

I. GENERAL UNIFORM:

Any item that has not been issued by the Albuquerque Fire Department shall not be worn with the uniform.

- A. Members shall keep themselves properly uniformed at all times while on duty. During roll call, members shall be in the prescribed fatigue uniform. This means the Fatigue Shirt (with badge, name plate, and appropriate rank insignia), Fatigue Trousers, plain black leather belt, and unadorned black leather uniform shoes or boots.
- B. When appearing in public, a member's uniform shall be neatly pressed and clean, buttons and badges polished, shoes polished, tie properly adjusted (if applicable), and coat fully buttoned. No badge emblems, pins, or insignia of any kind shall be worn except those specified or approved, in writing, by the Fire Chief.
- C. Any Chief Officer/Commander, or those acting in their absence, has the authority to condemn any part of the uniform which is unfit for service. Any uniform condemned will be replaced according to the union contract.
- D. Members may purchase additional uniforms or parts of the uniform whenever they wish, subject to provisions of these specifications. It is the duty of each member to ascertain that the uniforms (including headwear) he/she purchases is an A.F.D. approved uniform according to department specifications.
- E. Off duty members shall wear no portion of the regulation uniform, except when specified or approved, by the Fire Chief, or the Fire Chief's designee.
- F. Each member shall, upon completion of Cadet Training, provide themselves with a modified Class A uniform.

II. UNIFORM CAP

- A. Uniform caps for the Fire Chief, Deputy Chiefs, Commanders, and Captains shall be Albuquerque-style/white leatherette, black visor with a ½" gold sliding strap (with two gold buttons). The Fire Chief and Deputy Chiefs caps will have gold bullion on the visor.
- B. The Lieutenant's caps shall be Albuquerque-style, dark blue serge, black visor and a ½" silver sliding strap with two silver buttons and a perforated band.
- C. All other member's caps shall be Albuquerque-style, dark blue serge, black visor and black ½" sliding strap with two silver buttons and a perforated band.
- D. Uniform cap shall be worn with Class "A" uniform. The uniform cap is optional when wearing the modified class A or fatigue uniform.

III. CLASS A UNIFORM:

- A. Class A for all members shall be: dress coat with badge and lapel buttons, cap, dress trousers, white long sleeve dress shirt, tie, belt and plain black leather uniform shoes or boots.

Dress Coat: The coats shall be Albuquerque style, 16 oz., dark blue serge, double breasted with three buttons There shall be five gold ½” texturized braids, ¼” apart for the Chief of the Department; four gold ½” texturized braids, ¼” apart for Deputy Chiefs; three gold ½” texturized braids, ¼” apart for Commanders; one gold ½” texturized braid for Captains; one silver ½” texturized braid for Lieutenants; one royal blue ½” texturized braid for Drivers; and one black ½” texturized braid for Firefighters. The official Albuquerque Fire Department patch will be sewn centered ¾” below the upper seam of the left shoulder. Specialty patches as directed in Section XII.

- a. Time in service markings shall be the 5/8 inch Maltese crosses, 1 for each 5 years of service completed. The Maltese crosses shall be gold for those with gold braids and silver for all other members.
2. Dress Shirt: The dress shirt shall be white in color, long sleeve, and have two loops, for the breast badge.
3. Dress Trousers: The dress trousers are to be dark blue serge to match the dress coat. The trouser pocket style is optional. Dress trousers will be un-cuffed.
4. Dress Skirt for Women: The Skirt is optional for women. The skirt shall be 100% Dacron, dark blue serge 11-11 ½” oz. with no scarlet braids and the bottom of the skirt length shall be 1” above or below the middle of the knee cap.

