be substituted for the Class "B" belt when wearing the Logistics section alternate uniform (see Logistics section for picture and specifications).
3. Special Operations
 - a. Air Operations



2-Piece Flight Suit



1- Piece Flight Suit

- 1) 1 piece flight suit, Gibson and Barnes
 - a) Long sleeve, navy blue, Def. 5.0
 - b) Part #UA2N1BN or equivalent
- 2) 2 piece flight suit, Gibson and Barnes
 - a) Sentinel shirt, long sleeve, navy blue, Def. 6.5, Part #SB2N2BN or equivalent
 - b) Sentinel pant, navy blue, Def. 6.5, Part #TB1N2BN or equivalent

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- c) Sentinel heavy weight jacket, navy blue, Def. 6.5, Part #JB2N2BN or equivalent
- d) Class B
- e) Variations determined by fire chief or designee

b. Bomb Squad



Various Bomb Squad Uniforms

- 1) 1 piece flight suit, Gibson and Barnes
 - a) Long sleeve, sage green, CWU-27/P, MIL-SPEC 4.5
 - b) Part #WA2M1ES, or equivalent
- 2) 5.11 tactical polo shirt
 - a) 100% cotton professional, khaki or black, with approved SDFD Bomb Squad logo
 - b) Style/SKU 41060 or equivalent
- 3) 5.11 tactical pants
 - a) 100% cotton, khaki or tundra
 - b) Style/SKU 74251 or equivalent

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- 4) T-Shirt
 - a) Short or long sleeve khaki, black or OD green in color, with approved SDFD Bomb Squad logo
- 5) Jacket
 - a) Class "C" jacket, black in color, with approved SDFD Bomb Squad logo
- 6) Work Cap



Various Bomb Squad Work Caps

- a) Baseball cap, black or khaki in color, with approved SDFD Bomb Squad logo
 - b) Military tactical style boonie hat, black or khaki in color, with approved SDFD Bomb Squad logo
 - 7) Class B
 - 8) Variations determined by fire chief or designee
- c. Community Emergency Response Team (CERT)
 - 1) Polo shirt, green in color
 - 2) Pants, khaki in color
 - 3) Variations determined by fire chief or designee
- d. Emergency Management

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- 1) Class B
 - 2) Variations determined by fire chief or designee
- e. Hazardous Materials Team (Hazmat)



HAZMAT 1 Piece Jumpsuit

- 1) Class B
- 2) 1 piece HAZMAT suit, Gibson and Barnes
 - a) Long sleeve, red in color, Tactical DEF 6.5
 - b) Part #UT2N4RX or equivalent
- 3) Variations determined by fire chief or designee

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f. Metro Arson Strike Team (MAST)



Various MAST Uniforms

- 1) 2 piece dig out uniform
 - a) 5.11 TDU Ripstop or Taclite top, long sleeve, dark navy in color
 - i. Style/SKU 72002-724 Ripstop
 - ii. Style/SKU 72054-724 Taclite
 - b) 5.11 TDU Ripstop or Taclite pants, dark navy in color
 - i. Style/SKU 74003-724 Ripstop or equivalent
 - ii. Style/SKU 74280-724 Taclite or equivalent
- 2) Office Attire
 - a) Polo or buttoned shirt with approved MAST or Bomb Squad logo
 - b) Slacks
 - c) Females may wear a skirt
- 3) Courtroom Attire
 - a) Team members shall adhere to the courtroom policies of their parent agency.
 - b) SDFD personnel shall wear a business suit or coat, tie and slacks, or a dress (Class A) uniform.
 - c) SDPD members shall wear a business suit or coat, tie and slacks or a uniform (Class B).

