


<b>Human Resources</b>	 <b>BUTTE COUNTY EMS</b>	CAAS #:	106.07.01D
		CAMTS #:	TBD
		Page:	1 of 6
		Draft Date:	02/01/2013
		Effective:	03/01/2013
		Revised:	02/22/2013
<b>Conduct</b>		Review:	03/01/2016
<b>Standards for Dress</b>			

It is the intent of Butte County EMS LLC., to establish a clear understanding of the uniform policy. All personnel are required to report to work dressed appropriately in clean, neat uniforms and to maintain a personal appearance consistent with the professional image the Company requires of its employees.

**All items worn on duty must be in accordance with the uniform policy outlined below. Uniform items containing the company logo must be purchased either directly from Butte County EMS or through an approved vendor. All other uniform items may be purchased from any vendor.**

**Class A Uniform**

Butte County EMS has authorized the purchase and wear of a Class A Uniform for formal occasions and public events. The Class A uniform is optional and may be purchased at the employees own expense and is not reimbursable. The Class A Uniform must be purchased from the Lighthouse Uniform Company and consists of the following items.

- EMS Dress Jacket with piping, service stars, and Company Patch.
- EMS Dress Pants
- White Long Sleeve Uniform Shirt with Collar Pins, and Company Patch.
- Black Leather Basketweave Belt with Appropriate Buckle
- Black Uniform Tie
- EMS Formal Cap with Appropriate Band
- Black Perma-Shine Shoes
- Badge
- Name Tag (Gold for Chief Officers, Silver for Captain)
- Specialty Skill Badge (FTO, CIT, SWAT, etc.)
- Full-sized medals or ribbons in the following precedence:
  - Medal of Valor
  - EMS Cross
  - Distinguished Service Medal
  - Meritorious Service Medal
  - EMS Purple Heart Medal
  - Lifesaving Medal
  - Community Service Medal
  - EMT, Paramedic, EMS Educator or Administrator of the Year Medal


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Approved By:

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Signature On-File  
Byron Parsons, Director

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Thornton Marshall, Director

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Robert Hall, Assistant Chief

<b>Human Resources</b>		CAAS #:	106.07.01D
		CAMTS #:	TBD
		Page:	2 of 6
		Draft Date:	02/01/2013
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The following piping shall be worn along with skill level:

- Chief- Director
- Assistant Chief- Assistant Director
- Division Chief- Supervisor
- Battalion Chief- Shift Supervisor
- Captain- Paramedic II

A Star of Life shall be affixed for every 4 years of full-time service with BCEMS or another EMS or Fire agency.

**Class B (Work) Uniform – Chief Officers and Training Captains**

The following items reflect the default uniform (Class B) worn by all BCEMS Chief Officers and Training Captains, and shall be worn at all times, unless otherwise specified in this policy:

Item	Description
Uniform Shirt	Navy Blue, Short or Long Sleeve with Military Creases and Epaulets, with BCEMS Logo on Both Sleeves
T-Shirt	Navy Blue (T-Shirts are required wear and shall match the color of the Uniform Shirt)
Uniform Pants	Navy Blue, With or Without EMS Style Pocket
Belt	Black, Leather Basket Weave with Gold Buckle, or Nylon with Black Buckle
Boots or Shoes	Black, Closed Toed and able to be Polished
Name Tag	Gold with Star of Life affixed to Right Side. Name tag shall include First Initial, Last Name and Skill Level
Badge	Issued
Jacket	5.11 Tactical Hi-Vis Responder Parka with BCEMS Logo on Both Sleeves (Jacket Liner may be worn separately and shall have BCEMS Logo on Both Sleeves)
Ball Cap	Navy Blue with Company Logo, American Flag (Right Side) and Name (Rear)
Beanie (TBD)	Navy Blue with Company Logo (May be worn between 11/1 and 3/31)

- Gold Name Tags will be worn centered above Right Pocket even with Upper Pocket edge.


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<b>Human Resources</b>		CAAS #:	106.07.01D
		CAMTS #:	TBD
		Page:	3 of 6
		Draft Date:	02/01/2013
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- Photo Identification Badges shall be clipped to the Right Shoulder Epaulet of the Uniform Shirt or the Right Collar Point of the Jacket
- All buttons on the Uniform Shirt shall be buttoned except the very top.

The following ribbons are approved for wear, and listed by precedence, with the Class B Uniform. Ribbons will be worn no more than 3 across, and no more than ¼ inch above the name tag:

- Medal of Valor
- EMS Cross
- Distinguished Service Medal
- Meritorious Service Medal
- EMS Purple Heart Medal
- Lifesaving Medal
- Community Service Award
- EMT, Paramedic, EMS Educator, or Administrator of the Year
- Educational Achievement Award
- Service Achievement Award

Subsequent awards shall be designated by adding a Bronze Numeral to the Ribbon. The Numeral shall be centered on the Ribbon.