IV. MODIFIED CLASS A UNIFORM:

- A. Modified Class A for all members shall be: dress trousers, white long sleeve shirt, tie, and belt. All items shall match the specifications for the Class A uniform.
1. It shall be worn for any event ordered by the Chief of the Department

V. SHIRTS/FATIGUE UNIFORMS

The T-shirts and/or crew sweatshirt may be worn as an outer garment by Firefighters, Drivers, Lieutenants, Captains and Battalion Commanders. They may be worn only;

- While participating in exercise/workout.
- While responding to emergency calls.
- While in quarters.
- When otherwise directed by Fire Chief or his/her designee.
 - *Personnel should keep the fatigue shirt on their response unit in order to avoid returning to station to retrieve it to dine in a restaurant, go to the store, go for a random drug test, etc.

A. T-Shirts/Sweatshirts

- T-shirts: Navy blue in color, no pocket, round collar, short or long sleeve, with the approved embroidered colored Maltese cross on the left breast. *The embroidered logo will be a Maltese cross 2 ½" x 2 ½" inches in size and will be embroidered in red thread. The AFD Est. 1900 hydrant, hook and ladder will be embroidered in silver thread, except for Chief officers, which will be in red thread, the ax heads will be half silver (blade end) and half red (pick headed end). The ax handles will be filled in with tan thread. The center of the logo (scramble) will be 1" x 1" inches in size, the trumpet, hook, ladder, and ax will be filled in yellow gold thread and the helmet will be filled in with red thread and will have a black thread outline. "ALBUQUERQUE FIRE DEPT;" will be embroidered in ¼" block lettering around the top portion of the Maltese cross, ¼" above the cross. The embroidery above the cross will be in gold lettering for the Fire Chief, Deputy Chiefs, Commanders and Captains; the lettering above the cross will be in silver lettering for Lieutenants, Drivers and Firefighters. On the right breast, the member's rank will be embroidered in 3/8" block letters. The rank will be spelled out (Firefighter, Driver, Lieutenant, Captain, Commander, Deputy Chief or Fire Chief). The member's name will be embroidered in 3/8" block letters, centered beneath the rank designation. The member will have one or two initials followed by periods and the last name spelled out. The member's medical specialty (EMT -B, EMT -I, EMT -D, or Paramedic) will be embroidered in 3/8" block letters, centered beneath the member's name (see diagram). The back of the T-Shirt will have "Albuquerque" silk-screened in solid white or open-faced aardvark. The dimensions shall be 1 ¼" high, 1 ½" wide and 11 ½" long. "Fire" will be silk screened in solid white aardvark ¼" below "Albuquerque". The dimensions shall be 3 ½" high, 2 ½" wide and 11 ½" long. "Department" will be silk screened ¼" below "Fire" in solid white or open-faced aardvark. The dimensions shall be ¼" high, 11/2" wide and 11 ½," long. "Albuquerque Fire Department" will be centered at approximately shoulder blade height (see diagram). The long sleeve T-shirt may not be worn under any short sleeve uniform shirt.*
- Sweatshirts: 11 oz., solid navy blue crew neck or hooded - hooded sweatshirt may come with or without zipper, with long sleeves. Sweatshirts will be nothing less than 90% cotton and 10% nylon cross grain weave with ribbed inserts under the arms, with the approved embroidered colored Maltese cross on the left breast (See T-shirt Section concerning embroidery specification).
- Optional Sweatshirt: will be the New York style with the collar and patches on the elbows with chest zipper. The optional sweatshirt may be worn under same regulations as the T-shirt and sweatshirt.

B. Shorts

- Uniform Shorts Guidelines:

Shorts may only be worn by Field Crews and Academy Staff, and only from May 1 through August 31, or when otherwise directed by Fire Chief or his/her designee

- a. The uniform shorts shall be worn with plain black leather uniform shoes or boots, and shall;
- b. Be worn with plain white or black socks, not extending above the calf.

