

CHAPTER 14 - NATURAL RESOURCE MANAGEMENT MAINTENANCE UNIFORMS

14-1. Purpose. This chapter establishes the policy on uniforms for Natural Resources Management (NRM) Lake Maintenance Personnel and Lake Maintenance Contract Inspectors, and authorizes an initial uniform allowance and subsequent replacement allowances to maintenance personnel required to wear the uniforms.

14-2. Policy. It is the policy of the Corps of Engineers that:

a. Supplying maintenance uniforms is optional at the MSC and district level. However, MSCs and districts that elect to supply maintenance uniforms must furnish the standard uniform identified herein to all projects within a participating district.

b. A standard uniform shall be used for Corps Lake Maintenance Personnel and Lake Maintenance Contract Inspectors working at lake/river projects in the NRM element, Operations Division when on duty under any of the following conditions:

- (1) When performing routine or emergency maintenance work.
- (2) When ready identification of maintenance personnel will facilitate the performance of their duties.
- (3) When required to have frequent contact with the public and identification as a Corps employee is desirable.
- (4) Personnel assigned to positions not identified in this paragraph including employees working at the MSC or district levels are prohibited from wearing all or portion of the maintenance uniform.

c. The prescribed uniform is specified in Appendixes T and U (Class B/C Duty/Work Uniforms) and Appendix V (Maternity Uniform) of EP 1130-2-520. Personnel authorized to wear the maintenance uniform under this regulation are prohibited from wearing uniform components from other uniform programs including the Natural Resources Management (Park Manager/Ranger) Uniform, as prescribed in Chapter 8 of this regulation.

d. New maintenance personnel required to wear the prescribed uniform shall obtain, or be furnished, the necessary uniform items as soon as practical after entering on duty. Applicants who are applying for a uniformed position shall be made aware of the uniform requirements prior to hiring. The proper wearing of the uniform shall be a condition of employment and shall be a performance evaluation element for all individuals authorized to wear the uniform. Supervisory personnel shall be responsible for the enforcement of uniform wear standards as prescribed by Chapter 7 of EP 1130-2-520. Individuals shall wear the uniform in a manner that commands respect for both themselves and the Corps of Engineers.

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

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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.

(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-ON) 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-ON) 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 projector site shall be required to wear the same class uniform.

(2) Redelegate this authority to the District Commander.

g. 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, Safety and Health Requirements Manual, and other applicable regulations.

FOR THE COMMANDER:

2 Appendixes
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