

CHAPTER 7 - OPERATIONS AND MAINTENANCE UNIFORM PROGRAM

7-1. Purpose. This chapter establishes the policy on uniforms for civilian USACE Lock Operations and Maintenance (O&M) personnel and Floating Plant personnel, and authorizes an initial uniform allowance and subsequent replacement allowances to personnel required to wear the uniforms. Uniform policy for Natural Resource Management Lake Maintenance Personnel and Lake Contract Maintenance Inspectors is specified in Chapter 14 of ER 1130-2-550.

7-2. Policy. It is the policy of the Corps of Engineers that:

a. Lock O&M Personnel. A standard uniform may be used for Corps personnel performing lock O&M functions. When authorized O&M personnel shall wear the uniform when on duty, under any of the following conditions:

(1) When the duties of the personnel include directing and informing operators of vessels during lockage for a substantial period of time during their work shift.

(2) When the personnel are responsible for ensuring compliance with regulations prescribed by the Secretary of the Army governing the lockage of vessels.

(3) When the duties of the personnel include performing routine or emergency maintenance at a lock project during a portion of their work shift (not including floating plant personnel).

(4) When ready identification of lock operation and maintenance personnel will facilitate the performance of their duties.

(5) When required to have frequent contact with the public and identification as a Corps employee is desirable.

b. Floating Plant Personnel. A standard uniform may be used for Corps personnel performing floating plant functions. When authorized, floating plant personnel shall wear the uniform when on duty, under any of the following conditions:

(1) When on duty aboard the vessel with dignitaries aboard.

(2) When on duty aboard the vessel during ceremonies being held aboard.

(3) When on duty aboard the vessel with the general public aboard.

(4) For official duty ashore where there is a need for ready identification as officers of a Corps-owned vessel.

(5) When on duty and required to have frequent contact with the public and identification as a Corps employee is desirable.

c. The following personnel may be authorized to wear the uniform, and personnel assigned to positions not included in the following list shall be prohibited from wearing all or any part of the uniform. All new employees required to wear uniforms prescribed by this

regulation shall obtain, or be furnished, the necessary uniform items as soon as practical after entering on duty. Applicants who are required to wear the uniform shall be made aware of the uniform requirements prior to hiring. (See Chapter 7 of EP 1130-2-520.)

- (1) Area Lockmasters, Lockmasters, Assistant Lockmasters, and Lock Clerks.
- (2) Head Lock Operators, Lock Operators, Equipment Mechanics, and Electricians.
- (3) Routine and Emergency Lock Maintenance/Repair Crew personnel. See subparagraph (5) below for Floating Plant personnel covered.
- (4) Other lock staff as determined by the MSC Commander.
- (5) Coast Guard licensed masters, mates, chief and assistant engineers, bosuns, and vessel operators, and all other floating plant employees.

d. Uniform classes shall be designated A, B, and C in accordance with the following descriptions. (See EP 1130-2-520 for examples and other information on each class.) The Maternity Uniform is optional for those who require it and wish to wear a uniform.

(1) Class A - Dress Uniform (Full).

(a) The Lock and Dam Class A Dress Uniform may be worn by Area Lockmasters, Lockmasters, lock Clerks and other lock staff as authorized at the discretion of the MSC Commander. The uniform may be worn in office-type situations as appropriate when identification as a Corps of Engineers employee is desirable.

(b) The Floating Plant Class A Dress Uniform may be worn by masters, pilots, mates, chief and assistant engineers, bosuns, and vessel operators, and others at the discretion of the MSC Commander.

(2) Class B - Duty Uniform (Full).

(a) The Class B Duty Uniform is the prescribed uniform to be worn by Head Lock Operators, Lock Operators, and other lock staff as determined by the MSC Commander. The uniform may be worn when the duties of these employees include directing and informing vessel operators during lockage, when ready identification of lock operating personnel facilitates performance of duties, and for ensuring compliance with regulations pertaining to vessel lockage.

(b) The Class B Duty Uniform may also be worn by floating plant personnel as determined by the MSC Commander.

(3) Class C - Work Uniform (Full). The Class C Work Uniform may be worn by emergency and routine maintenance and repair personnel and all other lock personnel not included in Uniform Class A and B working at a lock site or on USACE floating plant as determined by the MSC Commander.

(4) Temporary/Seasonal Employee Uniform. Temporary/seasonal employees may wear the class of uniform (A, B or C) that is appropriate for the primary work assignment.

(5) Maternity Uniform. This uniform may be worn while in a maternity status. Appropriate relief from regulations to wear uniforms during pregnancy shall be given upon request.

e. Procurement.

(1) Uniforms shall be supplied through a credit allowance system, per Section 164 of Public Law (PL) 98-63. This allowance may or may not be sufficient to defray all uniform-connected costs. District commanders may, at their discretion, require that personnel procure additional uniform items from an approved supplier at their own expense. The credit allowance system regulations, current allowance dollar values, and a listing of items covered and not covered by the allowance are documented in Chapter 7 of EP 1130-2-520.

(2) Uniform procurement shall be by means of a centralized uniform distribution contract which provides a single source of uniform supply. The uniform supply contract shall be reviewed annually and updated as necessary by CECW-OD. A change in contract scope requires readvertisement.

(3) Detailed guidelines on uniform procurement and accounting are contained in Chapter 7 of EP 1130-2-520 which includes the prescription of ENG Form 4891-R, Uniform Allowance, which shall be used to assess and authorize appropriate uniform allowances.

(4) Substitutions or deviations from the uniform specifications prescribed in Chapter 7 of EP 1130-2-520 require prior approval of HQUSACE (CECW-OD) WASH DC 20314-1000. Supervisors and managers may recommend specific substitutions or new uniform items through the district uniform coordinator. After proper review, the proposal may be forwarded to CDR, HQUSACE (CECW-OD) for consideration.

f. MSC Commanders may approve the wearing of uniforms for selected personnel while on duty, and shall have the discretionary authority to:

(1) Determine the specific projects at which personnel will be required to wear the uniform and determine what "class" uniform will be worn by each employee. However, to provide uniformity, all employees in like positions on the same project or site shall be required to wear the same class uniform.

(2) Determine additional O&M job functions which may be authorized to wear Class B and C uniforms when identification as a Corps employee is desirable.

(3) Redelegate this authority to the District Commander.

g. Supervisory personnel shall be responsible for the enforcement of appearance standards as prescribed by EP 1130-2-520. Individuals shall wear the uniform in a manner that commands respect for both themselves and the Corps of Engineers.

h. Nothing in this chapter shall be interpreted as overriding applicable Federal, state, and local safety regulations. When there is any question, the safety regulation shall take precedent. Safety shoes, high visibility vests, life jackets, hard hats, and other safety and protective gear are not provided as part of the uniform program. These items are to be provided and worn as stipulated in Engineer Manual (EM) 385-1-1, Corps Safety and Health Requirements Manual, and other applicable regulations.