C. Fatigue Uniforms

1. Captains, Lieutenants, Drivers and Firefighters fatigue uniform shall consist of fatigue trousers/shorts, fatigue shirt, plain black belt, and plain black leather uniform shoes or boots.
2. The service jacket and sweatshirt may be worn with the fatigue uniform as weather permits.
3. Members of Training Division, Fire Prevention Bureau and Heavy Technical Rescue team may wear coveralls when their duties warrant their use. The Albuquerque Fire Department patch with "Zia" symbol in the center shall be sewn on the left sleeve 1 inch below upper seam and centered.
4. Commander's fatigue uniforms will consist of white uniform shirt, fatigue trousers, plain black belt, and plain black leather uniform shoes or boots

D. Headwear

1. The fatigue cap may be worn with the fatigue uniform. All caps may be adjustable back or fitted. All caps will be worn brim straight forward at all times. All fatigue caps on the front shall be embroidered with only "Albuquerque Fire Department". "Albuquerque" and "Department" ¼" high in silver lettering/gold if Commander, Deputy or Fire Chief, "Fire" 1¼" high in red lettering. Optional members name on the back of the cap shall be in ¼" embroidered block lettering. Fatigue caps for the Chief of the Department, Deputy Chiefs and Commanders shall be solid white with a red brim and red button on top. Captains and Lieutenants caps shall be solid navy blue with a red brim and red button on top. Drivers and firefighters caps shall be solid navy blue with a navy blue brim and blue button on top.

Note: The Fire Chiefs and Deputy Chiefs caps will have gold bullion.

2. The Bush hat may be worn with the fatigue uniform. The Bush hat shall be navy blue with the official "Albuquerque Fire Department" lettering embroidered on the front as listed with specified lettering of fatigue cap. The Bush hat may be worn as weather permits.

3. Knit cap shall be navy blue with the official "Albuquerque Fire Department" lettering embroidered on the front as listed with specified lettering of fatigue cap. The knit cap may be worn as weather permits.

VI. **TIES:**

Firefighters of all ranks will wear black fore-in-hand ties. Appropriate tie tacks or pins may be worn. Female firefighters of all ranks may wear black crossover tie, or the black fore-in-hand tie. The tie will be worn with the Class A uniform, and modified Class A uniform.

VII. **SOCKS:**

All ranks will wear plain white or black socks. Socks will visible above the uniform shoe or boot. (i.e., no "footies.")

VIII. **BADGES AND BUTTONS:**

- A. The Fire Chief, Deputy Chiefs, Commanders and Captains cap badges, lapel buttons, breast badges and jacket buttons shall be gold. The badges and lapel buttons shall be as follows: Fire chief --five crossed trumpets; Deputy Chiefs -- four crossed trumpets; Commanders -- three crossed trumpets; Captains -- two parallel trumpets. The jacket buttons will read "FD".
- B. Lieutenants, Drivers, and Firefighters cap badges, lapel buttons, breast badges and jacket buttons shall be nickel-plated. The badges as follows: Lieutenants - one trumpet on badges and lapel buttons; Drivers - fire truck on badges and lapel buttons; Firefighter- badges and lapel buttons shall be the Albuquerque Style Pike pole, Axe and Ladder badge.
- E. The Fire Department shall furnish cap badges, breast badges, and lapel buttons. Replacement of these items shall be done by the Fire Department, but may result in the employee bearing the replacement cost.
- F. All officers will wear-collar insignias on their fatigue and dress shirts to designate their rank. Lieutenant insignia shall be nickel-plated trumpet. Captain and Chief Officers insignia shall be gold plated with corresponding trumpets of rank. All collar insignias worn by A.F.D. Officers shall be worn with the bell of the talking trumpet(s) pointing toward the center (tip) of the collar and centered.

IX. **CIVILIAN ATTIRE**

Civilian attire may be worn by members in certain divisions or circumstances with the permission of the Fire Chief.

- While it is impossible to describe all acceptable civilian attire, in general, if civilian attire is worn, it shall be neat, clean and present a professional and businesslike appearance. For men, Dress slacks and a button shirt with a collar, along with a leather belt and black or brown leather shoes is acceptable. Women may wear dress slacks or a skirt and dress shirt, blouse, or sweater. The skirt should be approximately knee length. Shoes should be black, brown or navy, and conservative in appearance.
- Athletic shoes shall not be worn.
- Jeans shall not be worn.
- The Fire Chief retains the right to determine what acceptable civilian attire is.