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4) Work Cap

- a) Baseball cap with approved MAST or Bomb Squad logo



MAST Work Cap

- 5) Variations may be modified on a case-by-case basis by the parent agency supervisor

g. Special Tactic and Rescue (STAR)



Various STAR Team Uniforms

- 1) 5.11 TDU Ripstop top, long sleeve, dark navy in color
- 2) 5.11 TDU Ripstop pants, dark navy in color
- 3) 1 piece flight suit, Gibson and Barnes, long sleeve, navy in color
- 4) Variations determined by fire chief or designee

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h. Tactical Rescue Team (TRT)

- 1) Class B
- 2) NFPA 1951 compliant rescue/recovery coat, Lion TR51 Millenia/2" reflective trim or equivalent
- 3) NFPA 1951 compliant rescue/recovery pants, Lion TR51 Millenia/2" reflective trim
- 4) Variations determined by fire chief or designee



TRT Protective Equipment

i. Terrorism Liaison Officer (TLO)

- 1) Class "B"
- 2) Variations determined by fire chief or designee

j. Urban Search & Rescue (US&R)



Various US&R Uniforms

- 1) 5.11 Taclite TDU pant, 724 dark navy
 - a) Model # 74280 or equivalent
- 2) 5.11 Taclite TDU, long sleeve shirt, 724 dark navy

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- a) Model # 72054 or equivalent
 - 3) 5.11 Pro PCKT T-shirt, 720 navy with approved CA-TF8 logo;
 - a) Model # 71307 or equivalent
 - 4) Work cap
 - a) Baseball cap, navy in color, with approved CA-TF8 logo
 - b) Military style tactical boonie hat, navy in color, with approved CA-TF8 logo
 - c) Knit cap, navy in color, with approved CA-TF8 logo
 - 5) Variations determined by fire chief or designee
- 4. Community Risk Reduction (CRR) Division
 - a. No dress code can cover all contingencies so employees must exert a certain amount of good judgment and common sense in their choice of clothing to wear to work. Different styles will be necessary depending on the change of the seasons and the nature of the work.
 - b. All department approved station caps or hat wear are allowed.
 - c. The jacket will be the Class "B" uniform jacket or soft shelled zippered jacket blue or black in colored.
 - d. Inspection Uniforms
 - 1) Class "B" Uniform
 - a) The Class "B" uniform, as specified in this Standard Instruction
 - b) Non-suppression personnel may wear a Class "B" style uniform shirt in navy blue, manufactured by a SDFD approved vendor, made in polyester cotton, and solid navy blue trousers similar in style to the Class B trouser.
 - 2) Class "A" Oxford style shoes may be worn with Class B uniform by all personnel.
 - 3) If a jacket is worn, it shall comply with the specifications of the Class "B" uniform jacket as outlined in this Standard Instruction.
 - 4) Class "C" uniform components, i.e. sweatshirts, are not approved for CRR use.
 - e. Alternate Uniform
 - 1) May be worn by this employee group while conducting Fire Department business,

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- 2) A golf style uniform shirt with a collar or a long/short sleeve dress shirt both with an approved San Diego Fire-Rescue logo on the upper left chest area,
 - 3) Untucked shirts shall be a straight cut style shirt,
 - 4) Class "B" trousers, dress trousers or a skirt,
 - 5) Dress shoes, fire suppression boots, wildland boots or station/similar boots. All boots must comply with SI 07, Section 01,
 - 6) Dress belt and buckle.
- f. Special Events
- 1) Some special events may require standby personnel to wear attire other than that specified in the standby personnel policy.
 - 2) This will be done on a case by case basis at no cost to SDFD or the inspector and with the approval of the assistant fire marshal.
- g. When a specific uniform is designated for special activities and personnel are in violation of these guidelines, that person may be excluded from the activity.
- h. When required, safety equipment shall be worn while conducting an inspection (body protection, i.e. head, eye, face, hand, foot).
5. Training
- a. Training Ground/ Outdoor Activities Uniform
- 1) Shirt: Approved Training T- shirt
 - 2) Pants: Class B, wildland, or turnouts
 - 3) Belt: Class B, wildland, or rescue
 - 4) Boots: SDFD approved station boots



Training Instructor Alternative Uniform

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5) Hat

- a) Any department approved cap
- b) Straw lifeguard style hat approved for the training ground



Training Alternative Work Hat

- i. Hat shall be washed or replaced when “sweat stains” are visible.
- 6) Sunglasses: Plain in design. Retainers will be plain black or blue.
- 7) Grooming standards will follow department policy.
- 8) Instructors that teach in both the classroom and training ground may stay in their training ground attire when flexing back and forth.