The following pins are approved for wear with the standard uniform and shall be worn ¼” inch above authorized ribbons or name tag:

- FTO pin, 5/16”, Gold
- CIT pin
- Special Operations pin
- COBRA pin
- American Flag
- Exemplary Performance Angel pin
- California Ambulance Association Star of Life pin

No more than three pins may be worn at any time.


If two pins are worn, they shall be worn vertically and centered above the nametag, or ribbons, with the American Flag (if worn) always to the top.

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<b>Human Resources</b>		CAAS #:	106.07.01D
		CAMTS #:	TBD
		Page:	4 of 6
		Draft Date:	02/01/2013
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If three pins are worn, they shall be worn with two pins evenly spaced above the nametag, or ribbons, with the final pin worn above and centered over them.

### **Class C (Office/Training) Uniform- Chief Officers and Training Captains**

The following items reflect the informal uniform (Class C) worn by all BCEMS Chief Officers and Training Captain, and shall be worn while working in an office, or while engaged as an instructor or student during training events:

Item	Description
Polo Shirt	Navy Blue, 5.11 Performance or Tactical
T-Shirt (Optional)	Navy Blue or White
Pants	Navy Blue or Khaki
Belt (Optional)	Business Appropriate
Shoes	Business Appropriate
Jacket or Vest	TBD

- BCEMS Logo shall be embroidered on the Left Chest
- First Initial, Full Last Name, Skill Level and Title shall be embroidered on Right Chest
- All embroidery shall be in accordance with the most current BCEMS Branding Guidelines
- All buttons shall be buttoned except the very top

### **Chief Officer and Training Captain Uniform Exceptions**

The follow exceptions to the uniform policy are granted:

- Directors and Chief Officers that having concurrent duties as part of Enloe Flightcare are authorized to wear appropriate mission specific attire
- Directors and Chief Officers having concurrent duties as part of a Tactical Team are authorized to wear appropriate mission specific attire.
- Directors and Chief Officers are authorized to wear business formal and semi-formal attire as needed.


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**Class B (Work) Uniform – Field Crews**

The following items reflect the default uniform (Class B) worn by all Field Crews, and shall be worn while on duty in any capacity:

Item	Description
Polo Shirt	Navy Blue, Short or Long Sleeve
T-Shirt (Optional)	Navy Blue
Uniform Pants	Navy Blue, Uniform Style With or Without EMS Pocket
Belt	Black, Leather Basket Weave with Silver Buckle, or Nylon with Black Buckle
Boots or Shoes	Black, Closed Toed and able to be Polished
Jacket	TBD (Jacket Liner may be worn separately and shall have BCEMS Logo on Both Sleeves)
Vest (TBD)	Navy Blue with Company Logo
Ball Cap, Flex Fit or (TBD)	Navy Blue with Company Logo, American Flag (Right Side) and Name (Rear)
Beanie (TBD)	Navy Blue with Company Logo (May be worn between 11/1 and 3/31)

- BCEMS Logo shall be embroidered on the Left Chest
- All embroidery shall be in accordance with the most current BCEMS Branding Guidelines
- All buttons shall be buttoned except the very top
- Photo Identification Badges shall be clipped to the Right Collar Point

**Class B (Work) Uniform – Dispatch**

The following items reflect the default uniform (Class B) worn by all Dispatch Personnel, and shall be worn at all times:


Item	Description
Polo Shirt	Royal Blue, Short or Long Sleeve
Shirt (Optional)	Navy Blue Button Down, Short or Long Sleeve
Pants	Navy Blue or Black
Belt (Optional)	Business Casual
Shoes	Business Casual, Closed Toed

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		CAMTS #:	TBD
		Page:	6 of 6
		Draft Date:	02/01/2013
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		Revised:	02/22/2013
<b>Conduct</b>		Review:	03/01/2016
<b>Standards for Dress</b>			

Jacket (Optional)	Black
Vest (Optional)	Black

- BCEMS Logo shall be embroidered on the Left Chest
- All embroidery shall be in accordance with the most current BCEMS Branding Guidelines
- All buttons shall be buttoned except the very top
- Photo Identification Badges shall be clipped to the Right Collar Point

**The following Titles and Skill Identifiers are for use on the BCEMS approved Photographic Identification Badge.**

**Approved Titles**

Managing Director  
 Medical Director  
 Assistant Chief  
 Division Chief  
 Battalion Chief  
 Captain

**Approved Skill Level Identifiers**

RN: Registered Nurse  
 MICN: Mobile Intensive Care Nurse  
 NRP: Nationally Registered Paramedic  
 NREMT-P: Nationally Registered EMT-Paramedic (Phasing out by 2014)  
 NRAEMT: Nationally Registered Advanced EMT  
 NREMT-I: Nationally Registered EMT-Intermediate (Phasing out by 2014)  
 NREMT: Nationally Registered EMT  
 NREMT-B: Nationally Registered EMT-Basic (Phasing out by 2014)  
 FP-C: Flight Paramedic-Certified  
 EMT-P: EMT-Paramedic  
 EMT-I: EMT-Intermediate  
 AEMT: Advanced EMT  
 EMT: Emergency Medical Technician  
 EMD: Emergency Medical Dispatch

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