X. SERVICE JACKET

A. Service Jacket Spiewalk, Stock #1775 or Gerber # 30G

1. Dark Navy Blue, Spiewalk, Stock #1775 or Gerber # 30G (no substitutions) *160 Denier Cordura nylon wrap and fill, finished with a non ravel coating. Removable liner, shall be a full body back zip in/zip out 100% nylon 70 denier (106 x 88) nylon quilted to 3 m Thinsulate C100 in a 6" diamond pattern, lined with a non pile 1000/0 polyester fleece.* The jacket shall be waist length with a split waist band and side vent zippers with a 3 piece sleeve for full ease of movement and epaulets that form a distinctive "over the shoulder" appearance.
2. A 2" x 5" patch of silver reflective material with ½" red embroidered letters. Rank required for members spelled out: Firefighter, Driver, Lieutenant, Captain, Commander, Deputy Chief, and Fire Chief, with name underneath. . The name shall have the first initial (second initial optional), with the full last name or the full first and last name, *with a matching merrowed border.*
3. The badge patch is to be sewn over the left breast. The Albuquerque Fire Department patch is to be sewn on the left sleeves 1" below the epaulet, and will be centered. The Albuquerque Fire Department specialty patches are to be sewn on the right sleeve 1" below the epaulet, and will be centered. For approved patches and badges see Photos.
4. A 4" X 10" patch of silver reflective material with 3 ½" red embroidered letters with "FIRE DEPT." will be sown on the back of the jacket. It will be centered no more than 6" from the top.

XI. EXERCISE CLOTHING

- A. T -Shirts/Sweatshirts: The same guidelines as mentioned in section IV will be applied to exercise T-Shirts and sweatshirts.
- B. The approved gym shorts and sweatpants will be worn for exercise use only and be subject to the guidelines in section IV.

1. Gym shorts: Solid dark blue in color and mid thigh to above the knee, with the approved embroidered colored Maltese cross on the left leg.
2. Sweatpants: Solid dark blue in color, with the approved embroidered colored Maltese cross on the left leg.

XII. PATCHES:

A. Patches shall be worn on Jackets, Dress shirts and Fatigue shirts. The Albuquerque Fire Department patch shall be centered on the left sleeve; ¾” from the upper seam will have a red background *and be 100% embroidered*. The merrowed edge and lettering will be silver and the New Mexico State seal gold. No more than one specialty patch will be worn on the right sleeve of any jacket or fatigue shirt. The specialty patch shall be centered on the right sleeve, ¾” from the upper seam

- Paramedics are authorized to wear the approved EMT-P patch.
- Hazardous Material Task Force team members are authorized to wear the approved Haz Mat patch.
- Individuals permanently assigned to the Fire Academy are authorized to wear the approved Academy patch.
- EMT Basics are authorized to wear the New Mexico State approved Emergency Medical Training (EMT) patch.
- Heavy Technical Rescue Task Force members are authorized to wear the approved patch.
- Emergency Medical Dispatchers are authorized to wear the Emergency Medical Dispatch (EMD) patch diagram
- Members assigned to Technical Services are authorized to wear the Technical Services patch
- Members assigned to the Fire Marshall’s Office are authorized to wear the Fire Marshall’s Office patch

B. All specialty patches shall be removed once the individual no longer meets the certification of that specific division.

XIII. IDENTIFICATION NAME PLATE AND BADGE:

A. The nameplate with rank and date of hire (serving since) will be made of metal Albuquerque style, gold plate finish for Captains and Chief Officers, nickel plate finish for other ranks. The nameplates shall have the first and second initials with the last name engraved or the first name and last name engraved in black lettering. The pin or clasp shall be optional. The nameplate shall be worn on the upper seam of the right breast pocket of the shirt with the pin or clutch and post directly above the pocket seam.

- B. The Albuquerque Fire Department badge shall be worn on left breast. Badge and nameplate shall be worn at all times while wearing fatigue or dress uniform.

XIV. HAIR CUT AND GROOMING

- A. All members are required to be well groomed and present a neat and clean appearance at all times while on duty.
1. The Fire Chief retains the right to use discretion in deciding if a particular hair style, facial hair or side burns are acceptable. This is a management right and will not be grounds for a grievance
 2. The Fire Department is a uniformed service; therefore, a neat and well-groomed appearance by fire fighters is important to the department and contributes to building the pride and spirit essential to an effective Fire Department, as well as, a vital ingredient for good public relations.
 3. It is the responsibility of all Officers to insure that members under their command present a neat and orderly appearance.
 4. It is the duty of each member to present a neat and orderly appearance at all times.

B. While it is not possible to list all possible hairstyles, there are many hairstyles which are acceptable to the department, so long as a member's hair is kept in a neat manner. There are occasions when a supervisor thinks a hairstyle is ragged, unkempt or extreme in appearance. In these cases, on notification from the supervisor, the member shall correct the violation. If the member is in disagreement, he/she shall be allowed to appeal to the Fire Chief, who will make a final determination. Additionally, there are times that a member may wish to request an exception to the regulation in advance. All requests for exceptions will be submitted by members in writing to the Fire Chief by the first of January each year. Approval authorizes exception to the rule for one year. The disapproval of exceptions to the Haircut and Grooming policy is a management right and will not be grounds for a grievance.

1. Hair will be kept clean and neatly groomed, the length and or bulk of the hair will not be excessive or present a ragged, unkempt, or extreme appearance. Hair will present a tapered appearance and when combed, it will not fall over the eyebrows.
2. In all cases, the bulk or length of hair will not interfere with the normal wearing of caps, helmets, and breathing apparatus/SCBA masks.
3. Male firefighters
 - a. Shall not allow hair to extend beyond the top of the shirt collar or below the middle of the ear lobe.
 - b. Who desire to wear sideburns will keep them neatly trimmed and the base will be clean shaven in a horizontal line. No portion of the sideburn will extend downward beyond the bottom of the ear lobe. No portion of the sideburn will extend forward.
 - c. Will be clean shaven, except that mustaches are permitted. If a mustache is worn, it will not interfere with the seal of the SCBA face piece. **No portion will interfere with a proper seal of SCBA or respiratory protection masks.**

- d. No facial hair (except mustaches) will be allowed that originates below the lip, i.e., beards, “soul patches”, goatees, etc.
 - e. The seal of the face piece must be clear of any facial hair. Hair in the face piece seal has been proven to interfere with maintaining a good seal, thus jeopardizing firefighter health and safety in IDLH environments. This policy will insure compliance with the February 1990 Directorate of Compliance Programs. OSHA. US Department of Labor. Federal Code of Regulations 1910.134.(e)(5)(i) and NFPA 1500 section 1.11.8 and A.1.11.8
4. Female firefighters
- a. Will not allow hair to extend more than seven (7) inches below the bottom of the collar. Items used to secure long hair (combs, barrettes, elastic bands) shall be conservative in appearance.
 - b. Hair shall not be styled so that it hangs below the eyebrows.
 - c. Are allowed to wear ponytails; hair will not be worn in pigtails. French braids would be acceptable if worn neatly.

XV. JEWELRY

- 1. Rings are limited to one metal band only
- 2. One bracelet is allowed.
- 2. Male Firefighters:
 - a. No earrings are allowed.
- 3. Female Firefighters:
 - a. One earring per ear, stud or post, is allowed.
- 4. One medallion is permitted on a light-weight (thin) chain/string. This medallion must be worn under the shirt at all times.
- 5. Members may wear one insignia or button on the pocket flap. These shall be limited to things like Maltese crosses, U.S. and N.M. flag, etc. The size shall be no larger than a quarter, or if a bar type design, shall not exceed the length of the name plate. While it is not possible to list all acceptable insignias, good judgment and discretion is expected. The Fire Chief retains the right to determine what is acceptable.

Note: No other jewelry, including tongue/body piercings are allowed.